



2024

Sustainability Report

IDEX CORPORATION

At IDEX, we create trusted solutions to improve lives. We seek to grow sustainably in dynamic markets through united expertise, differentiated by the power of 80/20.





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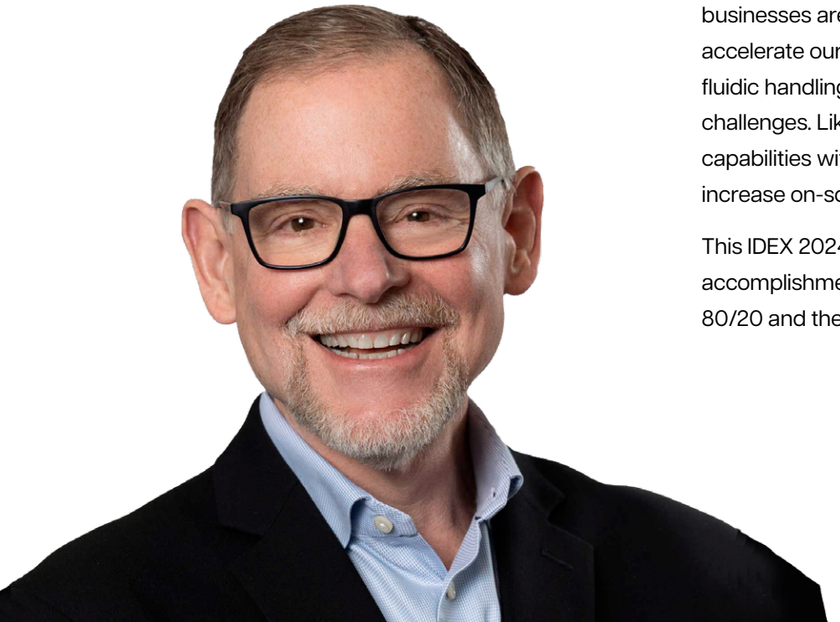
A Message from Our CEO and President

At IDEX, we view sustainability as focusing on the needs of the present – for our customers, our people, our shareholders, and our communities – without compromising the ability of future generations to meet their needs.

That means doing great work to balance the economic, social and environmental requirements of present and future generations of people who are – and who will be – part of IDEX. This isn't a new concept for us. Our shared purpose of **"Trusted Solutions, Improving Lives™"** has always conveyed our commitment to positively impacting the world around us, keeping all of our key stakeholders in mind.



On the pages that follow, you will see stories of our people designing highly engineered mission critical components to meet the evolving needs of our customers, all within a values-based culture focused on doing the right thing, developing and leveraging great teams, and contributing to the communities in which we work.

IDEX teams are rising to the occasion in fast-growing technologies related to, among other things, life sciences, intelligent water, space technologies, high-performance semiconductor fabrication and metrology, rescue technologies and energy transition.

We're also focused on meeting the ever-increasing needs of our customers to work faster, safer, and more efficiently. Our highly-engineered pumps and valves businesses are rapidly deploying digital tools to help accelerate our customers' ability to find the severe duty fluidic handling solutions they need for their most difficult challenges. Likewise, we are expanding our automation capabilities within our fire and safety solutions to increase on-scene speed and agility.

This IDEX 2024 Sustainability Report highlights the accomplishments of our unique businesses united by 80/20 and the IDEX operating model to drive efficiency,

> "This IDEX 2024 Sustainability Report highlights the accomplishments of our unique businesses united by 80/20 and the IDEX operating model to drive efficiency, innovation and growth."

innovation and growth, set against an entrepreneurial culture that allows us to quickly identify and execute in high-value markets.

For us, it's about now, and the future. About meaningful success today, and sustained performance over time. About partnering with our customers to seize opportunities to improve the world now, in a way that allows our thriving company to positively impact the world for many years to come. It's about contributing to the prosperity of the communities we serve and the preservation of our environment. Our report addresses our sustainability efforts in four critical areas:

- **Supporting a Values-Based Culture**
- **Prioritizing People**
- **Driving Growth Through Innovation**
- **Protecting the Planet**

Since publishing our last report, I'm proud of the progress we have made on our sustainability initiatives, underscored at all times by our core IDEX Values of Trust, Team, and Excellence.

While we are pleased with the progress made, there is more to do. The challenges of a dynamic world around us require sustained effort. At IDEX, we are determined to be part of the solution.

We are grateful for the people who make this a great company and for the partnership of many stakeholders on this journey. I invite you to work with us to drive meaningful change and ensure that IDEX continues to meet the needs of today, while preserving and building for the needs of the future. I invite you to explore our 2024 Sustainability Report to learn more about our initiatives, achievements, and aspirations.

We look forward to building a sustainable future together.



Eric D. Ashleman
CEO & President
IDEX Corporation

TRUSTED SOLUTIONS, IMPROVING LIVES

A Message from Our Chief Sustainability Officer

The world around us continues to change. At IDEX, we continue to adapt along with it in order to meet the needs of our key stakeholders, now and in the future.

Sustainability is a broad topic and means different things for different companies. I've had the opportunity to partner with the executive leadership team and other senior leaders, utilizing feedback from key stakeholders through various materiality assessments, to identify and define the topics most meaningful to IDEX and focus our strategy accordingly.

Since publishing our last report, we have made progress on key initiatives. We continue to assess and evolve our internal governance structures to drive accountability and alignment across all levels of the organization. Our teams continue to partner closely with customers to solve their toughest challenges, some that address resource efficiency and others that help our customers adapt to and excel in the dynamic world around them.

We are focused on the success, development, and well-being of our people and on the communities in which we operate. We are learning about and deploying various ways to improve the impact our operations have on the environment. As we move forward, our focus will remain on embedding sustainability across our operations and value chain.

In parallel, we continue to enhance our data collection efforts, improve cross-functional collaboration, and increase stakeholder engagement. We are implementing internal systems that will help ensure the accuracy, reliability, and audit-readiness of various metrics to meet stricter disclosure requirements. Our teams across sustainability, legal, finance, and operations are working together to build sustainability into the way we do business. We have amplified our engagement with industry groups to stay ahead of regulatory developments and contribute to the shaping of fair and effective policies.

We recognize that various regulatory frameworks can present opportunities to drive innovation, create value, and demonstrate leadership in addressing global challenges. With that in mind, we are intensifying our efforts, aligning our work with identified United Nations Sustainable Development Goals (UN SDGs), reporting to impact-based frameworks, and striving to engage and educate more people around our dynamic workforce. Our approach to reporting remains guided by a commitment to transparency, integrity, and continuous improvement.

> "As we move forward, our focus will remain on embedding sustainability across our operations and value chain."

I'm proud to be part of a company that defines sustainability in a way that makes sense for our businesses, our employees, our communities, and our shareholders, and that seeks to continuously improve for future generations.

Sincerely,



Abigail Roche

Vice President, Chief Sustainability Officer & Associate General Counsel
IDEX Corporation



BUILDING A SUSTAINABLE FUTURE



ABOUT IDEX

IDEX is a global manufacturer of highly engineered components and applied solutions that touch virtually every aspect of life. With a portfolio of innovative products to meet our customers' critical engineering needs, IDEX is dedicated to creating a better tomorrow.

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Who We Are

We deliver trusted solutions that serve as essential components in dynamic end markets. Great teams innovate and collaborate with speed and scale, united in expertise through 80/20 and the IDEX Operating Model.

Since our inception in 1988 with three entrepreneurial manufacturing companies, we have expanded to include over 50 businesses worldwide, unified by a shared mission to address critical needs with excellence and reliability.

Our products play a vital role across a broad spectrum of industries, and we operate within a framework designed to foster operational excellence while enabling our businesses to remain agile, customer-focused, and innovative. This approach ensures that each business maintains the entrepreneurial spirit, creativity, and problem-solving expertise that form our foundation, while also benefiting from the resources, scale, and global reach of a multibillion-dollar enterprise.

United by our core IDEX Values of Trust, Team, and Excellence, and driven by a culture of collaboration and servant leadership, we continue to deliver solutions that make a meaningful difference. Our ability to integrate the strengths of independent businesses with the capabilities of a global organization is key to our ongoing success and the value we provide to stakeholders around the world.



OUR MISSION, VISION, AND VALUES

IDEX lives its mission of **Trusted Solutions, Improving Lives**™ in countless ways across many industries, developing and producing mission-critical components and other products that improve everyday life.

Trust, Team, and Excellence: Our company values are three simple words that are known and practiced by IDEX teams around the world.

We live these values every day as we seek to innovate with speed, grow agile teams, and multiply our impact by harnessing the power of our collective expertise.

THE IDEX OPERATING MODEL

The proven tools of the IDEX Operating Model are foundational to our company's success. These fundamental tenets of how we do business help IDEX teams enhance their management efforts and operations.

1
80/20

Perhaps the most central process to our success, 80/20 reduces complexity and increases simplification, focusing resources on the things that matter most. Based on the Pareto Principle, prioritizing 80/20 accelerates profitable growth by committing resources to the highest value markets, products, and customer opportunities.

2
Organization and Talent Cycle

Part of our commitment to prioritizing people, the Organization and Talent Cycle (OTC) aligns talent to business needs and accelerates employees' potential. A disciplined approach to connecting company strategy with action, OTC includes in-depth talent reviews with business leaders throughout the organization, assessing workforce needs and individual development goals.

3
Daily Management

A cross-functional daily process for managing the prioritization of critical success factors to effectively execute the order-to-cash process, Daily Management provides the foundation for continuous improvement.

4
Monthly Business Review

A monthly review of individual and product line team scorecards focused on progress toward objectives helps our team apply problem-solving tools to drive business results.

5
Goal Deployment

A five-step thought process that links strategy and tactics through creation of a sustainable process, this systematic approach to managing change in critical business processes leads to breakthrough performance.



The Power of OBS

A core group of experts comprise the IDEX Office of Business Services (OBS), serving the company's business units around the world to help them operate at the highest levels of efficiency.

OBS professionals serve as role models, demonstrating our company values and proven business practices to empower great teams across IDEX to achieve excellence. The OBS team partners with IDEX leadership teams, often at the manufacturing plant level, using our operating model to deliver sustainable, breakthrough results for our customers, employees, and shareholders.

Teams around the world focus on what matters most by using customized 80/20 analysis tools and Kaizen-based continuous improvement principles, including rapid improvement events (RIEs). Through these and other core principles for excellence, OBS experts help IDEX business teams be their very best.



What We Do

Our company is organized into three primary business segments: **Health & Science Technologies (HST), Fluid & Metering Technologies (FMT),** and **Fire & Safety/Diversified Products (FSDP)**. These segments serve a diverse array of end markets worldwide, reflecting the breadth and adaptability of our operations.

HEALTH & SCIENCE TECHNOLOGIES (HST)

FLUID & METERING TECHNOLOGIES (FMT)

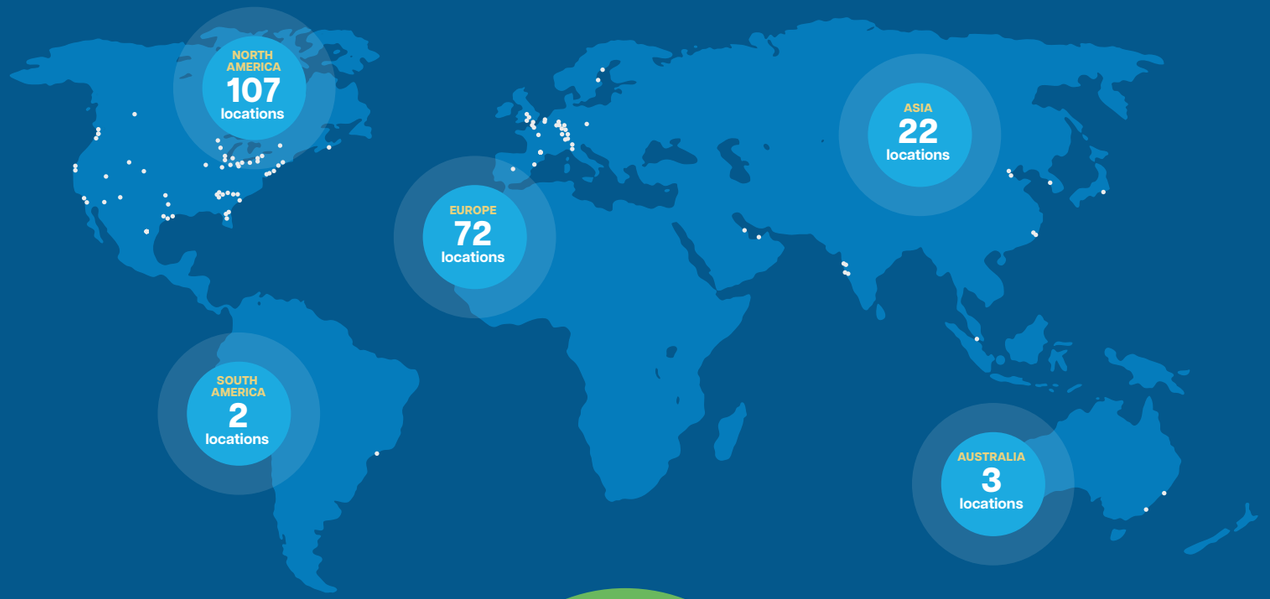
FIRE & SAFETY/DIVERSIFIED PRODUCTS (FSDP)

Our HST businesses design and manufacture precision-engineered solutions across a diverse set of markets, including life sciences, analytical instruments, industrial, semiconductor, food, pharmaceutical, aerospace and defense, and medical. We excel with advanced capabilities that include precision fluidics, pumps, powder and liquid processing technologies, sealing solutions, pneumatics, and other components used in scientific research, industrial, food processing, and other applications. Other businesses in this segment design and produce optical components and coatings, laboratory and commercial equipment and precision photonic solutions, technical ceramics and hermetic sealing products, and porous material structures and flow control solutions in dynamic sectors that are shaping the future.

Our FMT businesses specialize in the design, production, and distribution of industry-leading fluid handling products. This includes positive displacement pumps, flow meters, valves, small-volume provers, compressors, injectors, and complete pump modules and systems. These products are essential to fluid management across industries such as food and beverage, chemicals, water and wastewater management, agriculture, and energy. This segment offers advanced flow monitoring and related services, ensuring precision and efficiency in critical operations. This segment also includes several businesses in India, the Middle East, and Southeast Asia that produce products locally for their regional markets.

Our FSDP businesses deliver lifesaving, precision-engineered solutions for both emergency response and industrial applications. This includes the pumps, valves, controls, rescue tools, and lifting bags for the fire and rescue industry. Beyond emergency services, this segment produces engineered banding and clamping devices used in a variety of sectors, such as automotive, energy, industrial, and more. It also serves global retail and commercial paint markets with precision equipment for dispensing, metering, and mixing colorants.

Company Highlights



Global headquarters located in Northbrook, IL

S&P500 company

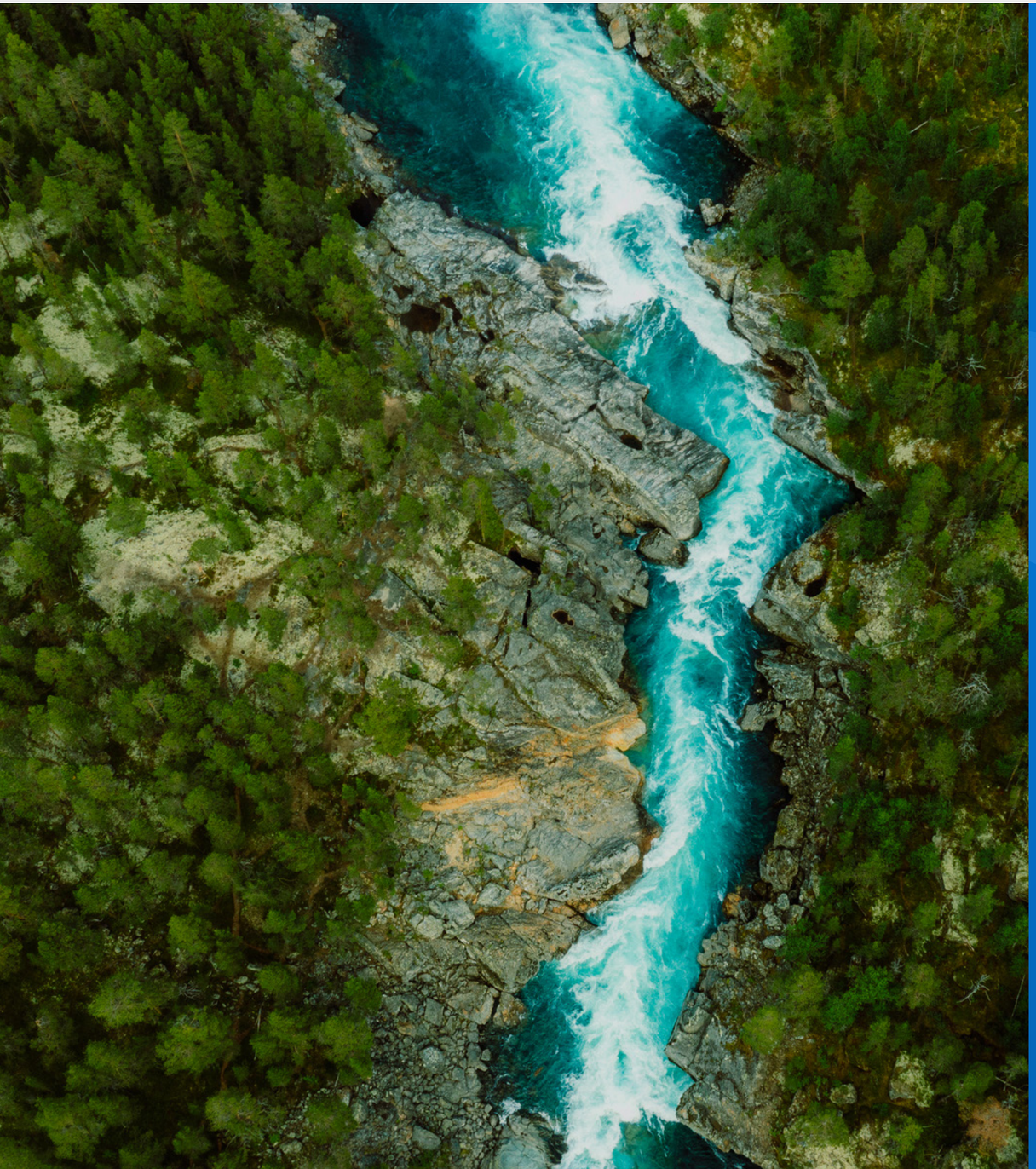
50+ businesses located in 24 countries

IEX listed on NYSE since 1989

~9,000 employees worldwide (as of December 2024)

$3.3B 2024 revenue

22 acquisitions since 2014



SUSTAINABILITY AT IDEX

IDEX seeks to integrate sustainability and responsible practices into every facet of our business. We value and continuously develop our workforce with ethics, compliance, and corporate governance as our foundation. We are working to reduce the environmental impact of our operations, and we are committed to advancing solutions that benefit the world around us.

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Our Commitment to Sustainability

Our shared purpose of Trusted Solutions, Improving Lives™ has always reflected our commitment to making a positive impact on the world around us, from our customers and shareholders to our employees and the communities in which we live and work.

OUR SUSTAINABILITY PILLARS

To reinforce our commitment, we have established four sustainability pillars to guide our efforts. While sustainability has been embedded in IDEX's culture since its inception, these pillars serve as strategic guideposts. These key elements of our sustainability approach are embedded in all that we do, and each sustainability pillar corresponds with goals, targets and metrics to guide our efforts and drive progress.

At IDEX, we believe that sustainability drives growth and provides value to our stakeholders. Sustainability is rooted in the IDEX **culture**, values, and mission with a strategic focus on product **innovation** and creating a positive impact for **people** and the **planet**.



SUPPORTING A VALUES-BASED CULTURE

Our mission of **Trusted Solutions, Improving Lives™** comes to life through a strong commitment to ethics, integrity, and governance. Our values of Trust, Team, and Excellence are amplified through a culture of sustainability, positively impacting people around the world.

Learn More ▶

PRIORITIZING PEOPLE

We treat people with respect and build agile teams to drive long-term success. We develop inclusive, high-performing teams, maintain a healthy and safe work environment, give back to our communities, and seek to responsibly manage our supply chains.

Learn More ▶

DRIVING GROWTH THROUGH INNOVATION

Solving our customers' most critical challenges defines who we are and what we do at IDEX. By pursuing innovation, continuous improvement, and operational excellence, we deliver trusted and sustainable product solutions.

Learn More ▶

PROTECTING THE PLANET

Caring for the environment enables a better future for all. Through the efficient use of resources, IDEX's environmental stewardship helps reduce our footprint while creating more sustainable and lasting product solutions.

