IDEX CORPORATION

2025 Sustainability Interim Update

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A Letter From Our Chief Sustainability Officer

Our purpose – ***Trusted Solutions, Improving Lives™*** – continues to guide the work we do at IDEX. As we release our 2025 Sustainability Interim Update, we reaffirm our commitment to transparency, continuous improvement, and the high-performance culture that defines our global team.

Since publishing our last full Sustainability Report in March 2025, our teams have continued to advance the programs that shape our long-term sustainability strategy. We remain focused on applying innovation to help our customers solve their critical challenges, while strengthening our culture of strong governance and ethics, operational efficiency and excellence, and supporting our teams and the communities where we live and work.

This Interim Update provides additional context, refreshed metrics, and recent developments related to several of our key sustainability programs since the publication of our last full Sustainability Report a year ago. It is intended as a brief, directional update rather than a comprehensive disclosure, as we are already preparing for our next full sustainability report in 2027. Our 2024 report remains our primary source for detailed information on our program and should be read coupled with this Interim Update.

While our 2025 emissions and energy data has been collected as of the date of this publication, our Appendix will be updated with this information in mid-2026 in alignment with applicable regulatory requirements and as part of our continued progress towards gaining assurance.

IDEX will publish its next full sustainability disclosures, covering 2025 and 2026, in 2027. With that report, we will shift the timing of the release to the middle of the year. This adjustment allows us to align more closely with evolving regulatory frameworks and to complete our assurance activities necessary to support the accuracy and reliability of our disclosures. That report will contain updated ESG data tables, expanded program narratives, and disclosures aligned with leading reporting and regulatory frameworks. Until then, this update offers our stakeholders timely insight into certain key initiatives and areas of focus around our sustainability strategy.

Thank you for your continued partnership and trust in IDEX. We are proud of the progress we have made and energized by the work ahead.

Sincerely,

Abigail Roche
Chief Sustainability Officer & Associate General Counsel

ABOUT IDEX CORPORATION

Trusted Solutions, Improving Lives™

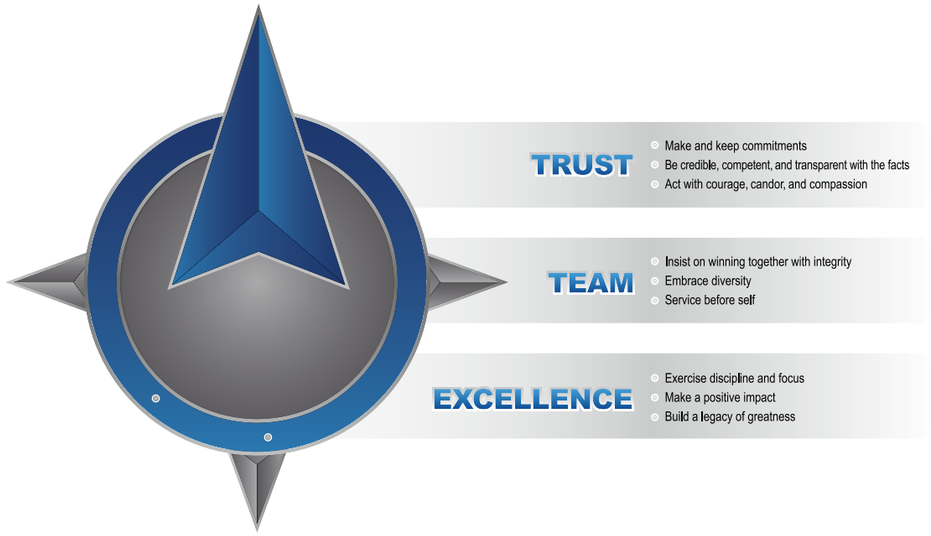
IDEX Corporation is a global manufacturer of highly engineered components and applied solutions that are vital to the advances of modern life.

With a portfolio of innovative products to meet our customers' critical needs for highly engineered products, IDEX is dedicated to creating a better tomorrow. From satellite communications to water systems, from medical diagnostic components to emergency rescue tools, IDEX creates solutions that make everyday life better.

Who We Are

Our Mission is to create trusted solutions that improve lives. We seek to grow sustainably in dynamic markets through united expertise and differentiated by the power of 8020.

What began with three entrepreneurial manufacturing companies has now grown into an innovation-driven industrial leader with more than 50 dynamic IDEX businesses around the world. Today, thousands of IDEX employees design and manufacture mission critical components and solutions that are vital to everyday life.



Our Vision is that each of our businesses runs with the same drive, creativity, and problem-solving agility that built our company, backed by the scale, resources, and reach of a multibillion-dollar enterprise. We are united by purpose, powered by performance, and built to create a better, more sustainable future for our customers, our people, our shareholders, and our communities.

Our Values power everything we do at IDEX. We live by three guiding principles of Trust, Team, and Excellence:

- We embody ***Trust*** by making and keeping our commitments, remaining credible, competent, and transparent with the facts, and acting with courage, candor, and compassion.
- Our ***Team*** is essential to our long-term growth. We insist on winning together with integrity, we embrace diversity, and we put service before self.
- ***Excellence*** means exercising discipline and focus, making a positive impact on the world around us, and building a long-term legacy of greatness.

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.

COMPANY HIGHLIGHTS

S&P 500
Company

50+
businesses located in 20+ countries

IEX
listed on NYSE since 1989

~8,700
employees worldwide

$3.5B
2025 revenue

22
acquisitions since 2015

What We Do

Our three primary business segments, **Health & Science Technologies (HST)**, **Fluid & Metering Technologies (FMT)**, and **Fire & Safety/Diversified Products (FSDP)**, develop solutions that make the world better today and into the future.

HEALTH & SCIENCE TECHNOLOGIES (HST)

IDEX Health & Sciences Technologies (HST) *businesses produce precision-engineered solutions, including fluidics, pumps, sealing solutions, and optical components for a diverse range of critical industries, such as life sciences, semiconductor, aerospace, and medical applications. We partner directly with market leading Original Equipment Manufacturers (OEMs) to co-develop cutting-edge technology and products. From ultra-precise low-flow pumps that power life-saving drug discovery, to advanced optical components used in biotech and aerospace, to high-performance gear and peristaltic pumps engineered for exacting medical and industrial demands, IDEX HST businesses create trusted solutions that improve lives.*

FLUID & METERING TECHNOLOGIES (FMT)

IDEX Fluid & Metering Technologies (FMT) *businesses design and manufacture a range of fluid handling products – including pumps, valves, and flow meters – that are essential to fluid management in industries such as agriculture, chemicals, and energy. Our products handle some of the world's toughest challenges, moving and measuring corrosive, abrasive, high-viscosity, and high-temperature materials with accuracy and reliability. From powering clean energy solutions to supporting pharmaceutical production, IDEX FMT businesses deliver trusted solutions that help our customers across the globe manage their most critical processes.*

FIRE & SAFETY/DIVERSIFIED PRODUCTS (FSDP)

IDEX Fire & Safety / Diversified Products (FSDP) *businesses produce pumps, valves, and rescue equipment for emergency response and industrial applications, as well as engineered devices for sectors like automotive and energy markets. IDEX Fire & Safety delivers mission-critical solutions for fire suppression, rescue, and emergency response trusted by first responders around the world. Our Diversified Products businesses design and build specialized equipment that keeps essential industries running. From clamping systems used in extreme environments like underwater pipelines and heavy industrial machinery, to precision dispensers that accurately mix and deliver paints, food ingredients, and chemicals, our technologies are trusted in everything from manufacturing to food and beverage.*

SUSTAINABILITY AT IDEX

Our Approach to Sustainability

Our purpose of ***Trusted Solutions, Improving Lives***™, our mission, and our values continue to anchor our approach to sustainability. Since our last report, our overall sustainability strategy, priorities, and material topics have remained consistent, reflecting our strength and durability of the framework we have built.

