

Pfizer CEO Annual Salary

Pfizer’s current Chairman and CEO is Dr. Albert Bourla. His compensation includes more than his base salary: it can include annual bonuses, stock awards, long-term incentives, pension benefits, and other compensation.



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The most useful figure to look at is total annual compensation, which is the value Pfizer reports for the CEO in its executive compensation disclosures.

Pfizer CEO compensation

According to Pfizer’s 2026 proxy statement, which reports compensation for fiscal year 2025, Bourla received \$27,585,301 in total reported compensation.



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Total compensation, 2025

\$27.59 million

Base salary	\$1,800,000
Stock awards	\$9,442,705
Stock option awards	\$8,998,141
Incentive compensation	\$5,400,000
Pension and deferred compensation change	\$4,014
Other compensation	\$1,940,441
Total	\$27,585,301

Source: Pfizer's 2026 proxy statement, filed with the SEC.



SEC

How does that compare with the average Pfizer employee?

Pfizer reported the following figures for 2025:

- CEO total compensation: \$27,585,301.
- Median employee annual compensation: \$99,631.
- CEO-to-employee pay ratio: 277 to 1.



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The \$27.59 million is the company's reported compensation value, not necessarily the amount deposited into his bank account. Stock and option awards can change in value, and some awards may not yet have vested.

Official source: [Pfizer 2026 Proxy Statement, filed with the SEC](#).