

Woodward, Inc. (WWD)

2025 DEF 14A · filed 2025-12-12 · CIK 0000108312

Headline facts

CEO TOTAL PAY

\$10,482,876

Charles Blankenship, Jr. · 2025 · “ 6% YoY

CEO PAY RATIO ITEM 402(U)

149:1

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE CD&A

Compensation Committee

Governance policies

CLAWBACK

present

HEDGING

Not disclosed

PLEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

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

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
HUBB	\$10,346,752	161 to 1	\$10,346,752	Compensation Committee
HUBBELL INC				

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Charles Blankenship, Jr. Chairman and Chief Executive Officer	\$1,177,887	\$5,898,696	\$2,895,100	\$511,193	\$10,482,876
Thomas Cromwell Executive Vice President and Chief Operating Officer	\$693,539	\$1,849,455	\$1,229,676	\$80,223	\$3,852,894
William Lacey Executive Vice President and Chief Financial Officer	\$618,269	\$1,274,471	\$628,161	\$107,684	\$2,628,586
Terence Voskuil Executive Vice President and President, Aerospace	\$575,577	\$824,773	\$948,786	\$76,316	\$2,425,452
Randall Hobbs Executive Vice President and President, Industrial	\$600,156	\$824,773	\$609,759	\$81,205	\$2,115,894

CEO pay mix (latest year)

Base salary	11%
Cash incentive	28%
Equity	56%
Other	5%
At-risk	84%

Every fact above, traced back to filing text

Generated 2026-10-15 11:57:13Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

CEO pay ratio = 149:1

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

“below sets for our CEO Pay Ratio for fiscal year 2025. Mr. Blankenship’s compensation is as reported in the “Total” column of the Summary Compensation Table in this proxy statement. EMPLOYEE TOTAL COMPENSATIONFOR FISCAL YEAR ENDEDSEPTEMBER 30, 2025(\$) Mr. Blankenship, our CEO 10,482,876 Our median employee 70,274 CEO Pay Ratio 149:1 In accordance with SEC rules, we identified the median employee as of July 1, 2023 by: (i) aggregating for each applicable employee for the 12 month period from July 1, 2022 through June 30, 2023: (A) regular pay received, (B) overtime paid, (C) pay premiums or dif...”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Role of the Human Capital & Compensation Committee”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Clawback Policy was filed as an exhibit to our Annual Report on Form 10-K for fiscal 2025 and can be found on our website at <https://ir.woodward.com/overview>”

Hedging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“WHAT WE DON’T DO > No excise tax gross-ups upon a change in control > No hedging, pledging or short selling of Woodward stock > No strict benchmarking of compensation to a specific percentile of our peer group> No repricing of any stock options without stockholder approval> No employment contracts with any executive officer”

Pledging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“WHAT WE DON’T DO > No excise tax gross-ups upon a change in control > No hedging, pledging or short selling of Woodward stock > No strict benchmarking of compensation to a specific percentile of our peer group> No repricing of any stock options without stockholder approval> No employment contracts with any executive officer”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“STOCK OWNERSHIP GUIDELINES”