

**We Create a
Better Tomorrow**
with Sustainable Solutions that
Power, Transmit, and Control Motion.™

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CEO Letter

2024 marked a notable milestone in the transformation of Regal Rexnord. The disposition of our Industrial Systems business was the last in a series of intentional actions to create a highly differentiated and faster-growing portfolio. With our go-forward portfolio now in place, we operate with leading scale and scope in the industrial power transmission market, are a meaningful player in industrial automation, and remain a market and technology leader in our premium efficiency electric motors and air moving solutions business.

Our business purpose is to Create a Better Tomorrow with Sustainable Solutions that Power, Transmit, & Control Motion. Our Power Efficiency Solutions segment sells a portfolio of high efficiency electric motors that power motion. The Industrial Powertrain Solutions segment sells highly-engineered power transmission components and systems that reliably transmit motion from a power source to a variety of applications. And our Automation & Motion Control segment sells high-performance servo motors, drives, and actuators that control motion – with exceptional precision, consistency, efficiency, and durability – in applications ranging from factory robots to surgical tools.

Helping our customers, our communities, and our planet by providing sustainable products remains core to how and why we operate. It is integrated into our strategy and embedded in our purpose. In this context, we were extremely pleased to see our progress and contributions around sustainability recognized externally, most recently by Barron's, which ranked Regal Rexnord 36th on its 2025 list of the 100 most sustainable U.S. companies. This is the second year in a row that Regal Rexnord ranked highly in the annual Barron's assessment.

This year's report reaffirms and expands on our sustainability strategy and provides updates on the progress we have made advancing our related strategic goals. I am pleased to share a few highlights.

We continue to make meaningful progress towards our goal of achieving carbon neutrality by 2032. In 2024, we reduced our Scope 1 and 2 greenhouse gas emission intensity by 9.8% (13.0% on an absolute basis). Since our baseline year of 2022, we have reduced our absolute Scope 1 and 2 emissions by a total of 26.1%. This progress keeps us on track to achieve our goal and demonstrates Regal Rexnord's continued efforts to reduce emissions through controllable levers.

We are well positioned to help our customers meet their sustainability goals. Approximately 60% of our product offerings either directly or indirectly support making our end users' applications more environmentally friendly.

We have a strong and inclusive culture. Over 80% of our more than 30,000 associates participated in our now bi-annual associate engagement survey. We are proud of the results, which have consistently trended above the manufacturing norm.

Safety is always our top priority. We are an industry leader with a Total Recordable Incident Rate of 0.55, demonstrating our priority of ensuring that every associate goes home at the end of the day the same way that they went to work.

We care about our communities. Our associates are committed to making a positive impact in the communities where they work and live through dedicating their time and energy to a variety of causes and community service organizations. This report provides examples of how Regal Rexnord associates around the world are making contributions in the realms of health and human services, education, the arts, civic development, sustainability, and disaster relief programs.

I would like to express my appreciation to all our associates who contributed to the progress we outline in this report. I am proud of our Regal Rexnord team.

Looking ahead, our strategic focus will continue to be on advancing innovation and sustainability initiatives that align with our Regal Rexnord values, support our emission reduction targets, and help our customers achieve their own sustainability goals. I believe a key to our continued success is acknowledging that our customers' environmental objectives and our pursuit of profitable growth opportunities are synergistic.

Thank you to our stakeholders for your interest in our sustainability efforts and for your engagement with Regal Rexnord.

Sincerely,

Louis Pinkham
CEO





Mission

To be the most compelling choice for our key stakeholders – customers in the markets we serve, current and prospective associates, and our current shareholders and prospective investors

Purpose

We Create a Better Tomorrow with Sustainable Solutions that **Power, Transmit, and Control Motion™**



Values



Integrity

Zero-tolerance policy on unethical behavior. We value integrity most. We are honest, transparent, and trustworthy in all situations.



Responsibility

We have a responsibility to safety, sustainability, and our community.



Diversity, Engagement, & Inclusion

We strongly believe that the more diverse minds focused on our purpose, the better the outcomes will be.



Customer Success

Our customer is our main priority. We must understand their needs and develop products, solutions, and service that solve their challenges.



Innovation With Purpose

We innovate to develop products that are valued by our customer and bring profitable growth for Regal Rexnord.



Continuous Improvement

Our responsibility is to make tomorrow better than today. This means a focus on making the work easier, more productive, and more efficient through 80/20 excellence.



Performance

We have a responsibility to our primary stakeholders (customers, associates, and shareholders) to drive profitable revenue growth.



Passion to Win

Passion is the fuel that inspires and drives our associates to achieve top performance and overcome any obstacles in achieving our goals.



**...with a
Sense of
Urgency**



Company Overview

Regal Rexnord and our associates around the world help create a better tomorrow by providing sustainable solutions that power, transmit, and control motion.

