

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): December 08, 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 December 8, 2025, the Board of Directors of the Company has announced that Billy Aldridge has been appointed President of the Electronics Segment, effective January 4, 2026.

Mr. Aldridge has served as the Senior Vice President, Managing Director of Electronics since March 31, 2025, and before that, Senior Vice President, Managing Director of Enovation Controls since May 3, 2021. He joined FW Murphy, a division of Enovation Controls, in 2008 as the OEM Sales Manager where he grew the marine market prior to stepping into a Director position in 2015 and then in 2018 moving to the Vice President of Business Development. Mr. Aldridge joined MerCruiser/Mercury, part of the Brunswick Corporation, in 2000, where he earned his Lean Six Sigma and worked in many different functional areas including Supply Chain, Program Management & OEM Sales. He has a bachelor's degree in Sociology from Oklahoma State University.

Mr. Aldridge will be entitled to an annual base salary of \$300,000. In addition, under the Company's incentive programs, his short-term cash incentive target will be 60% of his base salary and his long-term equity incentive ("LTI") target will be 110% of his base salary, with 50% of LTI expected to be allocated to time-based restricted stock units and 50% of LTI expected to be allocated to performance-based equity. In connection with Mr. Aldridge's appointment, he will enter into the Company's standard form of Indemnification Agreement (previously filed as Exhibit 10.1 to the Company's Current Report on Form 8-K filed on April 23, 2020). In addition, Mr. Aldridge will enter into the Company's standard forms of Executive Officer Continuity Agreement (previously filed as Exhibit 10.3+ to the Company's Current Report on Form 8-K filed on June 18, 2019) and Executive Officer Severance Agreement (previously filed as Exhibit 10.2+ to the Company's Current Report on Form 8-K filed on June 18, 2019), the terms of which have been previously disclosed.

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 December 8, 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: December 8, 2025

By:

/s/ Jeremy Evans

Jeremy Evans
Chief Financial Officer
(Principal Financial Officer)



Exhibit 99.1

NEWS RELEASE

FOR IMMEDIATE RELEASE

Helios Technologies Promotes Billy Aldridge to President of Electronics

SARASOTA, FL, December 8, 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 Billy Aldridge has been appointed to the corporate officer position of President of Helios’ Electronics Segment effective January 4, 2026. Mr. Aldridge has been serving as the Senior Vice President, Managing Director, Electronics Segment since March 31, 2025.

“Today marks an important step in the evolution of our Electronics segment. As we see our new go-to-market strategy begin to gain real traction, especially following a record quarter at Enovation Controls, we are confident the time is right to elevate Billy Aldridge to President of Electronics. Billy has proven his leadership, deep customer relationships, and operational acumen—and I believe his performance to date is delivering exactly as we expected. In this new role, I am fully confident he will drive stronger customer engagement, sharpen our focus on strategic growth, and lead our Electronics segment to new heights in support of our long-term objectives,” said Sean Bagan, President and Chief Executive Officer of Helios.

Mr. Aldridge has served as the Senior Vice President, Managing Director of the Electronics segment since March 31, 2025. Prior to that he served as the Senior Vice President, Managing Director of Enovation Controls since May 3, 2021. He joined FW Murphy, a division of Enovation Controls, in 2008 as the OEM Sales Manager where he grew the marine market prior to stepping into a Director position in 2015 and then in 2018 moving to the Vice President of Business Development. Mr. Aldridge joined MerCruiser/Mercury, part of the Brunswick Corporation in 2000, where he earned his Lean Six Sigma and worked in many different functional areas including Supply Chain, Program Management & OEM Sales. He has a bachelor’s degree in Sociology from Oklahoma State University.

“Taking on this role is a privilege, and I’m excited about the road ahead for our Electronics segment,” said Mr. Aldridge. “Our go-to-market strategy is beginning to show real results, thanks to the dedication of our teams and their commitment to serving customers with excellence. As we build on this momentum, my focus will be on empowering our people, deepening customer partnerships, and driving the innovation and reliability that defines Helios.”



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.

CAUTIONARY NOTE REGARDING FORWARD-LOOKING STATEMENTS

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 most recent Annual Report on Form 10-K. 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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