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 to meet the needs of future generations to come. 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

Our Material Topics

In 2022, we engaged with our stakeholders through surveys and interviews to conduct our second materiality assessment to understand our key environmental, social, and governance topics most relevant to IDEX stakeholders. Below is a list of those material topics:

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

Sustainability Governance

Sustainability is an integral part of our corporate strategy and business priorities. Oversight of sustainability is embedded in our operational and broader governance framework.

Our strategic direction is set at the highest levels of the organization. The Chief Sustainability Officer (CSO) and General Counsel, with oversight from the Board of Directors and Executive Leadership Team (ELT), define our sustainability roadmap. The CSO works in close collaboration 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.

Our Board of Directors and its standing committees oversee key elements of our sustainability program:

The Nominating and Governance Committee oversees corporate sustainability efforts and progress.

The Audit Committee oversees our ethics and compliance, environmental health and safety, and cybersecurity programs as well as our sustainability reporting processes and controls to meet regulatory reporting requirements.

For additional information, please see our 2024 Sustainability Report as well as our TCFD disclosures contained in the Appendix.

CULTURE

Responsible Corporate Governance

Our Board of Directors oversees the development and execution of our strategy, along with our process for monitoring and mitigating risks. The Board consists of three committees: Audit, Compensation, and Nominating and Corporate Governance. Additional information about our corporate governance approach, including the Board's role and responsibilities, director membership criteria, and director time commitments and board limits, is set forth in our Corporate Governance Guidelines.

Our strong corporate governance framework underpins these commitments, reflecting a Board that prioritizes ethical conduct, strategic oversight, and long-term value creation for all stakeholders:

Board Excellence
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. For detailed biographies and a comprehensive skills matrix of our directors, please refer to the 2025 Proxy Statement.

Ethical Foundation
Through our comprehensive Code of Business Conduct and Ethics, we empower every employee to act with integrity, prioritizing fair dealing in every interaction.

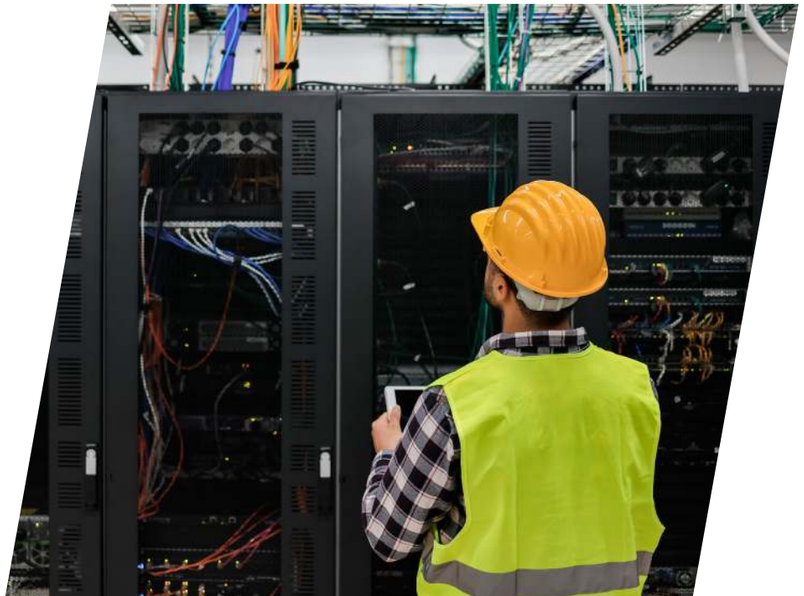
Sustainability Integration
We have integrated oversight of key sustainability risks and opportunities across multiple functions and levels of the organization to drive progress for our business and stakeholders.

Robust Risk Management
Our proactive approach to risk oversight allows us to navigate global complexities while protecting our assets and maintaining business continuity.

Cybersecurity, Data Privacy, and Artificial Intelligence (AI)

At IDEX, strong cybersecurity, data privacy, and responsible artificial intelligence programs are foundational to protecting the trust of our employees, customers, and stakeholders, and to safeguarding the integrity of our products, services, and operations. Through robust governance, employee awareness, and disciplined risk management, we continuously strengthen these programs to support innovation, resilience, and long-term sustainable value creation.

Cybersecurity: We continue to advance our cybersecurity readiness program. All employees are required to complete annual cybersecurity training. We conduct regular phishing simulations with employees and provide additional training for employees where needed. We conducted a tabletop exercise in 2025 with our leadership team, designed to test our readiness and preparedness.



Data Privacy: We held multiple data privacy conferences for our business unit designated privacy leads and conducted multiple training sessions in alignment with global privacy regulations, including the European Union's General Data Protection Regulation and emerging U.S. regulations. We also built a data privacy audit program and audited multiple business units in 2025.

AI: We are in the initial stages of our phased approach in reviewing AI solutions and capabilities and incorporating AI into our business activities and product and service offerings. As with many innovations, AI comes with specific risks and challenges, and we have implemented policies and governance to promote its responsible use, including the implementation of an oversight committee. The committee is a cross-functional team and manages AI policies, approved AI tools, and risk assessments.

100%
of employees are trained annually on cybersecurity awareness.

Our Commitment to Ethics, Human Rights, and Responsible Supply Chain Practices

Ethics and compliance are foundational to our culture. Our Code of Business Conduct and Ethics sets clear expectations for our employees, officers, directors, and others with whom we conduct business. Additional policies, including the Anti-Corruption, Conflict of Interest, and Political Contributions Policy Statement, further reinforce our commitment to compliance with global laws and regulations. Our strong ethical foundation enables us to navigate complex and emerging issues, including trade wars or tariff disputes, with consistency and effective execution.

Our compliance program is led by our Chief Compliance Officer, who reports to both the General Counsel and the Chair of the Audit Committee of the Board of Directors. The compliance program is reinforced by in-depth and robust training and audit programs, with over 60 sessions combined conducted in 2025, as well as our confidential ethics hotline reporting system where employees or any individual can report a suspected violation of the law or company policy. Our reporting process aligns with the requirements of the EU Whistleblower Protection Directive. Every report is investigated, and IDEX prohibits retaliation against anyone who raises a concern or participates in an investigation.

We promote equal opportunity and prohibit discrimination, harassment, and retaliation in any form, including conduct based on legally protected characteristics. Employees receive annual global harassment training, and leaders receive training focused on respectful workplaces and fair employment practices. We also respect employees' rights to freedom of association and collective bargaining and foster open, constructive dialogue through transparent and collaborative workplace practices.

IDEX is committed to respecting and protecting human rights and promoting fair labor practices across our value chain. We recently updated our Supplier Code of Conduct and our Human Rights Policy, which apply to both employees and business partners worldwide and are guided by the standards set forth in the Universal Declaration of Human Rights and the International Labour Organization Conventions.

IDEX also complies with applicable modern slavery and human trafficking laws in the countries where we operate as outlined in our updated statements issued under the UK Modern Slavery Act, the California Transparency in Supply Chains Act, and Canada's Forced Labour in Supply Chains Act. Together, these policies set clear expectations for ethical conduct, respect, and accountability, and require employees and business partners to raise concerns through our ethics hotline.

100%
of ethics hotline complaints are investigated.

100%
of management level employees are trained annually on the Code of Business Conduct and Ethics.