Learn More ▶

ALIGNING WITH SUSTAINABILITY FRAMEWORKS

Sustainability requires continuous improvement, and we are actively strengthening our sustainability program through enhanced data collection and reporting. We continue to report in alignment with the Sustainability Accounting Standards Board (SASB) framework. This year, we are also reporting in reference to the Global Reporting Initiative (GRI) and have utilized the Task Force on Climate-related Financial Disclosures (TCFD) to guide our climate disclosures.

We are also expressing our support of the United Nations Sustainable Development Goals (SDGs). Innovation, collaboration, ethics, and responsible business practices have always been at the heart of what we do at IDEX, and we are continuing to work hard to contribute to the achievement of these goals.

TCFD TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

GRI SASB

The SDGs provide a universal framework to address global challenges, from poverty and inequality to climate change and environmental sustainability. We believe that the following SDGs are most closely aligned to our overall business strategy and are areas in which we can drive meaningful impact. To learn more about the ways that IDEX programs support the SDGs, please see the Sustainability Reporting section of this report.

SUSTAINABLE DEVELOPMENT GOALS

SDG 8
Decent Work and Economic Growth

WHY IT MATTERS: Sustained economic growth, productive employment, and decent work drive prosperity and social stability.

OUR COMMITMENT: We promote fair labor practices, support workforce development, and strive to ensure safe, healthy working conditions for our global teams. We invest in our people to contribute to economic resilience and shared success.

SDG 9
Industry, Innovation, and Infrastructure

WHY IT MATTERS: Resilient infrastructure and innovation are critical to economic development and technological progress.

OUR COMMITMENT: IDEX will continue to create trusted solutions that support sustainable industrial practices, including to innovate new products and technologies that solve our customers' challenges and help minimize their environmental impact.

SDG 12
Responsible Consumption and Production

WHY IT MATTERS: Sustainable production and consumption reduce environmental degradation and conserve finite resources.

OUR COMMITMENT: We will continue emphasizing sustainable manufacturing processes and improving resource efficiency. From reducing waste to optimizing supply chains, we aim to continue our efforts toward responsible production.

SDG 13
Climate Action

WHY IT MATTERS: Climate change poses an urgent threat to the environment, economies, and communities worldwide.

OUR COMMITMENT: IDEX has committed to reducing greenhouse gas emissions, investing in renewable energy solutions, and supporting environmental technologies that can help mitigate climate impacts. By incorporating sustainability into our operations and value chain, we can contribute to a more resilient future.

SDG 6
Clean Water and Sanitation

WHY IT MATTERS: Access to clean water and sanitation is a basic human right and a cornerstone of healthy societies.

OUR COMMITMENT: Through our advanced water system technologies, we innovate solutions that improve water quality, enhance efficiency, and enable our customers to expand access to clean water.

SDG 5
Gender Equality

WHY IT MATTERS: Empowering women and promoting gender equality are essential for innovation and economic growth.

OUR COMMITMENT: Through our initiatives to ensure equity and fairness in hiring, career development, and leadership opportunities for all employees, we work to foster a diverse and inclusive workplace.

Material Topics



- Occupational Health & Safety
- Product Performance
- Energy & Emissions
- Business Ethics & Compliance
- Responsible Supply Chain
- Talent Management
- Diversity, Equity & Inclusion

In 2022, we conducted our second materiality assessment to refine our understanding of the environmental, social, and governance topics most relevant to IDEX stakeholders.

We collaborated with an external consulting firm to analyze industry trends, reporting frameworks and ratings, regulatory requirements, and benchmarking data to pinpoint relevant topics. We then engaged a diverse range of stakeholders across our value chain, including customers, executives, leaders and employees, investors, suppliers, and board members to deepen our understanding of the potential impacts, risks, and opportunities associated with these topics.

As a part of our ongoing compliance and reporting initiatives, in 2024 we conducted an initial double materiality assessment aligned to standards set forth by the European Union's Corporate Sustainability Reporting Directive (CSRD). Our initial assessment focused on the core set of businesses in scope of CSRD, which spanned all three of our reportable segments.

Targets and Goals

IDEX supports the following Sustainable Development Goals:



Our environmental sustainability program includes initiatives to measure and reduce our environmental footprint, empower our business units with actionable tools, and foster innovation that benefits our customers and the impact they have on the world around them. Our approach combines data-driven insights, decentralized execution, and a long-term collective vision for sustainability, as we seek to integrate environmental stewardship into our operations and overall business strategy.

In 2021, we set an ambitious goal of reducing Scope 1 and Scope 2 emission intensity (by revenue) by 30% by 2035. We are working with external partners to develop and execute a decarbonization strategy to help us meet that goal. For additional information regarding our progress, please see the Planet section and the Sustainability Reporting section of this report.

In 2022, we conducted our second materiality assessment to refine our understanding of the environmental, social, and governance topics most relevant to IDEX stakeholders.

Awards and Recognition

India Design Mark

In March 2023, after earning the Indian government's prestigious India Design Mark in 2022, **IDEX India**-designed Cognito Electric Operated Double Diaphragm (EODD) Pump was featured in the International Engineering Sourcing Show (IESS) in Chennai, India. The Cognito EODD Pump is IDEX India's latest development in smart flow technology and is renowned for its excellence in sustainable design.

Diversity and Business Award

In 2024, our **IDEX Health & Science** team in Rohnert Park, California facility was recognized for its efforts in championing diversity with the Diversity in Business Award from the North Bay Business Journal. This award recognizes companies that actively work toward creating more inclusive workplaces. It was also recognized by the same publication as one of the area's Best Places to Work. 2024 was the 11th year that the facility has won this award.

Silver Armed Forces Covenant Award

In 2024, our **Godiva** business, a global leader in emergency services equipment, received the Silver Armed Forces Covenant Award from the U.K. government's Defence Employer Recognition Scheme. The award recognizes the company's pledge to ensure that individuals who serve or have served in the Armed Forces, along with their families, are treated with dignity and respect.

IDEX Environmental Impact Award

In March 2024, **SFC Koenig** earned the IDEX Environmental Impact Award for its commitment to sustainability through operational efficiencies and a strategic shift in product focus to meet its customers' demands. The company significantly reduced energy consumption across its facilities in Switzerland, Germany, China, and the U.S. They also expanded into electric, hybrid, and hydrogen vehicle markets, developing propulsion-agnostic solutions along with **BAND-IT**, another IDEX business. Utilizing BAND-IT's Ultra-Lok clamp system to simplify fuel cell assembly and enhance reliability, SFC Koenig and BAND-IT are working together to advance more sustainable transportation solutions.

IDEX Customer Obsession Award

In March 2024, **Trebor** received the IDEX Award for Customer Obsessed Innovation, recognizing its advancements in ultrapure water heaters, significantly reducing water and energy consumption in semiconductor manufacturing. Trebor collaborated with over 80 semiconductor customers to develop and deliver solutions that advance sustainability and fuel business growth. Trebor also launched its QNXT-R heater, cutting water use by 58% and energy consumption by 56%.

Appointed to the U.S. Department of Commerce Environmental Technologies Trade Advisory Committee

In December 2024, **Patrick Hill**, Chief Technology Officer for our **Mott** business, was appointed to the U.S. Department of Commerce Environmental Technologies Trade Advisory Committee (ETTAC). Established in 1994, ETTAC advises on the development and deployment of programs to expand U.S. exports of environmental technologies, services, and products.

IDEX Fire & Safety Innovation Receives FORBES Magazine Coverage

FORBES magazine recently featured the creation of the SAM waterflow control system from **IDEX Fire & Safety**, spotlighting the creation of the digital solution that is bringing increased automation and digital controls to firefighting services.

In addition to getting water on fires more quickly, the article recognized the ability for paid-on-call and volunteer firefighters to work the intuitive touchscreen system with limited training.

"When we got the new truck, they learned to run SAM real quick because it does everything for you," Dallas Terrell, fire chief of the Wooster Township Fire department in Wooster, Ohio, told FORBES. "As they're using it, it's clicking."

Originated on the sides of pumper trucks, and now extended to firefighters at the end of hose lines, the SAM Smart Nozzle gives them information about water availability and pressure, critical to their safety and their ability to fight the blaze.

Sustainability Highlights



4,736
IDEX employee volunteer hours in 2024 through IDEX Foundation events

777
non-profit organizations supported through the IDEX Matching Gifts program

100% of professional-level employees trained annually on the Company's Code of Business Conduct & Ethics

81% overall IDEX employee engagement in 2024

~2000 of IDEX employees participating in seven Employee Resource Groups since 2022

1.16 Recordable Incident Rate for 2024

.49 Lost Workday Incident Rate for 2024

$8M more than $8 million in IDEX Foundation grants given between 2014 and 2024

12 sites with on-site renewable energy generation



SUPPORTING A VALUES-BASED CULTURE

CULTURE

Strong corporate governance and the IDEX Values are at the core of our commitment to sustainability. They guide our high ethical standards and embed accountability and responsible decision-making across our operations. Our comprehensive compliance program provides employees with the resources needed to uphold these values. Through oversight and a culture of integrity, we enhance stakeholder trust while driving sustainable business growth for our stakeholders.

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Governance Structure

IDEX has a highly engaged Board of Directors with a wide variety of skills, experiences, and perspectives, all of which contribute to a high-performing board and strong board culture.

Following the 2025 Annual Meeting, the Board will consist of ten directors (shown here), nine of whom are independent as defined by New York Stock Exchange (NYSE) and Securities Exchange Commission (SEC) rules, including our Board Chair.

In 2025, we were pleased to welcome two new directors to the IDEX Board, both of whom are CEOs of publicly traded companies with significant global leadership experience:

- **Ms. Stephanie Disher**, who serves as CEO of Atmus Filtration Technologies, Inc.; and
- **Mr. Matthijs Glastra**, who serves as Chair and CEO of Novanta, Inc.

With these changes in board composition, the average tenure for our Board members is approximately 5 years, and the average age is less than 60. For more information about our directors' skills, backgrounds, and biographies, please see our 2024 Proxy Statement.

Our Board consists of three committees: Audit, Compensation, and Nominating and Corporate Governance, each governed by a written charter available on our corporate sustainability website.



Katrina L. Helmkamp
Independent Director & Board Chair



Eric D. Ashleman
Chief Executive Officer & President



Mark A. Beck
Independent Director



Mark A. Buthman
Independent Director



Alejandro Quiroz Centeno
Independent Director



Carl R. Christenson
Independent Director



Stephanie Disher
Independent Director



Matthijis Glastra
Independent Director



Lakecia N. Gunter
Independent Director



Paris Watts-Stanfield
Independent Director

IDEX Corporation Board of Directors

Oversees Major Risks

Operational · Financial · Strategy · Culture · Human Capital Management & Succession Planning · Information Security/ Cybersecurity · Legal Compliance & Regulatory · Geopolitical

Audit Committee

Primary Risk Oversight

Financial Statements, Financial Reporting, & Internal Controls

Compliance & Corporate Environmental, Health, & Safety Programs

Information Security/Cybersecurity

Compensation Committee

Primary Risk Oversight

Compensation & Benefits Programs for Executives & Other Employees

Director Compensation Policies & Practices

Nominating & Corporate Governance Committee

Primary Risk Oversight

Governance Framework & Policies

Board Effectiveness

Sustainability

SKILLS, EXPERIENCES, AND PERSPECTIVE

Our Corporate Governance Guidelines describe our corporate governance approach and address matters such as the Board's role and responsibilities, director compensation and membership criteria, director time commitments and board limits, share ownership guidelines, and meeting frequency.

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 sustainability topics on an ongoing basis.

The Board also oversees the management of issues identified through our annual enterprise risk management (ERM) assessment, led by our General Counsel. Our most recent ERM assessment included:

- **a review of strategic and organic growth initiatives;**
- **risks associated with human capital management, including succession planning, and talent attraction, development, and retention;**
- **information security and cybersecurity risk; and**
- **supply chain management and geopolitical shifts.**

We continuously evaluate the risk management process designed to ensure that senior management and the Board remain focused on the most significant risks that could affect IDEX and its ability to create and sustain value.

In 2023, we partnered with outside consultants to conduct an initial climate risk assessment and scenario-analysis to better understand the types of climate-related physical and transition risks and opportunities potentially relevant to IDEX. The results of that assessment were included in the 2023 annual review with the Board, and such transition risks and opportunities continue to be considered as part of our ongoing strategic planning.

Our Board is committed to upholding the highest ethical standards. Members complete annual training and certification on the IDEX Code of Business Conduct and Ethics, which outlines the high ethical standards we expect from our employees, directors, and business partners. The Board also reviews and certifies the company's responsible supply chain practices and its U.K. Modern Slavery Act Statement, reinforcing our commitment to ethical and sustainable business operations.

Additional details regarding our corporate governance policies and disclosures can be found in our 2024 Proxy Statement and on our corporate sustainability website.



Sustainability Governance

Our overall approach to sustainability governance reflects our commitment to embedding key sustainability topics into our business strategy and operations, along with meeting associated regulatory requirements.

Our Chief Sustainability Officer and General Counsel, with support from our Board and the rest of the executive leadership team, set the strategic direction for sustainability at IDEX. Ownership and execution of key sustainability initiatives are shared across multiple functions and all levels of the organization to drive progress and enable each business to advance the sustainability initiatives most relevant to its customers and stakeholders.

We continuously evaluate the governance of our sustainability initiatives and adjust our approach as needed to align with the organization's evolving needs. In 2023, we established an Environmental Sustainability Committee to accelerate shared learnings to reduce our emissions footprint. In 2024, we formed additional cross-functional working groups to prepare for emerging regulatory requirements and enhance the management of various supply chain initiatives.

As part of our annual review of the Board's Corporate Governance Guidelines and committee charters, we apply the same approach to assess whether any changes are needed to Board oversight and governance.



An Overview of Sustainability Governance

The Board and its Committees are regularly updated on the company's sustainability initiatives. Some of these updates take place as part of the annual enterprise risk management assessment led by the General Counsel. Additionally, management provides regular updates on key topics such as business ethics and compliance, talent and human capital management, environmental sustainability programs and reporting, environmental, health, and safety risk management, IDEX giving programs, and the company's cybersecurity and data privacy initiatives.

The Nominating and Corporate Governance Committee of the Board oversees corporate sustainability efforts and progress. In 2022, the committee added an additional annual meeting dedicated solely to sustainability initiatives. In 2023, this meeting was used for a director education session with the full Board to review various pathways to decarbonization. In 2024, the committee used the meeting to examine emerging regulatory reporting requirements and assess our progress toward sustainability goals, particularly emissions reductions.

The Executive Leadership Team (ELT) meets at least quarterly to oversee progress against various sustainability goals and initiatives. Our CEO and his leadership team continue to incorporate numerous sustainability initiatives into their individual goals, including those related to the company's environmental impact, ongoing talent management, development, and engagement initiatives, health and safety metrics, and cybersecurity preparedness.

The Environmental Sustainability Committee consists of employees across the business units who are passionate about environmental sustainability. Its members include professionals from EHS, operations, engineering, finance, and procurement. Chaired by the CSO, the committee develops company-wide initiatives and expectations for environmental sustainability programming. This includes the development of toolkits and resources to help reduce our operational footprint while balancing the effective use of resources and capital for these initiatives.

The Chief Sustainability Officer (CSO) supports various governance touchpoints, monitors regulatory changes, and oversees the environmental sustainability and Environmental Health & Safety (EHS) programs, as well as overall sustainability strategy and reporting, with support from the General Counsel and other functional leaders. Together, they collaborate across functions to drive progress toward goals and maintain compliance. To support these efforts, an Environmental Sustainability Operations Manager reports to the CSO and works with business units on enterprise-wide environmental sustainability initiatives. Our Sustainability Controller, reporting to the finance organization, leads reporting initiatives, including data collection and related processes and controls in response to increasing regulatory reporting requirements.

GLOBAL BUSINESS AND LOCAL IMPACTS

IDEX supports the following Sustainable Development Goals:



The IDEX corporate structure allows business units to operate within a shared framework while maintaining the flexibility to tailor their approach to their unique business and customer needs. This decentralized model empowers each unit to identify and pursue sustainability initiatives that create the most meaningful local impact, while leveraging the scale of being part of a larger organization.

Leadership at our operating sites actively contributes to the company's broader sustainability goals through diverse initiatives. Each business has a dedicated sustainability representative responsible for tracking progress and communicating updates to the corporate team, ensuring alignment, accountability, and shared learnings across the organization.

IDEX is also a member of the Manufacturers Alliance (MAPI) where we participate in conferences and roundtable discussions to continue to hone and improve upon our approach to sustainability and build a strong network of like-minded organizations.

STAKEHOLDER ENGAGEMENT

Engaging stakeholders is integral to our governance strategy. Regular investor engagements provide valuable insights to refine our strategy and governance practices. Additionally, in our most recent materiality assessment, we engaged with a wide range of stakeholders, including internal leaders representing business segments and functions, customers, suppliers, and shareholders.

Ethics and Compliance

Compliance is foundational to our culture and a critical enabler of trust within our organization, with our stakeholders, and with the customers we serve.

IDEX's compliance function is led by our Chief Compliance Officer who reports into the General Counsel. Our global compliance team proactively manages risks tied to international trade, anti-corruption, competition law, supply chain compliance, product compliance, and data privacy.

We are proud of our engagement and ownership of compliance at all levels of the organization and with our Board of Directors to identify trends and risks, implement mitigation strategies, and oversee the effectiveness of the compliance program.

Audit Committee

The Chief Compliance Officer meets with the Audit Committee quarterly to review the compliance team's annual risk assessment process, the annual auditing program and progress, and management's monitoring of the company's compliance with the Code of Conduct.

Corporate Compliance Team

The IDEX corporate compliance team is organized into three primary verticals: trade compliance, anti-corruption compliance, and privacy. The corporate team also oversees IDEX's Code of Conduct and Business Ethics and related training, and the Chief Compliance Officer has responsibility for the company's ethics hotline. The team sets the overall strategic direction of the compliance program and adapts as needed to emerging regulations and risks and regularly conducts training sessions with employees regarding relevant compliance topics.

Business Unit Level Compliance

Each IDEX business has a compliance professional embedded at the local site. They leverage their business unit knowledge, along with access to resources and expectations maintained by the corporate compliance team, to drive a "bottom-up" approach to compliance at the point of impact. Our local compliance resources are the champions of the IDEX compliance program, and with their unique knowledge of their customers and industries served, they are able to assist the businesses they serve with emerging issues in real time.

HOTLINE AND THE CODE OF BUSINESS CONDUCT AND ETHICS

IDEX employees are united by our core values, and the ways in which we live those values are outlined in the Code of Business Conduct & Ethics. In 2023, we published a revised Code of Conduct, available in 13 languages. The updated Code enhanced areas like personal data protection, cybersecurity, and human rights, and was revised to make it more understandable and relevant in all the countries in which we operate. Every IDEX employee is trained on the Code upon hire and on an annual basis.

All employees have access to the IDEX ethics hotline to report any issues of non-compliance. Our hotline has been an integral part of our compliance program for over 15 years, providing employees, suppliers, customers, and the public with a confidential and anonymous channel to report concerns. Reports can be made in multiple languages and our reporting process complies with the EU Whistleblower Directive. The company investigates 100% of hotline cases and strictly prohibits retaliation of any kind for calling the hotline or participating in an investigation.

100%
of complaints into the hotline are investigated

ANTI-CORRUPTION, ANTI-BRIBERY & FAIR COMPETITION

IDEX is committed to ethical business practices as outlined in our Anti-Corruption Policy Statement. We win business based on quality, service, pricing, and reliability, and not through unethical or fraudulent means. Bribery and unlawful payments are strictly prohibited for all employees, sales agents, and distributors. To ensure our third parties are acting ethically and in the best interest of our businesses, IDEX has implemented a stand-alone compliance process for all third-party sales intermediaries. This process mandates a background check and regularly-executed compliance agreements. If unethical behavior is detected, we take action, including the termination of the business relationship. The IDEX corporate compliance team conducts annual anti-corruption audits, using a risk-based approach across the enterprise.

SUPPLIER COMPLIANCE

Our suppliers are essential partners in our success. We conduct business with reputable third parties based on qualifications, service, cost competitiveness, and shared values. The Supplier Code of Conduct outlines our expectations for responsible business practices.

TRADE COMPLIANCE

As a multinational company with global supply chains and a diverse customer base, IDEX prioritizes trade compliance amid evolving international regulations. Our businesses maintain robust programs and practices to remain in compliance with applicable regulatory requirements. This includes screening exports and obtaining end-user statements when necessary and reviewing tariff codes, country of origin classifications, and free trade agreements.

The IDEX corporate compliance team routinely educates our businesses on emerging risks and changes in regulations and conducts annual trade compliance audits, using a risk-based approach across the enterprise to prevent retaliation for calling the hotline or participating in an investigation.

