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BRISTOL MYERS SQUIBB CO (BMY)

2026 DEF 14A · filed 2026-03-25 · CIK 0000014272

Headline facts

CEO TOTAL PAY

$21,879,919

Christopher S. Boerner, Ph.D.Board · 2025 · ‘ 16% YoY

SAY ON PAY

Not disclosed

CEO PAY RATIO ITEM 402(U)

131 to 1

Median employee: $167,191

COMPENSATION COMMITTEE CD&A

Compensation and Management Development Committee

Governance policies

CLAWBACK

present

HEDGING

prohibited

PLEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

Not extracted

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Christopher S. Boerner, Ph.D.Board Chair and Chief Executive Officer	$1,586,346	$16,061,399	$3,754,684	$477,490	**$21,879,919**
Samit Hirawat, M.D. Former EVP, Chief Medical Officer, Head of Development	$964,904	$5,815,320	$928,658	$2,625,351	**$10,334,233**
Cristian Massacesi, M.D. EVP, Chief Medical Officer, Head of Development	$388,462	$7,853,994	$660,876	$44,618	**$10,072,950**
Adam Lenkowsky EVP, Chief Commercialization Officer	$1,131,731	$6,136,800	$1,794,732	$250,029	**$9,340,352**
David V. Elkins EVP and Chief Financial Officer	$1,140,442	$5,981,513	$1,799,484	$256,151	**$9,177,590**
Greg Meyers EVP, Chief Digital and Technology Officer	$1,072,692	$4,209,168	$1,669,036	$230,277	**$7,181,173**

CEO pay mix (latest year)

Base salary	7%
Cash incentive	17%
Equity	73%
Other	2%
At-risk	**91%**

SOURCE CITATIONS

Every fact above, traced back to filing text

Generated 2026-08-02 05:16:53Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

CEO pay ratio = 131 to 1

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.94

“in the 2025 Summary Compensation Table, as $167,191. Dr. Boerner had an annual total compensation equal to the amount included in the “Total Compensation” column of the 2025 Summary Compensation Table, which results in an annual total compensation for 2025 of $21,879,919. Based on this information, for 2025, the ratio of the annual total compensation of the CEO to the median of the annual total compensation of all other employees of the Company was 131 to 1. Bristol Myers Squibb | 2026 Proxy Statement 97”

Median employee compensation = $167,191

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.9

“Pay Ratio To determine the ratio of the CEO’s annual total compensation to the median annual total compensation of all employees excluding the CEO, we identified the median employee as of October 1, 2023 using target total cash compensation (i.e., salary plus 2023 target incentive award). We believe this measure most reasonably reflects the typical annual compensation of our employee population and was consistently applied for all employees. We believe that there have not been any material”

Compensation committee = Compensation and Management Development Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Compensation and Management Development Committee Report”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“clawback policy”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Policy Prohibiting Hedging and Pledging”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Policy Prohibiting Hedging and Pledging”