

2022 Sustainability Report

# INNOVATIVE TECHNOLOGIES FOR A BETTER WORLD

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# ABOUT THIS REPORT

IDEX's 2022 Sustainability Report, Innovative Technologies for a Better World, contains quantitative and qualitative information for calendar years 2021 and 2022 (unless otherwise noted). Given the changing nature of the sustainability reporting landscape, we seek to disclose useful information for our stakeholders and highlight our continued commitment to sustainability. In 2022, we conducted an assessment to identify the Environmental, Social and Governance (ESG) topics most significant to our business and our stakeholders. In preparing this report, we leveraged the results of that assessment and considered established ESG reporting standards and frameworks, including the Sustainability Accounting Standards Board (SASB) and the Global Reporting Initiative (GRI). Please see the Appendix for our 2022 SASB disclosures. Unless otherwise specified, IDEX businesses acquired in Q4 2022 are not included in this report. For comments or questions regarding this report, please contact [IDEXsustainability@idexcorp.com](mailto:IDEXsustainability@idexcorp.com).



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# A MESSAGE FROM OUR CEO



At IDEX, our shared purpose of “Trusted Solutions, Improving Lives™” has always conveyed our commitment to positively impacting the world around us, from our customers to our shareholders, to our employees, and the communities in which we operate.

Never have companies faced such high expectations from internal and external stakeholders to contribute to a healthier, more equitable society and a cleaner planet, while continuing to drive growth. As IDEX continues to grow and meet the evolving demands of our customers, we believe these expectations play to our strengths. In fact, we recognize and embrace the relationship between our ability to grow our business and our commitment to making a positive social and environmental impact.

Quite simply, the products we make and our values-based culture lend themselves to making a positive difference. Working closely with our customers to solve critical challenges, IDEX teams are rising to the occasion in fast-growing technologies related to, among other things, clean water, precision agriculture, space broadband technologies, energy transition technologies, and life sciences.

Our products are part of systems and solutions that continue to make a significant difference in the lives of people worldwide every day. For example:

- Our scientific fluidics and optics businesses continue to evolve the design and production of critical components of healthcare advancements, including researchers discovering lifesaving new therapies and doctors sequencing patients’ genomes to tailor treatments for disease.
- Our intelligent water businesses help communities have safe drinking water and prevent wastewater systems from overflowing and damaging the environment and people’s homes.
- Our fire and safety businesses produce rescue tools, nozzles, pumps, and other equipment emergency workers use to save lives around the world every day.

To meet market demands, companies must be able to innovate quickly, and that is where IDEX excels. At our core, we are a collection of companies and brands that have been leaders in their industries for decades. When you combine this well-established foundation with the strength and agility of a multi-national S&P 500 organization, you have IDEX, a company that can leverage great teams to partner with customers and meet the rapidly changing and growing technology needs for a better world. By helping our customers solve some of their most challenging problems, we have built a legacy that has benefited our shareholders as well, with performance that has outpaced the broader market over time.

The more than 8,000 people at IDEX impact our world in countless ways, and all of this is possible because of the great teams that form a remarkable company culture grounded in our core values and high ethical standards. That culture resonates from the moment someone joins IDEX, and the strength of these teams inspires me each day. We know the work we are doing together is meaningful and worthwhile.

Since publishing our first Corporate Social Responsibility Report in 2018, we have made significant strides. While we have more work to do, this latest report highlights our progress and recent achievements in environmental, social, and governance areas important to our stakeholders, and demonstrates our ongoing commitment to making a positive impact. The stories and examples highlighted in this report are only a small sample of the many types of great work seen across IDEX. The work being done by our teams is collectively impressive, following a tone we are setting at the top.



Of course, we can't do what we do without the best talent bringing their diverse approaches and backgrounds to the table to solve critical problems. Our senior leadership team is personally invested in IDEX's journey to consistently become a more diverse, equitable, and inclusive organization. Our continued efforts to build a culture in which everyone can thrive include the development of a Diversity, Equity & Inclusion strategy led by our Chief Diversity, Equity & Inclusion Officer and his team, which is being cascaded across our organization.


The impact we make in the communities in which we operate keeps growing as well. The IDEX Foundation continues to expand its reach, empowering IDEX teams to participate in hands-on volunteer efforts beyond our facility walls. Charitable causes vary, reflecting what resonates with local business teams in their communities. We made an important pivot in 2020 by adding "Equity & Opportunity" to our IDEX Foundation pillars. Our organization has embraced that added focus. In 2022, one-third of IDEX Foundation giving and volunteerism fell under this pillar, expanding the impact our teams are having in helping under-served people in our communities.

Our expanding focus on environmental sustainability continues both by working to understand and improve the impact of our operations, and by collaborating with our customers to help them reduce or improve their impact on the environment. Our teams around the world are identifying and implementing

ways to reduce energy consumption and waste in our facilities, including by installing solar panels, by initiating new or enhanced recycling programs for packaging materials and coolant used in our operations, and by exploring other projects that will have the biggest impact at particular sites based on their unique operations. As you'll see highlighted in the report, we are partnering with our customers to develop innovative technologies that are often on the cutting edge of new solutions to best protect our planet.

Through this report, our stories, and our data, you will see a company committed to making a positive impact for all of our stakeholders. As always, the IDEX Difference—which is based on great teams focusing on where we can have the biggest impact, driven by customer obsession—continues to differentiate IDEX. We are a company reaching for excellence beyond our business results, expanding the positive impact we have on our people and the world.

We appreciate the thousands of IDEX employees who embrace and support this important work. It's the power of great IDEX teams around the world, working together with our customers, that makes things happen. Together, we are working toward our mission of creating innovative technologies for a better world.



**Eric D. Ashleman**  
CEO and President, IDEX Corporation





# ABOUT IDEX CORPORATION

IDEX is a high-performing global manufacturing company committed to making trusted solutions that improve lives and are mission critical components in everyday life. Founded in 1988 with three small, entrepreneurial manufacturing companies, we now call more than 50 diverse businesses around the world part of the IDEX family.

It's quite possible that components critical to the farming equipment used to grow the food you eat were made by one of our precision agriculture businesses. The protein shake or baby formula you have at home may have been produced using conical milling equipment made by our material processing technology businesses. If you or your loved ones take medication, our high-quality precision products may have been among those that developed and produced those pharmaceuticals. If your doctor ordered a laboratory test to predict your risk of disease or determine a course of treatment, that lab may have used equipment containing critical components from our life sciences businesses. And, if you were ever in a car accident or fire, emergency workers may have used our rescue tools to possibly save your life.

With the support of a common framework that drives operational excellence, our businesses exercise freedom to remain entrepreneurial, nimble, and focused on their specific customers' needs. United by our shared values of Trust, Team, and Excellence and built on our culture of great teams and servant leadership, our businesses provide trusted solutions that improve lives and mission-critical components for everyday living.

The key to our success is retaining the knowledge, speed, problem-solving, and entrepreneurial spirit of the independent companies that form our roots while leveraging the strength, scale, and global breadth of our multibillion-dollar enterprise to best serve our stakeholders.

# WHO WE ARE<sup>[1]</sup>

S&P 500 company

Listed on NYSE since 1989

Outperformed the S&P 500 Index by over 300% since 2012<sup>[2]</sup>

All employees are trained on the Company's Code of Business Conduct & Ethics

8,000+

employees

\$3.2 billion

in Revenue (2022)

>50

businesses in 26 countries

19

acquisitions since 2012

76%

employee engagement

~\$4.5 million

in IDEX Foundation grants given to local community organizations from 2018-2022

>80%

participation rate of IDEX sites in annual giving and volunteerism through the IDEX Foundation in 2021 and 2022

[1] Data is as of 12/31/2022. Number of employees, revenue, number of businesses, and number of acquisitions include businesses acquired in Q4 2022.

[2] Calculated on cumulative total return values assuming reinvestment of dividends.

# WHAT WE DO

IDEX serves a wide variety of niche markets worldwide, and our businesses provide highly engineered solutions to solve our customers' most critical challenges. IDEX consists of three reportable business segments: **Fluid & Metering Technologies**, **Health & Science Technologies**, and **Fire & Safety/Diversified Products**. With businesses and operations on six continents, the businesses in these main segments serve a diverse range of end markets worldwide.



Businesses in our **Fluid & Metering Technologies** segment design, produce, and distribute some of the most recognized names in positive displacement pumps and flow meters, valves, small-volume provers, compressors, injectors, and other fluid-handling pump modules and systems. The Fluid & Metering Technologies segment also provides flow monitoring and other services for the food, chemical, general industrial, water and wastewater, agriculture, and energy industries.

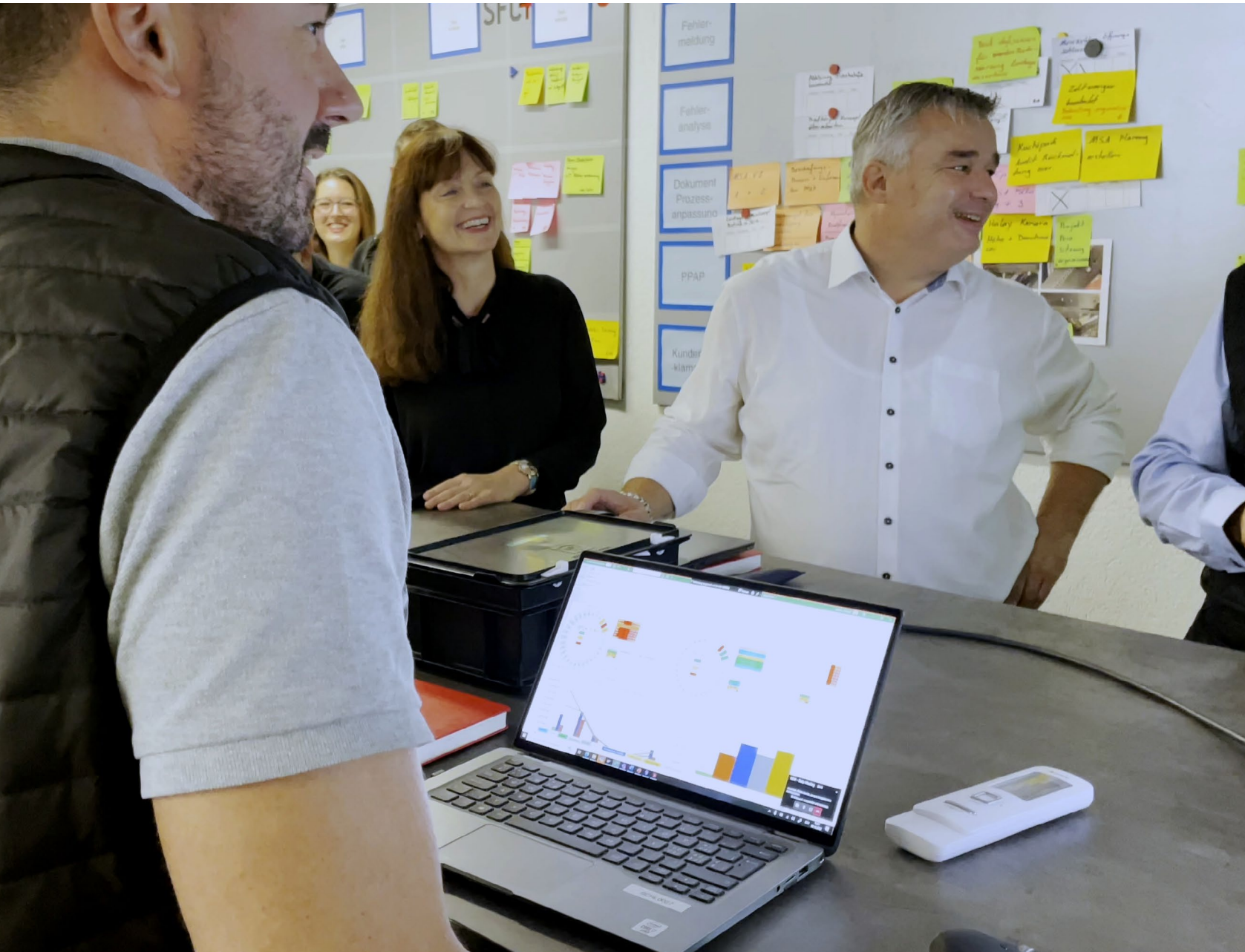


Our **Health & Science Technologies** segment focuses on precision engineered fluidics and optics, enabling tremendous evolution in analytical instrumentation and the life sciences. Within the fields of health and science, IDEX Health & Science Technologies businesses leverage our capabilities in small-scale, highly accurate fluidic components and medical devices. Health & Science Technologies provides integrated systems and solutions to support the worldwide growth in pharmaceutical drug discovery and new applications in life sciences and diagnostic testing.



Our **Fire & Safety/Diversified Products** segment creates, produces, and distributes firefighting pumps, valves and controls, rescue tools, lifting bags, and other components and systems for the fire and rescue industry. Other products include engineered stainless-steel banding and clamping devices used in a variety of industrial and commercial applications in the automotive, energy, industrial, and municipal markets. A variety of retail and commercial businesses in global paint and industrial markets leverage Fire & Safety/Diversified Products precision equipment for dispensing, metering, and mixing colorants in paints used in applications around the world.

# HOW WE DO IT—THE IDEX DIFFERENCE



IDEX has focused on and leveraged the core principles that consistently allow us to succeed. Called “**The IDEX Difference**,” these behavioral doctrines are fundamental to our success and, along with our values, form the foundation of how we do business. IDEX employees consistently know and live our values of **Trust, Team, and Excellence**. These principles are the foundation of the IDEX Difference:

- With **Great Teams**, we empower exceptional talent to achieve results through alignment of priorities and accountability. Our decentralized culture gives teams great freedom to determine the best path forward. Our culture of engagement, inclusion, and trust is based on collaboration and candid conversations. The principle of servant leadership is embedded in our culture, through which leaders serve, support, and empower their teams, enabling them to be their very best.
- When teams **Embrace 80/20**—otherwise known as the “Pareto Principle”—they understand that by focusing on the most impactful activity, they can produce outsized results. It frees our teams from spending time and energy on tasks with low return, or worse yet, tasks that destroy value. Through regular analysis of our businesses, the 80/20 lens unlocks value and frees our people to focus on the things that matter most.
- When great, focused teams practice **Customer Obsession**, they unleash our greatest potential. This focus on being present with customers as a trusted, collaborative partner leads to relationships that yield outstanding solutions and exceptional growth. Our people learn our customers’ needs through listening and curiosity, understanding the challenges they face so that we can help them find a solution. Through responsiveness and rapid problem solving, we make customers the center of our organization.

# OUR COMMITMENT TO SUSTAINABILITY

At IDEX, we think of “sustainability” as broadly encompassing our efforts to have a positive impact on the world around us. We aim to focus our sustainability efforts on the topics most relevant to our business, our customers, and the communities and environments in which we operate. Governance of sustainability is both top down and bottom up, as discussed in the Sustainability Governance section on [page 12](#).

**At IDEX, we think of “sustainability” as broadly encompassing our efforts to have a positive impact on the world around us.**

As part of our ongoing commitment to sustainability, in 2022, we conducted a materiality assessment—an update to our inaugural assessment in 2018—to confirm the specific environmental, social, and governance (ESG) topics most significant to IDEX and our internal and external stakeholders. This assessment allows us to focus on opportunities where our people, our products, and our organization can have the most meaningful impact.

In our 2022 assessment, one of our objectives was to obtain a current understanding of areas of opportunity and risks related to ESG topics and prioritize those issues accordingly. As in 2018, we partnered with an external consulting firm to research industry trends, ESG frameworks and ratings, regulatory requirements, and benchmarking analyses to identify potentially relevant topics. We then engaged internal and external stakeholders throughout our value chain—including customers, IDEX executives, functional and business leaders, investors, suppliers, and Board members—to better understand the impacts, risks, and opportunities associated with these topics. From this review, we confirmed the ESG focus areas most significant to our stakeholders and our organization.

In addition to the ESG materiality assessments we have conducted, we frequently engage with and solicit feedback from employees, shareholders and customers through a variety of formal and informal mechanisms. These include town halls, engagement surveys, investor calls, and ongoing close collaboration with our customers.

This report highlights the work we are doing with respect to the key topics identified in our 2022 materiality assessment as well as through other stakeholder engagement and reflects our continued commitment to sustainability.

## 2022 Priority ESG Topics



### Business Ethics & Compliance

[Our Governance, Ethics & Compliance](#)



### Responsible Supply Chain

[Our Governance, Ethics & Compliance](#)



### Talent Management

[Our People](#)



### Diversity, Equity & Inclusion

[Our People](#)



### Occupational Health & Safety

[Our People](#)



### Product Performance

[Our Planet](#)   [Our Products](#)



### Energy & Emissions

[Our Planet](#)   [Our Products](#)



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[A Message From Our CEO >](#)

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[About IDEX Corporation >](#)

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[Our Governance,  
Ethics & Compliance](#)

At our core, IDEX is guided by sound governance and a culture of ethics and compliance. Our Board and Executive Leadership Team set the tone by upholding principles of corporate governance, overseeing IDEX's strategic direction and risk management, and striving to ensure we have the right talent and culture in place to execute against our strategic goals. Our culture of ethics and integrity sets us apart as a company and creates sustainable value for our shareholders; further, our corporate governance and compliance programs serve as the cornerstone upon which our businesses thrive in an ever-changing world.

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[Our People >](#)

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[Our Products >](#)

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[Our Communities >](#)

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[Our Planet >](#)

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[Appendix >](#)

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# OUR GOVERNANCE, ETHICS & COMPLIANCE

# CORPORATE GOVERNANCE

IDEX has a highly engaged and diverse Board of Directors (Board) with a variety of backgrounds, tenure, skills, and personal characteristics, all of which contribute to a high-performing Board and a strong Board culture. The Board is composed of ten directors, nine of whom are independent as defined by New York Stock Exchange (NYSE) and Securities and Exchange Commission (SEC) rules. The independent directors are members of our Audit, Compensation, and Nominating and Corporate Governance Committees, and each committee has a written charter available on our [Corporate Governance Highlights webpage](#). Our [Corporate Governance Guidelines](#) characterize our corporate governance approach and address matters such as the Board's role and responsibilities, composition and membership criteria, director compensation, share ownership guidelines, and meeting frequency.

