

NovoCure Ltd (NVCR)

2026 DEF 14A · filed 2026-04-20 · CIK 0001645113

Headline facts

CEO TOTAL PAY

\$6,975,329

Frank Leonard · 2025 · +353% YoY

CEO PAY RATIO ITEM 402(U)

84 to 1

Median employee: \$148,799

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

Peer snapshot

1 peer auto-selected from NVCR's disclosed compensation peer group. Each row shows the peer's latest filing.

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
PODD INSULET CORP	\$18,858,968	213 to 1	\$94,703	Talent and Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Ashley Cordova Former Chief Executive Officer	\$901,837	\$8,249,965	\$811,653	\$482,085	\$13,198,354
Frank Leonard Chief Executive Officer	\$570,000	\$4,999,993	\$389,644	\$14,672	\$6,975,329
Christoph Brackmann Chief Financial Officer	\$541,102	\$1,999,991	\$324,661	\$296,624	\$4,163,398
Uri Weinberg Chief Medical and Innovation Officer	\$541,102	\$1,999,991	\$270,551	\$347,281	\$4,159,945
Nicholas Leupin Former Chief Medical Officer	\$553,151	\$1,999,991	\$276,575	\$168,304	\$3,999,041
Michael Puri Chief Human Resources Officer	\$511,089	\$1,999,991	\$255,545	\$166,248	\$3,933,893

CEO pay mix (latest year)

Base salary	8%
Cash incentive	6%
Equity	86%
Other	0%
At-risk	92%

Every fact above, traced back to filing text

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CEO pay ratio = 84 to 1

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

“November 30, 2025. We have estimated the median of the 2025 annual total compensation of our employees, excluding our CEO, to be \$148,799. The 2025 annualized total compensation of Ms. Cordova as reported in the Summary Compensation Table and annualized as if she were CEO for the entire year, is \$12,501,658. The ratio of the total compensation of our CEO to the estimated median of the annual total compensation of our employees was 84 to 1. We believe this pay ratio is a reasonable estimate calculated in a manner consistent with SEC rules. The following paragraphs provide important context rela...”

Median employee compensation = \$148,799

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

“of our employees outside the U.S. were converted to U.S. dollars using the currency exchange rates used for organizational planning purposes. We did not make any cost of living adjustments. For purposes of this disclosure, the date used to identify the “median employee” was October 31, 2025. To identify the “median employee,” we utilized the 2025 base salary, annual cash incentive and other cash compensation, and equity compensation for our consistently applied compensation measure because we believe that this measure reasonably reflects the annual compensation of our employees. We grant equit...”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Our Compensation Committee believes that the PSUs awarded to Mr”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Recoupment Policy and other internal business and operational approval processes.”

Hedging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“COMPENSATION DISCUSSION AND ANALYSIS Executive Summary This section discusses and analyzes the decisions we made concerning the compensation of our NEOs for 2025. It also describes the process for determining executive compensation and the factors considered in determining the amount of compensation awarded to our NEOs. Mr. Danziger, our Chief Executive Officer, and Mr. Doyle, our Executive Chairman, have been critical to Novocure’s success and have collaborated for nearly 20 years to advance our therapy from the preclinical stage through clinical studies to regulatory approvals and ultimately...”

Pledging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“COMPENSATION DISCUSSION AND ANALYSIS Executive Summary This section discusses and analyzes the decisions we made concerning the compensation of our NEOs for 2025. It also describes the process for determining executive compensation and the factors considered in determining the amount of compensation awarded to our NEOs. Mr. Danziger, our Chief Executive Officer, and Mr. Doyle, our Executive Chairman, have been critical to Novocure’s success and have collaborated for nearly 20 years to advance our therapy from the preclinical stage through clinical studies to regulatory approvals and ultimately...”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“Share Ownership Guidelines”