

# Winning Together

2020 Corporate Social Responsibility Report





“IDEX corporate and each of our over 40 businesses celebrate the progress made to support the sustainable operations of our customers, reduce our own environmental footprint, and bring positive social impacts to communities through our businesses and products.”

## A Message From Our CEO

We are proud to reflect on a challenging year for our communities and society and to see the positive impacts IDEX businesses made on the world. IDEX businesses and the communities where our employees live and work displayed incredible resiliency during the global social and economic crises driven by the COVID-19 pandemic in 2020. IDEX’s growth and progress throughout this time demonstrate what makes us strong—foremost, a commitment to the well-being of our people, agility, creativity, and the dedication and courage that come with our entrepreneurial culture.

I’m pleased to craft this message on IDEX’s environmental, social, and governance strategy and performance as the company’s new Chief Executive Officer, a role I assumed in December 2020. It is a unique honor to lead IDEX through such an important time in the company’s history. I was privileged to work beside our former CEO for nearly a decade and most recently as IDEX’s Chief Operating Officer for the past five years and as President since February 2020. I continue to apply all I’ve learned firsthand about what it takes to successfully grow our business, and look forward to what IDEX can achieve next.

Since IDEX issued its inaugural Corporate Social Responsibility Report, covering 2018, the furious pace of change the world has been experiencing has continued, particularly with the recent impacts from COVID-19. Prior to the pandemic, IDEX businesses and customers engineered highly specialized solutions benefiting the daily lives, health, and safety of communities all over the globe. These solutions meet the needs of increasingly automated, digitized, and connected applications from customers and users. In 2020, this mission critical work continued, but we also adapted to address urgent needs for solutions in the fight against COVID-19.

Few, if any, businesses were fully prepared for the challenges posed by COVID-19, but IDEX’s pillars of Great Teams and Customer Obsession enabled us to maintain our essential business activities and protect the well-being of our people. Human capital management—including diversity, equity, and inclusion, talent attraction, workforce development, and workplace health & safety—as well as quality solutions for our customers make up many of our most significant ESG-related topics.

In this report, we disclose our management of and performance in these most-important topics, as well as others identified in our 2018 materiality assessment. We also included our first disclosure in alignment with the Sustainable Accounting Standards Board (SASB) sector standards.

IDEX corporate and each of our over 40 businesses celebrate the progress made to support the sustainable operations of our customers, reduce our own environmental footprint, and bring positive social impacts to communities through our businesses and products. We know these efforts must continue and increase in the future as the public and private sectors confront challenges caused by climate change, increased resource use, and social and economic trends like automation, workforce skills, and digitalization. IDEX businesses and products will contribute to the solution, as we have for more than a century.

Sincerely,

**Eric D. Ashleman, CEO**

## About IDEX

IDEX is an applied solutions provider serving niche markets worldwide. IDEX is a global manufacturing company that consists of over 40 individual businesses worldwide. Through this family of businesses, we provide mission-critical components and applied solutions for products that are essential to everyday life. While each individual IDEX business is highly autonomous and independent, all of our businesses are united through our shared [vision](#) of trusted solutions, improving lives through our values of [Trust, Team, and Excellence](#).

Founded in 1988 with three small, entrepreneurial manufacturing companies, IDEX is now a global, high-performing, and growing business with over 7,000 employees and operations located in more than 20 countries. We may be just over 30 years old as a public company, but IDEX's journey started more than a century ago with the establishment of many of the businesses that make up IDEX today. The principles of being nimble, entrepreneurial, and customer focused defined these early businesses, and continue to define IDEX today and serve as our core strengths.

Serving our customers is at the center of what we do and who we are. Our businesses are innovative and relentless in our quest to deliver customers' solutions. Unlike other companies that focus on financials above all else, IDEX is equally focused on our stakeholders. Our ability to deliver long-term value is intrinsically linked to each of these key stakeholders. When we focus on what matters, we win. At IDEX, we call this focus embracing the principles of 80/20—our belief that 80 percent of our profits comes from 20 percent of our customers. We know that great teams and talent are key to our success, and that we win when our high-performing teams obsessively focus on solving our customers' problems. This philosophy—great teams who embrace 80/20 while remaining hyper-focused on serving our customers—is what we call **The IDEX Difference**.

**The IDEX Difference** is the “how” and the “what” as we lead and run our businesses. Across all of our operations, we are devoted to fostering a culture of integrity and performance firmly rooted in our values of Trust, Team, and Excellence.

IDEX is different. We could have chosen a traditional and centralized route, but instead we opted to pursue a path that sets us apart. Our future will be shaped by both the heritage of our past and our actions today. As we continue to grow, we work to maintain the speed, scrappiness, and entrepreneurial spirit of the independent companies that form our roots. At the same time, we leverage the strength, scale, and global breadth of our multibillion-dollar enterprise to best serve our stakeholders.

At our core, we are a company dedicated to providing highly engineered solutions to solve challenges for our customers' most important processes. We are proud of the highly engineered products we create, and strive to continue to improve—and even save—countless lives around the world. Yet, we also know that our high-performing teams, our talent, and our commitment to 80/20 set us apart.

We aren't racing to be the biggest company, just the best—the undisputed market leader in the niche markets where we compete. We are committed, together with our employees, customers, and other stakeholders, to making trusted solutions that improve lives.

**IDEX is a different kind of company, and we plan to keep it that way.**



## About This Report

IDEX's 2020 Corporate Social Responsibility Report *Winning Together* contains quantitative information from calendar years 2018 to 2020. It includes sector standard disclosures from the Sustainability Accounting Standards Board, which can be found in the index. This report has not been externally assured. For more information, please contact [CSR@idexcorp.com](mailto:CSR@idexcorp.com).

All images in IDEX's 2020 Corporate Social Responsibility Report without masks were taken prior to the COVID-19 pandemic.

# Stakeholder Engagement & Materiality

IDEX's mission is to improve the lives of the more than 7,000 employees that make up the IDEX family; the communities where we live and work; and our shareholders, customers, and users of our products.

In this, our second Corporate Social Responsibility Report, we build upon the results of our 2018 materiality assessment. The 2018 assessment, completed with the assistance of a third-party facilitator, considered sustainability and corporate social responsibility trends in our industries, and benchmarking analyses to uncover a universe of relevant issues and key strategic areas. IDEX then engaged internal and external stakeholders (including customers, senior leadership, employees, shareholders, and members of the Board of Directors) to determine our most significant impacts, risks, and opportunities. Utilizing the results of this process, we identified and prioritized the environmental, social, governance, and product topics that are most significant to IDEX and our stakeholders. This report addresses the top nine topics identified in that 2018 assessment.

**IDEX's mission is to improve the lives of the more than 7,000 employees that make up the IDEX family; the communities where we live and work; and our shareholders, customers, and users of our products.**

In addition to formal materiality assessments, which IDEX intends to update regularly, we frequently engage with and solicit input from customers, employees, and shareholders through a variety of formal and informal mechanisms. These include town halls, internal and external engagement surveys, investor calls, and "voice of the customer" processes.

## IDEX Difference Pillar

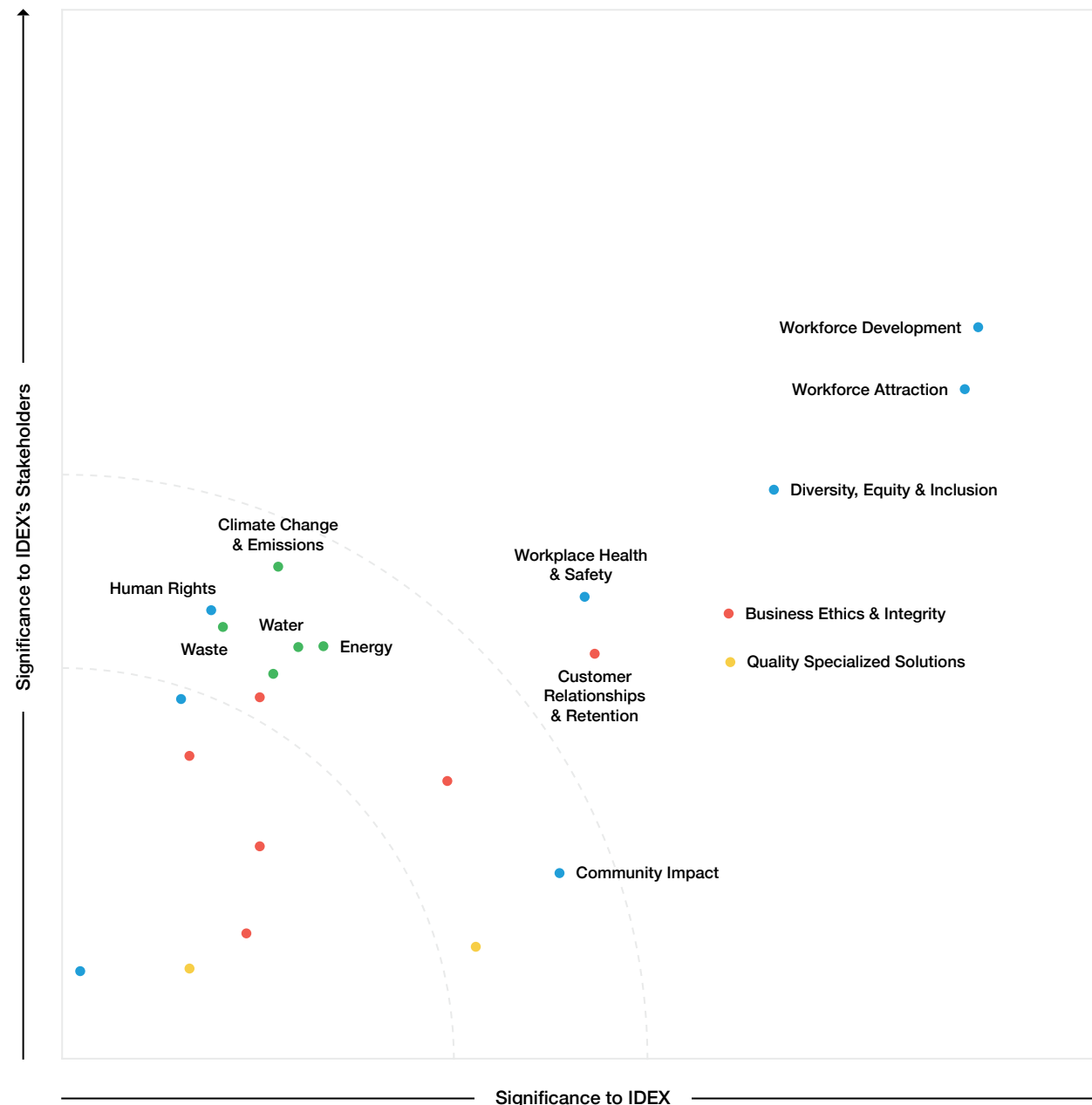
## IDEX Material Topic

IDEX Difference Pillar	IDEX Material Topic
Great Teams	<ul style="list-style-type: none"> <li>Human Capital</li> <li>Diversity, Equity &amp; Inclusion (DE&amp;I)</li> <li>Workplace Health &amp; Safety</li> <li>Community Impact</li> </ul>
Customer Obsession	<ul style="list-style-type: none"> <li>Quality Specialized Solutions*</li> <li>Customer Relationships &amp; Retention*</li> </ul>
Embracing 80/20	<ul style="list-style-type: none"> <li>Business Ethics &amp; Integrity</li> <li>Environmental Stewardship</li> <li>Responsible Supply Chain</li> </ul>

\*These topics are combined into Quality Customer Solutions for the purposes of this report.

## Materiality Matrix

● Environmental ● Social ● Product ● Governance





## Corporate Governance

Our commitment to uphold sound principles of corporate governance supports IDEX's Corporate Social Responsibility strategy. The IDEX Board of Directors and our Executive Leadership Team set the tone by managing corporate governance and determining IDEX's strategic direction.

Our [Corporate Governance Guidelines](#) characterize our corporate governance approach and address matters such as the Board's role and responsibilities, share ownership guidelines, and Board meeting frequency. The Board recently changed its leadership structure to separate the Chairman of the Board and Chief Executive Officer roles. IDEX now has a Non-Executive Chairman of the Board.

The Board of Directors and its three standing Committees directly oversee key environmental, social, and governance (ESG) topic areas, including ethics, succession planning, executive compensation, and other material issues that may surface throughout the course of our annual enterprise risk management (ERM) assessment, which is managed by IDEX's General Counsel.

As part of their oversight of the annual ERM assessment, the Board evaluates IDEX for the achievement of our organizational objectives, including our strategic objectives, to help improve long-term performance and enhance stockholder value. The Board's direct oversight of the ERM assessment enables it to evaluate management's inclination of risk, determine IDEX's appropriate level of risk, and discuss risk control measures with management. While the Board has ultimate oversight responsibility for the risk management process, the Board's Audit Committee manages financial risks identified in the annual ERM assessment through reviews and discussions of financial risk exposures and the actions management has taken to monitor, control, and report them.

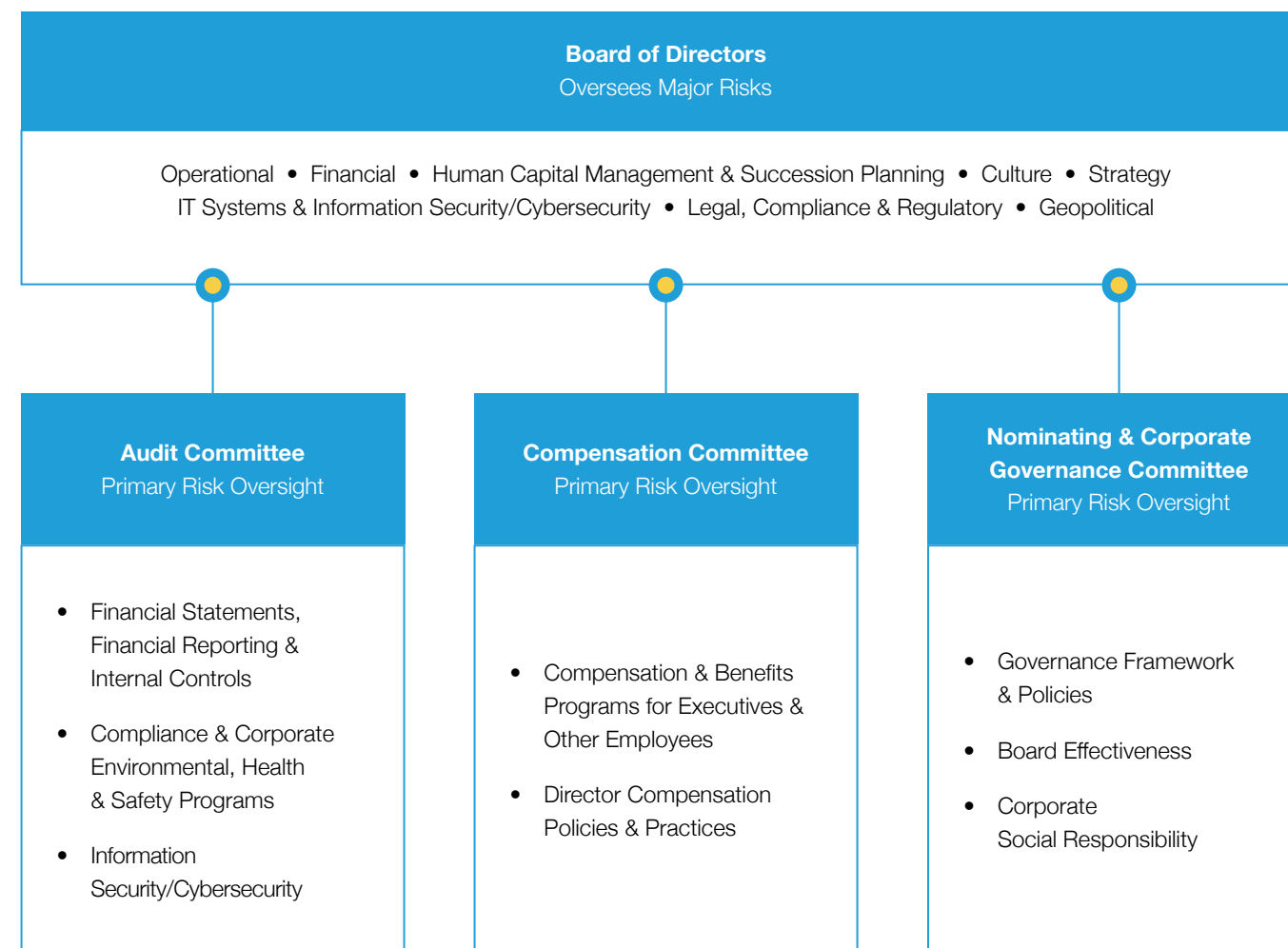
The IDEX General Counsel and members of her team, including the Chief Compliance Officer and the Director of Environmental, Health & Safety, regularly update the Board and its Committees on ESG matters. When appropriate, outside advisors make presentations as part of these updates.

The Board of Directors is required to complete training and certification on the IDEX Code of Business Conduct and Ethics each year. The Board also reviews IDEX's responsible supply chain practices and certifies IDEX's [U.K. Modern Slavery Act Statement](#).

Eleven members compose the IDEX Board of Directors, ten of whom are currently independent as defined by New York Stock Exchange and Securities and Exchange Commission (SEC) rules. Such independent Directors are members of our Audit, Compensation, and Nominating and Corporate Governance Committees. Each committee has a written charter available on our [Corporate Governance Highlights](#) website.

Additional details regarding our corporate governance policies and disclosures can be found in IDEX's [Proxy Statement](#) on the [investor relations](#) page of our website.

