

Loar Holdings Inc. (LOAR)

2026 DEF 14A · filed 2026-04-14 · CIK 0002000178

Headline facts

CEO TOTAL PAY

—

Not extracted

CEO PAY RATIO ITEM 402(U)

78:1

Median employee: \$49,796

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE CD&A

Compensation Committee

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
Brett Milgrim Executive Co-Chairman Glenn	\$750,000	—	\$905,817	\$10,500	\$3,449,364
Michael J. Manella General Counsel	\$423,360	—	\$255,658	\$10,500	\$1,656,381

Every fact above, traced back to filing text

Generated 2026-10-15 11:57:14Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

CEO pay ratio = 78:1

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

“CEO Pay Ratio The SEC requires us to disclose the annual total compensation of each of Mr. Charles (our principal executive officer) and our median employee, as well as the ratio of their respective annual total compensation to each other (in each case, with annual total compensation calculated in accordance with SEC rules”

Median employee compensation = \$49,796

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

“median employee, as well as the ratio of their respective annual total compensation to each other (in each case, with annual total compensation calculated in accordance with SEC rules applicable to the Fiscal 2025 Summary Compensation Table). In Fiscal 2025, Mr. Charles’ annual total compensation was \$3,890,915. Our median employee’s annual total compensation was \$49,796. The ratio of Mr. Charles’ annual total compensation to our median employee’s annual total compensation was 78:1. The median employee was identified and the ratio was calculated in accordance with the methodology permitted und...”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“During 2025, the Compensation Committee consisted solely of independent directors”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“clawback policy”

Hedging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“The Company also maintains an insider trading policy, including provisions addressing hedging, short sales, pledging and clawback policy”

Pledging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“The Company also maintains an insider trading policy, including provisions addressing hedging, short sales, pledging and clawback policy”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“stock ownership guidelines.”