



Creating a better tomorrow™ ...

Fourth Quarter & Full Year 2025 Earnings

February 5, 2026

Louis Pinkham, Chief Executive Officer

Rob Rehard, Executive Vice President, Chief Financial Officer



All statements in this communication, other than those relating to historical facts, are "forward-looking statements." Forward-looking statements can generally be identified by their use of terms such as "anticipate," "believe," "confident," "estimate," "expect," "intend," "plan," "may," "will," "project," "forecast," "would," "could," "should," and similar expressions, including references to assumptions. Forward-looking statements are not guarantees of future performance and are subject to a number of assumptions, risks and uncertainties, many of which are beyond our control, which could cause actual results to differ materially from such statements. Forward-looking statements include, but are not limited to, statements about expected market or macroeconomic trends, future strategic plans, and future financial and operating results. Important factors that could cause actual results to differ materially from those presented or implied in the forward-looking statements in this communication include, without limitation: the possibility that the Company may be unable to achieve expected benefits, synergies and operating efficiencies in connection with the sale of the Industrial Motors and Generators businesses in 2024, the acquisition of Altra Industrial Motion Corp. in 2023 ("Altra Transaction"), and the merger with the Rexnord Process & Motion Control business in 2021 (the "Rexnord PMC business") within the expected time-frames or at all and to successfully integrate Altra Industrial Motion Corp. ("Altra") and the Rexnord PMC business; the Company's substantial indebtedness as a result of the Altra Transaction and the effects of such indebtedness on the Company's financial flexibility; the Company's ability to achieve its objectives on reducing its indebtedness on the desired timeline; dependence on key suppliers and the potential effects of supply disruptions; fluctuations in commodity prices and raw material costs; any unforeseen changes to or the effects on liabilities, future capital expenditures, revenue, expenses, synergies, indebtedness, financial condition, losses and future prospects; unanticipated operating costs, customer loss and business disruption or the Company's inability to forecast customer needs; the Company's ability to retain key executives and employees and risks associated with the transition and integration of a successor CEO; uncertainties regarding our ability to execute restructuring plans within expected costs and timing or at all; challenges to the tax treatment that was elected with respect to the merger with the Rexnord PMC business and related transactions; actions taken by competitors and our ability to effectively compete in the increasingly competitive global industries and markets; our ability to develop new products based on technological innovation and marketplace acceptance of new and existing products; our ability to keep pace with rapidly evolving technological developments related to advances in artificial intelligence; dependence on significant customers and distributors; risks that customers may make changes and adjustments to their orders which could result in actual revenue recognized being lower or higher than disclosed order values; risks associated with climate change, including unexpected weather events in markets in which we do business, and uncertainty regarding our ability to deliver on our sustainability commitments and/or to meet related investor, customer and other third party expectations relating to our sustainability efforts and rapidly evolving sustainability regulations; changes to and uncertainty in trade policy, including tariffs on imports into the US from Canada, Mexico, China, and other countries, and retaliatory tariffs and import/export restrictions, including Chinese export restrictions on certain rare earth minerals, or other trade restrictions imposed by the US or other governments; risks associated with global manufacturing, including risks associated with public health crises and political, societal or economic instability, including instability caused by ongoing geopolitical conflicts; issues and costs arising from the integration of acquired companies and businesses; prolonged declines in one or more markets, including disruptions caused by labor disputes or other labor activities, natural disasters, terrorism, acts of war, international conflicts, pandemics and political and government actions; risks associated with excess or obsolete inventory charges including related write-offs or write-downs; economic changes in global markets, such as reduced demand for products, currency exchange rates, inflation rates, interest rates, recession, government policies, including policy changes affecting taxation, trade, tariffs, import/export regulations, immigration, customs, border actions and the like, and other external factors that the Company cannot control; product liability, asbestos and other litigation, or claims by end users, government agencies or others that products or customers' applications failed to perform as anticipated; the Company's ability to identify and execute on future mergers and acquisitions ("M&A") opportunities or other strategic; the impact of any such M&A transactions on the Company's results, operations and financial condition, including the impact from costs to execute and finance any such transactions; unanticipated costs or expenses that may be incurred related to product warranty issues; infringement of intellectual property by third parties, challenges to intellectual property, and claims of infringement on third party technologies; risks related to foreign currency fluctuations or changes in global commodity prices or interest rates; effects on earnings of any significant impairment of goodwill; losses from failures, breaches, attacks or disclosures involving information technology infrastructure and data; costs and unanticipated liabilities arising from rapidly evolving laws and regulations, including data privacy laws, labor and employment laws, environmental laws and regulations, and tax laws and regulations, including the One Big Beautiful Bill Act, which was signed on July 4, 2025; risks associated with stock price volatility; and other factors that can be found in our filings with the SEC, including our most recent periodic reports filed on Form 10-K and Form 10-Q, which are available on our Investor Relations website. Forward-looking statements are given only as of the date of this communication and we disclaim any obligation to update or revise any forward-looking statement, whether as a result of new information, future events or otherwise, except as required by law.

In this presentation, we disclose the following non-GAAP financial measures, and we reconcile these measures in the tables below to the most directly comparable GAAP financial measures: adjusted diluted earnings per share, adjusted income from operations, adjusted operating margin, adjusted net sales, net sales excluding Industrial, adjusted gross margin, adjusted gross margin excluding Industrial, net debt, EBITDA, adjusted EBITDA, adjusted EBITDA excluding Industrial, adjusted EBITDA (including synergies), interest coverage ratio, interest coverage ratio (including synergies), adjusted EBITDA margin, adjusted EBITDA margin excluding Industrial, gross debt/adjusted EBITDA, net debt/adjusted EBITDA, net debt/adjusted EBITDA (including synergies), adjusted cash flows from operations, adjusted free cash flow, adjusted income before taxes, adjusted provision for income taxes, and adjusted effective tax rate. We believe that these non-GAAP financial measures are useful measures for providing investors with additional information regarding our results of operations and for helping investors understand and compare our operating results across accounting periods and compared to our peers. Our management primarily uses adjusted income from operations and adjusted operating margin to help us manage and evaluate our business and make operating decisions, while the other non-GAAP measures disclosed are primarily used to help us evaluate our business and forecast our future results. Accordingly, we believe disclosing and reconciling each of these measures helps investors evaluate our business in the same manner as management. This release also includes non-GAAP forward-looking information. The Company believes that a quantitative reconciliation of this forward-looking information to the most comparable financial measure calculated and presented in accordance with GAAP cannot be made available without unreasonable efforts. A reconciliation of this non-GAAP financial measure would require the Company to predict the timing and likelihood of future restructurings and other charges. Neither these forward-looking measures, nor their probable significance, can be quantified with a reasonable degree of accuracy. Accordingly, a reconciliation of the most directly comparable forward-looking GAAP measure is not provided. In addition to these non-GAAP measures, we use the term "organic sales growth" to refer to the increase in our sales between periods that is attributable to organic sales. "Organic sales" refers to GAAP sales from existing operations excluding any sales from acquired businesses recorded prior to the first anniversary of the acquisition and excluding any sales from business divested/to be exited recorded prior to the first anniversary of the exit and excluding the impact of foreign currency translation. The impact of foreign currency translation is determined by translating the respective period's organic sales using the currency exchange rates that were in effect during the prior year periods.