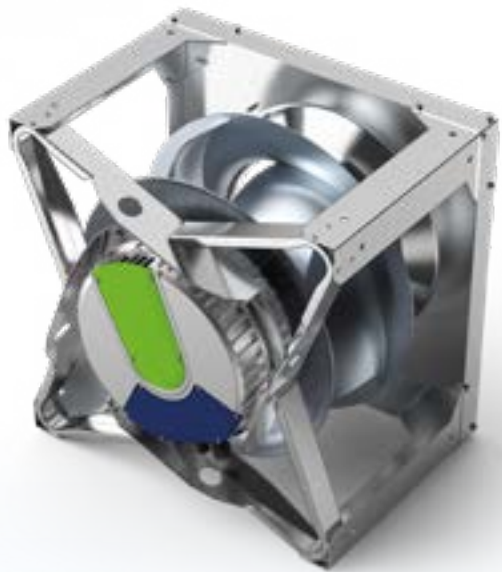
Our electric motors and air moving subsystems provide the power to create motion. A portfolio of highly engineered power transmission components and subsystems efficiently transmits motion to power industrial applications. Additionally, our automation offering, comprised of controllers, drives, precision motors, and actuators, controls motion in applications ranging from factory automation to precision tools used in surgical applications.

Regal Rexnord is headquartered in Milwaukee, Wisconsin, and has manufacturing, sales, and service facilities worldwide.





Operating Segments



Power Efficiency Solutions (PES)

The PES segment designs and produces fractional to approximately five horsepower AC and DC motors, electronic variable speed controls, electronic drives, fans and blowers, as well as integrated subsystems comprised of two or more of these components. The segment's products are used in residential and commercial HVAC, water heaters, commercial refrigeration, commercial building ventilation, pool and spa, irrigation, dewatering, agricultural, conveying, and other applications.

- Super Premium Efficiency Motors
- Premium Efficiency Air Moving Systems
- Blowers
- Axial Fans



Industrial Powertrain Solutions (IPS)

IPS is a leading provider of complete industrial powertrains, mounted and unmounted bearings, couplings, mechanical power transmission drives and components, gearboxes and gear motors, clutches, brakes, and industrial powertrain components and solutions. Increasingly, the segment produces industrial powertrain solutions, which are integrated sub-systems comprised of Regal Rexnord motors plus the critical power transmission components that efficiently transmit motion to power industrial applications. The segment serves a broad range of markets that include metals and mining, general industrial, energy, alternative energy, machinery / off-highway, discrete automation, and other markets.

- Gearing
- Couplings
- Bearings
- Clutches & Brakes
- Industrial Powertrains
- IIoT



Automation & Motion Control (AMC)

The AMC segment designs, produces and services conveyor products, conveying automation subsystems, aerospace components, precision motion control solutions, high-efficiency miniature servo motors, controls, drives and linear actuators, as well as power management products that include automatic transfer switches and paralleling switchgear. The segment sells into markets that include industrial automation, robotics, food and beverage, aerospace, medical, agricultural and construction, general industrial, data center, and other markets.

- Conveying Solutions
- Aerospace Seals & Bearings
- Linear Motion
- Precision Motors
- Servo Drives & Controls
- Power Management





Regal Rexnord by the Numbers¹

COMPANY

~30,000

Associates

98

Manufacturing Sites

271

Total Sites

FINANCIAL

\$5.9B

2024 Net Sales¹

3.0%

Research, Development,
and Engineering Expense
% of 2024 Sales¹

\$10.1B

Market Capitalization²

\$14.7B

Enterprise Value²

ENVIRONMENTAL

13.0%

Year over year (YOY)
Reduction in Scope 1 and 2
Absolute GHG Emissions

2,273 MWh

Renewable Energy Generated

79%

Manufacturing Sites with a
Sustainability Champion

220

Energy Reduction Projects
Identified Since 2022

HEALTH & SAFETY

0.55

Total Recordable Incident Rate
(TRIR)³

0.41

Days Away Restricted or
Transfer Rate (DART)³

ENGAGEMENT

89%

Worldwide Associates Participated
in 2025 Engagement Survey

95%

Associates Feel Accountable for
Their Results

94%

Associates Understand How Their
Work Contributes to Success

¹ Excludes results of the industrial motors and generators businesses, which represented the majority of the Industrial Systems segment and which was divested on April 30, 2024. See appendix for reconciliation.

² Calculated as of July 31, 2025.

³ Refer to page 30 for detailed information on TRIR and DART.



Sustainability at Regal Rexnord



Sustainability Strategy

Regal Rexnord's sustainability strategy is grounded in three distinct principles:

Environmental Sustainability

Achieving carbon neutrality across absolute Scope 1 and 2 GHG emissions by 2032 and addressing rising demand for more sustainable products and solutions.

Engagement

Further developing the diversity, engagement, and inclusion of our teams to drive innovation.

Corporate Governance

Maximizing risk-adjusted returns through good governance.



Sustainability Management

Regal Rexnord's Board of Directors and the Board's Corporate Governance, Sustainability, and Director Affairs Committee (the "Governance Committee") maintain responsibility for the Company's strategic direction and provide general oversight of the Company's sustainability programs and reporting.