For additional information about oversight and management of specific ESG-related topics, please see our [topic-specific disclosures](#) contained within this report.





# Human Capital

---

At IDEX, we recognize that our success would not be possible without the valuable contributions of our workforce. We are committed to fostering “Great Teams” as one of the three pillars of the IDEX Difference, because the success of our unique operating model depends on the entrepreneurial spirit and capabilities of our employees. It is this investment in our people that enables us to accomplish our goals and deliver innovative customer solutions.

## Governing Human Capital

Our corporate Human Capital strategy is overseen by our Chief Human Resource Officer (CHRO). Annually, the CHRO presents a talent review to the IDEX Board of Directors. As part of the review, the team details each enterprise-level IDEX senior leadership position and outlines succession plans to ensure the Board is informed of IDEX's plans for business continuity and success. At the business unit level, we conduct deep-dive talent reviews for our workforce and local leaders, and examine results quarterly as part of our Organizational Talent Cycle. We present the results to the platform level, then to senior and executive leadership, and ultimately to the Board during its annual talent review.

Each of our businesses has autonomy to manage its own human capital initiatives, including strategies for talent attraction, retention, and development. This decentralized approach to management empowers our businesses to adapt their practices to their unique circumstances, enabling success across our diverse portfolio and locations.

## Empowering Our Workforce

As a believer in Great Teams, our workforce advancement strategy succeeds through investment in three pillars: skill-building for the entire workforce, leadership development aligned with IDEX's methodology, and fostering a great culture. Our distinct approach to training and education helps drive long-term value by providing our employees with opportunities to develop skills both individually and as teams.

IDEX employees have access to learning through a variety of sources, including the IDEX Academy, local development programs, and specific individual development plans. We offer skills-based trainings and individual development plans for our workforce to enhance and build capabilities for success in their current positions and for the future. These trainings also help to develop future and potential leaders in the IDEX leadership methodology; for instance, we offer 80/20 training opportunities to employees around the world.

Uniquely, the majority of our training content is produced by leaders from across the company who use their knowledge of our businesses to produce tailored trainings. For example, in the last three years, over 75 different leaders have collectively taught over 550 hours of development content.

### Supporting IDEX Leaders

The IDEX Academy is also our primary platform for global leadership development programs, and through it, our Executive Leadership Team sponsors training and development programs for newly hired and promoted leaders. This begins with our New Leader Orientation and Supervisory Excellence programs.

- **New Leader Orientation:** Helps familiarize leaders new to IDEX with our culture, strategy, and leadership expectations, as well as helping them make connections with other leaders across the organization.
- **Supervisory Excellence Program:** Fundamental supervisory skills training program for employees new to a supervisory role or who aspire to be supervisors.

For more established leaders around the world, our Accelerated Leader Experience, Business Leader Excellence, and Management Excellence programs help prepare participants to overcome challenges, capitalize on opportunities, and enhance their leadership capabilities at IDEX.

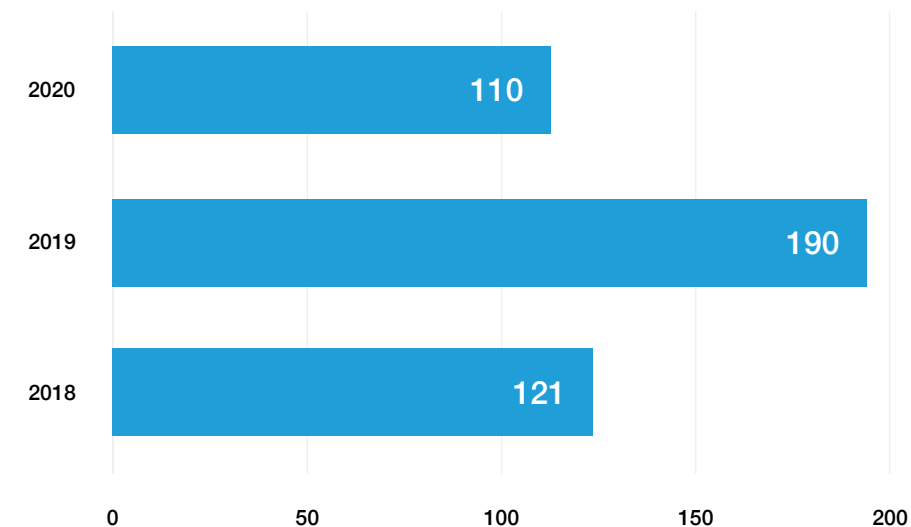
- **Accelerated Leader Experience Program:** Multi-month program for established leaders aimed at building enterprise-leadership skills and strengthening critical capabilities to ensure sustainable growth at IDEX.
- **Business Leader Excellence Program:** Multi-month program for new business line leaders or general managers aimed at the core components of effective leadership that enable the IDEX Difference.
- **Management Excellence Program:** Multi-month program for managers and directors focused on developing leadership capabilities to build Great Teams that work together to solve global business challenges.

Not only do IDEX Academy programs provide leadership development experiences, they also offer opportunities for leaders from different geographies and business units to come together and share best practices, solve business challenges, and build strong support networks. Similar region-specific talent development programs are offered to employees in China, India, and across Europe.

**Uniquely, the majority of our training content is produced by leaders from across the company who use their knowledge of our businesses to produce tailored trainings. For example, in the last three years, over 75 different leaders have collectively taught over 550 hours of development content.**

In 2020, we transitioned all leadership development experiences to a virtual format. While we saw a decrease in participants in 2020, which we attribute to the short notice of changing the format and urgency of other business opportunities due to the COVID-19 pandemic, we expect attendance to increase in the future with new options for virtual participation.

### Global Leadership Development Program Attendees



### Quotes from IDEX Academy Participants

“The Academy made me a better leader because it showed me that leadership was a skill that needed to be nurtured and built up, and it showed me that to amplify my effect in the organization, I needed to create more leaders. This created a virtuous cycle—as I developed leaders, my leadership skills improved, which allowed me to contribute at a greater level than I thought possible.”

**KRISHNA RANGANATHAN**, General Manager, *Optical Technologies*

“The Academy was a tremendous experience to learn and grow. Although the program was just three week-long sessions, it will always stay with me. It not only gave me tools and skills, but gave me confidence and belief as well. It was like a light guiding me to go further as a new leader to empower my team members and influence others.”

**HELEN XU**, HR Director, *IDEX China & Southeast Asia*

“I truly think [the Academy] was the turning point in my career when my transition from worker and manager to leader began almost nine years ago now. The learning I received from [the Academy] around building trust within your team, optimizing communication, utilizing a strong interview process (scorecard!), and most importantly, providing feedback has become the backbone to how I lead today. I personally have led training, as recent as last week, to many of our new leaders stressing the importance of providing both positive and constructive feedback immediately to your team as the best way to ensure peak performance.”

**SUNIL SAMTANI**, President, *Gast*

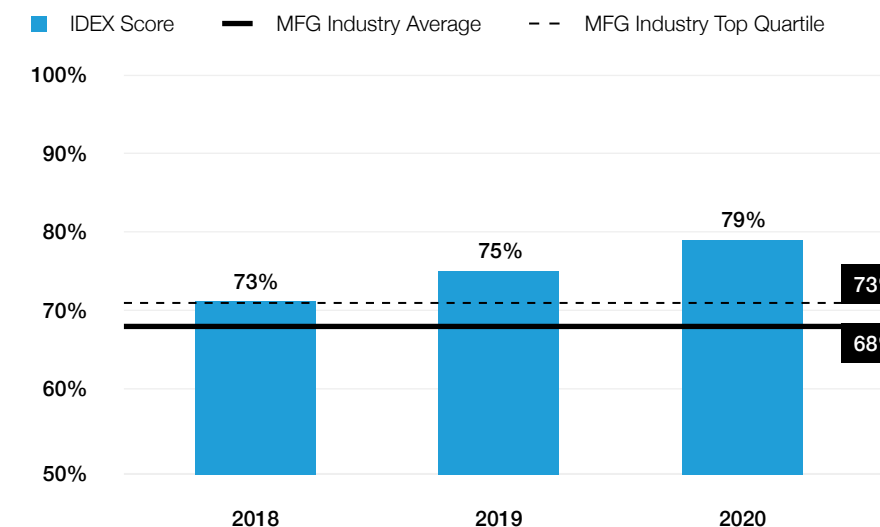
Our Human Resources group conducts team workshops for our business unit leaders. In these workshops, discussion focuses on topics that are critical to high-performing teams at IDEX, including team dynamics and leveraging individual and collective strengths to achieve results. The workshops focus on teaching leadership through IDEX’s methodology. For example, at our global leadership conference in 2018, we introduced Situational and Servant Leadership training to our senior leaders; we subsequently trained an additional 367 leaders in servant and situational leadership. Servant Leadership is a component of leading the IDEX Difference and our culture.

In late 2019 and early 2020, our CEO and CHRO conducted six workshops for 135 IDEX leaders in Europe, Asia, and North America. During these workshops, attendees learned how to lead with the IDEX Difference and create the most value for our people, customers, and business.

### Measuring Success

Through our engagement survey, we track a Manager Effectiveness Index which we use to measure enterprise sentiment regarding the performance of our people leaders. In the last three years, IDEX has consistently outperformed the industry average for this measure, and we are proud to see improvement in our score; we are in the top quartile of the manufacturing industry.

### Manager Effectiveness Index





## Valuing Our Workforce

Attracting and retaining top talent is critical to the success of IDEX's business. We identify people who have the skills and potential to make significant contributions to IDEX. We prioritize hiring team members who will embrace our team-driven culture and who will embody the IDEX Difference.

We also place considerable emphasis on leveraging the talented employees within our internal pipeline, filling many leadership positions with IDEX employees. As part of our Organizational Talent Cycle process, we utilize "stretch" roles that connect our decentralized businesses by moving skilled employees from one business unit to another through promotions as business circumstances require. Our promote-from-within focus enables us to leverage our employees' established knowledge and understanding of the IDEX business. By doing so, we enhance the performance of our business and reward our dedicated employees.

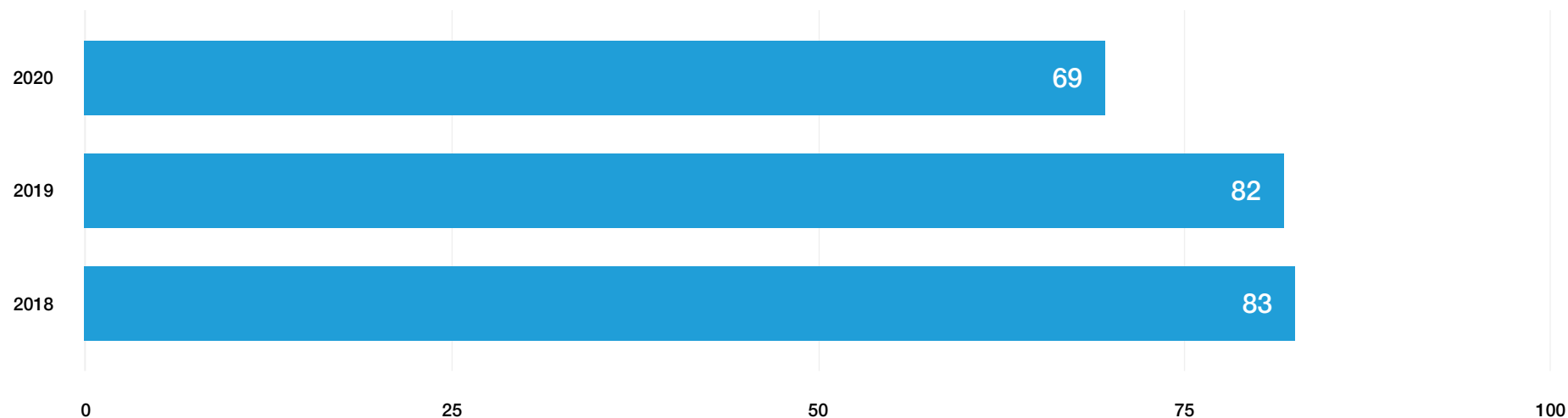
### Employee Benefits

Our approach to benefits and rewards at IDEX builds around the belief of paying for performance. We offer a highly competitive pay package for our employees in all of the markets where we operate. The performance-based pay packages provide many employees with short-term incentives for going above and beyond. We also provide equity-based, long-term incentives to approximately 450 of IDEX's leaders.

In addition to our pay package, IDEX offers a comprehensive benefits package to all U.S. non-union employees who work at least 20 hours a week, a recent reduction from the previous 30-hour requirement. The requirement reduction was made to be a more flexible and inclusive employer in light of the COVID-19 pandemic and the changing work environment. As part of the package, eligible employees and their spouses and dependents can choose from three medical insurance plans. IDEX also offers dental and vision insurance plans to eligible employees. Eligible IDEX employees can benefit from two 401(k) retirement plan contributions: a traditional IDEX-funded matching contribution that requires an employee to contribute in order to receive the benefit, and an additional IDEX contribution that does not require an employee contribution.

IDEX provides the opportunity for our U.S. employees to share in our success through our Employee Stock Purchase Plan, which allows an employee to purchase IDEX company stock through payroll deductions.

### Tuition Reimbursement Program Participants



We also enable employee development and growth by offering our full-time U.S. employees who have at least six months of service the ability to participate in our Tuition Reimbursement program. Through the program, employees can have certain expenses from secondary educational institutions reimbursed up to \$5,250 per year.

At IDEX, we recognize the importance of family bonding when a new child is born. Under the IDEX U.S. Parental Leave benefits program, eligible mothers can take up to 14 weeks of paid time off when coupled with paid time available under IDEX's short-term disability coverage. Biological fathers and adoptive parents are also eligible under the program to receive six weeks of paid time off.

### I-AMP Collegiate Talent Program

Launched in 2018, IDEX built the IDEX Accelerating Management Potential (I-AMP) Collegiate Talent Program to give early career professionals the opportunity to learn IDEX's values and business, and to grow within our company in both full-time and internship roles. The program offers participants the unique opportunity to explore different professional functions, industries, and products through rotational assignments, partake in on-the-job learning opportunities, and make a direct impact in IDEX's Great Teams. Since the program began, over 75 percent of participants have represented either gender or ethnic minority groups, and we will continue to provide opportunities for diverse early career professionals through the I-AMP program in the future.

### 2020 Full-Time Program Participants

2020 Graduates	
Number of Participants	22
Percent Diverse Participants	73%

Attracting and retaining top talent is critical to the success of IDEX's business. We identify individuals who have the skills and potential to make significant contributions to IDEX. We prioritize hiring team members who will embrace our team-driven culture and who will embody the IDEX Difference.



### Quotes from I-AMP Collegiate Talent Program Participants

“The I-AMP program affords you the opportunity to learn about IDEX as a whole and understand the goals that drive the company. It gives you great exposure to various business units and leadership across IDEX to help grow connections and meet potential mentors and insight on how various business units operate in order to implement the IDEX Difference.”

**NOBUS OGHENEKARO**, College Program Participant, *ADS*

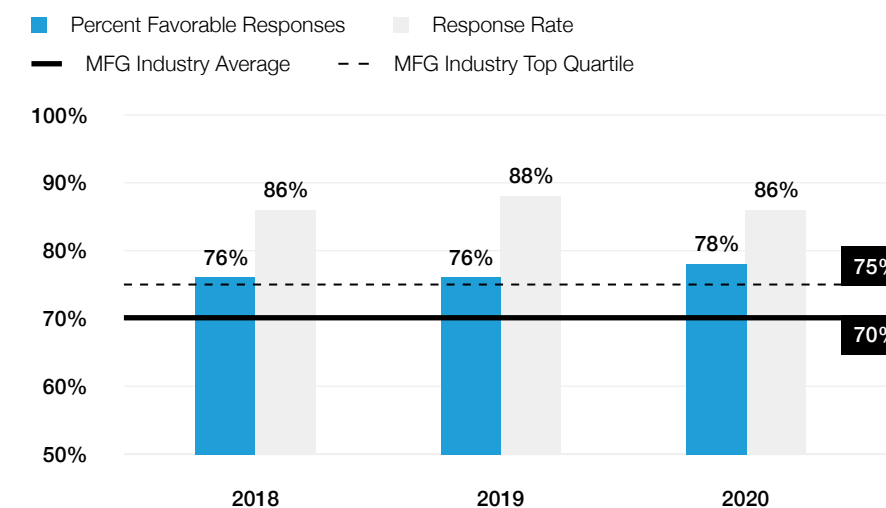
“I’ve been blown away by the I-AMP program. The quality of the mentorship experiences and the exposure to senior leadership across different business units has helped me develop skills that would make me a more effective leader as my career progresses. That alone would have made for a great experience, but also getting to deliver on impactful projects during those rotations was the icing on the cake!”

**EMMANUEL OKEKE**, College Program Participant, *PPE U.S.*

## Engaging Our Workforce

We know an engaged workforce is a workforce able to deliver sustainable value for all of our stakeholders. Across the enterprise, our goal is to maintain favorable responses in the top quartile for manufacturing companies. Given the challenges that the COVID-19 pandemic brought to the work environment, we are thrilled that our employees are staying engaged as we remain in the 85th percentile among manufacturing companies. In our September 2020 iSay employee engagement survey, we performed well in crisis-critical areas like manager effectiveness, employee recognition, and change management.