POLITICAL CONTRIBUTIONS

IDEX does not use corporate funds or assets to make political contributions of any kind as governed by the Code of Business Conduct and Ethics and the IDEX Anti-Corruption Policy Statement. Employees and directors are trained on these policies upon hire and at least annually thereafter.

THE SIDEBAR

A Legal Podcast

To effectively reach broader parts of the organization and to raise awareness of new and emerging regulatory changes, the Legal and Compliance Department introduced a video podcast series in 2024. The podcast offers short episodes on key legal and compliance topics that are most relevant to our businesses.

Hosted by the Chief Compliance Officer and featuring subject matter experts from around the company, this format compliments traditional training methods by making compliance guidance more relatable and digestible for our employees and business leaders.



Cybersecurity, Data Privacy, and AI

We seek to protect the information and data of our employees, customers, and shareholders, and to safeguard the integrity of our products and services.

CYBERSECURITY STRATEGY AND FRAMEWORK

Our cybersecurity teams work cross-functionally to further embed security into our culture, continuously enhancing our programs and systems.

Our cybersecurity and information security programs are led by our Chief Information Officer (CIO) and Cybersecurity Director. The cybersecurity team reports to the Chief Financial Officer and meets with the Executive Leadership Team on a quarterly basis. The Audit Committee of the Board of Directors has responsibility for overseeing cybersecurity, and our CIO presents to the committee on key risks and mitigation efforts at least twice a year and to the full Board at least once a year. In addition to the CIO and the corporate team, each IDEX business is required to have an employee who is responsible for cybersecurity.

Our cybersecurity program has three core principles: ***Security First, Compliance Always, and Audit Anytime***. These principles guide our efforts to further entrench cybersecurity within our operational processes and global culture.

We align our program with the U.S. Department of Commerce's National Institutes of Standards and Technology (NIST) Cybersecurity Framework, driving consistency and best practices across the company. We also utilize a risk registry to prioritize and address critical IT risks across the enterprise.

2024 was a pivotal year for our cybersecurity program, as we added new cybersecurity roles and enhanced our systems to assess potential threats. We expanded policies and procedures and launched initiatives to strengthen our business continuity and disaster recovery plans to improve natural disaster and incident readiness.

Cybersecurity is also a component of our enterprise risk management strategy. Our cybersecurity team coordinates with our Legal and Compliance Department, to help drive alignment with regulatory and reporting requirements.

MANAGING CYBER RISKS

Employee awareness is essential to a strong cybersecurity culture. All employees are required to complete annual cybersecurity training, and we conduct regular phishing simulations with employees. In 2024, we rolled out a "Repeat Clicker Program" to address recurring vulnerabilities with additional training and managerial oversight.

In addition, a critical part of our program is an annual tabletop exercise, applying what we've learned and prepared over the year into a hypothetical exercise designed to test our readiness and preparedness.

DATA PRIVACY

Safeguarding employee and customer sensitive data and remaining compliant with global privacy regulations is a top priority.

Data privacy is overseen by the Legal and Compliance Department and every IDEX business unit has a dedicated privacy point of contact. While our Chief Compliance Officer oversees data privacy at the corporate level, each business unit is responsible for applying data privacy standards in areas such as Data Protection Agreements (DPA) compliance and Records of Processing Activity (ROPA) compliance.

The corporate compliance team routinely conducts training sessions for employees regarding data privacy issues and performs data privacy audits using a risk-based approach.

ARTIFICIAL INTELLIGENCE (AI)

We are in the initial stages of incorporating artificial intelligence (AI) into our business activities and our product and service offerings. As with many innovations, AI comes with specific risks and challenges. We have implemented policies and governance to promote its responsible use, including the implementation of an oversight committee. Our AI Oversight Committee includes members from cybersecurity, IT, Legal and Compliance, and manufacturing departments and manages AI policies, approved tools, and risk assessments.



Responsible Sourcing and Supply Chain

IDEX supports the following Sustainable Development Goals:



Our global network of suppliers plays a vital role in manufacturing, delivering, and servicing our products. Our supply chain strategies are focused on building a resilient and sustainable network of strong supply chain partners who align with our high standards for ethics, compliance, and product quality.

SOURCING WITH A PURPOSE

Our goal is to source with a purpose and identify suppliers that align with our expectations around quality, delivery, cost, ethics, and compliance. We take a balanced approach between in-region and for-region sourcing to provide agility and flexibility within our supply chain. Our approach focuses on supply chain security and mitigating potential disruptions by sourcing materials and components within close geographical proximity to our operations and customer locations. Sourcing locally not only improves our supply chain resilience, but also has the potential to minimize our overall carbon footprint by reducing transportation distances for our raw materials, components, and finished goods.



SUPPLY CHAIN GOVERNANCE

We continuously monitor our supply chain for risks and opportunities in order to refine our strategy, drive compliance, and mitigate risk.

IDEX's global supply chain function is led by our Vice President of Strategic Sourcing. Due to the unique sourcing requirements of our individual operating companies, each of our businesses has dedicated supply chain and procurement teams that work in close collaboration with our corporate team. Supply chain leadership meets together in global town halls on at least a quarterly basis to discuss supply chain strategy, risks, and opportunities.

SUPPLIER CODE OF CONDUCT

All IDEX suppliers are expected to comply with the Supplier Code of Conduct, which outlines clear expectations for ethical conduct, legal compliance, environmental responsibility, and the prohibition of forced labor, child labor, and human trafficking. The Supplier Code is available in eleven languages and is regularly reviewed to uphold the highest ethical standards.

Suppliers receive the Supplier Code during onboarding, and those operating in higher-risk regions must certify their compliance. High-risk suppliers, identified by factors such as location and commodity type, undergo enhanced monitoring through audits and surveys.

To reinforce accountability, employees involved in supplier selection and management undergo annual training.

IDEX conducts both in-person and remote audits to assess supplier compliance with the Supplier Code of Conduct and to mitigate potential risks. Audit results help shape corrective action plans, and suppliers that fail to meet expectations without making necessary improvements are removed from our network.

To address human trafficking and forced labor risks, IDEX conducts supplier audits and trains employees to recognize potential red flags. We monitor our compliance with modern slavery and forced labor regulations in the countries where we do business.

Conflict Minerals & Responsible Sourcing

IDEX is committed to responsible sourcing, and we collaborate with suppliers to assess and mitigate the risks associated with conflict minerals—tin, tantalum, tungsten, and gold (3TG)—within our supply chain. Our conflict minerals team, comprising representatives from our businesses and corporate teams, oversees compliance with the Securities and Exchange Commission's Conflict Minerals reporting requirements under our Conflict Minerals Policy.

Our due diligence program aligns with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, and we expect suppliers to fully cooperate with our compliance efforts. Suppliers are encouraged to source 3TG minerals from Responsible Minerals Assurance Process (RMAP) verified smelters and refiners and to implement their own policies and management systems for conflict minerals compliance.

To enhance transparency, IDEX conducts "reasonable country of origin inquiries" (RCOI) surveys to trace the origins of 3TG minerals in our supply chain. We also provide training and smelter information to suppliers as needed. If a supplier refuses to support our conflict minerals compliance program, we may take corrective action, including seeking alternative sourcing options. For further details, see our Conflict Minerals Policy and our most recent Conflict Minerals Report.

Developing Local Supply Chain Capabilities in India

India's growing supply chain capabilities are a key asset for our global supply chain. **IDEX India** deploys teams to audit and validate suppliers on-site, which enhances oversight capabilities and allows us to build stronger supplier relationships and maintain rigorous compliance. By investing in local capabilities in India, IDEX can directly validate and develop supplier relationships, de-risking its supply chain while maintaining access to critical materials.

Taking Supply Chain Training on the Road in China

As a part of our enhanced efforts to address potential supply chain risks in emerging markets, we launched a targeted training program focused on procurement and vendor risks in China. In 2024, every IDEX site in China hosted a training session for all employees. By raising awareness and providing practical tools, we strengthened our risk management framework and reinforced our commitment to ethics and compliance and ethical supply chain practices.

Through enhanced oversight and strong, ethical partnerships, IDEX is continuing to build a more responsible, resilient, and high-performing supply chain.

Human Rights and Fair Labor Practices

IDEX supports the following Sustainable Development Goals:



We are committed to protecting and upholding human rights and fair labor practices both within our own operations and across our value chain.

PROTECTING HUMAN RIGHTS WITHIN OUR OWN OPERATIONS

IDEX's Code of Business Conduct and Ethics and Human Rights Policy reflect our commitment to acting ethically and to treating others in a fair and respectful manner. Our Human Rights Policy applies to all employees and business partners around the world and is informed by the U.N. Guiding Principles on Business and Human Rights. We require our employees and business partners to report any concerns to the ethics hotline.

IDEX policies establish equal opportunities for all employees, workers, and applicants and prohibit discrimination, harassment, and retaliation of any kind. We explicitly protect against discrimination, harassment, and any form of differential treatment based on any legally protected characteristic.

We conduct annual global harassment training for all employees as well as targeted respectful workplace and fair employment practices training for leaders.

We also respect our employees' rights to freedom of association and collective bargaining. Through open dialogue with employees and their representatives, we maintain constructive relationships that promote mutual respect in the workplace. Our policies encourage an open-door philosophy, fostering a culture of transparency, collaboration, and respect.

PROTECTING HUMAN RIGHTS WITHIN OUR SUPPLY CHAIN

Our commitment to human rights and fair labor practices extends to our supply chain partners, as outlined in our Supplier Code of Conduct and Human Rights Policy. We are enhancing our engagement with suppliers to support global efforts to support human rights and eliminate forced labor, child labor, and human trafficking. Employees in specific supply chain and procurement roles receive specialized training on how to look for warning signs.

IDEX complies with modern slavery and human trafficking laws, and our policies detail our efforts to prevent slavery and human trafficking within our supply chain. For more information, see our policies found in the Sustainability Reporting section and on our corporate sustainability website.

- **Code of Business Conduct and Ethics**
- **Supplier Code of Conduct**
- **Human Rights Policy**
- **UK Modern Slavery Act Statement**
- **California Transparency in Supply Chains Act Statement**
- **Forced Labour in Canadian Supply Chains Act Statement**



PROMOTING A RESPECTFUL WORKPLACE



PRIORITIZING PEOPLE

PEOPLE

We energize our global team of employees with our powerful purpose and values. We attribute much of our success to the valuable contributions of our talented workforce and we are committed to fostering a work culture where employees can thrive and grow. Empowering employees drives innovation and creates an environment where everyone can contribute their best every day.

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- Our Positive Impact on Our Communities

Great Teams

We are committed to building high-performing and inclusive teams that work together to drive innovation, excellence, and long-term success.

Great teams of dedicated IDEX people are central to who we are. Our human capital strategy includes investing in programs designed to attract, retain, and develop talent, and support employee engagement, inclusion, safety, and well-being. Beyond our walls, IDEX supports the communities in which we operate through giving, volunteering, and partnerships that make a lasting impact on people and the planet.

HUMAN CAPITAL MANAGEMENT

Our Chief Human Resources Officer (CHRO) oversees our people and talent management strategy. The IDEX Board of Directors regularly receives updates on key human capital topics. Annually, the CHRO presents a talent review to our Board that focuses on our overall human capital management strategies for business continuity and success, talent development, and succession planning for management.

Our culture sets the tone for our human capital strategy and drives our success. Our human capital strategy focuses on the following key areas:

- **enhancing skills across the entire workforce;**
- **leadership development aligned with the company's strategy and methodology; and**
- **fostering a premier and inclusive culture.**

We continually measure, review, and refine our strategy to accelerate progress for our employees, teams, communities, customers, and stakeholders.

RETENTION AND ENGAGEMENT

IDEX supports the following Sustainable Development Goals:



Our goal is to build a thriving, engaged workforce that reflects our core values. This philosophy advances our people strategy by attracting and retaining talent that we need now and in the future. An engaged workforce is essential to building a strong, inclusive culture where everyone has the opportunity to excel and contribute to long-term, sustainable success.

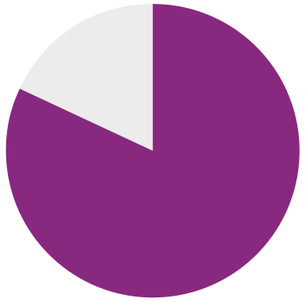
To support this, leaders at all levels actively seek feedback from our employees through our open door philosophy, annual engagement surveys, and other touchpoints to continuously improve our workplace culture. For the past 15 years, IDEX has invited employees to participate in our annual engagement survey and partnered with our employees to implement meaningful improvements.

In 2024, as we continued to evolve our culture with employees' voices at the forefront, hundreds of IDEX employees contributed their input to shape My Voice, our new approach to employee listening. Through My Voice, employees can openly share their perspectives and ideas on key factors that shape their daily work experience.



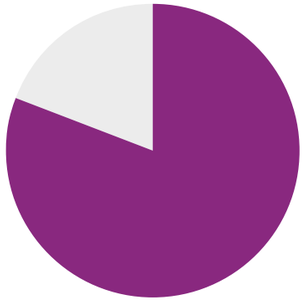
ENGAGED WORKFORCE

2024 Employee Engagement Metrics



82%

Employee Participation



81%

Employee Engagement

Leaders collaborate with their teams to translate employee insights into meaningful, actionable plans. Senior leadership regularly reviews progress against these action plans and provides updates to the IDEX Board of Directors, demonstrating the importance, transparency, and accountability at all levels.

Results from the 2023 and 2024 engagement surveys reflect a highly engaged workforce and our commitment to fostering a culture of collaboration and trust. Employee participation has remained high: **84%** in 2023 and **82%** in 2024. Overall engagement scores also are high with a score of **74%** in 2023 and **81%** in 2024. Importantly, in 2024, **88%** of employees felt their teams worked well together, **84%** felt comfortable discussing concerns with their managers, and **94%** of employees believed that they have the knowledge, skills and information needed to perform effectively in their role.

Despite these positive results, we remain focused on continuous improvement. We are using this data to expand learning and development opportunities, enhance career pathways, and strengthen employee retention efforts.

In addition to our annual employee engagement survey, we regularly conduct pulse surveys to gain valuable insights to maintain a continuous dialogue with employees. We foster open communication year-round through department meetings, frequent townhalls, and one-on-one discussions with managers.

Integrated Engagement and the IDEX Operating Model

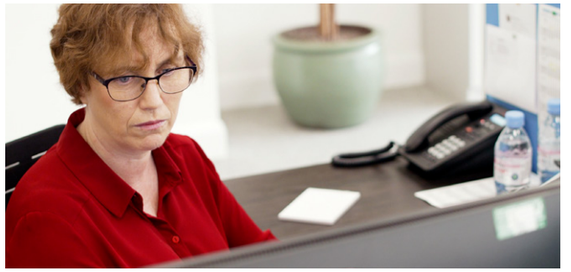
At **Banjo**, a business that produces pumps and valves used in agriculture and other industries, employee engagement is embedded into operations to drive actions and communication real-time.

Striving to take employee engagement beyond surveys, Banjo operationalized the continuous listening loop by incorporating employee engagement into Daily Management, a core component of the IDEX Operating Model.

Through a cross-functional accountability program, managers and teams collaborate to prioritize targeted action plans to achieve each day. This approach helps employees feel heard, valued, and empowered to contribute to positive change. As a result, Banjo experienced a 20-point increase in employee engagement scores from 2023 to 2024. Banjo's focus on engagement-driven accountability is a testament to their commitment to using the IDEX Operating Model to create a workplace where employees feel heard.



94% of employees report having the knowledge and tools they need to succeed.





Talent Development

IDEX supports the following Sustainable Development Goals:



We invest heavily in talent management to cultivate strong leadership and maximize organizational potential. We prioritize hiring and developing people who embrace our high-performing, team-oriented culture.

Our commitment to promoting from within whenever possible allows us to leverage employees' deep knowledge and insights, strengthening the business from within. By tapping into our internal talent pipeline, we fill many leadership positions with existing team members, enhancing business performance while recognizing and rewarding our most dedicated employees.

TALENT REVIEW PROCESS

Our Organization & Talent Cycle (OTC) is a core process of the IDEX Operating Model. OTC provides a disciplined approach to connecting company strategy with action, aligning human capital with business needs, and accelerating talent potential.

As part of our OTC process, we conduct regular, in-depth talent reviews with business leaders, our executive team, and the IDEX Board of Directors to assess workforce capabilities and culture. While we follow a shared OTC methodology, each business has autonomy to adapt practices to meet the local human capital needs and to identify high-impact actions to drive growth and human capital strategy. We prioritize identifying stretch opportunities to help team members grow by moving skilled employees between businesses as opportunities arise and interests align.

PERFORMANCE FEEDBACK

Performance management and professional development are ongoing, collaborative processes that help employees grow and succeed. Employees and leaders engage in open and honest conversations to discuss business and development goals, review progress, recognize accomplishments, exchange feedback, and identify areas for improvement. These continuous dialogues help align business objectives with employee professional growth. Formal performance reviews and constructive feedback sessions occur at least twice a year. By fostering feedback loops, we reinforce employees' value and contributions, strengthening their sense of belonging and purpose within the organization.

LEARNING AND LEADERSHIP TRAINING

Our agile talent development approach advances our human capital strategy, helping us attract, nurture, and retain the exceptional talent we need now and in the future. Employees have access to resources designed to build and enhance their skills for success in their current role or future positions, including personalized development plans, tuition reimbursement, on-the-job training, Employee Resource Groups (ERGs), and opportunities to attend local and external training programs.

Whether an employee aims to improve skills for their current role, strives to enhance capabilities for future opportunities, seeks to develop team-oriented capabilities, attends local training opportunities, or acquires professional certifications or degrees, we provide development solutions to meet their needs. Additionally, each year IDEX invests in a Global Leadership Conference to align top leaders with the company's strategic vision and strengthen critical leadership skills.

Our talent development philosophy is rooted in the 70-20-10 approach, meaning 70% of an employee's development should focus on experiential learning, 20% on mentoring and coaching, and 10% on formal training. This model empowers employees to chart their development plans and career paths through resources such as on-the-job stretch assignments, training programs, and professional certifications.

Each business has the flexibility to develop and adapt talent development approaches to meet the unique needs of their teams and talent, enabling leaders to identify stretch opportunities that can empower employees to grow their careers. Our adaptable training framework meets evolving business needs, ensuring employees at all levels have access to personalized development opportunities that fit their roles and aspirations.





"We aim to help leaders form a clearer perspective about who they are as a leader, while developing skills that will allow them to advance further in their IDEX careers. Successful IDEX Academy graduates are better equipped to accelerate team performance and grow organizational talent."

– **SHAUNA SCHOEDER,** ***Vice President of Global Talent***



"Being selected for the Business Leader Excellence program is an honor. The depth of topics covered by seasoned leaders was outstanding and engaging. It feels like IDEX recognizes your contributions and invests in your holistic development to unleash your full potential."

– **KAJAL VORA,** ***Vice President of Marketing & Engineering, India***

The IDEX Academy

The IDEX Academy is more than a global leadership training program. It's a catalyst for growth strategy and culture at IDEX, deepening our talent pipeline across multiple levels of leadership. The Academy offers a variety of accelerated, on-the-job learning opportunities, allowing emerging leaders from different geographies and business units to practice new leadership behaviors, share best practices, address business challenges, and build strong support networks. Most of our Academy training content is delivered by IDEX leaders who use their knowledge of our businesses to produce tailored learning material and experiences.

Since 2022, 60 high-potential leaders from around the world have participated in the Academy's signature leadership cohort experiences, including the Leadership Excellence, Business Leader Excellence, and Management Excellence programs. In particular, the Leadership Excellence Program is developing the next generation of IDEX senior leaders through real-world problem-solving initiatives. The focus on practical learning is designed to ensure that leaders are ready to lead and innovate in a dynamic business environment.



Inclusive and Transformational Change at Airtech Yields Gains

Intense days-long Rapid Improvement Events (RIEs) unlock potential and ignite collaboration and momentum in a business. These events help identify solutions to challenges that may have held teams back from achieving their full potential. RIEs engage people from the front line to management in inclusive problem solving together. Active participation from all levels of the organization is required, including active sponsorship and engagement from senior leaders.

Participants in the IDEX Academy Leadership Excellence Program gathered with key employees and leaders in November 2024 at our **Airtech** business in Rutherford, New Jersey, which develops and manufactures precision pneumatics for many industries. This event was aimed at dramatically improving production cell efficiency to ramp up production of a pneumatics component for a key customer. It also gave Leadership Excellence Program participants an opportunity to address real-world business challenges in a hands-on setting.

RIEs are designed to deliver massive breakthroughs in performance, not small, incremental gains. The events require precise planning, long hours, and commitment from everyone involved. Because we believe that inclusion and problem-solving go hand-in-hand, employees from the shop floor to the leadership team are included and every voice is heard. This collaborative approach not only produced remarkable results but also fostered ownership and accountability among team members.

By the end of the weeklong RIE at Airtech, the team surpassed every goal they set, achieving immediate, significant gains in quality and output.

