

REVVITY, INC. (RVTY)

2026 DEF 14A · filed 2026-03-16 · CIK 0000031791

Headline facts

CEO TOTAL PAY

\$13,809,549

Prahlad R. Singh · 2025 · ' 16% YoY

CEO PAY RATIO ITEM 402(U)

239 to 1

Median employee: \$57,745

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE COMMITTEE REPORT

Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

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

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
A AGILENT TECH- NOLOGIES, INC.	\$12,827,236	155 to 1	\$12,827,236	Compensation Committee
TMO THERMO FISHER SCIENTIFIC INC.	\$79,923,350	120 to 1	\$71,333	Compensation Committee
DHR DANAHER CORP /DE/	\$23,795,280	343 to 1	—	Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Prahlad R. Singh Chief Executive Officer	\$1,129,231	\$7,694,985	\$2,385,450	\$40,731	\$13,809,549
Maxwell Krakowiak Senior Vice President and Chief Fi- nancial Officer	\$550,577	\$2,099,940	\$598,920	\$27,620	\$5,372,814
Miriame Victor Senior Vice President and Chief Commercial Officer	\$503,269	\$1,530,069	\$509,082	\$26,738	\$4,096,074
Joel S. Goldberg Senior Vice President, Administration, General Counsel and Secretary	\$564,616	\$1,816,849	\$636,120	\$46,636	\$3,668,457
Tajinder S. Vohra Senior Vice President, Global Opera- tions	\$489,615	\$1,206,519	\$515,592	\$26,227	\$2,639,228

CEO pay mix (latest year)

Base salary	8%
Cash incentive	17%
Equity	74%
Other	0%
At-risk	92%

Every fact above, traced back to filing text

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CEO pay ratio = 239 to 1

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

“Compensation Table appearing on page 51, the 2025 annual total compensation as determined under Item 402 of Regulation S-K for our CEO was \$13,809,549. The 2025 annual total compensation as determined under Item 402 of Regulation S-K for our median employee was \$57,745. Based on the foregoing, our estimate of the ratio of our CEO’s annual total compensation to our median employee’s annual total compensation for fiscal year 2025 is 239 to 1. Given the different methodologies that various public companies will use to determine an estimate of their pay ratios, the estimated ratio reported above s...”

Median employee compensation = \$57,745

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

“for purposes of making our determination. As disclosed in the Summary Compensation Table appearing on page 51, the 2025 annual total compensation as determined under Item 402 of Regulation S-K for our CEO was \$13,809,549. The 2025 annual total compensation as determined under Item 402 of Regulation S-K for our median employee was \$57,745. Based on the foregoing, our estimate of the ratio of our CEO’s annual total compensation to our median employee’s annual total compensation for fiscal year 2025 is 239 to 1. Given the different methodologies that various public companies will use to determine...”

Compensation committee = Compensation Committee

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

“Compensation Committee Report”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“clawback policy and adopted revisions to the Global ICP plan recoupment provision in accordance with rules promulgated by the U.S”

Hedging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“ What We Do x What We Don’t Do Clawback policy on incentive plans and certain stock option gains No hedging or pledging of company stock Meaningful stock ownership guidelines for our executives and directors No excise tax gross-ups (new employment agreements entered into after July 2010) Regular review of executive compensation and benefit program No option repricing without stockholder approval Independent Compensation and Benefits committee”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“The policy also prohibits pledging of Revvity stock by our officers.”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“Stock Ownership Guidelines”