**The average tenure for our Board members is approximately five years, the average age is less than 60, and women make up 30% of our directors, including our Non-Executive Chair.**

Over the course of 2021 and 2022, we were pleased to welcome three new directors to the IDEX Board, all of whom bring unique backgrounds and perspectives to the boardroom to best represent the interests of our shareholders:

- Ms. Lakecia Gunter, who serves as Vice President and General Manager of the Device Partner Solution Sales Group for Microsoft Corporation;
- Ms. Paris Watts-Stanfield, based in Switzerland, who serves as Chief Financial Officer, International, of Alcon, Inc.; and
- Mr. Alejandro Quiroz Centeno, based in Brazil, who serves as CEO Latin America for Prysman Group.

With these changes in board composition, the average tenure for our Board members is approximately five years, and the average age is less than 60. Women make up 30% of our directors, including our Non-Executive Chair.

Our Board oversees the development and execution of our strategy, along with our process for monitoring and mitigating risks. As part of that oversight, and as described in more detail in the Sustainability Governance section below, the Board and its standing committees review strategy, risks and opportunities associated with key ESG issues on an ongoing basis. The Board also oversees the management of issues that surface through our annual enterprise risk management (ERM) assessment, led by our General Counsel.

## Board of Directors



Eric D. Ashleman



Katrina L. Helmkamp  
Non-Executive Chair



Mark A. Beck



Mark A. Buthman



Alejandro Quiroz  
Centeno



Carl R. Christenson



Lakecia N. Gunter



David C. Parry



Livingston L.  
Satterthwaite



Paris Watts-Stanfield

To proactively identify and manage risk appropriately, we refreshed our risk assessment process in 2021 and 2022 to determine if and how our risk profile had changed in recent years. The ERM assessment includes a review of risks associated with numerous ESG topics, along with other matters that could potentially present short or longer-term risks. Our most recent ERM assessment included a review of strategic and organic growth initiatives; human capital management, including talent attraction, development and retention and DEI; labor shortages and skills gaps in manufacturing; responding to climate-change expectations and regulatory requirements; information security/cybersecurity risk; and supply chain management and geopolitical shifts. We will continue to review the ERM process to help ensure senior management and the Board remain focused on risks most significant to IDEX and its ability to create and retain value.

The Board is required to complete annual training and certification on the IDEX [Code of Business Conduct and Ethics](#), which sets forth the guiding principles of business ethics and certain legal requirements applicable to all IDEX employees and business partners. The Board also reviews IDEX's responsible supply chain practices and certifies IDEX's [U.K. Modern Slavery Act Statement](#).

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.



# SUSTAINABILITY GOVERNANCE

We consider ESG topics to be the specific environmental, social, and governance matters that we focus and report on as part of our commitment to sustainability. IDEX intentionally integrates ownership and oversight of sustainability, and of specific ESG topics, across all levels of the organization, including our Board of Directors and its Committees, our Executive Leadership Team and senior leadership teams, and at our individual businesses.

At the Board level, the Nominating and Corporate Governance Committee oversees the Company's corporate sustainability efforts and progress and, beginning in 2022, added an additional meeting to the committee calendar to focus on the Company's sustainability initiatives. The Audit Committee provides oversight of the Company's corporate compliance, corporate environmental, health and safety, data privacy, and cybersecurity functions. Since the introduction of an ESG component to the executive compensation plan in 2022, the Compensation Committee has monitored the Company's progress toward ESG initiatives tied to compensation.

Our General Counsel oversees sustainability reporting and governance at IDEX. Members of her team, including the Chief Compliance Officer and the Senior Director of Environmental, Health & Safety (EH&S), regularly update the Board and its Committees on the company's sustainability initiatives. As described in more detail throughout this report, they, along with the Chief Information Security Officer, also provide updates on specific ESG topics like business ethics and compliance, environmental, health and safety risk management, and the company's cybersecurity and data privacy initiatives.

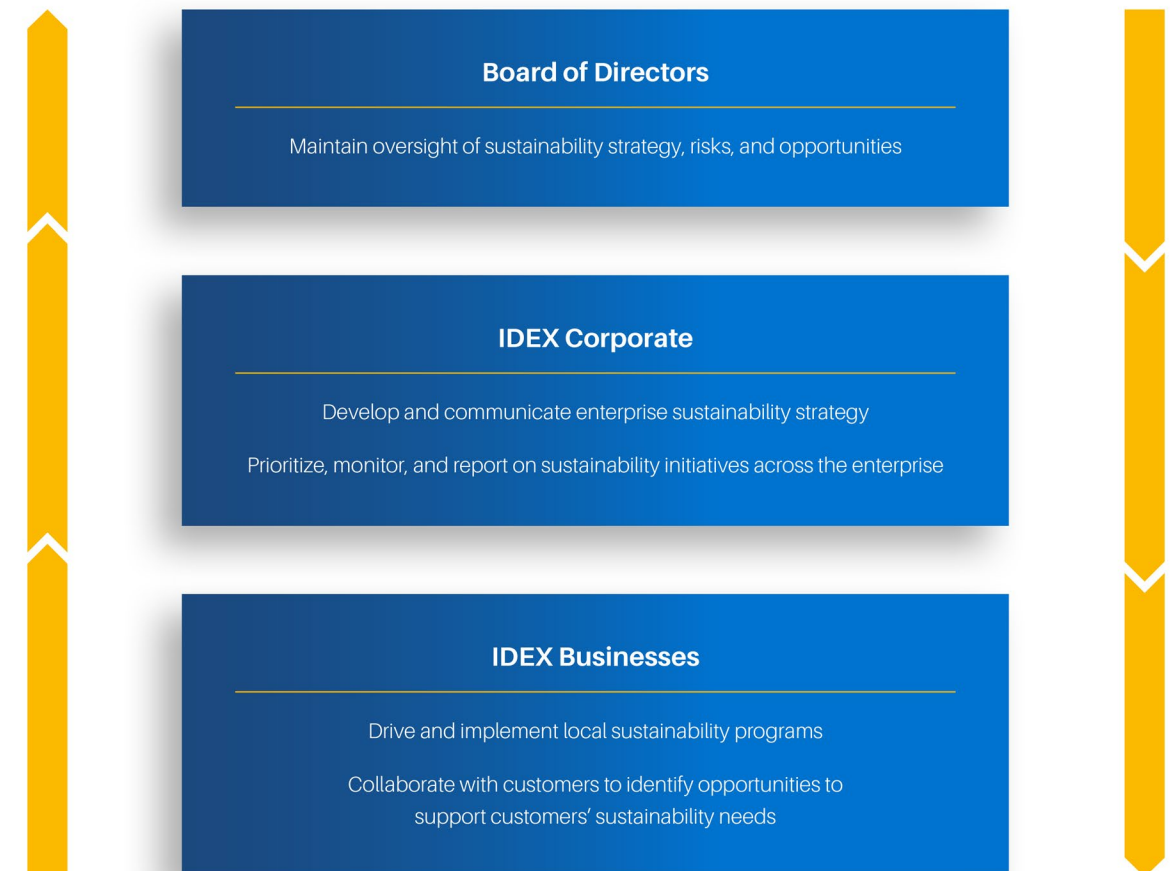
Our Chief Human Resources Officer and Chief Diversity, Equity & Inclusion Officer regularly update the Board and its Committees on other key ESG topics like talent and human capital management and diversity, equity, and inclusion strategy. The leadership team discusses these ESG topics and others with our Board regularly, including as part of our annual ERM review, which is described in more detail above ([page 11](#)).

In addition to reviewing these issues with the Board, our CEO and his team have incorporated various ESG initiatives related to the company's environmental impact, ongoing talent development initiatives, health and safety metrics and our DEI strategy into their individual goals. The team discusses progress toward those goals throughout the year.

Finally, as our impact largely comes from the close relationships each IDEX business has with its customers, suppliers, and partners in its local community, leadership at our operating sites is responsible for ensuring each business plays its part to contribute to sustainability initiatives. This structure allows each business to identify where it can have the biggest impact. Examples of the businesses' sustainability initiatives, many of which are highlighted in this report, include reduction of the impact of a site's operations on the environment, executing initiatives related to DEI and talent development, partnering with and volunteering at organizations in the local communities, and collaborating closely with customers to develop technologies that will help them have a positive impact on the world.

To continue educating our teams and emphasizing the opportunities and responsibilities we have as an organization, in 2021, we launched a corporate-wide online training program, called **Winning Together**, in which we provided ESG awareness to our management and leadership teams worldwide.

## IDEX Sustainability Oversight: A Top-Down, Bottom-Up Approach



# BUSINESS ETHICS & COMPLIANCE

At IDEX, conducting business with integrity is an integral part of who we are and what we do every day. Our reputation and brand are built on our commitment to conduct business fairly and honestly with our employees, customers, suppliers, and other business partners. We believe that we mitigate compliance risks to our company, achieve excellent business results, and enable longstanding partnerships by conducting business in an ethical way.

**100%**

of active management employees certified to the IDEX Code of Conduct in 2022

The Audit Committee of the Board of Directors oversees IDEX's global ethics and compliance program. Our Chief Compliance Officer reports to the General Counsel and has a direct reporting relationship to the Chair of the Audit Committee. Our Chief Compliance Officer updates the Audit Committee at least four times a year and on an as-needed basis, providing information about programming and performance as well as compliance audit results and associated remediation plans.

**IDEX investigates 100% of calls to the confidential hotline.**

## Code of Business Conduct & Ethics

The IDEX Values of **Trust, Team, and Excellence** form the foundation of our global compliance program. Developed from these principles, our [Code of Business Conduct and Ethics](#) (the Code), available in ten languages, sets forth our expectations for ethical business conduct. The Code anchors our general compliance management approach and outlines the fundamental behavioral standards we require of everyone who works for and with IDEX, including our employees, customers, suppliers, and other business partners. We communicate these requirements to our employees through new hire, annual, and ad-hoc trainings, and to our business partners through contractual requirements, ongoing engagement, and trainings. Highlights of our global compliance program include:

- All new employees receive training on our Code of Conduct;
- Every year, IDEX employees must complete the IDEX Code course, a web-based program for management employees and live training for hourly employees, covering topics such as ethics, anti-corruption, adherence to trade regulations, identifying signs of human trafficking in our supply chain, data privacy, and other related topics;
- Compliance is infused into all areas of our businesses and, as such, each of our businesses employ compliance specialists who are an integral part of our global compliance program and work closely with corporate compliance.

We expect individuals to refrain from “looking the other way” and require reporting of all Code violations, actual or suspected, through the appropriate avenues. IDEX offers multiple ways in which to report potential ethical concerns or suspected misconduct, or to simply seek guidance. Our compliance program includes a [confidential hotline](#) by which employees, business partners, or any member of the public can raise concerns. To facilitate senior leadership awareness at the highest level, our General Counsel, Chief Compliance Officer, and the Chair of the Audit Committee are notified of each report.

**The IDEX Hotline is available 24 hours a day, 7 days a week and is available in over 30 languages to employees, contractors, or any member of the public. Individuals are free to call the hotline anonymously if they choose.**

The corporate legal department and compliance teams investigate all hotline claims. Strict confidentiality is maintained to protect reporters from retaliation. Whether the claim is substantiated or not, the corporate team works with the local business to reinforce our ethical standards and to mitigate risk, and provide coaching, discipline, or training as needed.

## Compliance Programs

Building on the principles set forth in the Code, our global compliance team manages risks associated with critical issues such as international trade compliance, anti-corruption, competition law, supply chain compliance, data privacy, and environmental, health, and safety. The corporate team provides advice, counsel, and education on a variety of compliance challenges facing our businesses. For each of these subject matters, corporate compliance professionals work closely with compliance professionals embedded in each of our businesses to identify and mitigate compliance risk. The corporate compliance team utilizes a top-down, bottom-up approach to managing compliance and regulatory risks across the enterprise.

**International Trade Compliance**—As a global company with global supply chains and customers, IDEX treats international trade compliance as a vital component of our compliance program. The ongoing volatility of international trade agreements and regulations makes close management of trade compliance even more important, and we comply with all applicable laws and regulations. Because some of our businesses export dual-use and controlled products, our international shipments are subject to heightened scrutiny. We require all shipments to be cleared against trade restrictions and sanctions. End-user statements are employed where necessary to help ensure our products are delivered to the appropriate parties. We also maintain an updated database of import classifications to enhance ongoing compliance.

**Supplier Compliance**—Our suppliers are valued partners and are integral to our success. We conduct business with reputable third parties and aim to select our suppliers and consultants fairly and transparently. Our selection process is based on qualifications, service, competitive price, and a shared commitment to ethical conduct in the workplace.

We communicate our expectations to our suppliers and vendors through the [Supplier Code of Conduct](#). For more information on the Supplier Code of Conduct, please see Responsible Supply Chain on [page 17](#).

**Anti-Corruption, Anti-Bribery & Fair Competition**—At IDEX, we intend to win business fairly. We compete based on product quality and service, pricing, on-time delivery, and reputation. Our Code and associated policies strictly prohibit employees from offering or accepting bribes or unlawful payments to win business. This obligation extends to our third-party sales agents and distributors. We screen such parties and require them to sign a compliance agreement to follow all laws and regulations. If they refuse and/or IDEX becomes aware of unethical conduct, IDEX ceases business with that entity.

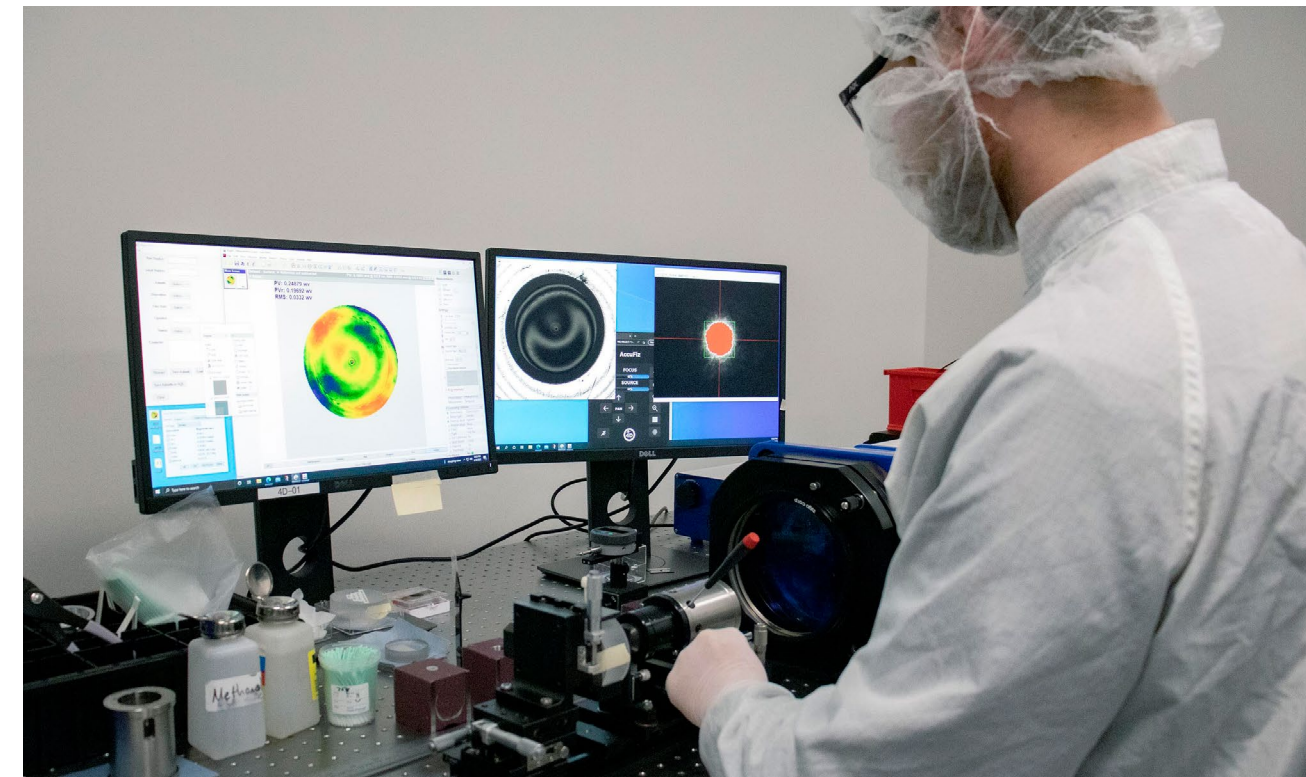
Our corporate compliance team also monitors evolving geopolitical developments that may impact IDEX's compliance performance, including those related to events such as the Russian invasion of Ukraine, evolving sanctions, new privacy and data protection regulations, and developments relating to anti-corruption and antitrust regulations.

## Training & Auditing

To maintain our commitment to ethics, our compliance program is built on strong training and education programs. In addition to our new hire and annual Code training, IDEX hosts several targeted trainings for select employees, such as anti-corruption training for finance and sales employees, annual international trade conferences and tariff classification seminars for trade compliance specialists, and focused antitrust and fair competition trainings. Training sessions are conducted in person and over video conferencing. During the pandemic, IDEX conducted over 90 trainings in 2021 and 2022, which was an increase of almost 50% from 2019 and 2020, to ensure that compliance continued to be top of mind during turbulent times.

Growth through acquisition is an important part of our business strategy. It is critical that our new businesses are educated in the ethical way in which we conduct our business. As such, all newly acquired businesses undergo all-employee training on a variety of compliance-related topics upon joining IDEX.

IDEX requires accountability from its businesses to maintain our high expectation of ethical behavior. As such, IDEX maintains a robust compliance auditing program, starting with our risk assessment process to identify our highest business risks. These assessments help the corporate compliance team determine that year's audit calendar. We share audit results with senior leadership and the Audit Committee, and our corporate compliance team works with the businesses to take necessary remedial actions.



