

RESMED INC (RMD)

2025 DEF 14A · filed 2025-10-02 · CIK 0000943819

Headline facts

CEO TOTAL PAY

\$14,674,543

Michael Farrell · 2025 · + 4% YoY

CEO PAY RATIO ITEM 402(U)

187 to 1

Median employee: \$14,674,543

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE CD&A

Compensation and Leadership Development Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

3 peers auto-selected from RMD's disclosed compensation peer group. Each row shows the peer's latest filing.

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
ALGN ALIGN TECHNOLOGY INC	\$19,193,988	610 to 1	\$31,454	Compensation and Human Capital Committee
IDXX IDEXX LABORATORIES INC /DE	\$14,580,122	218 to 1	\$14,580,122	Compensation and Talent Committee
RVTY REVVITY, INC.	\$13,809,549	239 to 1	\$57,745	Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Michael Farrell Chief executive officer	\$1,214,150	\$8,775,059	\$1,646,743	\$113,584	\$14,674,543
Justin Leong Chief product officer	\$677,032	\$2,600,037	\$552,478	\$81,894	\$3,911,441
Bobby Ghoshal Chief commercial officer, Residential Care Software	\$651,660	\$2,400,078	\$550,001	\$50,716	\$3,652,455
Brett Sandercock Chief financial officer	\$498,967	\$2,600,037	\$407,171	\$65,835	\$3,572,010
Mike Rider Named executive officer	\$508,745	\$1,400,005	\$311,363	\$69,009	\$2,289,122

CEO pay mix (latest year)

Base salary	8%
Cash incentive	11%
Equity	80%
Other	1%
At-risk	91%

Every fact above, traced back to filing text

Generated 2026-10-15 10:23:22Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

CEO pay ratio = 187 to 1

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

“determining this pay ratio was \$14,674,543. The annual total compensation of the median employee and the annual total compensation of the chief executive officer were calculated in accordance with the requirements of Item 402(c)(2)(x) of Regulation S-K. Based on this information, for fiscal year 2025, we estimate the ratio of the annual total compensation of our chief executive officer to the annual total compensation of our median employee was approximately 187 to 1. 88 | 2025 Proxy Statement Table of ContentsExecutive Compensation”

Median employee compensation = \$14,674,543

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

“and target incentive payments, due to turnover. The annual total compensation of the median employee for the fiscal year ending June 30, 2025, was \$78,354; and the annual total compensation of our chief executive officer for purposes of determining this pay ratio was \$14,674,543. The annual total compensation of the median employee and the annual total compensation of the chief executive officer were calculated in accordance with the requirements of Item 402(c)(2)(x) of Regulation S-K. Based on this information, for fiscal year 2025, we estimate the ratio of the annual total compensation of ou...”

Compensation committee = Compensation and Leadership Development Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Compensation and Leadership Development Committee”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Clawback Policy”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Pledging and hedging prohibited”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Pledging and hedging prohibited”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“stock ownership guidelines, requiring our chief executive officer to hold stock valued at 600% of salary and our other named executive officers to hold stock valued at 300% of salary”