Recent Update
We recently updated our Supplier Code of Conduct and Human Rights Policy.

Committed
to respecting and protecting human rights and promoting fair labor practices across our value chain.

Our Compliance Department
conducts annual anti-corruption, trade compliance, and privacy audits across the enterprise.

PEOPLE

Great Teams

Our people remain at the heart of how we operate and continue to be a focus of our sustainability strategy. We offer multiple pathways for learning and development through education, mentorship, performance feedback, coaching, and targeted training opportunities that support development, growth, and advancement.

Our **Organization & Talent Cycle (OTC)**, a core element of the IDEX Operating Model, aligns people, capabilities, and talent decisions with business strategy to drive long-term growth and value creation.

The IDEX Academy is IDEX's enterprise leadership development platform, led by the Global Talent Development Team, designed to strengthen leadership capability, deepen IDEX culture, and build a robust pipeline of future leaders across the enterprise. The Academy includes three key leadership programs. Each spans several weeks of immersive learning, combining classroom and hands-on leadership activities and projects. Together, these programs graduated nearly 50 leaders in 2025.

The Leadership Excellence (LEP) Program accelerates senior leaders for impactful enterprise roles.

The Business Leadership Excellence (BLE) Program equips current and future General Managers with the skills needed to drive scalable growth and operational excellence.

The Management Excellence (MEP) Program targets high-potential leaders and is designed to strengthen managerial capability and ensure a sustainable leadership pipeline across functions, businesses, and regions.

Employee Engagement and Inclusion

IDEX is committed to supporting an engaged workforce that reflects our mission and values. We regularly seek feedback from employees to continuously improve our workplace culture. By embedding inclusive leadership practices, expanding opportunities for employee voices, and fostering communities of connection, we work to ensure our culture supports both individual well-being and collective performance.

My Voice is IDEX's enterprise employee listening program designed to capture employee feedback and drive continuous improvement through meaningful action across our teams. In 2025, we evolved My Voice from a one-time annual survey into a continuous listening approach, adding check-in surveys and an exit survey to complement the companywide engagement survey. Together, the engagement survey and check-in survey enable IDEX to better understand employee experiences.

IDEX continues to improve its culture of inclusion by investing in **Employee Resource Groups (ERGs)**. ERGs are voluntary and open to all employees, including allies, and focus on professional development and education, cultural celebration, and business innovation ideas, creating a sense of engagement and belonging for our workforce.

In 2025, we reached important milestones that reflect the growth and impact of our ERG program:

- **Expansion of our ERG network:** Increased our total ERGs to nine with two new groups launched: Caregivers Connect, supporting employees balancing career and caregiving responsibilities, and RISE, focused on mental health and well-being.
- **Significant growth in engagement:** Employee participation increased by 67%.

THE 2025 SURVEY RESULTS DEMONSTRATE STRONG EMPLOYEE ENGAGEMENT

79% overall engagement

85% of employees report feeling comfortable raising concerns with their manager

82% favorable manager impact

88% report strong teamwork

91% report they feel safe in their work environment

- **Company-wide activation:** ERGs hosted 56 engagement events across IDEX, with more than 2,000 employees participating in virtual and in-person sessions.
- **Stronger local partnerships:** 15 business units hosted ERG-led events, drawing more than 500 participants and deepening community at the local level.
- **Global expansion of InBalance:** Our women's ERG grew from two chapters to three across Europe, Asia, and North America, enabling more region-specific programming and connection.

We continue to invest in inclusive leadership through quarterly global webinars and our annual company-wide **Inclusion Summit**, voluntary and open to all employees. These programs feature internal and external experts who provide practical tools to strengthen inclusive leadership, build cross-functional networks, and share best practices. We also collaborate with a range of external partners to support leadership development, guest speaker programming, and volunteer opportunities that advance inclusion across our workforce and communities.

Promoting Health and Safety

IDEX continues to be committed to fostering a strong, proactive culture of health and safety across all operations. In 2025, we strengthened this commitment by expanding our corporate **Environmental, Health and Safety (EHS)** resources, including appointing a Senior Director of Health & Safety and adding regional support to enhance consistency and expertise across sites.

EHS governance continues to be overseen by the Chief Sustainability Officer, with monthly reviews involving executive leadership and regular reporting to the Audit Committee of the Board of Directors. Local EHS specialists and the corporate team work closely through site reviews, targeted training, and ongoing information-sharing to identify hazards, reduce risk, and reinforce safe behaviors.

We recently introduced a new EHS Vision, and as we continue to build our EHS Management Framework, our focus remains on engagement, disciplined execution, and systems that drive continuous improvement.

Employee Resource Groups at IDEX

RISE
PRIDE@IDEX LGBT+ Employee Resource Group
InBalance
iAPI IDEX Asian Pacific Islander
DIVERSABILITY
SERRVE
amigos
IDEX Caregiver Connect
IAAm IDEX African American Employee Resource Group

IDEX Environmental Health Safety

Our EHS Vision: we strive for EHS Excellence by cultivating a strong EHS culture and proactively reducing risk. Our approach is rooted in engagement, the execution of targeted, results-driven activities, and a commitment to systems that drive continuous improvement.

In 2025, our strong performance in safety continued, maintaining incident rates significantly below industry standards.

1.16
Total Case Incident Rate

0.51
Lost Workday Case Incident Rate

Zero
Fatalities

Building Structure and Engagement for Safer Work

A deliberate shift toward stronger focus, accountability, and engagement helped **IDEX Health & Science (IH&S)** in Rochester, New York, achieve a more than 75% reduction in its incident rate last year. They established an EHS Engagement Team, which strengthened governance, improved follow-through, reduced response time, and increased transparency in how safety actions were tracked and completed.

The IH&S team, which manufactures high-precision optical filters and lenses used in laboratory instruments for disease diagnostics, DNA sequencing, and the discovery of new therapies, developed a clear EHS Mission. They centered on priority risk areas, supported by visual posters and banners that reinforced critical controls and expected behaviors from leaders and teams.

Enhanced communication, combined with visible leadership and formal Safety Commitments, helped build trust, shared ownership, and embed safety as a core value – resulting in improved incident trends, engagement, and confidence.

Investments in Safety Culture Reduce Injury Incident Rates

Precision Polymer Engineering (PPE) made intentional investments last year in safety leadership, training, and accountability, reinforcing a more consistent safety culture across its operations. For PPE, which designs and manufactures high-performance elastomer seals and gaskets used in mission-critical applications across semiconductor manufacturing, energy, aerospace, and life sciences, these efforts contributed to a significant reduction in workplace injuries as the year progressed, helping to create a safer work environment for employees.

By identifying risk, assigning clear ownership, and embedding safety expectations into daily operations, EHS supported improved execution and collaboration across sites. The renewed focus on safety not only protected people but also enabled PPE to operate more efficiently and consistently in support of long-term performance.

IDEX Giving and Community Impact

Our commitment to strengthening the IDEX communities where we live and work remains a core part of our sustainability strategy. We support our communities through a range of programs. Together, these efforts empower employees and local teams to support causes that matter most in their communities, combining financial contributions with hands-on volunteerism to create meaningful local impact.

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.

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. In 2025, IDEX expanded this program outside of the United States allowing employees in Austria, Poland, Italy, Switzerland, Sweden, the Netherlands, Canada, and the United Kingdom to participate.

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.

Local Events Supporting Communities in India

Due to local regulations, IDEX India has its own individual foundation that supports local projects. That work includes the Alindra School, which IDEX built, expanded, and operates, providing education opportunities to more than 350 children in Vadodara.