# CYBERSECURITY & DATA PRIVACY

IDEX is committed to providing cybersecurity and data privacy to our employees, customers, and stakeholders around the world. Increased risk of cybersecurity threats and data breaches require us to continuously advance the protection of private, sensitive, and confidential information. Any personal information IDEX collects is treated with the utmost care.

Along with other key ESG topics, information security and data privacy are part of everyone's responsibility at IDEX. That message resonates across all levels of the organization from the boardroom to the individual employees accessing our systems daily.

The Audit Committee provides oversight of information security and cybersecurity functions and associated controls, and the Board reviews cybersecurity and data privacy as part of our annual enterprise risk management process. The Chief Information Security Officer and the Chief Compliance Officer, both of whom report to the General Counsel, are responsible for developing and managing our cybersecurity and data privacy programs.

At the management level, we maintain an Executive Cybersecurity and Data Privacy Steering Committee to drive advancement of cybersecurity and data privacy initiatives throughout the enterprise. Our Data Privacy Steering Committee—consisting of team members from corporate compliance, information technology (IT), human resources, and internal audit—meets monthly to review continued compliance with General Data Protection Regulation (GDPR) and any other applicable regulations.

At IDEX, we mitigate risk by partnering with compliance specialists in the field. Each of our businesses has both a designated information security professional and a privacy lead who consult about, train, and drive execution of corporate and local cybersecurity and data privacy programs.

## Cyber & Data Privacy Programs

IDEX is committed to providing a safe and secure environment to protect the confidential information that our employees, customers, and business partners share with us. To this end, we have implemented physical and system security measures and data security principles enterprise-wide. IDEX's cybersecurity program is aligned to the Cybersecurity Framework published by the National Institute of Standards and Technology (NIST) as a baseline for all our businesses. In addition, our corporate teams and our IT teams support our businesses with respect to compliance with regulatory requirements from customers or additional cyber certifications required in certain industries.

**100%**

of IDEX businesses maintain a cyber risk dashboard to monitor cyber risks in real time

Though our data privacy program is primarily aligned with the GDPR, because a large percentage of IDEX's businesses sit within the European Union (EU), the team continues to monitor and update the data privacy program to comply with evolving privacy laws in the United States, China, and beyond.





We maintain an enterprise-wide cyber risk dashboard that monitors key risk indicators in real time for each of our businesses. The assigned Information Security Officer at each business monitors the dashboard, allowing us to implement protections against the most critical, relevant, and recent cyber threats. If a cyber threat is recognized, every IDEX business is presented with remediation approaches assessed from data insights gathered through our key risk indicator dashboard. The dashboard is updated monthly and reviewed by local business leadership including operations, finance, IT, marketing, and engineering.

IDEX maintains an Incident Response Policy whereby we follow a specific protocol for cyber or potential data incident identification, detection, response, and recovery. The process includes the assembly of a response team consisting of internal and external technical and legal experts immediately upon a cyberattack or potential data privacy breach. We review and update this process annually, including by engaging in cybersecurity and data breach tabletop exercises with third parties to simulate incidents and continue to hone our preparedness in an evolving threat landscape.

IDEX has adopted procedures and policies designed to ensure that, when we must collect personal data, we do so in an appropriate and compliant way. We use online privacy statements and notices to adequately inform all parties of the reason(s) their data is being collected and of their privacy rights at the point of collection and beyond. IDEX uses personal data only for the purpose for which the data was originally collected and takes reasonable and appropriate security measures to safeguard all personal and sensitive information. The corporate compliance team guides our businesses in dealing with all privacy-related matters, including establishing policies for data subject requests, and responding to data subject rights requests and potential data breaches.

## Education & Auditing

We require all employees to take cybersecurity awareness training annually. In addition, employees with access to critical information or in key job functions, such as finance and sales personnel, receive supplemental focused trainings every year. A critical part of our cyber program also includes routinely testing our training efforts with real-time phishing simulations. Throughout the year, we send mock phishing attempts to employees at all levels of the organization. Employees who fail phishing simulations are assigned additional training, and employees who fail several simulations are considered for disciplinary action.

EU employees receive GDPR training annually and, in 2022, we included data privacy training as part of our annual Code training. Also in 2022, we hosted our first in-person global data privacy conference with representatives from each of our EU businesses in attendance, to provide continuing education to local compliance professionals.

IDEX maintains an auditing program, in partnership with our Vice President of Internal Audit, through which we audit cybersecurity readiness and controls throughout our organization.

For additional information regarding the processing of personal data in general as well as more specific information as provided in our data privacy notices, please refer to the [Privacy Statement](#) page of our website.



# RESPONSIBLE SUPPLY CHAIN

Our network of supplier relationships around the world is critical to our success, and our high standards for quality and ethics extend to everyone we do business with, including the business partners within our supply chain. We view our supply chain as an extension of our business and expect our suppliers to share our IDEX Values of **Trust, Team, and Excellence**.

Across our businesses, we are selective in our approach to responsible supply chain management, intending to partner with suppliers that embrace our values. Our corporate strategic sourcing team takes the lead, collaborating with local businesses to enhance supplier selection and development, and to regularly assess performance and compliance with our policies and applicable regulations. This helps set our suppliers up to meet or exceed our expectations for quality, service, delivery, and compliance.

While IDEX is a global company with facilities all over the world, our success is tied to many relationships local to our businesses. This includes, in many instances, relationships with our suppliers. Our supply chain strategy includes using suppliers located closer to both our facilities and our customers. Having proximity to suppliers increases our business resilience and supply chain agility. This was particularly advantageous during significant supply chain disruptions following the onset of the COVID-19 pandemic.

## Supplier Code of Conduct

Our approach to managing our supply chain and the associated risks starts with our [Supplier Code of Conduct](#) (Supplier Code), which outlines our minimum expectations for suppliers to act ethically and in compliance with all applicable laws, rules, and regulations. Suppliers receive the Supplier Code as part of the onboarding process and are expected to comply. In certain high-risk countries, IDEX requires the supplier to certify its acceptance of the Supplier Code.

The Supplier Code emphasizes our expectation for suppliers to conduct themselves in a way that protects the environment and prohibits unfair labor practices, child labor, or human trafficking.

Suppliers deemed higher risk—based on factors such as geography and commodity type—are monitored or reviewed more frequently through supplier surveys and audits. If a supplier is found to be out of compliance with the Supplier Code, IDEX reserves the right to terminate the relationship.

**IDEX manages risks within its supply chain with the Supplier Code of Conduct, which is translated in 11 languages.**

Employees with supplier-related responsibilities receive annual training on the Supplier Code and other supply chain-related topics. All employees involved in selecting suppliers are required to disclose any personal, financial, or ownership interest in a third party during the selection process to improve objectivity and avoid conflicts of interest. We will continue to review the Supplier Code, as needed, to facilitate the highest level of responsibility within our supply chain.

## Supplier Audits

We conduct in-person and desktop supplier audits designed to mitigate potential compliance risks and to promote responsibility throughout our supply chain. As part of the audit, we evaluate the supplier to assess risk based on several factors, including geographical location and financial performance. Following the risk assessment and performance review, the audit team summarizes the results and develops a corrective action plan to address any concerns uncovered by the audit. Suppliers that meet IDEX's expectations are rated as qualified, while suppliers that do not may implement corrective actions and be re-audited. Suppliers that do not meet expectations and do not implement corrective actions are discontinued.



## Human Rights, Child Labor, Forced Labor & Human Trafficking

At IDEX, our commitment to conducting business with integrity includes the protection of human rights and fair labor practices. As such, we do not tolerate child labor, forced labor, or human trafficking in our supply chain, as set forth in the Supplier Code. To further our commitment, in 2021 we added a detailed Human Rights training module to our annual employee Code of Conduct campaign. The training reiterated IDEX's commitment to human rights with a focus on gaining a more detailed understanding of modern-day human trafficking, identification of warning signs, and mechanisms to respond if concerned.

IDEX is committed to adhering to the U.K. Modern Slavery Act and we publish a [U.K. Modern Slavery Act Statement](#), which outlines our requirements for businesses supplying goods or services in the U.K. to annually disclose their efforts to eradicate slavery and human trafficking from their supply chain. Similarly, our [California Transparency in Supply Chains Act Statement](#) provides our processes for complying with human trafficking disclosure requirements.

We regularly review suppliers to assess the risk of human trafficking and slavery based on specific factors, including the commodity or component they provide to IDEX, supplier location, size, and other variables. We identify and engage with suppliers in high-risk regions to reinforce adherence to the Supplier Code. We take additional due diligence measures, including supplier audits and visits, to mitigate the risk of human trafficking and slavery.

**The Supplier Code requires our suppliers to confirm to our Conflict Minerals Policy, anti-slavery and human trafficking guidelines.**

## Conflict Minerals & Responsible Sourcing

Our businesses work with suppliers to identify the risk of conflict minerals, including tin, tantalum, tungsten, and gold (3TG), in our supply chain. Our conflict minerals team, composed of individuals from our businesses and corporate departments, handles compliance with the Securities and Exchange Commission's Conflict Minerals reporting requirements through our [Conflict Minerals Policy](#). Our CEO, General Counsel, Chief Compliance Officer, and corporate Vice President of Sourcing review and approve the policy on an as-needed basis, with the most recent Policy update in 2019.

IDEX expects suppliers to cooperate with our due diligence efforts in support of our conflict minerals principles. Our due diligence program works in accordance with the Organization for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. We encourage our suppliers to source 3TG minerals from smelters and refiners

whose compliance with the Responsible Minerals Assurance Process has been verified. We also expect our suppliers to implement their own conflict minerals policy and management systems to manage compliance.

IDEX provides training and smelter information for suppliers on an as needed basis. IDEX also surveys its suppliers through a "reasonable country of origin inquiry" (RCOI) survey to identify the origins of 3TG within IDEX's supply chain. If a supplier is unwilling to support us in our Conflict Mineral program efforts, we may take remediation steps, up to and including alternative sourcing arrangements.

For more information on our conflict minerals due diligence process, see our most recent [Conflict Minerals Report](#).

**On average, nearly 70% of suppliers representing 80% of our total spend participate in our conflict minerals survey.**



A Message From Our CEO >

About IDEX Corporation >

Our Governance,  
Ethics & Compliance >

Our People

At IDEX, our success is possible because of the valued contributions of our workforce. Recognizing that our talent is the most important driver to achieve our goals and create Innovative Technologies for a Better World, we prioritize fostering “Great Teams” as one of the foundational pillars of the IDEX Difference.

The success of our unique operating model depends on the entrepreneurial spirit and capabilities of our employees. Investment in our people through attention to talent development, talent management, employee engagement, diversity, equity, and inclusion, and occupational health and safety enables us to accomplish our company goals and deliver innovative customer solutions.

Our Products >

Our Communities >

Our Planet >

Appendix >



# TALENT MANAGEMENT & DEVELOPMENT

We are committed to creating a work environment where our people can thrive and grow. Our workplaces promote entrepreneurialism and autonomy while providing a strong safety net of benefits, training, and personal development. Our values of **Trust, Team, and Excellence** shine through when we empower all team members to contribute to their maximum potential, make significant contributions to our business, solve real-world problems, embrace our team-driven culture, and embody the **IDEX Difference**.

Commitment to our people starts at the top. Our Chief Human Resources Officer (CHRO) oversees corporate human capital strategy. Annually, the CHRO presents a talent review to the Board of Directors. The focus of the Board-level review is on senior team development, the human capital strategy action plan, and succession planning to ensure Board alignment on plans for business continuity and success.

## Talent Management

Retaining top talent has never been more important than in recent years when the global work experience changed significantly for many people. At IDEX, we focus on developing talent from within to build strong leadership throughout the organization. Our promote-from-within focus enables us to use our employees' established knowledge and understanding of the IDEX business. We leverage talented employees across our enterprise, hiring most general manager positions internally. By promoting from within whenever possible, we enhance our business performance and reward our most dedicated employees.

As part of our Organizational Talent Cycle (OTC) process, we conduct regular in-depth talent reviews of our workforce teams and culture with business leaders, our Executive Leadership Team, and the Board. While we share a common methodology, each business has autonomy to adapt practices to meet the human capital and diversity needs required by local business priorities. We strive to identify stretch opportunities to grow team members and move skilled employees between businesses as opportunities arise and interest allows, connecting our decentralized businesses.

We know communication is essential for our people to succeed. Employees and leaders hold performance and development conversations throughout the year to discuss business and development goals, review progress, recognize accomplishments, give and receive balanced feedback, and identify opportunities for improvement. IDEX equips leaders with the tools they need to enable effective discussions. Open and honest dialogue about performance, development, and career growth supports our values and the IDEX Difference and helps us realize our purpose of retaining our best and brightest talent.

**Hosted in Europe, the Global Women's Leadership Conference supported development journeys for high-performing women to build skills in effective communication, increase self-confidence, leverage networks, and overcome the obstacles of gender bias.**



## Talent Development

Embodying the **Great Teams** component of the IDEX Difference, our workforce advancement strategy succeeds through investment in skill-building for the entire workforce and leadership development aligned with IDEX's talent strategy. Additionally, each year, we invest in a Global Leadership Conference for our top leaders to align on IDEX's strategic vision and priorities and build core leadership skills.

Our flexible approach to training and education drives long-term value as the needs of our business change and the world changes around us. Whether an employee seeks to enhance capabilities for success in their current position, requires role-specific professional skills for a future role, or is seeking to build team-based skills or participate in leadership training, IDEX offers development solutions to support unique needs.

IDEX employees can access a variety of resources that enhance and build capabilities, including specific individual development plans, local training and development programs, and the IDEX Academy. The IDEX Academy learning curriculum includes instructor-led, self-paced, and blended solutions that have been created internally or sourced from external partners. The majority of our IDEX Academy training content is produced by leaders from across the company who use their knowledge of our businesses to produce tailored learning material.

Our Executive Leadership team sponsors accelerated, on-the-job learning for key leaders through IDEX Academy's global leadership development programs. These programs provide opportunities for emerging leaders across geographies and businesses to come together to practice and apply new leadership behaviors, share best practices, solve business challenges, and build strong support networks. Over 250 IDEX leaders have participated in the Academy's signature programs since 2020 including the Supervisory Excellence, Business Leader Excellence, New Leader Orientation, and Management Excellence programs. With these development programs as a foundation, we plan to deepen our leadership pipeline and IDEX culture across multiple levels of leadership to advance our growth strategy.

Our flexible mindset helped us succeed during the challenges of the pandemic. In response to travel and in-person meeting restrictions, we adjusted the cadence and delivery strategy of our Academy programs to empower the businesses to make local investments. We were able to transition to online and virtual delivery approaches to preserve the experience of our global participants. When travel bans were lifted, we reintroduced in-person delivery formats for our signature programs with great success. Launched virtually during the pandemic, our Commercial Training series centered around building capability for remote selling in an increasingly digital world, and accelerating Customer Obsession efforts through the introduction of new processes and digital enablement tools.



**Upon completion of these leadership learning programs, participants have shared they feel more prepared to overcome challenges and capitalize on opportunities, and have enhanced leadership capabilities.**

**The Academy was a tremendous experience to learn and grow and it will always stay with me. It not only gave me tools and skills, but gave me confidence to go further as a new leader and empower my team members and influence others.**

**Helen Xu** HR Director, IDEX China & SEA

**The Business Leader Excellence programme was an exceptional experience for me. I had a chance to link with my peers, colleagues and other great IDEX leaders from different locations. I learned a lot about the IDEX operating model by sharing best practices, leading for growth mentality, and people coaching. I appreciate that this programme was supported by IDEX senior executives—in my eyes, this shows their commitment to growing leaders, and this mindset is something I have started implementing in my daily life as well.**

**Hynek Jakubicek** General Manager, FTL Technology, UK

**Participating in the IDEX Academy as both a student and a facilitator/trainer has been one of the highlights of my IDEX career. The coursework focus is excellent, and the cross-IDEX relationships provide an ongoing network of support long after the sessions conclude. Being able to work with new and developing leaders has provided me with incredible insights from the exchange of ideas and has continued to shape me as a stronger leader. The commitment to developing talent is clearly demonstrated through the IDEX Academy as an important element of our unique and special IDEX culture.**

**Lisa Walsh** VP Strategic Platforms

## Engaging Our Employees

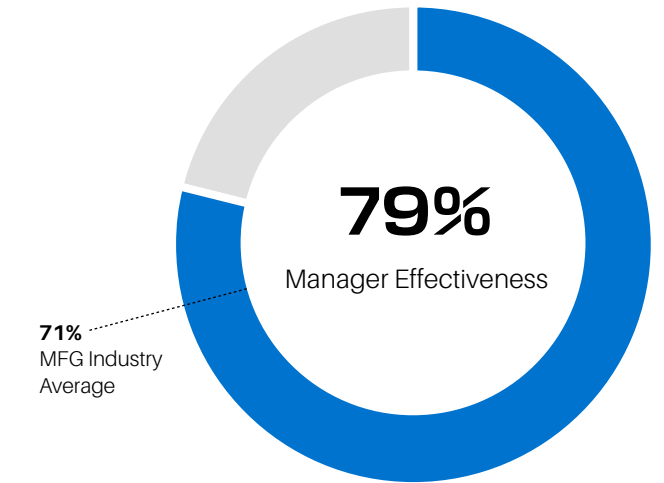
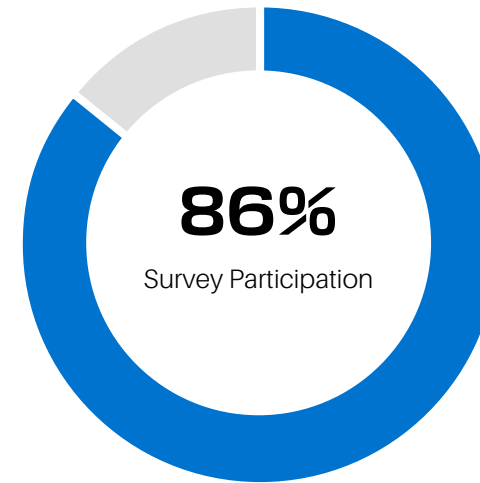
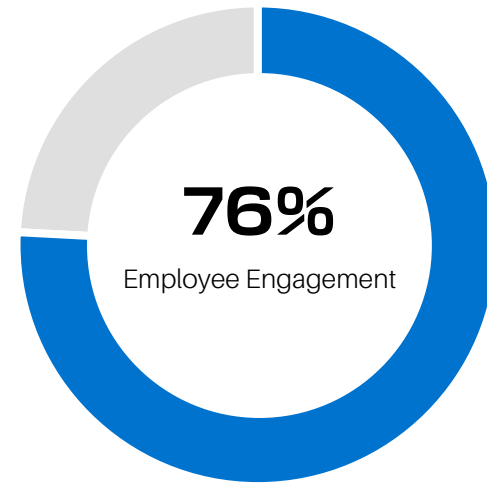
Part of the IDEX Difference is building and engaging great teams. IDEX has earned a reputation as a respected employer with a welcoming culture, where 80% of employees feel a strong sense of belonging, according to our 2022 iSay employee engagement survey. Employee engagement is essential to create a diverse, inclusive, and equitable culture where all employees thrive and have an equal opportunity to do and be their best.

