



2021 SUSTAINABILITY REPORT
ISSUED SEPTEMBER 2021

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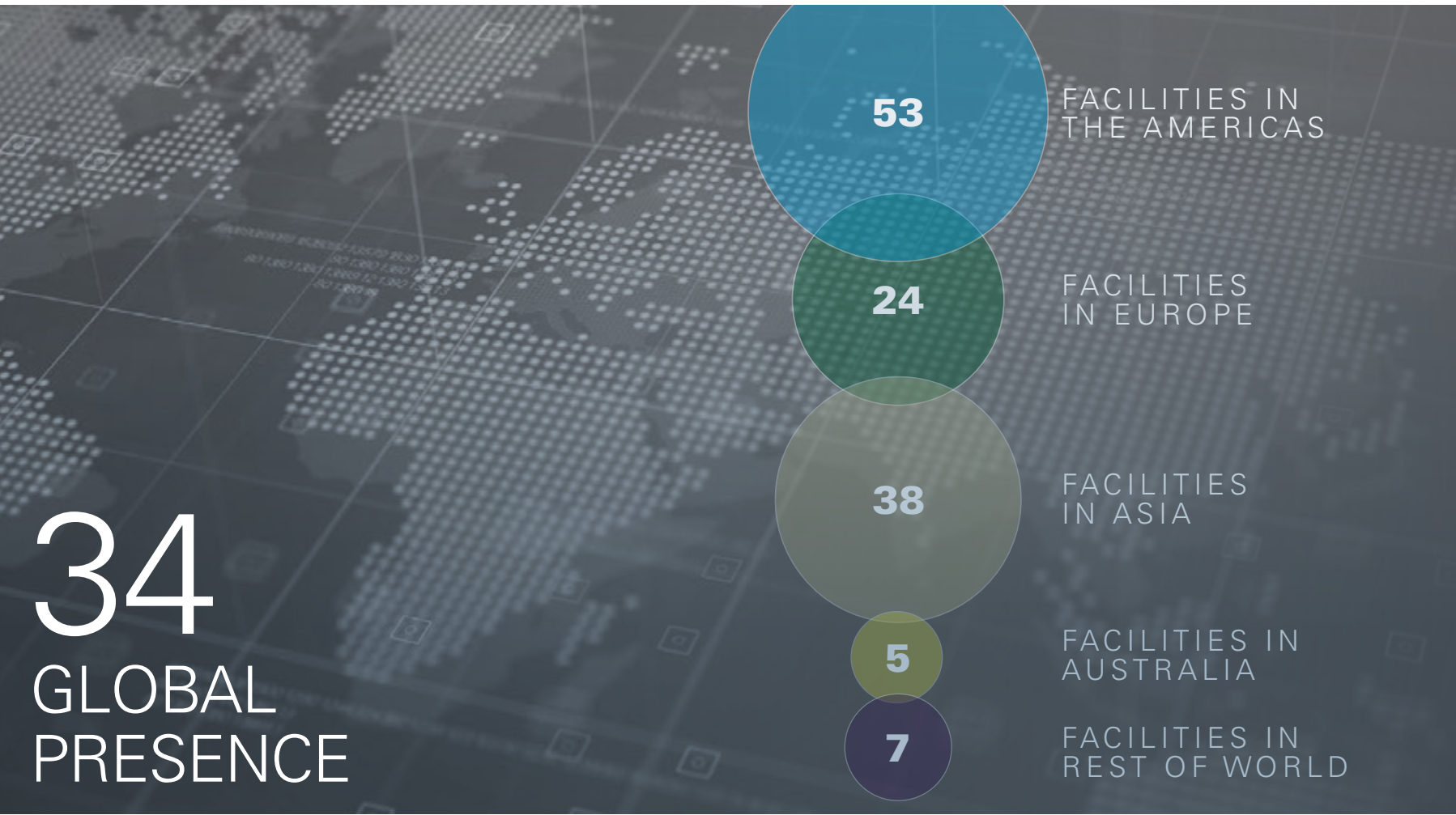
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REGAL BY THE NUMBERS

Regal Beloit Corporation (NYSE: RBC), based in Beloit, Wisconsin (U.S.A.), is a global leader in the engineering and manufacturing of power transmission solutions and high-efficiency electric motors and systems serving markets throughout the world.

REGAL IS COMPRISED OF FOUR OPERATING SEGMENTS:

Commercial Systems, Industrial Systems, Climate Solutions, and Power Transmission Solutions

NET SALES
\$2.9 Billion

NET DEBT TO CAPITALIZATION
0.2x

MARKET CAPITALIZATION
\$6.2 Billion

FREE CASH FLOW
\$387.9 Million

R&D EXPENSE*
\$67.0 Million

NUMBER OF ASSOCIATES
23,000

Financial data presented in this report are from fiscal year 2020 (U.S.A. GAAP). Market Capitalization was calculated as of September 9, 2021. *Reflects R&D and engineering expense.

OPERATING SEGMENTS

COMMERCIAL SYSTEMS



The Commercial Systems segment produces fractional to approximately 5 horsepower AC and DC motors, electronic variable speed controls, fans, and blowers for commercial applications. These products serve markets including commercial building ventilation and HVAC, pool and spa, irrigation, dewatering, agriculture, and general commercial equipment.



INDUSTRIAL SYSTEMS



The Industrial Systems segment produces integral motors, generators, alternators, and switchgear for industrial applications, along with aftermarket parts and kits to support such products. These products serve markets including agriculture, marine, mining, oil and gas, food and beverage, data centers, healthcare, prime and standby power, and general industrial equipment.



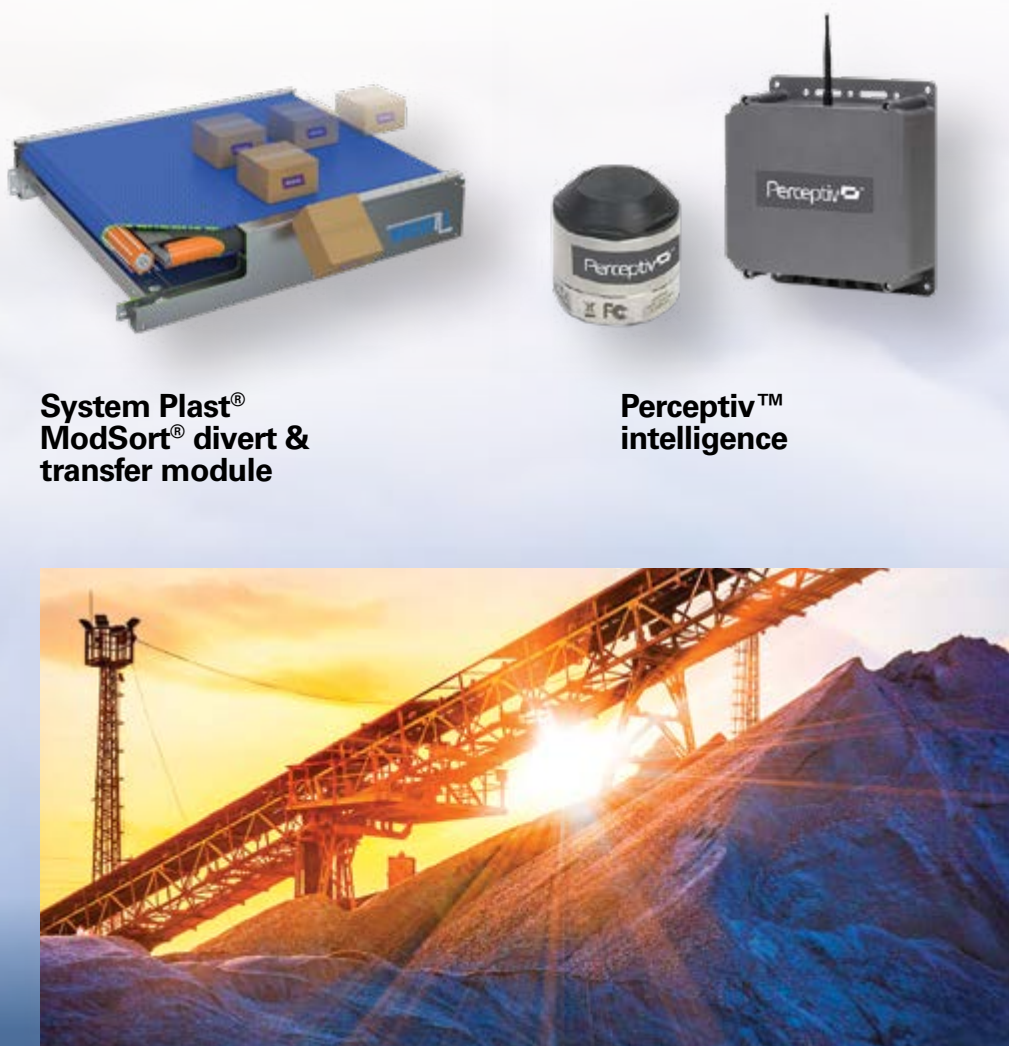
CLIMATE SOLUTIONS



The Climate Solutions segment produces small motors, electronic variable speed controls, and air moving solutions serving markets including residential and light commercial HVAC, water heaters, and commercial refrigeration.



POWER TRANSMISSION SOLUTIONS



The Power Transmission Solutions segment produces, sells, and services belt and chain drives, helical and worm gearing, mounted and unmounted bearings, couplings, modular plastic belts, conveying chains and components, hydraulic pump drives, large open gearing and specialty mechanical products serving markets including beverage, bulk handling, metals, special machinery, energy, aerospace, and general industrial.



In the past year, Regal has made great strides advancing our transformation into a higher-performing company, and factors related to sustainability, environmental impact, and associate diversity, engagement & inclusion are all playing critical roles in our progress. Perhaps the only thing at Regal that has not been undergoing transformation is our core set of governance practices; while we can and will continue to improve in this area, best-in-class governance has long been an attribute of Regal.

As an organization undergoing transformation, we consistently rely on our Regal Values, which serve both as our foundation and as a guide to building a better company. One value in particular that has been central to Regal’s transformation is that of diversity, engagement & inclusion. We believe the more diverse a set of minds confronting a challenge, the better the outcome. So as we look to accelerate profitable growth by deepening customer intimacy, driving innovation, and executing with a sense of urgency, we know that enabling such performance means living our value of DE&I. It means having diverse perspectives, from highly engaged associates, who operate in an inclusive environment that welcomes contrasting views and healthy debate.

I am proud to say that Regal has been making great progress in the realm of DE&I. As a business that’s transforming, we’ve been hiring new talent, many of whom were diversity candidates. Regal associates are also more engaged than ever. Growth investments we’re making are resonating. Efforts to improve our profitability are bearing fruit and raising the bar on what’s considered possible. And a transformational merger with Rexnord’s Process & Motion Control business, on track to close in early October, is providing line of sight to a host of new opportunities for Regal associates and our other key stakeholders. I think one notable measure of our associates’ engagement is the over 80% participation rate on this year’s

associate survey, results of which show our values are supporting positive changes across the business.

Another Regal value guiding our transformation is Innovation with Purpose. By engaging our customers more deeply, and by using 80/20 principles that align our resources behind the highest value opportunities, Regal is collaborating with customers to create products and solutions they truly value. A quantitative measure of this value is Regal’s gross margin, which is up roughly 300 basis points in the last three years. The other aspect of purposeful innovation is about subscribing to a larger purpose—of Regal doing its part to help the environment by ensuring that energy efficiency remains a core attribute of our research, development, and engineering investments.

Indeed, these two indicators of purposeful innovation increasingly are aligned. Our customers around the world are asking for more energy-efficient products and solutions. And, more than in the past, Regal is being intentional about considering environmental impacts—along with voice of the customer and our profitability goals—every time we develop new or re-design existing products.

Keeping energy efficiency top of mind is so important at Regal that we’ve taken a number of actions to further embed it in what we do. This year, for the first time, we formally included environmental considerations into our mid-term strategic planning process. Teams were asked to outline how they will grow by addressing rising demand for more energy-efficient products, and to specify what they’re doing to improve the environmental-friendliness of Regal’s manufacturing operations. Later in this report we share a number of products and solutions that illustrate how some of our teams are addressing rising efficiency-driven demand.

More symbolically, earlier this year we made a small but significant refinement to our Regal business purpose—to create a better

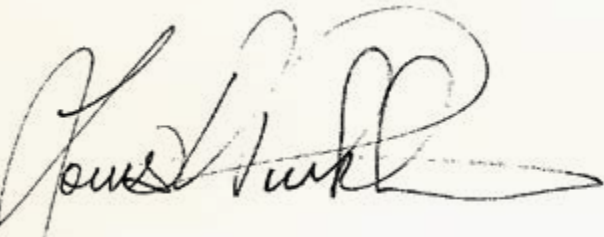
tomorrow by energy-efficiently converting power into motion—now specifying “energy-” ahead of efficiently to signal our intention of always keeping energy savings top of mind when it comes to product development and how we run our operations.

As we look ahead, I am excited that the merger with Rexnord PMC will open up a host of sustainability-related opportunities for Regal—set to become Regal Rexnord once the merger closes. For one, we plan to significantly reduce our footprint, with no reduction in capacity, as we deploy 80/20 and lean tools across the combined business.

In addition, we envision Regal Rexnord being able to provide industrial powertrain solutions, comprised of our high-efficiency motors and a series of critical power transmission components, all engineered to work better together, to deliver a wide range of benefits to our customers, including energy savings.

We are excited about what the future holds for us, with so many opportunities when it comes to growth and margin expansion. I am confident we will realize them—guided by our values, adhering to strong governance practices, propelled by a diverse, highly-engaged, global One Regal team, and motivated by our business purpose, of doing our part to create a better tomorrow.

Thank you for your interest in Regal, and please stay safe.



Louis V. Pinkham,
Chief Executive Officer



REGAL **VALUES**

INTEGRITY

RESPONSIBILITY

DIVERSITY, ENGAGEMENT & INCLUSION

CUSTOMER SUCCESS

INNOVATION WITH PURPOSE

CONTINUOUS IMPROVEMENT

PERFORMANCE

PASSION TO WIN

...WITH A SENSE OF URGENCY

Learn more about Regal’s corporate mission, our strategy to achieve that mission, and how in the course of executing our strategy we can fulfill our purpose:

WE CREATE A BETTER TOMORROW
BY ENERGY-EFFICIENTLY CONVERTING POWER INTO MOTION™

Mission

Strategy

Business Purpose

MISSION

Regal's Mission is to **BETHE MOST COMPELLING CHOICE FOR OUR KEY STAKEHOLDERS—**for **customers** in the markets we serve, for current and prospective **associates**, and for our **shareholders** and investors considering Regal.

We will measure progress towards our mission on clear, quantifiable metrics—with customers, based on market share and gross margin, with associates, on retention, engagement, and performance, and with our shareholders, on achieving top quartile TSR performance versus our peers.

STRATEGY

CREATE PRODUCTS & SOLUTIONS

our customers value by leveraging Regal’s technology leadership and by making strategic investments in RD&E, including digital capabilities

MAKE ENERGY EFFICIENCY, material content, and the natural resources consumed in production key considerations when developing all new or re-designed products

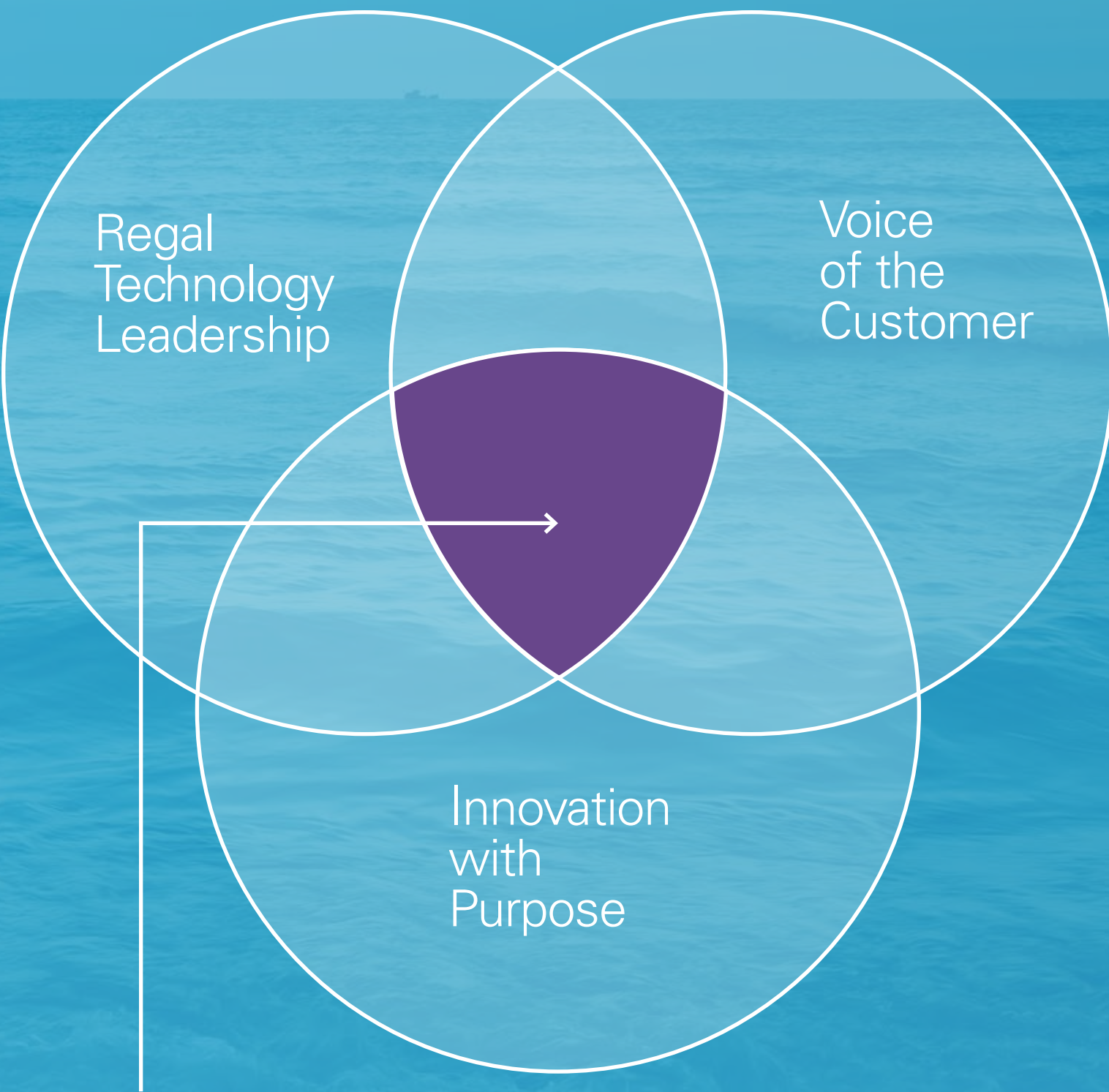
USE 80/20 PRINCIPLES to identify, and direct resources to our most valuable opportunities

EMPLOY LEAN TOOLS, through the Regal Business System (RBS), to eliminate waste, variance and overburden in all processes

PURSUE STRATEGIC ACQUISITIONS that adhere to Regal’s established criteria

INVEST IN REGAL’S ASSOCIATES because Regal’s strategy is worthless without their execution

LOOK TO OUR REGAL VALUES as a guide for all that we do



Regal’s Growth Opportunities

INNOVATION WITH PURPOSE

- One of our Regal Values.
- Intentionally address growing demand for more energy-efficient products by leveraging Regal’s strong and differentiated RD&E resources.
- We challenge ourselves to create innovative new products and solutions that our customers value and which support our growth and profitability goals.
 - Offer the most energy-efficient products in the categories where we compete.