IDEX Giving Programs donated almost $3 million in 2025

~$2 million
IDEX Foundation

~$375,000
Local Giving Programs

~ $306,000
Matching Gift

~$310,000
IDEX India Foundation

2025 IDEX Giving Highlights

The Foundation's board added additional directors and site coordinator roles with diverse backgrounds, created sub-committees of board members to multiply its impact across the enterprise, and added volunteer components to IDEX Leadership Academy programs.

The Foundation expanded its strategic partnerships with IDEX Employee Resource Groups (ERGs) and other local and national charities, including the Boys and Girls Clubs of America.

In its sixth year, the annual IDEX Food Insecurity Drive engaged business units to partner with local food banks through hands-on volunteering and donations, with sites organizing food collection drives and the IDEX Foundation matching grant donations. Forty-six IDEX business units participated, and over 30 tons of food and $600,000 was donated to local food banks.

The Matching Gift program launched our inaugural National Volunteer Month where employees contributed more volunteer hours in this month than in all of 2024.

IDEX Pump Technologies Invests in the Professional Development of Autistic Young Adults

After 120 volunteer hours and a grant from the IDEX Foundation, the team at **IDEX Pump Technologies (IPTI)** in Shannon, Ireland, successfully completed a new Life Skills Room at Dóchas, a local nonprofit dedicated to equipping autistic young adults with essential skills and knowledge for securing employment in their communities.

Trainings include cooking lessons, art classes, and resume writing tips in partnership with local businesses. The team also built a new Life Skills Room, which supports hands-on workplace readiness through the Dóchas Café, where participants practice punctuality, customer interaction, and teamwork in a real-world setting that helps ease their transition into the workforce.

Community Involvement Amplified by IDEX Matching Gift Program

The Matching Gift Program allows IDEX employees to support charities of their choosing, like the Rochester Childfirst Network (RCN). Whether it's attending field trips, cleaning garden beds, or lending marketing skills to enhance outreach, the Matching Gift Program donates $20 to the childcare service for each hour IDEX employees spend volunteering outside of work, maximizing their impact.

On a recent volunteer day at RCN, an **IDEX Health & Science** employee joined a team tasked with digging a ten-foot by four-foot ditch to investigate a big leak in the foundation of RCN's old building. After four hours of work, the team discovered a leak in one of the downspouts. Repairing the cracks marked a significant victory for RCN and they also received a donation from the Matching Gift Program in recognition of the "Dollars for Doers" hours volunteered.

10%
Foundation giving increased 10%.

17%
Employee participation in IDEX Foundation volunteer events grew 17% in 2025.

5,520
Employee Participation Hours in IDEX Foundation Events.

For additional stories regarding IDEX giving programs, see our 2024 Sustainability Report and our sustainability webpage.

INNOVATION

Innovative Products and Solutions

IDEX's approach to product innovation remains consistent with the commitments outlined in our 2024 report. Our teams continue to focus on delivering highly engineered, high-performance solutions that help customers address complex challenges across fast-evolving sectors such as life sciences, intelligent water, semiconductor fabrication and metrology, fire and rescue, space technologies, and transitional energy. Our products support health and safety, deliver positive social impact, and help customers reduce water and energy use while improving operational efficiency.

Together, these efforts reflect how IDEX teams collaborate and innovate to deliver trusted, high-performance solutions. We remain committed to innovating with speed and discipline, prioritizing product quality, safety, and operational 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 that have a positive impact on communities and the planet.

For additional product stories, see our 2024 Sustainability Report and our sustainability webpage.

FlareOut™ – Reducing Emissions Through Innovation

Corken's FlareOut™ solution demonstrates how targeted IDEX innovation can deliver both environmental and economic benefits. Designed to reduce or eliminate flaring and venting at oil and gas well sites, FlareOut captures excess natural gas that would otherwise be burned or released, redirecting it for productive use.

The compressor system is purpose-built for smaller wellheads, where flaring has traditionally been difficult to address cost-effectively. By helping operators reduce emissions while recovering value from wasted gas, FlareOut reflects IDEX's approach to sustainability, developing practical, high-performance technologies that address real-world challenges and support more efficient, responsible operations.

Preventing Sewer Overflows Through Smarter Monitoring

As climate change brings more intense rainfall and stresses aging sewer infrastructure, utilities are increasingly turning to **ADS Environmental Services**, a unit of IDEX that provides proactive wastewater monitoring solutions.

A large, community owned utility in Florida – one of the largest wastewater systems in the United States – uses ADS water level monitors and cloud based data analytics to manage more than 3,900 miles of sewer lines and 1,300 pumping stations. By focusing maintenance on roughly 100 known blockage "hot spots," the utility uses ADS ECHO® level monitors connected to PRISM® software to detect developing blockages early via an advanced machine learning algorithm. This data-driven approach helped reduce sewer cleaning work orders by 35%, preventing overflows that could pollute waterways and threaten public health.

Engineering Solutions for a Changing Energy Landscape

IDEX energy innovations support the evolving needs of global energy systems, from renewable generation to digital infrastructure. **Viking Pump** solutions are used in wind turbine applications, where precision gear pumps deliver a steady flow of lubrication oil to turbine gearboxes operating under high loads and variable conditions, helping improve reliability and extend equipment life.

At the same time, **Airtech** technologies support fuel cell systems that generate electricity through non-combustion electrochemical processes, providing efficient, on-site power for data centers. Together, these examples highlight how IDEX teams apply deep engineering expertise to deliver high-performance solutions that advance energy efficiency, reliability, and long-term sustainability.

PLANET

We are committed to reducing our environmental footprint, innovating product solutions to meet our customers' environmental and sustainability needs, advancing initiatives that help us better understand and manage our impacts, and complying with regulatory and customer requirements.

Our Climate Goal

IDEX is committed to reducing our environmental footprint to create a more sustainable future for all. We have established a goal to reduce our Scope 1 and Scope 2 emissions intensity (by revenue) by 30% by 2035 as compared to our baseline year of 2021.

In 2025, environmental performance metrics remained a priority and were included in executive and broader leadership goals, with a focus on emissions reductions and energy efficient improvements.

In collaboration with an external consultant, we calculate Scope 1 and Scope 2 emissions in accordance with the Greenhouse Gas Protocol and report both location-based and market-based emissions. While our 2025 emissions and energy data has been collected as of the date of this publication, our Appendix will be updated with this information in mid-2026 in alignment with applicable regulatory requirements and as part of our continued progress towards gaining assurance.

Climate Risk Resilience

By proactively managing climate risks and integrating sustainability-driven opportunities into decision-making, we are working to strengthen operational resilience over the long term.

IDEX's Taskforce on Climate-Related Financial Disclosures (TCFD) outlines how the company governs, assesses, and manages climate-related risks and opportunities. Oversight is shared across the Board of Directors, the Executive Leadership Team, and key committees with the Chief Sustainability Officer guiding strategy and regulatory alignment. IDEX's 2025 climate assessment examined physical hazards and evaluated transition risks and opportunities. These insights are incorporated into the company's strategic planning. IDEX continues to pursue its goal of reducing Scope 1 and Scope 2 emissions intensity using a combination of energy efficiency initiatives and renewable energy strategies.

For more information about our climate risk mitigation strategy, please see our 2024 Sustainability Report and our TCFD disclosures contained in the Appendix of this report.

The IDEX Green Initiative

In 2025, we launched **IDEX Green**, an internal strategic initiative designed to empower our diverse business units to reduce their environmental footprint using a set of common tools.

We know that meaningful change often begins with practical, scalable actions, so **IDEX Green** provides a standardized roadmap for IDEX sites to achieve measurable progress in energy efficiency and resource conservation without prohibitive budgets or overly complex systems.