We are proud that 76% of our employees are engaged and that this has remained stable through the years of highest volatility from the COVID-19 pandemic. Key engagement drivers are our culture and the IDEX Difference—engaged employees are excited about the future, confident about our ability to execute, and perceive our values to be an accurate representation of working for IDEX.

To give a voice to every employee, we listen through our annual iSay engagement survey. With over 85% participation over the past two years, we continue to gain deep insights about our employees' views, which we leverage to inform and improve the work experience of our global team. Results of each survey are shared with all employees so that local leaders and employees can work together to take meaningful action based on the areas deemed most important for their businesses.

We use a Manager Effectiveness Index to understand how employees perceive leader effectiveness. IDEX has consistently outperformed the industry in this important measure for the past four years, standing in the top quartile of the manufacturing industry.

## Employee Engagement Metrics for 2022



# EMPLOYEE **BENEFITS & WELLNESS**

We understand that offering competitive pay and benefits, including programs, services, and resources, helps our employees stay engaged and achieve a healthy work-life balance. We believe in paying for performance and offer highly competitive compensation packages that provide many employees with short-term incentives and rewards for exceeding expectations. We also provide stock-based, long-term incentives to approximately 450 of our leaders. For information on pay equity, please see [page 25](#).

IDEX offers a range of employee benefits outside of the U.S. that are tailored to local jurisdictions and regions. Within the U.S., IDEX offers a comprehensive benefit package to all employees, with variation based on local regulation and collective bargaining agreements. In 2022, we added reimbursement of travel costs for covered medical care not available in an employee's home area. IDEX also offers dental and vision insurance plans to eligible employees.

Eligible IDEX employees have access to two 401(k) retirement plans: a traditional IDEX-funded matching plan that requires an employee contribution, and an additional IDEX-only contribution plan.

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.

We 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, certain expenses from secondary educational institutions are reimbursed up to \$5,250 per year.

**We recognize the importance of family bonding when a child joins the family. IDEX offers parental leave benefits to both biological and adoptive parents.**

At IDEX, we recognize the importance of family bonding when a child joins the family, whether through birth or adoption. 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 through 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.

IDEX is proud to promote a work environment that values health and wellness. We encourage all full-time employees enrolled in our U.S. Healthcare Benefit Plan to participate in our third-party operated Wellness Program. Participating employees have access to annual biometric screenings, health evaluations, and wellness credits that can be earned by themselves, their spouses, or domestic partners for meeting individual wellness goals each year.

Many IDEX businesses organize complimentary wellness programs for employees, including walking clubs, health fairs, and "lunch and learns" with nutritionists. Businesses 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](#) webpage.

At IDEX, we value employees, and this includes a steadfast commitment to the protection of human rights and fair labor practices within our own operations. The Code and other IDEX policies require that all workers are treated fairly and equitably, with no tolerance for human rights abuses, discrimination, harassment, or retaliation. Our policies demonstrate our commitment to providing equal employment opportunities and prohibiting discrimination and harassment of all types toward employees, workers and applicants on the basis of race, color, religion, ethnicity, sex, sexual orientation, gender identity or expression, gender stereotyping, pregnancy, childbirth or related medical condition, marital status, national origin, age, disability (physical or mental), protected military or veteran status, genetic information, citizenship status, or any other protected characteristics. IDEX recognizes and respects the rights of employees regarding freedom of association and collective bargaining, and we engage in a constructive and open dialogue process with our employees and their representatives. Our Code of Conduct and other human resources policies emphasize an open door philosophy and a framework for maintaining a respectful, fully-compliant and mutually beneficial relationship with employees.

# DIVERSITY, EQUITY & INCLUSION

Diversity, Equity & Inclusion (DEI) fits naturally into our culture, our values, and our recognition that our people help us to maximize our potential as an organization. We firmly believe that a diverse and inclusive workforce leads to diversity of thought, which in turn drives innovation and success. In 2021 and 2022, we developed and executed against a DEI strategy to drive IDEX to continue to be a diverse, equitable, and inclusive place to work. We significantly increased our investment in the tools and professional resources needed to accelerate our DEI cultural journey. We are confident that having a workforce that represents the communities in which we operate further supports our growth initiatives.

## How We Define DEI

- **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 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** is the degree to which an individual perceives that they are an esteemed member of the work group by experiencing a sense of belongingness and value in their uniqueness.

## Setting a Strategic DEI Agenda

Our commitment to DEI starts at the top. Our Chief Diversity, Equity & Inclusion Officer (CDO), hired in 2021, reports directly to the CEO and reports to the IDEX Board of Directors at every regularly scheduled Board meeting to maintain an ongoing review of and commitment to DEI initiatives and progress.

One of the most significant milestones since publishing our last report is the development of a DEI strategy. In 2021, our CDO gathered input from key stakeholders, including focus groups, Employee Resource Groups, and individual champions

of diversity across the organization. Based on that feedback, as well as his experience increasing diversity in the workplace and leading campaigns to mitigate bias, our CDO recommended a three-year DEI strategic roadmap to the Executive Leadership Team and Board. The roadmap provides a systemic approach to embed DEI into our company culture, to continue building inclusive leadership skills, and to create processes to help mitigate bias and provide equitable opportunities for everyone to reach their full potential at IDEX. In 2022, we hired three full-time DEI professionals to best position ourselves to successfully cascade these strategic initiatives deeper into the organization.

## Recent Highlights of the IDEX DEI Journey





## Reflecting on Our Cultural Mindsets

With the strategic roadmap in place and our DEI team built, we recognized the need to define what good inclusive leadership looks like, because the way we think and process cultural inputs is directly related to our ability to act and behave more inclusively.

In 2021 and 2022, our Executive Leadership Team, Board of Directors, and nearly 150 of IDEX's top senior leaders across the organization completed the Intercultural Development Inventory (IDI). The IDI assesses intercultural competence—the ability to shift cultural perspective and appropriately adapt behavior to cultural differences and commonalities—and facilitates conversations and actions that promote growth and development.

Completing the IDI, including the individual debriefs with the DEI team designed to identify opportunities to further develop cultural competency, gave our leaders an opportunity to approach their DEI journey in a vulnerable, self-reflective manner. In 2023, we plan to expand use of the IDI to additional leaders in order to continue collectively growing our DEI competency.

## Developing More Inclusive Leaders

Because inclusive leadership is fundamental to our DEI strategy, we have introduced a comprehensive inclusive learning and development approach aimed at equipping IDEX leaders with behavioral expectations, skills-based training, and resources to improve their competence as inclusive leaders.

- **Inclusive Conversations Training for Leaders:** In 2021, we delivered “Inclusive Conversations” training to senior business, finance and HR leaders globally.
- **IDEX Diversity Day:** IDEX Leaders participate annually to facilitate activities that celebrate and value the uniqueness of IDEX's global employee community.

- **Inclusive Leadership Competencies:** In 2022 we launched company-wide Inclusive Leadership Behavioral Competencies. These competencies provide behavioral anchors for what inclusive leadership looks like at various management levels.
- **IDEX Inclusion Summit:** In 2022, we held our first IDEX Inclusion Summit. This three-day event was open to all IDEX employees and focused on inclusive leadership development. IDEX leaders attended sessions on DEI Improvement Planning, Reducing Bias in the Workplace, The Mindset of the Inclusive Leader, and Leveraging Data to Improve DEI Outcomes.
- **IDEX Academy Leadership Courses:** Each of our IDEX Academy programs includes a module on DEI led by IDEX's DEI team.

## Pay Equity

In 2018, we began conducting pay equity analyses for U.S. employees. Partnering with a third party, we considered multiple regression analyses to ensure that the actual pay of our employees aligns to predicted pay. In 2021, we completed two additional regression analyses and reviewed 84 negative outliers, which represented 2.4% of the employee population, a reduction compared to our 2019 study. As a result of these reviews, we provided base pay adjustments for employees found to be outliers, where appropriate, further reinforcing our commitment to employee engagement and retention and a culture of inclusion, equality, and respect.



## Employee Resource Groups

When it comes to DEI, we recognize that successfully driving progress requires not only the right tone from the top, but also engagement and ownership by each of our businesses around the world. An example of local engagement is the formation of Employee Resource Groups (ERGs), which are often considered foundational to DEI strategy. ERGs serve as a core means to grow talent, amplify diverse voices, align with customer needs, and integrate equity into processes, systems, and products. They provide forums and networks for our employees to connect, collaborate, and find common ground, and they serve as a resource to grow our collective understanding of uniqueness and diversity across the enterprise.



Today, IDEX has expanded its offerings to five ERGs:



**IDEX African-American (IAAm)**



**Pride@IDEX**



**LatinX en IDEX**



**IAPI (IDEX Asian Pacific Islander)**



**In-Balance (IDEX Women's Network)**

We have a tremendous opportunity to grow our Employee Resource Groups and have dedicated a member of our corporate DEI team to support these efforts. We have a goal to continue increasing participation across our ERGs year over year and consider these groups to be an integral part of our DEI strategy and journey.

## Partnerships & External Initiatives

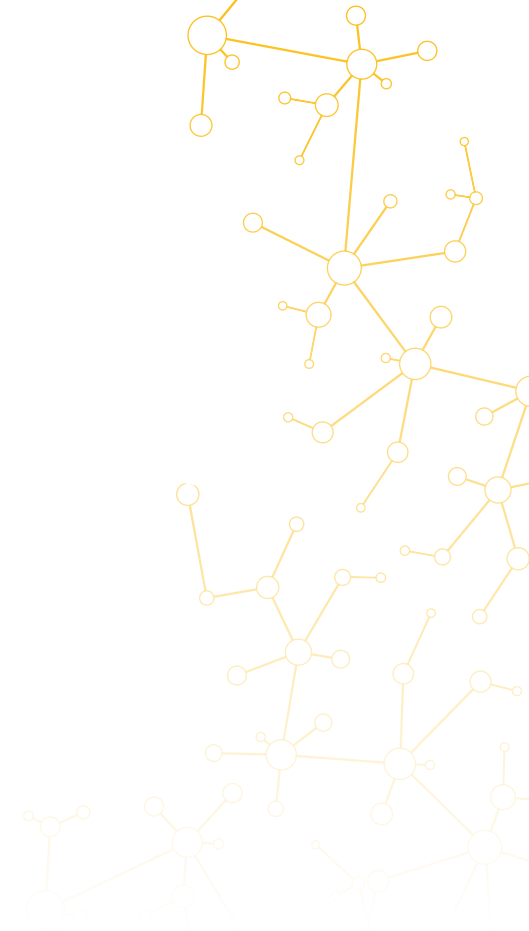
Our commitment to DEI extends beyond the walls of IDEX. We value external DEI partnerships to expand our talent network, grow our inclusive leadership skills, and support the communities in which we do business.

We are a proud [founding pledge partner](#) in The Chicago Network's Equity Principles Campaign, which aims to identify and eliminate barriers created by conscious and unconscious bias throughout the employment life cycle. As part of our Equity Principles Campaign pledge, we commit to achieving greater gender equity in leadership positions throughout the company by 2030. We also proudly support the Human Rights Campaign's Business Coalition for the Equality Act, federal legislation that would provide the same basic, anti-discriminatory protections to LGBTQ people as are provided to other protected groups under existing federal law.

In 2022, we significantly expanded our corporate DEI outreach and partnership efforts to include the following organizations:

- SWE—Society of Women Engineers
- Out and Equal
- WiM—Women in Manufacturing
- SHPE—Society of Hispanic Professional Engineers
- National Black MBA
- ELC—Executive Leadership Council
- SASE—Society of Asian Scientists and Engineers
- Disability:IN
- HACE—Hispanic Association of Career Enhancement
- Seramount

These partnerships allow us to develop processes for our hiring candidate pool to represent the diversity of our local communities. When hiring, we strive to consider a broad and diverse slate of candidates to promote a diverse, equitable, and inclusive workforce and to build the best possible teams to drive innovation and collaboration.



## Workforce Diversity

In 2022, we launched an initiative to better enable the retention, hiring, and promotion of women and people of color across IDEX. Led by our Chief Human Resources Officer and Chief Diversity, Equity & Inclusion Officer, these efforts have led to a steady increase in representation of women and representation of racial and ethnic minorities in leadership positions.

We aim to provide an inclusive and equitable environment where all IDEX colleagues can be their best and do their best every day, and we are working to continue increasing representation in the workforce to reflect the communities where we live and do business.

Our 2021 Employer Information Report (EEO-1) is available on the [Corporate Governance Highlights](#) page of our website.

### Representation of Women (Globally)<sup>[1]</sup>

	2020	2021	2022
Senior Leaders	28%	28%	31%
People Managers	23%	21%	22%
Individual Contributors	27%	29%	30%

[1] These numbers do not include employee populations associated with acquisitions completed in 2021 or 2022.

### Representation of People of Color (U.S.)<sup>[2]</sup>

	2020	2021	2022
Senior Leaders	13%	18%	21%
People Managers	16%	19%	19%
Individual Contributors	25%	29%	31%

[2] People of color are inclusive of American Indian, Alaskan Native, Black/African American, Hispanic/Latino, Native Hawaiian or other Pacific Islander, or two or more races or ethnicities. These numbers do not include employee populations associated with acquisitions completed in 2021 or 2022.



# OCCUPATIONAL HEALTH & SAFETY

Our approach to safety is built on our foundation of excellence, one of the IDEX Values that defines who we are and how we operate. We are committed to maintaining a culture of health and safety for all individuals within IDEX and are focused on mitigating safety risks and hazards throughout our operations.

## EH&S Management Program

The foundation of our Environmental, Health & Safety (EH&S) program and the commitment to a safe working environment begins at the executive and corporate level. Our corporate EH&S Senior Director and Chief Compliance Officer, both of whom are part of the legal department led by our General Counsel, oversee the EH&S program. At least twice a year, the Audit Committee of the Board of Directors reviews the environmental, health and safety program, including progress toward metrics and the monitoring and remediation of risks identified in the audit process. The Executive Leadership Team has goals in place to reduce workplace injuries and monitor progress against those goals monthly.

**Safety is discussed every morning as part of a daily management meeting across our businesses.**



Each of our businesses employ onsite local EH&S specialists. These individuals and our local safety committees form the basis of our global EH&S program, in conjunction with corporate EH&S leadership. Each IDEX business has responsibility and flexibility, within guideposts set by corporate compliance, to tailor its local EH&S programs to meet the needs and regulatory requirements of the business while aligning with corporate expectations.

Our corporate EH&S policies are a key part of our global EH&S program. They apply to all IDEX businesses and represent our commitment to maximizing sustainable value for our employees and key stakeholders. Every IDEX business is expected to comply with all applicable local health and safety regulations. In addition to the corporate policies, each IDEX business develops and implements its own environmental, health and safety policies tailored to the specific circumstances of its facilities.

Safety is discussed every morning as part of a daily management meeting across our businesses. The purpose of these meetings is to prioritize critical success factors for the day and drive continuous improvement. Health and safety is considered one of those critical factors. The teams discuss any potential safety hazards facing employees and action plans to eliminate those hazards before engaging in the day's work.

In addition to daily check-ins, local EH&S leaders conduct frequent site reviews to identify and evaluate potential hazards and implement protective countermeasures. Leaders also hold trainings to promote safety awareness among employees and discuss safety observations and associated remediation strategies. Corporate and local EH&S leaders across the enterprise hold bi-weekly conference calls to discuss company programs and safety incidents and solve problems collaboratively. We rely on cross-site networking by EH&S leaders to help every site meet their local safety challenges.

We are leveraging new tools and software to provide EH&S leaders more visibility across sites and to streamline information sharing between similar businesses. In 2022, IDEX implemented an online electronic chemical Safety Data Sheet system to manage chemicals used across all U.S. sites. Use of a centralized repository improves compliance and allows site EH&S specialists more time to focus on proactive health and safety programs.

Our businesses also use health and safety management system certifications as part of driving employee health and safety. Three businesses are certified under ISO 45001.

At the corporate level, our EH&S Senior Director conducts regular safety audits of our operating sites to identify potential regulatory and safety risks. Audit results are reviewed with site leadership in order to promptly implement corrective actions and maintain safe working conditions. Our businesses also conduct their own site audit programs in which they test for EH&S compliance and adherence to corporate and local policies. These audits also inform the specific training programs needed locally.

EH&S leaders conduct annual risk assessments for our businesses and develop remediation plans for businesses to continuously improve safety culture. Using criteria specifically targeted to the site's business and region, local EH&S teams evaluate the site for safety risks. The comprehensive risk assessments cover everything from industrial hygiene to change management, air emissions, stormwater, hazardous waste management, and electrical safety.



## EH&S Training and Education

In 2022, IDEX trained employees in workplace health and safety through our annual Code of Conduct training campaign. Local EH&S leaders can also take advantage of several safety programs through IDEX's partnership with an online training platform. Most of our safety and environmental compliance trainings, however, are tailored to the requirements of each business's activities and sites. Each business designs and implements its own trainings consistent with corporate guidance. This approach enables trainings to be customized to the demands of the business to more effectively address relevant safety challenges.

To monitor the effectiveness and applicability of local business-designed safety trainings, the trainings are reviewed during EH&S audits. This balance between corporate oversight and local ownership prioritizes safety at all levels of the organization.