### Employee Engagement Metrics



## Our Journey

All IDEX employees are important partners in our work to continue IDEX's success, and we will support them in every way we can, from development to engagement. We are confident in the long-term success of our human capital strategy, and going forward we will maintain focus on investing in our employees. As the business environment rapidly digitizes, we will continue to look both internally and externally for people with the skills to capitalize on digital opportunities. By developing and providing our workforce with the opportunities they need to advance their careers, we foster the Great Teams and talent that set IDEX apart from other companies.



# Diversity, Equity & Inclusion

---

IDEX has always recognized diversity as foundational to creativity and resilience; the three pillars of Innovation, Diversity, and Excellence form the acronym that is our name, IDEX. From IDEX's formation, the IDEX business model and its success has been built upon a portfolio that emphasizes the value of diversity in businesses, markets, and products. Therefore, it follows that the advantage gender, racial, ethnic, and other human diversity brings to IDEX is just as important to our success.

We highlight three reasons why Diversity, Equity and Inclusion (DE&I) is important at IDEX:

- 1. It's who we are.** Our culture and values are grounded in embracing diversity and creating an environment where we can each be and do our best every day.
- 2. It's what we do.** We attract, retain and engage the best people who leverage their similarities and differences as key members of our great teams to solve our customers' toughest problems.
- 3. It's how we win.** Innovation. Diversity. Excellence. Broad perspectives, experiences and ideas help us create differentiated value for the wide range of markets, industries, and customers we serve.

Together as one team, our people with their diverse thoughts, backgrounds, and cultures strengthen our company and enable us to deliver on the IDEX Difference for our employees, customers, shareholders, and communities.

In 2020, we recognized a need to specifically address Equity in our approach to diversity and inclusion to ensure we are consciously creating and leveraging programs, processes, and policies free from bias. We changed the previously named Inclusion & Diversity to Diversity, Equity & Inclusion and updated how we define the three words that compose the topic to reflect this new understanding. We are currently in the process of gathering feedback on the definitions from our employees and experts alike.

**Diversity** is the collection of our similarities and differences through characteristics we are born with, experiences we have had, or choices we have made.

**Equity** is the fair treatment, access, opportunity, and advancement for all of our people that will result in the best outcomes for every individual. It also acknowledges that it is necessary to identify and eliminate barriers that have prevented the full participation of some groups.

**Inclusion** embraces all aspects of diversity and enables individuals and teams to engage, openly participate, and have impact.

## Fostering Success

In 2020, IDEX engaged a DE&I coach to work with the CEO and entire Executive Leadership Team to further the DE&I strategic framework. In 2021, IDEX intends to fill the currently vacant executive role for DE&I, which will report directly to the CEO. In the meantime, the executive leaders as a team are defining DE&I goals and prioritizing actions for the enterprise.

At least once per year, the IDEX Board of Directors reviews employee diversity numbers through its CHRO-led senior talent review. Additionally, IDEX tracks diversity numbers for our top 400 leaders and provides regular updates to the Board on how leadership demographics are changing over time. The Board has also recently pledged to include a DE&I topic on the agenda of every regularly scheduled Board meeting moving forward.

## Impact

As a company which prides itself on decentralization, we create and implement many of our policies and programs for DE&I within our business units, so they reflect the populations they serve. Our corporate team, on the other hand, focuses on areas where more of a one-size-fits-all approach is better. To help ensure consistency across the business units, IDEX published a set of DE&I Leadership Expectations:

- **Make Inclusive Leadership Part of Your Leadership Style:** Create and expect an inclusive work environment and ask yourself "What do I do to be inclusive today?"
- **Live Our Values:** Embrace diversity as a winning dimension of Great Teams. Silence is not an option. Actively oppose expressions of disrespect and hatred.
- **Educate Yourself and Set Clear Expectations for Your Leaders to Do the Same:** Accept that racism, sexism and other "isms" exist, consciously or unconsciously. Work to identify and eliminate barriers to equitable treatment for all.



## HIGHLIGHT



## How does the Decentralized DE&I approach work in action?

As for many other organizations, IDEX enhanced our focus on DE&I in 2020, as protests about racial injustice swept the United States and in many other places around the world.

Our first response was to ensure we reached out to all IDEX employees to determine their well-being during a tumultuous time. We also strongly felt the need and value of listening to the experiences of IDEX's Black employees. The leaders of our BUs launched listening sessions, individually and in small groups, where employees could voice their personal feelings, concerns, and hopes. During the listening sessions, the leaders asked what IDEX was already doing to foster DE&I and what we could do better moving forward.

A few weeks after the sessions, participating leaders met to share progress and brainstorm responsive actions at the business unit and corporate levels. As a result, we established Inclusion Champions who act as a neutral party for employees to raise DE&I concerns or suggestions. Business units also started DE&I newsletters and team learnings to raise awareness on topical issues. Across IDEX, we began a discovery process to uncover existing inequalities and barriers within our workforce and initiated DE&I focused events to celebrate and raise awareness of diversity and inclusivity.

Our CEO and COO also participated in a company-wide leadership feedback session to gain employees' insights on what actions were needed for them to be better all-around leaders. From this feedback, three key themes for impact emerged:

### IDEX leaders must:

1. **Set and maintain the tone that places DE&I among the top company priorities.**
2. **Create an environment where we hire people of all backgrounds who are set up for success and can grow their careers with us.**
3. **Ensure our supplier relationships and community involvement also reflect these values.**

The Executive Leadership Team established the following priorities and structure that guides our BUs.

To ensure our ongoing efforts are as effective as possible, the Executive Leadership Team is leveraging our DE&I coach to help develop measurable short- and long-term goals to ensure our DE&I strategy is sustainable.

### IDEX Commitments & Actions: What are we doing company-wide?

#### IDEX Executive Leadership

- Work with DE&I Coach in 2020
- Hire DE&I leader for IDEX in 2021
- Goal Deploy DE&I

#### Diverse Employee Population

- Increase diverse representation at IDEX through focused hiring, development and retention efforts (i.e., diverse candidate states, DE&I part of OTC)

#### Equity

- Signed Chicago Network Gender Equity Pledge
- Remove barriers to ensure everyone can do and be their best (i.e., medical benefits for part-time employees in U.S.)

#### Supplier Diversity Program

- Cross-functional team to create supplier diversity program—phase I in 2020.

#### Education & Awareness

- Increase education and awareness with DE&I training
- Calendar of events and celebrations

#### IDEX Foundation

- Focus and investments to support underserved minority communities

While 2020 was an unprecedented year on many fronts, we increased representation for both women and people of color in our leadership ranks. We are also quickly gaining traction in increasing the number of senior leaders who are women, with participation rising more than 27 percent since 2018. At the same time, we increased the representation of people leaders in the U.S. who are racially or ethnically diverse by 23 percent.

## Leadership Ranks

	2018	2019	2020
<b>Women Globally</b>			
Senior Leaders*	22%	24%	28%
People Leaders	21%	22%	23%
All Employees	26%	27%	27%
<b>Ethnically Diverse U.S.</b>			
Senior Leaders*	13%	14%	13%
People Leaders	13%	15%	16%
All Employees	24%	24%	25%

\*Includes Members of the IDEX Board of Directors

We do not have a rapidly expanding number of management positions, which slows the rate at which we can advance our performance in this area. In fact, at the end of 2020 we had less than 2 percent more people leadership roles at IDEX than we did in 2018. In this context, where we have focused our efforts, we have achieved results. With 51 senior leadership hires and promotions in 2020, we hired 10 ethnically diverse leaders and 13 women leaders.

## To Senior Leadership

	2018	2019	2020
<b>New Hires</b>			
Women Globally	39%	46%	42%
Ethnically Diverse U.S.	24%	37%	43%

	2018	2019	2020
<b>Promotions</b>			
Women Globally	25%	33%	50%
Ethnically Diverse U.S.	10%	15%	13%

So far this year, two senior leadership roles have been filled by women. In January 2021, we appointed a Black female executive to our Board of Directors. In February 2021, we promoted a white female IDEX leader to the role of Chief Human Resources Officer. We will work hard to ensure we not only increase our participation of women and ethnically diverse leaders and employees, but also provide an inclusive and equitable environment where all IDEX colleagues can be their best and do their best every day.

## While 2020 was an unprecedented year on many fronts, we increased representation for both women and people of color in our leadership ranks.

We recognize we still have work to do to attract, retain, and develop the very best talent from all genders, races, ethnicities, and other diverse groups. Moving forward, we will continue to embrace the actions that will help us achieve greater diversity to ensure our great teams are able to perform at the highest possible level.

## Our Diverse Hiring Approach

When considering candidates for employment with IDEX, we strive to have the broadest possible candidate pool and require diverse slates of candidates when hiring externally for leadership and corporate roles. In 2020, we set a goal to hire or promote at least 15 senior diverse leaders across IDEX and were excited to achieve this goal in July, a full five months earlier than our December target.

At both the business unit and corporate levels, we partner with local organizations focused on broadening diversity to help identify candidates and develop processes to ensure our hiring candidate pool represents the diversity of local communities. We are working on a pilot project in our business units to remove key gender and ethnic identifiers from our candidate screening process to protect against unconscious biases. Similarly, it is our standard practice to rely on candidate evaluation scorecards to objectively evaluate each candidate with an open position's key responsibilities, thus taking a data-based versus gut feel approach to assess a candidate's suitability for the role.



### ***DE&I Integral to Employee Engagement***

Learning from our employees on how we can enhance DE&I at IDEX is ongoing and critical to our continued success. One avenue for this was a section dedicated to DE&I related feedback in our 2019 and 2020 iSay employee engagement surveys to collect employee feedback on what we were doing well and where we could improve. The surveys asked about IDEX employees' perspectives and experiences on DE&I with all levels of IDEX leadership, from our executives to their immediate manager. We plan to leverage the survey results and revise future DE&I-related engagement survey questions to continuously improve our DE&I impact.

### ***Pay Equity Study***

IDEX has been conducting pay equity analyses for U.S. employees since 2018. The study uses multiple regression analyses to ensure that employees' actual pay was substantially similar to their predicted pay. Multiple regression analyses take into account various factors to predict pay for an individual employee within a particular company. As part of the 2019 process, we broadened the definition of outliers (where actual pay is below a threshold as compared to predicted pay) versus our previous study in order to further our pledge to equity. As a result, we found 3.5 percent or 132 of our employees—in comparison to 1.5 percent or 55 of our employees in the 2018 study—were outliers in 2019. The outlier increase can also be partially attributed to positions that had not yet been calibrated to a new pay grading structure we implemented in 2018. Where appropriate, we provided base pay adjustments for employees that were outliers, further reinforcing IDEX's commitment to diversity and a culture of inclusion, equality, and respect.

### ***Approach to Training***

As a global company, employees from a variety of backgrounds, countries, and generations comprise IDEX's workforce. As such, IDEX's approach to DE&I training has centered on meeting the needs of our specific business units. Relevant curriculum has been developed by the corporate team and is accessible to the business units. The curriculum contains guides on visibly demonstrating inclusive behaviors and developing inclusive teams, along with trainings on the neuroscience behind unconscious bias and its effect on talent decisions. IDEX's all-employee Dignity and Respect training, which guides participants through practical ways to demonstrate kindness, empathy, and openness for differences, is also a part of the available DE&I curriculum. Our leadership development programs through the IDEX Academy intersect with our DE&I curriculum as well to ensure that each and every one of our employees across our diverse workforce is set up for success.

Realizing the power in locally driven education, our business units often conduct their own organic DE&I trainings, including lunch and learns covering topics such as anti-racism and unconscious biases. We also empower our business units to bring in DE&I trainers to help devise and implement trainings targeted to the circumstances of their business. Our Human Resources team is currently evaluating IDEX-wide DE&I training that we will implement across our businesses. Trainings for senior leaders with outside facilitators have also started occurring across some of our business units, with a broader roll out planned during 2021.



### ***Inclusion Networks***

Shared experiences that build camaraderie among employees from different walks of life are fundamental to IDEX's success across our range of businesses. In Europe, people from within our business units created the InBalance inclusion network to unite various IDEX inclusion efforts across the continent and in the UK. Through InBalance, IDEX employees celebrate their differences and the positive impacts they have through educational events.

## HIGHLIGHT

## How does the Decentralized DE&I approach work in action?

In September 2020, IDEX held its first global Diversity, Equity and Inclusion Day. Its theme was “Celebrate the strength that diversity brings” to the company. Throughout the Day, which was initiated by InBalance, business units across the globe organized activities, created videos, and held discussions designed to celebrate the richness of our diversity. Thought-provoking exercises and conversations around unconscious biases, privilege, and inclusion were also held. A few examples include:

InBalance sponsored an initiative where people or teams could take a photograph with a placard that started with “I Am...” and finished with them highlighting their differences and sometimes surprising similarity to others. The Corporate Communications team created a video with a collection of these images as well as some videos people submitted. PPE Brenham and many other BUs played this video in their break rooms.

- **At Vetter in Germany**, Wright Flow Technologies in the United Kingdom, and Warren Rupp in Ohio, team members gathered on our video platform and socially distanced onsite to play “Human Bingo” and “Guess Who.” Team members were able to learn more about each other and enjoyed the interesting things they learned.
- **The teams at Alfa Valvole**, OBL and SAMPI in Italy kicked off a series of sessions they are conducting on “Unconscious Bias” and were amazed at their takeaways at where bias can show up.
- **At IDEX MPT in Canada**, and Knight in California, team members played the “M&M game” on our video platform. Knight team members also developed presentation slides with people’s favorite foods, hobbies, and interests to help others see the differences and similarities among their peers.
- **At Akron Brass in Ohio**, the team incorporated a food truck with foods from around the United States and designed a commitment poster for onsite employees to sign. The commitment poster states that Akron Brass employees will “leverage diversity, equity, and inclusion to build something truly special.”

- **At Thinxxs in Germany**, team members displayed a world map at the front entrance and invited employees to place a needle on the location of their home country. The team also set up a wall, where people posted ideas of what they want to have in a diverse company and decorated the entrance with world flags to show respect to peoples’ origins and cultural backgrounds.
- **At IDEX Corporate in Illinois**, CEO Eric Ashleman co-hosted a virtual meeting and shared progress on what IDEX is doing to promote DE&I.

With support from the InBalance team, business unit members learned more about one another and the topic overall through their activities and pledged their commitment to creating a diverse, equitable and inclusive organization.

### Quote from DE&I Day

In response to seeing videos, photos and descriptions across the business units, Laeticia Mace, Marketing and Business Development—Fire Safety Group Europe based in Warwick, UK posted,

**“It is wonderful to see how much people were involved and how much they enjoyed it! It is a wonderful company we are working for, diverse, and looking at nurturing this diversity that makes our strength!”**

**DE&I is an ever-evolving landscape. We remain committed to realizing the full potential of our vibrant and diverse workforce**

### External Initiatives

Our impact on DE&I reaches beyond the walls of IDEX as well. We are proud to be a [founding pledge partner](#) of The Chicago Network’s Equity Principles Campaign, which aims to eliminate conscious and unconscious bias from the employment life cycle. As part of our Equity Principles Campaign pledge, we committed to working towards achieving gender equality in leadership roles throughout the company by 2030. We are also proud to support the Human Rights Campaign’s [Business Coalition for the Equality Act](#), which supports federal legislation that would provide the same basic protections to LGBTQ employees that federal law provides to other protected groups.

We also consider the reach of our economic impact by purchasing from diverse suppliers. Read more about our supplier diversity efforts in our [Responsible Supply Chain section](#).

In 2020, we also added a focus on DE&I to our partnerships through the IDEX Foundation. Read more in our [Community Impact section](#).

## Our Journey

In this report, we published metrics that capture just a couple dimensions of human diversity. While we recognize the numbers are important, they are not what motivates us to become a truly Diverse, Equitable, and Inclusive place to work; it’s who we are.

DE&I is an ever-evolving landscape. We remain committed to realizing the full potential of our vibrant and diverse workforce. Moving forward, we will continue to focus on fostering a diverse and inclusive work environment and strive to ensure IDEX employees have equitable opportunities for growth.





# Workplace Health & Safety

---

Throughout the storied legacy of the IDEX family of businesses, some of which span back more than a century, we have been proud to manufacture product components that save lives. As many of our businesses support the health and safety of our communities, this would not be possible without the health and safety of our IDEX employees and contractors. Our approach to safety builds on our foundation of Excellence, one of the IDEX Values that defines who we are and how we operate.

## A Defining Safety Culture

Each and every day, all IDEX businesses begin work with a Daily Management Meeting where health and safety is at the forefront. Our site teams use the Daily Management Meetings to discuss the day's work, any roadblocks that may be in the way, how the teams can remove these obstacles, and strategies to ensure the safety of all employees.

With the Daily Management Meetings setting the tone for IDEX's safety culture, our Corporate Environmental, Health & Safety (EH&S) leadership, business unit site leaders, and employee safety committees work to expand and strengthen it. This group oversees health and safety at IDEX and provides supporting guidance to all of our businesses. Each IDEX facility also has an EH&S leader who directs local health and safety management and engagement. The leaders conduct frequent site reviews to identify potential hazards and evaluate and implement countermeasures to protect against them. Further, leaders hold trainings to promote safety awareness among employees and discuss safety observations and associated remediation strategies. At least twice a year, our Corporate EH&S Director briefs the Audit Committee of the IDEX Board of Directors on safety performance, safety metrics, and any related issues that may have a material impact on the company.

IDEX's EH&S Vision Policy outlines our approach for health and safety governance. Applicable to all IDEX business units, the Policy represents our leadership and workforce's commitment to maximizing sustainable value for our employees and key stakeholders. As part of the Policy, every IDEX business unit complies with all applicable local health and safety regulations. Each of our business units also develops and implements their own health and safety policy tailored to the specific circumstances of their facilities. Our business units also use health and safety management system certifications to ensure employee health and safety. Presently, four business unit's systems are certified under ISO 45001, while two are certified under OHSAS 18001.