Purposeful for Our Customers

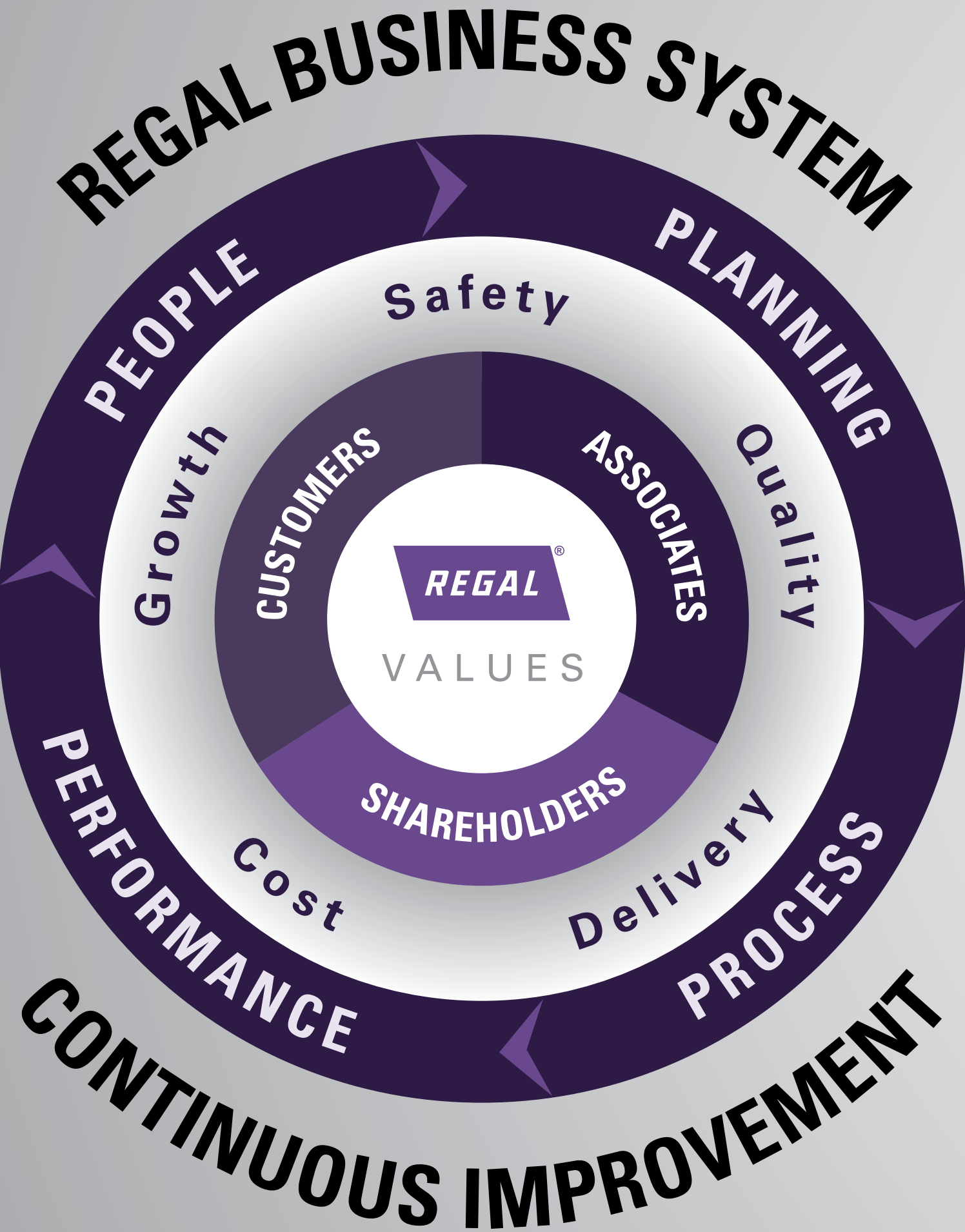
Products & solutions that help customers meet their challenges

- VOC-driven
- Offer good value
- Help customers meet their own ESG goals
- Delivered on time
- Function as customers expect

Purposeful for Our Planet

Products & solutions that benefit our local communities & the environment at large

- More energy efficient
- Use fewer resources to produce
- Improve end user safety, quality of life (e.g., indoor air quality)



THE REGAL BUSINESS SYSTEM IS OUR ENTERPRISE-WIDE FRAMEWORK FOR CONTINUOUS IMPROVEMENT. With the Regal Values at its core, the Regal Business System enables leadership and engagement from each Regal associate to drive performance excellence. The Regal Business System, together with our management cadence, drives the achievement of our company-wide goals through facilitated and effective goal alignment, collaborative problem-solving, and sharing of best practices, tools, skills, and expertise.

THROUGH OUR RELENTLESS COMMITMENT TO CONTINUOUS IMPROVEMENT, we strive to elevate the safety, quality, delivery, cost and growth performance of the business to exceed the expectations of our customers, associates and shareholders.

BUSINESS PURPOSE

By executing our strategy to accomplish our mission, we also aim to achieve something bigger than Regal itself—**TO CREATE A BETTER TOMORROW BY ENERGY-EFFICIENTLY CONVERTING POWER INTO MOTION™.**

This is Regal’s business purpose. Because our products and solutions are used in so many applications globally, delivering meaningful gains in their energy efficiency, and reducing the natural resources used in their production, Regal’s 23,000 associates around the world can come to work each day knowing they are playing a role in making our world cleaner, healthier, and more sustainable.

Learn how [!\[\]\(c3d993ca47bfe2a953c700506ce31fa0_img.jpg\)](#)

ADDING ***ONE WORD*** TO OUR BUSINESS PURPOSE ***SPEAKS VOLUMES*** ABOUT OUR GOALS

In early 2021, we sharpened the language in our business purpose, now specifying our aim to **ENERGY**-efficiently convert power into motion. The reason—be more intentional about leveraging Regal’s technology leadership to meet growing demand for more energy-efficient products. Regularly improving the energy efficiency of our products and solutions, and helping our customers meet their energy efficiency goals have long been fundamental to Regal’s value proposition, but we can and should do more.

Our customers around the world are asking for more energy-efficient products and solutions.

- **This is an area where Regal can lead**, generating profitable, above-market growth, by leveraging our best-in-class engineering capabilities in the realm of energy efficiency, particularly in the core domains of HVAC, air moving, pumps, and industrial power transmission.
- **Committing to drive growth** for Regal by leading in the realm of motor and drive train energy efficiency is consistent with our Regal values. It’s who we are and what we aspire to be—drivers of innovation with purpose.

- **Energy efficiency** will always be top of mind—along with voice of the customer and our profitability goals—as we’re developing new, or redesigning existing products and solutions.

Adding this one word proactively heightens Regal’s *responsibility*... but also our *opportunity*!

Energy-efficiently

Regal’s engineered couplings are critical components in wind farm turbines.

JAURE

Perceptiv[™]



Lamilink[™]



Compolink[™]

Product Overview

- Engineered couplings are one of several components used to transmit torque (rotational force) from wind turbine blades to a generator, which converts it into electricity
- Perceptiv[™] sensing technology collects data to support a range of analytics

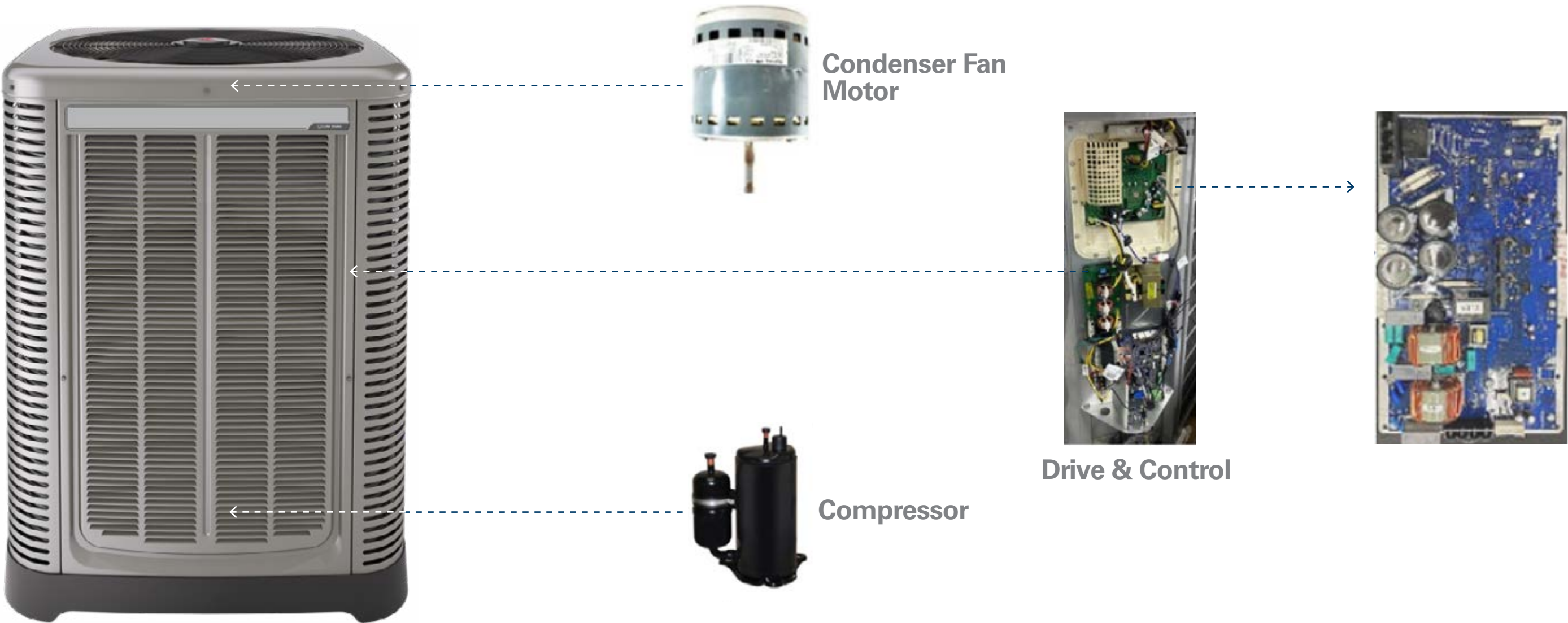
Differentiated Solution

- Technology leadership, including torque rating advantages and greater durability
- Manufacturing and engineering presence in key markets (e.g., China) support better lead times and service levels
- Perceptiv[™] data analytic capabilities, rooted in deep technological expertise, improve efficiency and uptime

Growth Opportunity

- Demand for cleaner energy and new government regulations should support highly attractive growth rates for the foreseeable future
- The size of wind turbines are increasing as wind farms move offshore. Regal is re-engineering its onshore-focused products to meet growing offshore demand

Regal’s motor + drive + compressor solution will make HVAC systems more energy efficient.



Product Overview

- Integrated patented compressor drive + fan motor controller for residential HVAC
- Value created via Regal’s unique compressor drive algorithm

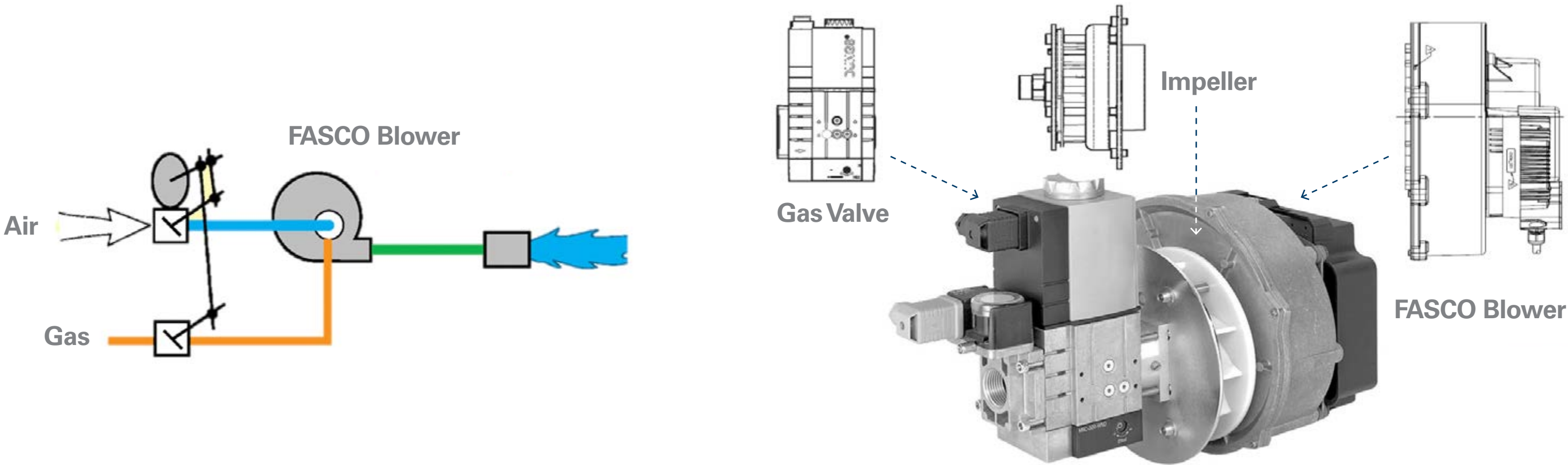
Differentiated Solution

- Most efficient variable speed system (SEER gain/cost)
- Lowers total system cost: the Fronteer™ drive delivers variable speed performance while operating standard lower-cost compressors
- Higher reliability with lower heat and fewer devices to integrate: native power factor correction, fan motor drive, compressor drive and protection circuitry
- Less waste: a smaller cabinet means less steel, aluminum, copper, paint, plastic, and transportation expense

Growth Opportunity

- Significant opportunity as HVAC OEMs prepare to meet more stringent U.S. energy efficiency regulations in January 2023

Regal’s advanced furnace blower solution leads in performance, safety and reliability.



Product Overview

- A draft inducer, or fan that precisely controls the flow of air and gas into a gas furnace (or similar) combustion chamber
- Partnership on adjacent gas valves
- Applications: boilers, furnaces, water heaters, humidifiers

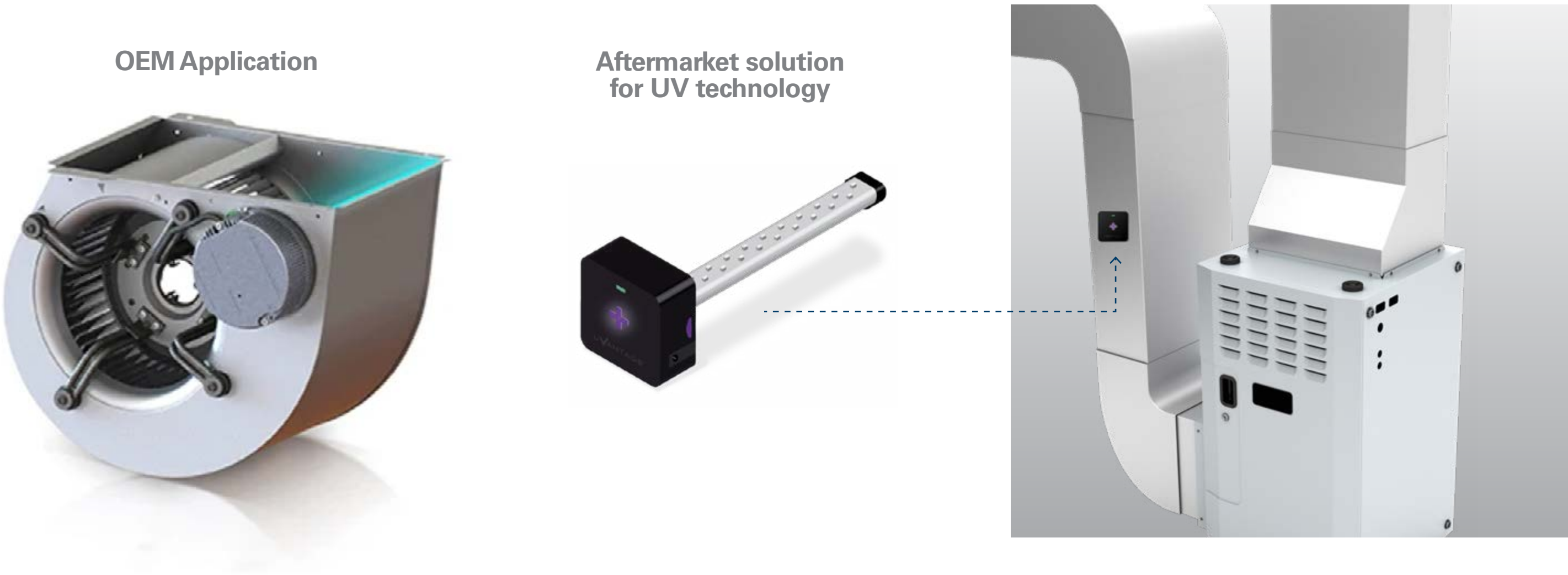
Differentiated Solution

- Highly calibrated air flow rates facilitate proper functioning of pressure switches and other safety devices
- More precise air-gas mixing raises burn efficiency, resulting in less natural gas burned and reduced emissions
- Details of OEM development process, including lab testing, ensure Regal aftermarket blowers meet OEM specs and keep furnaces compliant with original OEM agency approvals
- Materials designed to withstand corrosive impacts of flue gases

Growth Opportunity

- ~8 million units to require upgrades
- Target >\$30M incremental sales from 2020 to 2023 at accretive gross margins

Developed in response to COVID-19, Regal’s UV light HVAC blower addresses rising demand for clean air.