## Site Safety Incentive Programs

Within a corporate framework, we encourage our businesses to develop and implement local safety incentive programs to engage employees and improve safety performance. Some initiatives our businesses have taken to incentivize and recognize safety in the workplace include:

- **Quadro** uses Quadro Dollars, redeemable in the company store, to encourage employees to make suggestions to improve safety.
- **PPE** conducts a monthly "safety safari" to audit and correct safety hazards.
- Many of our businesses, including **IDEX Health & Science** and **ADS Environmental Services**, have robust "good saves" and "good catch" programs where employees are rewarded if they report potential safety hazards.

- **IDEX India** uses the IDEA Program to incentivize employees to report safety concerns. During the site's National Safety Week, employees can win awards for Safest Team, Safest Person, and reporting near misses.
- In 2022, **SFC Koenig** started using a new safety device called a "passive exoskeleton" to help employees with lifting tasks. The exoskeleton is a highly engineered lifting aid worn to relieve strain on the lower back by distributing the lifting movement across the body and maintaining good ergonomics.
- **GAST** has a safety hazard mitigation program through which employees "catch" and resolve a safety issue. Each month, the safety committee votes on the "best catch," and the winning employee is awarded the "good catch" fish.
- **Banjo** has a Red Tag program in which employees are empowered to place a tag on a machine or a work area when they identify a potential safety hazard. All red tags are escalated to the EH&S specialist and manager for immediate review.
- **Dinglee** in China maintains an Immediate Reward Card program in which employees are rewarded for identifying safety risks and making suggestions to improve the safety of their working environment.

**At IDEX, we are committed to providing a workplace that is safe for all of our employees, contractors, business partners and visitors.**

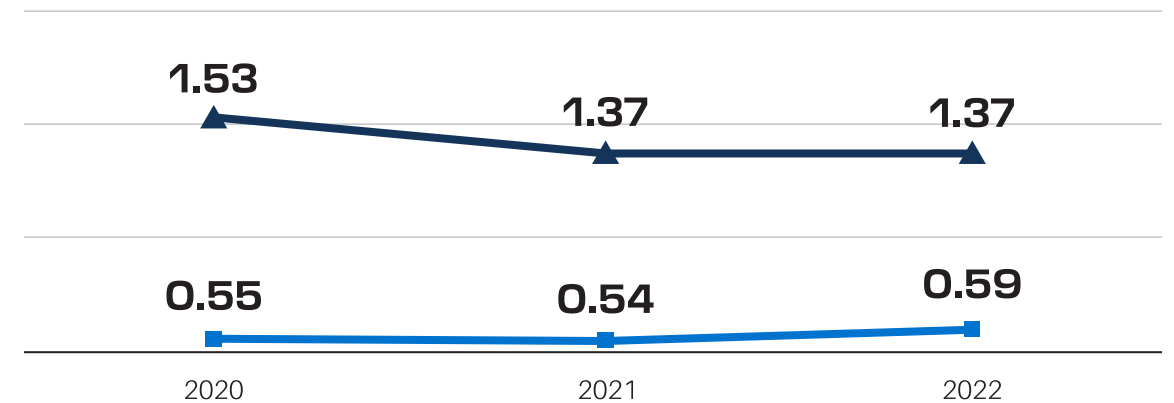
## Safety Performance

To better understand areas of strength and identify opportunities for improvement, we track numerous safety metrics, including Total Case Incident Rate and Lost Workday Case Incident Rate. Our EH&S teams track these recordables at every business worldwide using a 12-month rolling average. We discuss and reinforce safety goal performance at executive leadership meetings and at local daily management meetings. In addition, many individual businesses maintain their own local safety targets and may have compensation goals associated with those goals.

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 recurrence. Each month, the corporate EH&S function shares the details of safety incidents with global EH&S specialists outlining the incident and lessons learned to drive awareness and prevent similar incidents from occurring.

## Safety Metrics<sup>[1]</sup>

▲ Total Case Incident Rate ■ Lost Workday Case Incident Rate



[1] IDEX has restated its 2021 Total Case Incident Rate number in this Report to reflect outcomes of improved data collection practices.

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[Our Products](#)

IDEX products contribute to solutions that make the world better every day. The IDEX business is built on delivering innovative products that help our customers succeed across a wide range of critical industries. Our long history of collaboration with our customers to develop and deliver high-quality solutions contributes to the long-term sustainability of our business and our customers' businesses.

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# OUR PRODUCTS

# CUSTOMER OBSESSION

At IDEX, we are driven to help our customers solve their most challenging problems, as embodied in the third pillar of the IDEX Difference, **Customer Obsession**. We strive to be trusted, collaborative partners, understanding customer needs and prioritizing rapid problem solving. Whether continuously improving on industry-leading brands established decades ago or innovating cutting-edge technologies to meet evolving needs, we place customers at the center of our focus to deliver quality product solutions.

Our customers comprise a diverse range of industries and markets. Because of the decentralized nature of our business and the diversity of our customer base, each business individually manages our marketing and customer service functions, with best practices shared through professional collaboration across the organization.

We constantly identify, assess, and implement growth opportunities for our customers by combining our close understanding of their needs with our deep knowledge of core technologies. We conduct extensive customer research and strategically engage with customers to better understand how to effectively apply our expertise and technical capabilities. Catalyzed by these customer interactions, we develop practical solutions designed to solve their toughest challenges.





# INNOVATIVE TECHNOLOGIES

Product innovation enables us to grow sustainably and create long-term economic value for our business and our customers. Our technologies positively impact society and the communities where we live and work. Through our commitment to creating valuable, innovative products, we enable our customers to tackle challenges across many industries, including healthcare, life sciences, energy, water, agriculture, pharma and food production, transportation and safety.

IDEX product solutions include:

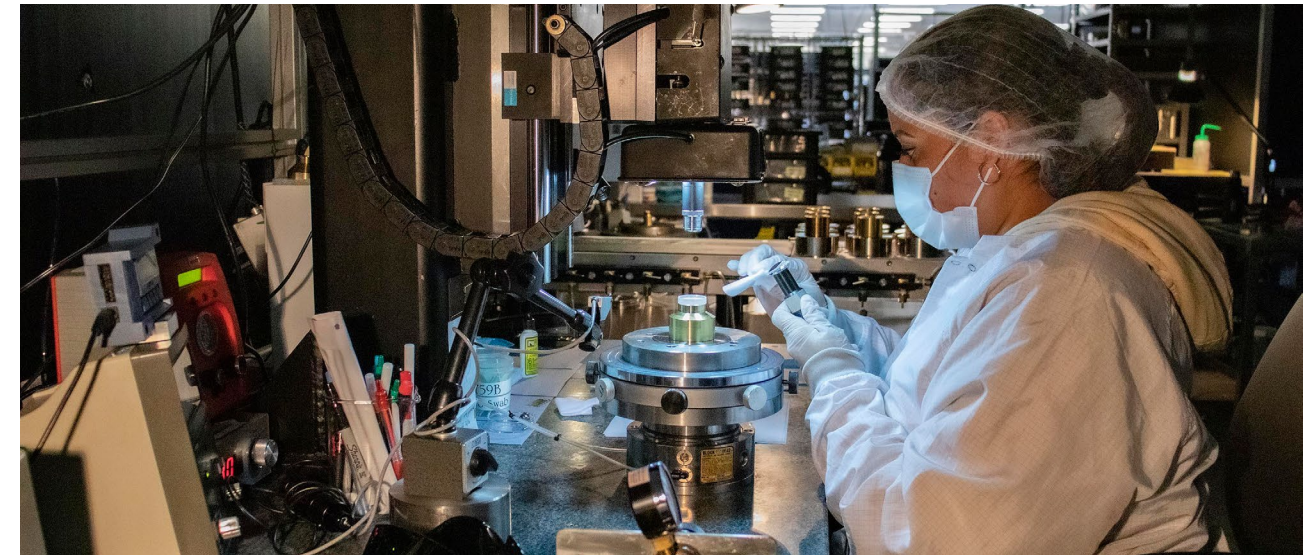
- Conical milling equipment from **IDEX Material Processing Technologies (MPT)** is used in the creation of powders for food and pharmaceuticals.
- Agricultural valves and related equipment made by **Banjo** and **KZValve** help farmers produce food for people worldwide.
- Systems from **IDEX Health & Science**, such as degassers for blood analyzers and microfluidics consumables, were used in COVID-19 testing during the height of the global pandemic.
- Rescue tools from **HURST** and **LUKAS** are all-electric and smart, presenting critical information to the first responder via tool-mounted displays. No longer tethered by hydraulic hoses, the effective and intelligent tools enable underwater and other challenging rescues in a way that has never been done before.

- **IDEX Health & Science** optical filters are on NASA's Perseverance rover, which is currently searching the surface of Mars attempting to definitively determine whether life existed on the Red Planet, leading to new scientific discoveries that can benefit humankind.
- **Viking Pump** technology allows for more efficient transfer of chocolate at all stages of processing.
- Optics developed and produced by **Advanced Thin Films** are driving the future of space communication, enabling satellite-to-satellite communication.
- Steel banded clamps from **BAND-IT** keep things safe and secure, from airbags in your car, to signs along the road, to components of suspension bridges.
- Elastomer seals produced by **Precision Polymer Engineering (PPE)** and **FTL** are used in a wide range of applications with extraordinary tolerance demands—including extreme temperature and pressure—making everything from the production of pharmaceuticals to semiconductors possible.
- **SFC Koenig**'s products contribute to the electric and hybrid car industry as a leading sealing and flow control supplier for cars with sustainable drive units.

- Components and systems from **IDEX Health & Science** are included in diagnostic testing and the world's leading DNA sequencing machines, helping find, treat, and cure disease.
- **Richter** designed a pump that is bringing longer product life and energy savings to a variety of applications, including the first EU plant aimed at producing refrigerants with lower environmental impact.

These are just a few examples of the ways in which our products have a daily impact on the world around us. For more examples of how our products make a positive impact specifically on the environment, please refer to Our Products Impact Our Planet beginning on [page 50](#).

IDEX continues to work with customers to innovate in ways that contribute to a better world every day.





## NEW SATELLITE THAT DETECTS WILDFIRES INCLUDES CVI OPTICAL SHUTTERS

Climate change is making wildfire seasons longer and more intense, threatening communities and stretching firefighting resources beyond their capacity to contain them. Amid a historic drought and record-breaking heatwaves, wildfires that erupted across the U.S. burned close to 7.7 million acres in 2021.

To help detect small wildfires before they become big ones, optical shutters from **CVI Laser**, part of IDEX Optical Technologies, were launched into space in 2022 as part of a satellite specializing in wildfire detection and monitoring. CVI team members provided a shutter to enable a prototype satellite to calibrate image sensors and enhance image quality.



## PPE SEALS PLAY A CRITICAL ROLE IN COVID-19 VACCINE PRODUCTION

Our **Precision Polymer Engineering (PPE)** business provided critical support to the manufacture of COVID-19 vaccines. High-performance seals designed and manufactured by PPE are used in the process to manufacture pharmaceutical filling lines involved in vaccine production. Failure of any component in their pharmaceutical filling equipment would have resulted in significant delays to COVID-19 vaccine production, a serious concern in early 2021 as mass production began and worldwide demand was significant. The specified PPE elastomer seals are far more resilient under the conditions faced on these vaccine filling lines compared to other seals, lasting longer, and enabling uninterrupted vaccine manufacturing.



## IDEX HEALTH & SCIENCE ENABLES NEXT GENERATION DNA SEQUENCING

**IDEX Health & Science** plays a significant role in the development of massive parallel DNA sequencing platforms, lowering the cost and increasing the speed of genetic testing. Advancements over the past two decades have opened genetics to more researchers, medical professionals, and even people curious about their genetic background. Next Generation Sequencing technology made possible by IDEX—including imaging flow cells, microfluidic consumables, and other components—is helping fuel the furious pace of medical advancement being driven by genetic science today.



## IDEX INTELLIGENT WATER BUSINESSES PROTECT THE ENVIRONMENT & PUBLIC HEALTH

If undetected, sewer system degradation can result in back-ups and overflow, sending wastewater pollution into bodies of water. Sewer back-ups can also cause costly property damage and jeopardize public health. **ADS Environmental Services** helps utilities and municipalities effectively manage wastewater systems through flow monitoring systems that detect emerging issues before they become big problems. Our infrastructure inspection businesses—including **iPEK**, **Envirosight**, and **WinCan**—provide software and inspection solutions like robotic sewer crawlers that help crews safely analyze underground systems. These technologies collectively help keep communities safe and protect the environment every day.



## TREBOR INNOVATIONS HELPS MICROCHIP MANUFACTURERS MEET WATER SAVING GOALS

Major semiconductor manufacturers are focused on reducing what has historically been intense water and energy use. Solutions created by **Trebor** are increasingly the answer. Traditional ultrapure water heaters used to supply wet processing tools required constant minimum flow, resulting in significant water waste in microchip plants. The latest Trebor solution does not, recirculating water so almost none is drained. Each heater can save a semiconductor manufacturing facility an astounding 45 million liters of water a year. As major semiconductor manufacturers are addressing their own sustainability goals, Trebor has become a key partner.

# PRODUCT QUALITY, SAFETY & COMPLIANCE

Given the critical role our products play in healthcare, life sciences, energy, water, agriculture, pharma and food production, transportation, and safety, it is essential that we hold our products to the highest standards of quality. Our quality management policies and practices adhere to all applicable laws and regulations regarding product quality, safety, and performance.

Each business manages quality locally, with oversight from our operations business leaders. This decentralized model allows us to better respond to specific customer requirements and understand how to enhance quality for individual product lines. The IDEX corporate team provides a guiding framework at the enterprise level, which businesses adapt to meet their specific needs, as appropriate.

We review quality performance metrics and progress toward goals at each business's monthly business review. If we are not on track to meet a goal, the businesses identify the root cause and implement measures to address the gap.

Our [Code](#) and [Supplier Code](#) include obligations for our employees and business partners to manufacture safe products. IDEX monitors and maintains compliance with laws and regulations pertaining to the manufacture and sale of our products.

In the EU, we adhere to the Restriction of Hazardous Substances Directive (RoHS), which restricts the use of certain hazardous materials found in electrical and electronic products. We also comply with the Registration, Evaluation, Authorization, and Restriction of Chemicals Regulation (REACH), which protects human health and the environment from risks posed by the chemicals industry. We track improvement, in part, by monitoring our responses to RoHS and REACH surveys.

Additionally, 50 businesses are ISO-9001 certified (78% of total IDEX revenue), and many businesses maintain a variety of certifications from the National Transportation Safety Board, Food and Drug Administration, and other regulatory agencies.

Highlight



## PULSAFEEDER RECEIVES WATER QUALITY ASSOCIATION GOLD SEAL CERTIFICATE

We work to certify our products to high quality standards. For example, in 2021, our **Pulsafeeder** business received the Gold Seal Certificate from the Water Quality Association for meeting requirements in positive health effects and low lead content. The certificate signifies that select Pulsafeeder equipment for water and wastewater uses materials that do not leach additional chemicals into the water or environment.

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Our Communities

Our dedication to supporting communities defines who we are as a company and is another way in which we are committed to building a better world. We are a global multi-national manufacturer, but we pride ourselves on our ability to give back to the local communities in which our businesses operate and our people live and work. Whether building enduring relationships with local organizations or responding quickly to support our communities and each other following a natural disaster, our people around the world are making a difference. We do that through financial grants and through the dedication of IDEX volunteers.

Our Planet >

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# OUR COMMUNITIES

# THE IDEX FOUNDATION

Founded in 2014, the IDEX Foundation is a charitable organization designed to encourage our employees to create value and improve the communities in which we live and operate. The Foundation continues to evolve, striving to engage an increasing number of employees in its meaningful work. The Foundation's impact is amplified through the combination of both financial support and hands-on volunteerism.

In 2021 and 2022, the Foundation celebrated record successes in volunteering and charitable giving by our businesses. Grant distributions reached a record \$1.37 million in 2022, up from a previous record of \$1.25 million in 2021. In 2021, a record 88% of our U.S. sites and a record 56% of our international sites submitted requests for funding from the Foundation, expanding to support a growing number of local charitable causes.

In 2021, IDEX contributed an additional \$6 million to the Foundation. This funding allowed the Foundation to increase overall giving and supported the addition of an

"Equity & Opportunity" pillar as a lasting and fully funded part of the Foundation mission. After just one year, the "Equity & Opportunity" pillar led all categories in funding dollars for 2022.

The IDEX Foundation Board of Directors governs Foundation operations. The Foundation Directors are selected annually and consist of employees and leadership from across the company, both from the corporate office and businesses worldwide, providing valuable insights into all aspects of IDEX's charitable engagements. The Foundation Board includes 11 members with diverse skill sets and backgrounds, including human resources, legal, accounting, general management, and communications and marketing.

At each business, Foundation site coordinators are responsible for developing local partnerships, engaging employees, and coordinating volunteer activities funded by Foundation grants. These local site coordinators are the lifeline of the Foundation, making good work come to life for our people and the organizations they serve.

We make every effort to ensure the Foundation, a 501(c)(3) organization, operates ethically and responsibly. In the U.S., the Foundation only partners with 501(c)(3) non-profit organizations that work within its four pillars, and, internationally, we partner with a third party to vet potential non-profit partners, approve funding requests, and distribute donations.

Every year, as part of our employee engagement survey, we seek feedback from employees about our community engagement and initiatives. The Foundation Board uses this data to drive strategies and improve performance.

## The IDEX Foundation considers funding requests for initiatives that meet at least one of the following criteria:



**Community Engagement** Improving the communities in which we live and work through funding assistance and direct IDEX employee involvement.



**Equity & Opportunity** Creating opportunities for underserved, disadvantaged people of color in our communities.

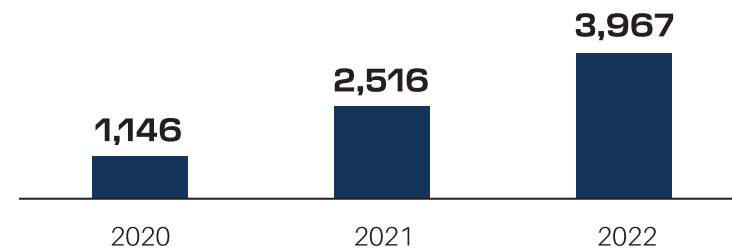


**Health & Safety** Supporting direct response in the face of disasters and emergencies in regions where IDEX does business.