Airtech's RIE journey is more than a story of operational improvement—it's a testament to IDEX's fundamental belief in the power of leadership development, teamwork, collaboration, and inclusion.

Diversity, Equity, and Inclusion

IDEX supports the following Sustainable Development Goals:



We believe an inclusive workforce fosters innovation, embraces diverse perspectives and experiences, and drives organizational success. Diversity, Equity, and Inclusion (DEI) principles are ingrained in our culture and values, championed at the highest levels of our organization.

At IDEX, we recognize the importance of diverse perspectives and an inclusive culture to deliver innovative solutions for our customers. Our DEI strategy is designed to foster a workforce where all employees are given the opportunity to develop and thrive, a core value and strategic advantage aligned with our growth initiatives. This comprehensive strategy is overseen by the Chief DEI Officer, who reports to the CHRO. Together, they regularly report to the Board and its committees on our inclusion strategies and progress with a focus on all employees at IDEX.

INCLUSIVE TEAMS AND LEADER DEVELOPMENT

IDEX has built a reputation as a respected employer with a welcoming culture, where 78% of employees feel a strong sense of belonging, according to our 2024 employee engagement survey.

78%
of employees feel a strong sense of belonging

To further promote inclusivity across teams and levels at IDEX, we introduced Local Inclusion Planning, a collaborative, data-driven approach that leverages engagement survey insights and inclusion dashboards to identify meaningful opportunities for improvement. One key outcome of this initiative has been expanding decision-making conversations to include employees at all levels, from the shop floor to the office. This approach seeks to ensure that different perspectives are valued and incorporated into business decisions, to innovate at speed, and strengthen a culture of inclusion. In 2023 and 2024, we expanded the program to over 20 IDEX businesses.

Each quarter IDEX facilitates Inclusive Leadership learning sessions, open to all employees globally through online webinars. Often featuring outside guest speakers, 2024 sessions included “The Hidden Disability: Neurodiversity in the Workplace” and “Supporting the Career Development of Female Talent.” The DEI team also hosts an annual two-day companywide Inclusion Summit, offered online and open to all employees, with 2024 topics including “Growing Your Career as a Frontline Employee” and “Leading Inclusive Change.”

These programs are designed to strengthen leadership skills that foster inclusion and engagement within teams. Participants gain actionable tools for effective inclusive leadership while also building networks across our global organization, enabling employees to collaborate and share best practices in fostering a more inclusive workplace.

We partner with leading organizations to bring in guest speakers, develop inclusive leadership best practices, and collaborate on volunteer opportunities. Some of our partners include the Executive Leadership Council, Society of Women Engineers, (SWE), Women in Manufacturing (WiM), National Black MBA Association (NBMAA), DisabilityIN, Seramont, Catalyst, The Hispanic Alliance or Career Enhancement (HACE), The Hispanic Association on Corporate Responsibility (HACR), Out & Equal, and Ascend.

Pay Fairness

We are committed to equal pay for equal work. Not only is it the right thing to do, but this commitment allows us to attract, grow, and retain our talent. Pay fairness strengthens our inclusive culture and makes IDEX a higher performing company. IDEX began conducting biennial pay fairness audits for U.S. employees in 2018. As a result of these reviews, IDEX has provided base pay adjustments, where warranted, for outliers whose actual pay fell below predicted pay. Our 2023 pay fairness audit did not uncover any disparate impact or single site issue. A total of 30 pay adjustments across 11 business units were made, and those adjustments were representative of the total workforce demographic. We remain committed to conducting regular pay fairness audits to continue our focus on fair and merit-based pay.

INCLUSION DRIVES SUCCESS



ERGs, open to all IDEX employees, focus on professional development and education for our workforce, cultural celebration, and business innovation ideas, creating ripple effects across the organization.

Amig@s: *Hispanic/Latino*

IAAm: *African American*

Diversability: *Disabilities*

SERRVE: *Former military and veterans*

InBalance: *Women*

iAPI: *Asian and Pacific Islanders*

Pride: *LGBTQ+*

Employee Resource Groups (ERGs)

ERGs are instrumental in nurturing talent and embedding employee perspectives into our processes, systems, and products. These groups host events and create valuable spaces for employees to engage, share experiences, and collaborate across functions, fostering a sense of belonging.

ERGs can also foster innovation. In 2024, IDEX Asian and Pacific Islanders (iAPI) planned and piloted the first “IDEX Ideathon.” Fashioned after the American television program “Shark Tank,” the internal contest showcased innovative ideas from across IDEX. Plans are in the works to expand the program in 2025 with a focus on AI innovation.

Since 2022, the number of IDEX ERGs has grown from five to seven, driven by interest brought forward by employees. Nearly 2,000 IDEX employees officially participated in at least one ERG in 2024. Each ERG is open to all employees, both those who identify with the community and allies. All employees are welcome to join and attend ERG virtual events and initiate local activities.

Employee Benefits and Well-Being

We focus on the overall well-being of our employees by providing employee benefits to support them in various aspects of their lives.

Competitive compensation and comprehensive benefits are essential for engaging employees and supporting a healthy work-life balance. Our pay-for-performance philosophy supports employees being rewarded for their contributions, with many eligible for short-term incentives tied to exceeding expectations. Additionally, approximately 450 leaders participate in stock-based, long-term incentive programs to align with the company's success.

IDEX provides employee medical and retirement benefits designed to meet the unique needs of our people locally in each country. Outside of the United States, benefits are customized to align with local laws and typically include life and disability insurance, retirement provisions, and other benefits.



MEDICAL COVERAGE AND BENEFITS: Within the U.S., IDEX offers a comprehensive benefits package. Eligible U.S. employees can access medical, dental, and vision insurance plans, along with participation in a third-party operated Wellness Program. This program includes annual biometric screenings, health evaluations, and the opportunity to earn wellness credits for meeting individual health goals. We also provide reimbursement for travel costs related to medical care unavailable in an employee's local area.



EDUCATIONAL BENEFITS: Full-time U.S. employees with at least six months of service are eligible for the Tuition Reimbursement Program, which covers up to $5,250 annually for approved educational expenses.



PARENTAL LEAVE: IDEX offers paid parental leave for biological and adoptive parents. Eligible mothers in the U.S. can take up to 14 weeks of paid leave when combined with short-term disability benefits. Biological fathers and adoptive parents are eligible for six weeks of paid leave under the U.S. Parental Leave Benefits Program.



EMPLOYEE ASSISTANCE PROGRAM: IDEX's program offers a variety of resources and services to our employees. Services include counseling and mental health support, legal and financial guidance, and other services to support life challenges and changes, such as childcare resources and college planning.



RETIREMENT BENEFITS: U.S. employees participate in a 401(k) plan, which has a traditional employer matching contribution that requires employee contributions, and an IDEX-only contribution that does not require an employee contribution. Additionally, U.S. employees can invest in the company through the Employee Stock Purchase Plan, which allows them to purchase company stock through payroll deductions.



FLEXIBLE WORKING ARRANGEMENTS: Depending on their role and location, employees enjoy flexibility in their work schedule. Where practicable, this may include working from home and flexible start and end times.

Environmental, Health, and Safety

IDEX supports the following Sustainable Development Goals:



Our vision is to maintain a world-class environmental, health, and safety program for our employees and workers using continuous improvement principles.

We strive to improve safety performance and embed safety in everything we do. We assess and improve our EHS programs and training to increase our focus on safety culture, incident reduction and prevention, and risk mitigation.

EHS MANAGEMENT APPROACH

We prioritize fostering a culture of health and safety for everyone and focus on identifying and mitigating risks across all operations. Certifications like ISO 45001 further support our commitment to maintaining safe workplaces and several of our sites are ISO certified.

Daily Management, a key process of the IDEX Operating Model, facilitates health and safety initiatives. At each location, Daily Management meetings include discussions on potential safety hazards and action plans to address them. EHS leaders regularly conduct site reviews to identify risks, implement safeguards, and promote safety awareness through training sessions. Regular engagement among corporate and local EHS leaders facilitate collaboration, problem-solving, and information sharing.

EHS VISION AND CARDINAL RULES OF SAFETY

In 2023, we rolled out a new EHS Policy and EHS Vision Statement. The policy, signed by the CEO and local business leadership, is required to be posted at all sites and reinforces our commitment to the reduction of work-related injury and illness. Our ultimate goal is zero workplace incidents, and this vision provides clear guidance on how employees can integrate EHS principles into their daily actions, further embedding safety into our culture.

In 2024, we implemented our Cardinal Rules of Safety at all sites. These rules, required to be posted at all IDEX sites, are fundamental safety rules that all employees and workers are required to follow.

EHS GOVERNANCE

The Chief Sustainability Officer oversees the EHS function and meets with the executive leadership team and key operating leaders monthly to review progress against safety metrics. We also review our EHS program and metrics with the Audit Committee of the Board of Directors.

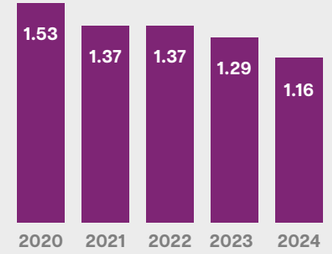
Cooperation between local EHS specialists and corporate EHS team members is integral to the program's success.

Regular meetings, conferences, and training sessions keep our teams informed and engaged. By combining corporate oversight with localized ownership, we foster a culture of safety at every level.

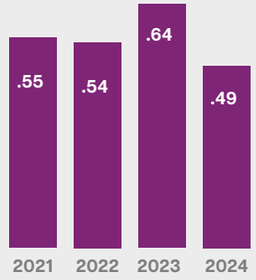
While we take pride in our strong safety record, we recognize that the health and safety of our employees is a topic that requires continuous improvement. Data-driven decision making is key to effective EHS management, so in 2024, we implemented Benchmark Gensuite, a leading software platform for incident tracking and management. This system enhances our ability to identify, report, analyze root causes, and implement corrective actions, ensuring a more proactive approach to workplace health and safety.

↓1.16
Recordable Injury Rate for 2024

Total Case Incident Rate



Lost Workday Case Incident Rate



Zero fatalities since 2020



SAFETY TRAINING AND EDUCATION

Health and safety training is an important component of our program. The corporate team provides regular guidance and training to the EHS community. EHS leaders conduct regular training sessions to reinforce learnings following remediation efforts from incidents, near misses, and safety observations.

SAFETY PERFORMANCE AND INCIDENT MANAGEMENT

Safety metrics, including Total Case Incident Rate and Lost Workday Incident Rate, are tracked across all businesses using a 12-month rolling average. Performance is reviewed at executive leadership meetings and daily management meetings. When an incident occurs, root causes are analyzed and countermeasures are implemented to prevent recurrence. Lessons learned are shared globally to promote awareness and prevent similar events.

45%

Reduction in number of recordable safety incidents at Viking from 2023 to 2024

Committing to a Culture of Safety

Viking Pump in Iowa recognized an opportunity to improve its safety performance, so the team prioritized developing and implementing sustainable fixes. Leadership began by focusing on trust, one of the IDEX Values, and turning observations into action. A new safety committee focused on improving the change management process for safety upgrades and engaging employees on safety projects, leading to increased buy-in. Regular conversations about what safety means and the positive impact everyone can have began changing the overall culture.

A number of safety initiatives were undertaken ranging from new safety banners and posters to work stoppages that focused on safety, inspections, and hazard identification events. The Viking Pump team implemented a new software system to create a communication and follow-up channel for injuries, near misses, safety actions, and safety observations and led to better decisions on where to focus the company's safety efforts. Through deeper levels of employee engagement, active analysis of data, and ongoing implementation of improved safety measures, Viking Pump reduced its annual number of recordable safety incidents by over 45% from 2023 to 2024.

IDEX Giving

We have operations all over the world, and we work to be trusted members of communities where our employees live and work. Charitable giving and community involvement are embedded in our culture and integral to our sustainability efforts.

We give back to our communities through a variety of programs, including the IDEX Foundation, local foundations in India and China, our newly established Matching Gift Program, and individual business unit giving and volunteering. All of these programs share the common goal of improving the lives of local community members through both financial giving and volunteerism. These programs are grassroots efforts allowing IDEX businesses and employees to select local charitable causes and organizations that are meaningful to them and their business.

IDEX has several avenues where employees and businesses can give back to their communities

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 work. The Foundation is governed by its board and supports the efforts of local IDEX businesses to identify local charities and causes with which to provide financial support and volunteers. In general, the more employees that volunteer during an IDEX Foundation event, the more funding the local business receives from the Foundation.

Local Business Giving

Outside of IDEX Foundation-led giving, businesses can manage their own charitable giving and volunteerism, enabling them to support causes close to their own communities.

Matching Gift Program

Launched in 2023 in the United States, employees can donate time and money to their preferred charities, and IDEX will match their giving up to $500 a year. IDEX also gives $20 to the charity for every hour volunteered. IDEX plans to expand this program outside of the United States in 2025 and beyond.

Local Events Supporting Communities in India and China

Due to local regulations, both IDEX India and IDEX China have their own individual foundations that support local projects in the regions in which they operate.

2023 IDEX Charitable Contributions Totaled $2M

$1,301,000	IDEX Foundation
$285,000	IDEX India and China Charitable Giving
$211,000	IDEX Matching Program
$198,000	Business Unit Giving

2024 IDEX Charitable Contributions Totaled $2.5M

$1,798,000	IDEX Foundation
$321,000	IDEX India and China Charitable Giving
$198,000	IDEX Matching Program
$255,000	Business Unit Giving

The IDEX Foundation: A Decade of Giving

Celebrating its 10th anniversary in 2024, the IDEX Foundation is an employee-driven philanthropic initiative dedicated to improving the communities where IDEX operates and where its employees live and work.

The IDEX Foundation continues to evolve, striving to engage an increasing number of employees to give back to their communities. The Foundation's impact is amplified through both financial support and hands-on volunteerism. Over the past decade, the Foundation has donated more than $8.4 million to support various charitable causes, developing and nurturing long-lasting partnerships within our communities.

The Foundation prioritizes funding for three key areas: **Environmental Stewardship**, **Leadership Development**, and **Health & Well-Being**. These focus areas align with IDEX's product offerings and its mission to improve lives globally.

The IDEX Foundation operates from a ground-up model that is influenced by the passion and hard work of our employees. We believe that employees working together can better identify and address local problems where they can make an impact and that working together for a common purpose can foster a strong sense of community and engagement within IDEX.

The IDEX Foundation Board of Directors governs the Foundation operations. The Directors are selected and consist of employees and leadership from across the Company. At a local level, employees set up a volunteer committee that helps determine the local non-profit organizations that the business unit would like to support. This committee initiates a series of volunteer events. The Foundation provides funding to the non-profit organization based in part on the number of employees that participate in the volunteer events.

Employee volunteerism is the cornerstone of our giving philosophy. In 2024, employees volunteered 4,736 hours through Foundation-led events.



"We believe that Trust, Team, and Excellence are not just our company values – they lead us toward a better future. Through our employees' work in communities around the world, we strive to inspire collaboration, elevate potential and ignite lasting change. By aligning our actions with our ideals, our teams help shape stronger communities."

– KRISHNA RANGANATHAN, *President of IDEX Foundation*



More than 60% of all IDEX Foundation grants go to non-profit organizations that have established, multi-year partnerships with IDEX businesses.

~$8.4M

The amount awarded in grants by the IDEX Foundation since 2014

In 2024, the IDEX Matching Gift Program supported 777 causes and organizations

National Partnership with the Boys and Girls Club

While IDEX supports many local charitable programs across the U.S. and Europe through volunteering and financial donations, IDEX has a special relationship with the Boys & Girls Clubs of America (BGCA). Each year, the IDEX Foundation donates $100,000 to the BGCA to support their mission to provide mentorship and nurturing programming for youth. For teams in the U.S. who are unsure of where they might volunteer, BGCA offers ready-made local opportunities at clubs near every IDEX location.

Natural Disaster Relief

When disaster strikes in communities where IDEX has a presence, the Foundation frequently partners with the American Red Cross or an appropriate international counterpart. On average, IDEX donates $50,000 per natural disaster to aid communities affected by crises in areas where we operate.

The IDEX Annual Food Insecurity Challenge

While most of our giving efforts are grassroots, we have one annual company-wide giving tradition in which all IDEX businesses are encouraged to participate: the Food Insecurity Challenge. In 2024, IDEX collected and donated 47,581 pounds of food and received $500,000 from the IDEX Foundation for local hunger-relief organizations. In total, 50 global sites around the world participated in the food drive, with winning sites receiving a celebratory lunch. This broad-based involvement reflects the Foundation's philosophy of combining financial contributions with active community engagement and service.

Matching Gift Program

Separate from the IDEX Foundation, our Matching Gift Program saw remarkable growth in 2024, supporting 777 causes and organizations—a 2.8x increase over 2023.

Designed to empower individuals to make an even greater difference to the causes they are most passionate about, IDEX employees are eligible to receive up to $500 in matching contributions to eligible 501c(3) nonprofit organizations annually. This includes direct monetary donations and the "Dollars-for-Doers" initiative, which matches $20 per hour of volunteer work. Throughout the year, there are special events that encourage employees to participate in the program. For example, in 2023 during the week following Thanksgiving in the United States, employee donations and volunteer hours were matched at a 2-to-1 rate, significantly boosting employee engagement.

In 2024, inspired by the summer Olympics, employees were encouraged to participate in "Charity Games," a gamified initiative where they were rewarded with a bronze, silver, or gold medal. Each medal represented a bonus monetary award added to their donation, further amplifying its impact. The interactive nature of the campaign motivated a significant number of employees to log into the platform, resulting in a noticeable boost in overall engagement.

The special events have incentivized participation in the program, and 2024 saw a rise in employee participation from 9% to 28.5%, far exceeding the industry average of 11–17% participation.

While this program is currently available to IDEX employees in the United States, we are working to expand it to support our European employees and communities.

Contributions from 1,066 IDEX employees resulted in almost $200,000 in matched donations to local charities from IDEX.

Our Positive Impact on Our Communities

Throughout our history, IDEX has committed to making the world a better place through our products, our people, and by serving our communities.

IDEX Health & Science Supports Summit Assistance Dogs

Since 2020, the **IDEX Health & Science (IH&S)** site in Oak Harbor, Washington, has supported Summit Assistance Dogs, a training center for future service dogs. IH&S hosts regular employee volunteer events on Saturdays for group construction projects, and in 2024, employees helped frame walls, build a pumphouse, and construct a custom reception desk. The team also hosts puppy socializing events, and employees regularly take part in training, grooming, and puppy play sessions.





Supporting Girls at Balikashram

Established in 2000 to provide residential care for at-risk and orphaned girls, Balikashram offers food, shelter, medical care, and educational resources to more than 50 girls aged six to 18.

IDEX India's charitable giving foundation collaborates regularly with Balikashram to support the girls' development through educational activities. In 2023, in partnership with the Vatsalya Trust, a public charitable organization focused on the care and rehabilitation of at-risk children in Mumbai, the Foundation conducted a two-week self-defense training workshop for the girls. In 2024, **IDEX India** and the Vatsalya Trust organized an event to help the girls explore their educational passions and career aspirations.

In addition to these initiatives, IDEX India employees have been actively supporting Balikashram through an annual fundraising campaign launched in 2022.

Hale Supports Camp for Burn Survivors

The team at **Hale**, our **IDEX Fire & Safety** business renowned for delivering world-class fire and safety equipment, partnered with Camp Amigo, a unique summer camp designed specifically for children who are burn survivors in Florida.

Hosted at the Florida State Fire College, the camp also offers fire safety education, empowering campers with knowledge to protect themselves and others.

The Hale Team's participation included donating supplies and goody bags, serving lunches, and sharing memorable moments like playing slip-and-slide wiffle ball with the campers. Additionally, the IDEX Foundation contributed $7,500 to support Camp Amigo, and the Hale team is committed to supporting the camp again in 2025.

Five Years of Impact at Bridge House

For the fifth consecutive year, **Advanced Thin Films (ATF)** in Boulder, Colorado, partnered with Bridge House, an organization that provides adults experiencing homelessness an opportunity to rebuild their lives, to support its Ready to Work program. Through the IDEX Foundation, ATF donated $12,000 to provide uniforms for program participants. Additionally, employees assembled 48 "Welcome Home" baskets filled with essential items to help program graduates transition to independent living. Surplus furniture, TVs, and other equipment were also donated to further Bridge House's mission of empowering individuals on their path to self-sufficiency.

Toptech Prepares 10,000 Meals for the Community

In 2024, **Toptech Systems U.S.** employees partnered with U.S. Hunger, a nonprofit organization dedicated to ending food insecurity, and prepared 10,000 meals for families in need in Central Florida. Several IDEX corporate leaders also participated alongside the Toptech team.



Alindra School

In 2015, IDEX India and its charitable foundation established a new school near its manufacturing facility in the Vadodara District of Gujarat, India. Originally starting with a single classroom, the school has since expanded to offer education from first to eighth grade, serving 352 local students, 55% of whom are girls, all free of charge.

