JOHNSON & JOHNSON (JNJ)

2026 DEF 14A · filed 2026-03-11 · CIK 0000200406

Headline facts

CEO TOTAL PAY

$32,758,111

J. Duato · 2025 · ‘ 35% YoY

SAY ON PAY CD&A

92%

Extracted from: Compensation Discussion & Analysis

CEO PAY RATIO ITEM 402(U)

360 to 1

COMPENSATION COMMITTEE CD&A

Compensation & Benefits Committee

Governance policies

CLAWBACK

present

HEDGING

prohibited

PLEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
J. Duato Chairman/CEO	$1,600,000	$15,028,948	$4,298,700	$601,231	**$32,758,111**
J. Wolk EVP, CFO	$1,240,646	$6,263,486	$1,860,560	$115,222	**$14,405,442**
J. Taubert EVP, WWC Innovative Medicine	$1,220,308	$6,160,665	$2,002,750	$89,963	**$14,030,063**
J. Reed EVP, Innovative Medicine, R&D	$1,220,308	$6,160,665	$1,810,000	$135,076	**$12,214,062**
T. Schmid EVP, WWC, MedTech	$942,308	$3,422,473	$1,507,800	$88,059	**$9,336,765**

CEO pay mix (latest year)

Base salary	6%
Cash incentive	16%
Equity	76%
Other	2%
At-risk	**92%**

SOURCE CITATIONS

Every fact above, traced back to filing text

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CEO pay ratio = 360 to 1

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

“CEO pay ratio Ratio of the annual total compensation of the median-paid employee to the CEO The annual total compensation of our median-paid employee on a worldwide basis for 2025 was $91,000. The annual total compensation of our Chief Executive Officer for 2025 was $32,784,511. The ratio of the two amounts for 2025 is 360 to 1”

Say on pay = 92%

Extracted from: Compensation Discussion & Analysis · confidence 0.84

“votes cast in favor. We believe this outcome reflects our sustained engagement with investors and disciplined, multi year refinements to our NEO pay program. We describe our shareholder engagement in detail on page 38. 92%Approve Say on PayWhat we didShareholder engagement. We start formal shareholder outreach in the”

Compensation committee = Compensation & Benefits Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“The table below lists factors the Compensation & Benefits Committee considers in its review”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“recoupment policy applicable to our named executive officers”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Our Policy Against Pledging, Hedging and Short Selling of Company Stock prohibits directors and executive officers from pledging, entering into hedging arrangements, short selling or transacting in derivative instruments linked to the performance of the Company’s stock.”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Our Policy Against Pledging, Hedging and Short Selling of Company Stock prohibits directors and executive officers from pledging, entering into hedging arrangements, short selling or transacting in derivative instruments linked to the performance of the Company’s stock.”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“Stock ownership guidelines for named executive officers”