
IDEX Corporation FY2023 Sustainability Disclosures

IDEX Corporation’s (“IDEX” or “the Company”) sustainability disclosures build on strategies and commitments in our 2022 Sustainability Report and associated publications and include metrics related to our ongoing environmental, human capital, governance, and ethics and compliance efforts. These disclosures contain an updated report under the Sustainability Accounting Standards Board (SASB), an updated ESG Data Table since publishing our last Sustainability Report, and a summary of the climate risk assessment conducted in 2023 under the guidance set forth by the Task Force on Climate-related Financial Disclosures (TCFD).

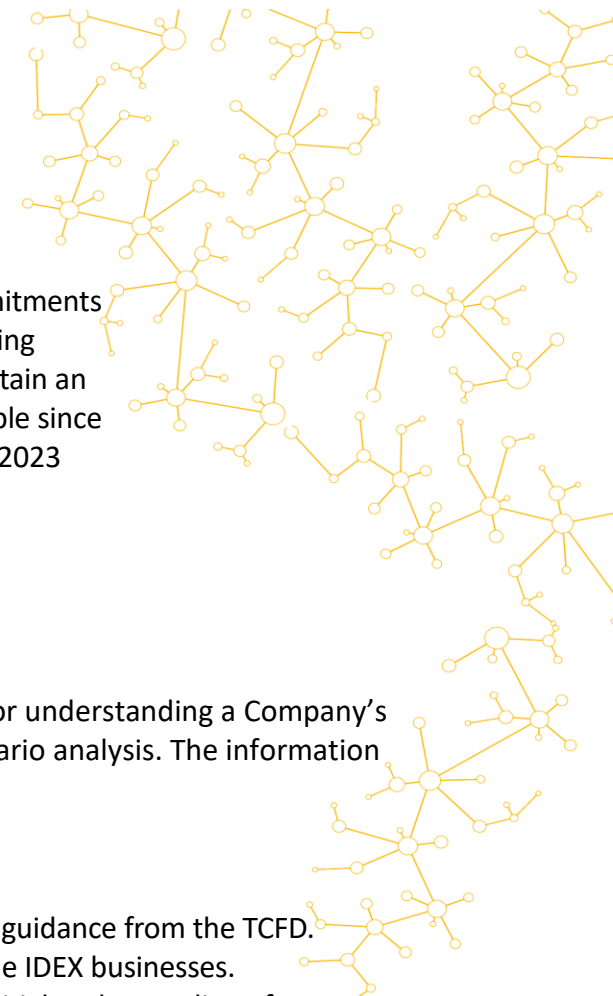
IDEX 2023 TCFD-Aligned Climate Risk Findings

The recommendations set forth by the TCFD are a widely-adopted framework considered helpful for understanding a Company’s climate risks and opportunities. In 2023, we completed our initial climate risk assessment and scenario analysis. The information below summarizes the findings from this assessment.

Overview

In June 2023, IDEX completed a climate risk assessment with a third-party provider in alignment with guidance from the TCFD. The goal of this effort was to identify climate-related risks and opportunities potentially relevant to the IDEX businesses. The assessment evaluated IDEX reporting units (as opposed to individual business units) to form an initial understanding of which types of businesses may be exposed to potential risks, and which are likely to have potential opportunities.

We performed two main types of analysis. First, we conducted a physical risk analysis to assess potential financial impacts arising from property damage and business interruption due to hazards (fire, flood, etc.). Second, we performed an initial transition risk analysis to evaluate risks and opportunities related to shifts in legislation, market forces, and technological development occurring as a result of a potential global movement towards a lower-carbon economy. These analyses incorporated more than 70 sites, covering 90% of IDEX revenue, and two discrete climate scenarios: (i) a “business as usual” scenario which assumed a physical risk scenario resulting in a 4°C rise by 2100; and (ii) a “net zero by 2050” scenario which assumed temperature rise is kept below 1.5°C by 2100. These climate



scenarios were an attempt to represent both ends of the potential climate risk spectrum and, therefore, reflect the range of potential impacts to IDEX's operations.

Initial Outcomes

With respect to potential physical risk to our operations, using our third-party advisor's proprietary model, we determined that IDEX faces low physical risks across our portfolio. Using that particular model, less than 1.5% of our property value and less than 1% of revenue was determined to be at risk of physical damage or disruption from climate-related events that include coastal inundation, riverine flooding, and extreme heat.