IDEX India supports the school by fully funding day-to-day operations, as well as periodic expansion and improvements. Recently, it upgraded the school's computer lab and provided school bags and supplies for the students.

In 2022, we took a critical step to address barriers to education for girls by introducing bus transportation for those continuing beyond eighth grade. This initiative significantly reduced the high dropout rates among girls from surrounding villages.

IDEX India employees also collaborate with the Alindra School to provide additional support. For example, as fire safety training is a legal requirement in India, the IDEX India EHS team organized a fire safety training session for the school's teachers. Additionally, volunteers from IDEX India assisted with the 2024 Math and Science Fair, helping students refine their projects and improve their presentation skills.

Supporting our Supply Chain Partners

In May 2024, the region surrounding our Brazilian distributor Vitoria experienced devastating flooding, the worst in over 80 years, caused by a partial dam collapse. This disaster displaced 580,000 people and claimed the lives of more than 160 individuals.

In response to this tragedy, the IDEX Foundation coordinated its first donation in the region, contributing $25,000 to aid cleanup efforts. Partnering with the Rotary Club, we supported local recovery initiatives to help rebuild and bring relief to the affected communities.

Skype a Scientist

Kids are naturally curious and sometimes ask questions that can stump a scientist, like "What's the wavelength of a ghost?"

That's among the many curious questions Elizabeth Barnhardt has attempted to answer through her volunteer work with Skype a Scientist, a nonprofit educational service that matches classrooms with scientists who explain their work and answer questions.

When Elizabeth isn't working as a Senior Application Scientist for **IDEX Health & Science** in Rochester, New York, she enjoys these online interactions with kids.

Studies show that children need to see representations of themselves in a career to envision themselves on that same path. Meeting a female physicist can demonstrate to girls that they might be the next generation of physicists.

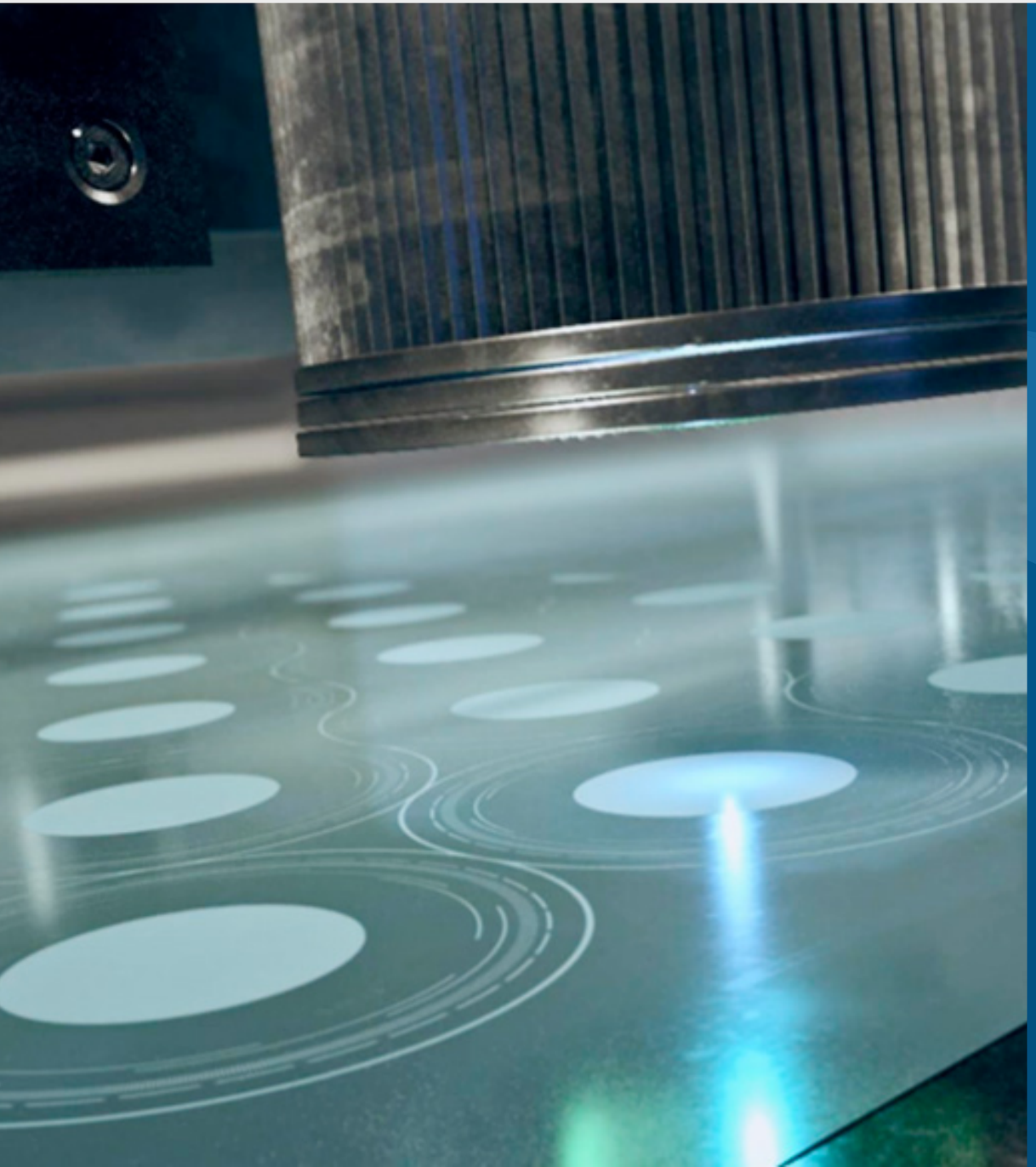




Supporting Skills Training for People with Disabilities

IDEX China proudly continued its collaboration with the Employment Assistance for Disabled Persons Project in Gusu District, a project in partnership with Suzhou Gusu District Disabled Persons' Federation, the Suzhou Gusu District, and the Disability Assistance Service Society. Through this program, IDEX China provides work opportunities and employment skills training for people with disabilities.

IDEX China partnered with Suzhou Xiangcheng Special Education School to build a model supermarket in the school. Students receive tokens that they can take to the supermarket to exchange for supplies, teaching the children how to conduct real-word transactions. IDEX China keeps the model supermarket stocked with school supplies.



DRIVING GROWTH
THROUGH INNOVATION

INNOVATION

IDEX teams work every day to deliver cutting-edge solutions that meet the evolving needs of our customers as we together contribute to a better world. We innovate with speed, while prioritizing product quality, safety, and operational efficiency, to provide high-performance solutions that drive sustainability and value.

IN THIS SECTION

43 Innovative Products and Solutions
- Solutions for Fast-Growing Technologies
- Solutions with an Environmental and Social Impact

50 Product Quality, Safety, and Compliance

Innovative Products and Solutions

IDEX supports the following Sustainable Development Goals:



We are passionate about collaborating with our customers to solve some of their toughest challenges in dynamic markets that are changing the world. Whether enhancing our established, industry-leading brands or pioneering innovative new technologies, we prioritize delivering highly engineered solutions, with our customers at the heart of everything we do.

IDEX is rising to the challenge of developing fast-growing technologies in sectors like life sciences, intelligent water, space technologies, high-performance semiconductor fabrication and metrology, fire and rescue technologies, and transitional energy innovations.

Through our diverse portfolio of companies, IDEX makes products that contribute to health and safety and have a positive social impact. We also partner with our customers to help them reduce water and energy usage and drive efficiencies. The following product highlights are just a few examples of the many ways in which we harness the collective power of great teams to innovate quickly and deliver trusted solutions.

We prioritize delivering high-quality solutions that keep our customers at the heart of everything we do.



SOLUTIONS FOR FAST-GROWING TECHNOLOGIES

Empowering Spatial Biology

IDEX Health & Science (IH&S) is advancing the field of spatial biology, a cutting-edge technique essential for understanding biology at a deeper level, uncovering the mechanisms behind diseases, and developing effective treatments.

Spatial biology allows researchers to look deep into the molecular interactions within a biological system by pinpointing the location of molecular activity in two-and three-dimensional space. The technique requires advanced methods for resolving chemical signatures within a cell or tissue, and is critical for fully understanding how biology works, including the mechanisms behind disease and the development of treatments.

IH&S simplifies this complex field by creating advanced optics and fluidics technologies that make multi-dimensional analysis more accessible to scientists. By partnering with instrument manufacturers, IH&S helps design the next generation of tools that enable researchers to perform precise chemical and molecular analyses. These innovations are driving progress in spatial biology, empowering scientists to explore biological systems with unprecedented clarity and efficiency.

Applying Core Technologies to Multiple Applications in Response to Energy Transition

Our **Mott** business is tuning its highly sophisticated filtration solutions in numerous ways in response to a global transition to clean energy.

The team is developing cutting edge solutions in the green hydrogen space. In this emerging field, Mott is accelerating development of its porous transport layers (PTLs), a critical component in the production of hydrogen from water, with support from a $10 million grant from the U.S. Department of Energy. In partnership with Nel Hydrogen, Forge Nano, Inc., and the University of Connecticut, this initiative aligns with the federal "Hydrogen Shot" goal to reduce the cost of clean hydrogen to $2 per kilogram by 2030. This development work is essential to scaling large electrolyzers capable of providing enough clean hydrogen per day to power 10,000 homes or 2,000 vehicles.

In addition to these breakthrough technologies, Mott has recognized other ways in which more traditional industries may be changing. Because global oil demand could decrease in response to a clean energy transition, some traditional oil refiners have begun pivoting to the production of petrochemicals. In the oil and gas industry, Mott is providing critical filtration technology for a groundbreaking project in South Korea, in collaboration with another engineering partner. This major initiative strengthens Mott's position as a trusted partner in global chemical production and high-purity process applications. The project will produce key chemical building blocks like ethylene, one of the most widely used compounds in the world, enabling the production of everything from plastics to textiles. Mott's filtration systems are designed to remove fine particulates from feed streams in chemical conversion processes for the purpose of enhancing system reliability and product purity.

These are just a few of the ways in which Mott's agile team is leveraging its core technology across multiple applications in response to a changing world.



Powering Space Travel and Communications

Our businesses have developed a variety of technologies critical for space exploration and global advancement of satellite communications.

Custom optical components and shutters for imaging and detection, created by **Advanced Thin Films, Iridian Spectral Technologies,** and **CVI Laser Optics**, are applied to telescopes, satellites, drones, and environmental instruments.

Our solutions offer optimal performance in various applications, including satellite-based Earth observation and LiDAR scanning, remote imaging, environmental services, infrastructure monitoring, disaster management, agriculture, and energy monitoring.

The growing ability to communicate from anywhere on Earth through satellite technologies is possible through our precise lasercomm solutions designed to withstand the rigors of prolonged space travel.

In addition, our **Mott** filtration and flow control products make possible advanced space propulsion technologies, life support mechanisms, and energy storage systems. Mott's flow restrictors ensure a laminar flow, crucial for accurate instrumentation readings and optimal satellite thrust. The company's spacecraft propulsion filter products help propellant or water-cooling systems operate without particle contamination.



Enabling Precise Temperature Control in Semiconductor Manufacturing

Our digital world is advancing at incredible pace, made possible by ever-smaller scaling of the silicon transistor. Today's leading AI GPU (graphical processing unit) has over 200 billion transistors on a single chip. 144 million of those transistors fit in an area the size of the head of a pin.

Fabricating these atomic scale features requires precision and stability. During lithography, the process where intricate patterns are precisely transferred onto a silicon wafer using light, a temperature change within the machine of just one thousandth of a degree Celsius can create a misalignment of dye patterning and cause failures in the wafer.

Millux, an IDEX materials science business, uses micro-precision laser machining to fabricate components for lithography machines with intricate flow paths which allow exacting thermal and dimensional control.

Meeting Demands for Intelligent Water Solutions

Intense storm events are increasing demands on stormwater management and wastewater collection systems, many of which are aging and in need of repairs.

Municipal wastewater management agencies and other customers are attempting to prioritize their investments and reduce the risk of catastrophic system failures, like overflows that harm the environment and lead to property damage and health and safety issues. **IDEX Intelligent Water** businesses combine to deliver actionable insights about infrastructure asset condition and performance to collection system operators, which enables them to make better decisions, meet ratepayer expectations, improve operating efficiencies, and comply with regulatory requirements.

We provide sewer condition inspection and performance monitoring utilizing robust inspection tools, such as tethered robotic crawlers produced by **iPEK** and **Envirosight**, and flow monitoring devices, software, and services from **ADS**. We continued to expand our capabilities with the 2024 acquisition of **Subterra AI**, enabling inspection and sewer system data collection using rapid, untethered, free-floating solutions.

Subterra Sewer Scouts float down the channel, screening for potential defects, in order to maintain optimal performance and prioritize maintenance and rehabilitation efforts. The system can quickly access hard-to-reach sections of sewer networks, including large interceptor pipes that are less-frequently inspected.

Using advanced software, computer vision, and AI, the captured video footage actively geolocates cracks, root penetrations, and other potential issues for the operator to easily see on screen. Armed with this information, agencies can better plan repairs of small problems before an overflow causes damage to property and the environment.



Protecting Firefighters with Digital Water Control

IDEX Fire & Safety businesses empower first responders to save lives in critical moments. **Hale Products**, **Akron Brass**, **Godiva**, **LUKAS**, and **Hurst Jaws of Life** manufacture essential equipment for emergency responders, specializing in firefighting pumps, controls, and hydraulic rescue tools.

The safety of our products' users is a top priority, especially when those users are first responders. Our IDEX Fire & Safety businesses are leading innovation with the automated SAM Waterflow System, which digitally manages water pressure and flow during firefighting operations, while enhancing firefighter safety and operational efficiency.

Firefighter Jason Cerrano developed SAM after seeing an opportunity to improve the efficiency and safety of pump operations on the fireground. He started his career in the fire service as a volunteer while attending college for mechanical engineering. After graduating, he decided to pursue a full-time career in the fire service in the St. Louis area.

During that time, he developed the concept for an automated fire pump with remote capabilities to allow the operator to move around the scene and work with the crew. The concept became a reality as part of the IDEX Fire & Safety suite of solutions.

Traditional firefighting equipment requires manual adjustments to water pressure and flow, exposing firefighters to critical safety risks such as overpressure and underperformance. The SAM Waterflow System integrates real-time sensors and automated controls that precisely adjust water flow to optimal levels. This reduces risks to firefighters and enhances fire suppression efficiency.

IDEX systems are designed for ease of use, enabling firefighters to focus on critical tasks rather than technical adjustments. By combining cutting-edge innovation with a deep understanding of firefighting challenges, IDEX is setting a new standard in emergency response automation.



SOLUTIONS WITH ENVIRONMENTAL AND SOCIAL IMPACTS

Improving Calibration for CO_2 Transport

Flow Management Devices (FMD) has developed the first known small volume prover specifically designed for carbon dioxide (CO_2) flow meter calibration. This innovative design combines high-pressure capabilities and a wide temperature tolerance to enable accurate calibration under the challenging conditions required for CO_2 transport and injection processes.

CO_2 transport is critical for carbon capture, utilization, and storage, a key technology in reducing global greenhouse gas emissions. By safely moving captured CO_2 to storage or utilization sites, the transport infrastructure supports large-scale efforts to mitigate climate change. Accurate flow measurement is essential to ensuring the efficiency and safety of these operations, and the FMD prover plays a vital role in achieving this.

Partnering with Sanku to Fight Malnutrition

Sanku, a leading charity in the fight against malnutrition across Africa, focuses on enhancing the nutritional quality of staple foods through innovative fortification equipment and capacity-building initiatives for local millers.

Our team at **Matcon** collaborated with Sanku to refine a system that enables the safe and efficient formulation, blending, and packaging of fortified products. This commercial partnership supports Sanku's mission to scale hygiene-focused, scalable solutions, helping the organization reach 15.8 million people in 2024 with nutrient-rich flour.

In 2024, Sanku opened the Nutrient Premix Factory in Tanzania, with Matcon's cutting-edge blending equipment as part of the production process. As the first facility of its kind in Eastern Africa, the factory produces high-quality, affordable premix not only for Tanzania but also for millers in Kenya and Ethiopia. Looking ahead, Sanku aims to replicate this success across other parts of Africa, expanding its reach and delivering life-changing nutritional solutions to millions more in need.



Improving Energy Efficiency

Warren Rupp's Cognito Electric Operated Double Diaphragm (EODD) pump, launched in 2023, delivers a 75% reduction in electricity consumption compared to similar air operated pumps. Used in a wide variety of applications to transfer challenging liquids, the IoT-enabled Cognito's electric motor with a reduction gearbox has moved the needle on expectations for energy efficiency in the market.

Supporting the Expansion of Sustainable Aviation Fuel

Our team at **Toptech** is playing a critical role in helping the airline industry meet its emissions goals by supporting the expansion of Sustainable Aviation Fuel (SAF) infrastructure. SAF blends traditional jet fuel with bio-fuel alternatives that emit less carbon. Toptech helps automate the delivery of sustainable feedstocks to SAF production facilities, streamlining the process and enhancing efficiency. To help meet growing demand, our technology keeps the plant up-and-running, to help maximize the production of SAF.



Reducing Emissions in Beverage Systems

The food service industry has traditionally relied on CO_2 to power pneumatic beverage pumps in fountain beverage systems at restaurants around the world. These pumps transport syrup from the back of a store to front lobby dispensers or drive-through stations. However, as these pumps consume CO_2, the gas is vented into the atmosphere, contributing to carbon emissions.

Our **Gast** pneumatics business developed an innovative range of compressed air systems to replace CO_2 for driving these beverage pumps. While CO_2 is still needed to carbonate beverages, splitting the demand by using compressed air for pump operations can reduce CO_2 usage by 40% or more. This solution significantly eliminates the direct release of CO_2 into the environment, offering a more sustainable and environmentally-friendly option for the food service industry.

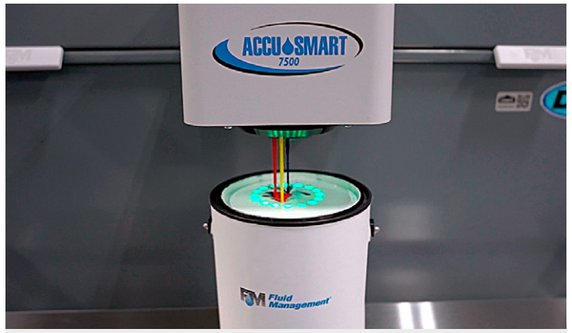


Using AI to Improve Product Runtime

ABEL Pump continues to improve the efficiency of its pumps, including through its “Smart Pump Assistant” AI tool. ABEL piston diaphragm pumps are integrated with AI technology that allows the pumps’ sensors to “talk,” enabling the operations team to easily understand what the pump needs to perform at peak efficiency.

With predictive analytics honed through more than 170,000 hours of pump running time, Smart Pump Assistant provides insights into a pump’s conditions and allows for immediate detection of any anomalies requiring corrective actions. Thanks to the intelligent systems, maintenance cycles are extended by up to 50% and the use of spare parts can be reduced by up to 25%, significantly reducing the consumption of resources.

Splitting the demand by using compressed air for pump operations can reduce CO_2 usage by 40% or more.



Minimizing Waste from Paint-Tinting

Developed by our **Fluid Management** business, our automatic paint dispensers have revolutionized paint tinting by eliminating manual purging, including at paint departments in large home improvement stores around the world. These dispensers are estimated to prevent nearly 700,000 liters of paint colorant waste annually. In 2024, we expanded this technology to entry-level dispensers, projected to save an additional 250,000 liters of waste each year.

Additionally, to meet growing demand for biocide-free colorants, which are more eco-friendly but also prone to bacterial and mold contamination, the Fluid Management team developed two innovative solutions using controlled disinfectant spraying and UVC lighting solutions to eliminate contaminants and support colorant longevity.

Supporting the Creation of Electricity Without Traditional Combustion

One of North America's largest manufacturers of solid-oxide fuel cells, which create electricity without traditional combustion, uses **Airtech Vacuum** high-speed blowers in their critical systems.

Airtech engineers worked in close partnership with the company, growing with them as they now produce the highest efficiency solid-oxide fuel cells commercially available worldwide.

Demand for these fuel cells continues to grow, providing everything from electricity for big box retail stores and server farms to supplemental power on ships. The sixth-generation Airtech blowers are market leaders in efficiency, requiring only five percent of the total power fuel cell module output, compared with 21% of the first-generation module.

Airtech specializes in low pressure compressors, particularly for high temperature and corrosive gas mixtures. It is part of the IDEX Performance Pneumatics platform, which also includes **Gast** and **US Valve.**



Decarbonizing the World's Rail Systems

Airtech Vacuum is supporting a multinational fuel cell manufacturer dedicated to decarbonizing global rail systems. This manufacturer provides proven zero-emission alternatives to traditional diesel combustion engines, with its fuel cell stacks powering the first fleet of hydrogen-powered trains.

