IDEXX LABORATORIES INC /DE (IDXX)

2026 DEF 14A · filed 2026-03-27 · CIK 0000874716

Headline facts

CEO TOTAL PAY

$14,580,122

Jonathan J. Mazelsky · 2025 · ‘ 12% YoY

SAY ON PAY SAY-ON-PAY

94%

Extracted from: Say-on-Pay advisory proposal

CEO PAY RATIO ITEM 402(U)

218 to 1

Median employee: $14,580,122

COMPENSATION COMMITTEE CD&A

Compensation and Talent Committee

Governance policies

CLAWBACK

present

HEDGING

prohibited

PLEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

3 peers auto-selected from IDXX’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
DXCM DEXCOM INC	$7,985,960	—	$58,663	Compensation Committee
ZTS Zoetis Inc.	$19,046,509	236 to 1	$80,592	Role of the Compensation Consultant The Human Resources Committee engaged Pearl Meyer to serve as its independent executive compensation consultant for 2025

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Jonathan J. Mazelsky President and Chief Executive Officer	$1,150,000	$5,399,881	$2,593,000	$37,240	**$14,580,122**
Michael J. Lane Executive Vice President and General Manager, CAG Diagnostics Business Unit	$594,054	$1,349,855	$627,270	$98,288	**$4,019,416**
Tina Hunt, PhDExecutive Vice President, Global Strategy and Commercial	$594,054	$1,349,855	$627,270	$24,165	**$3,945,293**
Martin Smith, PhDExecutive Vice President and Chief Technology Officer, R&D, Global Operations, Information Technology and Information Security	$594,054	$1,349,855	$627,270	$23,406	**$3,944,534**
Andrew Emerson Executive Vice President and Chief Financial Officer	$531,146	$949,864	$577,500	$24,620	**$3,033,071**
Brian P. McKeon Former Executive Vice President, Chief Financial Officer and Treasurer	$293,404	—	—	$58,276	**$351,680**

CEO pay mix (latest year)

Base salary	8%
Cash incentive	18%
Equity	74%
Other	0%
At-risk	**92%**

SOURCE CITATIONS

Every fact above, traced back to filing text

Generated 2026-08-02 07:44:39Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

CEO pay ratio = 218 to 1

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

"of the ratio of (i) the total annual compensation of our CEO to (ii) the total annual compensation of our median employee. For fiscal year 2025: +the total annual compensation of our CEO was $14,580,122; +the total annual compensation for the employee identified as our median employee was $66,956; and +the ratio of our CEO's annual total compensation to that of our median employee was 218 to 1. In calculating this ratio, we used the same median employee that we identified for fiscal year 2023, as permitted by the applicable SEC rules, because there has been no change in our employee population…"

Median employee compensation = $14,580,122

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

"CEO Pay Ratio Pursuant to Item 402(u) of Regulation S-K, we are required to provide annual disclosure of the ratio of (i) the total annual compensation of our CEO to (ii) the total annual compensation of our median employee. For fiscal year 2025: +the total annual compensation of our CEO was $14,580,122; +the total annual compensation for the employee identified as our median employee was $66,956; and +the ratio of our CEO's annual total compensation to that of our median employee was 218 to 1. In calculating this ratio, we used the"

Say on pay = 94%

Extracted from: Say-on-Pay advisory proposal · confidence 0.84

"votes cast voting in favor of approving the compensation of our NEOs."

Compensation committee = Compensation and Talent Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

"Compensation and Talent 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

"and a prohibition against pledging and hedging activity."

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

"and a prohibition against pledging and hedging activity."

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

"stock ownership guidelines"