

DAVITA INC. (DVA)

2026 DEF 14A · filed 2026-04-22 · CIK 0000927066

Headline facts

CEO TOTAL PAY

\$18,210,597

Javier J. Rodriguez · 2025 · “ 16% YoY

CEO PAY RATIO ITEM 402(U)

254 to 1

Median employee: \$71,839

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE CD&A

Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

Not disclosed

HEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

3 peers auto-selected from DVA’s disclosed compensation peer group. Each row shows the peer’s latest filing.

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
RVTY REVVITY, INC.	\$13,809,549	239 to 1	\$57,745	Compensation Committee
ZBH ZIMMER BIOMET HOLDINGS, INC.	\$16,106,550	200 to 1	\$80,380	Compensation and Management Development Committee
DGX QUEST DIAGNOSTICS INC	\$15,498,479	—	—	Compensation and Leadership Development Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Javier J. Rodriguez Chief Executive Officer	\$1,500,000	\$11,442,481	\$2,089,491	\$478,643	\$18,210,597
Joel Ackerman Chief Financial Officer and Treasurer	\$834,616	\$3,644,589	\$774,063	\$16,686	\$6,129,962
David P. Maughan Chief Operating Officer, DaVita Kid- ney Care	\$725,000	\$3,178,454	\$686,330	\$252,474	\$5,592,259
Kathleen A. Waters Chief Legal and Public Affairs Officer	\$750,000	\$2,034,334	\$662,664	\$16,665	\$3,943,645
James O. Hearty Chief Compliance Officer	\$600,000	\$720,420	\$455,331	\$16,352	\$1,962,115

CEO pay mix (latest year)

Base salary	8%
Cash incentive	11%
Equity	78%
Other	3%
At-risk	89%

Every fact above, traced back to filing text

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CEO pay ratio = 254 to 1

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

“of non-discriminatory benefits. As a result of the foregoing, Mr. Rodriguez’s annual total compensation was \$18,233,679 for purposes of this calculation. –Based on the information above, the ratio of the annual total compensation of Mr. Rodriguez to the median of the annual total compensation of all teammates is estimated to be 254 to 1. We believe the SEC CEO Pay Ratio is a reasonable estimate calculated in a manner consistent with SEC rules based on our payroll and employment records and the methodology described below. The SEC rules for identifying the median compensated employee allow comp...”

Median employee compensation = \$71,839

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

“As required by Section 953(b) of Dodd-Frank, the Company is providing the following disclosure about the relationship of the annual total compensation of Mr. Rodriguez, our Chief Executive Officer, to the annual total compensation of our teammates. Ratio For 2025, based on the methodology described below: –The median of the annual total compensation of all of our teammates (other than our CEO) was \$71,839. –As we have included the value of non-discriminatory benefits in the calculation of the median teammate’s annual total compensation, Mr. Rodriguez’s annual total compensation, as reported in...”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“The Compensation Committee determined that it was appropriate to increase the base salary for Mr”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“recoupment policy that, among other items, includes “significant misconduct” by a domestic Senior Vice President or above of the Company as another possible triggering event for the recoupment of certain compensation, including through the cancellation of, or reimbursement of amounts received with respect to, certain equity awards (including time-based and performance-based awards)”

Hedging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Restrictions and limitations with respect to hedging and”

Pledging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“pledging of Company securities by our executive officers are described under the heading “Corporate Governance—Insider Trading Policy—Hedging and Pledging.””

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“Share Ownership Requirements”