The manufacturer approached Airtech with a need for a robust and reliable anode recirculation compressor to recirculate unused hydrogen in Proton Exchange Membrane (PEM) fuel cells. Airtech's engineering team collaborated closely with the customer's engineers to fully understand the application requirements and challenges. Within seven months, Airtech delivered its first working prototypes for first-article testing.

Empowering Farmers to Operate More Sustainably

Through its clean water subsidiary, **Mott** is revolutionizing how farms manage agricultural waste, using digesters with advanced filtration systems to transform manure, digestate, and farm runoff into clean water and concentrated fertilizers, driving both environmental sustainability and operational efficiency.

Currently, Mott's technology can process up to 100,000 gallons of manure daily, turning it into clean water that could fill 150 backyard swimming pools. The concentrated nutrients produced during the process can fertilize hundreds of acres of farmland naturally, significantly reducing reliance on synthetic fertilizers.

Mott's digester systems are enabling farmers to transition into regenerative methods of production.

These compact, modular solutions are designed to fit farms of any size, enabling advanced waste management without requiring additional land. By helping farms conserve water, reduce waste, and improve agricultural productivity, Mott is contributing to a healthier planet and a more sustainable future for farming.



Increasing Precision of Herbicide Applications

Technology is increasingly helping farmers apply herbicides and fungicides more selectively in ways that help reduce the amount of spray used, improving environmental impacts and reducing costs to farmers.

Banjo and **KZValve**, which make agricultural pumps and valves for most leading manufacturers of large agricultural equipment, supply components for a variety of innovative new solutions. Some systems use camera technology to detect when an actuator should open one of our valves to spray at exactly the right time. One major American tractor manufacturer estimates that its target weed spraying system can reduce non-residual herbicide by more than two thirds compared to conventional practices.

Product Quality, Safety, and Compliance

Product quality, safety, and compliance are top priorities at IDEX that we incorporate into our processes.

Our policies and practices comply with all applicable laws and regulations governing product quality, safety, and performance. The IDEX Code of Business Conduct and Ethics and the Supplier Code of Conduct require that employees and suppliers adhere to rigorous standards for manufacturing safe, reliable, and high-quality products.

Within our businesses, our quality and engineering teams focus on product quality and safety from design to manufacturing through delivery to customers. Our approach to quality and product safety management enables each business unit to manage quality locally closest to the point of impact.

Certifications further underscore our commitment to quality. Currently, the majority of our sites are ISO-9001 certified.

Many of our businesses also hold certifications from regulatory bodies, including the National Transportation Safety Board and the Food and Drug Administration, among others.

We comply with all applicable product regulations, such as the Restriction of Hazardous Substances Directive (RoHS), which limits the use of specific hazardous materials in electrical and electronic products, and the Registration, Evaluation, Authorization, and Restriction of Chemicals Regulation (REACH), which safeguards human health and the environment from risks associated with the chemical industry.

By maintaining strict quality standards and fostering continuous improvement, IDEX works to ensure that our products remain dependable and safe, reinforcing our position as a trusted partner to our customers and the industries we serve.

Certifications further underscore our commitment to quality. Currently, the majority of our sites are ISO-9001 certified.





PROTECTING
THE PLANET

PLANET

Caring for the environment enables a better future for us all. IDEX is committed to reducing its environmental impact of our manufacturing facilities through more efficient use of resources and environmental stewardship.

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Environmental Sustainability and Stewardship

IDEX supports the following Sustainable Development Goals:



IDEX is committed to reducing our environmental footprint to create a more sustainable future for our stakeholders. We have established a goal to reduce our Scope 1 and Scope 2 emissions intensity (by revenue) by 30% by 2035.

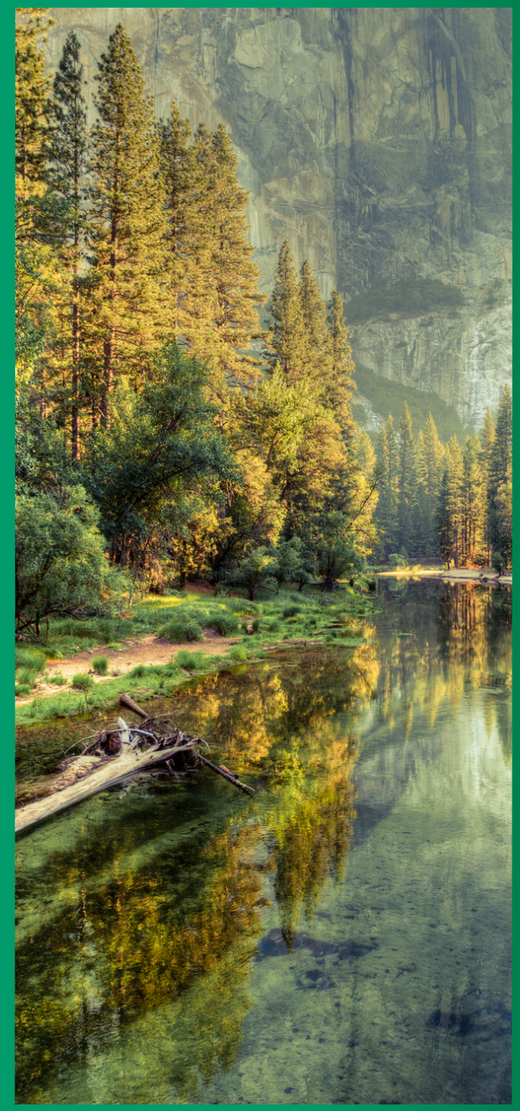
In 2023 and 2024, IDEX continued building and executing against strategies to reduce the environmental impact of our operations. We recognize the power of harnessing our collective experiences to set common goals and share learnings across the enterprise in order to accelerate progress. We still have work to do, but we are building a process that requires commitment and a set of standard expectations across the enterprise, while allowing flexibility based on individual business operations.

Our ability to do this starts with a commitment from leadership at multiple levels of the organization. In 2023, our Chief Sustainability Officer (CSO), in partnership with the executive leadership team, led a goal deployment initiative related to reducing our Scope 1 and Scope 2 emissions.

In 2024, we developed, tested and deployed a number of “toolkits” across the organization designed to reduce our emissions. The work was championed by the CSO and Environmental Sustainability Committee who partnered with our sustainability advocates embedded in our businesses. We also integrated an environmental sustainability metric into the executive compensation framework, and then into the incentive compensation for a broader group of IDEX leaders, linking performance incentives to emissions reductions and energy efficiency.

We have improved our data collection strategies, recognizing that quality data is critical to being able to prioritize goals and measure progress. In 2024, IDEX hired a Sustainability Controller within the finance function, and we are collaborating cross-functionally to develop the necessary systems, procedures, and training to meet various emerging regulatory requirements.

In 2023 and 2024, we continued to take significant steps toward achieving our 2035 goal.



IDENTIFYING OUR CLIMATE RISKS AND OPPORTUNITIES

In 2023, we partnered with outside consultants to conduct a climate risk assessment and scenario analysis to better understand the types of climate-related physical and transition risks and opportunities potentially relevant to IDEX. The results of that assessment were included in the 2023 annual enterprise risk review with the IDEX Board of Directors, and transition risks and opportunities continue to be considered as part of our ongoing strategic planning.

By actively managing risks and leveraging sustainability-driven opportunities as part of our ongoing strategic planning, IDEX is committed to enhancing operational resilience.

Physical climate risks remain relatively low across our portfolio, with an estimated 1.5% of property value and less than 1% of revenue at risk. Three properties account for nearly 90% of total physical risk, and business interruption risks are projected to increase by less than 10% from 2030 to 2050. We plan to update our overall physical risk assessment in 2025.

Physical climate risks remain relatively low across our portfolio.

Key Climate-Related Risks

In our initial assessment, the most likely potential transition risks stemmed from policy, technology, market, and reputation factors:

Policy & Legal

Increasing environmental regulations in certain industries and the financial impact of carbon pricing on operations.

Technology

The challenge of developing new sustainable products and potential research and development investment losses.

Market

Rising material and labor costs upstream, alongside shifting consumer demand for energy-efficient products.

Reputational

Heightened stakeholder scrutiny.

Key Climate-Related Opportunities

Despite these risks, IDEX is well-positioned to capitalize on climate-related opportunities, particularly in the following areas:

Products & Services

Increasing demand for more efficient products in the industrial sector, including water and agriculture technologies addressing climate impacts like flooding and water scarcity.

Expanding Markets

Growth in markets associated with sustainability megatrends.

Resource Efficiency

Focus on material efficiency to reduce costs and environmental impact.

Energy Source Transition

Products shifting toward low-emission energy sources to reduce carbon footprints.

Resilience

Strengthening supply chain and operational resilience.

OUR PATH TO DECARBONIZATION

In 2023 and 2024, we tested and deployed emissions reductions "toolkits" across the organization to identify where we could potentially reduce emissions with low-cost, lower-burden initiatives. In 2024, we further tested these toolkits with an eye toward sharing learnings and accelerating impact across businesses. We also improved our ability to track the percentage of businesses that had completed these projects, in order to help set appropriate goals moving forward and understand opportunities available to us.

We are continuing our focus on lower-cost, lower-burden initiatives to reduce emissions and are evaluating a multi-year strategy for our higher-emitting businesses that may require additional resources in order to significantly reduce emissions.

In order to reach our 2035 goal of reducing intensity by revenue, we are focusing on a combined approach that includes making our operations more energy efficient, evaluating the footprints of our various businesses, and leveraging renewable energy, all in a way that allows us to mitigate the environmental impact of our operations while making good decisions about which approaches make the most sense for our businesses and our stakeholders.

Our Decarbonization Journey



Decarbonization Playbook

We developed a Decarbonization Playbook that provides tailored tools for businesses to assess and implement the most effective strategies for decarbonization. Businesses are now able to identify and prioritize decarbonization strategies based on their unique circumstances through the use of tailored worksheets to identify and quantify the operational impacts with the highest potentials for reducing emissions.



LED Conversion

In 2024, 31 businesses transitioned to 100% LED lighting, far exceeding our goal of 10 LED conversions for the year. This effort alone contributed to a significant reduction in kWh consumption, and we are close to having 100% of our businesses converted to LED lighting.

31

businesses converted to 100% LED lighting in 2024, far exceeding our goal



Solar Energy Adoption

In 2023 and 2024, eight facilities installed solar panels, bringing the total number of IDEX facilities with solar panels to 12. These solar installations produced almost 3,500,000 kWh, returned 700,000 kWh of solar-generated electricity to the local electrical grid, and avoided almost 1,500 metric tons of CO_2 emissions in 2024. We have been testing a toolkit to assess the viability of additional solar arrays, based on the cost and the anticipated emissions reduction.



Air Compressor Optimization

We conducted comprehensive air compressor reviews across 13 sites and identified numerous inefficiencies and opportunities for improvement. Key projects, such as shutting down unnecessary compressors and addressing air leaks, resulted in energy savings and notable CO_2 reductions. For example, **Airtech** was able to achieve 31.1 tons of CO_2 equivalent (tCO_2e) reduction, or approximately 6% of its total annual emissions. Additionally, the **BAND-IT** team found and addressed leaks that saved 3,000 kWh of energy use per month, while a new compressor saved an additional 15,000 kWh per month.

Energy Use and Emissions

IDEX supports the following Sustainable Development Goals:



IDEX'S SCOPE 1 AND SCOPE 2 EMISSIONS

Between 2023 and 2024, IDEX's total Scope 1 and Scope 2 emissions decreased by approximately 2%, and our emissions intensity stayed nearly flat with a <1% increase. Notably, over half of our businesses saw a decrease in overall Scope 1 and Scope 2 emissions during the same time period.

Location-based Scope 2 emissions decreased by 6% between 2023 and 2024. This reduction is likely a result of multiple factors, including, but not limited to, reduced energy consumption at a number of manufacturing sites and a greener energy mix in key markets such as the U.S., Germany, and the U.K.

Scope 1 emissions increased from 2023 to 2024, due to the acquisition of our **STC Material Technologies** business in December 2023, which uses natural gas to heat ovens used in the manufacturing process. We are exploring ways to both offset these Scope 1 emissions and reduce emissions by electrifying the heating process.

Our mobile emissions decreased by 10% from 2023 to 2024, likely due to both reduced company vehicle usage and improved data collection efforts.

IDEX is making progress against its goals, and we are continuously working on being good environmental stewards as we grow through acquisitions. Our emissions intensity has increased overall since our 2021 base year, but a significant portion of the increase is due to businesses we have acquired during that time period, particularly those that are more emissions intensive than historical IDEX businesses.

Following an acquisition, we first prioritize the integration of financial, commercial, and other operational initiatives. Once an acquisition is integrated, it is then introduced to certain targeted environmental sustainability and decarbonization programs. Our **Muon** businesses (acquired in 2022) initiated various decarbonization projects in 2024 and made significant strides in reducing their overall emissions footprint from 2023 to 2024. Our **Mott** businesses, acquired in 2024, were not included in the most recent emissions inventory.

↓6%

Between 2023 and 2024, our Scope 2 emissions decreased by 6%

Benchmarking indicates that our overall emissions remain relatively lower than our industry peers, while our emissions intensity is slightly higher. Moving forward, we will continue to develop and implement decarbonization programs and strategies, with a focus on the higher-emitting business. We remain confident that we will meet our stated emissions goals.

Over half of the IDEX businesses saw a decrease in overall emissions between 2023 and 2024.





CONTINUOUS IMPROVEMENT IN DATA COLLECTION

We continue to improve our data collection methods and have used fewer estimated data points each year from our 2021 baseline. In 2023, we transitioned to a third-party utility bill management service to improve the timeliness, accuracy, and completeness of our data that informs our Scope 2 and water use inventories.

GREENHOUSE GAS (GHG) INVENTORY

Our GHG inventory covers emissions from all sites under our operational control with the exception of Mott, which we acquired in September 2024. In partnership with an external consultant, Scope 1 and Scope 2 emissions are calculated in accordance with the Greenhouse Gas Protocol. We collect and report both location-based and market-based emissions. In accordance with the GHG Protocol, our GHG inventory includes adjustments due to acquisitions and divestitures.

SCOPE 3 EMISSIONS

We do not currently report Scope 3 emissions, but we are taking steps to build an enterprise-wide program related to the collection and disclosure of such emissions.

In 2024, working with an outside consultant, **SFC Koenig** conducted a Scope 3 emissions inventory, assessing emissions across its entire value chain. This inventory included all relevant Scope 3 categories, and where full-year data for 2023 was unavailable, figures were annualized for consistency. The emissions assessment used a hybrid methodology, combining spend-based data and more specific activity-based calculations. For this particular business, three categories were identified as significant, each exceeding 5% of its total Scope 3 emissions: Category 1: Purchased Goods & Services, Category 2: Capital Goods, and Category 4: Upstream Transportation & Distribution.

We also surveyed our businesses in an effort to determine which categories are the most relevant to IDEX and its stakeholders. As we build toward compliance with emerging regulatory requirements that include Scope 3 disclosures, we intend to build on learnings from these exercises.

Reducing Our Operational Impact

We are committed to energy efficiency initiatives across the enterprise.

These are a few examples of the ways in which our teams work to reduce our environmental impact and drive progress toward our emissions reduction goal.

Employee Initiatives Help Reduce Energy Consumption

In 2024, two of our **Muon** businesses, **Tecan** and **LouwersHanique**, organized company-wide contests and created energy committees for employees to develop and share ideas to make operations more efficient and sustainable. One such winning entry at LouwersHanique was an idea to implement machine shutdown protocols to significantly reduce energy consumption.

The site installed energy monitoring equipment and completed an energy baseline to understand the energy usage of the site. Once completed, the site created an energy committee comprised of several employees across operations. The team made several suggestions for energy reduction projects.

These energy savings ideas have been embedded in the sites' operations resulting in a decrease in emissions from 2023 to 2024 at both sites.



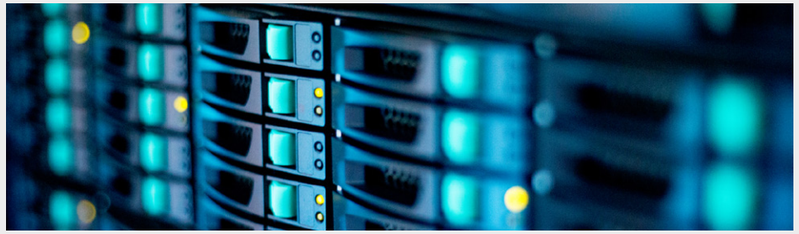
Energy Saving Initiatives at ABEL Pumps

In 2023, **ABEL Pumps** upgraded the heating system at its facility near Hamburg, Germany, to a more energy-efficient solution and replaced conventional lighting with modern LED technology. These efforts collectively contributed to an energy savings of approximately 350,000 kWh in 2024. In addition, by implementing a targeted energy management system, ABEL achieved precise control of energy consumption to help reduce its CO_2 emissions. They also installed a solar panel system to provide a large portion of the their energy needs, and the team has transitioned to using a fully electric fleet, successfully reducing CO_2 emissions from transportation by 60%.



Rooftop Solar at IDEX Health & Science

The IDEX Health and Science site in Rohnert Park, California, has made significant strides in sustainable energy production and procurement. Its rooftop solar array has generated 1.2 GWh of power, reducing CO_2 emissions from power generation by 1.67 million pounds since 2023. In 2024 alone, the site produced 721 MWh of energy. Combined with its partnership with Sonoma Clean Power, more than 90% of the site's energy comes from sustainable sources.



Investing in Sustainable Cooling Technologies

In 2024, **Fast & Fluid Management** in the Netherlands implemented an innovative alternative method for cooling its server room, replacing the conventional air-conditioning system. The old system operated around the clock at full capacity to maintain a constant temperature of 22°C, consuming 22,000 kWh annually and requiring a new unit every two years. Seeking a more sustainable solution, the team invested in a Phase Change Material (PCM) cooling installation.

PCM cooling leverages materials that absorb and release thermal energy during phase transitions, such as melting and solidifying. In this system, salt hydrates that transition at approximately 20°C are used. Containers filled with this material are situated in the server room, where cool air is drawn from outside and passed over the PCM units to induce phase transitions. During the night, the PCM modules freeze as they absorb the cooler outdoor air. During the day, these frozen modules release cool air to help regulate the server room temperature, supplemented by a controlled mixture of external and recirculated air.

The system is managed by sensors and control mechanisms to optimize efficiency, with only two fans and air valves consuming energy. This approach maintains the room temperature within a range of ±3°C, drastically reducing energy usage compared to the previous system.

Conserving Water

IDEX supports the following Sustainable Development Goals:



While our manufacturing processes do not utilize large amounts of water, we recognize the importance of monitoring and reporting our water usage and seek to identify areas of improvement to minimize our water consumption.

We track water consumption using our third-party bill consolidator and through an annual enterprise-wide survey. We have also identified which of our facilities are located in water-stressed areas, allowing us to prioritize water conservation efforts where they are most needed. For more information about our water stress analysis, please see the Sustainability Reporting section of this report.

In 2023, our total water consumption was 103,078,369 gallons and 108,416,761 in 2024. The increase in 2024 was driven largely by the acquisition of our **STC Material Solutions** business in December 2023.

Supporting Drinking Water Filtration in Uganda

SFC Koenig has supported the installation of advanced water filtration systems in Uganda, resulting in the production of nearly 1.5 million liters of clean drinking water and providing 1,830 children with reliable access to safe water. Beyond improving health and sanitation in local schools, the initiative has also delivered significant environmental benefits, including preventing 4,000 tons of CO_2 emissions and preserving 3,990 tons of wood that would have otherwise been used for boiling and purifying water.

Reducing Water Extraction at Godiva

In 2024, **Godiva** introduced a new cooling system that allowed for a significant reduction in the amount of water that the business needed to extract from the local canal.



Managing Waste

Our waste programs seek to reduce non-hazardous and hazardous waste generation and increase recycling opportunities where available. IDEX is committed to complying with applicable environmental laws and regulations in the locations where we do business.

Our waste programs are managed locally at our businesses due to the diverse nature of our global manufacturing processes. Within our facilities, we practice waste diversion and run recycling programs for a variety of materials. Many of our businesses utilize cardboard compactors to streamline recycling, while others partner with third-party companies that repurpose wood pallets into woodchips and mulch, promoting circularity and sustainable reuse.

Similar to water consumption, IDEX continues to improve its data quality year-over-year, and in 2024, we estimated less data than in previous years. In 2024, hazardous waste from our operations totaled 959 metric tons as compared to 872 metric tons in 2023.

Going forward, we intend to continue our focus on compliance with waste regulations around both hazardous and non-hazardous waste, as well reporting in accordance with emerging regulatory requirements.