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Opening Comments & Overview

LOUIS PINKHAM, CEO

4Q 2025 Results, 2026 Outlook

ROB REHARD, CFO

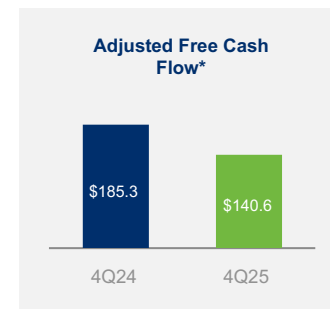
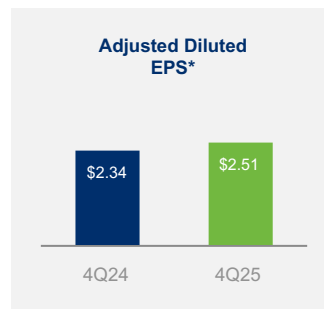
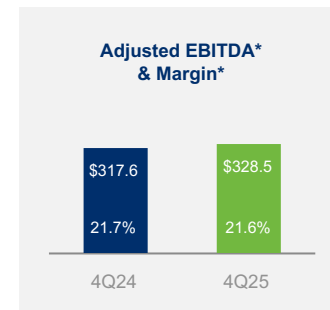
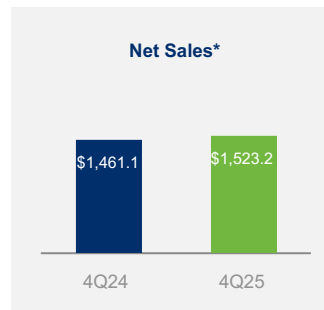
Questions & Answers

Closing Remarks

LOUIS PINKHAM, CEO

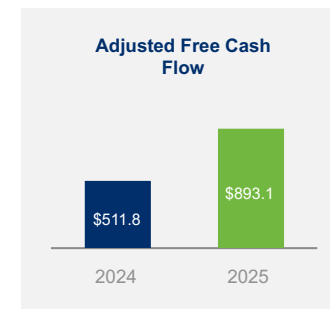
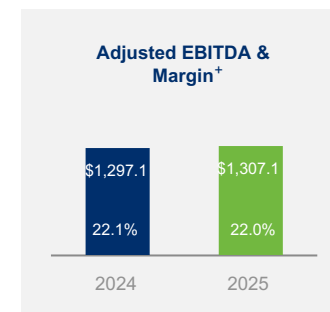
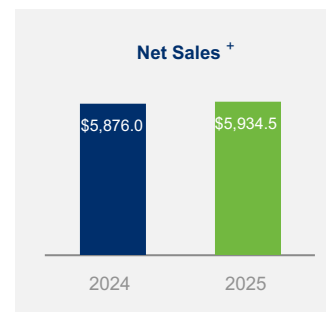


- Daily Orders Up 53.8% Vs. Prior Year
 - Backlog Entering 2026 Up 50.0% Vs. Prior Year
 - Orders Of ~\$735M For Recently Launched E-Pods
 - Orders +2.7% Excluding E-Pods
- Sales Up 2.9% On An Organic Basis*
 - Strength In Data Center, Discrete Automation, Metals & Mining
 - Headwinds In R-HVAC
- Adjusted Gross Margin* Of 37.6%, Up 50 BPS Vs. Prior Year
- Adjusted EBITDA Margin* Of 21.6%
 - Synergy Benefits Of \$7 Million
 - Price Realization & Disciplined Cost Management
 - Headwinds From Tariffs & Mix
- Adjusted EPS* Of \$2.51, Up 7.3% Vs. Prior Year
- Adjusted Free Cash Flow* Of \$140.6 Million
 - Net Debt Leverage Down To 3.1x



* \$ Millions, Except Per Share Data and Percentages; Non-GAAP Financial Measurement, See Appendix for Reconciliation to Corresponding GAAP Measure

- Daily Orders Up 15.5% Vs. Prior Year
- Sales Up 0.8% On An Organic Basis
 - Strength In Aerospace & Defense, Discrete Automation, Energy, Data Center & Commercial HVAC
 - Headwinds In General Industrial & Medical
- Adjusted EBITDA Margin Of 22.0%
 - Synergy Benefits Of \$54 Million
 - Disciplined Price & Cost Management
 - Unfavorable Tariff & Rare Earth Impacts
 - Mix Headwinds
- Adjusted EPS Of \$9.65, Up 5.8% Vs. Prior Year
- Adjusted Free Cash Flow Of \$893.1 Million Including Impact Of ARS
 - Paid Down \$709.4 Million Of Gross Debt
 - Ended 2025 At 3.1x Net Debt Leverage



\$ Millions, Except Per Share Data and Percentages

⁺ Excluding Industrial Systems

4Q ORDER METRICS

- **Orders Value:** ~\$735M
- **Scope:** Multiple data center projects
- **Shipment Timing:** Expected throughout 2027

WHY WE WON

- 50-year track record of quality and performance in power management
- Ability to customize
- Strong supply chain relationships
- High service levels (on-time delivery, lead times) ... at high volumes
- Investments in new products & expanded capacity
- Scale & scope of Regal Rexnord