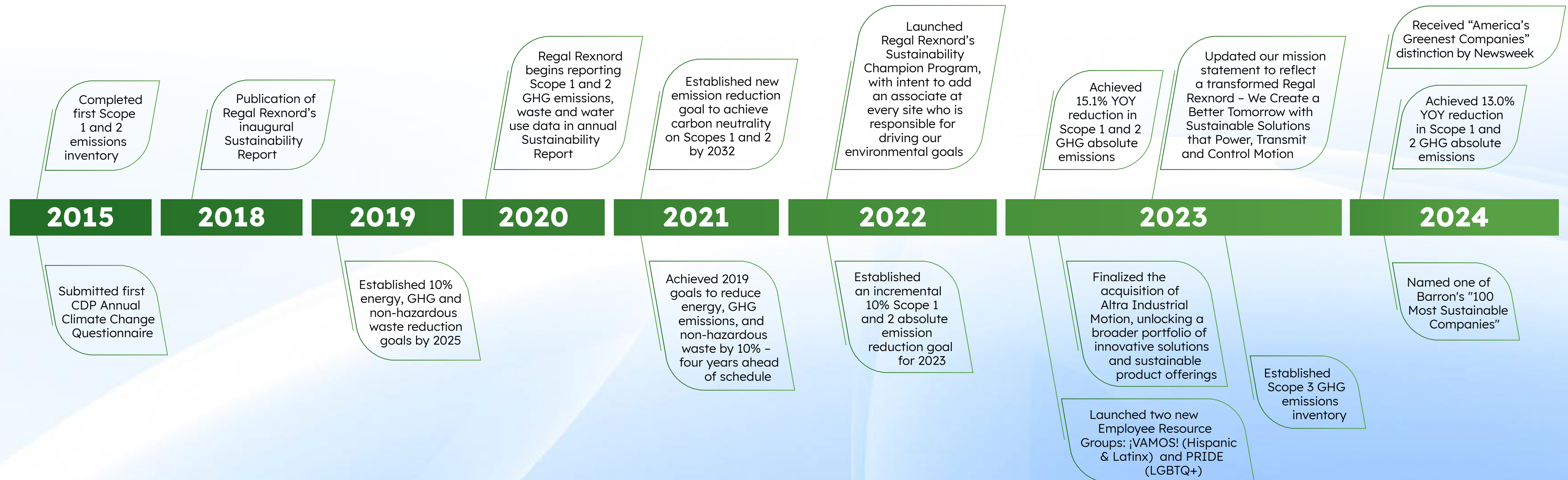
Management's Sustainability Governance Committee, which includes the CEO and executive leaders, meets quarterly to review strategy, performance, and continuous improvement plans to support development and achievement of our goals. This Committee reports to the Governance Committee quarterly and to the Board annually to align strategy, programs, and reporting.

Cross-functional internal working groups comprised of senior leaders, functional leads and subject matter experts handle sustainability strategy activation. Working groups meet regularly to implement sustainability-related initiatives and ensure corporate-wide sustainability regulatory compliance remains on track.





Regal Rexnord Sustainability Journey





Stakeholder Engagement

Regal Rexnord engages with our associates, customers, suppliers, investors, communities, and other key external stakeholders on a regular basis, through various methods of outreach, including:

Customer and associate surveys

Customer meetings

Investor perception analysis

Investor meetings and conferences

Employee Resource Groups

Town hall meetings with associates

Early-in-career development programs

Supplier summits

Performance reviews with suppliers

Supplier engagement surveys

Trade shows

Regular meetings with NGOs and industry stakeholders

Community service and engagement events



Associate Engagement Survey Posters





Global Reporting Alignment

Regal Rexnord annually responds to the CDP* (formerly Carbon Disclosure Project) Climate Change Questionnaire, including the 2024 climate change response.



We continue to assess and manage climate risks and opportunities using the Task Force on Climate-related Financial Disclosures (TCFD*) framework.



We publish a Global Reporting Initiative (GRI*) Content Index with reference to GRI Standards in this report.



We utilize the Sustainability Accounting Standards Board (SASB*) disclosure framework for Electrical and Electronic Equipment in this Report.



Regal Rexnord supports the Sustainable Development Goals from the United Nations (UN SDGs*), including:



**CDP, TCFD, GRI, SASB, and UN SDGs are trademarks or tradenames of their respective owners, use does not imply affiliation or endorsement.*



Regal Rexnord Energy Use and Emission Data

GHG EMISSIONS (METRIC TONS CO₂-equivalent)¹

	2024	2023	2022
Direct (Scope 1)			
CO ₂	60,689	67,281	81,947
CH ₄	39	39	47
N ₂ O	43	46	53
HFC	378	385	414
Total Scope 1	61,149	67,751	82,462
Indirect (Scope 2)			
Market-Based	140,438	163,888	190,269
Location-Based	146,965	165,125	191,844
Total Scope 1 + 2	201,587	231,639	272,731

ENERGY CONSUMED (GIGAJOULES)¹

	2024	2023	2022
Summary Metrics			
Percentage of Grid Electricity	49.1%	50.1%	48.1%
Percentage of Renewable Energy	3.2%	1.1%	0.9%
Direct Energy			
Natural Gas	1,073,975	1,217,057	1,505,744
Gasoline	37,600	32,725	41,626
Diesel Fuel	22,593	21,971	22,424
Propane	12,317	10,846	15,282
Jet Fuel	20,344	20,969	12,669
Fuel Oil	6,583	4,003	1,382
Renewable Energy (On-Site)	8,181	5,905	3,511
Total Direct Energy	1,181,593	1,313,475	1,602,637
Indirect Energy			
Grid Electricity	1,214,117	1,347,301	1,511,956
Renewable Energy (Off-Site)	70,467	22,816	24,085
Purchased Heat	9,337	6,806	7,488
Total Indirect Energy	1,293,922	1,376,923	1,543,529
Total Energy Consumed	2,475,515	2,690,398	3,146,166

¹ Data includes results for all businesses owned by Regal Rexnord for the periods indicated, and includes Altra Industrial Motion Corp. for the 2022 and 2023 reporting periods. Data for all periods excludes the industrial motors and generators businesses, which represented the majority of the Industrial Systems segment, and was divested April 30, 2024.