At the corporate level, our EH&S Director conducts regular safety audits of our business unit sites to identify potential risks. Every month, our EH&S Director reviews audit results and works with site leadership to promptly implement corrective actions to maintain safe working conditions. Our EH&S leaders also conduct annual risk assessments for our most risk-sensitive business units and produce assessment reports that IDEX's senior leaders review. For most of these risk assessments, the EH&S leaders produce a plan outlining remedial actions that business units should implement to drive continuous improvement in their safety culture. Each IDEX business unit site biannually works to examine and reduce safety risks where they occur through risk assessments. The risk assessments are comprehensive, covering everything from industrial hygiene to management of changes. Utilizing a criteria list specifically targeted to the site's business and region, local EH&S teams evaluate the site for safety risks. Risk assessment results are also shared with IDEX's EH&S leaders who review the results and recommend corrective actions where needed.

### **Health & Safety Training**

At IDEX, we require safety trainings on topics such as CPR, electrical safety, ergonomics, first aid, and machine guarding that all business unit employees must complete every year. The majority of our safety trainings, however, follow a bottom-up approach where our business units design and implement trainings tailored to the requirements of their business activities and sites. Our EH&S leaders provide a directing template based on Occupational Safety and Health Administration guidance, and each individual business unit designs and implements its own trainings using that template.



The purpose behind this bottom-up approach is twofold. First, because no one knows the demands of their business better than the business unit themselves, custom trainings are likely more effective at addressing relevant safety challenges. Second, safety trainings will likely mean more to employees if the sessions are created and delivered by their direct colleagues. To ensure the effectiveness of business unit designed safety trainings, IDEX's EH&S leaders evaluate the trainings during their safety audits.

In October 2020, we virtually hosted our first EH&S Compliance Conference over two days for our North American facility EH&S leaders. Participants discussed topics including COVID-19 management, safety performance metrics, managing work-related injuries, and world-class safety practice components. Overall, the conference was a resounding success that we will look to replicate across all of our operating regions.

### **Health & Wellness**

IDEX is proud to promote a work environment that values health and wellness. We encourage all our full-time employees enrolled in our U.S. Healthcare Benefit Plan to participate in our third-party operated Wellness Program. Through the Program, participating employees have access to annual biometric screenings, health evaluations, and wellness credits that can be earned by them, their spouses, or domestic partners for meeting individual wellness goals each year. A number of our business units organize complementary wellness programs, including walking clubs, health fairs, and lunch and learns with nutritionists for their employees. Business units may also provide discounted opportunities for individual wellness opportunities promoting nutrition and activity. More detail on the employee benefits we offer can be found on IDEX's [Our Benefits and Rewards](#) site.



### ***Protecting Against COVID-19***

At the beginning of the COVID-19 pandemic, we acted quickly, forming the IDEX COVID-19 Task Force to protect our employees from the virus. Each and every IDEX business unit was deemed “essential” and was allowed to continue operations within local COVID-19 orders and regulations, making the Task Force’s work that much more important. Thanks to our established safety culture, we did not have to start from scratch. The Task Force built on our safety-first approach, employee and leadership commitments, and sound governance to establish IDEX’s COVID-19 health and safety strategy.

At the onset of the pandemic, the Task Force met twice a week to create policies and procedures to govern IDEX operations in a COVID-19 impacted world. Critically, the Task Force developed response protocols and quarantine policies for employees potentially exposed to COVID-19 or who tested positive for the disease. We instructed all employees who could work remotely to do so. We made face masks mandatory at all IDEX business units even before local jurisdictions established mask mandates, and this remains in effect today. We also implemented temperature checks, established social distance protocols, redesigned workspaces to ensure distancing, and installed barriers where redesign was not possible. We enhanced our business units’ routine cleaning procedures to be in line with U.S. Centers for Disease Control and Prevention and global health protocols.

IDEX’s CEO regularly briefed our Board of Directors on the company’s COVID-19 response, including the work of the Task Force, at the onset of the pandemic. In addition, the Board held special meetings to oversee and discuss COVID-19 risks and the management of such risks. We were also asked to share our COVID-19 policy and protocols manual with manufacturing organizations across the U.S. through a large trade organization.

We also implemented COVID-19 Temporary Pay and Benefits Policy for employees who regularly work 20 or more hours per week, which provided four weeks of leave with 100 percent pay and benefits, in order to assist employees impacted by COVID-19 circumstances with additional flexibility. Qualifying circumstances include a COVID-19 diagnosis of themselves or a family member, or a reduction in working hours necessitated by either the business or the employee’s personal needs, such as childcare.

All of the work by the COVID-19 Task Force and our employees to protect against COVID-19 has and we believe will continue to pay off. Overall, the virus has infected few IDEX employees, despite continued spread in the communities in which we operate, and we are proud that none of our facilities have been cited or closed by local health authorities for non-compliance with regulations.

**At the onset of the pandemic, the Task Force met twice a week to create policies and procedures to govern IDEX operations in a COVID-19 impacted world. Critically, the Task Force developed response protocols and quarantine policies for employees potentially exposed to COVID-19 or who tested positive for the disease.**

## Safety Performance

To better understand our areas of strength and opportunities for improvement, we meticulously track numerous safety metrics. Our two primary corporate metrics are Total Case Incident Rate and Lost Workday Case Incident Rate. Our EH&S teams track these recordables at every business unit facility worldwide using a 12-month rolling average to encourage continuous engagement and improvement throughout the year. Across the company, we set a five percent year-over-year improvement goal for each safety metric, and our Daily Management Meetings discuss safety goal performance. We connect success on this goal to our business unit EH&S supervisor performance reviews to help sustain our emphasis on safety.

When a recordable incident occurs at a facility, the local EH&S team works to understand the root cause(s) and develop countermeasures to prevent the incident's recurrence. The local EH&S team then produces an EH&S alert outlining the incident and the lessons learned and shares the alert with all business units globally to drive awareness and prevent similar incidents from occurring. Our Corporate EH&S Director reviews recordables and other safety metrics monthly to ensure root causes have been identified and proper countermeasures implemented to prevent reoccurrences. The results of the monthly reviews and analyses are shared with our business units globally to help ensure employee safety.

From 2019 to 2020, our Total Case Incident Rate (TCIR) and Lost Workday Case Incident Rate (LWCR) decreased by 18 percent and 23 percent, respectively. Comparing our performance to the 2019 Bureau of Labor Statistics TCIR and LWCR for the manufacturing industry (the most recent year this data is available), our rates are significantly below the industry averages of 3.3 and 0.9, respectively.

### Safety Performance Metrics

	2018	2019	2020
Total Case Incident Rate	1.46	1.86	1.53
Lost Workday Case Incident Rate	0.61	0.71	0.55

## Our Journey

Our focus on the health and safety of our employees will continue into the future as we work to achieve an incident-free workplace across our businesses. Moving forward we will strive to improve safety awareness by providing guidance and education to all of our employees. We also plan to conduct regular safety toolbox talks and continue our regional EH&S compliance conferences to further strengthen safety awareness across IDEX.

### HIGHLIGHT



### GAST Manufacturing Devises New Safety Reporting Metric

Our GAST Manufacturing team in Benton Harbor, Michigan, recently devised a new safety reporting metric to improve safety performance. The intent behind the new safety reporting metric, known as a Good Catch, is to track instances in which employees “catch” and remediate a potential safety issue before it can cause an unplanned safety event. For example, a Good Catch would be reported if an employee recognizes a cord that poses a tripping hazard and corrects the situation to remove the hazard. The GAST team created the Good Catch reporting metric to work in tandem with their existing Near Miss reporting metric, which tracks potential safety issues that almost cause an injury or illness. By tracking both Good Catches and Near Misses, GAST employees can better differentiate between potential safety issues and as a result, improve overall facility safety.



# Community Impact

---

We are passionate about positively impacting our communities. Our passion defines who we are as a company, and our employees and leadership exhibit this passion each and every day. We take pride in our commitment to helping the communities in which we operate thrive, knowing that when they do, our businesses are likely to thrive as well.

## Responsible Impact

The IDEX Foundation and our business units help us realize the full potential of our Community Impact at IDEX. Launched in the United States in 2014 and globally in 2015, the IDEX Foundation's mission is to engage our customers, shareholders, and employees to create value and positively impact the communities in which we live and work. The mission is further refined to target four areas where our engagements can have maximum impact:

- **Leadership & Education:** Building leaders through youth-based programs, including focused education and skill development in the areas of science, technology, engineering, and mathematics (STEM).
- **Community Engagement:** Improving the communities in which we live and work through funding assistance and direct IDEX employee involvement.
- **Health & Safety:** Supporting direct response in the face of disasters and emergencies, which is directly aligned to our Fire & Safety business objectives.
- **Equity & Opportunity:** Creating opportunities for underserved, disadvantaged people of color in our communities.

The fourth mission area, Equity & Opportunity, was recently added to the IDEX Foundation's mission after being approved by the IDEX Board of Directors in late 2020. The addition was made along with an increase in funding to specifically support the issue area to reflect IDEX's commitment to DE&I both internally and externally. The funding infusion will help create opportunities for under-served, disadvantaged people of color in our communities.

As a 501(c)(3) organization, we make every effort to ensure the IDEX Foundation operates ethically and responsibly. The IDEX Foundation's Board of Directors governs its operations and approves all of its donations and events. Selected annually, Directors come from across the company, including our business units, and provide valuable insights into all aspects of IDEX's business and local engagements. At the business unit level, Foundation site coordinators are responsible for developing local partnerships and engaging employees.

Ethics are top of mind when managing grants from our Foundation. The Foundation only partners with 501(c) non-profit organizations that work within its four missions.

The IDEX Foundation Funding Request form and online portal compiles submitted funding requests in the United States. The President and Secretary of the Foundation then review each submitted request and validate if the request details meet IDEX's standards. At their monthly meeting, the Board of Directors discusses reviewed funding requests and approves them for implementation if consented to by a majority of Directors. Internationally, we partner with a third-party who assesses potential non-profit partners, approves funding requests, and distributes donations.

## Plan for Impact

The IDEX Foundation outlines an annual plan at the corporate level to maximize its Community Impact and presents it to the IDEX Board of Directors for approval. The plan reflects each business unit's estimates for their giving and engagement strategies and enables the Foundation Board to forecast what to expect each quarter as proposal submissions are approved.

As with other facets of business, the emergence of the COVID-19 pandemic in early 2020 required IDEX to rethink and revise the 2020 annual plan for Community Impact. We refocused our efforts on COVID-19 impacted societal areas, including global food insecurity, minority communities, minority non-profits, and youth programs. The IDEX Foundation also refreshed its donation request categories in 2020 to enable new types of impact and participation to meet the needs of our employees and communities.

## Generating Impact

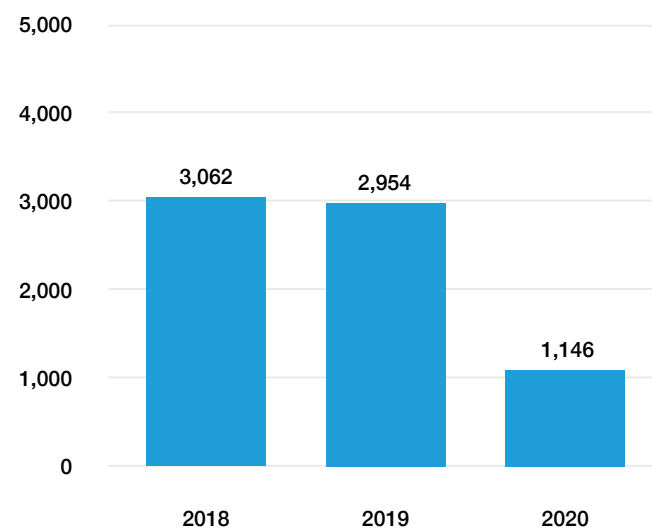
In 2019 and 2020, the IDEX Foundation celebrated overwhelming successes in our efforts to make a difference in our communities. In 2019, almost 3,000 employees volunteered across the world, including 85 percent of our U.S. employees and 30 percent of our international employees. The IDEX Foundation distributed \$715,000 to various causes in 2019, an increase of over \$100,000 in comparison to 2018.

**The IDEX Foundation and our business units help us realize the full potential of our Community Impact at IDEX.**

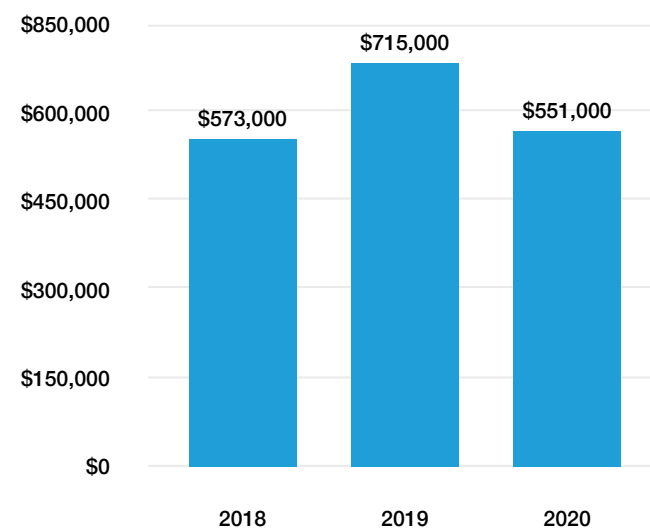


## Community Impact Metrics<sup>1</sup>

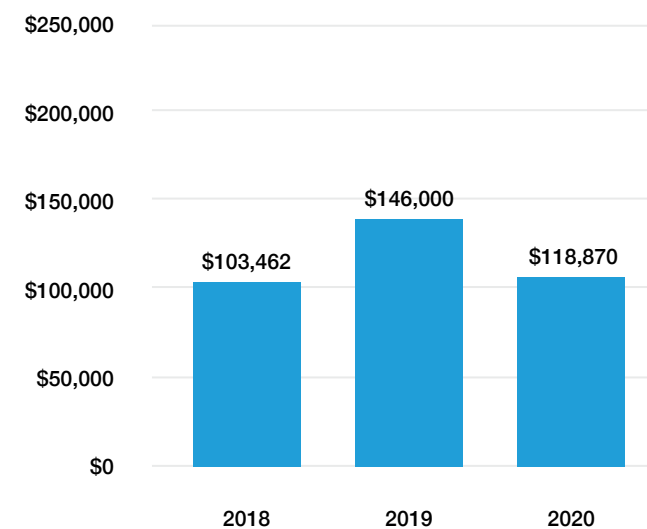
Number of Employee Volunteers<sup>2</sup>



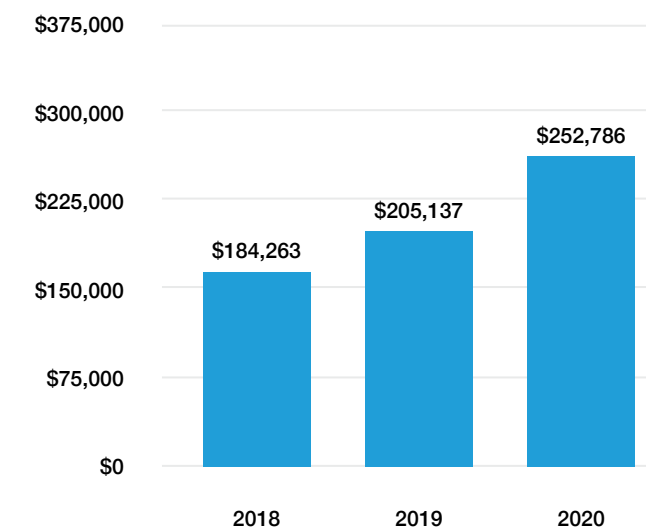
Amount of Donated Funds by the IDEX Foundation



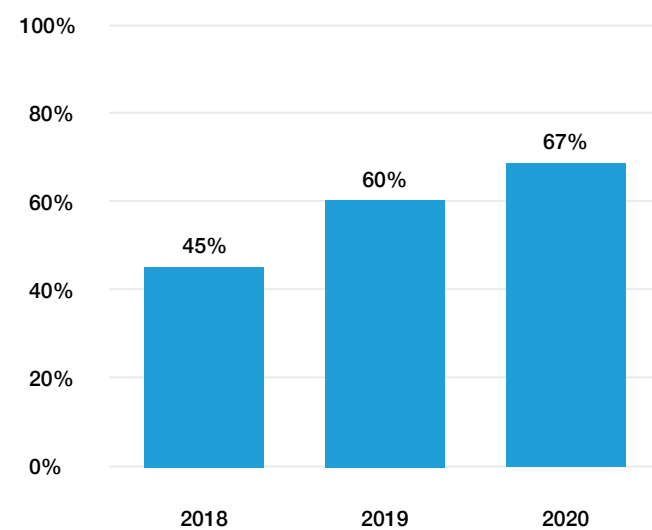
Employee School Donations Matched



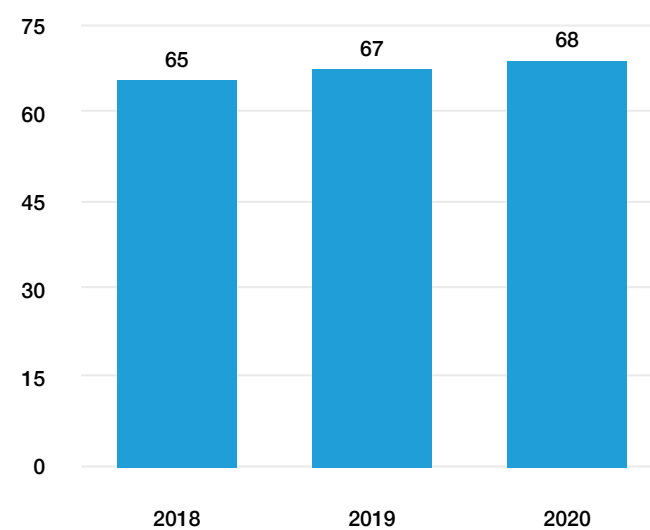
Amount of Donated Funds by Business Units



Percent of Sites Participating in IDEX Foundation Events



Number of Events



In 2020, IDEX contributed over \$407,000 to causes related to the new focus areas of our IDEX Foundation annual plan. In addressing the Foundation's new focus areas, 33 of our sites participated in causes to fight global food insecurity by making \$170,000 in donations to local food banks. Furthermore, we donated over 900 masks from our own supply of Personal Protective Equipment (PPE) in conjunction with our food bank donations to help limit the spread of COVID-19. Because of the impacts of the COVID-19 pandemic, the IDEX Foundation donated fewer funds to Community Impact issues and fewer employees volunteered in Foundation-related events in 2020. However, our pivot to focus areas like food insecurity enabled the IDEX Foundation to maintain the number of Community Impact site events hosted at business units and to maintain site event participation despite pandemic-induced challenges.

