

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

FORM 8-K

CURRENT REPORT

Pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934

Date of Report (Date of earliest event reported): November 17, 2025

HELIOS TECHNOLOGIES, INC.

(Exact name of Registrant as Specified in Its Charter)

Florida
(State or Other Jurisdiction
of Incorporation)

001-40935
(Commission File Number)

59-2754337
(IRS Employer
Identification No.)

7456 16th St E
Sarasota, Florida
(Address of Principal Executive Offices)

34243
(Zip Code)

Registrant's Telephone Number, Including Area Code: 941 362-1200

(Former Name or Former Address, if Changed Since Last Report)

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 Symbol(s)	Name of each exchange on which registered
Common Stock \$.001 Par Value	HLIO	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. ☐

Item 5.02 Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.

On November 16, 2025, Michael Connaway, the Executive Vice President and Chief Financial Officer, was separated from the Company. The Company has further announced that Jeremy Evans has been promoted to the position of Executive Vice President and Chief Financial Officer. Pursuant to the October 27, 2025, Executive Officer Severance Agreement (the "Severance Agreement") between the Company and Mr. Connaway, Mr. Connaway is entitled to receive continuation of his annual base salary for twelve months, a prorated payment of his current year target short-term compensation award ("STI"), and continuing medical, dental, life, disability and hospitalization benefits, at Company expense, for a period of twelve months. Pursuant to the Severance Agreement, Mr. Connaway will be required to sign a general release with the Company (the "Separation Agreement"), which requires compliance with the restrictive covenants set forth in the Separation Agreement following termination. The foregoing description of the Severance Agreement is not complete and is qualified in its entirety by reference to the form of Severance Agreement, which was previously filed as exhibit 10.2+ to the Company's Current Report on Form 8-K filed on June 18, 2019.

In connection with his appointment, Mr. Evans will be entitled to an increase in his annual base salary to \$425,000. In addition, under the Company's incentive plans, his short-term incentive target will be increased to 60% of his base salary and his long-term incentive target will be increased to 120% of his base salary.

Mr. Evans, age 50, joined the Company on January 24, 2024, and since that time has driven process improvement, streamlined financial reporting, and navigated complex accounting topics, all while maintaining timely and accurate financial records and a robust internal control environment. Prior to joining Helios Technologies, Mr. Evans accumulated 25 years of progressive operational and financial management leadership experience with Tech Data, now TD SYNEX Corporation (NYSE: SNX). His final role with TD SYNEX prior to joining Helios Technologies was Vice President, Accounting Transformation. He earned his Bachelor of Arts degree with a double major in Math and Spanish from Eckerd College, received a Master of Business Administration from the University of Sarasota, and received a Certified Public Accountant (CPA) license from the state of Florida.

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

A copy of the press release issued by the Company announcing the foregoing is attached hereto as Exhibit 99.1 and is incorporated herein by reference.

Item 9.01 Financial Statements and Exhibits.

(d) Exhibits

99.1 [Press release dated November 17, 2025](#)

SIGNATURES

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 thereunto duly authorized.

HELIOS TECHNOLOGIES, INC.

Date: November 17, 2025

By: /s/ Sean Bagan
Sean Bagan
President and Chief Executive Officer
(Principal Executive Officer)

**NEWS
RELEASE**

FOR IMMEDIATE RELEASE

Helios Technologies Promotes Jeremy Evans to Chief Financial Officer

SARASOTA, FL, November 17, 2025 — [Helios Technologies, Inc.](#) (NYSE: HLIO) (“Helios” or the “Company”), a global leader in highly engineered motion control and electronic controls technology for diverse end markets, announced today that Jeremy Evans has been named the Company’s Executive Vice President and Chief Financial Officer effective immediately. Mr. Evans succeeds Michael Connaway who has been separated from the Company, previously joining Helios on October 13, 2025. Mr. Connaway’s departure is not related to any disagreement with the Company on any matter relating to its accounting practices, financial statements, internal controls or operations.

“Having the right person in every role is critical for us to successfully execute our strategy,” said Sean Bagan, President and Chief Executive Officer of Helios. “Jeremy has been on our team just shy of two years now and has consistently demonstrated the kind of proven leadership, cross-functional collaboration, and deep relationship-building that moves our organization forward. He has been a key contributor to our strategic planning process, while also providing steady interim leadership across critical financial functions —ensuring continuity, discipline, and strong alignment with our long-term value-creation goals.”

Mr. Evans joined the Company on January 24, 2024, and since that time has driven process improvement, streamlined financial reporting, and navigated complex accounting topics, all while maintaining timely and accurate financial records and a robust internal control environment. He was promoted to Chief Accounting Officer September 1, 2025. Prior to joining Helios, Mr. Evans accumulated 25 years of progressive operational and financial management leadership experience with Tech Data, now TD SYNEX Corporation (NYSE: SNX) serving as Vice President, Accounting Transformation immediately prior to joining Helios. He earned his Bachelor of Arts degree with a double major in Math and Spanish from Eckerd College, received a Master of Business Administration from the University of Sarasota, and received a Certified Public Accountant (CPA) license from the state of Florida.

"I'm truly honored to step into the role of Chief Financial Officer for Helios. I'm grateful for the trust placed in me and excited to continue serving our teams as we execute our strategy and build on the strong foundation we've created together. Helios is at an exciting inflection point, returning to year-over-year growth in the third quarter of this year. We have been working hard to build out our go-to-market strategy, improve our operational efficiencies, strengthen our working capital discipline, optimize our portfolio and carefully allocate our resources to maximize our return on investments. I look forward to continuing to collaborate with the Helios leadership team to drive our efforts across these and many other areas to create increasing shareholder returns over time," commented Mr. Evans.



About Helios Technologies

Helios Technologies is a global leader in highly engineered motion control and electronic controls technology for diverse end markets, including construction, material handling, agriculture, energy, recreational vehicles, marine and health and wellness. Helios sells its products to customers in over 90 countries around the world. Its strategy for growth is to be the leading provider in niche markets, with premier products and solutions through innovative product development and acquisition. The Company has paid a cash dividend to its shareholders every quarter since becoming a public company in 1997. For more information please visit: www.heliostechnologies.com and follow us on [LinkedIn](#).

Forward Looking Information

Statements in this press release may constitute "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995, including those statements in the various quotations. Although the Company believes that its expectations are based on reasonable assumptions within the bounds of its knowledge of its business and operations, actual results may differ materially from the Company's expectations. Factors that could cause actual results to differ from expectations include the ability to successfully implement its strategy, including the Company's profit recovery and growth plan; successfully transition its leadership; and those other factors described in the Company's filings with the Securities and Exchange Commission, including its Annual Report on Form 10-K for the year ended December 28, 2024, and subsequent filings with the Securities and Exchange Commission. The Company assumes no responsibility to update forward-looking statements made herein or otherwise, and such statements are made on the basis of views and assumptions regarding future events as of the time such statements are made.

Investor and Media contacts:

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