Led by the corporate sustainability team and the Environmental Sustainability Committee, a cross-functional team of passionate business unit professionals across operations, facilities, EHS, and supply chain professionals, the program sets out six foundational, practical steps for certification:

1. **Understand your footprint:** Review your specific business unit environmental footprint data
2. **Switch to 100% LED lighting:** Simple, effective, and long-lasting
3. **Optimize air compressors:** Reduce leaks & inefficiencies in these energy-intensive systems
4. **Cut water and waste:** Implement initiatives to conserve resources and/or increase recycling
5. **Adopt the "Just Do It" checklist:** Easy, everyday actions like powering down idle equipment
6. **Leverage local utility programs:** Tap into audits, rebates, and renewable energy options

Teams that achieve certification have reduced energy use, cut waste, and fostered a culture of engagement, workplace pride, and sustainability across their operations.

Tecan Data-Driven Energy Monitoring Improves Efficiencies

Tecan became the first IDEX business unit to achieve **IDEX Green** certification, beginning with energy monitoring to establish a clear baseline. The team then implemented targeted efficiency improvements, including full LED light conversion, air-compressor optimization, and expanded use of on-site solar power. A cross-functional Energy Committee helped embed local sustainability into daily decision-making and continuous improvement efforts.

Located in Weymouth, on the south coast of England, Tecan designs and manufactures micro-precision metal components that are helping change the world. They use advanced chemical etching and forming processes for demanding healthcare, semiconductor, and industrial applications. Its **IDEX Green** journey demonstrates how data-driven energy management and employee engagement can reduce environmental impact while strengthening operational performance.

In the program's first year, **18 IDEX business units achieved IDEX Green certification,** supporting reductions in the energy footprint of IDEX's manufacturing operations. By applying scalable solutions, adhering to consistent program standards, and embedding efficiency practices into daily operations, **IDEX Green** advances progress toward the company's sustainability commitments.

Optimizing Compressed Air Systems to Reduce Energy Use and Emissions: Compressed air systems are essential to many manufacturing processes but are often a significant and under-managed source of energy consumption. Energy losses commonly result from heat generation, air leaks, and system design constraints, making compressed air a meaningful opportunity for improving energy efficiency across IDEX sites.

To address this, the **IDEX Green** program emphasizes improved design, operation, and maintenance of compressed air systems. All **IDEX Green**–certified sites monitor energy consumption at the compressor level, enabling teams to identify inefficiencies, prioritize corrective actions, and track improvements. Toolkits and technical support help sites assess system performance, identifying air leaks and design issues, and determining when operational changes or upgrades are warranted, supporting improved efficiency and Scope 2 emissions reductions.

Everyday Actions That Deliver Energy and Emissions Reductions: The Just Do It (JDI) Toolkit complements these efforts by promoting low-cost, low-burden actions that reinforce behavioral change and operational discipline. JDI actions are required for **IDEX Green** certification and encourage continuous improvement through cross-functional engagement and local tracking of energy performance. JDI opportunities span operations and maintenance, lighting, HVAC and airflow, and office equipment. They include preventive maintenance, powering down idle equipment, optimizing compressed air systems, converting to LED lighting, adjusting HVAC setpoints, sealing air leaks, enabling energy-saving device settings, and reducing phantom power loads. Together, these actions help sustain energy savings while reinforcing a culture of sustainability across IDEX sites.

IDEX India Includes Solar Power in IDEX Green Programs

IDEX teams in India achieved **IDEX Green** certification by translating sustainability ambition into measurable action across its operations. Employees in Vadodara, Ahmedabad and Mumbai advanced energy efficiency through a full conversion to LED lighting and investments in on-site renewable energy, generating nearly one-third of their annual electricity demand from solar power today.

Facilities also strengthened resource stewardship with expanded recycling programs and zero water discharge, using on-site treatment systems that support reuse and groundwater recharge. Beyond their manufacturing footprint, **IDEX India** extended the impact through a community solar project, adding solar panels to the Alindra School, which was originally built and is continually operated by IDEX. Together, these efforts reflect IDEX's practical, site-driven approach to reducing environmental impact while building long-term operational resilience.

IDEX Green Certified Businesses

IDEX HEALTH & SCIENCE · airtech · PPE Precision Polymer Engineering · GODIVA · VIKING PUMP · tecan · gast · FAST & FLUID THE TINTING COMPANY · HALE · BANJO Liquid Handling Products · WARREN RUPP, INC. · ABEL Pump Technology · RICHTER Process Pumps & Valves · IRIDIAN SPECTRAL TECHNOLOGIES · IDEX ENERGY Advanced Flow Solutions · LIQUID CONTROLS · CORKEN · SAMPI · AKRON BRASS COMPANY

APPENDIX

Sustainability Data Tables

The following data tables present our key environmental, social, and governance metrics for the reporting years 2023 through 2025. This data includes the performance of our businesses we acquired during this period, which are incorporated into our reporting as they become part of our operational footprint. Accurate and complete data is an essential foundation of our sustainability program, and we continue to improve and refine our data collection processes. While we have collected emissions data for 2025, we will update these data tables in mid-2026 in alignment with the requirements under the California Climate Corporate Data Accountability Act and to allow for completion of assurance readiness activities. For additional information, refer to this Interim Report Update as well as our 2024 Sustainability Report, which remains our current and comprehensive disclosure.

	2023	2024	2025
Environmental			
Total Scope 1 and 2 (location-based) emissions (MT CO_2 e)	64,160	63,130	Data will be disclosed in mid-2026 to allow for alignment with regulatory reporting requirements and completion of assurance readiness activities.
Scope 1 GHG Emissions (MT CO_2 e)	15,151	17,116	Data will be disclosed in mid-2026 to allow for alignment with regulatory reporting requirements and completion of assurance readiness activities.
Scope 2 (location-based) GHG Emissions (MT CO_2 e)	49,009	46,014	Data will be disclosed in mid-2026 to allow for alignment with regulatory reporting requirements and completion of assurance readiness activities.
Scope 2 (Market-based) GHG Emissions (MT CO_2 e)	51,648	50,977	Data will be disclosed in mid-2026 to allow for alignment with regulatory reporting requirements and completion of assurance readiness activities.
Emissions intensity (Scope 1 and 2 location-based) MT CO_2 e/$M revenue	19.6	19.7	Data will be disclosed in mid-2026 to allow for alignment with regulatory reporting requirements and completion of assurance readiness activities.
Total Electricity Consumption (MWh)	128,662	131,403	Data will be disclosed in mid-2026 to allow for alignment with regulatory reporting requirements and completion of assurance readiness activities.
Total Renewable Energy Generation (MWh)	3,017	4,153	Data will be disclosed in mid-2026 to allow for alignment with regulatory reporting requirements and completion of assurance readiness activities.
Water Consumption (gallons)	103,078,369	109,660,294	103,942,992
Hazardous Waste Generated (MT)	872	959	873
Percentage of Hazardous Waste Recycled	60%	39%	42%
Percentage of Hazardous Waste Incinerated	22%	20%	12%
Safety Performance			
Total Case Incident Rate (# of work related injuries per hundred full time workers per year)	1.29	1.16	1.16
Lost Workday Case Incident Rate (# of workdays lost × 200,000)/total hours worked)	0.64	0.49	0.51