The IDEX Foundation is only one piece of the puzzle in terms of Community Impact. IDEX also helps develop the future leaders of tomorrow through our [tuition](#) and school giving programs. Our school giving program encourages employees to support the academic programs of eligible educational institutions of their choice, following our belief that furthering education is extremely important in the development of future generations of well-rounded citizens. Through the program, all full-time employees who have been with IDEX in a full-time capacity for at least six months are eligible to have their gifts each year of at least \$50 and up to a total of \$10,000 matched by the company on a one-for-one basis.

IDEX's business units also generate Community Impact through direct donations to local charities of their choice, including YMCAs, Boys and Girls Clubs of America, and local food banks.

<sup>1</sup>Community Impact metrics reflect all of IDEX's global operations, except our China and India regions, which operate their own Community Impact programs.

<sup>2</sup>The decrease in volunteers in 2020 reflects our safe COVID practices.

## HIGHLIGHT



### Benton Harbor Facility Supports Local Boys & Girls Clubs' Diplomas to Degrees Program

IDEX's Gast Manufacturing facility in Benton Harbor, Michigan, recently provided \$20,000 in support of the local Boys & Girls Clubs' Diplomas to Degrees (d2D) program. As the Club's college readiness, access, and success program, the d2D program aims to have every member graduate from high school with a plan for success. IDEX is proud to help accomplish the program's aims by supporting initiatives to increase the number of members who graduate high school, end the cycle of poverty, increase employment likelihood, improve health, lower rates of incarceration, and decrease reliance on public assistance.

## HIGHLIGHT

### IDEX Invests in Early Childhood Education With Kids Above All

The IDEX Foundation partnered with Kids Above All, a Chicago-based organization focused on protecting, healing, and educating children and families so that they can build better lives. Kids Above All's commitment to DE&I made them an ideal partner for IDEX as we work to scale up our impact in minority communities. In 2020, as part of an internal gift-giving contest, the IDEX Foundation donated 802 gifts to Kids Above All for children in need during the holiday season. The IDEX Foundation also donated \$35,000 in support of Kids Above All's Home Instruction for Parents of Preschool Youngsters (HIPPI) program on Chicago's south and west sides and in suburban Cook County. HIPPI, which provides in-home parenting support and an evidence-based curriculum to ensure kids are ready for school, perfectly aligns with the IDEX Foundation's growing focus on youth support programs, and we will excitedly follow HIPPI's success.

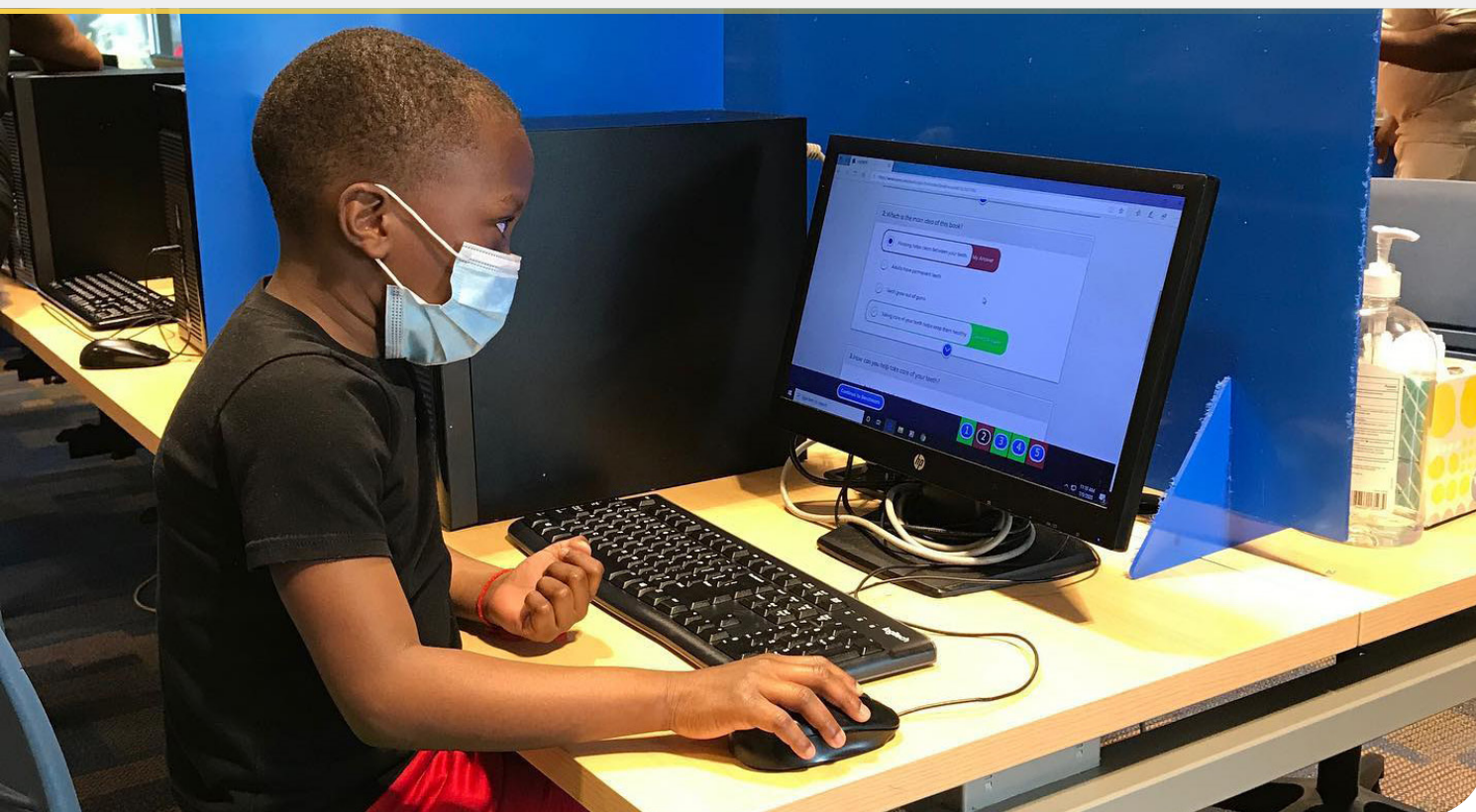




## HIGHLIGHT

## IDEX Partners With the Rochester Boys & Girls Clubs to Support COVID-19 Impacted Communities

The COVID-19 pandemic is having an outsized impact on minority communities in the United States. The pandemic has been especially hard on children's learning in Rochester, New York, where city schools are completely virtual and many parents work in-person frontline jobs. Coupled with the educational challenge, the childhood poverty rate in Rochester is 56.4 percent, and many children once fed at school are now going hungry at home. IDEX's partnership with the Boys & Girls Clubs of Rochester aims to address the challenges of COVID-19 in minority communities by hiring tutors, providing breakfasts, and modifying learning spaces for social distance. IDEX is also leading virtual STEM learning events for Boys & Girls Clubs members to inspire children and teach them that science is fun. Through IDEX's support, the Rochester Boys & Girls Clubs are helping parents focus on needed income by ensuring that children can continue to learn and are able to eat nutritious meals throughout the pandemic.



## HIGHLIGHT



## Vetter Supports Residential Project for Impaired Young Adults

IDEX's Vetter business unit, a German-based manufacturer of pneumatic rescue equipment and fire and medical service tents, began to support a residential project for nine impaired young adults in Zülpich, North Rhine-Westphalia, known as Hannah Hof. For the Hannah Hof project, Vetter provided funding through the IDEX Foundation to miteinander.regional.alle.e.V. (MRA), a non-profit that helps impaired young adults integrate with the local community and live as independently as possible. Vetter will support the construction of a new residential building and the renovation of a house for Hannah Hof residents' family members to stay. Vetter will also help maintain the already completed kitchen garden, which provides fresh food for residents, and the Hannah Hof bike shop, which serves as the project's connection to the local community. Construction and renovation of the residential building and house will continue through 2021 with the support of Vetter employee volunteers. Volunteers from Vetter will also continue to support Hannah Hof after development work concludes through regular volunteer Action Days and other events.

## HIGHLIGHT



## IDEX Community Service Award

Each year, IDEX presents the IDEX Community Service Award to the IDEX business unit that brings together Great Teams to deliver excellence for IDEX and its local community. IDEX Material Processing Technologies (MPT) received the 2019 Community Service Award for their incredible contributions on two continents. In Evesham, West Midlands, England, IDEX MPT's Matcon Limited partnered with the Vale of Evesham School to build a new playground perimeter fence and install a sensory classroom to provide non-verbal students with better communication opportunities. IDEX MPT's Quadro Engineering, Fitzpatrick Company, and Microfluidics team members in Waterloo, Ontario, Canada teamed-up to pack food for more than 500 students as part of the local Food4Kids program and collect more than 19,000 meals for local families through the Food Bank of Waterloo.

## Our Journey

IDEX will continue to place significant focus on the IDEX Foundation and the positive impacts it continues to have on local communities. We will continue to grow our impacts moving forward by encouraging our employees and businesses to collaborate with local partners whose values align with ours and help them best utilize Foundation resources. In 2021, we plan to emphasize Foundation investments that support minority communities disproportionately impacted by the COVID-19 pandemic, starting with pilot programs at one of our business units and IDEX Corporate headquarters.



**In 2021, we plan to emphasize Foundation investments that support minority communities disproportionately impacted by the COVID-19 pandemic, starting with pilot programs at one of our business units and IDEX Corporate headquarters.**



# Quality Customer Solutions

---

At our core, IDEX is a solutions company focused on helping our customers address their toughest business challenges. A focus on quality and Customer Obsession—the third pillar of the IDEX Difference—across our family of businesses unites us and enables IDEX to deliver trusted customer solutions that improve everyday lives.

## Delivering Quality

With oversight from our operations business leaders and our CEO, Quality Customer Solutions is purposely governed at the local business unit level where we are closest to our customers' needs and where our teams' understanding of their product lines is the highest. The IDEX corporate team provides a governance framework for business units; however, the framework serves as guidance, and each business unit adapts their management approach as appropriate for their specific customers and business models.

Each business unit's Monthly Business Review Meeting examines quality performance metrics to see if the quality goal is being met. If it is not being met, the business unit must identify the root cause and implement countermeasures to address the gap. At the start of each day in each facility, our Daily Management Meeting discusses quality plans and goals for the day ahead across all functions of the business.

## Targeted Growth

IDEX pursues a strategy to deliver products of the highest quality and customer value. Combined with our 80/20 mindset, customer and technical obsession, and Great Teams, our approach differentiates us from our competitors. Our delivery strategy starts in the product design phase with our robust Targeted Growth process to identify, evaluate, and execute excellent growth opportunities.

Customer research forms the foundation of the process as we actively seek growth opportunities through customer interactions. As we interact with customers during our research, we work to better understand where we can uniquely and effectively apply our expertise and technical capabilities to answer critical customer needs. We then develop and deliver reliable, practical, and efficient solutions that solve our customers' toughest challenges. Throughout the Targeted Growth process, we empower our diverse business units to be "customer obsessed" and foster close relationships with their primary customers to learn the ins and outs of their business. Armed with first-hand knowledge, our business units become valuable partners and can better support their customers as a result.

## Offense Playbook

The ongoing COVID-19 pandemic continues to present unique challenges to Quality Customer Solutions at IDEX. Challenges, however, come with opportunities for solutions, and IDEX's Offense Playbook was specifically designed with opportunities in mind. The Playbook leverages IDEX's strengths across our various business units and positions us for successful outcomes. Intrinsically proactive, the Playbook evaluates where our businesses can leverage their products and experience to provide essential products and services to aid in the fight against the COVID-19 pandemic. After the opportunity to fulfill the most critical societal applications with our customers is identified, our business units develop a plan of attack, allocate resources, and execute the opportunity. Our business units then review execution outcomes and incorporate identified improvements into their Playbook process to actively adjust to the rapidly changing circumstances of the COVID-19 pandemic.

As a result of our Offense Playbook and the innovative work of our various business units, IDEX is incredibly proud of the trusted solutions delivered to our customers in pandemic critical sectors. Since the pandemic's beginning, our Health & Science team has tirelessly supported the fight against COVID-19. For example, the team designed and manufactured fluidic and optical components used in the next-generation DNA sequencing technology that helped to sequence the genome of COVID-19, a critical step in the race towards virus testing, treatment identification, and vaccine development. The Health & Science team also continues to make many of the essential components used in COVID-19 testing such as degassers for blood analyzers and microfluid consumables that detect high levels of potentially deadly immune system proteins, which cause a patient's body to attack its own cells rather than fighting off the virus.

IDEX's Fluid & Metering Technologies and Fire, Safety & Diversified teams have also stepped up to help businesses remain operational and to provide aid to first responders. Early in the pandemic, Warren Rupp supplied the world's leading manufacturer of hand sanitizer with Air Operated Double Diaphragm Pumps that enabled the manufacturer to rapidly expand its production of essential hand sanitizers and disinfectants. IDEX's BAND-IT provided fastening clamps for 1,300 ambulances and emergency vehicles in China during the height of the pandemic in that country. Further, IDEX's Akron Brass and Hale business units partnered to develop a COVID-19 combatting portable disinfectant spraying system for use in fire apparatus, ambulances, law enforcement vehicles, and field hospitals.

### HIGHLIGHT



## SAM Transforms Fire Truck Pump Operations

IDEX's Fire & Safety's SAM system is an IoT water pump control system for fire truck operations. SAM makes a firefighter's job safer and easier by placing fire truck pump controls at their fingertips. In what usually was a process controlled by a firefighter using a complex fire truck pump panel, a firefighter using the transformative SAM system can manage a truck's pump, tank, intakes, and discharges simultaneously using a dynamic 10-inch touch-screen display. Utilizing the SAM system, fire departments can quickly get water to where it is needed by automatically adding water to a fire truck's pump and by keeping water flowing smoothly when transitioning a fire truck's water source to a fire hydrant. SAM also keeps water flowing once a fire truck's water source has been established, monitoring water supply lines and switching back to a fire truck's tanks if an interruption occurs. Together, the simple yet sophisticated features of the SAM system gives firefighters the confidence and freedom to focus on fighting fires safely and effectively, knowing that their fire truck's water pumps are working correctly.

## HIGHLIGHT

## Knight Stratus's Electrostatic Sprayer for a Post COVID-19 World

Cleanliness and sanitization have grown in importance during the COVID-19 pandemic and will continue to do so in a post COVID-19 world. The cleaning and disinfecting of surface areas in public places such as hospitals and schools now need to occur much more often, placing increased pressure on essential cleaning personnel. IDEX's Knight Stratus business unit created Stratus Pro™ with these COVID-19-related cleaning pressures in mind. The Stratus Pro™ patented technology combines compressed air and a liquid cleaner or disinfecting agent to create tens of thousands of cleaning droplets before channeling them through a hand-held gun that applies a negative electrical charge. The negative electrical charge is central to Stratus Pro™ cleaning effectiveness. By repelling the droplets away from each other, the electrical charge disperses them evenly across surfaces. Likewise, the electrical charge gives the droplets a strong attraction to the bare surfaces they disinfect. The mobile Stratus Pro™ is able to treat more than 18,000 square feet of surface area in one hour, making it easier for cleaning personnel to thoroughly clean public spaces multiple times a day and protect people's health.



## Internet of Things Playbook

Internet of Things (IoT) technologies are increasingly relevant for various businesses looking to capitalize on the benefits of internet connected devices. Recognizing IoT's relevance, IDEX developed an IoT Playbook to help our business units create IoT products that benefit our customers and leverage capabilities and learnings across our businesses.

The Playbook's approach centers on creating products at the intersection of digital capabilities and customer obstacles that generate value for the customer by helping them overcome their challenges. The approach is inherently "customer obsessed" as it requires our business units to work with their customers to understand their IoT needs and develop solutions to meet those needs. Each IDEX business unit requires specific guidance and resources depending on their various IoT and customer needs. As such, the Playbook is not prescriptive, rather it leverages knowledge from throughout IDEX to guide business units at different stages of their IoT journeys.