In the transition risk assessment, some of the potential risks identified were related to policy and legal considerations. These types of risks would be driven by emerging regulation in certain industries more than others, such as the energy and automotive industries, along with the potential impacts of emerging carbon pricing. Other potential risks identified included R&D risks related to adapting products to new markets, changing consumer preferences for higher-efficiency products, and increasing levels of scrutiny around fossil fuels usage.

In addition to the foregoing potential risks, we also identified several climate transition-related opportunities. Consistent with our long history of partnering with customers to meet rapidly changing and growing technology needs, multiple business units are well-positioned to access and expand coverage in new markets as the world transitions to a lower-carbon economy. These opportunities are considered as part of our ongoing strategic work to continue to drive shareholder value and innovate alongside our customers to have a positive impact on the world around us.

Next Steps

This assessment represented an important step in our understanding of potential climate-related risks and opportunities, and we plan to continue assessing the likelihood and impact of various climate-related risks and opportunities as part of our ongoing risk management and strategic work across IDEX. In addition, we are monitoring emerging global reporting requirements, including but not limited to CSRD and SEC reporting requirements, and we are taking steps to prepare for compliance, as applicable.

IDEX 2023 SASB Index

As a diversified global manufacturer with over 50 wholly-owned subsidiaries serving numerous end markets, IDEX spans multiple industries under SASB. IDEX has aligned its reporting with the [Industrial Machinery & Goods](#), [Electrical & Electronic Equipment](#), [Medical Equipment & Supplies](#), [Semiconductors](#), and [Auto Parts](#) industries. Unless otherwise noted, all quantitative data reflects all IDEX businesses, except for a single business unit that was acquired in Q4 2023 and accounts for less than 1% of IDEX 2023 revenue.

Topic	SASB Industry	Metric	Category	Code(s)	Response
Business Ethics	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	The U.S. Sentencing Guidelines, which outline the central tenets of a corporate compliance program, inform the basis of our compliance policies, procedures, and trainings. For more information, please see the Business Ethics & Compliance section of IDEX's 2022 Sustainability Report for a description of policies and practices for prevention of corruption, bribery and anti-competitive behavior.
	Electrical & Electronic Equipment; Auto Parts	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption anticompetitive behavior regulations	Quantitative	RT-EE-510a.3 TR-AP-520a.1	\$0
	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

Topic	SASB Industry	Metric	Category	Code(s)	Response
	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 Business Ethics & Compliance section of IDEX's 2022 Sustainability Report.
Employee Health & Safety	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): 2023: 1.29 ¹ 2022: 1.37 2021: 1.37</p> <p>Fatality Rate: 2023: 0 2022: 0 2021: 0</p> <p>IDEX does not currently track near miss frequency rate at the enterprise level. IDEX is actively considering adding leading indicators, such as this, to the health and safety metrics we collect. For more information, please see the Occupational Health & Safety section of the IDEX 2022 Sustainability Report.</p>

¹ These metrics do not include businesses acquired in 2023 or the Muon businesses acquired in Q4 2022.

Topic	SASB Industry	Metric	Category	Code(s)	Response
	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 Occupational Health & Safety and Product Quality, Safety & Compliance sections of the IDEX 2022 Sustainability Report.
	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
Energy Management	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 ESG Data Tables contained within this report for additional information.
Ethical Marketing	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

Topic	SASB Industry	Metric	Category	Code(s)	Response
Greenhouse Gas Emissions	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. We are continuing to work towards emissions reductions and are considering revising our reduction target to be based on a rolling base year given the acquisitive nature of our business. We expect to provide an update on this potential change in our FY24 disclosures. For additional information on our emissions reductions efforts, please see the Our Planet section of IDEX's 2022 Sustainability Report and the IDEX ESG Data Tables contained within this report for additional information.
Hazardous Waste Management	Electrical & Electronic Equipment	Amount of hazardous waste generated, and percentage recycled	Quantitative	RT-EE-150a.1	Please see the IDEX ESG Data Tables contained within this report for additional information.
Intellectual Property Protection & Competitive Behavior	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

Topic	SASB Industry	Metric	Category	Code(s)	Response
Materials Sourcing	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 evaluates critical material risks in our supply chain and uses the results to develop strategies for supply continuity. IDEX leverages different methods to mitigate risk including, among others, having safety stock, using alternative/secondary sources, and assessing the ability to bring internal manufacturing processes in-house. IDEX maintains a Supplier Code of Conduct (“Supplier Code”) that requires suppliers to comply with all applicable laws and regulations, including environmental and product compliance regulations. For additional information, please see the Responsible Supply Chain section of IDEX’s 2022 Sustainability Report.
Product Design & Lifecycle Management	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	IDEX maintains both a Supplier Code and a Code of Business Conduct and Ethics. These documents set forth requirements and expectations for IDEX employees as well as those parties with whom we conduct business. Both require compliance with all laws and regulations, including laws relating to environmental, health and safety, and product compliance. For additional information, please see the Product Quality, Safety & Compliance, Responsible Supply Chain and the Business Ethics & Compliance sections of IDEX’s 2022 Sustainability Report.