**Leadership & Education** Building leaders through youth-based programs, including focused education and skill development in the areas of science, technology, engineering, and mathematics (STEM).

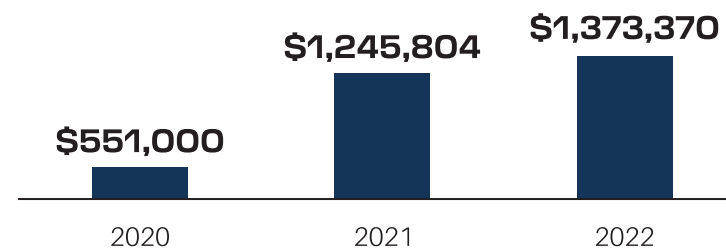
## Employee Participation<sup>[1], [2]</sup>



[1] These numbers do not reflect our operations in China and India which operate community impact programs separate from the IDEX Foundation.

[2] Data reflects the number of times an IDEX employee volunteered for an event. An individual employee may have volunteered for more than one event.

## Amount of Donated Funds<sup>[1]</sup>





## ROHNERT PARK EMPLOYEES ADDRESS FOOD INSECURITY IN CALIFORNIA

In September 2022, the Rohnert Park employees of **IDEX Health & Science** volunteered over 100 hours at the Redwood Empire Food Bank in Santa Rosa, California. The impact of our volunteer work resulted in 14,678 total pounds of food packed, which equals enough food to make 12,232 meals. Because of our employee contributions and volunteerism, we were able to secure a \$20,000 donation to the Redwood Empire Food Bank from the Foundation. The \$20,000 donation will provide approximately 50,000 meals to the Santa Rosa community.



## TEAMS IN INDIA & CHINA INVEST IN EDUCATIONAL INITIATIVES

**IDEX China** and **IDEX India** are also engaged in their own community engagement endeavors, giving back in support of local educational efforts.

At the IDEX manufacturing campus in Vadodara, India, the company built a grade school and pays all operating expenses, giving local children better educational opportunities than they had before. Originally for grades 1–5, the Alindra Primary and Upper Primary School now also serves grades 6–8 and is sought-after in the region for its reputation for providing an excellent and free education. During COVID lockdowns, IDEX provided tablets so students could continue learning while protecting the community. The school also makes a point of serving girls, reaching out to reluctant parents to convince them of the benefits of providing their daughters with the opportunity to receive an education. By introducing a bus service to the secondary school, girls who would have stopped attending classes after 8th grade are now continuing their education through 12th grade and beyond.

IDEX China has formed a partnership with the Xiangcheng Special Education School in Suzhou that includes building a new care center for disabled children in the community that opened in 2021. The following year, IDEX China formed a partnership with the Suzhou Disabled Persons' Federation to provide employment and skills training to people with developmental disabilities. More than 200 people are now in the program.



## KIDS ABOVE ALL PARTNERSHIP

IDEX began partnering with Chicago-based nonprofit organization Kids Above All in 2020. The organization protects, heals, and educates children and families who have experienced trauma, including abuse, neglect, poverty, toxic stress, and violence. In 2021, with support from the Foundation, the team donated \$55,000 for technology, housing, and group therapy for at-risk youth in the Chicago area.

# COMMUNITY PARTNERSHIPS & INITIATIVES

The IDEX Foundation supports a number of local charitable causes and initiatives to provide opportunities for community engagement, equity and opportunity, health and safety, and leadership and engagement.

## Partnership with Boys & Girls Clubs of America

The Foundation's partnership with the Boys & Girls Clubs of America fits with the organization's mission to empower young people to reach their full potential and with the Foundation's commitment to its Equity and Opportunity pillar. It also aligns with our desire for local community volunteerism to pair with Foundation donations and amplify financial good with hands-on giving. The Boys & Girls Clubs of America are also well-aligned with IDEX geographically, with clubs located near almost every IDEX business in the United States.

**40%**

increase in IDEX business partnership with the Boys & Girls Club since inception of partnership

The Foundation renewed its U.S. national partnership with the Boys & Girls Clubs of America in 2022 after a successful year of volunteerism in 2021. Since initiating the national partnership in October 2021, the IDEX Foundation has donated \$486,000

to sponsor 33 events and initiatives to fuel experience and opportunities for students. In 2021 and 2022, the Foundation has helped 26 IDEX businesses partner and volunteer with local Boys & Girls Club chapters—a 40% increase since the beginning of the partnership. The partnership with the Boys & Girls Club raised U.S. participation to record highs, giving IDEX businesses opportunities to form meaningful local relationships with an organization that actively promotes the well-being of under-served children in their communities.

## Annual Food Insecurity Campaign

The IDEX Foundation has led three food insecurity campaigns since the beginning of the COVID-19 pandemic in 2020. In 2021, the second round of grants to support local food banks to serve people financially impacted by the pandemic resulted in record participation by IDEX businesses across the United States, Canada, and Europe. The renewed effort in 2021 tallied 41 grants for a total of \$225,000, surpassing the Foundation's total of \$170,000 in donations given in spring 2020.

In addition to food banks receiving Foundation grants, local IDEX teams at various businesses collected direct food donations to fill local pantry shelves. As they often do, IDEX teams exceeded expectations, with 93% site participation in the United States and 70% internationally. European businesses achieved an all-time high participation level in the campaign.

In 2022, our employees again chose to address food insecurity in their communities. Employees collected and donated a combined total of 20.5 tons (18,643 kilograms) of non-perishable foods to local food banks, providing an estimated 34,250 meals<sup>[1]</sup> to people in need. As part of this challenge, the Foundation also gave \$5,000 to each of the more than 40 local food banks supported by IDEX businesses, resulting in an additional \$215,000 in direct assistance.

Moving forward, the Foundation plans to host a food insecurity campaign annually.

[1] Feeding America estimates 1.2 pounds of food equals one meal.







## Responding to Natural Disasters & Humanitarian Efforts

The IDEX Foundation supports communities through organizations like the Red Cross in their efforts to provide on-the-ground support in the event of a natural disaster in regions where IDEX businesses are located. In addition to support from the Foundation, many individual employees band together with remarkable speed to support each other and their communities when these incidents arise. Often, this response is not a corporate-led initiative, but rather an initiative driven by employees around the world, and just one more example of the great teams at IDEX having an impact.

Examples of IDEX response efforts include:

- In 2021, Zulpich, Germany experienced massive flooding that personally affected employees of our **Vetter** fire and rescue business. While IDEX employees in the region leapt into action, using rescue tools and pumping equipment to assist in the recovery, the IDEX Foundation provided \$100,000 to the local Red Cross to support rescue and cleanup efforts.
- Employees at our **Pulsafeeder** business in Punta Gorda, Florida were devastatingly impacted by Hurricane Ian in September 2022. Within 24 hours, the Foundation provided aid to assist those adversely affected by the hurricane. Other IDEX businesses gathered supplies, including personal care items, to help employees impacted by the massive storm.

- In March 2022, the Foundation supported refugees fleeing Ukraine by sending donations of \$50,000 each to the Polish Red Cross and the Food Bank of Krakow.
- In January 2022, thousands of people were forced to evacuate their homes, including a number of IDEX employees, when wildfires erupted in Boulder County, Colorado, destroying the homes and businesses of many local residents. The Foundation quickly responded by donating \$40,000 to the Boulder County (Colorado) Wildfire Fund to provide relief to some of the people impacted.

## Corporate & Local Business Initiatives

Beyond the Foundation, our employees and businesses support local charities and seek to develop future leaders through our tuition and school giving programs. Our businesses often make direct donations to local charities of their choice, including YMCAs, Boys & Girls Clubs of America, and local food banks. Donations to entities outside of the Foundation must be pre-approved by the compliance team to verify compliance with local regulations and laws, and, in 2021 and 2022, our businesses sought approval for donations totaling approximately \$284,000 and \$285,000, respectively.

Similarly, our school giving program encourages employees to support the academic programs of eligible educational institutions of their choice. Through this program, all employees who have been with IDEX in a full-time capacity for at least six months are eligible to have an annual gift of up to \$10,000 matched by the company. In 2021 and 2022, IDEX matched \$103,000 and \$82,000, respectively.



## IDEX FOUNDATION WORK DIRECTED BY LOCAL VOLUNTEER LEADERS

Volunteer Site Coordinators are critical to drive the IDEX Foundation's efforts to support the communities we operate in around the world. They coordinate the charitable programs that result in both IDEX teams volunteering their time, as well as Foundation grants being given to charitable partners. Our Marketing Director at **IDEX Health & Science** is a prime example, deeply dedicated to volunteer engagement for her IDEX Health & Science colleagues. In 2022 alone, she helped direct 11 unique volunteer events for her colleagues at IDEX Health & Science locations around the United States that resulted in more than \$162,000 being donated to local charitable organizations.



## GROWING DEEPER ROOTS WITH THE BOYS & GIRLS CLUBS OF AMERICA

Our company's U.S. national sponsorship of the Boys & Girls Clubs of America has resulted in a significant increase in IDEX teams engaging with clubs in their communities. One example is **Toptech**, based in Orlando, Florida. The Toptech team welcomed the opportunity to volunteer in person to build a community garden for the Boys & Girls Clubs of Central Florida. After constructing a shed and eight raised garden beds, the kids at the club are now learning to grow fruits and vegetables. The project has not only given the children an opportunity to learn about gardening, but also given them a sense of pride in bringing home healthy food that they grew themselves.



## IDEX LOCATIONS STEP UP TO HELP NEIGHBORS FACING FOOD INSECURITY

To address food insecurity issues exacerbated by the pandemic, the IDEX Foundation coordinated a series of food insecurity campaigns. In 2022, we challenged local IDEX teams to collect non-perishable food for their local food banks. **IDEX Health & Science** in Oak Harbor (Washington, U.S.) rose to the challenge and their efforts ultimately resulted in more than three tons of food being donated to the North Whidbey Help House, an organization IDEX has supported for nearly 30 years.

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[Our Planet](#)

We seek to improve our impact on the environment in the communities in which we operate, and through the partnerships we have with our customers. It is our responsibility to preserve the world around us for future generations, while also meeting stakeholder and customer expectations.

As a global enterprise, we strive to improve our understanding of our operating footprint and reduce our environmental impact. Consistent with our purpose of "Trusted Solutions, Improving Lives™," we collaborate with our customers to develop solutions to help improve their environmental impacts.

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# OUR PLANET

# ENVIRONMENTAL GOVERNANCE

As noted in the [Sustainability Governance](#) section, senior management regularly engages with the Board of Directors and its Committees to review and discuss certain risks, strategies, and opportunities associated with environmental sustainability matters. Our General Counsel, Chief Compliance Officer, and Corporate EH&S Senior Director oversee IDEX's environmental stewardship efforts across our global operations. This includes collaborating with leaders and EH&S professionals at our businesses to monitor compliance with environmental regulations, as well as overseeing the company's efforts to improve the environmental impact of our operations.

To meet our commitment to reduce our impact, in 2022, we formed an Environmental Sustainability Committee to drive progress with respect to environmental initiatives across the organization. The Committee consists of business leaders from legal, compliance, supply chain, the office of business services, internal audit, and EH&S. In 2022, the Committee focused on understanding our environmental footprint to establish a new baseline. We expect the Committee to evolve in terms of membership and scope as we continue to develop our environmental sustainability strategy.

We are committed to improving our environmental footprint across our operations. Since our last report, we have made progress towards this commitment, and we remain focused on continuously improving our efforts in this area. To this end, in 2023 we are partnering with outside consultants to conduct a climate risk assessment. Our Board will review the climate risk assessment as part of its annual enterprise risk management process and will leverage the assessment to further inform our environmental strategy.



# OUR OPERATIONS IMPACT OUR PLANET

## Energy & Emissions

In 2022, the Environmental Sustainability Committee focused on improving the accuracy and efficiency of collecting environmental data, developing tools for the businesses to track progress toward various environmental initiatives, and monitoring the purchase of high-quality Renewable Energy Credits.

One of our priorities was to conduct an in-depth enterprise-wide study into our Scopes 1 and 2 greenhouse gas (GHG) emissions, water, and waste data, identifying the major drivers of resource use in our businesses. Working with outside consultants and in partnership with our businesses around the world, we identified more sources of energy use and emissions than had previously been captured, giving us a more accurate view of our footprint and a greater ability to prioritize higher sources of emissions. Because of this update in methodology, we recalculated the base year (2021) emissions tied to our previously-stated goal of reducing Scopes 1 and 2 emission intensity (by revenue) by 30% by 2035. This data will form the foundation for IDEX to evaluate the impact of improvements we make to our operations going forward, including emissions reduction opportunities.

In 2021, our total Scope 1 and 2 (location-based) emissions were 48,810 MT CO<sub>2</sub>e. Our 2022 Scope 1 and 2 (location-based) emissions were 51,119 MT CO<sub>2</sub>e, reflecting growth in our business. The majority of our emissions are Scope 2 emissions from electricity use. To offset our electricity usage, we purchased high-quality RECs in both 2021 and 2022. Per the GHG Protocol, we then calculated a market-based Scope 2 emission value, reflecting the use of market instruments for renewable energy purchases. Using the market-based method, our emissions were 10,371 MT CO<sub>2</sub>e in 2021 and 27,228 MT CO<sub>2</sub>e in 2022.

Our emissions intensity per revenue (reflecting a location-based Scope 2 value) decreased from 17.65 MT CO<sub>2</sub>e/\$M to 16.14 MT CO<sub>2</sub>e/\$M, indicating we are beginning to decouple business growth from our emissions footprint. Going forward, we will continue to seek to reduce our emissions intensity to meet our 2035 goal. For more details on our emissions footprint, please see the Environmental Data section of the [Appendix](#).

Our goal to reduce our emissions intensity by revenue, rather than a specific target percentage, is driven by our diversified business and our history of strong organic and strategic growth. Growth through acquisition leads to changes in our operating footprint, and this goal framework allows us to track our progress toward such growth moving forward.

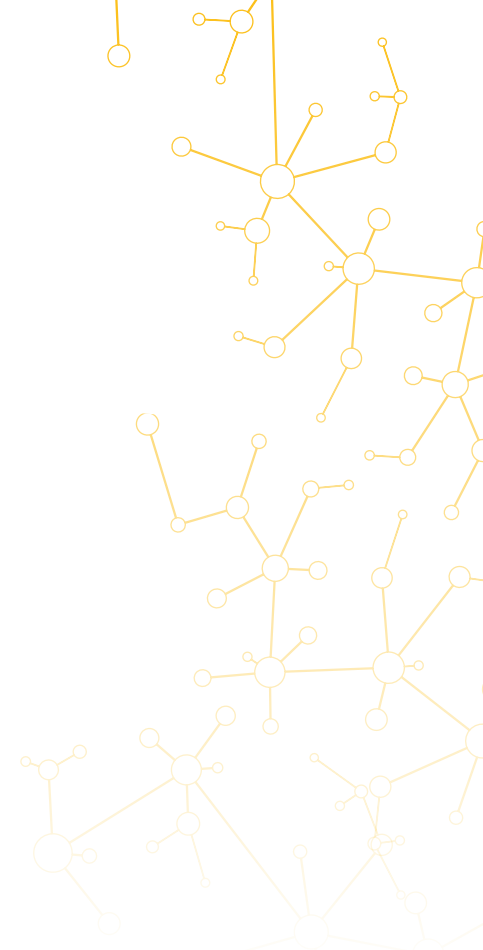
To further drive progress, along with ownership and oversight of environmental initiatives at multiple levels of the organization, in 2022 we added an ESG component to the executive compensation plan tied to energy and emissions reductions. We are happy to report that we exceeded our target for 2022 and have extended the ESG compensation component with a similar reductions goal to a broader group of leaders across the enterprise for 2023.

Our businesses have embraced numerous ways in which to reduce their energy consumption, including switching to light-emitting diode (LED) lights, installing energy-efficient cooling,

**IDEX emissions intensity per revenue decreased from 17.65 MT CO<sub>2</sub>e/\$M to 16.14 MT CO<sub>2</sub>e/\$M from 2021 to 2022.**

rooftop heating, and ventilation and air conditioning systems, and identifying opportunities to upgrade to more energy efficient equipment. Examples of additional energy savings measures include:

- The closure of one of our three foundries, as well as the consolidation of several business sites, which resulted in energy savings.
- Installation of solar panels by several businesses, reducing our emissions footprint.
- **Godiva** replaced its old, oversized compressor used for powering shop floor tools with a modern model appropriately sized for the manufacturing needs of the business. The new model has digital controls to auto start and stop during hours of operation, instead of running continuously, and that equipment upgrade reduced energy consumption by 60,000 kWh annually.
- Switching of **FTL's** fleet cars to either 100% electric or alternative fuels and installing eight new vehicle charging stations.
- **SFC Koenig** is switching to 100% renewable electricity and carbon neutral heating.
- **Matcon** has implemented a hybrid and electric car policy and conducted a review and remediation of air compressor leaks.
- **ADS Environmental Services** has implemented a program to reduce truck idling at job sites, is switching to biodegradable packaging for shipments, and has created a recycling program for the batteries included in their sewer flow sensors.



## Water & Waste

Since our last report, we have improved the tracking of water and hazardous waste data for 2021 and 2022 in the same enterprise-wide survey referenced above. In 2022, our total water use was 81,988,238 gallons, and our total hazardous waste generation (reflecting data from the first three quarters of the year) was 431 metric tons.

To reduce the amount of waste we send to landfill, our EH&S teams have expanded recycling efforts through an evaluation of our waste streams in partnership with our businesses' waste carriers. In addition, they have improved processes to better segregate waste for recycling and reuse. In our facilities, we practice waste segregation and implement dedicated recycling programs for materials ranging from cardboard to wood pallets. Many of our businesses have cardboard compactors for efficient recycling, and they leverage third-party companies that recycle wood pallets into woodchips and mulch for reuse.