## Our Journey

IDEX's continued ability to collaborate with our customers and deliver high quality and innovative solutions based on their most challenging needs is essential to the long-term sustainability of our business. For this reason, we make every effort to support our business units in developing valuable products and trustworthy customer relationships. As the world tackles challenges with health, sustainability, food production, and safety, IDEX will be at the forefront to solve these difficult problems side-by-side with our customers.



# Business Ethics & Integrity

---

Our culture of integrity and performance makes us unique, and it is also a key component to our success. Trust, Team, and Excellence are the values that define IDEX and we work tirelessly to promote them. From fostering relationships with our customers and stakeholders to seeking out new partnerships and opportunities, we strive to operate ethically and uphold our reputation for trustworthiness in all we do.

Our reputation and brand are built on our commitment to conducting business fairly, honestly, and with integrity. By conducting business the right way, we not only mitigate compliance risks to our company, we also achieve excellent business results and enable longstanding partnerships.

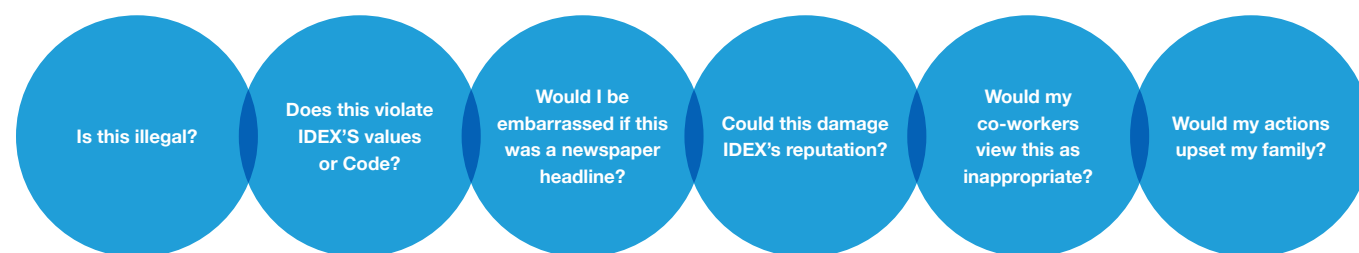
## Driving Excellence

Responsibility for ethics starts at the top. IDEX's senior leadership models excellence by working with integrity and demonstrating its importance to our success every day. At the Board level, IDEX's Audit Committee oversees the ethics and compliance program. At least four times a year, our Chief Compliance Officer reports to the full Audit Committee on programming and performance and updates on compliance audits and associated remediation plans. Our Chief Compliance Officer reports to the General Counsel, has a dotted line reporting relationship to the Chair of the Audit Committee, and reports to the Chair on an as needed basis.

Our Compliance Department proactively manages ethics and integrity through a comprehensive slate of governing policies, procedures, trainings, programs, and risk assessments.

Our [Code of Business Conduct and Ethics](#) anchors our general compliance management approach and is the foundation of our global compliance program. Rooted in [IDEX's values](#), the Code outlines the fundamental ethical standards we expect everyone who works for IDEX to follow, including our contractors, suppliers, and partners. The Code also guides IDEX individuals through questions they should consider when faced with an ethical business decision and details expectations for leaders when modeling ethical behavior.

**When faced with an ethical business decision ask yourself...**



**If you answer YES or MAYBE to any of these questions, reach out for guidance before proceeding.**

## Our Compliance Department proactively manages ethics and integrity through a comprehensive slate of governing policies, procedures, trainings, programs, and risk assessments.

Everyone who works for IDEX is expected to follow our Code and open door philosophy for open and honest reporting. We aim for everyone to feel comfortable in raising ethics-related questions, especially when gray areas are present. Each person must refrain from “looking the other way” and is required to report all violation concerns, actual or suspected.

When reporting a concern, we encourage IDEX-associated parties to reach out to relevant leaders and departments, or to use the anonymous IDEX global ethics hotline. The hotline is available 24/7 by internet or phone to all IDEX employees, suppliers, and business partners. A multi-lingual third-party operator intakes each allegation and provides it to our Chief Compliance Officer for handling. In addition, IDEX's General Counsel and the Chair of the Audit Committee of our Board of Directors is notified of each allegation. IDEX takes this process seriously, and our Corporate Compliance team reviews and investigates 100 percent of all concerns coming into the hotline. As the team evaluates and substantiates a concern, they also work with leadership on recommendations to address similar concerns in the future, if any. After each investigation, the Corporate Compliance team considers disciplinary action—including termination—if appropriate. We do not tolerate retaliation of any kind for submitted concerns regarding potential ethics-related violations, and will pursue disciplinary action if retaliation is found to have occurred. IDEX makes every effort to keep all raised concerns confidential as consistent with our obligations to investigate.

### Business Unit Risk Assessments

The Corporate Compliance team conducts business unit risk assessments to ensure the businesses are managing risks, maintaining compliance with applicable laws and regulations, and meeting the ethics and integrity standards expected of IDEX facilities. Each year, three mandatory risk assessments are distributed to every business unit: an import risk assessment, an export risk assessment, and an anti-corruption risk assessment.

Risk assessments help the Compliance Department spot unmitigated risks and remediate them in real-time. The risk assessments also contribute to the data-driven determination of IDEX's annual audit calendar. By combining the scored risk assessments with other risk metrics, the Compliance department is able to create a risk-adjusted audit calendar to more efficiently allocate the company's compliance resources.

### Compliance Audits

IDEX's Corporate Compliance team conducts regular audits of our business units to ensure ongoing compliance with import/export and anti-corruption regulations. These audits can be either comprehensive or issue-specific. For example, every year numerous business units are fully audited for their adherence to import and export regulations; in addition, numerous business units undergo a Harmonized Tariff Schedule (HTS) audit, in which their HTS codes are reviewed and validated. Similarly, numerous business units are audited for risky and/or suspicious financial activity, while other business units are audited specifically for their third-party sales compliance program. By combining comprehensive audits with issue-specific audits, the IDEX Compliance department can mitigate risk across the business at both a macro- and micro-level.

IDEX also requires all new acquisitions to undergo an integration audit. An integration audit is targeted, focusing specifically on education and training and integrating required IDEX-wide comprehensive compliance programs such as establishing a program for product classifications and performing denied party screenings. Once an integration audit has been completed and the new acquisition has begun to adopt IDEX policies and procedures, the compliance team will then consider the new business unit for a comprehensive audit.

### **Anti-Corruption & Bribery**

Like all global companies, IDEX is aware of the potential exposure of corruption and bribery. In addition, as a company that goes to market often via sales agents and third-party distributors, IDEX faces potential exposure to corruption and bribery in this area. To guard against corruption and bribery, IDEX developed a robust Anti-Corruption & Anti-Bribery Policy that governs our approach. The Policy prohibits all IDEX employees, as well as any third parties acting on behalf of IDEX, from accepting bribes or kickbacks of any kind or making facilitating payments or improper offers to government officials. The Policy acts as a supplement to the Code outlining IDEX's standards and guidance on various anti-corruption laws. Additionally, we have a complex auditing program that audits our business units for potential anti-corruption and anti-bribery behavior.

IDEX vets all third-party distributors and sales agents with whom we do business to ensure we are working with partners who share our values. Our Compliance team utilizes an external platform for third-party due diligence that breaks down the process into two parts. First, we screen each existing partner every five years at a minimum. The assessment is designed to flag potential high-risk partnerships that must then be evaluated with the Corporate Compliance team before the work proceeds. Second, we require each and every third party with whom we do business to sign a "compliance agreement" whereby the party agrees to follow all laws and regulations. If they refuse to sign and/or engage in unethical conduct, IDEX ceases business with that entity.

In 2019, IDEX undertook an extensive review of its third-party screening process to ensure a best-in-class program. As a result of the review, IDEX streamlined the screening process for third-party risk based on shipping volume and location and where the third party operates. For high-risk third parties, we initiated more robust background checks; for lower-risk third parties, we amended the review process to empower business units to review and approve low risk companies locally.

### **International Trade Compliance**

As a global company with international supply chains and customer relationships, international trade compliance is a vital component of IDEX's approach to ethics and integrity. The ongoing volatility of international trade agreements and regulations make robust management of trade compliance even more important. IDEX complies with all applicable local and international laws governing trade compliance.

Because we export dual-use and controlled products, IDEX is subject to heightened scrutiny of our international shipments. To ensure compliance, we utilize a software program to clear all of our controlled product international shipments against trade restrictions. Additionally, we maintain an updated database of import classifications at each of our business units, host annual tariff classifications seminars for our employees, and audit tariff classifications to ensure ongoing compliance. Similarly to anti-corruption, we have a complex auditing program that audits our business units for compliance with import and export laws and regulations.

### **Supplier Compliance**

As valued partners, our suppliers are part of IDEX's success. Accordingly, we strive to conduct business with reputable third parties and aim to select our suppliers and consultants in a fair and transparent process. We base our selection process strictly on qualifications, service, competitive price, and a shared commitment to ethical conduct in the workplace. We require each of our suppliers to comply with our [Supplier Code of Conduct](#), which establishes our behavioral expectations and requirements consistent with those applied to our own IDEX business units. Like with our Code of Business Conduct and Ethics, we require employees with supplier-related responsibilities to complete an annual training on our Supplier Code of Conduct to ensure their familiarity with the document.

### **Privacy**

Privacy, especially for our business units in the EU, is an increasingly important issue for our Legal and Compliance team. In 2020, the team implemented several enhancements to its program for the EU's General Data Protection Regulation, including updating corporate and business unit privacy policies and notices and website/cookie policies and notices. Further, the team continues to guide business units in responding to employee data requests and data breaches, including whether a notification is required to be sent to EU authorities. The Legal and Compliance team continues to be diligent in its monitoring of new privacy laws that may affect IDEX's business.





## Exhibiting Excellence

### COVID-19 Compliance

Due to the ongoing COVID-19 pandemic, IDEX amended its compliance program to ensure it remains current and agile as circumstances around the pandemic develop. For our compliance audits that we typically conduct in person, we pivoted to desk audits and/or issue-specific audits, all of which can be conducted remotely, to ensure the safety of our auditors and facility employees.

Given some of the challenges presented by the global pandemic, our Legal and Corporate Compliance teams provided guidance to IDEX business units on personal protective equipment (PPE) regulations, general business continuity issues (e.g., phased re-openings) and specific COVID-19 executive orders (e.g., face mask requirements).

### Trainings & Education

We maintain IDEX's commitment to integrity with a slate of trainings for our unique business situation. We require all employees to complete an annual ethics training and certify they have read, understand, and will follow the Code of Business Conduct and Ethics. In addition to annual Code of Conduct training, we also routinely target education for frontline employees—primarily, finance and sales employees—to ensure compliance with our Anti-Corruption & Anti-Bribery Policy. General compliance trainings are also conducted for business units and newly hired or promoted business unit general managers and site leaders, as needed. We were proud to triple the number of trainings we held in 2020 compared to 2019 and to see higher attendance at these trainings.

IDEX's Corporate Compliance team annually holds ethics and integrity-related conferences, as well as trade compliance conferences. These conferences have been held every year for the past 10 years. The Corporate Compliance team also conducts targeted education to raise awareness around compliance. Each month, the team publishes a Trade Compliance Monthly Update outlining pertinent trade compliance developments from around the world. The team also launched a Trade Compliance Roundtable program and a BREXIT working group to better manage the evolving international trade and BREXIT situations.

### Business Ethics & Integrity Metrics

	2018	2019	2020
Employees Certifying Understanding of Code of Business Conduct and Ethics	100%	100%	100%
Global Hotline Allegations Received	94	115	80
Global Hotline Allegations Investigated	100%	100%	100%
Global Hotline Allegations Substantiated	44%	38%	28%

## Our Journey

IDEX's culture of integrity sets us apart as a company and creates sustainable value for our stakeholders. Across our company, we will continue to operate our business in line with the highest ethical standards and will look for ways in which we can improve. Our Corporate Compliance team continues to monitor evolving geopolitical developments that may impact IDEX's compliance performance, including those related to BREXIT, the new U.S. administration's approach to international trade, new privacy and data protection regulations, and developments relating to anti-corruption regulations.

### HIGHLIGHT

#### IDEX Business Unit Works With Supplier to Ensure U.S. Customs Compliance

In mid-2019, a U.S.-based IDEX business unit received an inquiry from U.S. Customs and Border Protection (CBP) regarding the lack of country of origin markings on several shipments into the United States. After initial communications with the business unit over this issue, CBP broadened the scope of its request and began inquiring about the relevant Harmonized Tariff Schedule (HTS) codes assigned to the imported products. In response to these requests, the business unit, the IDEX compliance team, and the IDEX legal department worked together to immediately remediate outstanding issues. First, the IDEX business unit reached out to the supplier to request a full explanation of the manufacturing process. Based on the provided explanation and the resulting analysis, the business unit staff personally labeled all imports from the supplier that lacked the country of origin markings. Next, the business unit communicated to the supplier that an appropriate country of origin marking must be applied prior to importation on all future shipments. Lastly, the IDEX compliance team worked with the business unit to submit a Prior Disclosure report to CBP with correct HTS codes for their imports. By addressing the compliance issue transparently with the supplier and the U.S. government, IDEX was able to mitigate the risk for the business unit and foreclose the possibility of additional penalties.





# Environmental Stewardship

---

We strongly believe in operating our businesses in a manner that protects the environment and conserves the natural resources on which we all depend. We strive to find solutions that reduce our operational impacts on ecosystems, land, air, water, and human health.

## Our Stewardship Strategy

At the executive level, our CEO and General Counsel are responsible for managing IDEX's environmental stewardship efforts across our business. The CEO and General Counsel receive regular reports from our Corporate EH&S Director. At the Board level, IDEX's Audit Committee oversees our EH&S programs. At least twice annually, the Corporate EH&S Director reviews IDEX's EH&S projects and performance with the Audit Committee.

IDEX's EH&S Vision Policy guides our Environmental Stewardship strategy and represents the commitment of our entire workforce to maximize sustainable value for our shared environment. Through the policy, IDEX works to implement effective EH&S management systems, prevent pollution, and minimize adverse environmental impacts. Of our business unit sites, 11 have environmental management systems certified under ISO 14001, while all other sites utilize an environmental management system framework in line with ISO 14001 requirements to ensure regulatory compliance. Our EH&S leadership team is responsible for realizing the EH&S Vision Policy across IDEX. Each IDEX business unit is required to annually review the EH&S Vision Policy with employees to ensure familiarity.

Together with our business units, the EH&S corporate leadership team works to maintain environmental regulatory compliance and enhance performance. The team also conducts regular environmental audits on applicable regulations to ensure compliance for our U.S.-based business units and partners with a third party on audits of our international business units. IDEX's environmental audits concentrate on various environmental regulations, including emissions, environmental management, hazardous materials, waste, and water.

**Together with our business units, the EH&S corporate leadership team works to maintain environmental regulatory compliance and enhance performance.**

## Our Impact

We are constantly pursuing ways in which we can reduce our environmental impact. In 2019, we began to source 100 percent of our Illinois headquarters' energy needs from renewable energy sources—an accomplishment of which we are incredibly proud.

Across our business units, we track data for energy consumption, greenhouse gas emissions, and water consumption on an annual basis. From the tracked data, our EH&S leadership and local business unit teams evaluate methods to reduce our impact. To reduce energy consumption, many of our business units have replaced their fluorescent lamps with more efficient light-emitting diode (LED) lights. Business units also installed cooling system economizers that use naturally cool air from outside, as well as energy efficient rooftop heating, ventilation, and air conditioning systems to reduce energy consumption required for cooling purposes.



Recently, we placed additional focus on reducing the amount of waste we send to landfill. We practice waste segregation within our facilities, in order to better understand types and amounts of waste materials. Many of our business units have significant amounts of recyclable waste streams, and we implemented dedicated recycling programs for both easily recyclable materials (e.g., cardboard) and those that are more difficult (e.g., wooden pallets). Business units recently installed cardboard compactors to facilitate recycling, and have taken wooden pallets to companies that grind them into wood chips and mulch for reuse. We have begun tracking waste data across our business units and intend to disclose quantitative waste metrics in future corporate sustainability reports.

### Environmental Stewardship Performance

	2018	2019	2020
Energy Consumption (kilowatt-hours)	83,753,064	79,540,018	70,952,514
Total Greenhouse Gas Emissions (metric tons)	44,621.47	42,410.19	36,880.06
Scope 1 GHG Emissions	6,131.94	5,495.19	5,058.57
Scope 2 GHG Emissions	38,489.53	36,915.00	31,821.49
Water Consumption (gallons)*	31,849,446	25,010,697	24,029,784

\*Reflects those business units with the most material water usage.