Regal Rexnord Energy Use and Emission Data

Economic Intensity¹

Metrics	Units	2024	2023	2022
Net Sales	\$Million Sales	5,876	6,702	7,122
Energy Intensity (Scope 1)	Gigajoules per \$Million Sales	201	223	253
Energy Intensity (Scope 2)	Gigajoules per \$Million Sales	220	220	233
Total Energy Intensity	Gigajoules per \$Million Sales	421	443	485
Grid Electricity Intensity	Gigajoules per \$Million Sales	207	215	228
Emissions Intensity (Scope 1)	Metric Tons CO ₂ Equivalents per \$Million Sales	10.4	11.3	13.0
Emissions Intensity (Scope 2)	Metric Tons CO ₂ Equivalents per \$Million Sales	23.9	26.7	29.4
Total Emissions Intensity (Scope 1 + 2)	Metric Tons CO ₂ Equivalents per \$Million Sales	34.3	38.0	42.3

¹ Data includes results for all businesses owned by Regal Rexnord for the periods indicated, and includes Altra Industrial Motion Corp. for the 2022 and 2023 reporting periods. Data for 2024 excludes the industrial motors and generators businesses, which represented the majority of the Industrial Systems segment and was divested on April 30, 2024.

Emissions Calculation and Reporting Methodology

Regal Rexnord’s inventory of Scope 1 and 2 emissions was calculated following guidance from Greenhouse Gas Protocol, including: Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) and Greenhouse Gas Protocol: Scope 2 Guidance.

To complete these calculations, Regal Rexnord employs various methodologies and tools such as the U.S. EPA HFC Emissions Accounting Tool, U.S. EPA Climate Leaders guidelines for indirect emissions from electricity and steam purchases/sales, direct emissions from stationary and mobile combustion sources, and the Commercial Buildings Energy Consumption Survey (CBECS).

The Scope 1 inventory includes emissions from natural gas, gasoline, diesel fuel, propane, jet fuel, and fuel oil, encompassing CO₂, CH₄, and N₂O emissions from fuel consumption, as well as HFC emissions from refrigerant use. For Scope 2, the emissions sources include purchased electricity and heat, such as steam or district heating. The emission factors used for electricity are specific to subregions, countries, or regions, utilizing the latest databases from governmental and other sources. Location-based results are used in place of market-based results where the latter cannot be reliably calculated.

Regal Rexnord’s process for accounting and reporting Scope 1 and 2 emissions includes internal verification procedures however, these calculations do not receive third party verification. To measure progress towards our Company-wide emission reduction goals, we report Scope 1 and 2 GHG emissions and intensity metrics each month at the enterprise leadership level and measure numbers against the Company’s emission reduction targets.

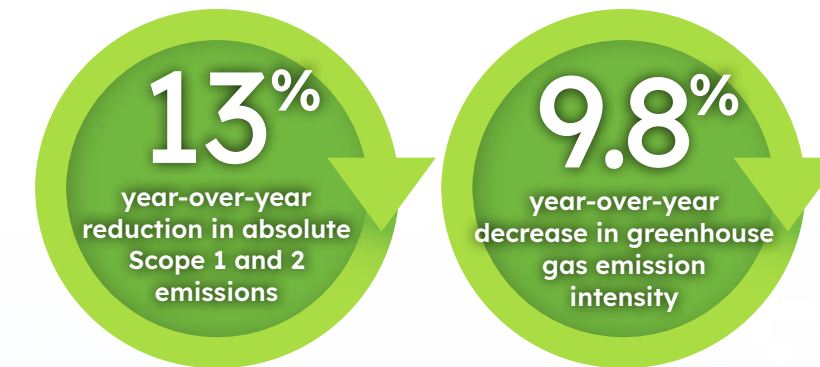
To maintain transparency and accountability, Management’s Sustainability Governance Committee, which includes our CEO and executive leaders, meets quarterly to review strategy and discuss progress towards reducing absolute GHG emissions and achieving the Company’s emission reduction targets.



Roadmap to Carbon Neutral

Regal Rexnord is proud to share that we have continued to make measurable and meaningful progress towards our ambitious goal of achieving Carbon Neutrality across Scope 1 and 2 greenhouse gas (GHG) emissions by 2032.

As of 2024, we have achieved a 26.1% reduction in absolute Scope 1 and 2 emissions from our 2022 baseline. This includes a 13.0% year-over-year reduction in absolute Scope 1 and 2 emissions, in 2024 alone. Additionally, we reduced our GHG emission intensity – measured in metric tons per \$1 million in sales – by 9.8% year-over-year.