Third Party Content includes: Enclosure, UPS, Auxiliary Content

Key Growth Verticals

Secular NPD Examples



Data Center

- Full E-Pod Modular Solutions ☆
- COPRA™ & FFU Air Moving Solutions



Aerospace

- Electro-Mechanical (EM) Actuation Solutions ☆



Discrete Automation

- Kollmorgen Essentials Servo Motor & Drive Solutions ☆



Robotics

- Joint Actuation Solutions ☆
- 7th Axis Cobot Transfer Unit

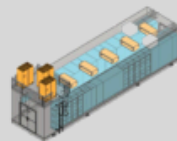


Medical

- Micro-Powertrains For In Vitro Diagnostics
- High-Speed Precision Motion For CT / MRI

☆ Select Highlights

E-Pods: ~\$735M in orders enabled by solution NPD for data centers



EM Actuation: EM Actuation for eVTOLs via partnership with HON. Well positioned in market (potential for 600 in service by 2030¹) at \$220K ship set potential per eVTOL



Kollmorgen Essentials: NPD in automation allows entry into high-mid premium segment, with +\$50M sales opportunity by 2028



Robotic Actuation: +\$200M funnel size across Humanoid, Cobot, and Surgical. Experiencing DD robotics revenue growth since 2023



Observing Early Returns On Focused Solution Strategy – With More Opportunities In Progress

¹<https://aviationweek.com/aerospace/advanced-air-mobility/new-aviation-week-aam-forecast-sees-600-evtols-service-2030>



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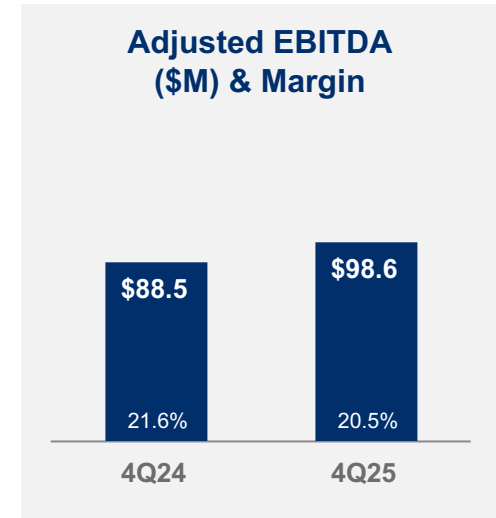
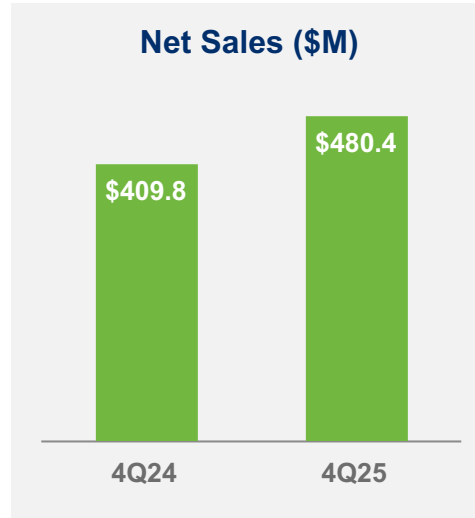
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Sales

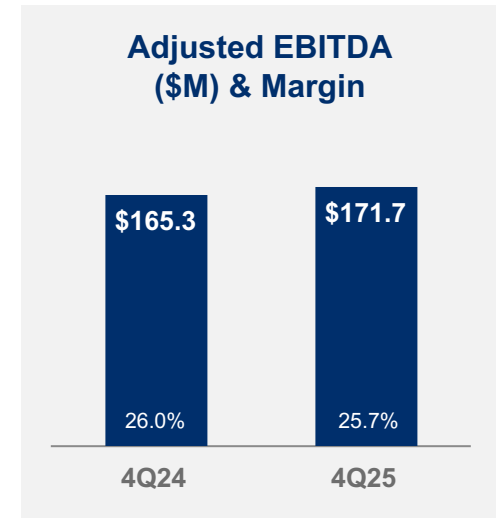
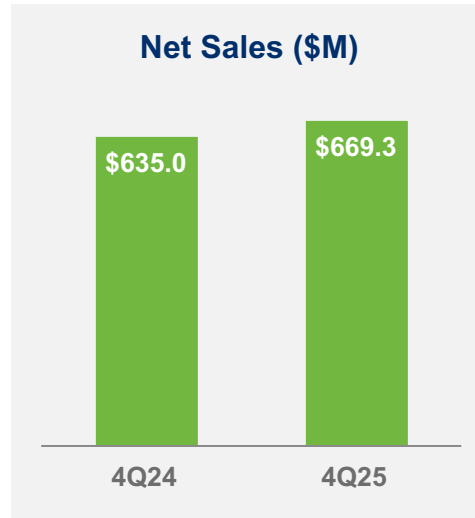
- **Net Sales Up 17.2%**
- **Organic Sales Up 15.2%**
- **Key Drivers**
 - Data Center (+)
 - Aerospace & Defense (+)
 - Discrete Automation (+)



Strong Organic Growth Plus Orders Up 190%, Up 19% Ex-E-Pods

Sales

- **Net Sales Up 5.4%**
- **Organic Sales Up 3.7%**
- **Key Drivers**
 - o Metals & Mining (+)
 - o Energy (+)

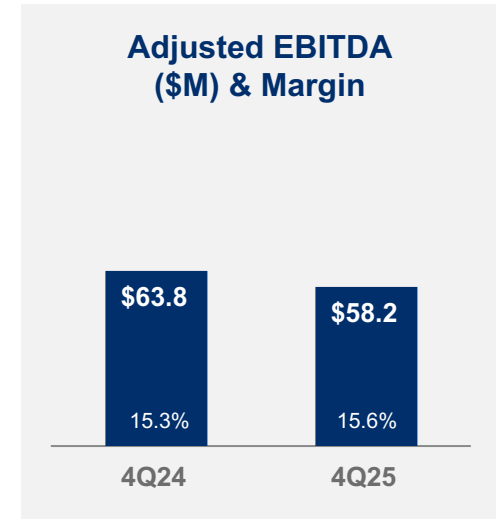
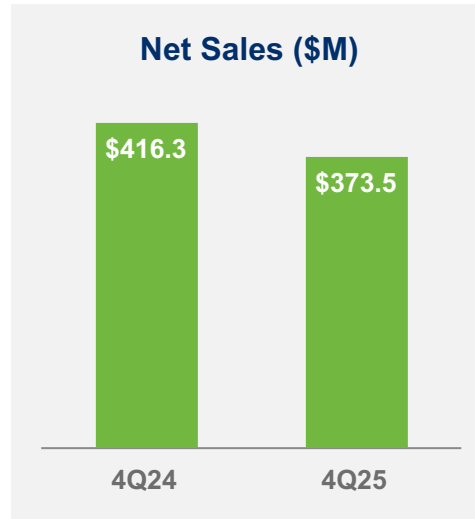