Product Overview

- HVAC blower housing with an integrated, efficient air sterilization system that uses UV LED light to rapidly reduce viruses, bacteria, and mold
- Options for original equipment and the aftermarket

Differentiated Solution

- Works seamlessly with existing HVAC systems
- Energy efficient—draws less than 40 watts of energy with reliable, long-life LEDs
- Built into blower, eliminating exposure to harmful UV light
- Removes up to 99% of airborne pathogens in common applications

Growth Opportunity

- COVID-19 is raising demand for indoor air quality (IAQ) solutions
- Significant retrofit opportunity in homes, schools and other commercial spaces

Regal’s next generation variable speed motor will dramatically raise pool pump efficiency.



Single Speed Induction



Variable Speed



Product Overview

- Advanced variable-speed motor to meet new July 2021 DOE regulations for pool pump efficiency
- DOE-compliant with feature-rich and value options available
- Regal’s variable-speed motors are up to 80% more efficient than traditional standard, single-speed motors

Differentiated Solution

- Easy install drop-in replacement
- Best-in-class technical and aftermarket support
- Leading energy efficiency

Growth Opportunity

- Significant opportunity in fast-growing N.A. swimming pool market
- New DOE regulations starting July 2021 (OEM) and in 2022 (estimated) for aftermarket
- Accretive margins despite offering best value
- Highly recognized Century® brand and large installed base

The completely re-designed TerraMAX[®] platform delivers better performance and higher efficiency.



IE3 Smoke Spill Motor



TCT High-Hazard Motor



IE4 General Purpose Motor



IE3 Mining Motor



Product Overview

- Complete line of industrial motors ranging from <1hp to over 5,000hp
- Markets include general industrial, non-residential, and general commercial

Differentiated Solution

- 100-year Marathon[®] brand known for durability and reliability in demanding applications
- Best-in-class technical and aftermarket support
- Leading energy efficiency
- Specialty/high-hazard models withstand tough operating environments

Growth Opportunity

- New design offers leading efficiency and feature sets at a market competitive price
- Re-design lowered material content and leverages BVC manufacturing operations and supply chain

ATTRACTING AND RETAINING TOP TALENT.

To effectively deliver on strategic initiatives, Regal recognizes the need to attract, engage, and retain top talent. Our goal to meet and exceed expectations around Social Responsibility is driven, in part, by our desire to be an employer of choice. At Regal, Social Responsibility reflects a commitment to care for our associates, the communities in which we work, and the planet we inhabit.

The Regal Values are the foundation of our culture—they guide

how we think, act, and interact with customers, shareholders, and fellow associates. Many of these values are demonstrated in how we make a Social Impact.

GLOBAL CULTURE SURVEY.

In July 2021, Regal launched a global Culture Survey to gather feedback from our associates about how the Regal Values are seen and lived every day at the company. With 84% of our associates completing the survey, we were pleased to see a 90% favorability score for overall engagement.

Results from the survey indicate some of the strengths of our culture including:

- Deep understanding of our customers’ needs
- Processes are designed to best serve customers
- Regal delivers on its promises

Even with such positive sentiment, each segment will be using the associate feedback to identify action plans to further embed our values in our work environments.

REGAL VALUES

INTEGRITY

RESPONSIBILITY

DIVERSITY, ENGAGEMENT & INCLUSION

CUSTOMER SUCCESS

INNOVATION WITH PURPOSE

CONTINUOUS IMPROVEMENT

PERFORMANCE

PASSION TO WIN

...WITH A SENSE OF URGENCY

SOCIAL
IMPACT

AT REGAL, INTEGRITY MATTERS.

Our Code of Conduct emphasizes that integrity matters in all our endeavors. We encourage anyone with a concern about our business ethics to raise it without fear of retaliation. We provide numerous ways for associates to voice their concerns—from business leaders to the Board of Directors, to the Audit committee, as well as anonymous reporting through our integrity line. We are committed to thoroughly investigating issues raised and promptly addressing behavior that is not aligned with our ethical standards.

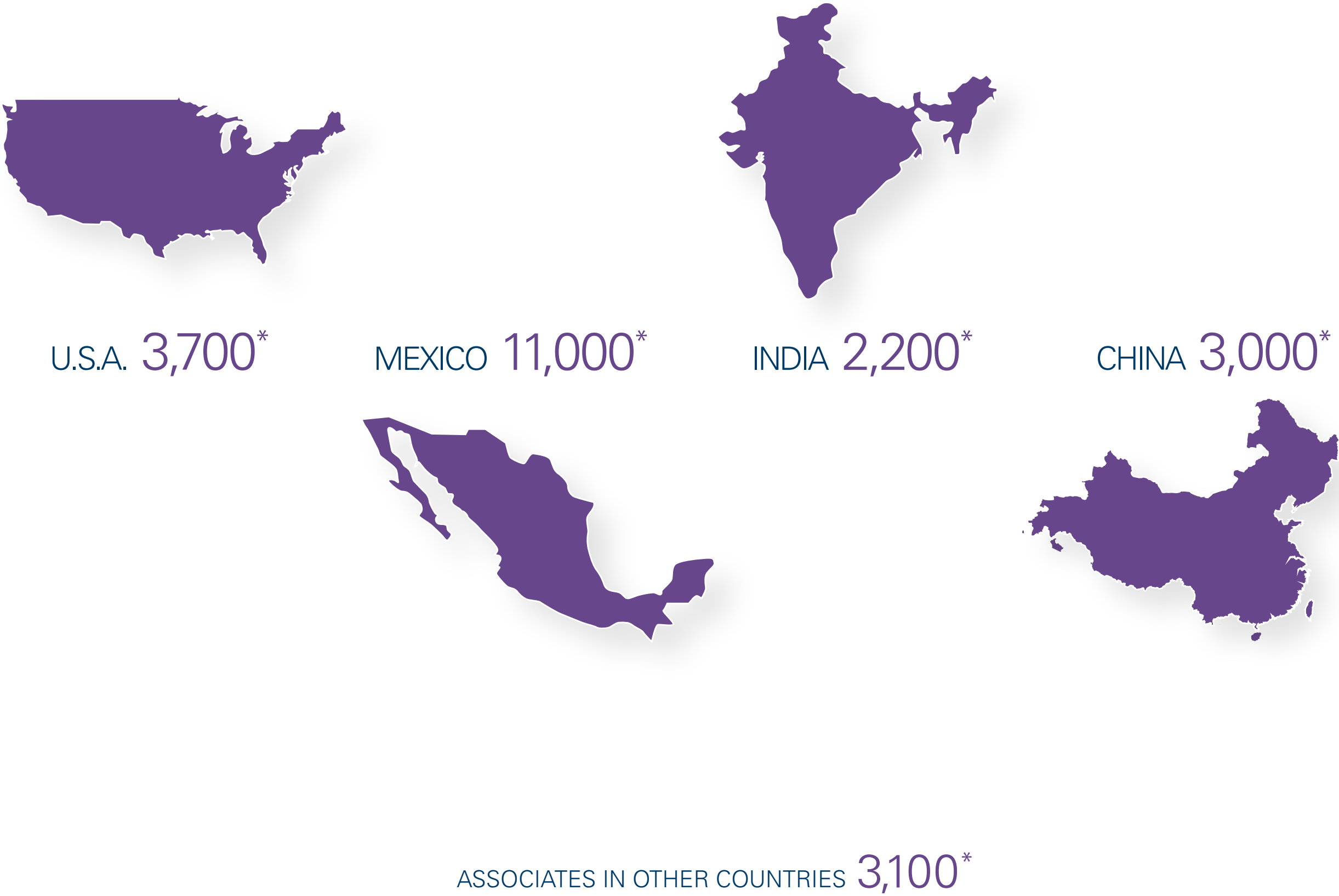
ENABLING SUCCESS FOR OUR TEAMS AROUND THE WORLD.

At the end of fiscal 2020, we employed approximately 23,000 full-time associates worldwide. Approximately 11,000 in Mexico; approximately 3,700 in the U.S.A.; approximately 3,000 in China; approximately 2,200 in India; and approximately 3,100 in other countries.

To deliver business results and achieve personal success, we use various tools from our Regal Business System to align goals with strategies. Our Performance Management Process focuses salaried associates on the 3–5 most important goals they have for the year, while tools such as the Continuous Improvement roadmap and Daily Management boards are used to focus efforts in our manufacturing facilities. These processes require ongoing monitoring, data analysis and feedback to keep plans on track. With continual coaching throughout the year, our goal is to enable the success of all associates, and thus, the company.

Competitive pay practices are continuously reviewed to ensure they are aligned with the markets in which we operate.

Regal employs approximately 23,000 talented team members



*Numbers are approximate

CARING FOR OUR ASSOCIATES FINANCIALLY.

As a global employer of approximately 23,000 associates, we are committed to providing market competitive compensation and benefits, and maintaining and ensuring a work environment that reflects our Regal Values and culture everywhere we operate.

While specific compensation and benefits vary worldwide and are based on regional practices, we offer market competitive compensation and benefits in order to attract and retain high-quality talent. In the U.S.A., where we employ approximately 3,700 associates, we focus on providing a comprehensive, competitive benefits package that supports our associates’ health, wellness, educational endeavors and financial stability. In our US 401(k) plan, we match up to 3.5% of associate contributions to provide long-term financial security.

Wherever we operate, employment is not forced or compulsory. Child labor is absolutely not tolerated. We believe associates have the freedom of choice when it comes to employers for which they work, and we strive to make our facilities among the best places to work in the world.

REGAL’S GLOBAL COLLECTIVE BARGAINING AGREEMENTS.

Approximately 43% of Regal’s global associate population are covered by some form of union agreement or works council arrangement. Regal acknowledges the associates’ right to collectively bargain. However, regardless of this relationship, Regal provides safe working conditions for all associates and provides local market competitive wage and benefit programs to its associates.

MINIMUM NOTICE PERIODS REGARDING OPERATIONAL CHANGES.

Regal will always comply with all governmental regulations and notification requirements for notifying an associate of operational changes. However, in living the Regal Values, Regal will strive to be transparent and exceed those notice periods when there are significant operational changes which will impact our associates. Regal will provide as much detail as soon as possible depending on the unique circumstances of each operational situation. If a union contract or other form of labor agreement applies, Regal will provide as much advance notice as the contract or agreement requires.

REGAL IS AN EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION EMPLOYER.

Qualified applicants will receive consideration for employment without regard to race, color, religion, sexual orientation, gender identity, age, ancestry, national origin, martial status, citizenship (unless required by the applicable laws or government contract), disability, protected veteran status, or any other status or characteristic protected by law. This applies to all aspects of the associate’s employment including recruitment, hiring, training and development, compensation, transfer, promotion, discipline or discharge.

Regal’s commitment to Diversity goes beyond ensuring fair employment practices. The next section of this report details our efforts to create a thriving work environment for associates.

REGAL VALUES DIVERSITY, ENGAGEMENT AND INCLUSION.

The Regal Values always serve as the foundation of our culture, and as the organization’s needs change, we continue to evolve the Values. This year, Regal’s leadership made an important refinement to our previous Value of Diversity and Inclusion to become Diversity, Engagement and Inclusion.

“We strongly believe that the more diverse minds focused on our purpose, the better the outcomes will be. We create an environment where all of our associates can bring their best to Regal, develop and grow professionally, and work as one team to drive success for our customers, associates, and shareholders.”

The change was made to emphasize a few concepts. First, Diversity in perspectives expands the possibilities for problem-solving, decision-making, and creativity needed to address challenges and bring innovation to our business. Next, Engagement calls out the need for associates to be enabled, empowered, and energized around Regal’s business purpose.

As we provide development and growth opportunities for our associates, they will be better able to achieve personal and business goals. Finally, Inclusion recognizes our associates deserve a work environment that embraces their uniqueness and provides equitable opportunities for everyone.

COMMITTED TO ACT.

In 2021, Regal joined two organizations focused on increasing awareness and actions related to diversity and inclusion.

CEO ACTION FOR DIVERSITY & INCLUSION

The first was the CEO Action for Diversity and Inclusion, the largest CEO-driven organization committed to D&I in the workplace. Through the structure and resources of this organization, Regal conducted its first Day of Understanding event with the executive leadership team with the purpose of identifying how we can accelerate our D&I journey. As an outcome of this meeting, we committed to several actions including conducting a survey to better understand how well our culture truly reflects the Regal Values.

We will also conduct unconscious bias training for the extended leadership team, and this training will cascade through the company. Finally, we will review our benefits to identify opportunities for greater inclusiveness for our associates.



Regal Beloit also signed the National Association of Manufacturers Pledge for Action to cement our commitment to advancing justice, equality and opportunity for all people of color. Regal will continue to address them in our workplace as a step towards fighting inequities in our society.

Two important elements of this pledge are focus areas for Regal:

- 1. We will strengthen our workplaces as spaces where all people will be heard, respected and celebrated.
- 2. We will work to improve and increase representation of people of color as well as underrepresented communities at all levels of our company. Regal’s focus on Diversity, Engagement, and Inclusion is how we will advance on the first element. We continue to focus on the diversity of our workforce and are working with new partners to expand our reach to talented candidates.



INCREASING DIVERSITY WITHIN OUR WORKFORCE.

Through focus and intentionality, we have made significant progress in increasing the representation of females globally, as well as diversity among US associates. We continue to utilize recruitment partners that have the capabilities to identify high quality, diverse talent to be considered for all open positions.

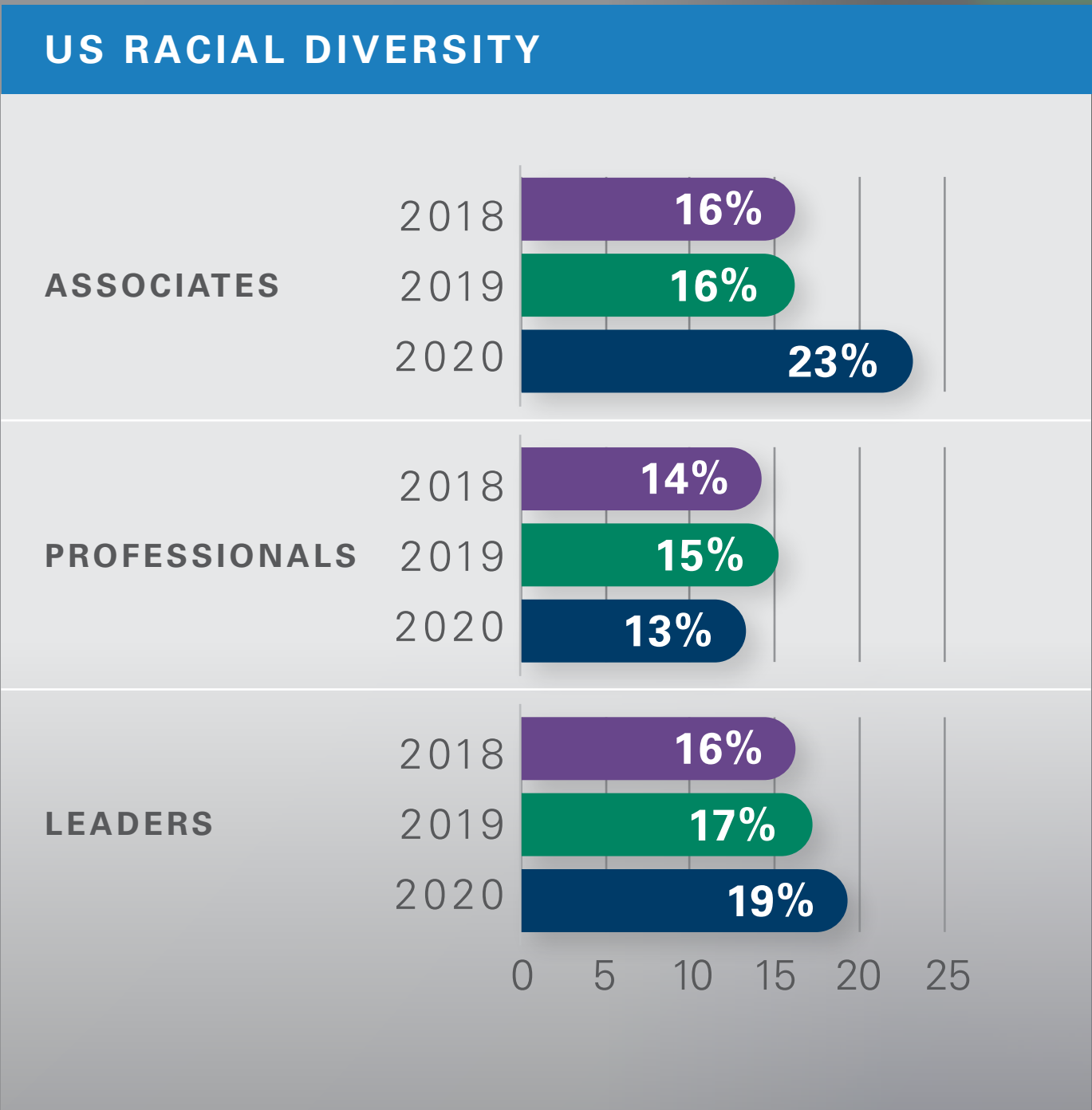
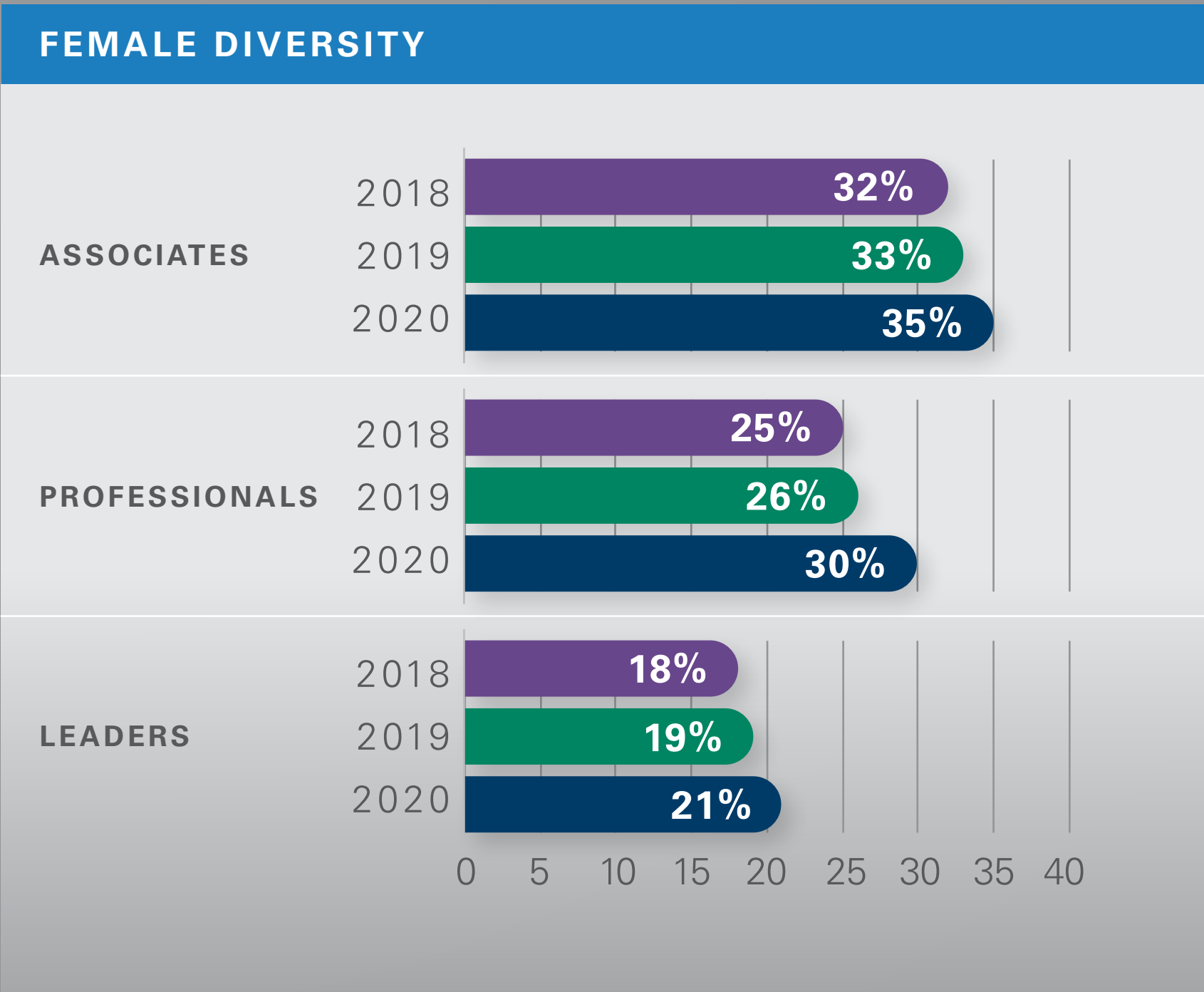
A PARTNERSHIP WITH THE MOM PROJECT.

