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**UNITED STATES  
SECURITIES AND EXCHANGE COMMISSION  
WASHINGTON, D.C. 20549**

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**FORM 8-K**

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**CURRENT REPORT  
Pursuant to Section 13 or 15(d)  
of The Securities Exchange Act of 1934**

**Date of Report: December 1, 2025  
(Date of earliest event reported)**

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**IDEX CORPORATION**

(Exact name of registrant as specified in its charter)

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**Delaware**  
(State or other jurisdiction  
of incorporation)

**1-10235**  
(Commission  
File Number)

**36-3555336**  
(IRS Employer  
Identification No.)

**3100 Sanders Road, Suite 301  
Northbrook, Illinois 60062**  
(Address of principal executive offices, including zip code)

**(847) 498-7070**  
(Registrant's telephone number, including area code)

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Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions:

- ☐ Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
- ☐ Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
- ☐ Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- ☐ Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Securities registered pursuant to Section 12(b) of the Act:

| Title of each class                     | Trading<br>Symbol(s) | Name of each exchange<br>on which registered |
|-----------------------------------------|----------------------|----------------------------------------------|
| Common Stock, par value \$.01 per share | IEX                  | New York Stock Exchange                      |

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§240.12b-2 of this chapter).

Emerging growth company ☐

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act. ☐

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**Item 5.02 – Departure of Directors or Principal Officers; Election of Directors; Appointment of Principal Officers; Compensatory Arrangements of Certain Officers.*****Appointment of Chief Financial Officer***

On December 4, 2025, IDEX Corporation (the “Company”) announced the appointment of Sean M. Gillen as Senior Vice President and Chief Financial Officer of the Company, effective January 5, 2026. In connection with his appointment, on January 5, 2026, Akhil Mahendra, will cease serving as Interim Chief Financial Officer and will continue serving as the Company’s Vice President, Corporate Development.

Mr. Gillen, age 40, is joining the Company from AAR CORP. (NYSE: AIR), a provider of aviation services to the aerospace and defense industries, where he has served as Senior Vice President and Chief Financial Officer since January 2019. Prior to joining AAR CORP., Mr. Gillen was Vice President and Treasurer of USG Corporation, a building materials manufacturing company, since 2017. Prior to USG Corporation, Mr. Gillen spent nine years in investment banking with Goldman Sachs, most recently as a Vice President in its Global Industrial Investment Banking Division. Mr. Gillen received a Bachelor of Business Administration from the University of Michigan.

There are no arrangements or understandings between Mr. Gillen and any other person pursuant to which he was appointed as the Company’s Senior Vice President and Chief Financial Officer. Mr. Gillen does not have any family relationship with any director or other executive officer of the Company, and there are no transactions in which Mr. Gillen has an interest requiring disclosure under Item 404(a) of Regulation S-K.

In connection with Mr. Gillen’s appointment as Senior Vice President and Chief Financial Officer, the Company entered into an offer letter with Mr. Gillen on December 1, 2025 (the “Offer Letter”). Under the terms of the Offer Letter, Mr. Gillen will receive an initial base salary of \$625,000 and, beginning with the Company’s 2026 incentive program, will have a target opportunity under the Company’s Management Incentive Compensation Plan equal to 85% of his base salary and will be eligible for an annual equity grant with a targeted grant date fair value of \$2,000,000. In connection with the commencement of his employment with the Company, Mr. Gillen will receive a new hire restricted stock award with a grant date fair value of \$3,000,000, vesting in one-third installments on each anniversary of the grant date. Mr. Gillen will also receive a cash sign-on bonus of \$325,000, which is subject to repayment if he leaves the Company or is terminated for cause prior to the 12-month anniversary of his start date. The Offer Letter also provides for severance benefits equal to 12 months of base salary and Mr. Gillen’s target annual incentive in the event his employment is terminated by the Company without cause, with such severance benefits increasing to two times his base salary and target annual incentive in the event he is terminated by the Company without cause within 24 months following a change in control of the Company. As a condition to his employment, Mr. Gillen will also be subject to a Confidential Information, Work Product and Restrictive Covenant Agreement, which includes, among other items, non-competition and non-solicitation restrictive covenants.

***Departure of Senior Vice President and Chief Human Resources Officer***

On December 1, 2025, Melissa S. Flores, Senior Vice President and Chief Human Resources Officer of the Company and a current named executive officer of the Company, notified the Company of her decision to resign, effective December 19, 2025, to pursue another employment opportunity.