RegalRexnord *Executing On Growth Strategy Despite Sluggish Markets; Backlog +6% Versus PY*

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Sales

- Net Sales Down 10.3%
- Organic Sales Down 10.7%
- Key Drivers
 - R-HVAC (-)
 - C-HVAC (+)



Strong Margins Despite A Weak Residential HVAC Market

2026 Mid-Point Guidance (As of Feb. 5, 2026)

	2025 (Actual)	2026E (Mid-Point)
(\$M, except as noted)		
Sales (\$B)	\$5.93	~\$6.10
<i>Growth (Y/Y)</i>	~1%	~3%
Adj. EBITDA Margin	22.0%	~22.5%
Depreciation	\$154	~\$162
Amortization	\$346	~\$345
Net Interest*	\$335	~\$304
Minority Interest	\$1	~\$1
Diluted Shares (M)	66.6	~66.6
Adj. ETR	21.4%	~22.5%
Adj. EPS (\$)	\$9.65	~\$10.60
<i>Adj. EPS Range</i>		<i>\$10.20-\$11.00</i>

2026 Sales Growth Framework

Data Center Projects	1.0-1.5%
Pricing (Largely Tariff-Related)	~1.5%
Volume Ex. Data Center, Net	~Flat
Enterprise Growth	~3%

- Adj. EBITDA Margin: Up ~50bps Vs. Prior Year, Primarily On Improving Tariff Price/Cost, Net Of Growth investments.
- Free Cash Flow: ~\$650 Million, Aided By EBITDA Growth, Net Of Working Capital Investments.
- Tariffs: Unmitigated Annual Impact Now ~\$155M. Continue To Expect Dollar Cost Neutrality In 1H 2026 & Margin Neutrality By EOY 2026.

* Non-GAAP Financial Measurement. Net interest includes charges related to accounts receivables securitization facility. See Appendix for Reconciliation to Corresponding GAAP Measure.

Mid-Point Reflects ~10% Adjusted EPS Growth In 2026

Segment	1Q 2026		FY 2026		Comments
	Sales (\$M)	Adj. EBITDA Margin	Sales (Y/Y)	Adj. EBITDA Margin	
AMC	\$410 - \$430	20.0% - 21.0%	+MSD	20.0% - 22.0%	<ul style="list-style-type: none"> - Sales improve sequentially as year progresses - Mix & tariffs limit margin recovery; 2H stronger on improved tariff price/cost
IPS	\$620 - \$645	25.0% - 26.0%	+LSD	26.5% - 27.5%	<ul style="list-style-type: none"> - Modest outgrowth in sluggish industrial markets - Tariff price/cost benefits margins in 2H
PES	\$360 - \$385	13.0% - 14.0%	~Flat	16.5% - 17.5%	<ul style="list-style-type: none"> - Pressue in 1H tied to R-HVAC - Tariff price/cost benefits margins in 2H



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ADJUSTED DILUTED EARNINGS PER SHARE

Unaudited

	Three Months Ended		Year Ended	
	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024
GAAP Diluted Earnings Per Share	\$ 0.95	\$ 0.62	\$ 4.20	\$ 2.94
Intangible Amortization	0.98	0.98	3.93	3.92
Share-Based Compensation Expense	0.11	0.11	0.50	0.45
Restructuring and Related Costs ^(a)	0.09	0.44	0.54	1.05
CEO Transition Costs	0.08	—	0.08	—
Transaction and Integration Related Costs ^(b)	0.07	0.14	0.28	0.38
Loss on Sale of Business ^(c)	0.05	0.06	0.05	0.13
Loss (Gain) on Sale of Assets	0.04	(0.02)	(0.03)	(0.03)
Operating Lease Asset Step Up	—	—	0.01	0.01
Accounts Receivable Securitization Transaction Costs	—	—	0.01	—
Impairments and Exit Related Costs	—	0.03	—	0.04
Discrete Tax Items	0.14	(0.02)	0.08	0.23
Adjusted Diluted Earnings Per Share	<u>2.51</u>	<u>2.34</u>	<u>9.65</u>	<u>9.12</u>

(a) Relates to costs associated with actions taken for employee reductions, facility consolidations and site closures, product line exits and other asset charges.

(b) For 2025, primarily relates to (1) integration costs associated with the Altra Transaction and (2) IT carve-out costs for the three months ended March 31, 2025 associated with the sale of the industrial motors and generators businesses. For 2024, primarily relates to (1) legal, professional service and integration costs associated with the Altra Transaction and (2) legal, professional service, rebranding and IT carve-out costs associated with the sale of the industrial motors and generators businesses.

(c) Primarily related to the sale of the industrial motors and generators businesses.

2026 ADJUSTED ANNUAL GUIDANCE

Unaudited

	<u>Minimum</u>	<u>Maximum</u>
GAAP Diluted Earnings Per Share	\$ 5.29	\$ 6.09
Intangible Amortization	3.92	3.92
Share-Based Compensation Expense	0.46	0.46
Restructuring and Related Costs ^(a)	0.32	0.32
Transaction and Integration Related Costs ^(b)	0.21	0.21
Adjusted Diluted Earnings Per Share	<u>\$ 10.20</u>	<u>\$ 11.00</u>

(a) Relates to costs associated with actions taken for employee reductions, facility consolidations and site closures, product line exits and other asset charges.

(b) Primarily relates to integration costs associated with the Altra Transaction.

