

Fortive Corp (FTV)

2026 DEF 14A · filed 2026-04-29 · CIK 0001659166

Headline facts

CEO TOTAL PAY

\$14,405,012

Olumide O. Soroye · 2025 · “ 21% YoY

CEO PAY RATIO

Not in CD&A

Median employee: \$14,473,279

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE

CD&A

Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

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

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
ROK ROCKWELL AU- TOMATION, INC	\$15,401,707	277 to 1	\$55,692	Compensation and Talent Management Committee
SYK STRYKER CORP	\$21,401,495	—	—	Compensation and Human Capital Com- mittee
ECL ECOLAB INC.	\$17,404,935	—	\$53,462	Compensation & HCM Committee
SNPS SYNOPSYS INC	\$19,605,963	210 to 1	\$93,538	Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Mark D. Okerstrom Senior Vice President Chief Financial Officer	\$600,000	\$13,664,653	\$1,036,000	\$163,000	\$21,413,439
Olumide O. Soroye President and Chief Executive Officer	\$931,733	\$8,196,125	\$1,358,100	\$212,535	\$14,405,012
James A. Lico Former President and Chief Executive Officer	\$1,250,000	\$5,663,576	\$1,159,000	\$535,387	\$10,495,092
Stacey A. Walker Former Senior Vice President Chief People Officer	\$625,000	\$3,049,398	\$577,125	\$173,412	\$5,441,113
Tamara Newcombe Former President and CEO	\$436,539	\$2,184,719	\$—	\$161,078	\$5,395,558
Peter C. Underwood Senior Vice President Chief Legal Officer	\$630,000	\$2,831,988	\$570,402	\$115,828	\$5,091,771

CEO pay mix (latest year)

Base salary	6%
Cash incentive	9%
Equity	83%
Other	1%
At-risk	92%

Every fact above, traced back to filing text

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Median employee compensation = \$14,473,279

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

“the same methodology required for calculating the annual total compensation of our NEOs for purposes of the 2025 Summary Compensation Table. For 2025, the total compensation for Mr. Soroye and for our median employee was \$14,473,279 and \$94,172, respectively, resulting in a ratio of Mr. Soroye’s compensation to median employee’s compensation of 154 to 1.”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Compensation Committee”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“clawback policy”

Hedging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Hedging Policy”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Our Board has adopted a policy prohibiting any of our executive officers, including our NEOs, or directors from pledging as a security for any obligation any shares of our common stock that he or she directly or indirectly owns and controls.”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“Ownership Requirements”