Innovating Circular Solutions at Viking

At **Viking Pump**, approximately 12,000 pounds of foundry waste from shot blasting processes are diverted from the onsite industrial landfill each month through an innovative reuse program. The process begins with recovering usable steel shot from the waste, which accounts for about 30% of the total material. Recycling this steel shot can reduce emissions by 90% compared to using new steel shot.

The remaining waste, consisting of sand and metal dust, is then mixed with concrete to create bunker blocks, pavers, and landscaping bricks. This process promotes product circularity by repurposing materials that would otherwise be discarded, contributing to a more sustainable manufacturing cycle.



Partnering with Suppliers to Reduce Packaging Waste

Fast & Fluid Management (FFM) is on a mission to reduce non-decomposable polystyrene waste and minimize its impact on landfills by transitioning to eco-friendly packaging solutions. They significantly reduced the amount of polystyrene used to ship their products to customers by working closely with our primary supplier in China, achieving a 100% reduction in polystyrene use per shipment. This effort also led to a 50% reduction in the total volume of polystyrene entering the FFM facility, significantly decreasing landfill waste.

Looking ahead, FFM aims to eliminate polystyrene from all suppliers by 2025. To achieve this goal, the team is actively exploring alternative, sustainable packaging solutions for the machines packaged within its facility.

Protecting Biodiversity

IDEX supports the following Sustainable Development Goals:



We are committed to environmental stewardship, and we proactively maintain environmental controls to stay in compliance with applicable requirements to preserve protected resources.

In addition to our work around reducing our operational footprint, our businesses are expected to comply with environmental protection laws.

In an effort to increase awareness of the importance of biodiversity, we promote participation in environmental awareness days such as Earth Day. Through these events, local businesses encouraged volunteering activities contributing to biodiversity in the communities where we operate and our employees live.

Earth Day 2024

IDEX businesses came together to celebrate Earth Day by identifying more sustainable solutions in their facilities and working together to implement them.

At Hale, the team planted trees, plants, and flowers surrounding a memorial honoring firefighters. At our Rohnert Park, California facility, IDEX Health and Science employees planted a vegetable garden in partnership with a local organization. At two other IDEX Health & Science facilities, and at **Iridian Spectral Technologies**, the teams conducted neighborhood cleanup days in their communities. **ADS**, a business within our intelligent water platform, hosted an electronic spring cleaning event encouraging their employees to bring in old electronic equipment for recycling.

Promoting Biodiversity at Viking Pump

In 2024, **Viking Pump** in Cedar Falls, Iowa, completed multiple projects to enhance local biodiversity and the prairie ecosystem surrounding the nearby sand landfill, with a focus on supporting native wildlife and eradicating invasive species.

Viking celebrated its 100-year anniversary by planting 100 trees at the Chrysler Greenway Trail in Essex, Canada. Partnering with the Essex Regional Conservation Authority, all Viking employees participated in this community volunteer event.

To support local bat populations, Viking Pump installed two bat houses in the wetlands and prairie areas. These bat houses offer safe shelter for bat colonies, aiding in the conservation of one of nature's most efficient insect eaters and essential pollinators. With two species of bats in Iowa classified as endangered and all bats in the state protected by law, this initiative contributes to the preservation of critical wildlife.

Additionally, recognizing the negative impact of invasive plant species on native ecosystems, Viking partnered with a landscaping contractor to remove Iowa-listed invasive species such as crown vetch, bull thistle, and wild parsnip from its properties. These aggressive species not only displace native plants but also pose risks to human health, similar to poison ivy or sumac. Following their removal, the Viking team reseeded the area with a carefully selected mix of Iowa-native prairie grasses, wildflowers, and pollinator-friendly plants. This reseeding effort fosters a thriving ecosystem that supports honeybees, bats, hummingbirds, and other pollinators vital to the environment.



Viking celebrated its 100-year anniversary by planting 100 trees.



SUSTAINABILITY REPORTING

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Sustainability Data Tables

Accurate and complete data is an essential foundation of our sustainability program and we continue to improve and refine our data collection processes. All data reflects all IDEX businesses except for Mott Corporation, which was acquired in September 2024 and will be included in our next reporting year.

	2021	2022	2023	2024
Environmental				
Total Scope 1 and 2 (location-based) emissions (MT CO_2 e)[1]	49,928	53,522	64,160	63,130
Scope 1 GHG Emissions (MT CO_2 e)	12,207	13,178	15,151	17,116
Scope 2 (location-based) GHG Emissions (MT CO_2 e)	37,722	40,344	49,009	46,014
Scope 2 (Market-based) GHG Emissions (MT CO_2 e)[2]	11,733	29,000	51,648	50,977
Emissions intensity (Scope 1 and 2 location-based) MT CO_2 e/$M revenue	18.1	16.8	19.6	19.7
Total Electricity Consumption (MWh)	107,835	111,857	128,662	131,403
Total Renewable Energy Generation (MWh)[3]	98	635	3,017	4,153
Water Consumption (gallons)	64,083,944	72,466,815	103,078,369	108,416,761
Hazardous Waste Generated (MT)	589	642	872	959
Percentage of Hazardous Waste Recycled	29%	28%	60%	39%
Percentage of Hazardous Waste Incinerated	14%	16%	22%	20%

1 To collect this data, we relied on data captured through centralized data systems as well as data collected by surveying our businesses with respect to emissions sources. At the time of inventory completion, December 2024 data was not yet available, so an estimate for emissions data was developed based on actual data for January through November 2024. GHG emissions are calculated in line with GHG Protocol Corporate Standard's operational control approach. All businesses held in the reporting year over which IDEX has operational control, unless otherwise stated, are included in the boundary.

2 IDEX takes a conservative approach in calculating market-based Scope 2 emissions by using a residual grid emission factor when we do not have a renewable energy contract in place. A residual grid emission factor represents the average emissions from the electricity grid after specific claims have been removed, reflecting the remaining, often higher-carbon, sources of electricity generation.

3 Total renewable energy generation refers to the use of onsite solar generation to fulfill our electricity needs.

Water Stress Analysis[4]

RISK LEVEL	# OF SITES	% OF SITES
Low Risk	66	33.67%
Low-Medium Risk	23	11.73%
Medium-High Risk	43	21.94%
High Risk	37	18.88%
Extremely-High Risk	27	13.78%

	2021	2022	2023	2024
Safety Performance				
Total Case Incident Rate (# of work related injuries per hundred full time workers per year)	1.37	1.37	1.29	1.16
Lost Workday Case Incident Rate (# of workdays lost × 200,000)/total hours worked)	0.54	0.59	0.64	0.49
Community Impact				
Employee Participation Hours in IDEX Foundation Events[5]	2,516	3,967	4,133	4,736
Funds Donated by the IDEX Foundation	$1,245,804	$1,373,370	$1,301,375	$1,797,975
Percent of Sites Participating in IDEX Foundation Events	91%	81%	94%	95%
Number of IDEX Foundation Events	78	116	124	130
Amount of Donated Funds by Business Units	$285,000	$284,000	$198,000	$255,655

4 In 2024, we commissioned a study to identify which of our facilities are located in water-stressed areas, enabling us to prioritize water conservation efforts where they are most needed.

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

	2021	2022	2023	2024
Community Impact (Continued)				
Matching Gift Program Funds Donated	N/A	N/A	$211,167	$198,281
Matching Gift Program Causes Supported	N/A	N/A	277	777
Matching Gift Program Employee Participation Hours	N/A	N/A	219	1,066
Employee Engagement				
Employee Engagement Score	76%	76%	74%	81%
Survey Response Rate	85%	86%	84%	82%
Manager Impact Score[6]	79%	79%	79%	80%
Manager Impact MFG Industry 75th%	73%	76%	77%	82%
Governance, Ethics and Compliance				
Active Professional Level and Above Employees Certifying Understanding of Code of Business Conduct and Ethics	100%	100%	100%	100%
Global Hotline Allegations Investigated	100%	100%	100%	100%
Conflict Minerals				
Supplier Response Rate	62%	67%	70%	2024 Goal: 72%
Percentage of Spend Covered by Responding Suppliers	82%	83%	80%	2024 Goal: 85%

6 This is formally referred to as the "Manager Effectiveness Score"

Global Reporting Initiative (GRI) Content Index

This report is in reference to the Global Reporting Initiative (GRI) standards.

GRI STANDARD	DISCLOSURE	2024 SUSTAINABILITY REPORT SECTION	IDEX SUSTAINABILITY PILLAR	IDEX MATERIAL TOPIC	SDG LINKAGE (IF APPLICABLE)
GRI 2: General Disclosures 2021	2-1 Organizational details	About This Report	Supporting a Values-Based Culture	Business Ethics and Compliance	
	2-2 Entities included in the organization's sustainability reporting	About This Report	Supporting a Values-Based Culture	Business Ethics and Compliance	
	2-3 Reporting period, frequency and contact point	About This Report	Supporting a Values-Based Culture	Business Ethics and Compliance	
	2-4 Restatements of information	No restatements are contained within this report	Supporting a Values-Based Culture	Business Ethics and Compliance	
	2-5 External assurance	IDEX did not seek external assurance for the 2024 Sustainability Report	Supporting a Values-Based Culture	Business Ethics and Compliance	
	2-6 Activities, value chain and other business relationships	2024 Proxy Statement	Supporting a Values-Based Culture	Business Ethics and Compliance	
	2-7 Employees	2024 Annual Report and 10-K	Supporting a Values-Based Culture	Business Ethics and Compliance	
	2-8 Workers who are not employees	2024 Proxy Statement	Supporting a Values-Based Culture	Business Ethics and Compliance	
	2-9 Governance structure and composition	Governance Structure	Supporting a Values-Based Culture	Business Ethics and Compliance	
	2-10 Nomination and selection of the highest governance body	Governance Structure	Supporting a Values-Based Culture	Business Ethics and Compliance	
	2-11 Chair of the highest governance body	Governance Structure	Supporting a Values-Based Culture	Business Ethics and Compliance	
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance Structure	Supporting a Values-Based Culture	Business Ethics and Compliance	

GRI STANDARD	DISCLOSURE	2024 SUSTAINABILITY REPORT SECTION	IDEX SUSTAINABILITY PILLAR	IDEX MATERIAL TOPIC	SDG LINKAGE (IF APPLICABLE)
	2-13 Delegation of responsibility for managing impacts	Sustainability Governance	Supporting a Values-Based Culture	Business Ethics and Compliance	
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Governance	Supporting a Values-Based Culture	Business Ethics and Compliance	
	2-15 Conflicts of interest	2024 Proxy Statement	Supporting a Values-Based Culture	Business Ethics and Compliance	
	2-16 Communication of critical concerns	Ethics and Compliance	Supporting a Values-Based Culture	Business Ethics and Compliance	
	2-17 Collective knowledge of the highest governance body	Governance Structure	Supporting a Values-Based Culture	Business Ethics and Compliance	
	2-18 Evaluation of the performance of the highest governance body	Governance Structure; see also 2024 Proxy Statement	Supporting a Values-Based Culture	Business Ethics and Compliance	
	2-19 Remuneration policies	2024 Proxy Statement	Supporting a Values-Based Culture	Business Ethics and Compliance	
	2-20 Process to determine remuneration	2024 Proxy Statement	Supporting a Values-Based Culture	Business Ethics and Compliance	
	2-21 Annual total compensation ratio	2024 Proxy Statement	Supporting a Values-Based Culture	Business Ethics and Compliance	
	2-22 Statement on sustainable development strategy	CEO Letter	Supporting a Values-Based Culture	Business Ethics and Compliance	
	2-23 Policy commitments	IDEX Policies and Governance Documents	Supporting a Values-Based Culture	Business Ethics and Compliance	
	2-24 Embedding policy commitments	Ethics and Compliance and Responsible Sourcing and Supply Chain	Supporting a Values-Based Culture	Business Ethics and Compliance	

GRI STANDARD	DISCLOSURE	2024 SUSTAINABILITY REPORT SECTION	IDEX SUSTAINABILITY PILLAR	IDEX MATERIAL TOPIC	SDG LINKAGE (IF APPLICABLE)
	2-25 Processes to remediate negative impacts	Ethics and Compliance	Supporting a Values-Based Culture	Business Ethics and Compliance	
	2-26 Mechanisms for seeking advice and raising concerns	Ethics and Compliance	Supporting a Values-Based Culture	Business Ethics and Compliance	
	2-27 Compliance with laws and regulations	Ethics and Compliance	Supporting a Values-Based Culture	Business Ethics and Compliance	
	2-28 Membership associations	Sustainability Governance	Supporting a Values-Based Culture	Business Ethics and Compliance	
	2-29 Approach to stakeholder engagement	Material Topics and Sustainability Governance	Supporting a Values-Based Culture	Business Ethics and Compliance	
	2-30 Collective bargaining agreements	Human Rights and Fair Labor Practices	Supporting a Values-Based Culture	Business Ethics and Compliance	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Material Topics	Supporting a Values-Based Culture	Business Ethics and Compliance	
	3-2 List of material topics	Material Topics	Supporting a Values-Based Culture	Business Ethics and Compliance	
	3-3 Management of material topics	Sustainability Governance	Supporting a Values-Based Culture	Business Ethics and Compliance	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Ethics and Compliance	Supporting a Values-Based Culture	Business Ethics and Compliance	SDG 8: Decent Work and Economic Growth
	205-2 Communication and training about anti-corruption policies and procedures	Ethics and Compliance	Supporting a Values-Based Culture	Business Ethics and Compliance	SDG 8: Decent Work and Economic Growth
	205-3 Confirmed incidents of corruption and actions taken	Ethics and Compliance	Supporting a Values-Based Culture	Business Ethics and Compliance	SDG 8: Decent Work and Economic Growth

GRI STANDARD	DISCLOSURE	2024 SUSTAINABILITY REPORT SECTION	IDEX SUSTAINABILITY PILLAR	IDEX MATERIAL TOPIC	SDG LINKAGE (IF APPLICABLE)
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Ethics and Compliance	Supporting a Values-Based Culture	Business Ethics and Compliance	SDG 8: Decent Work and Economic Growth 
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Environmental Sustainability and Stewardship, Energy Use and Emissions, and Sustainability Data Tables	Protecting the Planet	Energy and Emissions	SDG 13: Climate Action 
	302-2 Energy consumption outside of the organization	Environmental Sustainability and Stewardship, Energy Use and Emissions, and Sustainability Data Tables	Protecting the Planet	Energy and Emissions	SDG 13: Climate Action 
	302-3 Energy intensity	Environmental Sustainability and Stewardship, Energy Use and Emissions, and Sustainability Data Tables	Protecting the Planet	Energy and Emissions	SDG 13: Climate Action 
	302-4 Reduction of energy consumption	Environmental Sustainability and Stewardship, Energy Use and Emissions, and Sustainability Data Tables	Protecting the Planet	Energy and Emissions	SDG 13: Climate Action 
	302-5 Reductions in energy requirements of products and services	Environmental Sustainability and Stewardship, Energy Use and Emissions, and Sustainability Data Tables	Driving Value Through Innovation	Energy and Emissions	SDG 13: Climate Action 

GRI STANDARD	DISCLOSURE	2024 SUSTAINABILITY REPORT SECTION	IDEX SUSTAINABILITY PILLAR	IDEX MATERIAL TOPIC	SDG LINKAGE (IF APPLICABLE)
GRI 305: Energy 2016	305-1 Direct (Scope 1) GHG emissions	Environmental Sustainability and Stewardship, Energy Use and Emissions, and Sustainability Data Tables	Protecting the Planet	Energy and Emissions	SDG 13: Climate Action 
	305-2 Energy indirect (Scope 2) GHG emissions	Environmental Sustainability and Stewardship, Energy Use and Emissions, and Sustainability Data Tables	Protecting the Planet	Energy and Emissions	SDG 13: Climate Action 
	305-3 Other indirect (Scope 3) GHG emissions	Environmental Sustainability and Stewardship, Energy Use and Emissions, and Sustainability Data Tables	Protecting the Planet	Energy and Emissions	SDG 13: Climate Action 
	305-4 GHG emissions intensity	Environmental Sustainability and Stewardship, Energy Use and Emissions, and Sustainability Data Tables	Protecting the Planet	Energy and Emissions	SDG 13: Climate Action 
	305-5 Reduction of GHG emissions	Environmental Sustainability and Stewardship, Energy Use and Emissions, and Sustainability Data Tables	Protecting the Planet	Energy and Emissions	SDG 13: Climate Action 
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Benefits and Well-Being	Prioritizing People	Talent Management	SDG 8: Decent Work and Economic Growth 
	401-3 Parental leave	Employee Benefits and Well-Being	Prioritizing People	Talent Management	SDG 8: Decent Work and Economic Growth 

GRI STANDARD	DISCLOSURE	2024 SUSTAINABILITY REPORT SECTION	IDEX SUSTAINABILITY PILLAR	IDEX MATERIAL TOPIC	SDG LINKAGE (IF APPLICABLE)
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Environmental, Health, and Safety	Prioritizing People	Environmental Health and Safety	SDG 8: Decent Work and Economic Growth
	403-2 Hazard identification, risk assessment, and incident investigation	Environmental, Health, and Safety	Prioritizing People	Environmental Health and Safety	SDG 8: Decent Work and Economic Growth
	403-5 Worker training on occupational health and safety	Environmental, Health, and Safety	Prioritizing People	Environmental Health and Safety	SDG 8: Decent Work and Economic Growth
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Environmental, Health, and Safety	Prioritizing People	Environmental Health and Safety	SDG 8: Decent Work and Economic Growth
	403-8 Workers covered by an occupational health and safety management system	Environmental, Health, and Safety	Prioritizing People	Environmental Health and Safety	SDG 8: Decent Work and Economic Growth
	403-9 Work-related injuries	Environmental, Health, and Safety	Prioritizing People	Environmental Health and Safety	SDG 8: Decent Work and Economic Growth
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Talent Development	Prioritizing People	Talent Management	SDG 8: Decent Work and Economic Growth
	404-3 Percentage of employees receiving regular performance and career development reviews	Talent Development	Prioritizing People	Talent Management	SDG 8: Decent Work and Economic Growth

GRI STANDARD	DISCLOSURE	2024 SUSTAINABILITY REPORT SECTION	IDEX SUSTAINABILITY PILLAR	IDEX MATERIAL TOPIC	SDG LINKAGE (IF APPLICABLE)
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Governance Structure and Diversity, Equity, and Inclusion	Prioritizing People	Diversity, Equity and Inclusion	SDG 5: Gender Equality
	405-2 Ratio of basic salary and remuneration of women to men	Diversity, Equity, and Inclusion	Prioritizing People	Diversity, Equity and Inclusion	SDG 5: Gender Equality
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Human Rights and Fair Labor Practices	Maintaining a Culture of Integrity	Responsible Supply Chain	SDG 8: Decent Work and Economic Growth
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights and Fair Labor Practices	Maintaining a Culture of Integrity	Responsible Supply Chain	SDG 8: Decent Work and Economic Growth
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Responsible Sourcing and Supply Chain	Maintaining a Culture of Integrity	Responsible Supply Chain	SDG 12: Responsible Consumption and Production
	414-2 Negative social impacts in the supply chain and actions taken	Responsible Sourcing and Supply Chain	Maintaining a Culture of Integrity	Responsible Supply Chain	SDG 12: Responsible Consumption and Production
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Product Quality, Safety, and Compliance	Prioritizing People	Product Performance	SDG 9: Industry, Innovation, and Infrastructure
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Product Quality, Safety, and Compliance	Prioritizing People	Product Performance	SDG 9: Industry, Innovation, and Infrastructure
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Cybersecurity, Data Privacy, and AI	Maintaining a Culture of Integrity	Business Ethics and Compliance	

Sustainable Development Goals (SDGs)

Our IDEX business strategy and material topics significantly overlap with several of the UN SDGs. For a closer look at the way that our internal initiatives drive global progress, see the table below.
For a list of IDEX Material Topics, see the Material Topics section contained in this report.