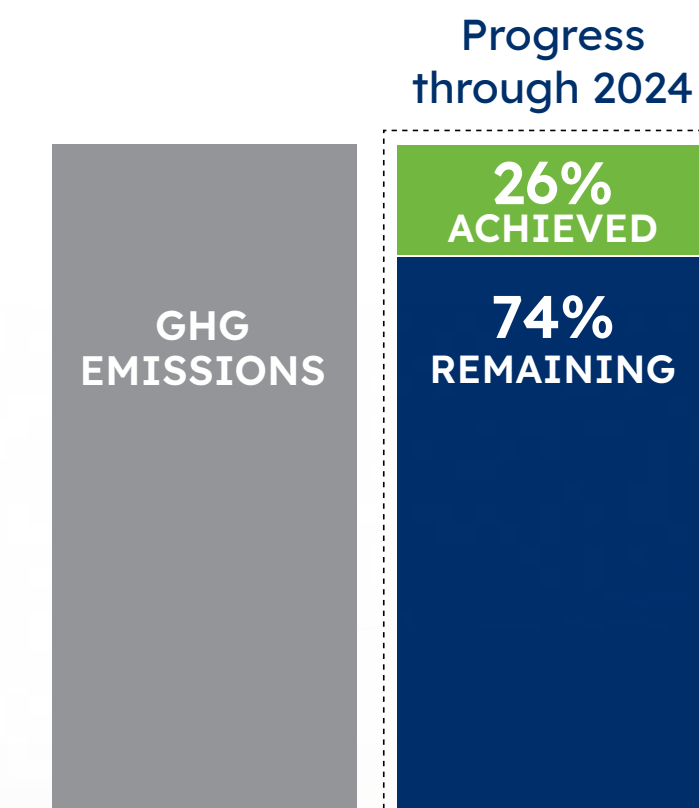
Our progress is driven by the strategic framework outlined in Regal Rexnord's Roadmap to Carbon Neutral, which defines the key steps and investments necessary to reduce emissions across our operations. The roadmap focuses on leveraging controllable levers within our operational footprint.

Achieving carbon neutrality for Regal Rexnord means we aim to counterbalance all Scope 1 and 2 emissions – those arising from the use of our buildings, equipment, and other buildings and equipment assets where we have the authority to implement operating policies – through a combination of:

- Capital Improvements
- Operational Efficiency
- Investments in Renewable Energy
- Use of Carbon Offsets and Energy Attribute Certificates

In parallel with our efforts to reduce our Scope 1 and 2 emissions, we continue to prioritize innovation and product design that focuses on increasing the overall energy efficiency of our product offerings. These efforts are aimed at helping reduce the portion of our Scope 3 emissions associated with the direct use of our products while also reflecting our broader focus on sustainability across the value chain. Achieving net-zero is a longer term goal we continue to strive for as we navigate external factors beyond our direct control—such as advancements in technology and infrastructure, broad adoption of low-carbon energy efficient solutions, and the timing and scope of our suppliers' emission reduction efforts.

ROADMAP TO CARBON NEUTRAL: Steps to support our goal of scope 1 and scope 2 carbon neutrality by 2032



Remaining Abatement Actions

1. Building Efficiency
2. Processing Equipment
3. Operational Efficiency
4. On-Site Renewable Energy
5. Off-Site Renewables
6. Carbon Offset Investments and Transition Gas to Electric



PROCESSING EQUIPMENT

We regularly replace machinery at its end of life with more energy efficient technologies that provide preventative maintenance and monitoring advantages.



BUILDING EFFICIENCY

Each year, we invest in capital projects that improve lighting, HVAC, compressed air, and building envelope efficiency.



ON-SITE RENEWABLE ENERGY

We continue to invest in on-site solar power systems in areas with the most efficiency and economic advantages. Company-wide, we now have 11 sites with on-site solar. These sites have collectively generated more than 2,273 megawatt hours of renewable energy in 2024.



OPERATIONAL EFFICIENCY

Through leveraging Regal Rexnord's Business System, we implement lean manufacturing practices that directly decrease energy consumption by reducing scrap, rework, cycle time, and total run time.



Case Study: Spotlight On Regal Rexnord's Renewable Energy Projects

Regal Rexnord is dedicated to advancing renewable energy solutions, demonstrating that responsible business practices and environmental consciousness go hand in hand. Through these initiatives, we strive to achieve our ambitious climate goals and contribute to a cleaner, more sustainable future for our Company and the communities we serve.

In 2024, we implemented solar power systems at Regal Rexnord's Greater Noida site in India and began the installation of another solar power system at our facility in Yueyang, China. These investments in on-site renewable energy play a crucial role in our sustainability plan. We expect these installations to save approximately **1,873 megawatt-hours of energy annually**, or equivalent to approximately one-quarter of these facilities' annual energy consumption.