Topic	SASB Industry	Metric	Category	Code(s)	Response
Product Safety	Medical Equipment & Supplies; Electrical & Electronic Equipment; Auto Parts	Number of recalls issued, and total units recalled	Quantitative	HC-MS-250a.1 RT-EE-250a.1 TR-AP-250a.1	In 2023, Akron Brass, under the regulations of the National Highway Traffic Safety Administration, instituted a recall to update the firmware on 6,792 multiplex nodes that control electrical power to various components on a vehicle. As of the date of this report, approximately 109 nodes have been updated and approximately 100 are in process.
	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	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
Supply Chain Management	Medical Equipment & Supplies	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	HC-MS-430a.3	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 stock locally with IDEX and/or with suppliers. We also have the ability to make certain parts in-house. Our suppliers are governed by the IDEX Supplier Code. We also evaluate the risk profile of suppliers and supplier locations. IDEX abides by all laws and regulations, including REACH and RoHS. We monitor pending regulations and remove materials as they become regulated. For additional information, please see the Product Quality, Safety & Compliance and Responsible Supply Chain sections of IDEX's 2022 Sustainability Report.
	Industrial Machinery & Goods; Electrical & Electronic Equipment	Number of employees	Quantitative	RT-IG-000.B RT-EE-000.B	As of 12/31/2023, IDEX had 8,761 employees.

IDEX 2023 ESG Data Tables

Accurate and complete data is an essential foundation of our sustainability program. Data enables us to set targets, track progress, and helps us prioritize our most impactful opportunities, and we continue to improve and refine our data collection processes. Unless otherwise noted, all quantitative data reflects all IDEX businesses, except for a single business unit that was acquired in Q4 2023 that accounts for less than 1% of IDEX 2023 revenue. This business will be accounted for in the next reporting year.

Our Planet

Topic	Metrics	2021	2022	2023
Environmental ^{1,2}	Total Scope 1 and 2 (location-based) emissions (MT CO ₂ e) ³	49,928	53,522	64,160
	Scope 1 GHG Emissions (MT CO ₂ e)	12,207	13,178	15,151
	Scope 2 (location based) GHG Emissions (MT CO ₂ e)	37,722	40,344	49,009
	Scope 2 (market based) GHG Emissions (MT CO ₂ e)	11,733	29,000	51,648
	Emissions intensity (Scope 1 and 2 location-based) (MT CO ₂ e/\$M revenue)	18.1	16.8	19.6
	Total Electricity Consumption (MWh)	107,835	111,857	128,662
	Total Renewable Energy Generation (MWh)	98	635	3,017 ⁴
	Water Consumption (gallons) ⁵	64,083,944	72,466,815	103,078,369

¹ To collect this 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, December 2023 data was not yet available, so an estimate for emissions data was developed based on actual data for January to November 2023. In the next reporting year, we will restate our 2023 emissions with actual values for December 2023. FY21 and FY22 data has been restated to include Q4 2022 data and minor improvements to FY21 and FY22 data inputs that improved estimation accuracy.

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.

³ Totals are based on actual emission volumes for the given operational footprint of each respective fiscal year, based on all business units within IDEX's operational control at that time. Given the acquisitions and divestitures that have occurred in the years provided, the emission totals represent a different portfolio of businesses each year. IDEX is considering adopting a rolling base year, which would entail adjusting the prior year to align with the current year's operational footprint and would provide an appropriate basis for comparison for year over year progress. In FY23, the increase in actual emissions is almost entirely driven by the Q4 2022 acquisition of the Muon businesses.

⁴ Total renewable energy generation refers to the use of onsite solar generation to fulfill our electricity needs. Value reflects January to November 2023 as no renewable energy generation data was available for December 2023.

⁵ In FY23, the increase in water consumption is almost entirely driven by the Q4 2022 acquisition of the Muon businesses. Water consumption for FY21 and FY22 has been restated to include Q4 2022 data and to reflect minor improvements to FY21 and FY22 data inputs that improved estimation accuracy.

