

ELI LILLY & Co (LLY)

2026 DEF 14A · filed 2026-03-20 · CIK 0000059478

Headline facts

CEO TOTAL PAY

\$36,698,337

David A. Ricks · 2025 · 25% YoY

CEO PAY RATIO

Not in CD&A

Median employee: \$36,698,337

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE

CD&A

Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
David A. Ricks Chair, President, and Chief Executive Officer	\$1,700,000	\$23,325,000	—	\$736,201	\$36,698,337
Daniel M. Skovronsky, M.D., Ph.D. Executive Vice President, Chief Scientific and Product Officer and President, Lilly Research Labs	\$1,490,385	\$12,000,000	—	\$159,307	\$17,786,576
Anat Hakim Executive Vice President, General Counsel and Secretary	\$1,000,000	\$6,000,000	—	\$162,570	\$9,845,518
Lucas Montarce Executive Vice President and Chief Financial Officer	\$1,000,000	\$5,000,000	—	\$60,000	\$8,483,315
Jake Van Naarden Executive Vice President and President, Lilly Oncology and Head of Corporate Business Development	\$920,192	\$4,500,000	—	\$72,519	\$7,586,097

CEO pay mix (latest year)

Base salary	7%
Cash incentive	0%
Equity	91%
Other	3%
At-risk	91%

Every fact above, traced back to filing text

Generated 2026-10-15 09:34:00Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

Median employee compensation = \$36,698,337

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

“CEO Pay Ratio Lilly is committed to ensuring that every employee’s pay reflects their job’s impact and responsibilities and remains market competitive. As required by SEC rules, we are providing the ratio of our CEO’s annual total compensation to that of our median employee. The SEC rules grant companies flexibility in determining the methodology, assumptions, and estimates used to identify the median employee. As a global company with approximately 51,000 employees across diverse roles and geographies, this calculation reflects our broad and complex workforce. The table below”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“The Science & Technology Committee may recommend that the Talent & Compensation Committee apply discretion to the pipeline metric result”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Additionally, the policy allows for the recoupment of incentive compensation (cash or stock) and/or non-qualified benefits previously granted or paid to executives (including certain non-executive officers) in the event of: (a) payments based on materially inaccurate assessments of performance, (b) financial restatements due to misconduct, or (c) other misconduct resulting in material violations of law or company policy that causes significant harm to the company”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Prohibition on Hedging and Pledging Shares”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Prohibition on Hedging and Pledging Shares”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“All NEOs are in compliance with the share ownership guidelines”