## HIGHLIGHT



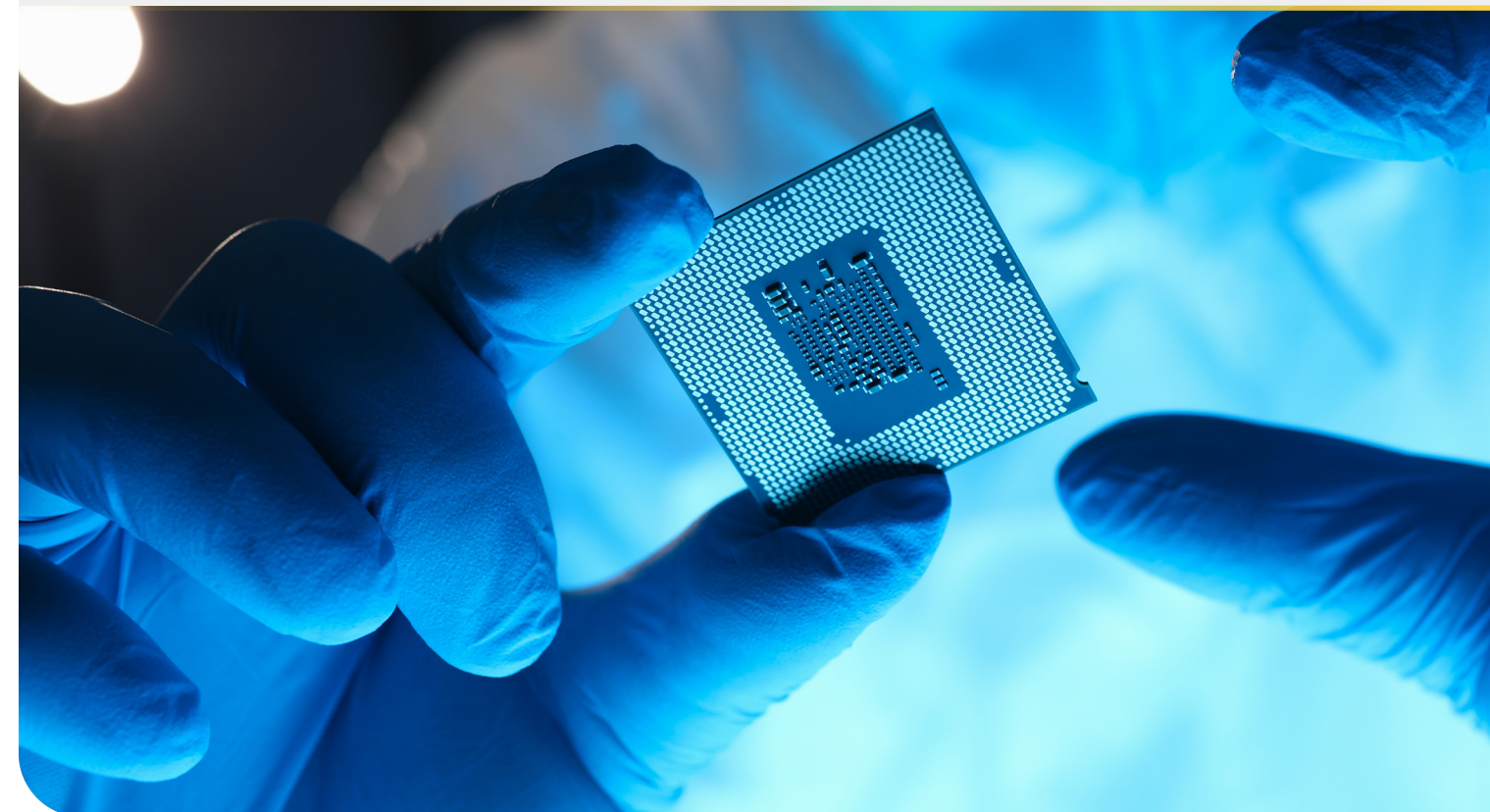
## Akron Brass' Retention Pond Reduces Water Consumption

For IDEX's Akron Brass business unit, firefighting nozzle flow testing at their Wooster, Ohio, facility requires a considerable amount of water (up to 3,000 gallons a minute depending on the nozzle and test). Rather than letting all the water used for testing go to waste, the emergency response equipment manufacturer installed a million gallon water retention pond to conserve water and save on water costs during testing. When a test is conducted, the relevant nozzle is attached to a standpipe—a device with a utility comparable to a fire hydrant—and water is pumped from the retention pond and shot out through the nozzle into the retention pond for reuse. For tests that require water to travel distances exceeding the retention pond's length, an adjacent sloped asphalt pad catches the water and returns it to the pond. Evaporation and fallout (water that does not fall into the retention pond during tests) reduce the pond's water level gradually. To ensure an adequate water supply for testing is maintained, the facility's roof and west parking lot collect rain water and supply it to the pond to supplement rainfall directly caught by the pond. On rare occasions, Akron Brass must refill the pond to capacity using city water when local rainfall is not sufficient.

## HIGHLIGHT

## TREBOR's Efficient QNXT Water Heater for Semiconductor Manufacturing

The semiconductor industry is one of the world's largest consumers of water, with a single facility using over 2 million gallons a day. Because of its high water usage, the industry has placed considerable emphasis on finding ways to increase efficiency, especially for Hot Ultra-Pure Water (HUPW), which helps reduce variation and increase yield during semiconductor manufacturing. Typical HUPW heaters require a minimum flow of heated water when idle that is eventually drained and not recycled, wasting millions of gallons of water along with the energy required to heat the water. Recognizing this issue, the QNXT Water Heater was specifically designed by IDEX's TREBOR business unit with efficiency in mind. Unlike typical HUPW heaters, the QNXT Water Heater does not require a minimum flow of heated water when idle, saving water that would otherwise be heated and drained. A single QNXT Water Heater in a semiconductor manufacturing process can save water each year, equivalent to the average water usage of 104 American households.



## HIGHLIGHT



## ADS Predicts Sewer Blockage in Municipality

ADS Environmental Services, an IDEX business unit that manufactures sewer flow monitors and software, helped Gwinnett County, Georgia, prevent a costly sewer overflow in June 2020 through the use of ADS' Blockage PREDICT™ technology. An application within ADS's PRISMTM wastewater management software platform, Blockage PREDICT™ is an early warning system specially designed to provide an up to 2-week advanced warning before a potential overflow-causing sewer blockage can cause a serious problem. In Gwinnett County, Blockage PREDICT™ detected a sewer flow anomaly indicative of a blockage forming, and informed Gwinnett County Department of Water Resources' professionals of the issue. The professionals were able to quickly resolve the blockage before a sewer overflow occurred, preventing environmental damages and health and safety hazards.

**“With ADS' Blockage PREDICT™, we no longer have to rely on a customer alerting us to a problem or a blockage. Now, when we receive an alert, we are able to quickly treat the problem preventing wastewater from spilling to a body of water and contaminating the environment and harming people.”**

**ERIC SWETT**, *Gwinnett County Department of Water Resources*

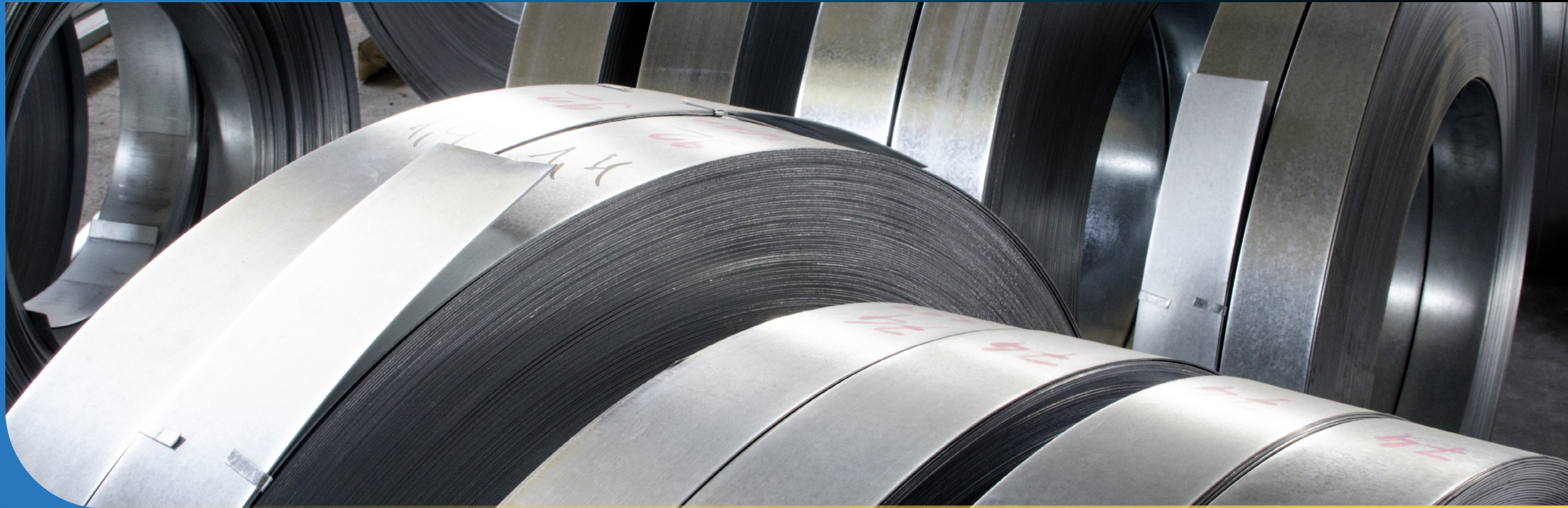
## Our Journey

We are constantly pursuing strategies that reduce our environmental impact and make our business more environmentally efficient. As we look ahead, our EH&S teams plan to expand IDEX's recycling efforts by conducting a deep evaluation of our waste streams. We will partner with our business units' waste carriers to determine opportunities to reduce waste and increase recycling. We will also continue to encourage our employees to print only when absolutely required to reduce our paper waste.

**We are constantly pursuing strategies that reduce our environmental impact and make our business more environmentally efficient.**

It is our goal to further reduce the waste we send to the landfill in 2021 from 2020 levels. Energy will also be a focus as we plan to evaluate the cost effectiveness of a Virtual Power Purchase Agreement and the Renewable Energy Certificates that would be acquired through the agreement.





# Responsible Supply Chain

---

We consider our global supply chain to be an extension of our business. As such, we expect our suppliers to demonstrate the same commitment to integrity that we ourselves do. We develop lasting and responsible relationships with our suppliers built on our values of Trust, Team, and Excellence. We aim to partner with only the most responsible suppliers when sourcing materials for our businesses, as responsible sourcing contributes to our resilience and long-term sustainable value.

## Operationalizing Responsibility

Our strategic sourcing team, responsible for supply chain governance at IDEX, follows a corporate-led approach to ensure consistency across our businesses and their various supply chains. Together with our local supply chain teams, our strategic sourcing team manages our supplier selection, development, and assessment programs to ensure suppliers meet or exceed our expectations for quality, service, and delivery.

Our [Supplier Code of Conduct](#) governs IDEX's approach to ensuring a responsible supply chain. The Code, available in eleven languages, applies to all IDEX suppliers, and outlines our expectations and requirements. At the Code's core is IDEX's expectation that suppliers act ethically and in compliance with all applicable laws, rules, and regulations at all times. To expand the Code's influence and ensure responsibility throughout our supply chain, IDEX monitors our suppliers for violations through our audit process and requires the reporting of all violations immediately upon discovery. If a supplier is found to be out of compliance with the Code, IDEX reserves the right to suspend or terminate the relationship and any or all outstanding orders, contracts, and agreements.

To ensure our employees understand IDEX's supplier expectations, we conduct annual trainings on our Code and other supply chain-related topics for all employees with supplier-related responsibilities. Further, we require all employees involved in selecting suppliers to be objective and disclose any personal, financial, or ownership interest in a third party prior, during, and throughout the selection process.

### Supplier Audits

IDEX conducts regular supplier audits to safeguard against potential compliance issues. The timing of supplier audits varies across our business units, but we aim to audit our top suppliers yearly and others on an as needed basis.

Our Standard Supplier audits follow a consistent five-part methodology developed by our strategic sourcing team. During parts one and two, IDEX's auditors evaluate the supplier with an evidence-based approach. In part three, they assess the supplier's financial performance and evaluate financial risk. Lastly, in parts four and five, the audit team summarizes the results and develops a corrective action plan for concerns uncovered by the audit. Suppliers who meet IDEX's expectations are rated as qualified, while suppliers who do not are re-audited three months later to ensure the corrective plan was completed.

IDEX business segments go above and beyond the minimum audit requirements determined at the enterprise level. For example, our Health & Science segment conducts audits on a rotation so all critical suppliers receive at least one on-site or desk audit during the rotation. If the audit team assesses a new supplier as critical, IDEX Health & Science requires that they receive an on-site audit as part of the onboarding process. During the fourth quarter of every year, IDEX Health & Science develops a supplier audit schedule for the next year. Depending on the supplier's performance tier, IDEX Health & Science adjusts the frequency of audits, with lower performing suppliers being audited more frequently.

### Conflict Minerals

We recognize the importance of ensuring IDEX products do not contain conflict minerals (i.e., cassiterite, columbite-tantalite, gold, and wolframite) used to finance armed conflict or armed groups within conflict-affected and high-risk regions. IDEX's Conflict Minerals team, composed of individuals from our business units and corporate departments, governs our compliance with the SEC's Conflict Minerals reporting requirements through our [Conflict Minerals Policy](#). The Conflict Minerals Policy is updated regularly and must be approved by our CEO, General Counsel, and Chief Compliance Officer.

Across our business units, the Conflict Minerals team works with applicable suppliers to perform due diligence to determine the potential for conflict minerals in their supply chain and products. IDEX designed our due diligence program in accordance with the Organisation for Economic Co-operation and Development Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. We encourage our suppliers to source conflict minerals from smelters and refiners whose compliance with the Responsible Minerals Assurance Program has been verified. Our suppliers are also expected to establish their own conflict minerals policy and implement management systems to support policy compliance. For more information on our conflict minerals due diligence process, see our [Conflict Minerals Report](#).

**Together with our local supply chain teams, our strategic sourcing team manages our supplier selection, development, and assessment programs to ensure suppliers meet or exceed our expectations for quality, service, and delivery.**

### Conflict Minerals Survey

	Target	2019	2020
Supplier Response Rate	75%	73%	65%*
% of spend covered by responding suppliers	80%	86%	82%

\*Our Supplier Response Rate was below our target in 2020 as a result of the COVID-19 pandemic.

### Child Labor, Slavery & Human Trafficking

IDEX works tirelessly to ensure child labor, slavery, and human trafficking is not in our supply chain, as demonstrated by our zero-tolerance policy. As our Supplier Code of Conduct states, any IDEX supplier, "must never participate in human trafficking or use forced, involuntary, child, or slave labor." We require all IDEX employees responsible for supplier selection and oversight to attend training on identifying and mitigating the risk of human trafficking and illegal labor practices in our supply chain. Our [U.K. Modern Slavery Act Statement](#), which is approved annually by the IDEX Board of Directors, outlines our adherence to the Modern Slavery Act, requiring certain businesses supplying goods or services in the United Kingdom to annually disclose their efforts to eradicate slavery and human trafficking from their supply chain. Similarly, our [statement](#) on the California Transparency in Supply Chains Act discusses our processes to comply with the Transparency in Supply Chains Act's slavery and human trafficking disclosure requirements.

In particular, IDEX's Chinese operations are a focus of our strategic sourcing team given ongoing concerns for the Uyghur ethnic population in the Chinese province of Xinjiang. To address potential incidents connected to ethnic or religious suppression of Uyghurs, IDEX recently updated its Supplier Code of Conduct to reaffirm our prohibition of forced and child labor in our supply chain. We sent the updated Code to all of our suppliers, including those in China, along with an accompanying email message stating IDEX's forced and child labor expectations and a notice of IDEX's right to terminate supplier relationships if a Code violation occurs.



## Product Compliance

IDEX's diverse operations require our products to meet the various requirements of the regulations and directives in the jurisdictions in which we operate. We continuously look for ways we can improve. We track improvement by recording our suppliers' response rates on our Conflict Minerals surveys and monitor our responses for the EU's Restriction of Hazardous Substances Directive (RoHS) and Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) surveys. Our teams use a third-party database to record supplier response rates and monitor compliance. If a supplier is found to be out of compliance, our strategic sourcing team and business units work together to develop a plan to reestablish compliance with the supplier.

## Responsible Impact

Vigilance is required across IDEX's global operations to ensure we continue to have a responsible impact throughout our supply chain. IDEX values our supplier partnerships and searches for ways to improve the transparency of our supply chain. Combined with third-party resources, our strategic sourcing team is positioned to ensure all suppliers continue to meet IDEX's expectations on conflict minerals, child labor, slavery, human trafficking, and product compliance.

### *Supplier Diversity*

We believe in supporting small and diverse businesses. Diverse supplier sourcing helps us expand our markets and increase the economic success of our customers, suppliers, and communities. We seek to partner with suppliers who share a similar common purpose and we strive to develop, grow, and support these suppliers through collaboration and process building. In 2020, approximately 4 percent of IDEX's supplier spending was with diverse suppliers (i.e., minority, veteran, and women-owned businesses). In an effort to enhance our supplier diversity program and increase diverse supplier spend, IDEX recently established a supplier diversity steering committee composed of senior leaders from across our business units.

IDEX also recently joined the National Minority Supplier Development Council and the Women's Business Enterprise National Council, two non-profits dedicated to certifying diverse suppliers and helping them grow. Moving forward, IDEX will develop a supplier diversity database to track diverse supplier spending and establish a communication plan outlining the benefits of supplier diversity to achieve cooperation from stakeholders.

## Our Journey

IDEX's supply chain is continuously evolving. We are committed to improving our processes and procedures to ensure we maintain the highest level of transparency and compliance within our supply chain. Moving forward, we will leverage and expand our standard audit process to drive continuous improvement across the supply base and be proactive with new regulations to ensure our supply base remains informed and compliant with IDEX's global expectations.