## Engaging Our Employees on Environmental Stewardship

To support our company-wide emissions goals, and to help our businesses generate environmental sustainability initiatives that work for their sites, in 2021 we developed and rolled out our e2 (energy + environment) pilot program. With the expertise of an outside consultant specializing in lean manufacturing, we developed a program to identify opportunities for sites to reduce their environmental footprint, creating time-specific action plans and roadmaps for improvement.

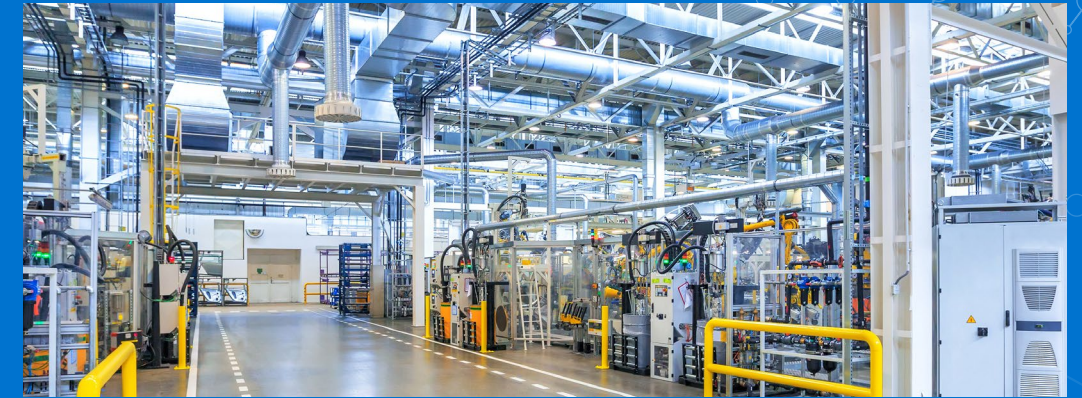
We held five e2 lean events in 2022 at our **PPE** (U.S.), **IDEX Health and Science** (Bristol CT), **Warren Rupp, Gast** and **Band-IT** (U.S.) sites. At each event, we trained local business teams on the e2 lean plant-wide assessment process, including how to propose projects and quantify potential savings that could result from these projects. We plan to continue the pilot program in 2023.

## Meeting Environmental Compliance Expectations

In addition to minimizing our impact on the environment, and in line with our highest ethical standards, we expect our businesses to comply with environment protection laws. Our Chief Compliance Officer and corporate EH&S Senior Director communicate regularly with the businesses to monitor compliance with environmental regulations. We conduct routine environmental audits of our businesses focusing on environmental management, permitting, collection, and storage of hazardous waste. Audit findings are communicated to senior leadership and the Audit Committee, and the corporate compliance team manages the remediating and closing of audit findings.

As with safety compliance, we leverage Environmental Management Systems to monitor environmental compliance at our facilities. Fourteen of our businesses (19% of total IDEX revenue) have environmental management systems certified under ISO 14001.

## Highlights



## WARREN RUPP E2 LEAN EVENT

In June of 2022, **Warren Rupp** in Mansfield, Ohio, one of our oldest businesses and a leader in manufacturing air-operated double-diaphragm (AODD) pumps, led an e2 lean event that resulted in several high-impact project proposals, including equipment upgrades; air compressor leak inspections and repairs; reduction, reuse, and recycling practice improvements; and cultural changes. One project, which focused on a behavioral change to turn certain equipment off when not in use, is expected to save as much as 44,000 kWh per year. Total estimated savings from the improvements suggested at the Warren Rupp event include 284,000 kWh annually, 31.08 tons of landfill diversion and resource reduction, and \$148,000 in cost reductions.

## GAST E2 LEAN EVENT

Our **GAST** business in Benton Harbor, Michigan hosted an e2 lean event in 2022, which resulted in several suggested improvements ranging from replacing lighting fixtures and factory control systems to upgrading heating and cooling equipment and exploring solar panels for onsite buildings. Among the many initiatives identified at this event, one proposal to reduce air compressor use at the site is expected to save the plant 87,000 kWh and \$10,000 annually. Total estimated savings from the improvements suggested at the GAST event are roughly 332,000 kWh annually and \$137,000 in cost reductions.



## IDEX INSTALLS SOLAR PANELS REDUCING ITS EMISSIONS FOOTPRINT

A number of our global facilities have implemented the use of solar panels to reduce carbon emissions.

A new rooftop solar array at **FTL Technology** is estimated to provide about half of the electricity used at their facility each year. The 237 solar panels are estimated to generate more than 67,000 kWh in the first year of operation for the facility, which uses about 130,000 kWh hours per year. At times when the panels are producing more energy than the facility requires, the excess is sold back to the power grid. The solar panel provider also estimates use of the panels will eliminate about 15 metric tons of carbon dioxide production each year.

Part of IDEX Fire & Safety, **LUKAS** is a leading manufacturer of hydraulic rescue tools, including cutters, spreaders, rescue rams, and strongarms. Solar power is now providing about 30% of the electricity needs at LUKAS after the recent completion of a rooftop solar array installation, and the 1,314 panels can generate 500 kilowatts peak (kWp).

Following a successful installation of rooftop solar panels in 2021, solar power now provides more than 10% of the electricity needs at the **IDEX India** facility in Vadodara, India. The roof of the Gurukul & Canteen facility includes 248 photovoltaic (PV) solar panels that can generate 400 kWh every day. The team's focus on saving energy and improving the environment has allowed them to reduce the use of non-renewable energy at IDEX India by 12%.

In addition to our efforts to reduce our energy consumption, we also monitor and purchase high-quality Renewable Energy Credits (RECs) to offset some of our electricity footprint. Renewable energy credits are tradable, non-tangible commodities that represent proof that 1 MWh of electricity was generated from a renewable energy resource and was then fed into the shared system of power lines that transport energy. Since 2019, we have offset the electricity footprint of our Illinois headquarters with the purchase of high-quality RECs, and in 2021 we purchased RECs to account for 71% of our global purchased electricity consumption, up from 65% in 2020.



## WASTE REDUCTION AT IDEX BUSINESSES

Our **IDEX Health & Science (IH&S)** facility in Connecticut requires a steady stream of coolant in its manufacturing process. For years, IH&S paid for twice-a-month pickups of coolant wastewater for remediation, enough to fill more than three tanker trucks over the course of a year. By investing in new equipment, they now recycle coolant onsite, which has reduced wastewater production by 85% and has resulted in cost savings that paid for the new system in less than a year.

Other IDEX businesses are finding opportunities to recycle and reuse the coolant needed to cool the CNC machines and other tools used in manufacturing. On-site recycling systems are dramatically reducing the amount of coolant waste removal from 75–85% at **Akron Brass** in Ohio. These efforts are allowing the businesses to be more efficient with coolant usage, resulting in additional cost savings.



## NOVOTEMA INCREASES EFFICIENCY OF ELECTRICITY USAGE

**Novotema**, an IDEX Sealings Solutions business in Villongo, Italy, worked with a third party to install systems that monitor electrical consumption to stabilize voltages and reduce power peaks in its operations. The result was a 6% reduction in electricity use, saving over 175,000 kWh in 2022, while at the same time mitigating Novotema’s exposure to energy price spikes.





## PLASTIC BARREL REUSE PROGRAM

The **IDEX Life Science Optics Center of Excellence** site in West Henrietta, New York manufactures optical lenses, glass filters, and laser systems used in end products such as microscopes and genome sequence analyzers. They use a mild, non-toxic glass lubricant similar to dish soap in their glass cutting machines. This lubricant is provided in 55-gallon plastic drums. In 2022, the site EH&S leader identified a way to reduce the environmental impact of the plastic drums by partnering with a company that directs clean empty drums into a reuse cycle. Once 100 drums are emptied and ready for transport, the partner company removes the drums for preparation and reuse in other applications. This not only eliminates the initial waste plastic from landfills or from an immediate recycling stream, but also extends the functional life of the drum for other applications. Each container weighs approximately 22 pounds, and we expect on an annual basis to offer 200–300 of these barrels to our partner for reuse.



## REDUCTIONS IN ENDURANCE LAB COMPRESSOR ENERGY USE DRIVE SAVINGS

At **Warren Rupp** in Ohio, endurance lab testing of its new pump innovations accounted for about 75% of the manufacturing facility's total annual electricity consumption, far more than assembling the pumps themselves. Using the lens of 80/20, the team focused on energy savings on the air compressors in the lab to produce the most impactful facility energy savings, a particularly important topic with rising electricity costs. Through a combination of reducing air pressure where possible, closely monitoring use to proactively determine the optimal time for compressor repairs, and better managing their overall compressor usage, the team reduced its compressor volume by 10% and its kWh consumption by 14% in just one quarter alone. The team continues to focus on ways to drive down energy use, making the topic a part of the team's morning Daily Management meeting.

# OUR PRODUCTS **IMPACT OUR PLANET**

Our ability to innovate quickly for a better world is at the heart of who we are and how we excel. Just as we are focused on the impact of our operations, we are equally focused on the impact our customers have on the environment through the use of our products. The examples included here demonstrate just a few of the ways our innovative technologies continue to contribute to a better world.

## Highlight



## **AIRTECH BLOWERS HELP COOL INNOVATIVE FUEL CELLS**

**Airtech** partnered with an innovative clean energy company to develop a new kind of energy-efficient power system. The technology leverages solid stack fuel cells to create electricity without using traditional combustion energy sources. As experts in precision air moving equipment, Airtech saw that the company would need multiple blower units in each cell, and that Airtech's expertise would be critical.

Airtech team members continue to provide insights into how to make their reliable blowers smaller, while minimizing electricity usage. After years of partnering in development, the technology is now taking off, with an increasing number of fuel cells being installed and providing electricity in many settings, such as for big box retail stores and to provide supplemental power on ships.



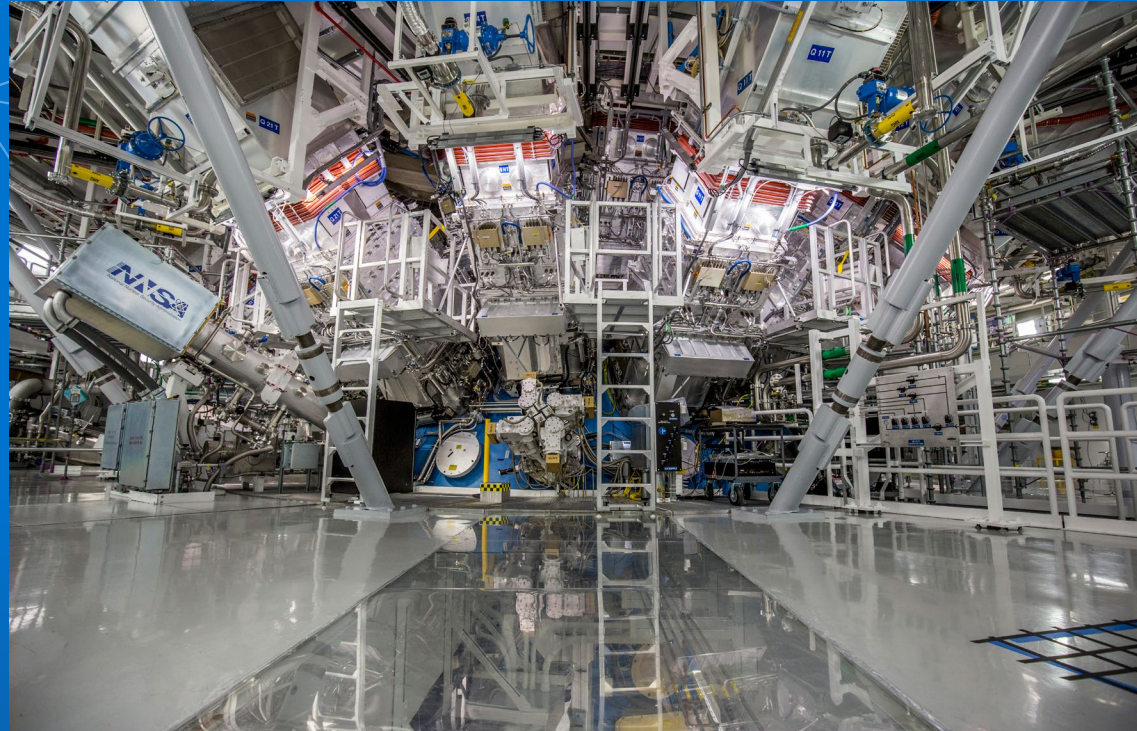
## VIKING PUMP TECHNOLOGY REDUCES METHANE GAS EMISSIONS

To remove water from natural gas coming out of the ground, triethylene glycol is injected into gas processing contact towers at high pressures and high temperatures. An electric driven process pump solution developed by **Viking Pump** reduces methane and CO<sub>2</sub> emissions by eliminating the need for additional flaring and/or venting associated with competitive pumping solutions. The United States' largest natural gas producer is currently installing the solution across its network to help achieve its emission reduction goals.



## GAST COMPRESSORS PRODUCE LOWER METHANE EMISSIONS

Natural gas powered pneumatics have been commonly used as an available low-cost option for oil & gas facilities and pipelines for decades. When used to actuate valves, controllers and pneumatic pumps, natural gas is vented to atmosphere. **GAST** recognized the opportunity to create an air compressor solution that is better for the environment and can be retrofitted to existing equipment. The GAST instrument air conversion replaces natural gas with compressed air, allowing the pneumatic automation to vent freely, reducing harm to the atmosphere. Energy producers are increasingly turning to this solution for remote facilities off the power grid, improving the environmental efficiency of their operations.



## IDEX OPTICAL TECHNOLOGIES HELPS U.S. SCIENTISTS ACHIEVE FIRST-EVER FUSION IGNITION

For decades, physicists have strived to harness nuclear fusion, and in December 2022, the U.S. Department of Energy (DOE) and its National Nuclear Security Administration (NNSA) announced it had achieved fusion ignition at Lawrence Livermore National Laboratory. For the first time, an experiment produced more energy than was used to trigger the reaction, known as “scientific energy breakeven.”

This momentous scientific milestone occurred with technological support from the **IDEX Optical Technologies** (IOT) businesses. The applicable IOT components included windows, mirrors, lenses, and other small optics that are uniquely able to handle the extremely high pulse powers of the seed laser used. Our optics were used to condition, shape, and steer the seed laser beams, helping to make fusion possible.



## VIKING PUMP HELPS RESTAURANTS RECYCLE COOKING OIL INTO BIODIESEL

**Viking Pump** provides customers with severe duty pumps for its trucks and restaurant systems that can handle the high temperatures needed to keep cooking oil fluid, as well as handle the food remnants contained in the used oil. That challenging combination of high temperatures and grit from food bits is more than most pumps can handle.

With Viking’s help, customers deliver fresh oil and haul away used oil to be sent to transfer stations and biodiesel/renewal diesel production facilities. Each step along the way, Viking pumps make the transfer possible, diverting used cooking oil that in the past would have been headed to a landfill.

As restaurant chains increasingly try to reduce their environmental impacts, Viking Pump is helping salvage used cooking oil so it can be converted into cleaner-burning biodiesel fuel.



## KZVALVE ENABLES PRECISION AGRICULTURAL SPRAYING, REDUCING OVERSPRAY

As agriculture continues to use technology to farm the land more efficiently and carefully, **KZValve** is providing major equipment manufacturers with precision sprayer systems that are better for both the environment and a farmer's bottom line. Using GPS controls, any one of up to 144 sprayers can turn on and off, allowing fertilizer and crop protection to be applied with greater precision. The system's computer knows where application is needed and controls each nozzle to restrict the spray to the right spots and mitigate overspray.



## KEEPING PAINT COLORANTS OUT OF LANDFILLS THROUGH TECHNOLOGY ADVANCEMENTS

Paint departments of large home improvement stores and paint retailers now have an easier job maintaining their equipment and are wasting less paint colorant thanks to innovations by **Fluid Management**, a leader in paint dispensing equipment. This business launched its AccuSmart™ Dispenser Series in 2021 with the aim of relieving a major pain point in daily maintenance for paint department teams. In the past, paint operators would have to “purge,” or flush, the tubes of their semi-dried colorants at the end of each day to ensure dispensing accuracy and prevent mistinted paint colors. The AccuSmart™ equipment includes a new atmospheric monitoring sealing system that reduces the risk of colorants drying in the tubing and nozzle.

AccuSmart™ has eliminated most colorant purging in certain user profiles and has resulted in an estimated 40-ton reduction in colorant waste heading to landfills over the last 2 years since introduction. This is all achieved while also being a significantly more efficient solution, and has resulted in electricity savings for customers.



## CONTAMINATED SOILS AND WASTEWATER CLEANED WITH HELP FROM ABEL PUMPS

**ABEL Pumps** produces solutions for wastewater treatment plants and environmental waste recycling companies that wash contaminated soils so they can be reused, and polluted properties can be restored. For decades, companies have used ABEL diaphragm pumps on their filter press lines because of their ability to handle highly abrasive sludge in the dewatering process. These ABEL pumps allow customers to reclaim contaminated soils or hazardous waste, or treat wastewater for a better environment.

Using an innovative data analysis tool, the ABEL Smart Pump Assistant, the operating data of the pumps is monitored and processed in real time, providing information about the health of the machine components and recommended actions for optimal pump operation. This results in increased efficiency in the customer's pumping process and a reduction in energy and water consumption.

# APPENDIX

## SASB INDEX

Unless otherwise noted, all quantitative data reflects sites covering at least 95% of IDEX's business by revenue. Unless otherwise specified, businesses acquired in Q4 2022 are not included in any of the responses contained in this Index.