SDG	TARGET	INDICATOR	IDEX MATERIAL TOPIC
5 - Gender Equality 	5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.	Proportion of women in managerial positions. For more information on this indicator, see UN SDG 5.5.2.	Talent Management, Diversity, Equity and Inclusion
6 - Clean Water and Sanitation 	By 2030, achieve universal and equitable access to safe and affordable drinking water for all. For more information on this target, see UN SDG 6.1.	Proportion of population using safely managed drinking water services. For more information on this indicator, see UN SDG 6.1.1.	Product Performance
	By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally. For more information on this target, see UN SDG 6.3.	Proportion of domestic and industrial wastewater flows safely treated. For more information on this indicator, see UN SDG 6.3.1.	Product Performance
	By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity. For more information on this target, see UN SDG 6.4.	Change in water-use efficiency over time. For more information on this indicator, see UN SDG 6.4.1.	Product Performance
8 - Decent Work and Economic Growth 	Sustain per capita economic growth in accordance with national circumstances and, in particular, at least 7 percent gross domestic product growth per annum in the least developed countries. For more information on this target, see UN SDG 8.1.	Annual growth rate of real GDP per capita. For more information on this indicator, see UN SDG 8.1.1.	Product Performance

SDG	TARGET	INDICATOR	IDEX MATERIAL TOPIC
	Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sector. For more information on this target, see UN SDG 8.2.	Annual growth rate of real GDP per employed person. For more information on this indicator, see UN SDG 8.2.1.	Product Performance
	Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programmes on Sustainable Consumption and Production, with developed countries taking the lead. For more information on this target, see UN SDG 8.4.	Material footprint, material footprint per capita, and material footprint per GDP. For more information on this indicator, see UN SDG 8.4.1.	Responsible Supply Chain Energy and Emissions
		Domestic material consumption, domestic material consumption per capita, and domestic material consumption per GDP. For more information on this indicator, see UN SDG 8.4.2.	Responsible Supply Chain Energy and Emissions
	By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value. For more information on this target, see UN SDG 8.5.	Average hourly earnings of female and male employees, by occupation, age and persons with disabilities. For more information on this indicator, see UN SDG 8.5.1.	Talent Management Diversity, Equity and Inclusion
	Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms. For more information on this target, see UN SDG 8.7.	Proportion and number of children aged 5-17 years engaged in child labour, by sex and age. For more information on this indicator, see UN SDG 8.7.1.	Business Ethics and Compliance

SDG	TARGET	INDICATOR	IDEX MATERIAL TOPIC
	Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment. For more information on this target, see UN SDG 8.8.	Fatal and non-fatal occupational injuries per 100,000 workers, by sex and migrant status. For more information on this indicator, see UN SDG 8.8.1.	Environmental Health and Safety
		Level of national compliance with labour rights (freedom of association and collective bargaining) based on International Labour Organization (ILO) textual sources and national legislation, by sex and migrant status. For more information on this indicator, see UN SDG 8.8.2.	Business Ethics and Compliance
9 - Industry, Innovation and Infrastructure	Promote inclusive and sustainable industrialization and, by 2030, significantly raise industry's share of employment and gross domestic product, in line with national circumstances, and double its share in least developed countries. For more information on this target, see UN SDG 9.2.	Manufacturing value added as a proportion of GDP and per capita. For more information on this indicator, see UN SDG 9.2.1.	Product Performance
		Manufacturing employment as a proportion of total employment. For more information on this indicator, see UN SDG 9.2.2.	Talent Management
	By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities. For more information on this target, see UN SDG 9.4.	9.4.1 CO_2 emission per unit of value added. For more information on this indicator, see UN SDG 9.4.1.	Energy and Emissions

SDG	TARGET	INDICATOR	IDEX MATERIAL TOPIC
12 - Responsible Production and Consumption 	Implement the 10-Year Framework of Programmes on Sustainable Consumption and Production Patterns, all countries taking action, with developed countries taking the lead, taking into account the development and capabilities of developing countries. For more information on this target, see UN SDG 12.1.	Number of countries developing, adopting or implementing policy instruments aimed at supporting the shift to sustainable consumption and production. For more information on this indicator, see UN SDG 12.1.1.	Energy and Emissions
	By 2030, achieve the sustainable management and efficient use of natural resources. For more information on this target, see UN SDG 12.2.	Material footprint, material footprint per capita, and material footprint per GDP. For more information on this indicator, see UN SDG 12.2.1.	Responsible Supply Chain
		Domestic material consumption, domestic material consumption per capita, and domestic material consumption per GDP. For more information on this indicator, see UN SDG 12.2.2.	Responsible Supply Chain
	By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse. For more information on this target, see UN SDG 12.5.	National recycling rate, tons of material recycled. For more information on this indicator, see UN SDG 12.5.1.	Responsible Supply Chain Energy and Emissions
	Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle. For more information on this target, see UN SDG 12.6.	Number of companies publishing sustainability reports. For more information on this indicator, see UN SDG 12.6.1.	Business Ethics and Compliance

SDG	TARGET	INDICATOR	IDEX MATERIAL TOPIC
	Support developing countries to strengthen their scientific and technological capacity to move towards more sustainable patterns of consumption and production. For more information on this target, see UN SDG 12.a.	Installed renewable energy-generating capacity in developing and developed countries (in watts per capita). For more information on this indicator, see UN SDG 12.a.1.	Energy and Emissions
13 - Climate Action 	Integrate climate change measures into national policies, strategies and planning. For more information on this target, see UN SDG 13.2.	Total greenhouse gas emissions per year. For more information on this indicator, see UN SDG 13.2.2.	Energy and Emissions

Taskforce on Climate-Relate Financial Disclosures (TCFD) Index

IDEX is disclosing climate information according to the Task Force on Climate-Related Financial Disclosures (TCFD) recommendations.

Governance

Describe the Board's oversight of climate-related risks and opportunities.	See the Governance, Sustainability Governance, and Planet sections contained within this report and the 2024 Proxy Statement.
Describe management's role in assessing and managing climate-related risks and opportunities.	See the Governance, Sustainability Governance, and Planet sections contained within this report and the 2024 Proxy Statement.

Strategy

Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	See the Planet section contained within this report and the 2024 Proxy Statement.
Describe the impact of climate-related risks and opportunities on the organization's business, strategy, and financial planning.	See the Planet section contained within this report and the 2024 Proxy Statement.
Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2C or lower scenario.	See the Planet section contained within this report and the 2024 Proxy Statement.

Risk Management

Describe the organization's processes for identifying and assessing climate-related risks.	See the Governance, Sustainability Governance, and Planet sections contained within this report and the 2024 Proxy Statement.
Describe the organization's processes for managing climate-related risks.	See the Governance, Sustainability Governance, and Planet sections contained within this report and the 2024 Proxy Statement.
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	See the Governance, Sustainability Governance, and Planet sections contained within this report and the 2024 Proxy Statement.

Metrics and Targets

Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	See the Governance, Sustainability Governance, and Planet sections and the Sustainability Data Tables contained within this report, and the 2024 Proxy Statement.
Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions and the related risks.	See the Governance, Sustainability Governance, and Planet sections contained within this report and the 2024 Proxy Statement.
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	See the Governance, Sustainability Governance, and Planet sections contained within this report and the 2024 Proxy Statement.

Sustainability Accounting Standards Board (SASB)

IDEX is reporting disclosure topics within the Industrial Machinery and Goods, Auto Parts, Electrical and Electronic Equipment, Medical Equipment and Supplies, and Semiconductors SASB sectors. All data contained within this index covers 2023 and 2024. All information reflects all IDEX businesses except for Mott Corporation, which was acquired in September 2024 and will be accounted for in the next reporting year.

Key
AP – Auto Parts
EEE – Electrical and Electronic Equipment
IMG – Industrial Machinery and Goods
MES – Medical Equipment and Supplies
Semi – Semiconductors

SASB Framework	Metric	IDEX Disclosure
Energy Management		
IMG, AP, Semi, EEE	Total Energy Consumed	Please see the IDEX Sustainability Data Tables contained within this report for additional information.
IMG, AP, Semi, EEE	Percentage Grid Electricity	Please see the IDEX Sustainability Data Tables contained within this report for additional information.
IMG, AP, Semi, EEE	Percentage Renewable	Please see the IDEX Sustainability Data Tables contained within this report for additional information.
Workforce Health and Safety		
IMG	Total recordable incident rate (TRIR) for (a) direct employees and (b) contract employees	1.16
IMG	Fatality rate for (a) direct employees and (b) contract employees	0
IMG, MES	Near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	IDEX is working on a near miss reporting program at the enterprise level. Several of our businesses do have a near miss reporting program in place, and IDEX is utilizing a software program, Benchmark Gensuite, to track near misses. For more information, please see the Environmental, Health, and Safety section contained within this report for additional information.
Semi	Description of efforts to assess, monitor, and reduce exposure of workforce to human health hazards	Please see the Environmental, Health, and Safety and Product Quality, Safety, and Compliance sections contained within this report for additional information.
Semi	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	$0
IMG	Sales-weighted fuel efficiency for stationary generators	Not tracked at the enterprise level.

SASB Framework	Metric	IDEX Disclosure
IMG	Sales-weighted emissions of (1) nitrogen oxides (NOx) and (2) particulate matter (PM) for: (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium- and heavy-duty engines and (d) other non-road diesel engines [1]	To the best of our knowledge, IDEX does not have any vehicles meeting this definition.
Materials Sourcing		
IMG, MES, AP, Semi, EEE	Description of the management of risks associated with the use of critical materials	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 and Human Rights Policy that requires suppliers to comply with all applicable laws and regulations, including environmental and product compliance regulations. For additional information, please see the Responsible Sourcing and Supply Chain section contained within this report.
Remanufacturing Design and Services		
IMG, AP	Revenue from remanufactured products and remanufacturing services	Not tracked at the enterprise level.
Activity Metrics		
IMG, AP, EEE	Number of units produced by product category	Not tracked at the enterprise level.
IMG, EEE	Number of employees	See the IDEX 2024 Annual Report and 10-K
AP	Number of parts produced	Not tracked at the enterprise level.
AP	Weight of parts produced	Not tracked at the enterprise level.
AP	Area of manufacturing plants	Not tracked at the enterprise level.

SASB Framework	Metric	IDEX Disclosure
Semi	Total production from its own manufacturing facilities and those with which it contracts for manufacturing services.	Not tracked at the enterprise level.
Semi	Percentage of production from owned facilities	Not tracked at the enterprise level.
Affordability and Pricing		
MES	Description of how price information for each product is disclosed to customers or to their agents	IDEX engages in value-based pricing for customers. We consider competitors' pricing in those markets where it is relevant and abide by competition laws. We also refer to key value drivers, like market and economic conditions, to evaluate products' pricing positions. 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.
MES	Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	IDEX engages in value-based pricing for customers. We consider competitors' pricing in those markets where it is relevant and abide by competition laws. We also refer to key value drivers, like market and economic conditions, to evaluate products' pricing positions. 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.

SASB Framework	Metric	IDEX Disclosure
Product Safety		
MES, EEE	(1) Number of recalls issued, (2) total units recalled	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.
MES	Products listed in any public medical product safety or adverse event alert database	None
MES	Number of fatalities associated with products	0
MES	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	0
AP	Number of vehicles recalled	Zero recalls as IDEX does not manufacture vehicles, but some IDEX business units manufacture parts or components that are used in the automotive industry.
EEE	Total amount of monetary losses as a result of legal proceedings associated with product safety	$0
Ethical Marketing		
MES	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	$0
MES	Description of code of ethics governing promotion of off-label use of products	All interactions are governed by our Code of Business Conduct and Ethics. IDEX employees or representatives do not typically interact directly with health care professionals. Please see the Ethics and Compliance section contained within this report for additional information.

SASB Framework	Metric	IDEX Disclosure
Product Design and Lifecycle Management		
MES	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	IDEX maintains both a Supplier Code of Conduct and a Code of Business Conduct and Ethics that governs these processes. 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, and Compliance, Responsible Sourcing and Supply Chain, and the Ethics and Compliance sections contained within this report.
MES	Total amount of products accepted for take-back and reused, recycled or donated, broken down by: (1) devices and equipment and (2) supplies	Not tracked at the enterprise level.
Supply Chain Management		
MES	Percentage of (1) entity's facilities and (2) Tier 1 suppliers' facilities participating in third-party audit programmes for manufacturing and product quality	Please see the Product Quality, Safety, and Compliance sections contained within this report.
MES	Description of efforts to maintain traceability within the distribution chain	IDEX maintains both a Supplier Code of Conduct and a Code of Business Conduct and Ethics that governs these processes. 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, and Compliance, Responsible Sourcing and Supply Chain, and the Ethics and Compliance sections contained within this report.

SASB Framework	Metric	IDEX Disclosure
Business Ethics		
MES, EEE	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	$0
MES	Description of code of ethics governing interactions with health care professionals	All interactions are governed by our Code of Business Conduct and Ethics. IDEX employees or representatives do not typically interact directly with health care professionals. For more information, please see the Ethics and Compliance section contained within this report.
EEE	Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behavior	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 Ethics and Compliance and Policies sections contained within this report for a description of policies and practices for prevention of corruption, bribery and anticompetitive behavior.
Waste Management		
AP	Total amount of waste from manufacturing	Please see the IDEX Sustainability Data Tables contained within this report for additional information.
AP, Semi, EEE	Total percentage hazardous	Please see the IDEX Sustainability Data Tables contained within this report for additional information.
AP, Semi, EEE	Total percentage recycled	Please see the IDEX Sustainability Data Tables contained within this report for additional information.

SASB Framework	Metric	IDEX Disclosure
Hazardous Waste Management		
EEE	(1) Number and aggregate quantity of reportable spills, (2) quantity recovered	IDEX did not have any reportable spills in 2023 or 2024.
Design for Fuel Efficiency		
AP	Revenue from products designed to increase fuel efficiency or reduce emissions	This metric is not tracked on an enterprise level, but for more information about our efforts to increase product efficiency, see section Driving Growth Through Innovation contained within this report.
Materials Efficiency		
AP	Percentage of products sold that are recyclable	Not tracked at the enterprise level.
Competitive Behavior		
AP, Semi, EEE	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	$0
Greenhouse Gas Emissions		
Semi	Gross global Scope 1 emissions	Please see the IDEX Sustainability Data Tables contained within this report for additional information.
Semi	Amount of total emissions from perfluorinated compounds	Please see the IDEX Sustainability Data Tables contained within this report for additional information.
Semi	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Please see the IDEX Sustainability Data Tables contained within this report for additional information.

SASB Framework	Metric	IDEX Disclosure
Water Management		
Semi	Total water withdrawn	Please see the IDEX Sustainability Data Tables contained within this report for additional information.
Semi	Total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Please see the IDEX Sustainability Data Tables contained within this report for additional information.
Recruiting and Managing a Global and Skilled Workforce		
Semi	Percentage of employees that require a work visa	Not tracked at the enterprise level.
Product Lifecycle Management		
Semi, EEE	Percentage of products by revenue that contain IEC 62474 declarable substances	To the best of our knowledge, IDEX does not manufacture products that contain IEC 62474 declarable substances.
Semi	Processor energy efficiency at a system level for: (1) servers, (2) desktops and (3) laptops	Not tracked at the enterprise level.
EEE	Percentage of eligible products, by revenue, certified to an energy efficiency certification	Not tracked at the enterprise level.
EEE	Revenue from renewable energy-related and energy efficiency-related products	Not tracked at the enterprise level.

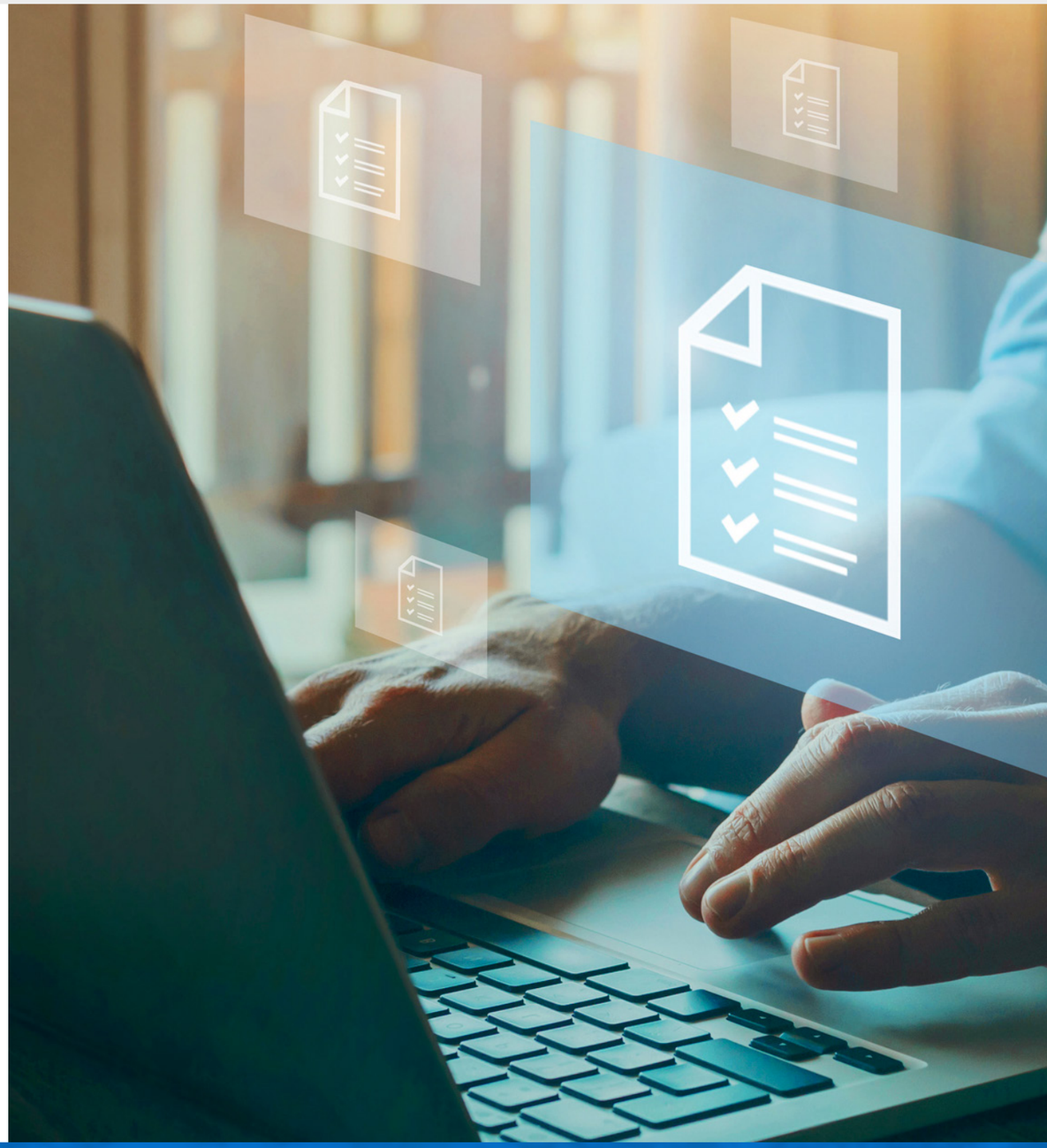
IDEX Corporation Policies and Corporate Governance Documents

IDEX POLICIES AND POLICY STATEMENTS

- IDEX Code of Business Conduct and Ethics
- IDEX Supplier Code of Conduct
- IDEX Human Rights Policy
- IDEX Insider Trading Policy
- IDEX Anti-Corruption Policy Statement
- IDEX Notice of Compliance EU Whistleblower Protection Directive
- IDEX Environmental, Health, and Safety Policy
- IDEX Conflict Minerals Policy and Conflict Minerals Report
- IDEX UK Modern Slavery Act Statement
- IDEX California Transparency in Supply Chains Act Statement
- IDEX Forced Labour in Canadian Supply Chains Act Statement

IDEX CORPORATE GOVERNANCE DOCUMENTS

- IDEX Corporate Governance Guidelines
- IDEX Amended and Restated Bylaws
- IDEX Standards for Director Independence
- IDEX Audit Committee Charter
- IDEX Compensation Committee Charter
- IDEX Nominating and Corporate Governance Committee Charter



About This Report

IDEX Corporation's 2024 Sustainability Report provides a comprehensive overview of our environmental, social, and governance efforts for the calendar years 2023 and 2024, unless otherwise indicated.

The report is guided by internationally recognized sustainability frameworks, including the Sustainability Accounting Standards Board (SASB) standards, Global Reporting Initiative (GRI), and the United Nation Sustainable Development Goals (SDG).

While the information included adheres to these frameworks, it should not be interpreted as material under U.S. federal securities laws. Its inclusion in the report does not imply a determination of materiality for legal or regulatory purposes.

This report incorporates a variety of data sources, including third-party studies, surveys, internal research, and estimates. However, the accuracy and comprehensiveness of third-party information have not been independently verified by IDEX, and data contained herein may be subject to limitations, assumptions, or evolving methodologies. The data collection processes and standards for sustainability-related information continue to develop, and as such, the data and methods presented in this report are subject to refinement over time. This report has not been audited, verified, or formally attested by an independent third party.

Additionally, the 2024 Sustainability Report includes forward-looking statements regarding IDEX's future sustainability goals and anticipated outcomes. These statements are identifiable by terms such as "expects," "intends," "aims," and similar language. Forward-looking statements inherently involve known and unknown risks and uncertainties, which could result in outcomes that differ materially from those anticipated. These forward-looking statements are based on current assumptions as of the publication date and do not guarantee future results. Readers are encouraged to review the risk factors outlined in our Annual Report on Form 10-K as well as other filings with the Securities and Exchange Commission.

We remain committed to transparency and continuous improvement as we advance our sustainability initiatives. For comments or questions regarding this report, please contact IDEXsustainability@idexcorp.com.

IDEX CORPORATION

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