2026 NET INCOME TO ADJUSTED EBITDA ANNUAL GUIDANCE

Unaudited

(Dollars in Millions)

	Total Regal Rexnord	
	Minimum	Maximum
Net Income	\$ 352	\$ 406
Plus: Income Taxes	90	106
Plus: Interest Expense	314	314
Less: Interest Income	(25)	(25)
Plus: Depreciation	162	162
Plus: Amortization	345	345
EBITDA	\$ 1,238	\$ 1,308
Plus: Share-Based Compensation Expense	40	40
Plus: Restructuring and Related Costs ^(a)	27	27
Plus: Transaction and Integration Related Costs ^(b)	17	17
Plus: Loss on Sale of Accounts Receivable ^(c)	15	15
Adjusted EBITDA	\$ 1,337	\$ 1,407

(a) Relates to costs associated with actions taken for employee reductions, facility consolidations and site closures, product line exits and other asset charges.

(b) Primarily relates to integration costs associated with the Altra Transaction

(c) Represents charges associated with the Securitization Facility.

ORGANIC SALES GROWTH

Unaudited

(Dollars in Millions)

	Three Months Ended			
	Automation & Motion Control	Industrial Powertrain Solutions	Power and Efficiency Solutions	Total Regal Rexnord
Net Sales Three Months Ended Dec 31, 2025	\$ 480.4	\$ 669.3	\$ 373.5	\$ 1,523.2
Impact from Foreign Currency Exchange Rates	(8.2)	(11.5)	(3.3)	(23.0)
Organic Sales Three Months Ended Dec 31, 2025	<u>\$ 472.2</u>	<u>\$ 657.8</u>	<u>\$ 370.2</u>	<u>\$ 1,500.2</u>
Net Sales Three Months Ended Dec 31, 2024	\$ 409.8	\$ 635.0	\$ 416.3	\$ 1,461.1
Net Sales from Businesses Divested	—	(0.8)	(1.8)	(2.6)
Adjusted Net Sales* Three Months Ended Dec 31, 2024	<u>\$ 409.8</u>	<u>\$ 634.2</u>	<u>\$ 414.5</u>	<u>\$ 1,458.5</u>
Three Months Ended Dec 31, 2025 Net Sales Growth %	17.2 %	5.4 %	(10.3)%	4.3 %
Three Months Ended Dec 31, 2025 Foreign Currency Impact %	2.0 %	1.8 %	0.8 %	1.6 %
Three Months Ended Dec 31, 2025 Divestitures %	— %	(0.1)%	(0.4)%	(0.2)%
Three Months Ended Dec 31, 2025 Organic Sales Growth %	15.2 %	3.7 %	(10.7)%	2.9 %

ORGANIC SALES GROWTH

Unaudited

(Dollars in Millions)

	Year Ended				
	Automation & Motion Control	Industrial Powertrain Solutions	Power and Efficiency Solutions	Industrial Systems	Total Regal Rexnord
Net Sales Year Ended Dec 31, 2025	\$ 1,689.8	\$ 2,594.1	\$ 1,650.6	\$ —	\$ 5,934.5
Impact from Foreign Currency Exchange Rates	(10.2)	(14.4)	(3.1)	—	(27.7)
Organic Sales Year Ended Dec 31, 2025	<u>\$ 1,679.6</u>	<u>\$ 2,579.7</u>	<u>\$ 1,647.5</u>	<u>\$ —</u>	<u>\$ 5,906.8</u>
Net Sales Year Ended Dec 31, 2024	\$ 1,633.8	\$ 2,598.1	\$ 1,644.1	\$ 157.8	\$ 6,033.8
Net Sales from Businesses Divested	—	(0.8)	(13.3)	(157.8)	(171.9)
Adjusted Net Sales Year Ended Dec 31, 2024	<u>\$ 1,633.8</u>	<u>\$ 2,597.3</u>	<u>\$ 1,630.8</u>	<u>\$ —</u>	<u>\$ 5,861.9</u>
Year Ended Dec 31, 2025 Net Sales Growth %	3.4 %	(0.2)%	0.4 %	(100.0)%	(1.6)%
Year Ended Dec 31, 2025 Foreign Currency Impact %	0.6 %	0.5 %	0.2 %	— %	0.4 %
Year Ended Dec 31, 2025 Divestitures %	— %	— %	(0.8)%	(100.0)%	(2.8)%
Year Ended Dec 31, 2025 Organic Sales Growth %	2.8 %	(0.7)%	1.0 %	— %	0.8 %

ADJUSTED EBITDA

Unaudited

(Dollars in Millions)

	Three Months Ended							
	Automation & Motion Control		Industrial Powertrain Solutions		Power and Efficiency Solutions		Total Regal Rexnord	
	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024
GAAP Income from Operations	\$ 45.7	\$ 31.4	\$ 77.3	\$ 66.3	\$ 41.5	\$ 30.4	\$ 164.5	\$ 128.1
Restructuring and Related Costs ^(a)	0.3	3.0	5.6	20.2	1.2	14.6	7.1	37.8
Transaction and Integration Related Costs ^(b)	0.9	2.2	3.9	6.8	0.9	3.5	5.7	12.5
Loss on Sale of Accounts Receivable ^(c)	0.9	—	2.0	—	1.6	—	4.5	—
CEO Transition Costs	2.0	—	3.1	—	1.9	—	7.0	—
Operating Lease Asset Step Up	—	—	0.2	—	—	—	0.2	—
Impairments and Exit Related Costs	—	0.7	—	0.9	—	0.9	—	2.5
Loss on Sale of Businesses	—	1.1	4.5	1.7	—	1.4	4.5	4.2
(Gain) Loss on Sale of Assets	(0.1)	(0.8)	4.3	(1.2)	(0.6)	(0.3)	3.6	(2.3)
Adjusted Income from Operations*	\$ 49.7	\$ 37.6	\$ 100.9	\$ 94.7	\$ 46.5	\$ 50.5	\$ 197.1	\$ 182.8
Amortization	34.6	34.6	51.1	50.4	0.9	1.5	86.6	86.5
Depreciation	11.4	12.0	16.5	19.5	9.1	9.6	37.0	41.1
Share-Based Compensation Expense	2.9	4.1	3.4	1.6	1.9	2.2	8.2	7.9
Other Income (Expense), Net	—	0.2	(0.2)	(0.9)	(0.2)	—	(0.4)	(0.7)
Adjusted EBITDA	\$ 98.6	\$ 88.5	\$ 171.7	\$ 165.3	\$ 58.2	\$ 63.8	\$ 328.5	\$ 317.6
GAAP Operating Margin %	9.5 %	7.7 %	11.5 %	10.4 %	11.1 %	7.3 %	10.8 %	8.8 %
Adjusted Operating Margin* %	10.3 %	9.2 %	15.1 %	14.9 %	12.4 %	12.1 %	12.9 %	12.5 %
Adjusted EBITDA Margin %	20.5 %	21.6 %	25.7 %	26.0 %	15.6 %	15.3 %	21.6 %	21.7 %

(a) Relates to costs associated with actions taken for employee reductions, facility consolidations and site closures, product line exits and other asset charges.

