

IONIS PHARMACEUTICALS INC (IONS)

2026 DEF 14A · filed 2026-04-23 · CIK 0000874015

Headline facts

CEO TOTAL PAY

\$13,350,777

Brett P. Monia · 2025 · “ 13% YoY

CEO PAY RATIO CD&A

44 to 1

Median employee: \$304,680

SAY ON PAY CD&A

96%

Extracted from: Compensation Discussion & Analysis

COMPENSATION COMMITTEE CD&A

Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

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

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
DIA	—	—	—	—
SPDR DOW JONES				
INDUSTRIAL AVER-				
AGE ETF TRUST				
TGT	\$21,830,088	794 to 1	—	Compensation & Human Capital Manage-
TARGET CORP				ment Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Brett P. Monia Chief Executive Officer	\$1,051,776	\$4,297,208	—	\$18,009	\$13,350,777
Elizabeth L. Hougen EVP, Finance and Chief Financial Of- ficer	\$729,750	\$1,544,265	—	\$43,009	\$4,422,302
Richard S. Geary EVP, Chief Development Officer	\$622,074	\$1,095,930	—	\$47,831	\$3,331,400
Brian Birchler EVP, Corporate and Development Operations	\$580,154	\$1,095,930	—	\$48,009	\$3,245,054
Eric Swayze EVP, Research	\$589,013	\$1,095,930	—	\$18,009	\$3,233,339
Patrick R. O'Neil EVP, Chief Legal Officer and General Counsel	\$611,791	\$1,095,930	—	\$18,009	\$3,210,608

CEO pay mix (latest year)

Base salary	11%
Cash incentive	26%
Equity	62%
Other	0%
At-risk	88%

Every fact above, traced back to filing text

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CEO pay ratio = 44 to 1

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“of the Summary Compensation Table. For 2025, the median annual total compensation of our employees (other than our CEO) was \$304,680 and the annual total compensation of our CEO, as reported in the Summary Compensation Table included in this Proxy Statement, was \$13,350,777. Based on this information, the ratio of the annual total compensation of our CEO to the median of the annual total compensation of all employees was approximately 44 to 1. The CEO Pay Ratio above represents our reasonable estimate calculated in a manner consistent with SEC rules and applicable guidance. SEC rules and guida...”

Median employee compensation = \$304,680

Extracted from: Compensation Discussion & Analysis · confidence 0.9

“our median employee for 2024 using the following methodology: •We included all employees of Ionis who were employed by us on December 31, 2024. 86 •We identified our median employee from this employee population based on the W-2 income for 2024. We did not annualize any of these amounts. We used the same median employee identified for 2024 to calculate our CEO Pay Ratio for 2025 because there was no significant change to our employee population or employee compensation arrangements in 2025. Using this approach, we calculated the annual total compensation of this employee for 2025 in accordance...”

Say on pay = 96%

Extracted from: Compensation Discussion & Analysis · confidence 0.84

“votes cast in favor of our “say on pay””

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“The Compensation Committee”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Clawback Policy We have a recoupment/“clawback” policy”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Anti-Hedging Policy and Anti-Pledging Policy We explicitly prohibit employees from “shorting” and hedging against our stock and from pledging our stock”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“In addition, we also prohibit all directors and employees, including our named executive officers, from pledging our stock as collateral”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