REGAL REXNORD CONTINUES TO INVEST IN ON-SITE RENEWABLE ENERGY

Nicotra India Installs Solar Panels

Our site in Greater Noida, India has installed a 100 kilowatt solar energy system, producing an estimated **73 megawatt-hours of clean, renewable electricity annually**, which accounts for over 30% of the site's electricity needs. Additionally, this project aligns with national renewable energy goals and reduces the heat effect on the roof.



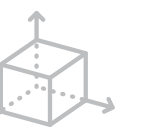
Solar Energy Implementation in Yueyang, China

In 2024, we began the installation of solar panels at our facility in Yueyang, China. This significant project is now completed, with grid connections finalized in May 2025. The 2 megawatt photovoltaic system is expected to generate **1,800 megawatt-hours of electricity annually, resulting in significant cost savings**. This project is expected to reduce emissions by over 25% for the site.





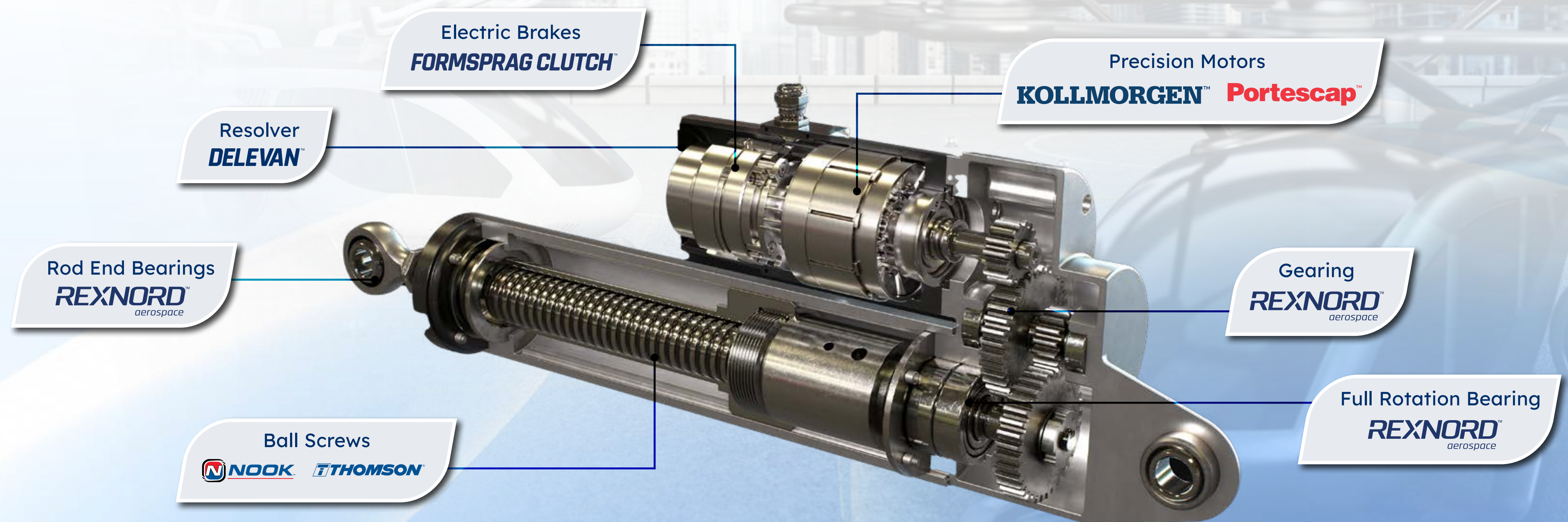
Our Solutions

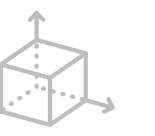


Solution Highlights

AMC: SOLUTIONS FOR AEROSPACE ACTUATION

Advanced Air Mobility (AAM) vehicles, such as electric vertical takeoff and landing (eVTOL) aircraft can make passenger and cargo transportation more environmentally friendly. This is especially true in cities, where AAM can reduce vehicle congestion and carbon emissions, and in rural areas providing easier access to other destinations and supplies. Regal Rexnord's electromechanical actuators are critical components in AAM eVTOL aircraft, where they efficiently control motion in a wide range of flight control functions.





Solution Highlights

PES: SOLUTIONS FOR DATA CENTER COOLING

In response to the significant growth in data centers, spurred in part by the adoption of AI, Regal Rexnord has been innovating to address rising customer demand for energy efficient solutions for data center cooling. Our COPRA® motorized plug fan provides market leading efficiency, while its compact size gives it attractive power density, which can be critical when accommodating space constraints in certain data center designs. Our SyMax® premium efficiency motors, which also have market-leading reliability and lifespan, deliver greater than 90% efficiency and come with embedded IoT capabilities to enable performance monitoring. Our efficient medium- and low-voltage centrifugal hermetic motors are used to power large chillers typically found in hyperscale and AI data centers. In short, a range of products that enable reliable, energy-efficient data center cooling.