(b) For 2025, primarily relates to integration costs associated with the Altra Transaction. For 2024, primarily relates to (1) legal, professional service and integration costs associated with the Altra Transaction and (2) legal, professional service, rebranding and IT carve-out costs associated with the sale of the industrial motors and generators businesses.

(c) Represents charges associated with the Securitization Facility.

ADJUSTED EBITDA

Unaudited

(Dollars in Millions)

	Year Ended									
	Automation & Motion Control		Industrial Powertrain Solutions		Power and Efficiency Solutions		Industrial Systems		Total Regal Rexnord	
	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024
GAAP Income from Operations	\$ 133.9	\$ 144.4	\$ 337.5	\$ 322.7	\$ 209.4	\$ 162.6	\$ —	\$ 0.3	\$ 680.8	\$ 630.0
Restructuring and Related Costs ^(a)	5.8	14.8	35.9	40.5	5.2	33.2	—	3.1	46.9	91.6
Transaction and Integration Related Costs ^(b)	4.9	4.5	15.9	19.3	4.2	6.5	—	3.4	25.0	33.7
Loss on Sale of Accounts Receivable ^(c)	1.9	—	4.2	—	3.3	—	—	—	9.4	—
Accounts Receivable Securitization Transaction Costs	0.3	—	0.5	—	0.3	—	—	—	1.1	—
CEO Transition Costs	2.0	—	3.1	—	1.9	—	—	—	7.0	—
Operating Lease Asset Step Up	—	—	0.8	0.9	—	—	—	—	0.8	0.9
Impairments and Exit Related Costs	—	1.8	—	1.1	—	1.1	—	—	—	4.0
Loss on Sale of Businesses ^(d)	—	1.1	4.5	1.7	—	1.4	—	4.3	4.5	8.5
Gain on Sale of Assets	(0.3)	(1.6)	(1.7)	(1.2)	(0.6)	(0.3)	—	—	(2.6)	(3.1)
Adjusted Income from Operations	<u>\$ 148.5</u>	<u>\$ 165.0</u>	<u>\$ 400.7</u>	<u>\$ 385.0</u>	<u>\$ 223.7</u>	<u>\$ 204.5</u>	<u>\$ —</u>	<u>\$ 11.1</u>	<u>\$ 772.9</u>	<u>\$ 765.6</u>
Amortization	137.6	137.1	202.7	201.5	5.8	7.7	—	0.2	346.1	346.5
Depreciation	48.7	47.2	68.9	79.1	36.0	37.7	—	0.4	153.6	164.4
Share-Based Compensation Expense	13.2	11.4	15.7	14.2	8.4	7.8	—	1.4	37.3	34.8
Other Income (Expense), Net	(0.1)	0.1	(1.5)	(1.1)	(1.2)	(0.1)	—	—	(2.8)	(1.1)
Adjusted EBITDA ^(e)	<u>\$ 347.9</u>	<u>\$ 360.8</u>	<u>\$ 686.5</u>	<u>\$ 678.7</u>	<u>\$ 272.7</u>	<u>\$ 257.6</u>	<u>\$ —</u>	<u>\$ 13.1</u>	<u>\$ 1,307.1</u>	<u>\$ 1,310.2</u>
GAAP Operating Margin %	7.9 %	8.8 %	13.0 %	12.4 %	12.7 %	9.9 %	— %	0.2 %	11.5 %	10.4 %
Adjusted Operating Margin %	8.8 %	10.1 %	15.4 %	14.8 %	13.6 %	12.4 %	— %	7.0 %	13.0 %	12.8 %
Adjusted EBITDA Margin %	20.6 %	22.1 %	26.5 %	26.1 %	16.5 %	15.7 %	— %	8.3 %	22.0 %	21.7 %

(a) Relates to costs associated with actions taken for employee reductions, facility consolidations and site closures, product line exits and other asset charges.

(b) For 2025, primarily relates to (1) integration costs associated with the Altra Transaction and (2) IT carve-out costs for the three months ended March 31, 2025 associated with the sale of the industrial motors and generators businesses. For 2024, primarily relates to (1) legal, professional service and integration costs associated with the Altra Transaction and (2) legal, professional service, rebranding and IT carve-out costs associated with the sale of the industrial motors and generators businesses.

(c) Represents charges associated with the Securitization Facility.

(d) Primarily related to the sale of the industrial motors and generators businesses.

(e) Adjusted EBITDA and Adjusted EBITDA Margin % Excluding Industrial for the twelve months ended December 2024 is calculated as follows:

	December 31, 2024
Total Regal Rexnord Adjusted EBITDA	1,310.2
Less: Industrial Systems Adjusted EBITDA	13.1
Adjusted EBITDA excluding Industrial Systems	<u>1,297.1</u>

Total Regal Rexnord Net Sales	6,033.8
Less: Industrial Systems Net Sales	157.8
Net Sales excluding Industrial Systems	<u>5,876.0</u>

Adjusted EBITDA Margin % excluding Industrial Systems

22.1 %

ADJUSTED GROSS MARGIN

Unaudited

(Dollars in Millions)

	Three Months Ended							
	Automation & Motion Control		Industrial Powertrain Solutions		Power and Efficiency Solutions		Total Regal Rexnord	
	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024
Gross Margin	\$ 177.5	\$ 156.0	\$ 281.5	\$ 248.2	\$ 112.2	\$ 106.4	\$ 571.2	\$ 510.6
Restructuring and Related Costs ^(a)	—	1.6	1.3	14.3	0.6	15.2	1.9	31.1
Operating Lease Asset Step Up	—	—	0.2	—	—	—	0.2	—
Adjusted Gross Margin*	<u>\$ 177.5</u>	<u>\$ 157.6</u>	<u>\$ 283.0</u>	<u>\$ 262.5</u>	<u>\$ 112.8</u>	<u>\$ 121.6</u>	<u>\$ 573.3</u>	<u>\$ 541.7</u>
Gross Margin %	36.9 %	38.1 %	42.1 %	39.1 %	30.0 %	25.6 %	37.5 %	34.9 %
Adjusted Gross Margin %	36.9 %	38.5 %	42.3 %	41.3 %	30.2 %	29.2 %	37.6 %	37.1 %

(a) Relates to costs associated with actions taken for employee reductions, facility consolidations and site closures, product line exits and other asset charges.

