

ACUITY INC. (DE) (AYI)

2025 DEF 14A · filed 2025-12-11 · CIK 0001144215

Headline facts

CEO TOTAL PAY

\$12,500,683

Neil M. Ashe · 2025 · 15% YoY

CEO PAY RATIO CD&A

640 to 1

Median employee: \$12,500,683

SAY ON PAY CD&A

95%

Extracted from: Compensation Discussion & Analysis

COMPENSATION COMMITTEE CD&A

Compensation and Management Development Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

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

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
DOV DOVER Corp	\$18,757,706	—	—	Compensation Committee
HUBB HUBBELL INC	\$10,346,752	161 to 1	\$10,346,752	Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Neil M. Ashe Chairman, President and CEO	\$1,000,000	\$8,576,928	\$1,512,000	\$12,600	\$12,500,683
Karen J. Holcom Senior Vice President and Chief Fi- nancial Officer	\$550,000	\$2,146,033	\$693,000	\$80,110	\$3,780,340
Barry R. Goldman Senior Vice President and General Counsel	\$520,833	\$1,170,808	\$529,200	\$49,707	\$2,606,555
Dianne S. Mills Senior Vice President and Chief Hu- man Resources Officer	\$520,833	\$1,170,808	\$508,200	\$19,083	\$2,224,894

CEO pay mix (latest year)

Base salary	9%
Cash incentive	14%
Equity	77%
Other	0%
At-risk	91%

Every fact above, traced back to filing text

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CEO pay ratio = 640 to 1

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“calculated in the same manner as the “Total Compensation” shown for Mr. Ashe and the other NEOs in the Summary Compensation Table. Mr. Ashe’s total annual compensation, as reported in the “Total Compensation” column of the Fiscal 2025 Summary Compensation Table was \$12,500,683. Based on this information, the CEO Pay Ratio is estimated to be 640 to 1. Alternate Ratio Calculation: Since the majority of the Company’s associate population is not based in the U.S., the Company is providing an alternative pay ratio calculations using the Company’s U.S. median associate identified in fiscal 2024. For...”

Median employee compensation = \$12,500,683

Extracted from: Compensation Discussion & Analysis · confidence 0.9

“to the measurement date, we identified the median associate. Acuity Inc. | 2026 Proxy Statement | 71 Fiscal 2025 CEO Pay Ratio For fiscal 2025, the median of the annual total compensation of all of the Company’s associates, other than Mr. Ashe, was \$19,531, which equals the total fiscal 2025 compensation of our median associate identified as described above, calculated in the same manner as the “Total Compensation” shown for Mr. Ashe and the other NEOs in the Summary Compensation Table. Mr. Ashe’s total annual compensation, as reported in the “Total Compensation” column of the Fiscal 2025 Summ...”

Say on pay = 95%

Extracted from: Compensation Discussion & Analysis · confidence 0.84

“votes cast in favor of Say on Pay for the third year in a row.”

Compensation committee = Compensation and Management Development Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“from our Compensation and Management Development Committee to our Audit Committee that was effective”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Clawback Policy”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“applicable to the Company. Our insider trading policy prohibits our associates, officers and directors from hedging their”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Our insider trading policy prohibits our executive officers and directors from pledging our common stock”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“Stock Ownership Guidelines”