

ALIGN TECHNOLOGY INC (ALGN)

2026 DEF 14A · filed 2026-04-07 · CIK 0001097149

Headline facts

CEO TOTAL PAY

\$19,193,988

Joseph M. Hogan · 2025 · “ 30% YoY

CEO PAY RATIO ITEM 402(U)

610 to 1

Median employee: \$31,454

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE COMMITTEE REPORT

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
Joseph M. Hogan President and Chief Executive Officer	\$1,400,000	\$16,556,872	\$1,220,100	\$17,016	\$19,193,988
John F. Morici Chief Financial Officer and Executive Vice President, Global Finance	\$697,692	\$4,675,834	\$305,025	\$21,783	\$5,700,334
Julie Coletti Executive Vice President, Chief Legal and Regulatory Officer	\$644,231	\$3,542,293	\$283,238	\$13,652	\$4,483,414
Stuart Hockridge Executive Vice President, Global Hu- man Resources	\$537,692	\$1,983,440	\$235,305	\$17,872	\$2,774,309

CEO pay mix (latest year)

Base salary	7%
Cash incentive	6%
Equity	86%
Other	0%
At-risk	93%

Every fact above, traced back to filing text

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CEO pay ratio = 610 to 1

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

“in Juarez, Mexico. Our median employee compensation for a Supervisor, Tool Crib position in Juarez, Mexico in 2025 as calculated using Summary Compensation Table requirements was \$31,454. Our CEO’s compensation as reported in the Summary Compensation Table was 19,193,988. Therefore, our CEO to median employee pay ratio is 610 to 1. This information is being provided for compliance purposes. Neither our Compensation and Human Capital Committee nor our executive management used the pay ratio measure in making compensation decisions. 88”

Median employee compensation = \$31,454

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

“manufacturing facility in Juarez, Mexico. Our median employee compensation for a Supervisor, Tool Crib position in Juarez, Mexico in 2025 as calculated using Summary Compensation Table requirements was \$31,454. Our CEO’s compensation as reported in the Summary Compensation Table was 19,193,988. Therefore, our CEO to median employee pay ratio is 610 to 1. This information is being provided for compliance purposes. Neither our Compensation and Human Capital Committee nor our executive management used the pay ratio measure in making compensation decisions. 88”

Compensation committee = Compensation and Human Capital Committee

Extracted from: Compensation Committee Report (Item 407(e)(5)) · confidence 0.85

“Compensation and Human Capital Committee Report”