

DOVER Corp (DOV)

2026 DEF 14A · filed 2026-03-24 · CIK 0000029905

Headline facts

CEO TOTAL PAY

\$18,757,706

Richard J. Tobin · 2025 · “ 2% YoY

CEO PAY RATIO

Not in CD&A

Governance policies

CLAWBACK

present

PLEDGING

prohibited

SAY ON PAY CD&A

104.0%

Extracted from: Compensation Discussion & Analysis

COMPENSATION COMMITTEE CD&A

Compensation Committee

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Richard J. Tobin President & Chief Executive Officer	\$1,387,385	\$8,040,726	\$0	\$231,475	\$18,757,706
Ivonne M. Cabrera Senior Vice President & General Counsel	\$661,860	\$1,429,450	\$0	\$61,062	\$4,169,306
Chris B. Woenker Senior Vice President & Chief Financial Officer	\$516,852	\$714,884	\$0	\$43,969	\$2,308,459
Girish Juneja Senior Vice President & Chief Digital Officer	\$571,118	\$607,354	\$0	\$52,155	\$2,217,518
Jeffrey C. Yehle Senior Vice President & Chief Human Resources Officer	\$535,000	\$464,915	\$0	\$45,692	\$1,878,313
Brad M. Cerepak Former Senior Vice President & Chief Financial Officer	\$109,604	\$0	\$0	\$16,195	\$388,181

CEO pay mix (latest year)

Base salary	7%
Cash incentive	14%
Equity	78%
Other	1%
At-risk	91%

Every fact above, traced back to filing text

Generated 2026-10-15 11:02:57Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

Say on pay = 104.0%

Extracted from: Compensation Discussion & Analysis · confidence 0.84

“Say on Pay Vote Results and Shareholder Engagement”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Our Compensation Committee evaluated Mr”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Clawback Policy In May 2023, in light of new rules promulgated by NYSE and SEC requirements, the Compensation Committee adopted a new clawback and recoupment policy applicable to our executive officers, effective as of October 2, 2023 (the “Clawback Policy”) that complies with applicable standards”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Anti-hedging and Anti-pledging Policy Our Securities Trading and Confidentiality Policy prohibits directors, executive officers and any employee who has previously received or receives any type of long-term incentive plan award, and certain persons and entities related to any such persons, from engaging in short-sales, transactions in derivative securities or any other form of hedging transaction designed to hedge or offset any decrease in the market value of Dover securities granted to or held by such persons”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

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Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“Our policy requires that NEOs hold/retain all equity grants until the share ownership guidelines are met”