

LINDE PLC (LIN)

2026 DEF 14A · filed 2026-04-29 · CIK 0001707925

Headline facts

CEO TOTAL PAY

\$21,777,870

Sanjiv Lamba · 2025 · + 5% YoY

CEO PAY RATIO ITEM 402(U)

428 to 1

Median employee: \$50,860

SAY ON PAY CD&A

94.1%

Extracted from: Compensation Discussion & Analysis

COMPENSATION COMMITTEE CD&A

Not extracted

Governance policies

CLAWBACK

present

PLEDGING

Not disclosed

HEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

present

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Sanjiv Lamba Chief Executive Officer	\$1,575,000	\$11,680,804	\$3,197,250	\$187,908	\$21,777,870
Matthew J. White Executive Vice President & Chief Fi- nancial Officer	\$944,750	\$5,007,108	\$1,386,326	\$42,238	\$9,670,160
Guillermo Bichara Executive Vice President & Chief Le- gal Officer	\$830,250	\$2,960,304	\$1,006,429	\$57,428	\$6,231,934
Sean F. Durbin Chief Operating Officer	\$789,000	\$2,845,953	\$1,058,167	\$67,059	\$6,075,414
David P. Strauss Former Executive Vice President & Chief Human Resources Officer	\$722,256	\$2,345,152	\$875,310	\$26,979	\$5,251,214
Benjamin W. Glazer Senior Vice President	\$625,000	\$1,952,919	\$769,998	\$100,498	\$4,363,629

CEO pay mix (latest year)

Base salary	7%
Cash incentive	15%
Equity	77%
Other	1%
At-risk	92%

Every fact above, traced back to filing text

Generated 2026-10-15 11:02:17Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

CEO pay ratio = 428 to 1

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

“the median employee, the Company calculated 2025 annual total compensation for both the median employee and the CEO in accordance with SEC rules to arrive at the Pay Ratio. The median employee’s 2025 annual total compensation was \$50,860 and the CEO’s 2025 annual total compensation was \$21,777,870 resulting in a 2025 Pay Ratio of 428:1. SEC rules for identifying the median employee and calculating the pay ratio based on that employee’s annual total compensation allow companies to use a variety of methodologies, exclusions, assumptions and reasonable estimates. As a result, the pay ratios repor...”

Median employee compensation = \$50,860

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

“total compensation for both the median employee and the CEO in accordance with SEC rules to arrive at the Pay Ratio. The median employee’s 2025 annual total compensation was \$50,860 and the CEO’s 2025 annual total compensation was \$21,777,870 resulting in a 2025 Pay Ratio of 428:1. SEC rules for identifying the median employee and calculating the pay ratio based on that employee’s annual total compensation allow companies to use a variety of methodologies, exclusions, assumptions and reasonable estimates. As a result, the pay ratios reported above may not be comparable to the pay ratio disclos...”

Say on pay = 94.1%

Extracted from: Compensation Discussion & Analysis · confidence 0.84

“votes cast were in favor of the Company’s Advisory Vote on NEO Compensation.”

Compensation committee = —

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“When making compensation decisions, the HC Committee considered these results, as well as shareholder feedback received in outreach sessions.”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Clawback Policy”

Hedging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Stock Ownership, Retention Requirements, Hedging, and Pledging”

Pledging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Stock Ownership, Retention Requirements, Hedging, and Pledging”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

"Executive Stock Ownership and Shareholding Policy" section)"