THE MOM PROJECT

Founded in 2016, The Mom Project is a digital marketplace that connects women looking for work-life integration with companies that are seeking accomplished professionals. Recognizing that 40% of women leave the workforce after having a baby and that

COVID has had a disproportionately negative impact on working mothers, Regal joined The Mom Project to signal our commitment to an inclusive workplace that can accommodate the varying needs of great talent.

Through focus and intentionality, we have made significant progress increasing the representation of global females and US diverse associates. Our goal is to measurably increase representation year over year.



OUR WOMEN’S INITIATIVE NETWORK (WIN) creates a community with a focus on building leadership skills and networking opportunities for women at Regal to promote engagement and personal success.

VIRTUAL WIN MEETING. Regal conducted a meeting with more than 80 WIN Mexico team members and regional HR leaders in October 2020. Some of the topics included improving leadership skills, empowerment, challenges in the manufacturing environment, and preparing for the next step in one’s career.



EMPOWERING AND ADVANCING WOMEN

2021 International Women’s Day

On March 8, the world celebrates International Women’s Day (IWD) and so does Regal. On this day, we celebrate the social, economic, cultural and political achievements & advancements of women. The day reminds us of the continued call to action for accelerating women’s equality and achieving gender equity.

#CHOOSETOCHALLENGE
Associates in our Commercial Systems segment made pledges on overcoming challenges facing women in the workplace.

*We will work
to influence others’ beliefs and actions*



*We will help
drive women’s equality*



*We will forge
positive visibility of women*



OUR COMMUNITIES

COMMITTED TO OUR COMMUNITIES. Our responsibility to associates doesn't exist only in the walls of our offices and facilities. It extends to communities in which we are located because they are an important part of associates' lives.

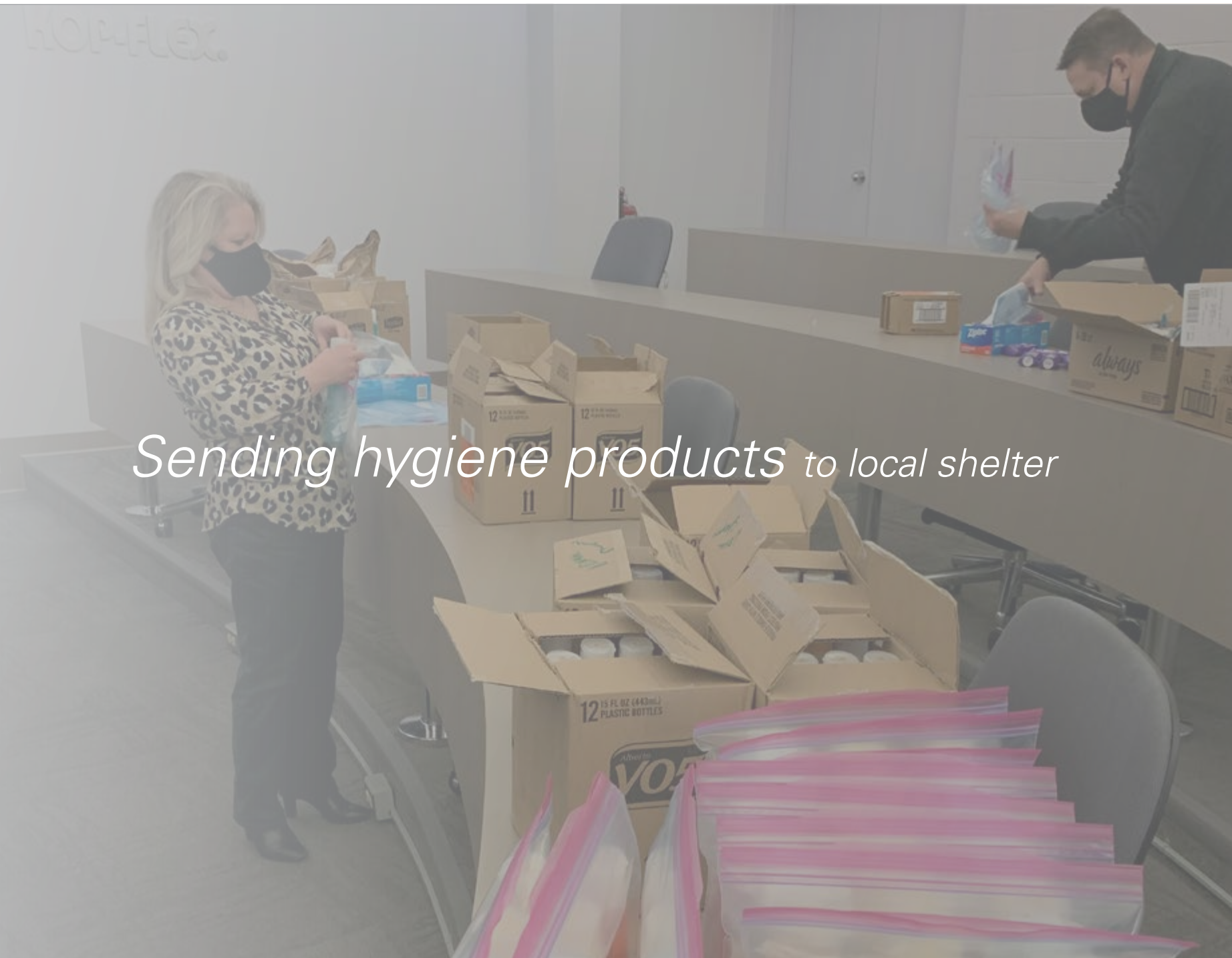
As a company, Regal has made significant financial contributions to help our communities. In 2020, the Regal Beloit Charitable Foundation contributed over \$570,000 to various local causes, and, earlier this year, we began an ambitious expansion of the program in both amounts pledged and number of communities and causes supported.

In addition to financial donations, we believe it is important to actively engage in activities that support our communities. Globally, Regal supports associates' efforts to make a difference by coordinating activities or providing time away from work to do good in their communities.

HELPING FAMILIES DURING THE HOLIDAYS. Our associates bought Christmas gifts for needy families and hosted a charity bazaar with proceeds going to underprivileged primary school students.

SUPPORTING CHARITIES. We supported charities such as United Way by participating in the Day of Caring, donating money to St. Jude Hospital, holding a blood drive for the Red Cross, donating money to the India Prime Minister's National Relief Fund, and donating office and computer supplies to CRIT de Occidente (a child rehabilitation and inclusion center).

SUPPLYING BASIC NECESSITIES TO THOSE IN NEED. Associates provided grocery delivery to the homebound, hosted a Smack Hunger Event, donated basic hygiene products to a local shelter, and held a shoe drive.



Sending hygiene products to local shelter

Christmas charity bazaar



United Way Day of Caring



Red Cross blood drive



Donating office supplies to child rehab center



OUR COMMUNITIES

HELPING THOSE AFFECTED BY THE PANDEMIC.

This year, Regal associates stepped up to help frontline workers and offer aid to those in our communities affected by the pandemic.

For instance, our Faridabad, India facility made meals at the company’s cafeteria and served the needy in the Faridabad region with the help of Indian Red Cross and in coordination with the district administration in Faridabad.

Other Regal facilities helped by donating water and meals to vaccination sites, PPE to local hospitals, and food and medical supplies to a local senior center.



Distributing food to those in need

Donating water and meals to vaccination sites



Donating oximeters, non-perishable food, and thermometers to Senior Center



Donating PPE to local hospitals



CARING FOR THE ENVIRONMENT.

Regal associates participated in various events specifically aimed at helping the environment.

Regal New Zealand joined forces with other volunteer groups to help restore land bordering the Whau River as part of conservation activity for World Habitat Day.

In Dongguan, China, children of associates were invited to our facility to learn about recycling by building dragon boats using waste cartons, beverage bottles and other creative materials.

Similarly, in Wuxi, China, associates painted reusable canvas tote bags to reduce the number of plastic bags.

Associates planted trees in McAllen, Texas and Greater Noida, India. Several facilities planted trees in observance of Earth Day or World Habitat Day.



New Zealand associates *Restoring Land*

China associates *painting reusable tote bags*



Dragon boats made of *recycled materials*



India tree planting



REGAL CHINA PARTICIPATES IN WORLD CLEANUP DAY.

Teams of associates from several locations took time to gather litter from roadsides and parks as part of World Cleanup Day. World Cleanup Day unites 21 million volunteers across 180 countries to rid our communities of trash and mismanaged waste. The event was a great success, with approximately 400 Regal associates from five facilities who collected a total of 319 Kg of refuse.



Making an impact on *World Cleanup Day*



Teams from multiple sites participated in *World Cleanup Day*

REGAL THAILAND HELPS FOREST PLANTATION PROJECT.

Regal Thailand associates constructed a check dam and an artificial salt lick to benefit the Royally-Initiated Siricharoenwat Forest Plantation Project. A check dam is a structure built across a watercourse such as a creek or small stream. The check dam slows rapidly flowing water and keeps sediment from flowing down to the lower basin.

A salt lick is an area where various types of minerals can be found that are necessary for wildlife, especially wild herbivores such as wild elephants. An artificial salt lick is made by digging the soil into basins and pouring sea salt mixture in the excavated area where the rain will dissolve the salt mixture into the soil and become food for wildlife.



Regal associates constructed a check dam and an artificial salt lick in Royally-Initiated Siricharoenwat Forest



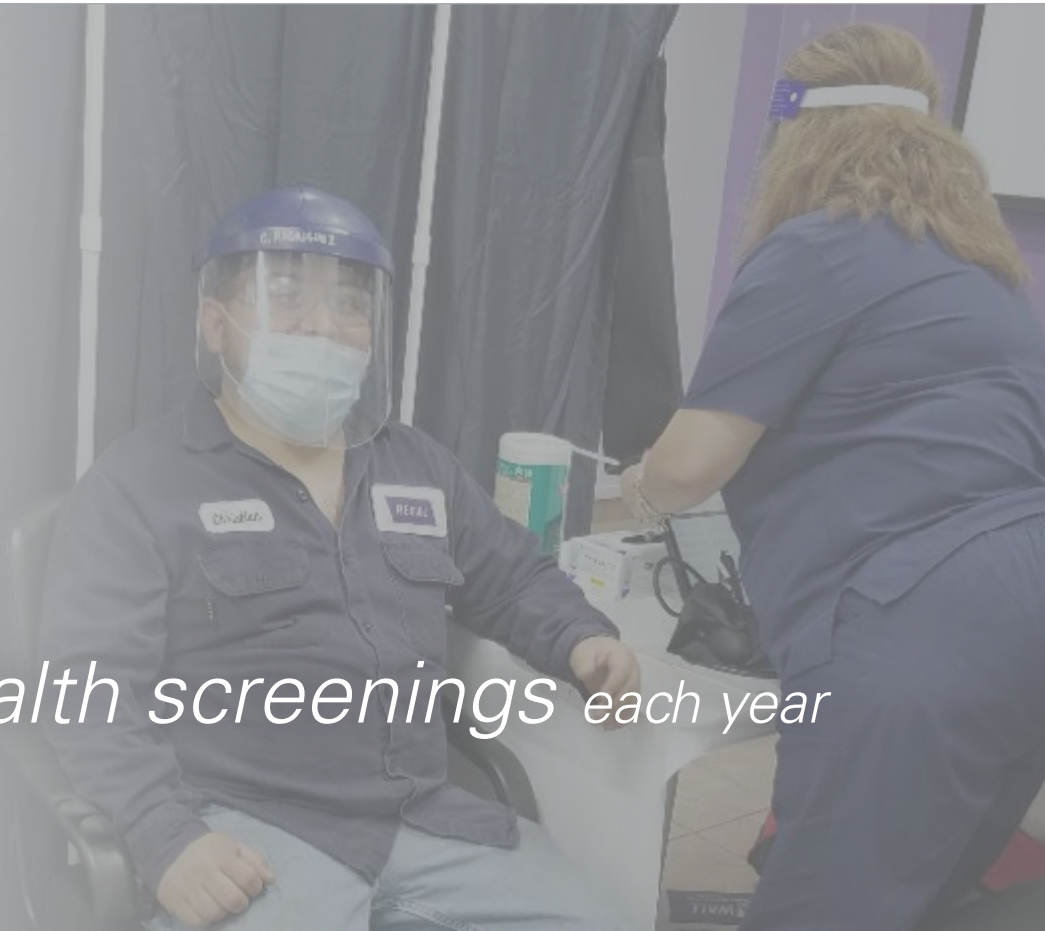
HEALTH AND SAFETY OF OUR ASSOCIATES

MEDICAL COVERAGE AND ASSISTANCE.

Like many employers, Regal offers medical plans to help associates when they (or their families) are sick or injured. However, we prefer associates not get sick or injured in the first place. In the US, we offer discounted rates for the medical plans when associates monitor their potential risks and take proactive steps to maintain and improve their health. We conduct biometric health screening events in many US locations to make it easy and convenient for associates to get critical information about various metrics such as blood pressure, cholesterol levels, and BMI.

For the wellness plan year ending 9/30/20, 94% of medical plan participants earned some level of medical premium discount effective 1/1/21 through participation in wellness programs. In other parts of the world, associates have found fun ways to be healthy while helping their communities or reaping financial benefits.

U.S. facilities hold biometric health screenings each year



Changzhou associates jog for charity

The Charity Jogging Campaign is a public welfare activity organized by Changzhou Volunteer Federation with the mission of raising money to donate milk to needy children. Around 30 associates and their kids participated in this 15-kilometer event.

Waldenburg facility job-bike-program for employees

Regal's Waldenburg facility started a job-bike program for associates. The associates can choose the type of bike they want from different retailers. Regal reckons up the leasing rate for the bike with the salary of the associate. Both sides, employee and employer, end up saving money because of the tax advantages the German government has set up for this program.



Belgium associates support Think Pink

In May 2021, 19 Regal Belgium associates walked 10,000 steps daily for Think Pink, a national breast cancer association that works daily for breast cancer patients and their families. In total, associates walked 8,025,696 steps (equal to 5,848 kilometers).

HEALTH & SAFETY

In the face of the COVID-19 pandemic, our first priority has been the health and safety of our associates. As the pandemic worsened during 2020, Regal implemented a host of measures to help our associates stay safe, while enabling continued production of our many essential products. These measures included the provision of relevant personal protective equipment at all our sites, on-site temperature screening across our global footprint, implementing enhanced cleaning and sanitizing protocols at all facilities, curtailment of all non-essential travel, and implementing work-from-home protocols for associates who could work remotely. Some Regal locations also leveraged digital tools, such as in India, where sites used the government approved ‘Aaryogya Setu’ Contact Tracing App, ensuring safety of all associates.

In an effort to ensure compliance with COVID safety protocols, and to help the Company make improvements to them, Regal conducts regular reviews of its manufacturing facilities globally, including virtually (i.e., “virtual Gemba walks”). Most of our COVID safety protocols remain in place today, though some, such as travel, have been modified or have evolved, in accordance with factors such as government guidelines, and local infection and vaccination rates.

As vaccines became available, Regal encouraged its associates to get vaccinated through measures such as providing additional paid time off, setting up on-site vaccination clinics, offering

transportation to offsite vaccination facilities, and letting associates earn health benefit “points” that could be used to lower out-of-pocket healthcare costs.

To accelerate vaccination efforts in Malaysia, we participated in the government’s PIKAS program. Regal paid for additional administration costs to ensure all associates could be vaccinated at one time.

In Thailand, all associates participated in vaccination training meetings. We worked with a local private hospital to administer 800 vaccine doses on-site and avoid long delays.

Use of Aarogya Setu Contact Tracing App



Weekly COVID safety meetings



Guadalajara Associates taking a shuttle bus to a COVID vaccination site



OUR GOAL IS ZERO ACCIDENTS.

