

BIO-TECHNE Corp (TECH)

2025 DEF 14A · filed 2025-09-19 · CIK 0000842023

Headline facts

CEO TOTAL PAY

\$8,151,181

Kim Kelderman · 2025 · + 19% YoY

CEO PAY RATIO CD&A

88.9 to 1

Median employee: \$91,707

SAY ON PAY SAY-ON-PAY

5.4%

Extracted from: Say-on-Pay advisory proposal

COMPENSATION COMMITTEE CD&A

Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

Not disclosed

HEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

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

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
TGT TARGET CORP	\$21,830,088	794 to 1	—	Compensation & Human Capital Management Committee
ALGN ALIGN TECHNOLOGY INC	\$19,193,988	610 to 1	\$31,454	Compensation and Human Capital Committee
BIO BIO-RAD LABORATORIES, INC.	\$7,995,841	97 to 1	\$82,784	Compensation 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
Kim Kelderman President and CEO	\$936,000	\$3,929,942	\$1,318,917	\$33,473	\$8,151,181
James Hippel Executive Vice President and CFO	\$723,000	\$4,453,020	\$926,163	\$17,926	\$7,027,382
William Geist President, Protein Sciences	\$573,200	\$1,206,585	\$748,026	\$18,040	\$3,139,299
Matthew McManus President, Diagnostics and Spatial Biology	\$572,000	\$1,213,200	\$444,787	\$19,937	\$2,846,619
Shane Bohnen Senior Vice President and General Counsel	\$431,000	\$767,575	\$386,478	\$18,183	\$1,980,732

CEO pay mix (latest year)

Base salary	11%
Cash incentive	16%
Equity	72%
Other	0%
At-risk	88%

Every fact above, traced back to filing text

Generated 2026-10-15 11:53:58Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

CEO pay ratio = 88.9 to 1

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“of Item 402(c)(2)(x) of Regulation S-K, which resulted in annual total compensation of \$91,707. For the year ended June 30, 2025, the total compensation for our CEO, Mr. Kelderman, was \$8,151,181 as reported in the Summary Compensation Table on page 58. Accordingly, this fiscal 2025 annual total compensation was 88.9 times the median of the annual total compensation of the median employee. (1) The Company had two CEOs during fiscal year 2024. Effective November 1, 2023, Mr. Kelderman was appointed the role of Chief Executive Officer and assumed the role on February 1, 2024. Mr. Kummeth left hi...”

Median employee compensation = \$91,707

Extracted from: Compensation Discussion & Analysis · confidence 0.9

“total compensation of all of our employees (other than our CEO), commonly referred to as the “pay ratio” disclosure. As required by the SEC rules, we updated our analysis in fiscal year 2025 to identify our median employee for purposes of our pay ratio disclosure. We calculated the annual total compensation of the median employee for fiscal 2025 in accordance with the requirements of Item 402(c)(2)(x) of Regulation S-K, which resulted in annual total compensation of \$91,707. For the year ended June 30, 2025, the total compensation for our CEO, Mr. Kelderman, was \$8,151,181 as reported in the S...”

Say on pay = 5.4%

Extracted from: Say-on-Pay advisory proposal · confidence 0.84

“Say on Pay proposal in 2024. This support reflects the value of our ongoing dialogue with shareholders and the enhancements we’ve made to our compensation program in response to their input. We thank our shareholders for their continued engagement and support, and we respectfully request your support for our 2025 Say on Pay proposal. Sincerely, The Compensation Committee Bio-Techne Corporation Julie Bushman (Chair) Joseph D. Keegan Rupert Vessey Robert Baumgartner | 2025 Proxy Statement 41 Key Highlights of Fiscal Year 2025 Strong financial performance of 5.4% organic growth and 31.6% EBITA ma...”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Compensation Committee Report on Executive Compensation”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“recoupment policy, which is applicable to current and former executive officers, requires recoupment of incentive-based compensation where a restatement indicates that an overpayment occurred.”

Hedging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“No hedging/no pledging”

Pledging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

"No hedging/no pledging"

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

"ownership requirements"