Topic (SASB Industry)	Metric	Category	Code(s)	Response
<b>Affordability &amp; Pricing</b>				
Medical Equipment & Supplies	Description of how price information for each product is disclosed to customers or to their agents	Discussion and Analysis	HC-MS-240a.2	IDEX engages in value-based pricing for customers. We consider competitors' pricing in those markets where it is relevant and abide by competition laws. Our corporate business services team provides governance, oversight, advice, and direction to our businesses on pricing and pricing strategies. We have a three-way pricing strategy. One, we sell to end-users using a list price, price page or price book. Two, we sell through distribution using a list price with discounts. Three, we provide a quote to those customers (typically Original Equipment Manufacturers in the medical market) who request specific volumes or designs.
<b>Business Ethics</b>				
Electrical & Electronic Equipment	Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behavior	Discussion and Analysis	RT-EE-510a.1	Please see the <a href="#">Business Ethics &amp; Compliance</a> section of this report for a description of policies and practices for prevention of corruption and bribery and anti-competitive behavior. The U.S. Sentencing Guidelines, which outline the central tenets of a corporate compliance program, inform the basis of our policies, procedures, and trainings.
Electrical & Electronic Equipment; Auto Parts	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Quantitative	RT-EE-510a.3 TR-AP-520a.1	\$0

Topic (SASB Industry)	Metric	Category	Code(s)	Response
Electrical & Electronic Equipment; Medical Equipment & Supplies	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Quantitative	RT-EE-510a.2 HC-MS-510a.1	\$0
Medical Equipment & Supplies	Description of code of ethics governing interactions with health care professionals	Discussion and Analysis	HC-MS-510a.2	All interactions are governed by our Code of Business Conduct and Ethics. IDEX employees or representatives do not interact directly with health care professionals. For more information, please see the <a href="#">Business Ethics &amp; Compliance</a> section of this report.
<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)	Quantitative	RT-IG-320a.1	<p>Total Recordable Incident Rate (TRIR)<sup>[1]</sup></p> <p>2022: 1.37 2021: 1.37 2020: 1.53</p> <p>Fatality Rate</p> <p>2022: 0 2021: 0 2020: 0</p> <p>Near Miss Frequency Rate (NMFR)</p> <p>IDEX does not currently track near miss frequency rate. IDEX is actively considering adding leading indicators such as this to the health and safety metrics we collect.</p> <p>For more information, please see the <a href="#">Occupational Health &amp; Safety</a> section of this report.</p>
Semiconductors	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards	Discussion and Analysis	TC-SC-320a.1	Please see the <a href="#">Occupational Health &amp; Safety</a> and <a href="#">Product Quality, Safety &amp; Compliance</a> sections of this report for a description of efforts to assess, monitor, and reduce exposure of employees to human health hazards.
Semiconductors	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	Quantitative	TC-SC-320a.2	\$0

[1] IDEX has restated its 2021 TRIR number in this Index to reflect outcomes of improved data collection practices.

Topic (SASB Industry)	Metric	Category	Code(s)	Response
<b>Energy Management</b>				
Industrial Machinery & Goods; Auto Parts; Electrical & Electronic Equipment; Semiconductors	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	RT-IG-130a.1 TR-AP-130a.1 RT-EE-130a.1 TC-SC-130a.1	Please see the IDEX <a href="#">ESG Data Tables</a> and the <a href="#">Our Planet</a> section of this report.
<b>Ethical Marketing</b>				
Medical Equipment & Supplies	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	Quantitative	HC-MS-270a.1	\$0
<b>Greenhouse Gas Emissions</b>				
Semiconductors	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	Discussion and Analysis	TC-SC-110a.2	In 2021, we strengthened our commitment to emissions reduction by setting a goal to, by 2035, reduce the intensity (by revenue) of our Scope 1 and Scope 2 GHG emissions by 30% below our 2021 baseline.  Please see the <a href="#">Our Planet</a> section and the IDEX <a href="#">ESG Data Tables</a> in this report.
<b>Hazardous Waste Management</b>				
Electrical & Electronic Equipment	Amount of hazardous waste generated, percentage recycled	Quantitative	RT-EE-150a.1	Please see the <a href="#">Our Planet</a> section and the IDEX <a href="#">ESG Data Tables</a> in this report.
Electrical & Electronic Equipment	Number and aggregate quantity of reportable spills, quantity recovered	Quantitative	RT-EE-150a.2	0



Topic (SASB Industry)	Metric	Category	Code(s)	Response
<b>Intellectual Property Protection &amp; Competitive Behavior</b>				
Semiconductors; Auto Parts	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Quantitative	TC-SC-520a.1 TR-AP-520a.1	\$0
<b>Materials Sourcing</b>				
Industrial Machinery & Goods; Auto Parts; Electrical & Electronic Equipment; Semiconductors	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	RT-IG-440a.1 TR-AP-440a.1 RT-EE-440a.1 TC-SC-440a.1	IDEX uses aluminum castings across businesses and segments. Magnesium, which SASB identifies as a critical material, is used to make aluminum. IDEX businesses buy aluminum from multiple sources and do not directly purchase magnesium.
<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	Discussion and Analysis	HC-MS-410a.1	<p>IDEX abides by all laws and regulations related to environment and health and safety standards. Our products are likely to be components of a larger system and are rarely in contact with patients directly.</p> <p>The Engineering team for the Fire &amp; Safety segment conducts a risk analysis of all rescue tools. The analysis identifies and enables the team to mitigate potential safety risks to users and other persons involved that could result from possible misuse, breakage, or tool failure.</p> <p>For additional information, please see the <a href="#">Product Quality, Safety &amp; Compliance</a> section of this report.</p>
Medical Equipment & Supplies	Total amount of products accepted for takeback and reused, recycled, or donated, broken down by: (1) devices and equipment and (2) supplies	Quantitative	HC-MS-410a.2	IDEX does not track this information at the corporate level.

Topic (SASB Industry)	Metric	Category	Code(s)	Response
<b>Product Lifecycle Management</b>				
Electrical & Electronic Equipment; Semiconductors	Percentage of products by revenue that contain IEC 62474 declarable substances	Quantitative	RT-EE-410a.1 TC-SC-410a.1	To the best of our knowledge, IDEX does not manufacture products that contain any IEC declarable substances.
Electrical & Electronic Equipment	Percentage of eligible products, by revenue, that meet ENERGY STAR® criteria	Quantitative	RT-EE-410a.2	IDEX does not sell directly to consumers. Rather, IDEX products are likely to be components of a larger system. IDEX, therefore, does not seek to meet ENERGY STAR® criteria.
Electrical & Electronic Equipment	Revenue from renewable energy-related and energy efficiency-related products	Quantitative	RT-EE-410a.3	IDEX does not report revenue in this way. IDEX products are likely to be components of a larger system, and several products from the IDEX family of companies are components of renewable energy or energy-efficiency-related products. For additional information, please see the <a href="#">Our Planet</a> section in this report.
<b>Product Safety</b>				
Medical Equipment & Supplies; Electrical & Electronic Equipment; Auto Parts	Number of recalls issued, total units recalled	Quantitative	HC-MS-250a.1 RT-EE-250a.1 TR-AP-250a.1	In 2022, Akron Brass, at the direction of the National Highway Traffic Safety Administration, instituted a recall of 6,315 lamps. Specifically, Akron Brass recalled certain LED backup lights for vehicles which were supplied in the incorrect shade of white. As of the date of this report, 2,841 units have been replaced.
Electrical & Electronic Equipment	Total amount of monetary losses as a result of legal proceedings associated with product safety	Quantitative	RT-EE-250a.2	\$0
Medical Equipment & Supplies	List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	Discussion and Analysis	HC-MS-250a.2	IDEX does not sell directly to consumers. Rather, IDEX's products are likely to be components of a larger system. IDEX has not had any products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database in the last three years.
Medical Equipment & Supplies	Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience	Quantitative	HC-MS-250a.3	0
Medical Equipment & Supplies	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	Quantitative	HC-MS-250a.4	0

Topic (SASB Industry)	Metric	Category	Code(s)	Response
<b>Supply Chain Management</b>				
Medical Equipment & Supplies	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in third-party audit programs for manufacturing and product quality	Quantitative	HC-MS-430a.1	Please see the <a href="#">Product Quality, Safety &amp; Compliance</a> and <a href="#">Responsible Supply Chain</a> sections in this report.
Medical Equipment & Supplies	Description of efforts to maintain traceability within the distribution chain	Discussion and Analysis	HC-MS-430a.2	Medical devices account for less than 1% of sales for IDEX Health & Science (IH&S). Rather, our products are likely to be components of a larger system. Our IH&S suppliers provide lot numbers for materials, allowing IH&S businesses to maintain traceability for all parts.
Medical Equipment & Supplies	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	HC-MS-430a.3	<p>IDEX annually evaluates critical material risks in our supply chain and uses the evaluation results to inform our business continuity plans. We work to identify secondary sources available for critical material parts. For parts sourced from a sole supplier, we may keep safety stocks locally with IDEX and with suppliers. We also have the ability to make certain parts in-house.</p> <p>Our suppliers are governed by the IDEX Supplier Code of Conduct. We also evaluate the risk profile of suppliers and supplier locations.</p> <p>IDEX abides by all laws and regulations, including REACH and RoHS. We monitor pending regulations and remove materials as they become regulated.</p>
<b>Water Management</b>				
Semiconductors	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	TC-SC-140a.1	In 2022, IDEX withdrew 81,988,238 gallons of water. 25% of water was withdrawn from regions with High or Extremely High Water Stress. Water consumption information was not available due to lack of wastewater data for all IDEX locations. Moving forward, IDEX will continue to improve data collection practices to report total water consumption metrics in High or Extremely High Stress regions.

Topic (SASB Industry)	Metric	Category	Code(s)	Response
<b>Activity Metrics<sup>[1]</sup></b>				
Semiconductors	Total production	Quantitative	TC-SC-000.A	IDEX does not track the number of parts produced for the semiconductor industry at the corporate level. IDEX does not produce semiconductors, but in 2022, 5% of IDEX sales went to the semiconductor industry. Please see our <a href="#">2022 Annual Report and 10-K</a> for additional information regarding which businesses sell to the semiconductor market.
Semiconductors	Percentage of production from owned facilities	Quantitative	TC-SC-000.B	IDEX does not produce semiconductors and therefore does not produce semiconductors in any of its owned or leased facilities. Please see our <a href="#">2022 Annual Report and 10-K</a> for additional information regarding which businesses sell to the semiconductor market.
Medical Equipment & Supplies	Number of units sold by product category	Quantitative	HC-MS-000.A	IDEX does not track the number of units sold by product category at the corporate level. IDEX sells an extensive array of engineered products to customers in a variety of markets around the world. Revenue, rather than number of units, better represents the scale of our business. In 2022, the life sciences end market accounted for 9% of our sales, and food and pharmaceuticals accounted for 7%.

[1] References to percentages of IDEX sales include businesses acquired in Q4 2022.

Topic (SASB Industry)	Metric	Category	Code(s)	Response
Industrial Machinery & Goods; Electrical & Electronic Equipment	Number of units produced by product category	Quantitative	RT-IG-000.A RT-EE-000.A	IDEX does not track the number of units produced by product category at the corporate level. IDEX sells an extensive array of pumps, valves, flow meters and other fluidic systems and components and engineered products to customers in a variety of markets around the world. Revenue, rather than number of units, better represents the scale of our business. In 2022, the industrial end market accounted for 19% of our sales, analytical instruments accounted for 7%, automotive accounted for 6%, and agriculture accounted for 4%.
Industrial Machinery & Goods; Electrical & Electronic Equipment	Number of employees	Quantitative	RT-IG-000.B RT-EE-000.B	As of December 31, 2022, the Company had 8,868 employees. This number includes IDEX businesses that were acquired in Q4 2022.
Auto Parts	Number of parts produced	Quantitative	TR-AP-000.A	IDEX does not track the number of parts produced at the corporate level. IDEX produces components for the automotive industry, and in 2022, automotive accounted for 6% of IDEX sales. Please see our <a href="#">2022 Annual Report and 10-K</a> for additional information regarding which businesses sell to the automotive market.
Auto Parts	Weight of parts produced	Quantitative	TR-AP-000.B	Please see SASB TR-AP-000.A response.
Auto Parts	Area of manufacturing plants	Quantitative	TR-AP-000.C	IDEX does not track the specific square footage dedicated solely to the manufacturing of components for the automotive market.

# IDEX ESG DATA

IDEX businesses acquired in Q4 2022 are not included in any calculations that are contained in this ESG Data Table.

## Our Planet

	2020	2021	2022
<b>Environmental<sup>[1],[2]</sup></b>			
Total Scope 1 and 2 (location-based) emissions (MT CO <sub>2</sub> e)	36,880	48,810	51,119
Scope 1 GHG Emissions (MT CO <sub>2</sub> e)	5,058	12,324	12,417
Scope 2 (location-based) GHG Emissions (MT CO <sub>2</sub> e)	31,821	36,486	38,702
Scope 2 (Market-based) GHG Emissions (MT CO <sub>2</sub> e)	Not Calculated	10,371	27,228
Emissions intensity (Scope 1 and 2 location-based) MT CO <sub>2</sub> e/\$M revenue	15.86	17.65	16.14
Total Electricity Consumption (MWh)	70,953	104,402	109,875
Total Renewable Energy Generation (MWh)	Not Tracked	98	572 <sup>[3]</sup>

[1] In this report, we are restating our baseline year emissions starting in 2021 to reflect data for additional sources of Scope 1 and Scope 2 emissions. In 2020, our emissions calculation reflected the most significant emissions sources (electricity and natural gas use), whereas, in 2021, we captured additional sources of emissions, including emissions from our owned vehicles and other mobile sources, fugitive emissions, and purchased gases. To collect this emissions data, we relied on data captured through a centralized utility bill management platform and vehicle fleet management platform, as well as data collected by surveying our businesses with respect to additional emissions sources. At the time of inventory completion, Q4 2022 data was not yet available, so an estimate for Q4 2022 emissions data was developed based on actual data for Q1-Q3 2022. In the next reporting year, we will restate our 2022 emissions with actual values for Q4.

[2] GHG emissions are calculated in line with the GHG Protocol Corporate Standard's operational control approach. All businesses held in the reporting year over which IDEX has operational control are included in the boundary. Businesses acquired in Q4 2022 are not included in current calculations; these businesses will be accounted for in the next reporting year.

[3] Total renewable energy generation refers to the use of onsite solar generation to fulfill our electricity needs. Value reflects Q1-Q3 2022.

	2020	2021	2022
Water Consumption (gallons)	31,849,446 <sup>[1]</sup>	76,401,996	81,988,238 <sup>[2]</sup>
Hazardous Waste Generated (MT)	Not Tracked	589	431 <sup>[3]</sup>
Percentage of Hazardous Waste Recycled	Not Tracked	29%	13%
Percentage of Hazardous Waste Incinerated	Not Tracked	14%	16%

[1] In 2020, our water use calculation only reflected business units with the most material water usage. In 2021 (and going forward), we captured water usage across all of our facilities.

[2] Water use is estimated for Q4 2022. 2022 water use will be updated with actual values in future reporting.

[3] Hazardous waste totals were collected for Q1-Q3 2022. This number will be updated to reflect Q4 data in future reporting.

## Our People

	2020	2021	2022
<b>Workforce Demographics<sup>[1]</sup></b>			
Women: Senior Leaders (Global)	28%	28%	31%
Women: People Managers (Global)	23%	21%	22%
Women: Individual Contributors (Global)	27%	29%	30%
People of Color: Senior Leaders (U.S.)	13%	18%	21%
People of Color: People Managers (U.S.)	16%	19%	19%
People of Color: Individual Contributors (U.S.)	25%	29%	31%

[1] These numbers do not include employee populations associated with acquisitions completed in 2021 or 2022. People of color are inclusive of American Indian, Alaskan Native, Black/African American, Hispanic/Latino, Native Hawaiian or other Pacific Islander, or two or more races or ethnicities.

	2020	2021	2022
<b>Safety Performance</b>			
Total Case Incident Rate (# of work related injuries per hundred full time workers per year)	1.53	1.37	1.37
Lost Workday Case Incident Rate (# of workdays lost × 200,000)/total hours worked)	0.55	0.54	0.59
<b>Community Impact<sup>[1]</sup></b>			
Employee Participation <sup>[2]</sup>	1,146	2,516	3,967
Funds Donated by the IDEX Foundation	\$551,000	\$1,245,804	\$1,373,370
Percent of Sites Participating in IDEX Foundation Events	67%	91%	81%
Number of Events	68	78	116
Employee School Donations Matched	\$118,870	\$82,000	\$103,000
Amount of Donated Funds by Business Units (as approved by the Corporate Compliance Department)	\$252,786	\$285,000	\$284,000
<b>Employee Engagement</b>			
Employee Engagement Index	78%	76%	76%
Response Rate	86%	85%	86%

[1] These numbers do not reflect our operations in China and India which operate community impact programs separate from the IDEX Foundation. Please see the [Our Communities](#) section of this report for additional information.

[2] Data reflects the number of times an IDEX employee volunteered for an event. An individual employee may have volunteered for more than one event.



	2020	2021	2022
<b>Manager Effectiveness Index</b>			
IDEX's Score	79%	79%	79%
MFG Industry 75th%	73%	73%	76%
MFG Industry Average	68%	68%	71%

## Our Governance, Ethics & Compliance

	2020	2021	2022
<b>Business Ethics &amp; Integrity</b>			
Active Management Employees Certifying Understanding of Code of Business Conduct and Ethics	100%	100%	100%
Global Hotline Allegations Investigated	100%	100%	100%
<b>Conflict Minerals Survey</b>			
Supplier Response Rate	65%	62%	<b>2022 Goal:</b> 70% <sup>[1]</sup>
Percentage of Spend Covered by Responding Suppliers	82%	82%	<b>2022 Goal:</b> 85% <sup>[1]</sup>

[1] 2022 Conflict Minerals Survey Data unavailable at the time of report publication.

# FORWARD-LOOKING STATEMENT

The information in this report is provided as of the date of this report and is subject to change without notice. IDEX does not undertake to update or revise any such statements. This report represents current IDEX policy and intent and is not intended to create legal rights or obligations. This report may contain or incorporate by reference public information not separately reviewed, approved, or endorsed by IDEX, and no representation, warranty, or undertaking is made by IDEX as to the accuracy, reasonableness, or completeness of such information. Inclusion of information in this report is not an indication that the subject or information is material to IDEX's business or operating results.

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