The welfare of our associates and their families starts with our commitment to personal safety. Our expectation is that everyone—including associates, visitors, customers, and contractors—must demonstrate a commitment to safety. Our success on safety comes directly from engaged associates who help identify and reduce safety risks. We continually encourage all associates to actively participate in our safety programs. Our initiatives will work to eliminate risk of injury and improve the work environment.

REGAL MEASURES SAFETY WORLDWIDE

using DART and TRR. Regal performs in the top quartile of U.S.A. manufacturing companies for safety. We will not be satisfied until we achieve zero accidents every year.

	2018	2019	2020
TRR	0.86	0.73	0.54
DART	0.52	0.47	0.36
	Zero Fatalities	Zero Fatalities	Zero Fatalities ¹

DART — Days Away Restricted or Transferred Rate
TRR — Total Recordable Rate

¹ An independent contractor suffered a fatal electrical shock while performing maintenance in a support structure outside a Regal facility. Actions in response to this tragic event included (1) improving the contractor safety management system, (2) conducting independent electrical safety audits at sites globally, and (3) augmenting safety audits globally, emphasizing a “full-site” approach that encompasses the entire property, including all on-site structures, regardless of their size and function.

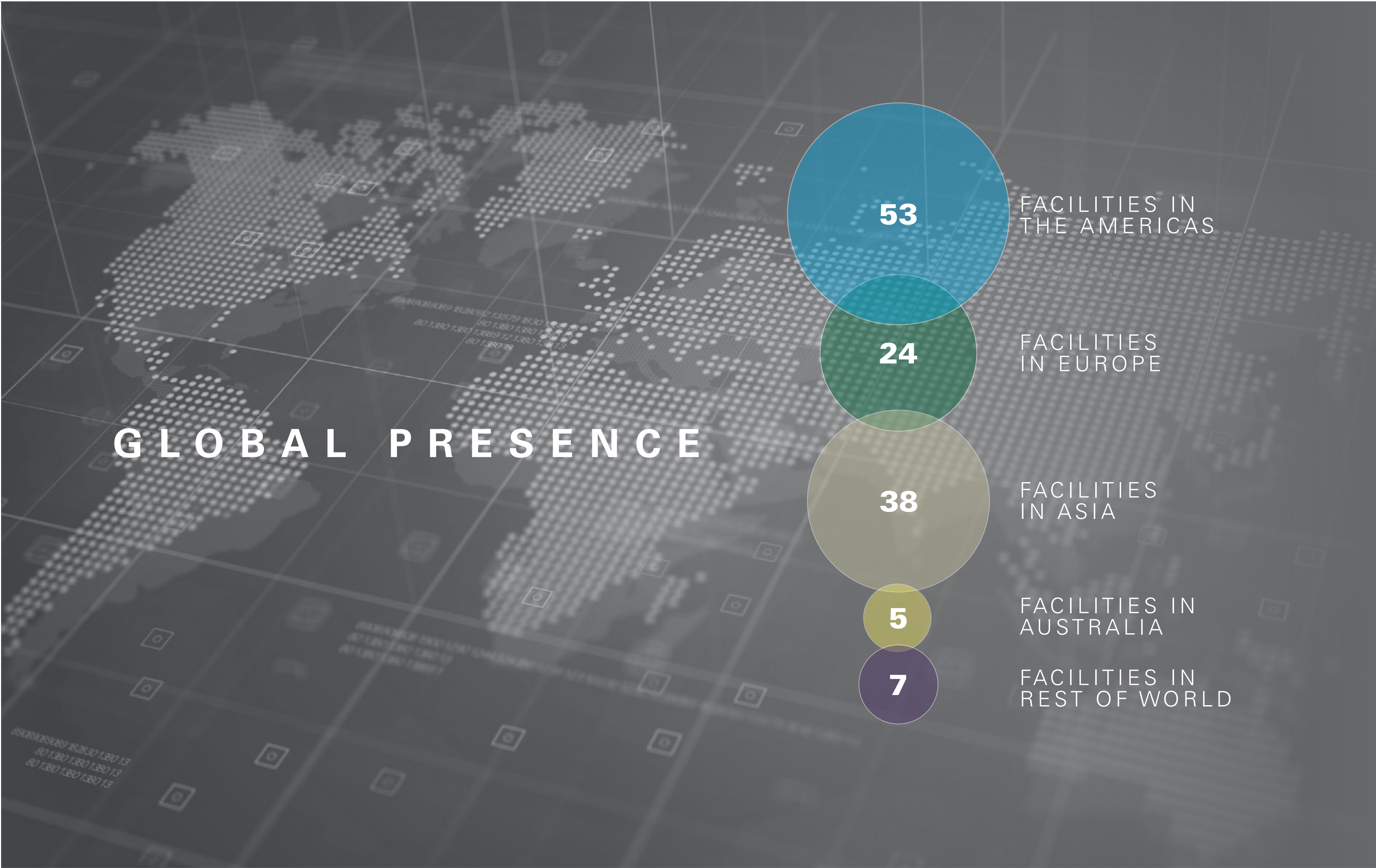
Families of Regal’s Faridabad associates get involved in spreading the word on safety



GLOBAL PRESENCE

Our products are sold across six continents. Regal has 47 principal manufacturing facilities around the globe that are well positioned to serve customers worldwide. Countries in which we have significant operations include the U.S.A., China, Mexico, India and various other countries in Europe and southeast Asia.

127 TOTAL FACILITIES



A GLOBAL SUPPLY CHAIN BUILT WITH PARTNERS COMMITTED TO SUSTAINABILITY

Regal’s promise to provide high quality, energy-efficient products increases our environmental handprint—what we give back. We’re also stepping more lightly to minimize our footprint: making our operations more productive so we can reduce the size and/or number of our facilities, lowering emissions, decreasing energy and water consumption, and minimizing waste production through standardization and digitization. In short, we’re consuming less and leaving less behind. It’s how we operate our facilities, and we expect the same from our suppliers.

A RESPONSIBLE SUPPLY BASE

Building and maintaining a robust, responsible supply base is critical to our overall sustainability efforts. Regal continually evaluates our global suppliers in order to assure compliance with REACH, RoHS, Conflict Minerals reporting, and other state and national regulations. Suppliers must meet or exceed the expectations detailed in our Supplier Code of Conduct & Global Supplier Requirements and Expectations Manual (SREM), as well as participate in our Supplier Compliance Communication Campaign (SCCC Survey). The SCCC Survey is being executed every two years and the results are audited by internal and external auditors.

RECYCLED AND RECLAIMED MATERIALS MAKE GOOD ENVIRONMENTAL AND BUSINESS SENSE

With increased focus on best value country sourcing, many of the resource-consuming commodities such as castings are sourced from Asia. Foundries in India supplying to Regal, as an example, are investing in new manufacturing technologies & automation, further improving productivity, lowering costs, and employing environmentally friendly practices such as 100% sand reclamation. Many of these foundries use renewable energy and moved from coke-based cupola melting to induction melting. Partnering with such suppliers has enabled Regal to further its resolve to source material that has less impact on the environment.

STANDARDIZATION LEADS TO REDUCTION OF SKUS AND INVENTORY

Modular tooling enables reduced investments in tooling that can be used to supply parts across Regal plants enabling simplicity, standardization, and flexibility. Standardization, for example, leverages a TerraMAX® global motor platform to build tools for lamination, casting patterns, and stampings that can support Regal plants across the globe.

DIGITIZATION LEADS TO EFFICIENT SUPPLY CHAIN AND FREIGHT UTILIZATION

We continue to leverage digitization and Oracle tools such as iSupplier to have seamless communication on purchase orders and forecasts with our suppliers, helping ensure on-time delivery. Having efficient communication with suppliers ensures better supply planning, freight utilization, further reducing the amount of fuel used and CO₂ produced in moving material to our plants and in turn our product to our customers.



THE REGAL COMPLIANCE CITIZENSHIP REVIEW (CCR) is our semi-annual evaluation of each Regal facility’s environmental, health, safety, and sustainability performance. The CCR process scores each facility on performance and predictive indicators in areas such as compliance, safety, environmental impact, associate training, sustainability, and community service. The scores are tracked for cycle to cycle improvement, and we recognize the highest performers, drawing and sharing best practices across the organization. For example, facilities with outstanding performance against the highest safety standards are eligible for the annual Regal Safety Awareness for Employees (SAFE) award.

WE’RE USING LESS—AND USING IT SMARTER. As responsible citizens, we are committed to being leaders in protecting the environment. Through our stewardship we create value for all stakeholders and preserve opportunities for generations to follow. Within our CCR process, we continually monitor environmental law, establish Regal’s environmental policies, and ultimately determine if the products we make and the materials we use meet our environmental policies. The CCR leadership team establishes our annual environmental objectives and tracks performance to determine if our measurable targets are being met.

Associate-led teams at our facilities have specific goals to reduce energy consumption, greenhouse gas emissions, water usage, and waste. Progress is reviewed at each site at least two times per year.

2022 Reduction Target¹
23% square feet of building space



In Wuxi, China, optimizing oven operation time, adjusting air-conditioning temperature and timing, eliminating compressed air leaks, and monitoring energy use will save 1,090,000 KWh of electricity annually.

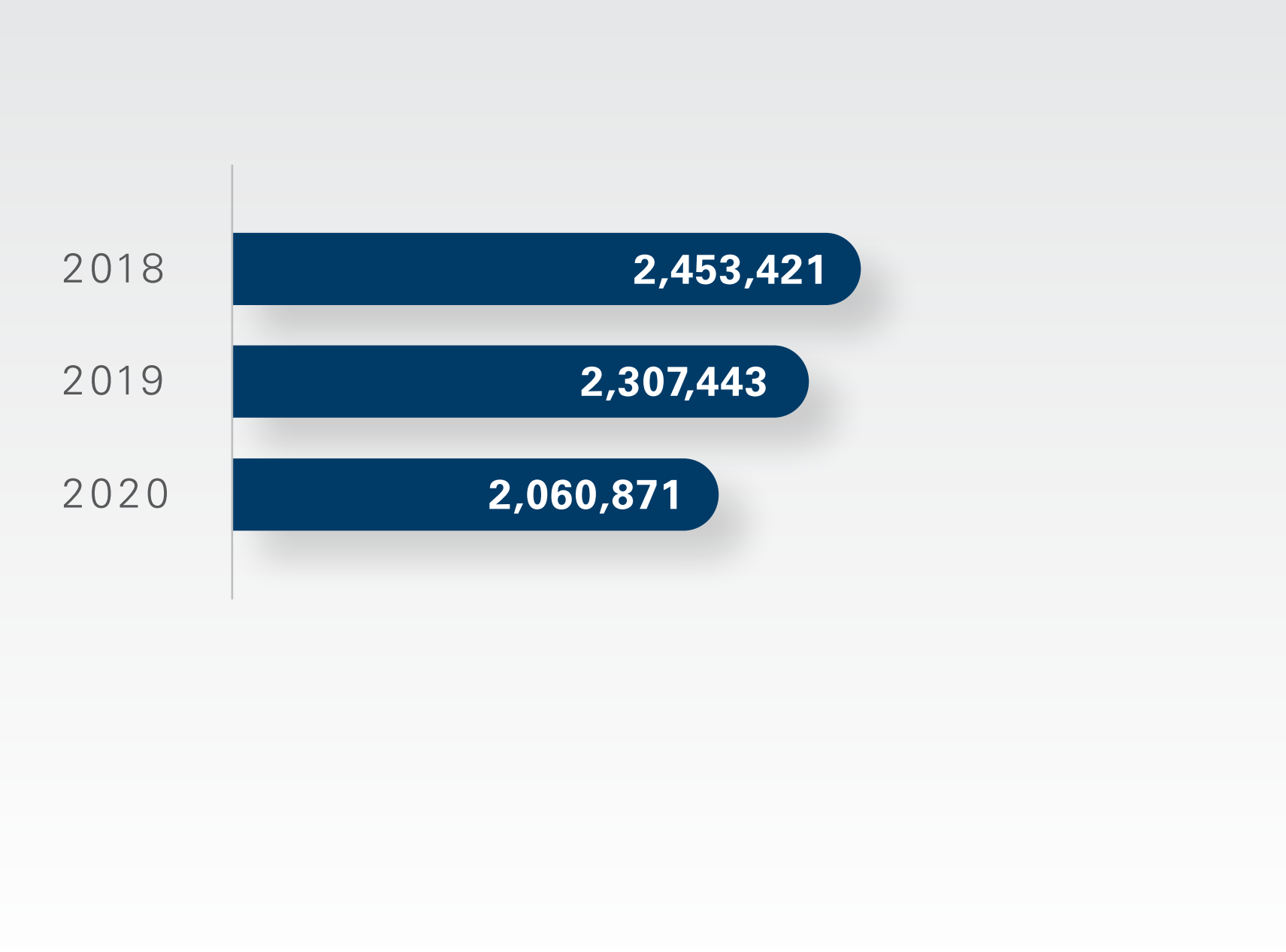
¹ Reductions versus 2018 level

ENVIRONMENTAL IMPACT

ENERGY CONSUMPTION (GIGAJOULES)









	2018	2019	2020
TOTAL FUEL CONSUMPTION NON-RENEWABLE SOURCES	1,288,184	1,289,825	1,149,860
TOTAL FUEL CONSUMPTION RENEWABLE SOURCES	3,675	9,761	9,036
TOTAL ELECTRICITY CONSUMPTION INCLUDING HEATING AND COOLING	1,161,562	1,007,857	901,975
TOTAL ENERGY CONSUMED (SEE CHART)	2,453,421	2,307,443	2,060,871
TOTAL ENERGY SOLD	0	0	55.45
PERCENTAGE GRID ELECTRICITY	47%	44%	44%
PERCENT RENEWABLE	0	0.39%	0.44%
SOLAR ELECTRICITY GENERATED BY REGAL	0	867.44	913.64
NATURAL GAS CONSUMED	1,209,853	1,228,975	1,097,110
PROPANE CONSUMED	21,181	22,399	22,827

TOTAL ENERGY CONSUMED (GIGAJOULES)

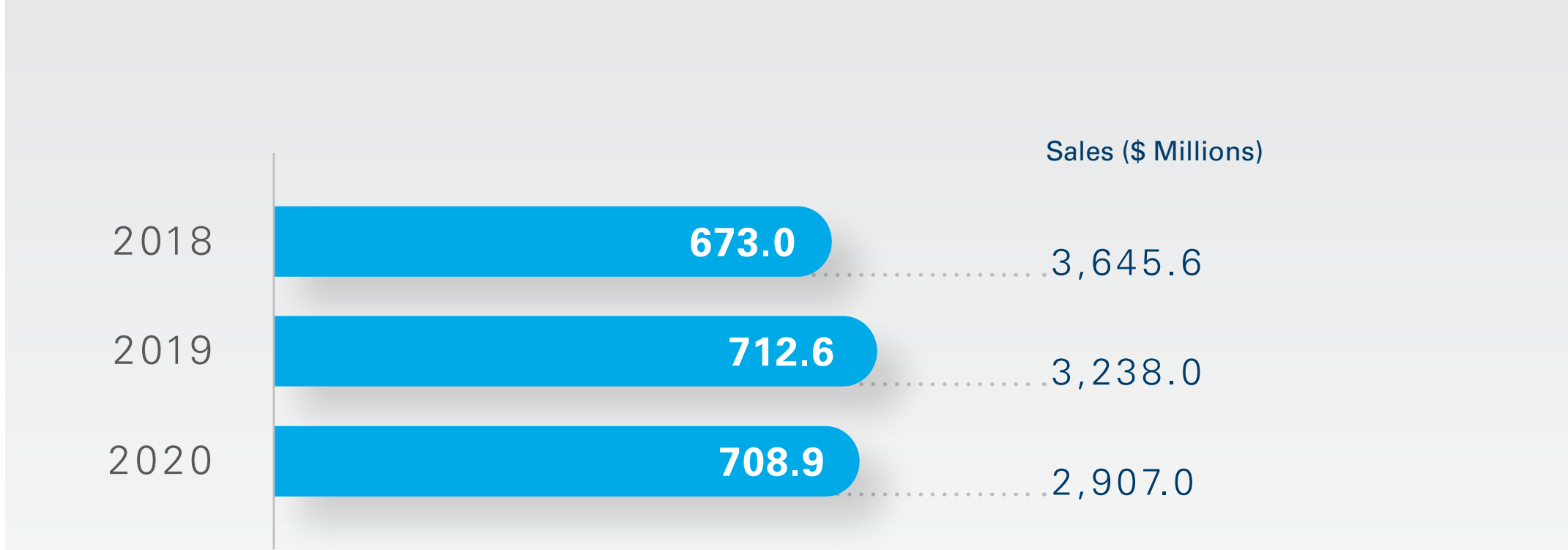


ENVIRONMENTAL IMPACT

ENERGY CONSUMED (GIGAJOULES)

		2018	2019	2020
	AUSTRALIA	7,555	6,652	5,630
	CANADA	21,466	19,792	18,314
	CHINA	202,884	186,805	181,879
	EU	85,510	70,169	54,573
	INDIA	87,714	82,617	77,770
	MEXICO	919,334	929,665	845,124
	U.S.A.	1,090,440	971,482	836,047
	REST OF WORLD	38,518	40,261	41,534
TOTAL ENERGY CONSUMED		2,453,419	2,307,443	2,060,871

ENERGY INTENSITY (GIGAJOULES PER \$M SALES)