	2023	2024	2025
IDEX Giving and Community Impact			
Employee Participation Hours in IDEX Foundation Events	4133	4736	5,520
Funds Donated by the IDEX Foundation	$1,301,375	$1,797,975	$1,993,371
Percent of Sites Participating in IDEX Foundation Events	94%	95%	95%
Number of Events	124	130	126
Amount of Donated Funds by Business Units (as approved by the Corporate Compliance Department)	$198,000	$255,655	$374,669
Amount of Donated Funds by IDEX India foundation	n/a	$321,000	$310,000
Matching Gift Program Funds Donated	$211,167	$198,281	$330,480
Matching Gift Program Causes Supported	277	777	514
Matching Gift Program Employee Participation Hours	219	1,066	1,336
My Voice Engagement Score (IDEX Giving section)	n/a	78%	82%
Employee Engagement			
Employee Engagement Score	74%	81%	79%
Completion Rate	84%	82%	79%
Manager Impact Score	79%	80%	82%
Manager Impact MFG Industry 75th%	77%	82%	82%
Governance, Ethics & Compliance			
Active Management Employees Certifying Understanding of Code of Business Conduct and Ethics	100%	100%	100%
Global Hotline Allegations Investigated	100%	100%	100%
Conflict Minerals			
Supplier Response Rate	70%	62%	2025 Goal: 70%
Percentage of Spend Covered by Responding Suppliers	80%	80%	2025 Goal: 80%

Sustainable Development Goals (SDGs)

Our IDEX business strategy and material topics continue to align and overlap with several of the United Nations SDGs. For the full SDG mapping and detailed explanation of how our internal initiatives support global progress, please refer to our 2024 Sustainability Report, which remains our current and comprehensive disclosure. A list of IDEX our material topics can also be found in the Material Topics section of that 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

SDG	TARGET	INDICATOR	IDEX MATERIAL TOPIC
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
	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
	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

Global Reporting Initiative (GRI) Context Index

This report is in reference to the GRI standards and covers 2025. Please also see our 2024 Sustainability Report for additional details and disclosures.

GRI STANDARD	DISCLOSURE	2025 INTERIM REPORT UPDATE SECTION	IDEX SUSTAINABILITY PILLAR	IDEX MATERIAL TOPIC
GRI 2: General Disclosures 2021	2-1 Organizational details	CSO Letter, About IDEX Corporation	Maintaining a Culture of Integrity	Business Ethics & Compliance
	2-2 Entities included in the organization's sustainability reporting	CSO Letter, About IDEX Corporation	Maintaining a Culture of Integrity	Business Ethics & Compliance
	2-3 Reporting period, frequency and contact point	CSO Letter, About IDEX Corporation	Maintaining a Culture of Integrity	Business Ethics & Compliance
	2-4 Restatements of information	Not applicable	Maintaining a Culture of Integrity	Business Ethics & Compliance
	2-5 External assurance	Not applicable	Maintaining a Culture of Integrity	Business Ethics & Compliance
	2-6 Activities, value chain and other business relationships	Proxy, 10-K	Maintaining a Culture of Integrity	Business Ethics & Compliance
	2-7 Employees	Proxy, 10-K	Maintaining a Culture of Integrity	Business Ethics & Compliance
	2-8 Workers who are not employees	Proxy, 10-K	Maintaining a Culture of Integrity	Business Ethics & Compliance
	2-9 Governance structure and composition	Proxy, 10-K	Maintaining a Culture of Integrity	Business Ethics & Compliance
	2-10 Nomination and selection of the highest governance body	Proxy, 10-K	Maintaining a Culture of Integrity	Business Ethics & Compliance
	2-11 Chair of the highest governance body	Proxy, 10-K	Maintaining a Culture of Integrity	Business Ethics & Compliance
	2-12 Role of the highest governance body in overseeing the management of impacts	Proxy, 10-K	Maintaining a Culture of Integrity	Business Ethics & Compliance
	2-13 Delegation of responsibility for managing impacts	Proxy, 10-K, Sustainability at IDEX, Appendix	Maintaining a Culture of Integrity	Business Ethics & Compliance
	2-14 Role of the highest governance body in sustainability reporting	Proxy, 10-K, Sustainability at IDEX, Appendix	Maintaining a Culture of Integrity	Business Ethics & Compliance
	2-15 Conflicts of interest	IDEX Policies & Governance Documents	Maintaining a Culture of Integrity	Business Ethics & Compliance
	2-16 Communication of critical concerns	Commitment to Ethics and Compliance	Maintaining a Culture of Integrity	Business Ethics & Compliance
	2-17 Collective knowledge of the highest governance body	Proxy, 10-K	Maintaining a Culture of Integrity	Business Ethics & Compliance
	2-18 Evaluation of the performance of the highest governance body	Proxy, 10-K	Maintaining a Culture of Integrity	Business Ethics & Compliance

GRI STANDARD	DISCLOSURE	2025 INTERIM REPORT UPDATE SECTION	IDEX SUSTAINABILITY PILLAR	IDEX MATERIAL TOPIC
	2-19 Remuneration policies	Proxy, 10-K	Maintaining a Culture of Integrity	Business Ethics & Compliance
	2-20 Process to determine remuneration	Proxy, 10-K	Maintaining a Culture of Integrity	Business Ethics & Compliance
	2-21 Annual total compensation ratio	Proxy, 10-K	Maintaining a Culture of Integrity	Business Ethics & Compliance
	2-22 Statement on sustainable development strategy	CSO Letter	Maintaining a Culture of Integrity	Business Ethics & Compliance
	2-23 Policy commitments	Proxy, Policies & Procedures	Maintaining a Culture of Integrity	Business Ethics & Compliance
	2-24 Embedding policy commitments	Commitment to Ethics and Compliance	Maintaining a Culture of Integrity	Business Ethics & Compliance
	2-25 Processes to remediate negative impacts	Commitment to Ethics and Compliance	Maintaining a Culture of Integrity	Business Ethics & Compliance
	2-26 Mechanisms for seeking advice and raising concerns	Commitment to Ethics and Compliance	Maintaining a Culture of Integrity	Business Ethics & Compliance
	2-27 Compliance with laws and regulations	Commitment to Ethics and Compliance	Maintaining a Culture of Integrity	Business Ethics & Compliance
	2-28 Membership associations	CSO Letter	Maintaining a Culture of Integrity	Business Ethics & Compliance
	2-29 Approach to stakeholder engagement	Material Topics	Maintaining a Culture of Integrity	Business Ethics & Compliance
	2-30 Collective bargaining agreements	Policies & Procedures	Maintaining a Culture of Integrity	Business Ethics & Compliance
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Material Topics	Maintaining a Culture of Integrity	Business Ethics & Compliance
	3-2 List of material topics	Material Topics	Maintaining a Culture of Integrity	Business Ethics & Compliance
	3-3 Management of material topics	Sustainability at IDEX	Maintaining a Culture of Integrity	Business Ethics & Compliance

Taskforce on Climate-Related Financial Disclosures (TCFD)

This disclosure, aligned with TCFD, contains data from the period of January 1, 2024 through December 31, 2024. This disclosure reflects a focused assessment of climate-related financial risks and opportunities. For a discussion of risks facing the Company, including those related to climate, please refer to the risk factors section of the Company's most recent Form 10-K filed with the U.S. Securities and Exchange Commission.

Governance

IDEX's Chief Sustainability Officer and General Counsel, with support from IDEX's Board of Directors and the Executive Leadership Team, set the strategic direction for sustainability generally at IDEX.

Oversight of key sustainability risks and opportunities, including those related to climate change, 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.

OVERVIEW OF IDEX'S SUSTAINABILITY STRUCTURE

The IDEX Board of Directors oversees an annual assessment of enterprise risk exposure and the management of identified risk. The assessment is conducted by the Company's executives, with a focus on those risks most likely to have a significant impact on value creation and protection. When assessing enterprise risk, the Board focuses on the achievement of organizational objectives, including strategic objectives, to improve long-term performance and enhance stockholder value.