ADJUSTED GROSS MARGIN

Unaudited

(Dollars in Millions)

	Year Ended									
	Automation & Motion Control		Industrial Powertrain Solutions		Power and Efficiency Solutions		Industrial Systems		Total Regal Rexnord	
	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024
Gross Margin	\$ 638.9	\$ 641.6	\$1,093.4	\$1,051.5	\$ 485.5	\$ 458.7	\$ —	\$ 39.2	\$2,217.8	\$2,191.0
Restructuring and Related Costs ^(a)	3.7	7.3	19.4	26.1	3.7	32.1	—	1.1	26.8	66.6
Operating Lease Asset Step Up	—	—	0.8	0.9	—	—	—	—	0.8	0.9
Adjusted Gross Margin	<u>\$ 642.6</u>	<u>\$ 648.9</u>	<u>\$1,113.6</u>	<u>\$1,078.5</u>	<u>\$ 489.2</u>	<u>\$ 490.8</u>	<u>\$ —</u>	<u>\$ 40.3</u>	<u>\$2,245.4</u>	<u>\$2,258.5</u>
Gross Margin %	37.8 %	39.3 %	42.1 %	40.5 %	29.4 %	27.9 %	— %	24.8 %	37.4 %	36.3 %
Adjusted Gross Margin % ^(b)	38.0 %	39.7 %	42.9 %	41.5 %	29.6 %	29.9 %	— %	25.5 %	37.8 %	37.4 %
(a)	Relates to costs associated with actions taken for employee reductions, facility consolidations and site closures, product line exits and other asset charges.									
(b)	The following table reflects Adjusted Gross Margin of the Company for the twelve months ended December 31, 2024 Excluding Industrial:									
			<u>Dec 31, 2024</u>							
Total Regal Rexnord Adjusted Gross Margin			2,258.5							
Less: Industrial Systems Adjusted Gross Margin			<u>40.3</u>							
Adjusted Gross Margin excluding Industrial Systems			<u>2,218.2</u>							
Total Regal Rexnord Net Sales			6,033.8							
Less: Industrial Systems Net Sales			<u>157.8</u>							
Net Sales excluding Industrial Systems			<u>5,876.0</u>							
Adjusted Gross Margin % excluding Industrial Systems			37.8 %							

NET INCOME TO ADJUSTED EBITDA

Unaudited

(Dollars in Millions)

	Three Months Ended		Year Ended	
	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024
Net Income	\$ 63.8	\$ 42.0	\$ 280.8	\$ 198.4
Plus: Income Taxes	22.7	(3.6)	71.7	49.6
Plus: Interest Expense	86.7	94.6	349.2	399.7
Less: Interest Income	(9.1)	(5.6)	(23.7)	(18.8)
Plus: Depreciation	37.0	41.1	153.6	164.4
Plus: Amortization	86.6	86.5	346.1	346.5
EBITDA	\$ 287.7	\$ 255.0	\$ 1,177.7	\$ 1,139.8
Plus: Restructuring and Related Costs ^(a)	7.1	37.8	46.9	91.6
Plus: Share-Based Compensation Expense	8.2	7.9	37.3	34.8
Plus: Transaction and Integration Related Costs ^(b)	5.7	12.5	25.0	33.7
Plus: Loss on Sale of Accounts Receivable ^(c)	4.5	—	9.4	—
Plus: Accounts Receivable Securitization Transaction Costs	—	—	1.1	—
Plus: CEO Transition Costs	7.0	—	7.0	—
Plus: Operating Lease Asset Step Up	0.2	—	0.8	0.9
Plus: Impairments and Exit Related Costs	—	2.5	—	4.0
Plus: Loss on Sale of Businesses ^(d)	4.5	4.2	4.5	8.5
Plus: Loss (Gain) on Sale of Assets	3.6	(2.3)	(2.6)	(3.1)
Adjusted EBITDA	\$ 328.5	\$ 317.6	\$ 1,307.1	\$ 1,310.2

(a) Relates to costs associated with actions taken for employee reductions, facility consolidations and site closures, product line exits and other asset charges.

(b) For 2025, primarily relates to (1) integration costs associated with the Altra Transaction and (2) IT carve-out costs for the three months ended March 31, 2025 associated with the sale of the industrial motors and generators businesses. For 2024, primarily relates to (1) legal, professional service and integration costs associated with the Altra Transaction and (2) legal, professional service, rebranding and IT carve-out costs associated with the sale of the industrial motors and generators businesses.

(c) Represents charges associated with the Securitization Facility.

(d) Primarily related to the sale of the industrial motors and generators businesses.

DEBT TO EBITDA

Unaudited

(Dollars in Millions)

	<u>Last Twelve Months</u>
	<u>Dec 31, 2025</u>
Net Income	\$ 280.8
Plus: Income Taxes	71.7
Plus: Interest Expense	349.2
Less: Interest Income	(23.7)
Plus: Depreciation	153.6
Plus: Amortization	346.1
EBITDA	\$ 1,177.7
Plus: Restructuring and Related Costs ^(a)	46.9
Plus: Share-Based Compensation Expense	37.3
Plus: Transaction and Integration Related Costs ^(b)	25.0
Plus: Loss on Sale of Businesses	4.5
Plus: Loss on Sale of Accounts Receivable ^(c)	9.4
Plus: Accounts Receivable Securitization Transaction Costs	1.1
Plus: CEO Transition Costs	7.0
Plus: Operating Lease Asset Step Up	0.8
Less: Gain on Sale of Assets	(2.6)
Adjusted EBITDA ^(d)	\$ 1,307.1
Current Maturities of Long-Term Debt	24.1
Long-Term Debt	4,764.6
Total Gross Debt	\$ 4,788.7
Cash and Cash Equivalents	(521.7)
Net Debt	\$ 4,267.0
Gross Debt/Adjusted EBITDA*	3.66
Net Debt/Adjusted EBITDA* ^(d)	3.26
Interest Coverage Ratio* ^{(d)(e)}	4.02