# SASB Index

Topic (SASB Sector)	Accounting Metric	Code	Response
<b>Air Quality</b>			
Chemical	Air emissions of the following pollutants: (1) NO <sub>x</sub> (excluding N <sub>2</sub> O), (2) SO <sub>x</sub> , (3) volatile Organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)	RT-CH-120a.1	<p>Viking Pump is currently IDEX's only business with air emissions data. We anticipate reporting air emissions data from other businesses in the future. Viking Pump complies and reports its air emissions triennially to the Iowa Department of Natural Resources as required under the Clean Air Act's Title V Operating Permit program.</p> <p><b>Viking Pump's 2018 Air Emissions (metric tons)</b></p> <p>Nitrogen Oxides (NO<sub>x</sub>): 2.78 Sulfur Oxides (SO<sub>x</sub>): 0.02 Volatile Organic Compounds (VOCs): 9.87 Hazardous Air Pollutants (HAPs): 1.35</p>
<b>Business Ethics</b>			
	Total amount of monetary losses as a result of legal proceedings associated with incidents of corruption, bribery, and/or illicit international trade	RT-AE-510a.1	<p>IDEX has not incurred any monetary losses as a result of legal proceedings associated with incidents of corruption, bribery, and/or illicit international trade in the past three years.</p> <p><b>Percentage of IDEX's total revenue from China and Brazil</b></p> <p>2020: 4.9% 2019: 4.7% 2018: 4.6%</p>
Aerospace	Revenue from countries ranked in the "E" or "F" Band of Transparency International's Government Defence Anti-Corruption Index	RT-AE-510a.2	
	Discussion of processes to manage business ethics risks throughout the value chain	RT-AE-510a.3	See <a href="#">Business Ethics &amp; Integrity</a> report section.
Electrical & Electronic Equipment	Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behavior	RT-EE-510a.1	See <a href="#">Anti-Corruption &amp; Bribery</a> subsection of <a href="#">Business Ethics &amp; Integrity</a> report section.
Electrical & Electronic Equipment; Medical Equipment & Supplies	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	RT-EE-510a.2 HC-MS-510a.1	IDEX has not had any monetary losses as a result of legal proceedings associated with anti-competitive bribery or corruption in the past three years.
Electrical & Electronic Equipment	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	RT-EE-510a.3	IDEX has not had any monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations in the past three years.

Topic (SASB Sector)	Accounting Metric	Code	Response
<b>Business Ethics &amp; Transparency</b>			
Metals & Mining	Description of the management system for prevention of corruption and bribery throughout the value chain	EM-MM-510a.1	See <a href="#">Anti-Corruption &amp; Bribery</a> subsection of <a href="#">Business Ethics &amp; Integrity</a> report section.
	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	EM-MM-510a.2	IDEX does not operate in any of the 20 lowest ranked countries in Transparency International's Corruption Perception Index.
<b>Competitive Behavior</b>			
Autoparts	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	TR-AP-520a.1	IDEX has not had any monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations in the past three years.
<b>Data Security</b>			
Aerospace	1) Number of data breaches, (2) percentage involving confidential information	RT-AE-230a.1	IDEX had two data breaches in 2020. Neither of these breaches involved confidential information.
	Description of approach to identifying and addressing data security risks in (1) company operations and (2) products	RT-AE-230a.2	Overall, IDEX's VP of Information Security and General Counsel oversee data security. We evaluate data security risks as part of our annual enterprise risk assessment, while the Audit Committee of the Board of Directors receives biannual updates on data security risks and incidents from our VP of Information Security. We address identified data security issues with the help of an executive committee of internal leaders dedicated to the topic.
<b>Design for Fuel Efficiency</b>			
Autoparts	Revenue from products designed to increase fuel efficiency and/or reduce emissions	TR-AP-410a.1	IDEX does not directly manufacture products designed to increase fuel efficiency and/or reduce emissions. Rather, our related products are likely to be components of a much larger system designed to increase fuel efficiency and/or reduce emissions. As such, we do not report revenue from products designed to increase fuel efficiency and/or reduce emissions.
<b>Employee Health &amp; Safety</b>			
Industrial Machinery & Goods	(1) Total Recordable Incident Rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR)	RT-IG-320a.1	<p><b>Total Recordable Incident Rate (TRIR) or Total Case Incident Rate (TCIR)</b></p> <p>2020: 1.53 2019: 1.86 2018: 1.46</p> <p>IDEX regrets to report that we experienced one fatality in the past three years. The fatality occurred in 2019 and was a temporary employee of our ADS Environmental Services business unit. See the Workplace Health and Safety report section for our other health &amp; safety metrics.</p>
	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards	TC-SC-320a.1	See the <a href="#">A Defining Safety Culture</a> subsection of the <a href="#">Workplace Health &amp; Safety</a> report section.
Semiconductors	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	TC-SC-320a.2	IDEX has not had any monetary losses as a result of legal proceedings associated with employee health and safety violations in the past three years.

Topic (SASB Sector)	Accounting Metric	Code	Response
<b>Energy Management</b>			
Industrial Machinery & Goods; Aerospace; Autoparts; Electrical & Electronic Equipment; Metals & Mining	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, 4) total self-generated energy	RT-IG-130a.1 RT-AE-130a.1 RT-CH-130a.1 TR-AP-130a.1 RT-EE-130a.1 TC-SC-130a.1 EM-MM-130a.1	<b>Total energy consumed (kilowatt-hours)</b> 2020: 70,952,514 2019: 79,540,018 2018: 83,753,064  IDEX does not track the percentage of its energy consumption from the grid or from renewables, nor do we track our total self-generated energy. We hope to include these metrics in future Corporate Sustainability Reports.
<b>Genetically Modified Organisms</b>			
Chemicals	Percentage of products by revenue that contain genetically modified organisms (GMOs)	RT-CH-410c.1	IDEX does not track the percentage of our products by revenue that contain genetically modified organisms (GMOs). We are in the process of evaluating product-related metrics for potential disclosure in future Corporate Sustainability Reports.
<b>Greenhouse Gas Emissions</b>			
Chemicals; Metals & Mining; Semiconductors	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	RT-CH-110a.1 EM-MM-110a.1 TC-SC-110a.1	<b>Gross global Scope 1 emissions (metric tons)</b> 2020: 5,058.57 2019: 5,495.19 2018: 6,131.94  IDEX does not track the percentage of its gross global Scope 1 emissions covered under emissions-limiting regulations.
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	RT-CH-110a.2 EM-MM-110a.2 TC-SC-110a.2	IDEX makes every effort to manage and reduce our Scope 1 emissions. At this time we do not have a formal emissions reduction target. See the <a href="#">Environmental Stewardship</a> report section for further information on our efforts to reduce emissions.
<b>Hazardous Waste Management</b>			
Aerospace; Chemicals; Electrical & Electronic Equipment	Amount of hazardous waste generated, percentage recycled	RT-AE-150a.1 RT-CH-150a.1 RT-EE-150a.1	Hazardous waste generation is managed by each IDEX business unit, and is not currently reported at the corporate level. We hope to include this metric in future Corporate Sustainability Reports.
Aerospace; Electrical & Electronic Equipment	Number and aggregate quantity of reportable spills, quantity recovered	RT-AE-150a.2 RT-EE-150a.2	IDEX did not have any reportable spills in 2020.
<b>Intellectual Property Protection &amp; Competitive Behavior</b>			
Semiconductors	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	TC-SC-520a.1	IDEX has not had any monetary losses a result of legal proceedings associated with anticompetitive behavior regulations in the past three years.

Topic (SASB Sector)	Accounting Metric	Code	Response
<b>Labor Practices</b>			
Automobiles	Percentage of active workforce covered under collective bargaining agreements	TR-AU-310a.1	IDEX had 7,705 employees as of December 31, 2020. Of these employees, approximately 7 percent were covered under collective bargaining agreements.
	(1) Number of work stoppages and (2) total days idle	TR-AU-310a.2	IDEX businesses had zero work stoppages and subsequently zero idle days in 2020.
Metals & Mining	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	EM-MM-310a.1	IDEX had 7,075 employees as of December 31, 2020. Of these employees, approximately 7 percent were covered under collective bargaining agreements. IDEX does not break down this percentage by U.S. and foreign employees.
	Number and duration of strikes and lockouts	EM-MM-310a.2	IDEX businesses had no strikes or lockouts in 2020.
<b>Management of the Legal &amp; Regulatory Environment</b>			
Chemicals	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	RT-CH-530a.1	IDEX identifies and evaluates risks and opportunities related to government regulations and/or policy proposals that address environmental and social factors as part of our annual enterprise risk management process. Furthermore, leaders within IDEX's Corporate Compliance, Environmental, Health, and Safety, Human Resources, and Supply Chain functions regularly identify and evaluate risks related to environmental and social factors that may impact their functions.
<b>Materials Efficiency &amp; Recycling</b>			
Automobiles	Total amount of waste from manufacturing, percentage recycled	TR-AU-440b.1	IDEX does not report the total amount of waste from its manufacturing operations or the percentage recycled. However, we make every effort to recycle and reuse as much scrap metal as possible due to the associated economic and environmental benefits.
	Weight of end-of-life material recovered, percentage recycled	TR-AU-440b.2	IDEX does not know the end users of most of our products as most are components of much larger systems. However, we design our products to be reused, recycled, or remanufactured rather than discarded given their heavy metal composition.
Autoparts	Percentage of products sold that are recyclable	TR-AP-440b.1	IDEX does not report the percentage of products sold that are recyclable. However, by nature of their heavy metal composition, our products are likely to be reused, remanufactured, or recycled for scrap metal by end-users.
	Percentage of input materials from recycled or remanufactured content	TR-AP-440b.2	IDEX does not report the percentage of input materials that are from recycled or remanufactured content. However, by nature of their heavy metal composition, our products are likely to include recycled scrap metal content.
<b>Materials Sourcing</b>			
Industrial Machinery & Goods; Aerospace; Automobiles; Autoparts; Electrical & Electronic Equipment; Semiconductor	Description of the management of risks associated with the use of critical materials	RT-IG-440a.1 RT-AE-440a.1 TR-AU-440a.1 TR-AP-440a.1 RT-EE-440a.1 TC-SC-440a.1	IDEX evaluates critical material risks in our supply chain on an annual basis and builds information from the evaluation into our business continuity plans. Most critical material parts we use have a second source available, but if the part is sourced from a sole supplier, we utilize mitigation plans to ensure continuity of supply (e.g., safety stocks both locally and at suppliers, the ability to make the parts in-house, etc.)

Topic (SASB Sector)	Accounting Metric	Code	Response
<b>Operational Safety, Emergency Preparedness</b>			
Chemicals	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)	RT-CH-540a.1	IDEX did not have any Process Safety Incidents in 2020.
	Number of transport incidents	RT-CH-540a.2	IDEX did not have any transport Incidents in 2020.
<b>Product Design &amp; Lifecycle Management</b>			
Medical Equipment & Supplies	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	HC-MS-410a.1	IDEX abides by all laws and regulations related to environment and health and safety standards.
	Total amount of products accepted for takeback and reused, recycled, or donated, broken down by: (1) devices and equipment and (2) supplies	HC-MS-410a.2	IDEX does not report the total amount of products accepted for takeback and reused, recycled, or donated. However, we design our products to be reused, recycled, or remanufactured rather than discarded given their heavy metal composition.
<b>Product Design for Use-Phase Efficiency</b>			
Chemicals; Electrical & Electronic Equipment; Semiconductors	Percentage of products by revenue that contain IEC 62474 declarable substances	RT-CH-410a.1 RT-EE-410a.1 TC-SC-410a.1	IDEX does not report the percentage of our products by revenue that contain IEC 62474 declarable substances. We are in the process of evaluating this percentage for potential disclosure in future Corporate Sustainability Reports.
<b>Product Lifecycle Management</b>			
Electrical & Electronic Equipment	Revenue from renewable energy-related and energy efficiency-related products	RT-EE-410a.3	IDEX does not directly manufacture renewable energy-related and energy efficiency-related products. Rather, our related products are likely to be components of a much larger system designed for renewable energy and energy efficiency applications. As such, we do not report revenue from renewable energy-related and energy efficiency-related products.
<b>Product Safety</b>			
Aerospace	Number of counterfeit parts detected, percentage avoided	RT-AE-250a.2	IDEX does not sell directly to aerospace companies. Our aerospace-related products are likely to be components of a much larger system designed for aerospace applications. As such, we do not report the number of counterfeit parts detected or the percentage avoided.
Aerospace; Electrical & Electronic Equipment	Total amount of monetary losses as a result of legal proceedings associated with product safety	RT-AE-250a.4 RT-EE-250a.2	IDEX has not had any monetary losses as a result of legal proceedings associated with product safety in the past three years.
Electrical & Electronic Equipment; Semiconductors	Number of recalls issued, total units recalled	HC-MS-250a.1 RT-EE-250a.1 TR-AP-250a.1 RT-AE-250a.1	IDEX issued one notice for product safety in the past three years. We replaced 95 and repaired 99 products affected by the notice.

Topic (SASB Sector)	Accounting Metric	Code	Response
<b>Safety &amp; Environmental Stewardship of Chemicals</b>			
Chemicals	(1) Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products that have undergone a hazard assessment	RT-CH-410b.1	IDEX does not report the percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances or the percentage of such products that have undergone a hazard assessment. We are in the process of evaluating product-related metrics for potential disclosure in future Corporate Sustainability Reports.
<b>Supply Chain Management</b>			
	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in third-party audit programs for manufacturing and product quality	HC-MS-430a.1	IDEX's reviews and audits top suppliers for quality, on-time delivery, and cost/process improvement to ensure their operations meet supplier expectations. IDEX increases audit frequency if deemed necessary due to a change in a suppliers' processes, criticality, people, or quality. IDEX does not report the percentage of facilities that participate in third-party audit programs for manufacturing and product quality at this time.
Medical Equipment & Supplies	Description of efforts to maintain traceability within the distribution chain	HC-MS-430a.2	Traceability varies across IDEX by business unit. Our IH&S businesses trace all parts to ensure we have the correct traceability process in place. We have similar procedures with various foundries and parts to ensure we can trace a part back to a batch/shipment if there is a failure, helping us maintain traceability throughout our supply chain.
	Description of the management of risks associated with the use of critical materials	HC-MS-430a.3	IDEX evaluates critical material risks in our supply chain on an annual basis and builds information from the evaluation into our business continuity plans. Most critical material parts we use have a second source available. If the part is sourced from a sole supplier, we utilize mitigation plans to ensure continuity of supply (e.g., safety stocks both locally and at suppliers, the ability to make the parts in-house, etc.).
<b>Waste &amp; Hazardous Materials Management</b>			
	Total weight of tailings waste, percentage recycled	EM-MM-150a.1	IDEX will begin tracking tailings waste in 2021 and drive reductions from the tracked data.
Metals & Mining	Number of tailings impoundments, broken down by MSHA hazard potential	EM-MM-150a.3	IDEX does not report tailing impoundment numbers.
<b>Waste Management</b>			
Autoparts	(1) Total amount of waste from manufacturing, (2) percentage hazardous, (3) percentage recycled	TR-AP-150a.1	At IDEX, waste generation is managed by each business unit and is not currently reported at the corporate level. We hope to include this metric in future Corporate Sustainability Reports.
Semiconductors	Amount of hazardous waste from manufacturing, percentage recycled	TC-SC-150a.1	Hazardous waste generation is managed by each business unit, and is not currently reported at the corporate level. We hope to include this metric in future Corporate Sustainability Reports.

Topic (SASB Sector)	Accounting Metric	Code	Response
<b>Water Management</b>			
Chemicals; Metals & Mining; Semiconductors	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	RT-CH-140a.1 EM-MM-140a.2 TC-SC-140a.1	<p><b>Total water consumed (thousand cubic meters)</b></p> <p>2020: 90.96 2019: 94.68 2018: 120.56</p> <p>IDEX does not report total freshwater withdrawn or the percentage of water withdrawn or consumed in regions with High or Extremely High Baseline Water Stress at the corporate level.</p>
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	RT-CH-140a.2 EM-MM-140a.2	IDEX did not have any incidents of non-compliance associated with water quality permits, standards, and regulations in the 2020 reporting year.
Chemicals	Description of water management risks and discussion of strategies and practices to mitigate those risks	RT-CH-140a.3	IDEX's manufacturing operations are not water intensive and as such, we are exposed to limited water management risks. In the future, we plan to evaluate our operations for facilities located within watersheds of concern using the World Resources Institute's Aqueduct Water Risk Atlas. For water discharge, our United States facilities implement storm water control measures to reduce storm water exposure to manufacturing activity. These measures are assessed regularly for their effectiveness. Our United States facilities are also required to conduct fire water runoff risks assessments to ensure adequate measures are in place to manage water used to fight potential fires on their premises. Many other facilities also have wastewater discharge permits and conduct regular monitoring to ensure their wastewater discharge meets the water quality standards specified by their permit.
<b>Workforce Health &amp; Safety</b>			
Chemicals	(1) Total Recordable Incident Rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	RT-CH-320a.1	<p><b>Total Recordable Incident Rate (TRIR)</b></p> <p>2020: 1.53 2019: 1.86 2018: 1.46</p> <p>IDEX regrets to report that we experienced one fatality in the past three years. The fatality occurred in 2019 and was a temporary employee of our ADS Environmental Services business unit. See the <a href="#">Workplace Health &amp; Safety</a> report section for our other health &amp; safety metrics.</p>
	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	RT-CH-320a.2	Each IDEX facility conducts a risk assessment biannually to review their operations and drive health and safety improvements. As part of the assessment, facilities evaluate potential risks that may expose employees to acute and chronic health and safety impacts and devise countermeasures to mitigate against these impacts.
Metals & Mining	(1) MSHA all-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	EM-MM-320a.1	IDEX does not report a MSHA all-incident rate, fatality rate, near miss frequency rate (NMFR), or the average hours of health, safety, and emergency response training for full-time employees and contract employees. See RT-IG-320a.1, RT-CH320a.2, and the <a href="#">Workplace Health &amp; Safety</a> report section for our health and safety metrics.