In 2023, management 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 the Company. The results of that assessment were included in the 2023 annual review with the Board. As discussed in more detail below, in 2025, the Company updated its physical risk assessment and conducted an expanded scenario analysis of potential transition risks and opportunities. The initial findings from this assessment in 2025 were shared with the Nominating and Corporate Governance Committee and the Audit Committee, and these potential risks and opportunities continue to be considered as part of the Company's ongoing strategic planning.

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 2024 and 2025, the committee used the meetings to examine emerging regulatory reporting requirements and assess IDEX's progress toward sustainability goals, particularly emissions reductions.

The Audit Committee of the Board oversees the Company's compliance, corporate environmental, health and safety, and information security/cybersecurity functions. In 2025, it also began reviewing sustainability reporting processes and controls to meet emerging regulatory reporting requirements.

The Executive Leadership Team continues to incorporate numerous sustainability initiatives into their individual goals, including those related to the Company's environmental impact.

The Chief Sustainability Officer 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 operations, with support from the General Counsel and other functional leaders. Together, they collaborate across functions to drive progress toward goals and maintain compliance.

The Vice President, Sustainability Reporting who has extensive financial reporting and audit experience, leads regulatory reporting compliance, including leading initiatives to improve our data collection processes while building a global, assurance-ready sustainability reporting program.

The Environmental Sustainability Committee consists of employees across the business units who are passionate about environmental sustainability. Its members include professionals from environmental, health, and safety, EHS, operations, engineering, and procurement. Chaired by the Chief Sustainability Officer, 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.

Strategy

In 2025 IDEX conducted an expanded scenario analysis of the physical and transition risks and opportunities aligned with TCFD guidance that built on the prior analysis performed in 2023.

IDEX aims to ensure that senior management and the Board remain focused on the most significant risks that are likely to affect IDEX and its ability to create and sustain value. To achieve this, IDEX 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, and such climate risks and opportunities continue to be considered as part of our ongoing strategic planning.

The assessment was done across short (2030), medium (2040), and long-term (2050) time horizons taking into account both net zero and high warming scenarios from 2024 to 2050. The assessment was executed to: (i) identify the owned and operated physical assets most vulnerable to various physical hazards and quantity the potential impacts of the physical risks; and (ii) quantify the potential impacts of transition risks and opportunities related to climate change.

The physical risk assessment considered exposure to physical hazards for IDEX's owned and operated facilities. The physical hazards included coastal inundation, flooding, soil subsidence, forest fire, freeze thaw, and extreme heat and wind. The sites were prioritized for quantification based on their size and importance to IDEX's business. The property damage and business interruption risk due to the impact of physical hazards were quantified at these sites using their geographical coordinates and climate hazard data.

The transition risk assessment first consisted of reviewing risks and opportunities relevant to IDEX. All TCFD-defined risks (including policy and legal, technology, market, and reputation) and opportunities (including resource efficiency, energy source, products and services, markets, resilience) types were considered. Qualitative scenario analysis was then used to prioritize risks and opportunities, and those values were used to determine potential materiality. The risks and opportunities that were then considered in the quantitative analysis for materiality included: customer preferences, carbon pricing, and input costs (risks) and low emissions goods and services, more efficient production and distribution, and low emissions sources of energy (opportunities).

The tables provide an overview of the possible material transition climate-related risks and opportunities, which are based on several underlying assumptions, identified and assessed through the climate risk assessment process.

While working to reduce its role in the emission of greenhouse gases, by partnering with customers to solve their critical challenges, IDEX plays a part in driving innovation that can create a more resilient technology solutions value chain. The Company engages with diverse stakeholders and partners around the globe regarding their innovations and actionable ideas to address numerous challenges, including those related to the potential impact of climate change. These proactive mitigation strategies, combined with IDEX's ability to capture emerging opportunities, support the likely resilience of its strategy under both low- and high-emission climate scenarios.

MATERIAL TRANSITION RISKS

Market?	What is the risk?	Impact on IDEX?	How is IDEX mitigating the risk?
Downstream	Customer preferences: As a result of potential changes in regulations and customer preferences, demand for IDEX's products and services may change.	Consumers moving away from fossil fuel products, such as those associated with the oil and gas industry, could adversely affect some end markets that IDEX sells into. This could adversely impact the Company's results of operations and financial position.	IDEX positions itself as a tech solutions company allowing it to pivot its offerings and solutions within end-markets.
Upstream	Raw materials cost: As a result of implications from climate-related risks to IDEX's suppliers, IDEX could experience higher input costs to operate across IDEX's businesses.	Due to suppliers engaging in decarbonization efforts to reach net zero targets and goals and/or physical risks associated with climate change, these costs could be passed onto IDEX.	As part of its ongoing business strategy, IDEX seeks to improve material efficiency in production by reducing raw material waste and increasing recycling, which helps lower reliance on metal, plastic, and other input costs. IDEX also seeks to strengthen supply chain resilience by evaluating alternative suppliers in high-risk areas. These actions are part of a broader strategy to mitigate financial impacts and business continuity.

MATERIAL TRANSITION OPPORTUNITIES

Market?	What is the risk?	Impact on IDEX?	How is IDEX mitigating the risk?
Downstream	Low emissions goods and services: As a result of increasing consumer demand for environmentally conscious products, offering low-emission goods and services may attract new customer segments and enhance brand value.	Producing low emissions goods and services can lead to significant opportunities where there may be external pressures from regulations and customer preferences for more sustainable and environmentally friendly products.	IDEX's ongoing mission is to innovate new products and solutions for customers. In some instances, IDEX is developing energy-efficient, low carbon products where there is a demand for greener, more sustainable technologies. For example, Warren Rupp, a business unit of IDEX, has launched an electric-operated diaphragm pump that uses approximately 75% less energy than previous models. BAND-IT and SFC Koenig have created components for electric and hydrogen fuel cell vehicles, including new clamp systems for hydrogen fuel assemblies. At the same time, IDEX has invested in clean energy markets and technologies.

Risk Management

IDEX partnered with an outside consultant to perform a refreshed climate risk assessment in 2025. The assessment included a review of potential impacts of both physical risks and transition risks and opportunities. As part of that assessment, IDEX conducted peer benchmarking and industry research for identification of a long-list of climate-related risks and opportunities that could potentially impact IDEX.

IDEX actively monitors and manages significant risks and opportunities across all areas of its business, and such transition risks and opportunities continue to be considered as part of IDEX's ongoing strategic focus and planning.

IDEX utilizes an enterprise risk management ("ERM") process that enables IDEX to pursue its strategy while also seeking to identify, control, and mitigate associated significant risks. The General Counsel leads the ERM process, supported by a cross-functional executive leadership team. Results are reviewed annually with the Board to ensure alignment of risk priorities between the Board and management.

Metrics and Targets

IDEX has set a goal to reduce Scope 1 and Scope 2 emissions intensity (by revenue) by 30% by 2035, using 2021 as its baseline year.

Each year, the Company executes various measurable environmental sustainability initiatives in furtherance of that goal, as disclosed in the "Sustainability Data Tables" in our 2024 Sustainability Report. Management of the goal is owned by the Chief Sustainability Officer and the General Counsel with oversight by the ELT and the Board. IDEX intends to meet its goal using a combination of business efficiency levers and renewable energy strategies.

