

HUBBELL INC (HUBB)

2026 DEF 14A · filed 2026-03-23 · CIK 0000048898

Headline facts

CEO TOTAL PAY

\$10,346,752

GERBEN W. BAKKER · 2025 · + 11% YoY

CEO PAY RATIO ITEM 402(U)

161 to 1

Median employee: \$10,346,752

SAY ON PAY SAY-ON-PAY

90%

Extracted from: Say-on-Pay advisory proposal

COMPENSATION COMMITTEE COMMITTEE REPORT

Compensation Committee

Governance policies

CLAWBACK

Not extracted

PLEDGING

Not disclosed

HEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

Not extracted

Peer snapshot

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

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
AYI ACUITY INC. (DE)	\$12,500,683	640 to 1	\$12,500,683	Compensation and Management Development Committee
ROK ROCKWELL AUTOMATION, INC	\$15,401,707	277 to 1	\$55,692	Compensation and Talent Management Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
GERBEN W. BAKKER Chairman, President and Chief Executive Officer	\$1,146,923	\$5,526,100	\$1,330,600	\$225,730	\$10,346,752
WILLIAM R. SPERRY Executive Vice President, Former Chief Financial Officer	\$748,492	\$2,002,625	\$667,500	\$111,473	\$4,530,188
MARK E. MIKES President, Electrical Solutions Segment	\$631,923	\$826,268	\$442,900	\$72,744	\$2,386,919
GREGORY A. GUMBS President, Utility Solutions Segment	\$643,446	\$826,268	\$425,700	\$88,046	\$2,258,472
KATHERINE A. LANE Executive Vice President, General Counsel and Secretary	\$571,169	\$826,268	\$383,800	\$89,049	\$2,145,298

CEO pay mix (latest year)

Base salary	11%
Cash incentive	13%
Equity	73%
Other	2%
At-risk	86%

Every fact above, traced back to filing text

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CEO pay ratio = 161 to 1

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

“annual total compensation of \$10,346,752 as reflected in the “Total” column reported in the Summary Compensation Table on page 57. Hubbell’s median employee’s annual total compensation for 2025, as described more fully below, was estimated as \$64,210. As a result, we estimate that Mr. Bakker’s annual compensation was approximately 161 times that of Hubbell’s median employee. There have not been any significant changes to our employee base, our compensation program or our median employee’s situation that would significantly affect our pay ratio disclosure. Accordingly, as permitted by SEC rules...”

Median employee compensation = \$10,346,752

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

“CEO Pay Ratio The SEC requires annual disclosure of the ratio of the CEO’s annual total compensation to the annual total compensation of the Company’s median employee. Mr. Bakker had 2025 annual total compensation of \$10,346,752 as reflected in the “Total” column reported in the Summary Compensation Table on page 57. Hubbell’s median employee’s annual total compensation for 2025, as described more fully below, was estimated as \$64,210. As a result, we estimate that Mr. Bakker’s”

Say on pay = 90%

Extracted from: Say-on-Pay advisory proposal · confidence 0.84

“votes cast in favor of the Company’s executive compensation program. Hubbell’s Say on Pay votes have averaged approximately 92% of shareholders support for the last 10 years.”

Compensation committee = Compensation Committee

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

“Compensation Committee”