**Item 7.01 – Regulation FD Disclosure.**

On December 4, 2025, the Company issued a press release announcing Mr. Gillen’s appointment and Ms. Flores’ departure. The press release is attached hereto as Exhibit 99.1 and is incorporated herein by reference.

The information in this Item 7.01 is being furnished and shall not be deemed to be “filed” for purposes of Section 18 of the Securities Exchange Act of 1934, as amended, or otherwise subject to the liabilities of that Section, and shall not be deemed incorporated by reference into any registration statement or other document filed pursuant to the Securities Act of 1933, as amended, except as shall be expressly set forth by specific reference in such filing.

**Item 9.01 – Financial Statements and Exhibits.****(d) Exhibits**

99.1 [Press release dated December 4, 2025.](#)

104.0 Cover Page Interactive Data File - the cover page XBRL tags are embedded within the Inline XBRL document.

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**SIGNATURE**

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

**IDEX CORPORATION**

By: /s/ LISA M. ANDERSON

Lisa M. Anderson

*Senior Vice President, General Counsel and Corporate Secretary*

December 4, 2025



**IDEX Corporation Appoints Sean Gillen as  
SVP, Chief Financial Officer**

NORTHBROOK, IL (December 4, 2025) – IDEX Corporation (NYSE:IEX) today announced the appointment of Sean M. Gillen as Senior Vice President and Chief Financial Officer of the Company, effective January 5, 2026. Akhil Mahendra, who has served as the Company’s interim Chief Financial Officer since May 2025, will return to his role as Vice President, Corporate Development.

Mr. Gillen brings extensive experience driving financial performance, portfolio discipline, operational efficiency, and strategic growth at large diverse global industrial and manufacturing businesses. He joins IDEX after serving for nearly seven years as Chief Financial Officer of AAR CORP. (NYSE: AIR), a provider of aviation services to the aerospace and defense industries. During his tenure, Mr. Gillen was instrumental in developing and deploying the Company’s strategy with a focus on portfolio management, capital deployment, and M&A. Prior to AAR CORP., Mr. Gillen was Vice President and Treasurer of building materials manufacturer USG Corporation (formerly NYSE: USG), and before that, he was a Vice President in Goldman Sachs’ Global Industrial Investment Banking Division.

“We are thrilled to welcome Sean to IDEX,” said IDEX Chief Executive Officer and President, Eric Ashleman. “He has a demonstrated track record of driving profitable growth, operational execution, and disciplined capital allocation. He also brings a decade of M&A advisory experience within the industrial sector. We look forward to benefitting from his leadership as we continue shaping and executing our enterprise strategy and building scale across key growth sectors, while continuing to implement our disciplined 8020 approach. I’d also like to thank Akhil for his leadership and contributions as interim Chief Financial Officer.”

“IDEX is at a pivotal point in its evolution,” said Mr. Gillen. “The Company’s differentiated strategy, guided by its 8020 approach, positions it well to continue building on its growth markets while improving margins. I look forward to partnering with Eric and the rest of the leadership team to accelerate IDEX’s progress and build on IDEX’s strong momentum.”

The Company also announced that Senior Vice President and Chief Human Resources Officer Melissa S. Flores will be departing IDEX to pursue another employment opportunity, effective December 19, 2025. IDEX thanks Melissa for her significant contributions and years of service with the Company. Following her departure, the Company intends to fill the role externally with a focus on talent strategy and culture. To support that enhanced focus, IDEX also intends to leverage existing leadership to oversee the effective management of HR operations and administration.



## About IDEX

IDEX Corporation (NYSE: IEX), a global engineered products company, is comprised of three primary business segments – Health & Science Technologies, Fluid & Metering Technologies, and Fire & Safety / Diversified Products. Thousands of IDEX employees around the world design and manufacture highly engineered components and applied solutions that are vital to the advances of modern life and help IDEX live its purpose – Trusted Solutions, Improving Lives™. From satellite communications to water systems, from medical diagnostic components to emergency rescue tools and more, we collaborate with customers in the most critical industries to develop solutions that make the world better today and into the future. Founded in 1988, IDEX now includes more than 50 dynamic businesses around the world and manufacturing operations in more than 20 countries. Learn more about the impactful work we do at [www.idexcorp.com](http://www.idexcorp.com).

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