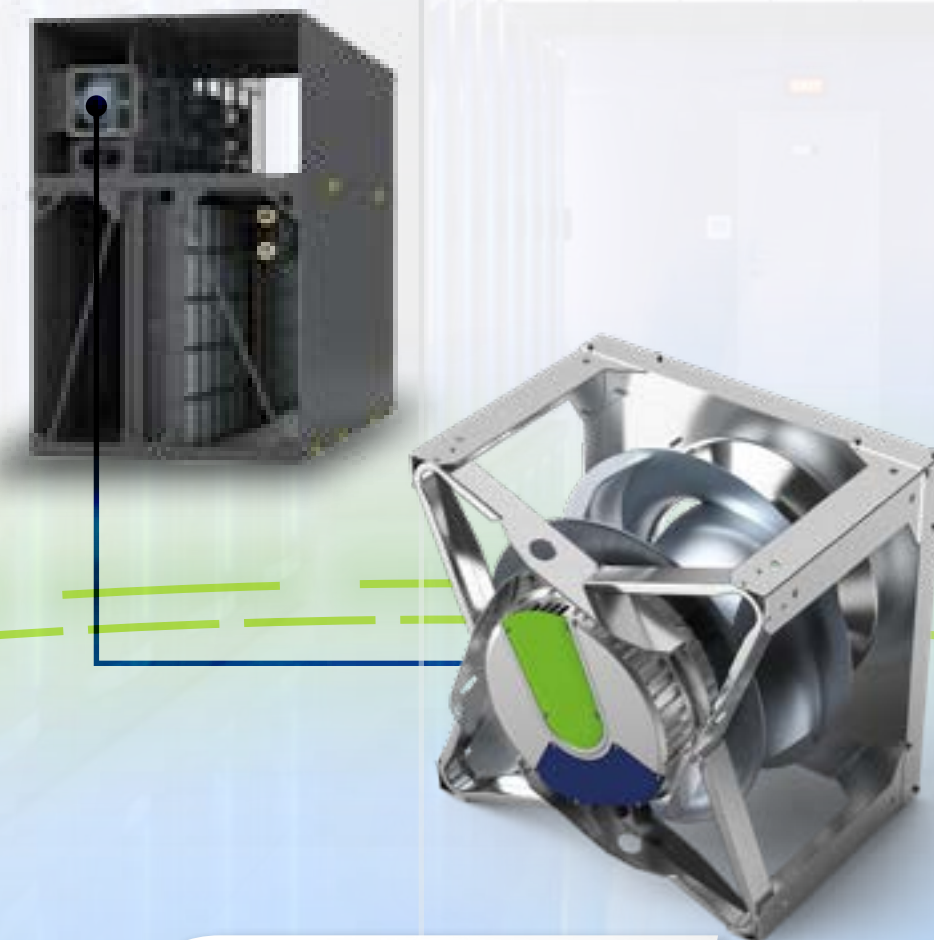
Air Cooled Chiller DX/CW System



MV/LV Hermetic Motor
genteq

Powering chillers in
hyperscale data centers

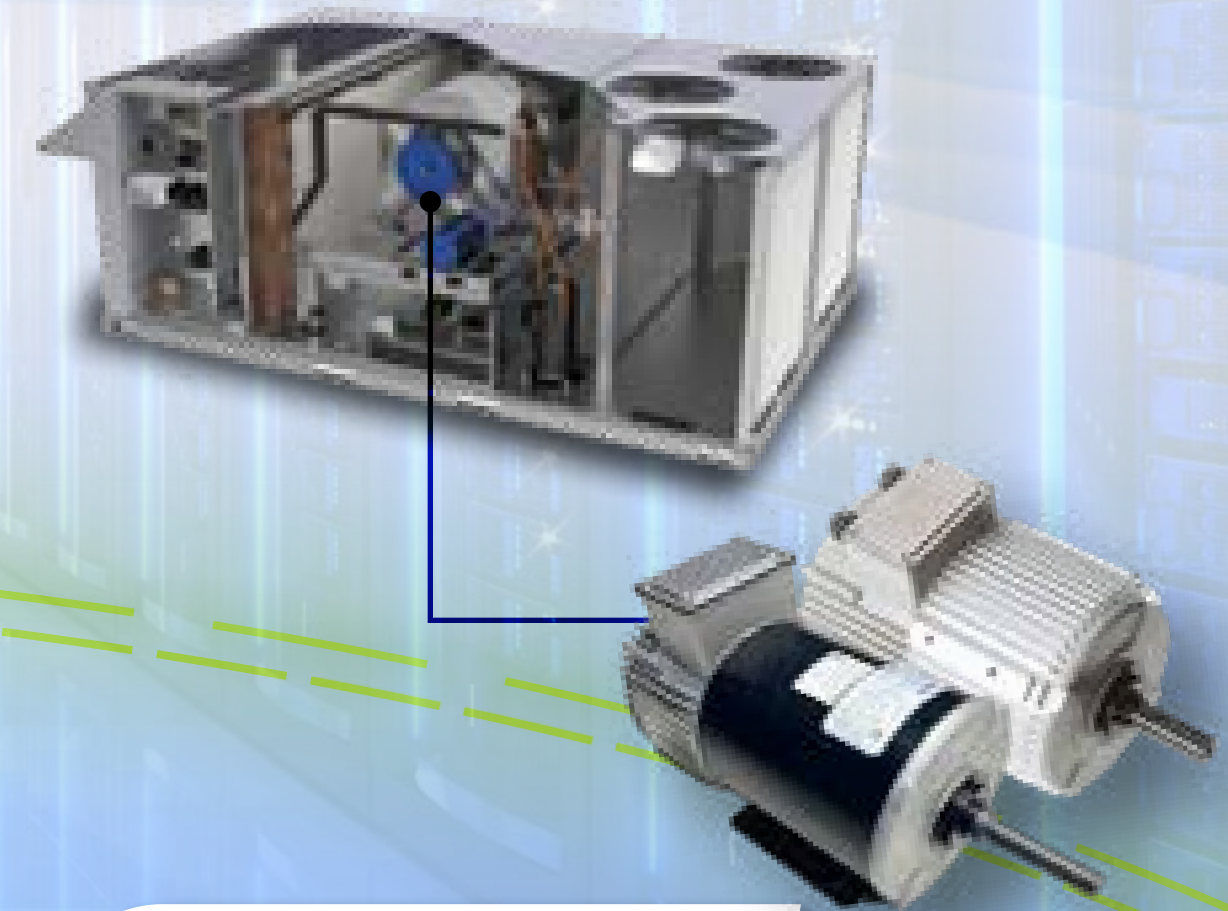
Air Handler/ Fan Array



Motorized Impeller
NICOTRA|Gebhardt

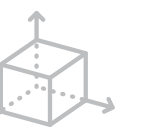
Leading energy efficiency
and power density

Packaged Rooftop



Premium Efficiency Motor
LEESON

Leading efficiency,
reliability and lifespan



Solution Highlights

IPS: SOLUTIONS FOR ELECTRIFICATION

Regal Rexnord eco-friendly electric drive solutions for mobile equipment represent a paradigm shift in efficiency, sustainability, and performance. Our fully electric and hybrid eco-friendly electric drives provide an innovative solution designed to deliver less noise, lower cost, and reduced emissions when compared to conventional diesel engines. For example, Regal Rexnord's solutions allow mobile equipment OEMs to combine a smaller engine with an electric motor/generator to drive significant fuel savings. Capital costs are comparable, despite the reduced engine size, with the integration of electric motor and battery technology. Electrification is a global trend, and Regal Rexnord is one of the few power transmission solution providers with the portfolio, insight, and expertise to support customers in this field as they transition away from burning fossil fuels towards supporting a more sustainable future.

Representative Applications

Fork-Lift Truck and AGVs



Compact Construction



Turf and Garden



Farm and Agriculture



Utility Vehicles



Marine



Electric Drive
Integrated (EDI) Brake
WARNER ELECTRIC



CENTA **TWIFLEX**

A **CENTAX® Coupling** and a **Twiflex® Disc Brake** with a locking pin device were integrated to create a unique powertrain solution for an electric propulsion system



Electric Motor & Pump
Drive Powertrain Solution



Our Operations



Regal Rexnord EHS Strategy

Regal Rexnord Environmental, Health and Safety (EHS) strategy is grounded in our dedication to sustainability and safety.

Our business purpose is to create a better tomorrow with sustainable solutions that power, transmit and control motion. This purpose aligns with our goals to protect the environment, prevent and minimize pollution, and manufacture and distribute safe and environmentally-friendly products. We believe that the well-being of our associates begins with personal safety which is a fundamental priority for Regal Rexnord, and critical to our success. Our expectation is that everyone – associates, visitors, customers, and contractors – must demonstrate a commitment to safety.