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 2025. The data includes the performance of our businesses we have acquired during this period, which are incorporated into our reporting as they become part of our operational footprint. While we have collected emissions data for 2025, we will update these disclosures in mid-2026 in alignment with the regulatory requirements and to allow for completion of assurance activities. For additional information, refer to this Interim Report Update as well as our 2024 Sustainability Report, which remains our current and comprehensive disclosure.

Key

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

Topic Area	Metric	Sector Framework
Greenhouse Gas Emissions		
Gross global Scope 1 emissions	Data will be disclosed in mid-2026 to allow for alignment with regulatory reporting requirements and completion of assurance readiness activities.	Semi
Amount of total emissions from perfluorinated compounds	Data will be disclosed in mid-2026 to allow for alignment with regulatory reporting requirements and completion of assurance readiness activities.	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	Data will be disclosed in mid-2026 to allow for alignment with regulatory reporting requirements and completion of assurance readiness activities.	Semi
Energy Management		
Total Energy Consumed	Data will be disclosed in mid-2026 to allow for alignment with regulatory reporting requirements and completion of assurance readiness activities.	IM&G, Auto Parts, Semi, E&EE
Percentage Grid Electricity	Data will be disclosed in mid-2026 to allow for alignment with regulatory reporting requirements and completion of assurance readiness activities.	IM&G, Auto Parts, Semi, E&EE
Percentage Renewable	Data will be disclosed in mid-2026 to allow for alignment with regulatory reporting requirements and completion of assurance readiness activities.	IM&G, Auto Parts, Semi, E&EE
Fuel Economy & Emissions in Use-phase		
Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles	Not tracked at the enterprise level.	IM&G
Sales-weighted fuel efficiency for nonroad equipment	Not tracked at the enterprise level.	IM&G
Sales-weighted fuel efficiency for stationary generators	Not tracked at the enterprise level.	IM&G
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.	IM&G

Topic Area	Metric	Sector Framework
Design for Fuel Efficiency		
Revenue from products designed to increase fuel efficiency or reduce emissions	Not tracked at the enterprise level.	Auto Parts
Water Management		
Total water withdrawn	103,942,992 gallons	Semi
Total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	To access the results of our water stress analysis, please see the Appendix of the 2024 Sustainability Report.	Semi
Materials Sourcing		
Description of the management of risks associated with the use of critical materials	IDEX evaluates critical material risks across our supply chain and uses these insights to develop strategies for supply continuity. We employ a range of mitigation methods, including maintaining safety stock, qualifying alternative or secondary sources, and assessing opportunities to bring key manufacturing processes in-house. IDEX also upholds a Supplier Code of Conduct and Human Rights Policy that require all suppliers to comply with applicable laws and regulations, including those related to environmental and product compliance. For more information, please refer to the Responsible Sourcing and Supply Chain sections of our 2024 Sustainability Report.	IM&G, ME&S, Auto Parts, Semi, E&EE
Remanufacturing Design & Services		
Revenue from remanufactured products and remanufacturing services	Not tracked at the enterprise level.	IM&G
Product Design & Lifecycle Management		
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 our updated Supplier Code of Conduct and the Product Quality, Safety, and Compliance, Responsible Sourcing and Supply Chain, and the Ethics and Compliance sections contained within our 2024 Sustainability Report.	ME&S
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.	ME&S

Topic Area	Metric	Sector Framework
Product Lifecycle Management		
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, E&EE
Processor energy efficiency at a system level for: (1) servers, (2) desktops and (3) laptops	Not tracked at the enterprise level.	Semi
Percentage of eligible products, by revenue, certified to an energy efficiency certification	Not tracked at the enterprise level.	E&EE
Revenue from renewable energy-related and energy efficiency-related products	Not tracked at the enterprise level.	E&EE
Materials Efficiency		
Percentage of products sold that are recyclable	Not tracked at the enterprise level.	Auto Parts
Percentage of input materials from recycled or remanufactured content	Not tracked at the enterprise level.	Auto Parts
Waste Management		
Total amount of waste from manufacturing,	Please see the IDEX Sustainability Data Tables contained within this report for additional information.	Auto Parts
Total percentage hazardous	Please see the IDEX Sustainability Data Tables contained within this report for additional information.	Auto Parts, Semi
Total percentage recycled	Please see the IDEX Sustainability Data Tables contained within this report for additional information.	Auto Parts
Amount of hazardous waste from manufacturing	Please see the IDEX Sustainability Data Tables contained within this report for additional information.	Semi
Hazardous Waste Management		
(1) Amount of hazardous waste generated, (2) percentage recycled	Please see the IDEX Sustainability Data Tables contained within this report for additional information.	E&EE
(1) Number and aggregate quantity of reportable spills, (2) quantity recovered	0	E&EE

Topic Area	Metric	Sector Framework
Affordability & Pricing		
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.	ME&S
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.	ME&S
Product Safety		
(1) Number of recalls issued, (2) total units recalled	None	ME&S, E&EE
Products listed in any public medical product safety or adverse event alert database	None	ME&S
Number of fatalities associated with products	0	ME&S
Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	0	ME&S
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.	Auto Parts
Total amount of monetary losses as a result of legal proceedings associated with product safety	$0	E&EE
Ethical Marketing		
Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	$0	ME&S

Topic Area	Metric	Sector Framework
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. For additional information, please see the Ethics and Compliance section contained within our 2024 Sustainability Report.	ME&S
Supply Chain Management		
Percentage of (1) entity's facilities and (2) Tier 1 suppliers' facilities participating in third-party audit programmes for manufacturing and product quality	For additional information, please see our updated Supplier Code of Conduct and the Product Quality, Safety, and Compliance sections contained within our 2024 Sustainability Report.	ME&S
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 our updated Supplier Code of Conduct and the Product Quality, Safety, and Compliance, Responsible Sourcing and Supply Chain, and the Ethics and Compliance sections contained within our 2024 Sustainability Report.	ME&S
Business Ethics		
Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	$0	ME&S, E&EE
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 additional information, please see the Ethics and Compliance section contained within our 2024 Sustainability Report.	ME&S
Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behaviour	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 our 2024 Sustainability Report for a description of policies and practices for prevention of corruption, bribery and anticompetitive behavior.	E&EE
Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations	$0	E&EE
Competitive Behaviour		
Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations	$0	Semi

Topic Area	Metric	Sector Framework
Intellectual Property Protection & Competitive Behaviour		
Percentage of employees that require a work visa	Not tracked at the enterprise level.	Semi
Workforce Health & Safety		
Total recordable incident rate (TRIR) for (a) direct employees and (b) contract employees	1.16	IM&G
Fatality rate for (a) direct employees and (b) contract employees	0	IM&G
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 additional information, please see the Environmental, Health, and Safety section contained within our 2024 Sustainability Report.	IM&G, ME&S
Description of efforts to assess, monitor, and reduce exposure of workforce to human health hazards	For additional information, please see the Environmental, Health, and Safety and Product Quality, Safety, and Compliance sections of our 2024 Sustainability Report.	Semi
Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	$0	Semi
Activity Metrics		
Number of units produced by product category	Not tracked at the enterprise level.	IM&G, ME&S, E&EE
Number of employees	See the IDEX 2025 Proxy Report and 10-K.	IM&G, E&EE
Number of parts produced	Not tracked at the enterprise level.	Auto Parts
Weight of parts produced	Not tracked at the enterprise level.	Auto Parts
Area of manufacturing plants	Not tracked at the enterprise level.	Auto Parts
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.	Semi

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, Conflict of Interest, and Political Contributions 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 2025 Interim Report Update provides a comprehensive overview of our environmental, social, and governance efforts for the calendar year 2025, 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 Nations 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, this 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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