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PFIZER INC (PFE)

2026 DEF 14A · filed 2026-03-12 · CIK 0000078003

Headline facts

CEO TOTAL PAY

$27,585,301

A. Bourla · 2025 · ‘ 12% YoY

SAY ON PAY

Not disclosed

CEO PAY RATIO ITEM 402(U)

277 to 1

COMPENSATION COMMITTEE CD&A

Compensation Committee

Governance policies

CLAWBACK

present

HEDGING

prohibited

PLEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

4 peers auto-selected from PFE’s disclosed compensation peer group. Each row shows the peer’s latest filing.

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
CMCSA COMCAST CORP	$35,148,413	381 to 1	$92,390	Compensation Committee
DHR DANAHER CORP /DE/	$23,795,280	343 to 1	—	Compensation Committee
IBM INTERNATIONAL BUSINESS MACHINES CORP	$37,989,685	765 to 1	$37,989,685	—
PG PROCTER & GAMBLE Co	—	276 to 1	$79,510	Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
A. Bourla Chairman and Chief Executive Officer	$1,800,000	$9,442,705	$5,400,000	$1,940,441	**$27,585,301**
C. Boshoff Chief Scientific Officer and President, Research & Development	$1,400,000	$1,808,655	$3,150,000	$648,006	**$10,006,039**
D. Denton Chief Financial Officer, EVP	$1,388,964	$2,367,893	$2,800,000	$613,840	**$9,670,182**
A. Malik Chief U.S. Commercial Officer, EVP	$1,386,817	$2,281,630	$2,900,000	$611,245	**$9,429,227**
D. Lankler Chief Legal Officer, EVP	$1,411,787	$1,976,390	$2,675,000	$535,588	**$9,106,276**

CEO pay mix (latest year)

Base salary	7%
Cash incentive	20%
Equity	67%
Other	7%
At-risk	**86%**

SOURCE CITATIONS

Every fact above, traced back to filing text

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CEO pay ratio = 277 to 1

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

“CEO PAY RATIO The 2025 annual total compensation for Dr. Bourla was 277 times the annual total compensation of the median-paid employee as follows: Annual Total CompensationAlbert Bourla$27,585,301 (1)Median-Paid Employee$99,631 (2)Ratio277:1 (1)As reported in the “Total” column of the Summary Compensation Table. (2)Cash compensation (including overtime pay) of $95,111; equity of $0; change in pension of $4,473 plus all other”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“CSI designations are ultimately reviewed by the Compensation Committee and the Board of Directors as part of their review of the financial statements”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“clawback policy, which complies with the SEC rules under the Dodd-Frank Wall Street Reform and Consumer Protection Act and NYSE rules, provides that Pfizer will seek recovery, in the event of a required accounting restatement, of erroneously awarded incentive-based compensation received by current and former executive officers.”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“It also prohibits trading in puts, calls, straddles, equity swaps, or other derivative securities, including exchange funds, that are directly linked to our common stock (sometimes referred to as “hedging”)”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Consistent with our policy prohibiting the pledging of Pfizer stock, none of our NEOs or other executive officers have pledged Pfizer stock as collateral for personal loans or other obligations.”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“stock ownership guidelines promote alignment with shareholders’ interest by requiring the CEO to own Pfizer stock with a value equal to at least eight times his base salary and for each other NEO to own Pfizer stock with a value equal to at least four times their respective base salary”