

STRYKER CORP (SYK)

2026 DEF 14A · filed 2026-03-23 · CIK 0000310764

Headline facts

CEO TOTAL PAY

\$21,401,495

Kevin A. Lobo · 2025 · “ 3% YoY

CEO PAY RATIO

Not in CD&A

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE

CD&A

Compensation and Human Capital Committee

Governance policies

CLAWBACK

Not extracted

PLEDGING

Not disclosed

HEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

Not extracted

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Kevin A. Lobo Chair, Chief Executive Officer and President	\$1,491,667	\$9,764,136	\$2,250,000	\$974,911	\$21,401,495
Spencer S. Stiles Group President Orthopaedics	\$792,500	\$2,685,078	\$760,000	\$188,081	\$6,328,959
J. Andrew Pierce Group President	\$792,500	\$2,685,078	\$754,148	\$188,081	\$6,323,107
Preston W. Wells Vice President, Chief	\$653,431	\$1,841,377	\$514,558	\$103,339	\$4,410,422
Viju S. Menon Group President	\$675,000	\$1,647,444	\$578,000	\$167,476	\$4,235,809
Glenn S. Boehnlein Advisor to the Chief Executive Officer and Former Vice President, Chief Financial Officer	\$800,000	—	\$800,000	\$293,046	\$1,893,046

CEO pay mix (latest year)

Base salary	7%
Cash incentive	11%
Equity	78%
Other	5%
At-risk	88%

Every fact above, traced back to filing text

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Compensation committee = Compensation and Human Capital Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“performance was adversely impacted by tariffs in 2025, the Compensation and Human Capital Committee did not make any”