

INSULET CORP (PODD)

2026 DEF 14A · filed 2026-04-06 · CIK 0001145197

Headline facts

CEO TOTAL PAY

\$18,858,968

Ashley McEvoy · 2025 · + 42% YoY

CEO PAY RATIO

CD&A

213 to 1

Median employee: \$94,703

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE

CD&A

Talent and Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

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

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
ALGN ALIGN TECHNOLOGY INC	\$19,193,988	610 to 1	\$31,454	Compensation and Human Capital Committee
DXCM DEXCOM INC	\$7,985,960	—	\$58,663	Compensation Committee
IDXX IDEXX LABORATORIES INC /DE	\$14,580,122	218 to 1	\$14,580,122	Compensation and Talent Committee
RMD RESMED INC	\$14,674,543	187 to 1	\$14,674,543	Compensation and Leadership Development Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Ashley McEvoy President and Chief Executive Officer	\$729,808	\$12,958,850	\$2,031,562	\$138,836	\$18,858,968
James Hollingshead Former President and Chief Executive Officer	\$357,492	\$8,597,218	\$781,752	\$1,437,908	\$13,224,270
Flavia Pease Executive Vice President, Chief Financial Officer	\$148,500	\$3,582,414	\$249,693	\$335,925	\$5,160,761
Eric Benjamin Executive Vice President, Chief Operating Officer	\$596,346	\$2,229,233	\$893,710	\$30,900	\$4,462,671
Ana Chadwick Former Executive Vice President, Former Chief Financial Officer	\$653,019	\$2,150,790	\$902,540	\$10,500	\$4,404,259
Mark Field Former Senior Vice President, Chief Technology Officer	\$118,308	\$1,720,739	\$132,674	\$644,917	\$3,166,565

CEO pay mix (latest year)

Base salary	4%
Cash incentive	11%
Equity	85%
Other	1%
At-risk	95%

Every fact above, traced back to filing text

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CEO pay ratio = 213 to 1

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“the annual total compensation of the employee identified at median of our company of all our employees (other than our CEO), was \$94,703; and •the annualized annual total compensation of our current CEO for purposes of calculating the CEO pay ratio was \$20,182,817. Based on this information, for fiscal 2025, the ratio of the annual total compensation of our CEO to the median of the annual total compensation of all employees (other than our CEO) was estimated to be approximately 213 to 1. The pay ratio is a reasonable estimate calculated in a manner consistent with SEC rules based on our payrol...”

Median employee compensation = \$94,703

Extracted from: Compensation Discussion & Analysis · confidence 0.9

“year-over-year. In addition, the proportion of the workforce located in two countries outside the United States increased appreciably (2% and 6%, respectively), while the proportion of the workforce located within the United States decreased almost the same amount (8%). These changes led the company to identify a new median employee for fiscal year 2025. To identify the median compensated employee, we used base salary, for all employees globally, converted to US Dollars. This consistently applied compensation measure allowed us to annualize the compensation of new hires over the course of the ...”

Compensation committee = Talent and Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Respectfully submitted by the Talent and Compensation Committee,”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Recoupment Policy by requiring payment of such amount(s) to the Company by set-off, by reducing future compensation, or by such other means or combination of means as the Committee determines to be appropriate”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“HEDGING AND PLEDGING POLICY Our Insider Trading Policy prohibits employees and Directors of the Company from engaging in hedging or similar arrangements with respect to the Company’s securities, including, without limitation, short sales and buying or selling puts, calls or other derivative securities (except for stock options granted by the Company)”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Pursuant to the Insider Trading Policy, employees and Directors are also prohibited from holding Company securities in a margin account or otherwise pledging Company securities as collateral for a loan.”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

"To promote this alignment, the Company maintains a stock ownership policy that requires all our named executive officers to hold at least one-half of the net shares received upon the vesting or exercise of Company equity awards until their applicable share ownership guideline is met."