	Hazardous Waste Generated (MT) ¹	589	642	872
	Percentage of Hazardous Waste Recycled	29%	28%	60%
	Percentage of Hazardous Waste Incinerated	14%	16%	22%

Our People

Topic	Metrics	2021	2022	2023
Workforce Demographics ²	Women: Senior Leaders (Global)	28%	31%	31%
	Women: People Managers (Global)	21%	22%	22%
	Women: Individual Contributors (Global)	29%	30%	29%
	People of Color: Senior Leaders (U.S.)	18%	21%	22%
	People of Color: People Managers (U.S.)	19%	19%	20%
	People of Color: Individual Contributors (U.S.)	29%	31%	31%
Safety Performance ³	Total Case Incident Rate (# of work-related injuries per hundred full time workers per year)	1.37	1.37	1.29
	Lost Workday Case Incident Rate (# of workdays lost × 200,000)/total hours worked)	0.54	0.59	0.64
Community Impact ⁴	Employee Participation ⁵	2,516	3,967	4,133
	Funds Donated by the IDEX Foundation	\$1,245,804	\$1,373,370	\$1,301,375
	Percent of Sites Participating in IDEX Foundation Events	91%	81%	94%
	Number of Events	78	116	124
	Employee School Donations Matched	\$82,000	\$103,000	NA
	Funds donated by IDEX and its employees through the Benevity program	NA	NA	\$211,000 ⁶

¹ In FY2023, the increase in hazardous waste is almost entirely driven by the Q4 2022 acquisition of the Muon businesses. Hazardous waste data for FY22 has been restated to reflect Q4 2022 values and improved data collection methods.

² These numbers do not include employee populations associated with acquisitions completed in 2023. People of color are inclusive of American Indian, Alaskan Native, Black/African American, Asian, Hispanic/Latino, Native Hawaiian, or other Pacific Islander, or two or more races or ethnicities.

³ These metrics do not include businesses acquired in 2023 or the Muon businesses acquired in Q4 2022.

⁴ 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 IDEX's 2022 Sustainability Report for additional information.

⁵ Data reflects the number of times an IDEX employee volunteered for an event. An individual employee may have volunteered for more than one event.

⁶ IDEX launched an employee giving and company match program through Benevity in July 2023. The school donations program was subsumed by the Benevity program and any school donations made are included in the Benevity program metric.

	Funds donated by individual Business Units (as approved by the Corporate Compliance)	\$285,000	\$284,000	\$169,000
Employee Engagement	Employee Engagement Index	76%	76%	74%
	Response Rate	85%	86%	84%
Manager Effectiveness Index	IDEX's Score	79%	79%	79%
	MFG Industry 75th%	73%	76%	77%
	MFG Industry Average	68%	71%	71%

Our Governance, Ethics & Compliance

Topic	Metrics	2021	2022	2023
Business Ethics & Integrity	Active Management Employees Certifying Understanding of Code of Business Conduct and Ethics	100%	100%	100%
	Global Hotline Allegations Investigated	100%	100%	100%
Conflict Minerals Survey	Supplier Response Rate	62%	67% ¹	2023 Goal: 70% ²
	Percentage of Spend Covered by Responding Suppliers	82%	83% ¹	2023 Goal: 85% ²

¹ 2022 values restated to include data that was unavailable during 2022 reporting.

² 2023 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 publishing 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.

This report includes forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. All statements other than statements of historical or current facts, including statements regarding our plans, initiatives, projections, goals, commitments, expectations, or prospects, are forward-looking. Words such as "plans," "intends," "believes," "anticipates," "expects," "intends," "goal," "target," "strategy" or similar expressions identify forward-looking statements such as those related to future performance, market conditions, trends, strategy, and policies. Forward-looking statements reflect management's current expectations and inherently involve risks and uncertainties. Actual results could differ materially due to a variety of factors, including assumptions not being realized, scientific or technological developments, evolving sustainability strategies, changes in carbon markets, evolving government regulations, our expansion into new products, technologies and geographic regions, or other changes in circumstances, as well as the factors set forth in the "Risk Factors" section of IDEX's most recent Annual Report on Form 10-K and subsequent filings. The standards of measurement and performance contained in the report are developing and based on assumptions, and no assurance can be given that any plan, initiative, projection, goal, commitment, expectation, or prospect set forth in this report can or will be achieved.