Energy Intensity Ratio Gigajoules per Million \$ Sales

2025 Reduction Target¹
10% gigajoules of energy consumed per million \$ sales

¹ Reductions versus 2019 level

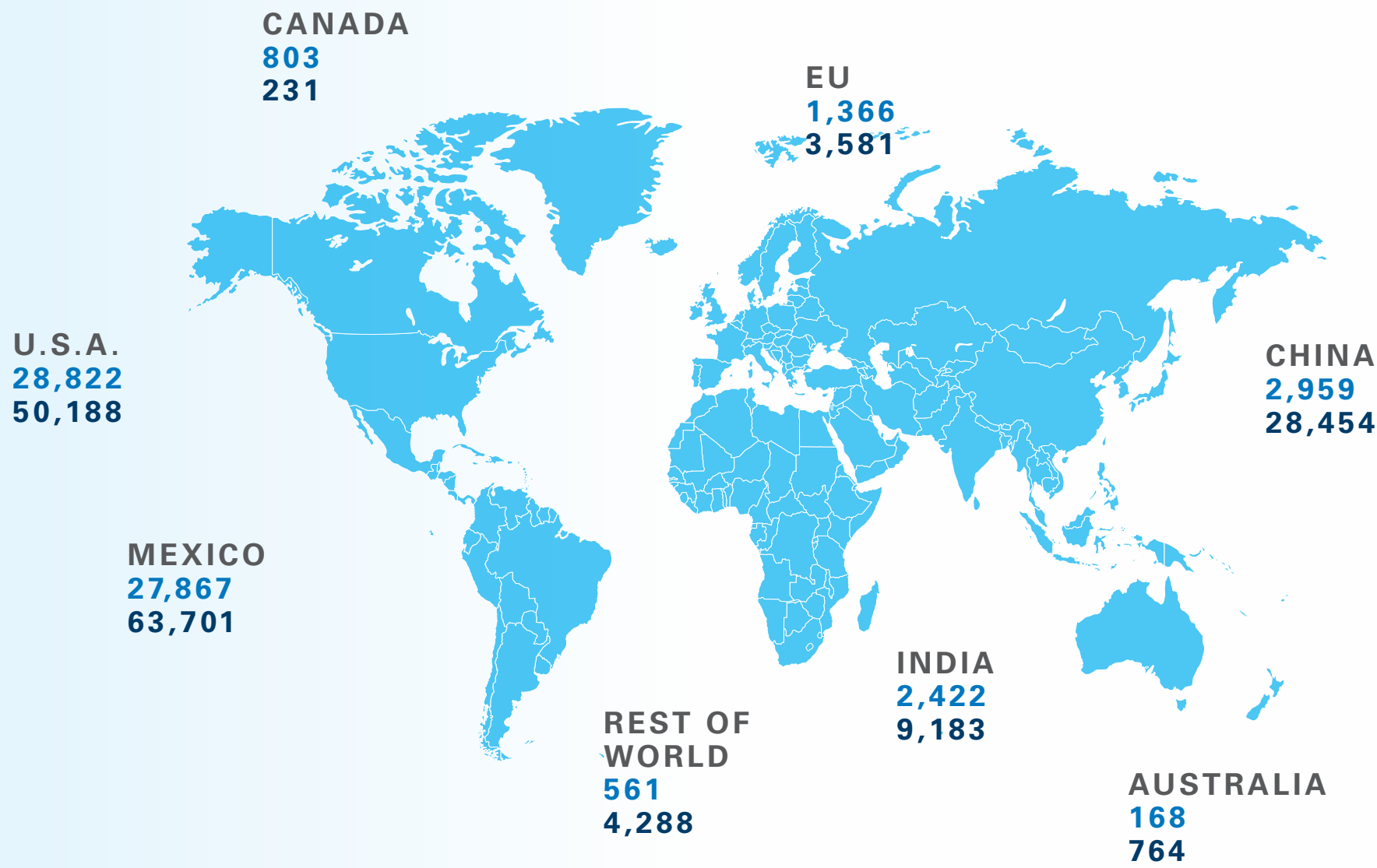
ENVIRONMENTAL IMPACT

CO_{2e} EMISSIONS (METRIC TONS)

	2018	2019	2020
CO _{2e} SCOPE 1	73,033	72,900	64,968
CO _{2e} SCOPE 1: PER MILLION \$ SALES	20.0	22.5	22.3
CO _{2e} SCOPE 2	202,298	175,690	160,390
CO _{2e} SCOPE 2: PER MILLION \$ SALES	55.5	54.3	55.2
TOTAL CO _{2e}	275,331	248,590	225,358
TOTAL SCOPE 1 & 2 CO _{2e} PER MILLION \$ SALES	75.5	76.8	77.5

2025 Reduction Target¹
10% metric tons CO₂ equivalent per million \$ sales

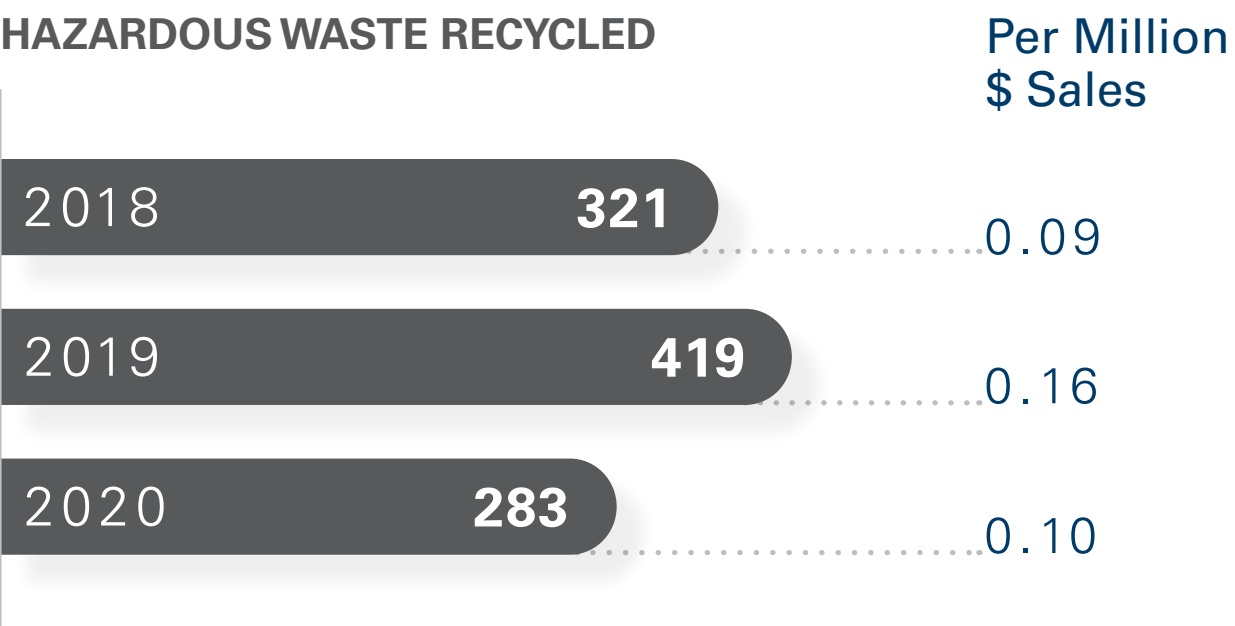
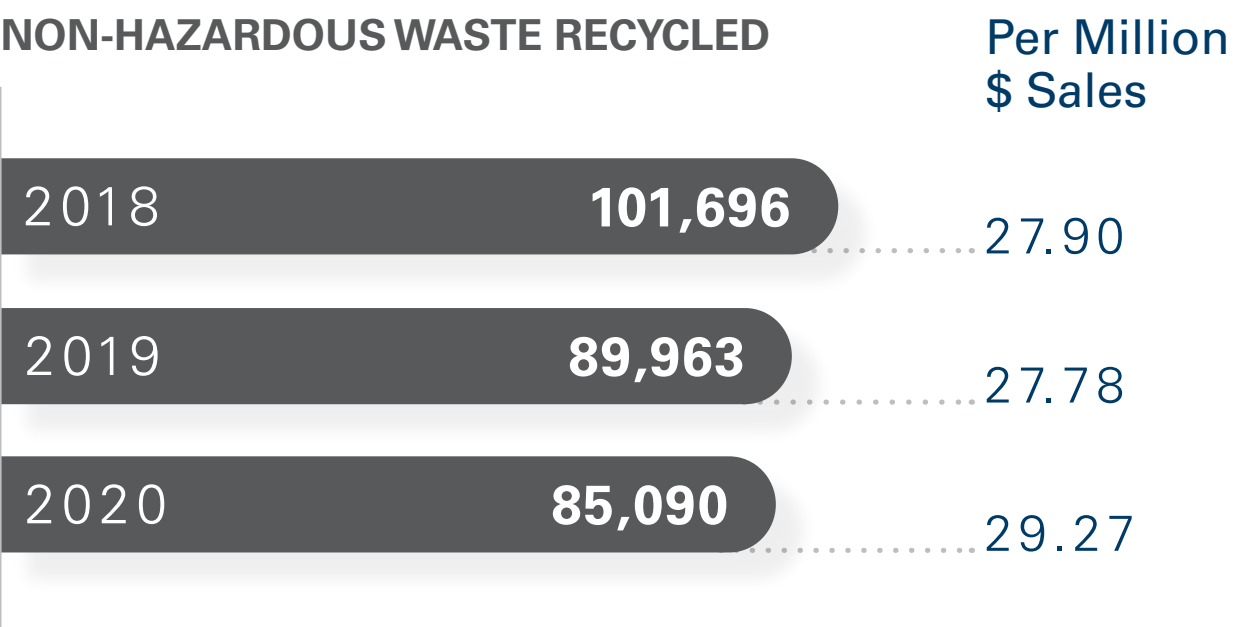
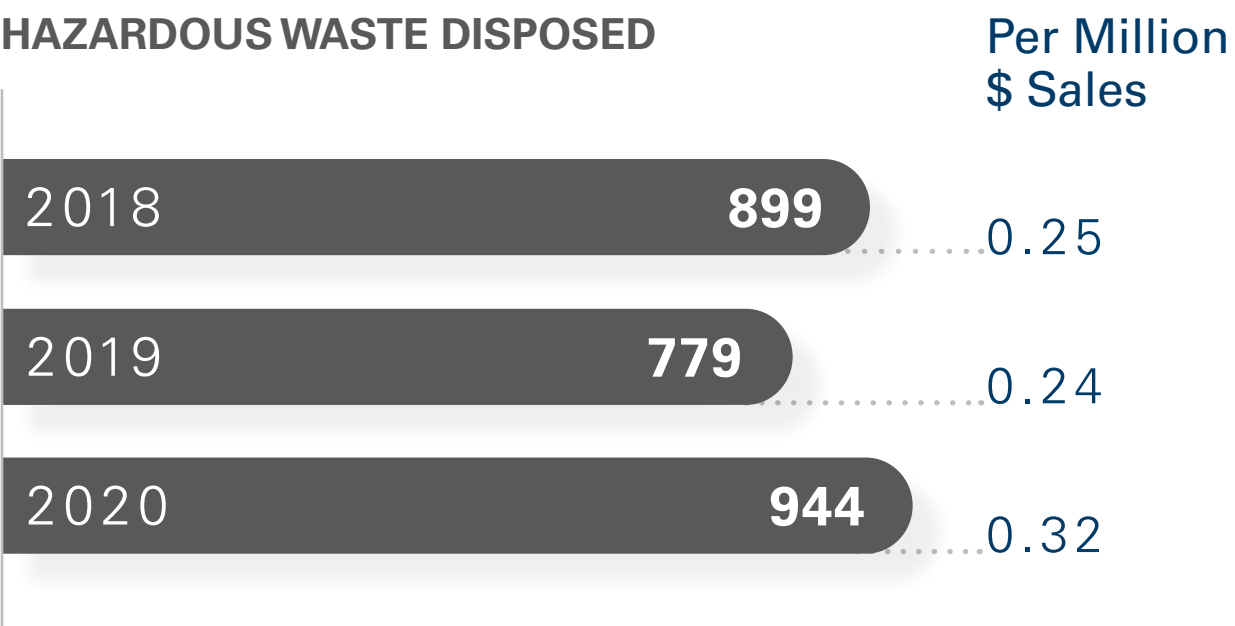
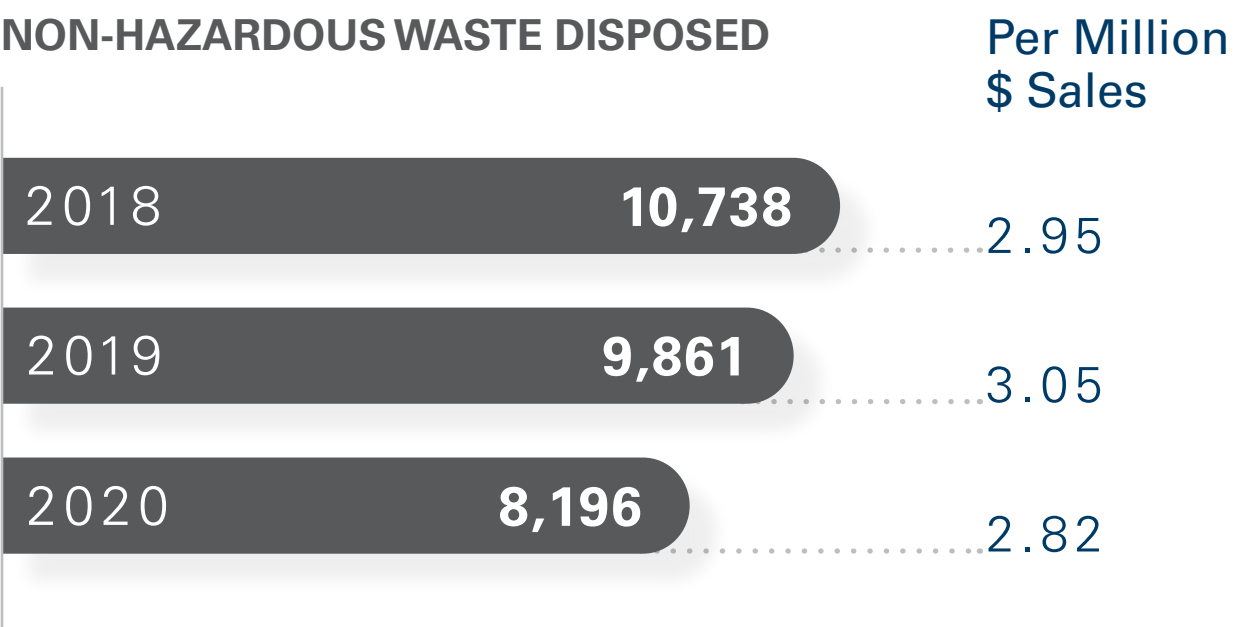
■ SCOPE 1: CO_{2e} EMISSIONS (METRIC TONS)
■ SCOPE 2: CO_{2e} EMISSIONS (METRIC TONS)



Regal has submitted our climate emission data to the CDP (formerly the Carbon Disclosure Project) annually since 2015.

¹ Reductions versus 2019 level

NON-HAZARDOUS / HAZARDOUS WASTE (METRIC TONS)



2025 Reduction Target¹

10% metric tons non-hazardous waste per million \$ sales

¹ Reductions versus 2019 level

WATER CONSUMPTION (MEGALITERS)



REGAL HAS DEVELOPED A CYBERSECURITY PROGRAM THROUGH A STRONG MANAGEMENT APPROACH, governance through robust policy, standards and procedures, and execution of a comprehensive strategy that adapts to changing risks. The cybersecurity policies and standards were created following NIST Cybersecurity Framework.

The best strategy against a cyber-attack is the education and training of our associates. Regal delivers monthly targeted training and phishing simulation for our associates, and conducts an annual mandatory global information security training campaign and certification, which is translated into 20 languages. The security policies and trainings are designed to develop a mature risk aware culture.

Regal utilizes the latest security tools, techniques, and system monitoring to assure the protection and confidentiality of our systems and data. Maintaining the privacy of our associate, customer, and supplier data is of utmost importance.

The board of directors is responsible for overseeing the cybersecurity strategy for the company. Our chief information officer oversees cybersecurity for the company and provides updates on cybersecurity projects and risks to the board of directors on a quarterly basis.

PROTECTING OUR IT INFRASTRUCTURE AND DATA IS A TOP PRIORITY.

REPRESENTATIVE INFORMATION TECHNOLOGIES DEPLOYED

IDENTITY AND ACCESS
MANAGEMENT

NETWORK
SEGMENTATION

DATA PRIVACY
COMMITMENT

ENCRYPTION

EVENT-LOG
MONITORING

EDUCATION
AND AWARENESS

MULTI-FACTOR
AUTHENTICATION

CONTINUOUS
AUDIT

INFORMATION
PROTECTION

REGAL ASSOCIATES STRIVE TO CONDUCT BUSINESS ETHICALLY, HONESTLY, AND IN FULL COMPLIANCE with all laws and regulations. Regal’s Code of Business Conduct and Ethics makes clear our core operating principles, sets standards and behaviors, and explains how our values should guide our decisions.

EACH NEW ASSOCIATE RECEIVES CODE OF CONDUCT TRAINING during the onboarding process. Annually, all associates are required to certify that they comply with Regal’s Code of Conduct and its related policies, including Conflicts of Interest and Respect and Dignity. To enhance their understanding of the Code of Conduct, all associates participate in mandatory training on numerous ethics and compliance subjects. In 2020, this comprehensive training included specific modules on product safety & quality, preventing fraud, leadership, speaking up and reporting concerns, and diversity, inclusion & discrimination, and, in select instances, content regarding anti-corruption, customs compliance, sexual harassment, cybersecurity, and health/safety/environment.

In addition, such formal training content was (and continues to be) supplemented by our CEO through his consistent emphasis and communication about the expectation of each associate to live by our Regal Values every day.

During 2020, Regal’s internal auditors performed numerous and varied risk assessment activities including management inquiries, detailed testing, and risk control walkthroughs, among others. We reviewed 48 company locations’ accounting related to approximately 82% of Regal’s 2020 revenue. These reviews included testing of key processes and controls that could be considered significant risks related to corruption. Our assessments did not uncover any instances of corruption as defined by the GRI standards.

In addition, in 2020, there were no legal actions commenced nor pending against Regal related to anti-competitive behavior or anti-trust.

