

PURPOSE

The EU Whistleblower Directive (Directive) and the applicable Member State transposing laws (together, “**EU Whistleblowing Legislation**”) aim to protect individuals who report *breaches of EU law* in areas such as public procurement, financial services, environmental protection, and public health. The EU Whistleblowing Legislation requires companies to ensure confidentiality and implement safeguards against retaliation for whistleblowers. Furthermore, the EU Whistleblowing Legislation mandates that companies with 50 or more employees establish internal reporting channels for whistleblowers, as well as specific follow-up procedures.

This notice of compliance confirms that all IDEX business units that are located in the European Union and that are subject to EU Whistleblowing Legislation are in compliance with the applicable EU Whistleblowing Legislation .

OUTLINE OF COMPLIANCE

1. Internal Reporting Channels

IDEX Corporation (IDEX) maintains three primary reporting channels: (1) the company’s NAVEX EthicsPoint Hotline, (2) internal reporting channels across the organization at the corporate level, including internal ethics email boxes and a dedicated legal and compliance department, and (3) local reporting channels and follow-up procedures for all business units subject to the applicable EU Whistleblowing Legislation. It is important to note that IDEX advertises and raises awareness of the company’s reporting channels in multiple ways, including but not limited to trainings, signage, information on our website for third parties working on IDEX’s behalf and inclusion in internal policies.

2. Handling of Reports (where the employee has expressed a preference to report locally)

Once a report is filed, IDEX processes that report in compliance with the EU Whistleblowing Legislation. Specifically, reports are acknowledged and investigated, and feedback regarding the status of the report is provided to the reporter in a timely fashion. Furthermore, the information and the identity of the reporter are protected and kept confidential, and accurate and secure records of the report are kept.

3. Anti-Retaliation

Consistent with IDEX’s approach across all business units worldwide – and as outlined in both IDEX’s internal and external policies, such as the [Code of Conduct and Business Ethics](#) – all forms of retaliation are strictly prohibited. All allegations of retaliation will be investigated, and resulting disciplinary measures for substantiated acts of retaliation include measures up to and including termination.

4. External Reporting Channels

For the avoidance of doubt, nothing relating to the EU Whistleblowing Legislation or IDEX’s compliance program globally shall prohibit any employee from confidentially or otherwise communicating or filing a charge or complaint with a federal, state, local or other governmental agency or regulatory (including self-regulatory) entity.

5. EU Member State Requirements

The Directive sets out minimum standards for the protection of whistleblowers and allows EU Member States to introduce additional requirements/minor variations to increase this protection. The IDEX legal and compliance department, in partnership with the functions managing the local reporting channels, ensures that all complaints are appropriately reviewed and adjudicated in line with the specific requirements under the relevant national whistleblowing legislation.