

ROCKWELL AUTOMATION, INC (ROK)

2025 DEF 14A · filed 2025-12-22 · CIK 0001024478

Headline facts

CEO TOTAL PAY

\$15,401,707

Blake D. Moret · 2025 · “ 6% YoY

CEO PAY RATIO ITEM 402(U)

277 to 1

Median employee: \$55,692

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE CD&A

Compensation and Talent Management Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

1 peer auto-selected from ROK’s disclosed compensation peer group. Each row shows the peer’s latest filing.

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
AVGO	\$205,278,006	543 to 1	\$378,281	Compensation Committee
Broadcom Inc.				

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Blake D. Moret President & Chief Executive Officer	\$1,210,456	\$7,700,421	\$1,737,610	\$49,777	\$15,401,707
Christian E. Rothe Senior Vice President & Chief Financial Officer	\$800,000	\$2,240,479	\$765,600	\$22,139	\$5,038,267
Matthew W. Fordenwalt Senior Vice President, Lifecycle Services	\$600,000	\$1,750,495	\$459,360	\$35,514	\$3,865,323
Rebecca W. House Senior Vice President, Chief People & Legal Officer & Secretary	\$663,624	\$1,540,281	\$508,071	\$83,982	\$3,455,997
Scott A. Genereux Senior Vice President, Chief Revenue Officer	\$644,280	\$1,540,281	\$493,261	\$54,765	\$3,392,626

CEO pay mix (latest year)

Base salary	9%
Cash incentive	12%
Equity	79%
Other	0%
At-risk	91%

Every fact above, traced back to filing text

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CEO pay ratio = 277 to 1

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

“RATIO OF ANNUAL COMPENSATION FOR THE CEO TO OUR MEDIAN EMPLOYEE RATIO OF ANNUAL COMPENSATION FOR THE CEO TO OUR MEDIAN EMPLOYEE As required in Item 402(u) of Regulation S-K, we have estimated the ratio of the 2025 annual total compensation of our CEO to the annual total compensation of our median employee was 277 to 1, calculated as follows: Blake Moret, Chairman and CEO, 2025 total compensation \$15,401,707 Median employee \$55,692 Ratio 277:1 Rockwell Automation is a global organization with approximately 26,000 employees as of September 30, 2025. The countries with our largest number of emplo...”

Median employee compensation = \$55,692

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

“THE CEO TO OUR MEDIAN EMPLOYEE As required in Item 402(u) of Regulation S-K, we have estimated the ratio of the 2025 annual total compensation of our CEO to the annual total compensation of our median employee was 277 to 1, calculated as follows: Blake Moret, Chairman and CEO, 2025 total compensation \$15,401,707 Median employee \$55,692 Ratio 277:1 Rockwell Automation is a global organization with approximately 26,000 employees as of September 30, 2025. The countries with our largest number of employees are the United States, Mexico, India, and Poland. Consistent with our executive compensation...”

Compensation committee = Compensation and Talent Management Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“In 2025, we engaged with shareowners to discuss our executive compensation program and feedback from those discussions was presented to the Compensation and Talent Management Committee (“Committee”)”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“RECOUPMENT POLICY, CLAWBACKS, AND OTHER POST-EMPLOYMENT PROVISIONS”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“We also have an anti-hedging policy that prohibits employees from engaging in any transaction that is designed or intended to hedge or otherwise limit exposure to decreases in the market value of Company stock, and an anti-pledging policy that prohibits officers from pledging Company securities.”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“We also have an anti-hedging policy that prohibits employees from engaging in any transaction that is designed or intended to hedge or otherwise limit exposure to decreases in the market value of Company stock, and an anti-pledging policy that prohibits officers from pledging Company securities.”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