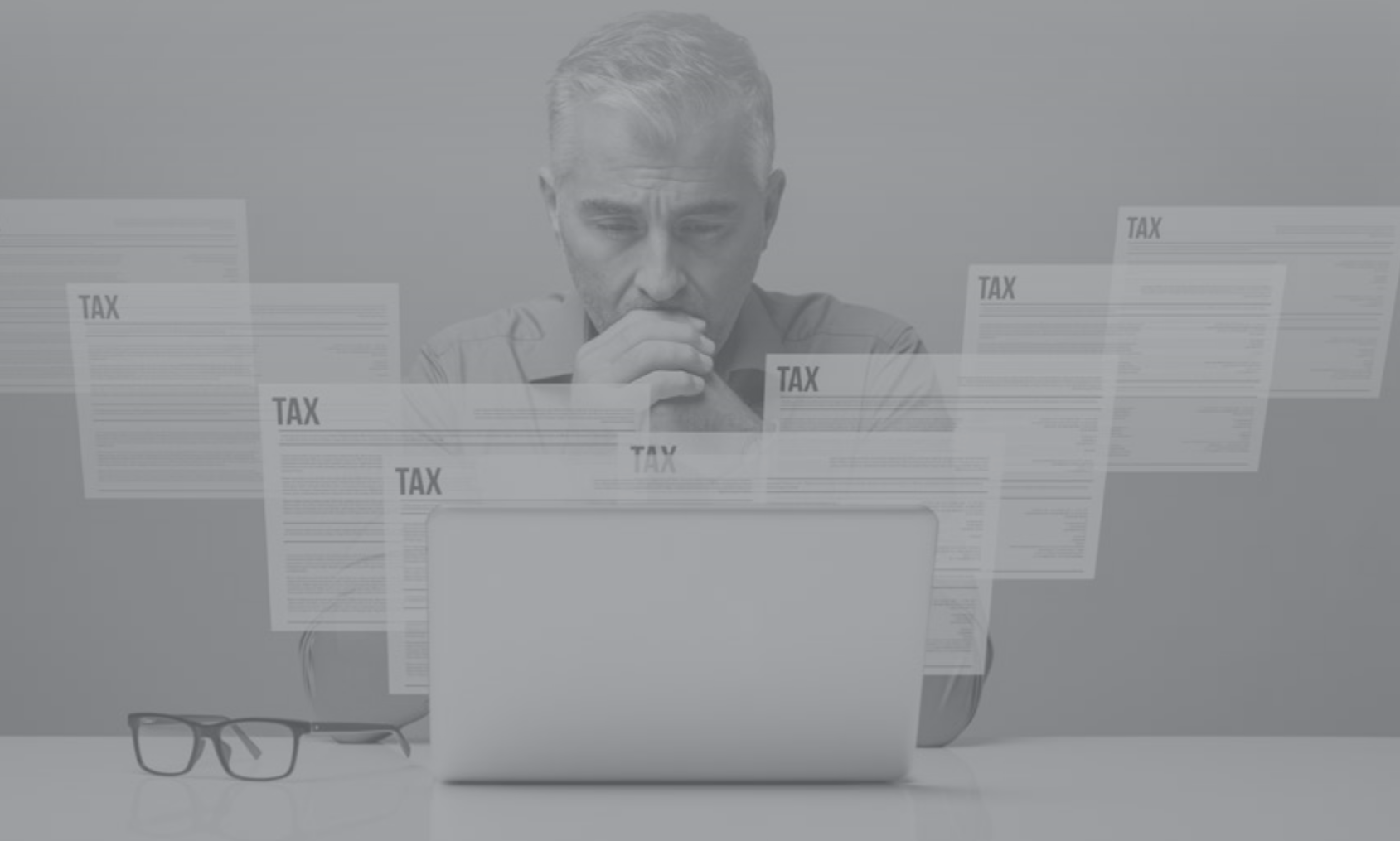
GLOBAL ANTI-CORRUPTION AND THIRD-PARTY ENGAGEMENT POLICIES.

Our commitment to integrity means we avoid corruption in any form. As detailed in our Global Anti-Corruption and Third-Party Engagement Policies (distributed online in multiple languages), we prohibit all forms of bribery and expect the same of our business partners. The policy describes the actions taken by Regal in our effort to prevent all forms of bribery and emphasizes the need to maintain accurate

books and records. Specifically, it identifies the steps for conducting due diligence on business partners, including customers, suppliers, contractors, subcontractors, and joint venture partners. Periodic audits and assessments are conducted based on management priorities, relying upon a variety of sources including associate engagement survey responses, conflict of interest certifications, related party reporting, and our Integrity Line.



REGAL
FOSTERS
RESPONSIBLE
GROWTH BY
MAINTAINING
TRANSPARENCY,
HONESTY,
AND INTEGRITY.



AT REGAL, we rely on our Values to develop a comprehensive approach to all aspects of business operations and guide us to build a fiscally responsible, ethical, and transparent organization. Our daily actions and assertions are founded on the culture created by these values and foster responsible growth by maintaining transparency, honesty, and integrity.

Regal’s approach to global taxation is founded on these same values and we strive to make our economic contribution fairly, accurately, and efficiently. We are committed to complying with all applicable laws, regulations, and disclosure requirements.

REGAL’S TAX PLANNING IS DRIVEN BY BUSINESS STRATEGY AND ACTIVITY. Regal is an international company serving customers in markets throughout the world. Our global footprint is driven by market demand and opportunity for profitable growth. Taxes are paid consistently based on activities of the business.

Intercompany transactions are conducted based on guidance and legal requirements of the countries in which we transact business. Transactions between different business units are structured to reflect the terms and pricing that would be acceptable as if the transaction were occurring between independent parties. This includes setting prices at an “arm’s length” amount, establishing appropriate license fees for use of intellectual property,

charging management fees for services rendered, and fairly compensating associates for services performed across legal entities. All intercompany transactions are formed on the premise of the functions, assets, and risks of the parties involved and documented according to regulations. Where there are any areas of uncertainty, Regal engages relevant external experts for advice.

Regal’s growth and development strategy demands a returns-based approach for maximizing shareholder value. Capital investment, product development, new market penetration, and M&A activity is determined based on this strategy. Tax incentive offerings and opportunities are utilized when available and in line with company strategy but are not primary investment drivers. Statutory, regulatory, and administrative requirements are adhered to when employing tax incentive benefits.

To support Regal’s efforts to pursue successful strategic business activities, the company has decentralized many of its business activities to be performed in business segment headquarter locations that align with more efficient management of marketing, branding, investing, and production planning. The proximity of these functions drives visibility and accountability throughout the business units and encourages profitable business management.

REGAL’S TAX COMPLIANCE IS FOCUSED ON TRANSPARENT REPORTING. Regal is dedicated to maintaining a superior level of tax reporting compliance in all areas of business operations. We observe and adhere to tax law, underlying tax policy intent, and disclosure and reporting requirements in each jurisdiction in line with and in the spirit of the applicable tax legislation.

REGAL’S APPROACH TO RISK MANAGEMENT AND GOVERNANCE ARRANGEMENTS IN RELATION TO TAXATION. Regal manages its tax function by engaging finance professionals across the organization to understand and implement local tax laws and ensure adherence to the regulations in place in each country that business is conducted. Local country finance leaders also engage with professional services firms worldwide to ensure accurate interpretations of tax laws are made and experts are utilized to assist in areas of high complexity and risk.

A dedicated team of corporate tax specialists oversee global compliance of income, VAT, withholding, and U.S. sales, use, franchise, property tax laws and regulations. These professionals engage in external continuous education to stay current on legislative developments and consult with highly trained professional services firms

to ensure accuracy in tax compliance. Teams engage regularly with finance associates around the world to understand accounting principles and review procedures for appropriate control implementation. Oversight from the tax team is focused on transparent, accurate reporting and implementation of policies to reduce tax disputes and limit risk exposure to the company.

REGAL’S APPROACH TOWARDS ENGAGEMENT WITH TAX AUTHORITIES. Our approach is to have an open, honest, and collaborative working relationship with tax authorities. We strive to respond in a timely manner to tax audit requests and engage with tax authorities in a professional and constructive manner with full transparency of the facts of our business operations. Where there could be areas of differing legal opinions between Regal and the tax authorities, we engage in appropriate discussions to bring matters to a resolution as quickly as possible.

Regal’s returns-based growth strategy maximizes shareholder value.

Finance professionals across the organization ensure adherence to tax law and disclosure requirements in each jurisdiction.

REGAL’S
RETURNS-BASED
GROWTH STRATEGY
MAXIMIZES
**SHAREHOLDER
VALUE**

Teams engage regularly with finance associates around the world to ensure accuracy in tax compliance.

THE REGAL BOARD IS COMPRISED OF NINE DIRECTORS,

each of whose terms expire annually. There are eight independent directors including two women and six men. Collectively, they possess an impressive blend of personal and professional attributes.*

Our Board decides whether to vest the responsibilities of the CEO and Chairman of the Board in different individuals or in the same individual based on the Board’s judgment of what is in the best interests of Regal and all our stakeholders. The Board initially vested the responsibilities of the CEO and Chairman of the Board in different individuals in 2019. Specifically, upon the conclusion of the 2019 annual meeting of shareholders, Rakesh Sachdev, an independent director, became the Chairman of the Board and Mr. Sachdev continues to serve in that role today.

Our Corporate Governance Guidelines and annual Proxy Statement further outline the Board leadership structure and the duties of the Chairman.

* As disclosed on August 10, 2021, upon the closing of the proposed transaction involving Rexnord’s Process & Motion Control segment, our Board will increase in size to eleven directors, of which ten will be independent directors and three will be women.

WE SEEK PERSONAL AND PROFESSIONAL DIVERSITY IN OUR BOARD

Diversity of Gender, Race, Nationality, Cultural and/or Professional Experience	Significant International Experience	Experience as a Current or Former CEO or COO, or Significant Operations Experience	
Business Development/M&A Experience	Knowledge of Investment Banking and/or Capital Markets		
Experience as a Current or Former Chief Financial Officer	Expertise in Matters of Public Accounting		
Public Company Board Experience	Knowledgeable in Corporate Governance		
Knowledge and Experience in Our Industry	Current or Past Experience with Manufacturing, Including Supply Chain Management and Lean Principles	Experience with having Responsibility for the Profit and Loss of a Business/ Operation	
Experience in Driving Growth with Innovative Products, Systems or Services	Entrepreneurial Experience	Expertise in Technology, Engineering and Information Technology	Commercial Expertise, Including in Sales and Marketing and 80/20

Regal’s Corporate Governance and Director Affairs Committee recommends the qualities, skills, and attributes desired in our directors to reflect the unique challenges facing our company. Our annual Proxy Statement provides a detailed look at each director candidate’s qualities, skills, and attributes.

BOARD COMMITTEES

The Board has three standing committees, which are Audit, Compensation & Human Resources, and Corporate Governance & Director Affairs. They play critical roles in decision-making on matters pertaining to economic, environmental, and social topics. These committees are appointed by and report to the Board. The charter for each committee is available on our investor website: investors.regalbeloit.com. On occasion, ad hoc committees are formed for specific Board purposes. Regular reviews of the performance of the Board, committees, and individual directors are administered by the Corporate Governance & Director Affairs Committee.

STRATEGIC DIRECTION AND EXECUTION

Our Board of Directors and management periodically set and review our strategic direction. At our Investor Day in March 2020, with Board support, Regal’s executive and segment leaders publicly presented our vision of what we believe Regal will look like in five years, including key performance indicators with three-year targets. We took this opportunity to emphasize our commitment to leading with innovative products that reduce energy consumption, water usage and waste, and we

shared specific and ongoing Environmental, Social and Governance progress.

More recently, in March 2021, we refined our mission statement to more accurately reflect our strategy of improving energy efficiency by updating it to read “We create a better tomorrow by energy-efficiently converting power into motion.” Our Board fully supports our renewed focus on making energy efficient products, as well as reducing the amount of materials that go into our products, and the natural resources used to produce them.

Annually, our four segment leadership teams create and refine their strategic plans, which are intensively reviewed by management and our Board. Beginning in 2021, our teams were asked to be more explicit about how they can leverage Regal’s technology leadership to address growing demand for more energy-efficient products and solutions. We operate the company and measure performance against objectives and targets established via P&Ls at the segment and total Regal level and embodied in an annual operating plan aligned with our strategy. On occasion, our Board and management seek advice from outside consultants to get a fresh perspective on,

among other things, our portfolio of businesses, our strengths, and our opportunities.

MANAGING RISK

Regal’s Annual Report provides extensive information on risks and opportunities in our businesses. The Regal Board and management are responsible for operational and strategic risk management oversight. To assist in this responsibility, we periodically convene a Risk and Compliance Committee comprised of a diverse group of Regal leaders and associates. The committee surveys and solicits input from the businesses and reviews and updates our risk assessments. The input process includes consideration of economic, environmental and social topics, among others. This process leads to the development of mitigation strategies for significant risks that could impact Regal’s ability to meet objectives and execute strategies. We also maintain and update, on a periodic basis, our crisis communications policy, and we conduct tabletop exercises to further assess and refine our ability to adequately respond to significant risks that could impact enterprise and business continuity. Our efforts ensure that we address risk comprehensively. The Board regularly reviews our risk management processes and progress.

In addition, Regal has a global authorities policy which sets forth its process for delegating authority for all key decision points within the organization (including, but not limited to economic, environmental, and social topics). The policy includes a detailed authorities matrix that indicates which approvers are required for a comprehensive list of key decisions. Items that require approval by the board of directors and executive leadership are clearly denoted. Regal has an authorities policy review committee, which meets quarterly to administer the policy and address any exception requests that are received from associates. Since 2020, Regal has provided training on the authorities policy to associates who are likely to encounter the types of decisions and issues addressed by the policy in their day-to-day work for the company.

CORPORATE GOVERNANCE GUIDELINES

In conjunction with the Board committee charters, our Corporate Governance Guidelines establish processes and procedures to help ensure effective and responsive governance by the Board. Our Corporate Governance Guidelines and other governance materials are available on our investor website: investors.regalbeloit.com.

IMPORTANT GOVERNANCE MATTERS

Proxy advisors have consistently acknowledged that Regal has established a governance structure that enables solid risk management and performance-based focus. Highlights of Regal’s corporate governance structure, as described in our annual Proxy Statement and related SEC filings, are noted below.

BOARD ITEMS:

***TOTAL DIRECTORS:** 9 (including CEO) 78% of directors are male and 22% of directors are female

***INDEPENDENT DIRECTORS:** 2 women and 6 men

***AVERAGE AGE:** 61; 11 % are 30–50 years old; 89% are over 50 years old

***AVERAGE TENURE:** 9 years

MANDATORY RETIREMENT AGE: 72

INDEPENDENT CHAIR

ALL DIRECTORS STAND FOR ANNUAL ELECTION

ANNUAL EVALUATION OF BOARD AND COMMITTEES

CYCLICAL INDIVIDUAL DIRECTOR EVALUATIONS

SHAREHOLDER INTEREST: Majority Voting Standard | Proxy Access | Right to call special meetings | No ‘poison pill’

COMPENSATION COMMITTEE OVERSIGHT:

Pay-for-Performance Culture	Double Trigger Change-In-Control	Anti-Hedging and Anti-Pledging Policies
Stock Ownership Requirements	No Future Excise Tax Gross-Up	Annual and Long-Term Incentive Metrics
Clawback Policy		

*As disclosed on August 10, 2021, upon the closing of the proposed transaction involving Rexnord’s Process & Motion Control segment, our Board will increase in size to eleven directors, of which ten will be independent directors and three will be women.



Regal values transparency and maintaining two-way channels of communication with its key stakeholders—associates, customers and shareholders. Regal aims to achieve these communication objectives through various methods of outreach, including:



PRODUCTS & INDUSTRIES

- AAAE (American Association of Airport Executives)
- ABMA (American Bearing Manufacturers Association)
- AGMA (American Gear Manufacturing Association)
- AHAM (Association of Home Appliance Manufacturers)
- AHRI (Air Conditioning, Heating, and Refrigeration Institute)
- AIGroup (Australian Industry Group)
- AISI (American Iron and Steel Institute)
- AIST (Association for Iron and Steel Technology)
- AMCA (Air Movement and Control Association International, Inc.)
- ANIE Federazione
- ANIMA (Associazione Nazionale Italiana Meccanica Varia)
- API (American Petroleum Institute)
- ASGE (American Society of Gas Engineers)
- ASHE (American Society for Healthcare Engineering)
- ASHRAE (American Society of Heating, Refrigerating and Air Conditioning Engineers)
- Assoclima (Association of Manufacturers of Air Conditioning Systems)
- Assolombarda
- BSA (Bearing Specialist Association)
- CBA (Craft Brewers Association)
- CEMA (Conveyor Equipment Manufacturers Association)
- CHES (Canadian Healthcare Engineering Society)
- CHPB (Center for High Performance Building)
- China Electrical Industry Association (small-to medium-motor branch)
- China Electrical Industry Association (explosive motor branch)
- China Rotary Motors Standard Committee
- EASA (Electrical Apparatus Service Association)
- EGSA (Electrical Generating Systems Association)
- EHEDG (European Hygienic Engineering and Design Group)
- EPTDA (Europe Power Transmission Distributor Association)
- Eurovent (Association for Indoor Climate, Process Cooling, & Food Cold-Chain Technologies)
- EVIA (European Ventilation Industry Association)
- FMA (Fabricators/Fan Manufactory Association)
- FMAANZ (Fan Manufacturers Association of Australia and New Zealand)
- GEAPS (Grain Elevator and Processing Society)
- GRAPES (Grid-Connected Advanced Power Electronic Systems)
- HARDI (Heating Air Conditioning Refrigeration Distributors International)

- HI (Hydraulic Institute)
- ICRERA (International Conference on Renewable Energy Research & Applications)
- IEEE (Institute of Electrical and Electronics Engineers)
- IEEMA (Indian Electrical and Electronics Manufacturers Association)
- Intertek Agency
- M-WERC (Mid-West Energy Research Consortium)
- MHI (Material Handling Industry)
- MPTA (Mechanical Power Transmission Association)
- NEMA (National Electrical Manufacturers Association)
- Netherlands Maritime Technology
- NSSGA (National Sand Stone & Gravel Association)
- PHTA (Pool and Hot Tub Alliance)
- PIA (Pump Industry Association)
- PTDA (Power Transmission Distributor Association)
- PTR A (Power-Motion Technology Representatives Association)
- SMRP (Society for Maintenance & Reliability Professionals)
- WBA (World Bearing Manufacturers Association)
- WIOA (Water Industry Operators Association of Australia)

STANDARDS

- ANSI (National Standards and Technology)
- ASME (American Society of Mechanical Engineers)
- CSA (Canadian Standards Association)
- DIN (Deutsches Institut für Normung e.V.)
- DOE (U.S. Government, Department of Energy)
- ISO (International Organization for Standardization)
- UL (Underwriters Laboratory)

COUNCILS

- 7x24 Exchange International
- Comitato Termotecnico Italiano (Italian Thermo-Technical Committee)
- GBDEC (Great Beloit Economic Development)
- KAM (Kentucky Association of Manufacturers)
- MAPI (Manufacturers Alliance for Productivity and Innovation)
- NAM (National Association of Manufacturers)
- NIST (National Institute of Standards and Technology)
- STLE (The Society of Tribologists and Lubrication Engineers)
- Vibration Institute
- WMC (Wisconsin Manufacturers & Commerce)

BROWNING®	GENTEQ®	MARATHON® MOTORS	PERCEPTIV™
CEMP®	GROVE GEAR®	MARATHON SPECIAL PRODUCTS®	REMCO®**
CENTURY®	HUB CITY®	MCGILL®	ROLLWAY®
DURST®	JAURE®	MILWAUKEE GEAR™	ROTOR nI®
ELCO®	KOP-FLEX®	MORRILLMOTORS®	SEALMASTER®
FASCO®	LEESON®	MORSE®*	SYSTEM PLAST®
FOOTE-JONES®	MARATHON® GENERATORS	NICOTRA GEBHARDT®	THOMSON POWER SYSTEMS™

* Morse is a registered trademark of Borg-Warner Corporation, used herein under exclusive license.
** The Remco trademark is registered only in the United Kingdom.

