

DATA SET: PHARMA CEOS SEEKING CONTINUED POWER TO DICTATE HIGH U.S. DRUG PRICES EARN COMPENSATION THAT IS 185 TIMES THE AVERAGE AMERICAN HOUSEHOLD

Thirty-two of the 33 CEOs¹ of PhRMA companies who signed the recent [letter](#) opposing Medicare negotiation to lower drug prices in America command an average compensation that is 420 times the median income of [Medicare beneficiaries](#) and 185 times the median [income](#) of American households. They rely on U.S. citizens to provide almost [50 percent](#) of the revenue upon which their compensation is based. Many are based in foreign nations, where the companies charge [less than half](#) what they demand from Americans for the exact same drugs.

BY THE NUMBERS: A closer look at the CEO compensation from 32 companies lobbying against drug pricing reforms

- **\$12.5 million:** Average compensation
- **\$400 million:** Total compensation in 2020 during a global pandemic
- CEO compensation is:
 - **185x** the average of an American household
 - **420x** the average of a Medicare beneficiary
- **19:** Number of companies that are headquartered in foreign countries
- **Almost 50%:** Portion of global revenue derived from sales in the United States. A recent congressional committee report found that these companies target the U.S. market to extract profit from American consumers and payers.
- **\$29 million:** The total compensation Johnson & Johnson paid to Alex Gorsky — the highest of any executive on our list. Though his base salary is \$1.6 million, his compensation was boosted by \$13 million in stock awards — the type of pay that's often awarded for reaching sales targets off the backs of patients.

¹ One of the companies, Boehringer Ingelheim, does not publicly disclose executive compensation and is therefore excluded from this analysis.

2020 COMPENSATION FOR TOP-PAID EXECUTIVES OF DRUG COMPANIES LOBBYING AGAINST LOWER DRUG PRICES

COMPANY	EXECUTIVE NAME	TITLE	2020 SALARY*	TOTAL COMPENSATION	SOURCE
*Local Currency (\$, €, £, ¥, CHF, Kr) **Includes bonus, stock and options awards, and other compensation; converted to USD based on exchange rates of 9/17/2021					
Johnson & Johnson	Alex Gorsky	CEO & Chairman	\$ 1,650,000	\$ 29,575,974	SEC
AbbVie	Richard Gonzalez	CEO & Chairman	\$ 1,688,462	\$ 24,007,591	SEC
Eli Lilly	David A. Ricks	CEO & Chairman	\$ 1,483,333	\$ 23,708,629	SEC
Merck & Co.	Robert Davis	CEO & President	\$ 1,702,006	\$ 22,088,429	SEC
AstraZeneca [‡]	Pascal Soriot	Executive Director & CEO	£ 1,289,000	\$ 21,251,982	AstraZeneca
Pfizer	Albert Bourla	CEO & Chairman	\$ 1,650,000	\$ 21,033,570	SEC
Bristol Myers Squibb	Giovanni Caforio	CEO & Chairman	\$ 1,687,115	\$ 20,150,902	SEC
Amgen	Robert A. Bradway	CEO & Chairman	\$ 1,647,538	\$ 20,131,408	SEC
Gilead Sciences	Daniel O'Day	CEO & Chairman	\$ 1,702,885	\$ 18,998,095	SEC
Biogen	Michel Vounatsos	CEO	\$ 1,488,462	\$ 18,659,829	SEC
BioMarin Pharmaceutical	Jean-Jacques Bienaimé	CEO & Chairman	\$ 1,298,846	\$ 18,119,133	SEC
Incyte Corporation	Hervé Hoppenot	Chairman, President & CEO	\$ 1,094,731	\$ 16,378,192	SEC
Teva Pharmaceuticals [‡]	Kåre Schultz	CEO & President	\$ 2,000,000	\$ 15,724,518	SEC
Novartis [‡]	Vasant Narasimhan	CEO	CHF 1,743,750	\$ 13,656,847	Novartis
Sanofi [‡]	Paul Hudson	CEO	€ 1,300,000	\$ 13,305,662	SEC
Roche (Genentech) [‡]	Severin Schwan	CEO	CHF 3,500,000	\$ 11,842,447	Roche
CSL Behring	Paul Perreault	CEO & Managing Director	\$ 1,697,123	\$ 10,124,422	CSL
Takeda [‡]	Michael A. Mussallem	CEO & Chairman	\$ 1,121,299	\$ 10,050,933	SEC
GlaxoSmithKline [‡]	Emma Walmsley	CEO	£ 1,199,176	\$ 9,673,249	GSK
Merck KGaA (EMD Serono) [‡]	Stefan Oschmann	CEO & Chairman	€ 1,400,000	\$ 9,041,852	Merck KGaA

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Novo Nordisk ^a	Lars Fruergaard Jørgensen	CEO & President	Kr 14,100,000	\$ 8,910,050	Novo Nordisk
Alkermes ^a	Richard Pops	CEO & Chairman	\$ 1,073,712	\$ 8,041,702	SEC
UCB ^a	Jean-Christophe Tellier	CEO & Chairman	€ 1,137,683	\$ 8,016,178	UCB
Bayer ^a	Werner Baumann	CEO & Chairman	€ 1,668,000	\$ 6,024,382	Bayer
Ipsen ^a	David Loew	CEO	€ 475,000	\$ 5,647,275	Ipsen
Lundbeck ^a	Deborah Dunsire	CEO & President	Kr 9,600,000	\$ 4,746,770	Lundbeck
Astellas Pharma ^a	Kenji Yasukawa	CEO & President	¥ 102,000,000	\$ 3,966,292	Astellas
Otsuka Holdings ^a	Higuchi Tatsuo	CEO & President	¥ 84,000,000	\$ 2,874,652	Otsuka Holdings
Daiichi Sankyo ^a	Sunao Manabe	CEO & President	¥ 99,000,000	\$ 1,546,490	Daiichi Sankyo
Eisai ^a	Haruo Naito	Representative Corporate Officer & CEO	¥ 89,000,000	\$ 1,091,640	Eisai
Sumitomo Dainippon Pharma (Sunovion) ^a	Hiroshi Nomura	CEO & President	¥ 83,000,000	\$ 918,797	Sumitomo Dainippon Pharma
Sage Therapeutics	Barry Greene	CEO	\$ 52,897 ²	\$ 826,052	SEC
Total Compensation (all executives)				\$400,133,944	
Average Compensation				\$12,504,186	

² Greene became CEO of Sage Therapeutics on Dec. 15, 2020, so this is not representative of an annual salary. His predecessor, Jeffrey M. Jonas, had a base salary of \$680,520 and total compensation of \$9,902,083 in [2019](#), the last full year in which he was CEO.

^a Denotes foreign-based drug company.