

AGILENT TECHNOLOGIES, INC. (A)

2026 DEF 14A · filed 2026-02-06 · CIK 0001090872

Headline facts

CEO TOTAL PAY

\$12,827,236

Padraig McDonnell · 2025 · + 42% YoY

CEO PAY RATIO ITEM 402(U)

155 to 1

Median employee: \$12,827,236

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE CD&A

Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

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

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
DHR DANAHER CORP /DE/	\$23,795,280	343 to 1	—	Compensation Committee
DXCM DEXCOM INC	\$7,985,960	—	\$58,663	Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Padraig McDonnell President; Chief Executive Officer	\$1,141,345	\$8,169,850	\$1,436,809	\$61,473	\$12,827,236
Robert McMahon Former Senior Vice President Former Chief Financial Officer	\$665,000	\$4,000,968	—	\$44,583	\$5,538,331
Simon May Senior Vice President, Agilent	\$635,385	\$1,801,424	\$472,395	\$17,406	\$3,871,569
Bret DiMarco Named executive officer	\$679,808	\$1,990,228	\$475,466	\$21,574	\$3,658,593
Angelica Riemann Named executive officer	\$591,346	\$1,675,932	\$520,454	\$12,956	\$3,214,578
Rodney Gonsalves Named executive officer	\$513,559	\$1,687,786	\$291,638	\$26,883	\$2,695,787

CEO pay mix (latest year)

Base salary	11%
Cash incentive	13%
Equity	76%
Other	1%
At-risk	89%

Every fact above, traced back to filing text

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CEO pay ratio = 155 to 1

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

“rules for the Summary Compensation Table. The annual total compensation of our median employee for fiscal year 2025 was \$82,873. As disclosed in our Summary Compensation Table on page 42, our CEO’s annual total compensation for fiscal year 2025 was \$12,827,236. Based on these compensation amounts, our estimate of the ratio of the annual total compensation of CEO to the annual total compensation of our median employee was 155 to 1. As of October 31, 2025, Agilent had employees in 30 countries with 36% in Asia Pacific, 25% in Europe, Middle East and Africa and 39% in the Americas.”

Median employee compensation = \$12,827,236

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

“employee for fiscal year 2025 was \$82,873. As disclosed in our Summary Compensation Table on page 42, our CEO’s annual total compensation for fiscal year 2025 was \$12,827,236. Based on these compensation amounts, our estimate of the ratio of the annual total compensation of CEO to the annual total compensation of our median employee was 155 to 1. As of October 31, 2025, Agilent had employees in 30 countries with 36% in Asia Pacific, 25% in Europe, Middle East and Africa and 39% in the Americas.”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Compensation Committee George A”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Recoupment Policy remains applicable in scenarios not covered by the updated Dodd-Frank compliant Clawback Policy (e.g., certain instances of misconduct)”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Our insider trading policy further prohibits officers, directors and employees considered insiders from engaging in hedging transactions, such as purchasing or writing derivative securities including puts and calls and entering into short sales or short positions with respect to our stock”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Directors and executive officers are prohibited from buying our stock on margin or pledging owned Agilent stock as collateral for loans or other indebtedness”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“stock ownership guidelines are designed to encourage our NEOs and other executive officers to achieve and maintain a significant equity stake in our company and more closely align their interests with those of our stockholders”