REGAL BELOIT CORPORATION IS A PUBLICLY TRADED COMPANY LISTED ON THE NEW YORK STOCK EXCHANGE (NYSE: RBC) and is incorporated in the state of Wisconsin, U.S.A. Regal’s financial reporting follows U.S.A. Securities and Exchange Commission (SEC) regulations, and our Annual Reports on Form 10-K are available on our corporate website. All entities included in our consolidated SEC financial statements are covered in that report.

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Certain statements made in this communication are “forward-looking statements” intended to qualify for the safe harbor from liability established by the Private Securities Litigation Reform Act of 1995. This report contains forward-looking statements, within the meaning of Section 21E of the Securities Exchange Act of 1934, as amended, which reflect the Company’s current estimates, expectations and projections about the Company’s future results, performance, prospects and opportunities. Such forward-looking statements may include, among other things, statements about the Company’s future operations, anticipated business levels, future earnings, planned activities, anticipated growth, market opportunities, strategies, competition and other expectations and estimates for future periods. Forward-looking statements may also include statements relating to the proposed acquisition of Rexnord Corporation’s (“Rexnord”) Process & Motion Control business (the “PMC Business”) (the “Rexnord Transaction”), the benefits and synergies of the Rexnord Transaction, future opportunities for the Company, the PMC Business and the combined company, and any other statements regarding the Rexnord Transaction or the combined company. Forward-looking statements include statements that are not historical facts and can be identified by forward-looking words such as “anticipate,” “believe,” “could,” “estimate,” “expect,” “intend,” “plan,” “may,” “should,” “will,” “would,” “project,” “forecast,” and similar expressions. These forward-looking statements are based upon information

currently available to the Company and are subject to a number of risks, uncertainties, and other factors that could cause performance, prospects, or opportunities to differ materially from those expressed in, or implied by, these forward-looking statements. Important factors that could cause actual results to differ materially from the results referred to in the forward-looking statements the Company makes in this report include:

Operations and Strategy

- the continued financial and operational impacts of and uncertainties relating to the COVID-19 pandemic on customers and suppliers and the geographies in which they operate;
- uncertainties regarding the ability to execute restructuring plans within expected costs and timing;
- our ability to develop new products based on technological innovation, such as the Internet of Things (“IoT”), and marketplace acceptance of new and existing products, including products related to technology not yet adopted or utilized in certain geographic locations in which we do business;
- fluctuations in commodity prices and raw material costs;
- our dependence on significant customers;
- effects on earnings of any significant impairment of goodwill or intangible assets;

- prolonged declines or disruption in one or more markets we serve, such as heating, ventilation, air conditioning (“HVAC”), refrigeration, power generation, oil and gas, unit material handling or water heating;
- product liability and other litigation, or claims by end users, government agencies or others that our products or our customers’ applications failed to perform as anticipated, particularly in high volume applications or where such failures are alleged to be the cause of property or casualty claims;
- our overall debt levels and our ability to repay principal and interest on our outstanding debt, including debt assumed or incurred in connection with the Rexnord Transaction;
- our dependence on key suppliers and the potential effects of supply disruptions;
- seasonal impact on sales of our products into HVAC systems and other residential applications;

Global Footprint

- actions taken by our competitors and our ability to effectively compete in the increasingly competitive global electric motor and controls, power generation and power transmission industries;
- risks associated with global manufacturing, including risks associated with public health crises;
- economic changes in global markets where we do business, such as reduced demand for the products we sell, currency exchange rates, inflation rates,

interest rates, recession, government policies, including policy changes affecting taxation, trade, tariffs, immigration, customs, border actions and the like, and other external factors that we cannot control;

Legal and Regulatory Environment

- unanticipated costs or expenses we may incur related to litigation, including product warranty issues;
- infringement of our intellectual property by third parties, challenges to our intellectual property and claims of infringement by us of third party technologies;
- losses from failures, breaches, attacks or disclosures involving our information technology infrastructure and data;

Mergers, Acquisitions and Divestitures

- the possibility that the conditions to the consummation of the Rexnord Transaction will not be satisfied, that there will be delays in satisfying or adverse conditions related to the satisfaction of such conditions, or that the Rexnord Transaction will fail to be consummated or be delayed in being consummated for other reasons;
- changes in the extent and characteristics of the common shareholders of Rexnord and the Company and its effect pursuant to the merger agreement for the Rexnord Transaction on the number of shares of Company common stock issuable pursuant to the transaction, magnitude of the dividend payable to

Company shareholders pursuant to the transaction and the extent of indebtedness to be incurred by the Company in connection with the transaction; and the determination by the Company and Rexnord of the number of “Qualifying Overlap Shareholders” at the closing of the Rexnord Transaction;

- the ability to obtain the anticipated tax treatment of the Rexnord Transaction and related transactions;
- failure to successfully integrate the PMC Business and any other future acquisitions into our business or achieve expected financial results, operating results, synergies and operating efficiencies, due to factors including the future financial and operating performance of the acquired business, loss of key executives and employees, or operating costs, customer loss and business disruption being greater than expected;
- costs and indemnification obligations related to transactions, including the Rexnord Transaction;
- risks associated with any litigation related to the Rexnord Transaction or other transactions;
- unanticipated liabilities of acquired businesses, including the PMC Business;
- operating restrictions related to the Rexnord Transaction;
- unanticipated adverse effects or liabilities from business exits or divestitures;

General

- changes in the method of determining London Interbank Offered Rate (“LIBOR”), or the replacement of LIBOR with an alternative reference rate;
- cyclical downturns affecting the global market for capital goods;
- and other risks and uncertainties including, but not limited, to those described in “Part I - Item 1A - Risk Factors” in our Annual Report on Form 10-K filed with the U.S. Securities and Exchange Commission (“SEC”) on March 2, 2021 and from time to time in other filed reports.

Shareholders, potential investors, and other readers are urged to consider these factors in evaluating the forward-looking statements and are cautioned not to place undue reliance on such forward-looking statements. The forward-looking statements included in this report are made only as of the date of this report, and the Company undertakes no obligation to update any forward-looking information contained in this report or with respect to the announcements described herein to reflect subsequent events or circumstances. Additional information regarding these and other risks and uncertainties is included in “Part I - Item 1A - Risk Factors” in our Annual Report on Form 10-K filed with the SEC on March 2, 2021 and from time to time in other filed reports. This report was completed in September 2021 and relies on the Company’s fiscal year 2020 results with some references to actions and developments during 2021.

GRI AND SASB INDEX

This material references Consolidated Set of GRI Sustainability Reporting Standards of 2019 and the Electrical & Electronic Equipment Sustainability Accounting Standard of October 2018. See content index below.

CONSOLIDATED SET OF GRI SUSTAINABILITY REPORTING STANDARDS 2019

Indicator	Brief Description	Location of Information (pages of this report; other documents)
ORGANIZATIONAL PROFILE		
102-1	Name of the organization	Page 51; 2021 Proxy Statement; 2020 Annual Report
102-2	Activities, brands, products and services	Page 4, 50; 2020 Annual Report
102-3	Location of headquarters	Page 3; 2021 Proxy Statement; 2020 Annual Report
102-4	Location of operations	Page 34; 2020 Annual Report
102-5	Ownership and legal form	Page 51; 2021 Proxy Statement; 2020 Annual Report
102-6	Markets served	Page 4, 34; 2020 Annual Report
102-7	Scale of the organization	Page 3-4, 21, 34; 2020 Annual Report
102-8	Information on associates and other workers	Page 21–22, 24
102-9	Supply chain	Page 35
102-10	Significant changes to the organization and its supply chain	Page 35
102-13	Membership of associations	Page 49
STRATEGY		
102-14	Statement from senior decision-maker	Page 5
102-15	Key impacts, risks, and opportunities	Page 46; 2020 Annual Report
ETHICS AND INTEGRITY		
102-16	Values, principles, standards, and norms of behavior	Page 6, 20; Regal Code of Conduct
102-17	Mechanisms for advice and concerns about ethics	Page 21, 42; Regal Code of Conduct; 2021 Proxy Statement
GOVERNANCE		
102-18	Governance structure	Page 45–47; 2021 Proxy Statement
102-19	Delegating authority	Page 46
102-20	Executive-level responsibility for economic, environmental, and social topics	Page 45–47, 51
102-21	Consulting stakeholders on economic, environmental, and social topics	Page 48; 2020 Annual Report
102-22	Composition of the highest governance body and its committees	Page 45–47; 2021 Proxy Statement
102-23	Chair of the highest governance body	Page 45–47; 2021 Proxy Statement
102-24	Nominating and selecting the highest governance body	Page 45–47; 2021 Proxy Statement
102-25	Conflicts of interest	Page 42, 45–47; Regal Code of Conduct; 2021 Proxy Statement
102-26	Role of highest governance body in setting purpose, values, and strategy	Page 45–47; 2021 Proxy Statement

Indicator	Brief Description	Location of Information (pages of this report; other documents)
102-27	Collective knowledge of highest governance body	Page 45–47; 2021 Proxy Statement
102-28	Evaluating the highest governance body's performance	Page 45–47; 2021 Proxy Statement
102-29	Identifying and managing economic, environmental, and social impacts	2020 Annual Report
102-30	Effectiveness of risk management processes	Page 46; 2021 Proxy Statement; 2020 Annual Report
102-31	Review of economic, environmental, and social topics	2020 Annual Report
102-32	Highest governance body's role in sustainability reporting	Page 45–47; 2021 Proxy Statement
102-33	Communicating critical concerns	Page 21; 2021 Proxy Statement
102-34	Nature and total number of critical concerns	No concerns were communicated
102-35	Remuneration policies	2021 Proxy Statement
102-36	Process for determining remuneration	2021 Proxy Statement
102-37	Stakeholders' involvement in remuneration	Page 47; 2021 Proxy Statement
102-38	Annual total compensation ratio	2021 Proxy Statement
STAKEHOLDER ENGAGEMENT		
102-39	Percentage increase in annual total compensation ratio	2021 Proxy Statement
102-40	List of stakeholder groups	Page 48
102-41	Collective bargaining agreements	Page 22, Social Accountability Policy
102-42	Identifying and selecting stakeholders	Page 48
102-43	Approach to stakeholder engagement	Page 20, 48
REPORTING PRACTICE		
102-45	Entities included in the consolidated financial statements	Page 51; 2020 Annual Report
102-46	Defining report content and topic boundaries	Page 53-54
102-47	List of material topics	Table of Contents
102-48	Restatements of information	There are no restatements of information compared to previous reports.
102-49	Changes in reporting	There are no material changes in the list of material topics and topic boundaries compared to previous reports.
102-50	Reporting period	Page 52
102-51	Date of most recent report	September 23, 2020
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Page 51
102-54	Claims of reporting in accordance with the GRI standards	Page 53-54
102-55	GRI content index	Page 53-54

Indicator	Brief Description	Location of Information (pages of this report; other documents)
102-55	GRI content index	Page 49–53
MANAGEMENT APPROACH		
103-1	Explanation of the material topic	2020 Annual Report
103-2	The management approach	2020 Annual Report
103-3	Evaluation of the management approach	2020 Annual Report
Economic Disclosures		
ECONOMIC PERFORMANCE		
201-1	Direct economic value generated and distributed	2020 Annual Report
201-2	Financial implications and other risks and opportunities due	2020 Annual Report
201-3	Defined benefit plan obligations and other retirement plans	2021 Proxy Statement; 2020 Annual Report
PROCUREMENT PRACTICES		
103-1	Management approach—procurement practice	Page 35; Global Supplier Requirements and Expectation Manual
204	Procurement practices	Page 35; Global Supplier Requirements and Expectation Manual
ANTI-CORRUPTION		
103	Management approach—anti-corruption	Page 42; Regal Code of Conduct
205-1	Operations assessed for risks related to corruption	Page 42
205-2	Communications & training about anti-corruption policies & procedures	Page 42; Regal Code of Conduct
ANTI-COMPETITIVE BEHAVIOR		
103	Management approach—anti-competitive behavior	Page 42; Regal Code of Conduct
206-1	Legal actions for anti-competitive behavior, anti-trust	Page 42
TAX		
207-1	Approach to tax	Page 43–44; UK Tax Strategy
207-2	Tax governance, control, and risk management	Page 43–44; UK Tax Strategy
207-3	Stakeholder engagement and management of concerns related to tax	Page 40–41; UK Tax Strategy
Environmental Disclosures		
ENERGY		
103	Management approach—energy	Page 5, 7, 9-10, 12-13, 35-38, 46; Environmental Sustainability Policy
302-1	Energy consumption within the organization	Page 37–38
302-3	Energy intensity	Page 37–38

Indicator	Brief Description	Location of Information (pages of this report; other documents)
302-4	Reduction of energy consumption	Page 37–38
302-5	Reductions in energy requirements of products and services	Page 13–19, 46
302-5	Reductions in energy requirements of products and services	Page 7–13, 43
WATER		
103	Management approach—water	Page 5, 7, 9-10, 12-13, 35-36, 40, 46; Environmental Sustainability Policy
303-1	Water withdrawal by source	Page 40
303-5	Water consumption	Page 40
EMISSIONS		
103	Management approach—emissions	Page 5, 7, 9-10, 12-13, 35-36, 39, 46; cdp.net; Environmental Sustainability Policy
305-1	Direct (scope 1) GHG emissions	Page 39; cdp.net
305-2	Energy indirect (scope 2) GHG emissions	Page 39; cdp.net
305-4	GHG emission intensity	Page 39; cdp.net
305-5	Reduction of GHG emissions	Page 39; cdp.net
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Page 39; cdp.net
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Page 14; cdp.net
WASTE		
103	Management approach—effluents and waste	Page 5, 7, 9-10, 12-13, 35-36, 40, 46; Environmental Sustainability Policy
306-2	Waste by type and disposal method	Page 40
306-3	Significant spills	2020 Result: Zero reportable spills
ENVIRONMENTAL COMPLIANCE		
307	Environmental compliance	Page 5, 7, 9-10, 12-13, 35, 42; Environmental Sustainability Policy
SUPPLIER ENVIRONMENTAL ASSESSMENT		
103	Management approach—supplier environmental assessment	Page 35; Global Supplier Requirements and Expectation Manual
308-1	New suppliers that were screened using environmental criteria	Page 35; Global Supplier Requirements and Expectation Manual

Social Disclosures

EMPLOYMENT		
103	Management approach—employment	Page 20–25; Regal Code of Business Conduct and Ethics
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 22

Indicator	Brief Description	Location of Information (pages of this report; other documents)
LABOR/MANAGEMENT RELATIONS		
401-1	Minimum notice periods regarding operational changes	Page 22
OCCUPATIONAL HEALTH AND SAFETY		
103	Management approach—occupational health and safety	Page 5, 7, 9-10, 20-25, 31-33 ; Regal Code of Business Conduct and Ethics
403-1	Occupational health and safety management system	Page 11, 31-33
403-2	Hazard identification, risk assessment, and incident investigation	Page 11, 31-33
403-3	Occupational health services	Page 11, 31-33
403-4	Worker participation, consultation, and communication on occupational health and safety	Page 11, 31-33
403-5	Worker training on occupational health and safety	Page 11, 31-33
403-6	Promotion of worker health	Page 11, 31-33
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 35; Global Supplier Requirements and Expectation Manual
403-8	Workers covered by an occupational health and safety management system	Page 5, 7, 9-10, 20-25, 31-33 ; Regal Code of Business Conduct and Ethics
403-9	Work related injuries	Page 33
TRAINING AND EDUCATION		
103	Management approach—training and education	Page 20-25
404-2	Programs for upgrading associate skills and transition assistance programs	Page 20-25
DIVERSITY AND EQUAL OPPORTUNITY		
103	Management approach—diversity and equal opportunity	Page 23–25
405-1	Diversity of governance bodies and employees	Page 23–25, 45, 47
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Page 22; Social Accountability Policy
CHILD LABOR		
408-1	Operations and suppliers at significant risk for incidents of child labor	"Page 22; Social Accountability Policy Global Supplier Requirements and Expectations Manual Regal Code of Conduct"
FORCED OR COMPULSORY LABOR		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Page 35; Social Accountability Policy; Global Supplier Requirements and Expectations Manual

Indicator	Brief Description	Location of Information (pages of this report; other documents)
SECURITY PRACTICES		
410-1	Security personnel trained in human rights policies	Training security personnel in human rights policies and procedures started in 2019.
LOCAL COMMUNITIES		
103	Management approach—local communities	Page 6, 20-33
413-1	Operations with local community engagement, impact assessments, and development programs	Page 20–33
SUPPLIER SOCIAL ASSESSMENT		
414	New suppliers screened using social criteria	"Page 35; Social Accountability Policy; Global Supplier Requirements and Expectations Manual"
CUSTOMER PRIVACY		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 41; No such complaints have been received—no such breach or loss.

Indicator	Brief Description	Location of Information (pages of this report; other documents)
SUSTAINABLE ACCOUNTING STANDARDS BOARD ELECTRICAL & ELECTRONIC EQUIPMENT SUSTAINABILITY ACCOUNTING STANDARD OCTOBER 2018		
RT-EE-130a.1	Energy Management	Page 5, 7, 9-10, 12-13, 35-38, 46; Environmental Sustainability Policy
RT-EE-150a.1	Hazardous Waste Management	Page 5, 7, 9-10, 12-13, 35-36, 40, 46; Environmental Sustainability Policy
RT-EE-150a.2	Number and aggregate quantity of reportable spills	2020 Result: Zero reportable spills
RT-EE-250a.2	Number of recalls issued, total units recalled	2020 Result: Zero recalls issued
RT-EE-440a.1	Description of the management of risks associated with the use of critical materials	Page 35, 46 Regal Beloit Corporation Conflict Minerals Policy
RT-EE-510a.1	Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behavior	Page 21, 42; Regal Code of Business Conduct and Ethics
RT-EE-510a.2	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	2020 Result: Zero monetary losses
RT-EE-510a.3	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	2020 Result: Zero monetary losses



2021 SUSTAINABILITY REPORT
ISSUED SEPTEMBER 2021



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