- (a) Relates to costs associated with actions taken for employee reductions, facility consolidations and site closures, product line exits and other asset charges.
- (b) Primarily relates to (1) integration costs associated with the Altra Transaction and (2) IT carve-out costs for the three months ended March 31, 2025 associated with the sale of the industrial motors and generators businesses.
- (c) Represents charges associated with the Securitization Facility.
- (d) Synergies expected to be realized in the future are included in the calculation of EBITDA that serves as the basis for financial covenant compliance for certain of the Company's debt. The impact of the synergies the Company expects to realize within 18 months is as follows:

Adjusted EBITDA	\$ 1,307.1
Synergies to be Realized Within 18 Months	50.0
Adjusted EBITDA (including synergies)*	<u>\$ 1,357.1</u>
Net Debt/Adjusted EBITDA (including synergies)*	3.14
Interest Expense	\$ 349.2
Interest Income	(23.7)
Net Interest Expense	<u>\$ 325.5</u>

- Interest Coverage Ratio (including synergies)*⁽¹⁾ 4.17
- (1) Computed as Adjusted EBITDA (including synergies)/Net Interest Expense

- (e) Computed as Adjusted EBITDA/Net Interest Expense

ADJUSTED FREE CASH FLOW

Unaudited

(Dollars in Millions)

	Three Months Ended		Year Ended	
	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024
Net Cash Provided by Operating Activities	167.8	213.2	990.8	609.4
Payments for Certain Costs to Sell Businesses (Net of Tax of \$1.7 Million in 2024) ^(a)	—	1.4	—	11.9
Adjusted Cash Flows from Operations	167.8	214.6	990.8	621.3
Additions to Property Plant and Equipment	(27.2)	(29.3)	(97.7)	(109.5)
Adjusted Free Cash Flow	<u>\$ 140.6</u>	<u>\$ 185.3</u>	<u>\$ 893.1</u>	<u>\$ 511.8</u>

(a) Reflects the payment of Regal Rexnord's advisor success fees and income taxes paid related to the sale of the industrial motors and generators businesses.

ADJUSTED EFFECTIVE TAX RATE*

Unaudited

(Dollars in Millions)

	Three Months Ended		Year Ended	
	Dec 31, 2025	Dec 31, 2024	Dec 31, 2025	Dec 31, 2024
Income before Taxes	\$ 86.5	\$ 38.4	\$ 352.5	\$ 248.0
Provision (Benefit) for Income Taxes	22.7	(3.6)	71.7	49.6
Effective Tax Rate	26.2 %	(9.4)%	20.3 %	20.0 %
Income before Taxes	86.5	38.4	352.5	248.0
Intangible Amortization	86.6	86.5	346.1	346.5
Restructuring and Related Costs ^(a)	7.1	37.8	46.9	91.6
Share-Based Compensation Expense	8.2	7.9	37.3	34.8
Transaction and Integration Related Costs ^(b)	5.7	12.5	25.0	33.7
Accounts Receivable Securitization Transaction Costs	—	—	1.1	—
CEO Transition Costs	7.0	—	7.0	—
Operating Lease Asset Step Up	0.2	—	0.8	0.9
Impairments and Exit Related Costs	—	2.5	—	4.0
Loss on Sale of Businesses ^(c)	4.5	4.2	4.5	8.5
Loss (Gain) on Sale of Assets	3.6	(2.3)	(2.6)	(3.1)
Adjusted Income before Taxes*	\$ 209.4	\$ 187.5	\$ 818.6	\$ 764.9
Provision (Benefit) for Income Taxes	\$ 22.7	\$ (3.6)	\$ 71.7	\$ 49.6
Tax Effect of Intangible Amortization	21.1	21.5	84.4	84.7
Tax Effect of Restructuring and Related Costs	1.5	8.7	11.0	21.9
Tax Effect of Share-Based Compensation Expense	0.7	0.2	4.2	4.8
Tax Effect of Transaction and Integration Related Costs	1.2	3.1	5.9	8.1
Tax Effect of Accounts Receivable Securitization Transaction Costs	—	—	0.3	—
Tax Effect of CEO Transition Costs	1.7	—	1.7	—
Tax Effect of Operating Lease Asset Step Up	0.1	—	0.2	0.2
Tax Effect of Impairments and Exit Related Costs	—	0.6	—	1.0
Tax Effect of Loss on Sale of Businesses	1.3	—	1.3	—
Tax Effect of Loss (Gain) on Sale of Assets	0.9	(0.6)	(0.6)	(0.8)
Discrete Tax Items	(9.4)	1.0	(5.2)	(15.3)
Adjusted Provision for Income Taxes*	\$ 41.8	\$ 30.9	\$ 174.9	\$ 154.2
Adjusted Effective Tax Rate*	20.0 %	16.5 %	21.4 %	20.2 %

(a) Relates to costs associated with actions taken for employee reductions, facility consolidations and site closures, product line exits and other asset charges.

(b) For 2025, primarily relates to (1) integration costs associated with the Altra Transaction and (2) IT carve-out costs for the three months ended March 31, 2025 associated with the sale of the industrial motors and generators businesses. For 2024, primarily relates to (1) legal, professional service and integration costs associated with the Altra Transaction and (2) legal, professional service, rebranding and IT carve-out costs associated with the sale of the industrial motors and generators businesses.

(c) Primarily related to the sale of the industrial motors and generators businesses.

*Non-GAAP Financial Measurement.

Net Interest

Unaudited

(Dollars in Millions)

	<u>December 31, 2025</u>	<u>December 31, 2026 (Annual Guidance)</u>
Interest Expense	\$ 349.2	\$ 314
Interest Income	(23.7)	(25)
Charges Related to Accounts Receivable Securitization Facility*	<u>9.4</u>	<u>15</u>
Net Interest	<u>\$ 334.9</u>	<u>\$ 304</u>

*Presented in Operating Expenses