

STONERIDGE INC (SRI)

2026 DEF 14A · filed 2026-04-09 · CIK 0001043337

Headline facts

CEO TOTAL PAY

—

Not extracted

CEO PAY RATIO ITEM 402(U)

278 to 1

Median employee: \$12,939

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)

No SCT rows extracted from this filing.

Every fact above, traced back to filing text

Generated 2026-10-15 11:57:17Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

CEO pay ratio = 278 to 1

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

“median paid employee as that individual is still employed and there have been no significant changes to our global employee population. Our median employee’s total annual compensation in 2025 was \$12,939 1. Our CEO’s total annual compensation in 2025 for purposes of calculating the CEO pay ratio was \$3,593,069. The ratio of our CEO’s total annual compensation compared to the total annual compensation of our median employee is 278 to 1. We also compared the CEO’s 2025 total cash compensation to the total cash compensation of our median paid employee. The total cash compensation ratio is 103 to ...”

Median employee compensation = \$12,939

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

“after the passage of three years or if recalculation would cause a material change in the ratio. For 2025, as permitted, we used the employee who was identified in 2023 as our median paid employee as that individual is still employed and there have been no significant changes to our global employee population. Our median employee’s total annual compensation in 2025 was \$12,939 1. Our CEO’s total annual compensation in 2025 for purposes of calculating the CEO pay ratio was \$3,593,069. The ratio of our CEO’s total annual compensation compared to the total annual compensation of our median employ...”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“with awards granted at the discretion of the Compensation Committee”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“The Recovery Policy provides for recoupment of incentive compensation in the event of an accounting restatement resulting from noncompliance with financial reporting requirements under federal securities laws”

Hedging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Maintain anti-hedging and anti-pledging policies”

Pledging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Maintain anti-hedging and anti-pledging policies”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“stock ownership guidelines for our executive officers and non-employee Directors”