

BRUKER CORP (BRKR)

2026 DEF 14A · filed 2026-04-10 · CIK 0001109354

Headline facts

CEO TOTAL PAY

\$4,706,388

Frank H. Laukien, Ph.D. · 2025 · “ 15% YoY

CEO PAY RATIO ITEM 402(U)

55 to 1

Median employee: \$85,571

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE CD&A

Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

3 peers auto-selected from BRKR's disclosed compensation peer group. Each row shows the peer's latest filing.

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
A AGILENT TECH- NOLOGIES, INC.	\$12,827,236	155 to 1	\$12,827,236	Compensation Committee
BIO BIO-RAD LABORA- TORIES, INC.	\$7,995,841	97 to 1	\$82,784	Compensation Committee
RVTY REVVITY, INC.	\$13,809,549	239 to 1	\$57,745	Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Frank H. Laukien, Ph.D. Chairman, President and Chief Executive Officer	\$976,554	\$1,623,407	\$587,270	\$31,048	\$4,706,388
Mark R. Munch, Ph.D. Executive Vice President & President	\$738,370	\$792,111	\$152,981	\$28,152	\$2,178,054
Gerald N. Herman Executive Vice President and Chief Financial Officer	\$644,234	\$866,291	\$215,696	\$19,381	\$2,010,308
Juergen W. Srega President	\$503,801	\$487,500	\$174,777	\$94,012	\$1,422,590
Falko Busse, Ph.D. President	\$544,633	\$311,133	\$136,474	\$137,390	\$1,420,798

CEO pay mix (latest year)

Base salary	21%
Cash incentive	12%
Equity	66%
Other	1%
At-risk	79%

Every fact above, traced back to filing text

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CEO pay ratio = 55 to 1

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

“total compensation of our median employee. For 2025, the annual total compensation of our median employee was \$85,571. The 2025 annual total compensation of our Chief Executive Officer, as reported in the Summary Compensation Table included in this Proxy Statement, was \$4,706,388. Based on this information, the ratio of our Chief Executive Officer’s annual total compensation to the annual total compensation of our median employee in 2025 was 55 to 1. This ratio is a reasonable estimate calculated in a manner consistent with Item 402(u) of Regulation S-K. For purposes of reporting annual total ...”

Median employee compensation = \$85,571

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

“required by Section 953(b) of the Dodd-Frank Act and Item 402(u) of Regulation S-K, we are providing the following disclosure about the ratio of the annual total compensation of Dr. Laukien, our Chairman, President, and Chief Executive Officer, to the annual total compensation of our median employee. For 2025, the annual total compensation of our median employee was \$85,571. The 2025 annual total compensation of our Chief Executive Officer, as reported in the Summary Compensation Table included in this Proxy Statement, was \$4,706,388. Based on this information, the ratio of our Chief Executive...”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Aon is engaged directly by and reports to the Compensation Committee.”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“clawback policy”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“What We Don’t Do No Hedging or Pledging of Company Securities We prohibit employees and non-employee directors from engaging in hedging transactions in our securities and, subject to one limited exception as further described on page 32 under “Policies on Hedging and Pledging of Shares,” may not pledge our securities as collateral for any loan”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“A limited exception applies if there was an existing pledge transaction before the adoption of our policy prohibiting pledging, or if there are subsequent renewals of such preexisting pledge transactions on substantially similar terms”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“Named executive officers and directors who have not met their minimum required ownership, are required to hold (and not dispose of) a certain amount of shares of our Common Stock acquired through equity awards until the ownership requirement is met”