Environmental Management Systems

THE REGAL REXNORD COMPLIANCE CITIZENSHIP REVIEW

As responsible citizens, we are committed to being leaders in environmental protection. Through our stewardship, we aim to create value for all stakeholders and preserve opportunities for generations to follow. Regal Rexnord manufacturing sites record energy, water and waste metrics using a global EHS reporting application. In addition, the sites report energy consumption against goals and the status of energy reduction initiatives in monthly operations reviews.

To support our focus on environmental protection and health and safety, we have developed a Compliance Citizenship Review (CCR) framework. The CCR is our annual assessment of each manufacturing facility's EHS Management Systems. The CCR incorporates key elements of Regal Rexnord EHS Management Systems, which are modeled on accepted industry standards, including standards from the International Organization for Standardization (ISO).

- Facility management leads the CCR, demonstrating that accountability for environmental, health, and safety initiatives begins with local management teams.
- Facility reviews focus on performance of predicted indicators in areas such as regulatory compliance, safety, environmental impact, associate training, sustainability, and community service. We continually monitor environmental regulatory compliance, progress in reducing energy consumption, GHG emissions, water consumption, and waste generation.
- We compare performance metrics against the prior year to track performance against our targets and help drive continuous improvement.
- Best practices from the highest performing sites are shared across the business.





ENVIRONMENTAL MANAGEMENT SYSTEMS

ISO (International Organization for Standardization) develops and publishes international standards to ensure environmental performance, safety, efficiency, and interoperability across various industries. Certification to ISO standards is conducted by external bodies and demonstrates that an organization's management systems meet specific requirements.

In 2024, several sites achieved their first certification according to several ISO standards. Our facilities in Jiaxing, Hyderabad, and Greater Noida received their first ISO 14001 certification, which focuses on environmental management systems. Additionally, Svendborg Brakes (Changzhou), Hyderabad, and Greater Noida were awarded their first ISO 45001 certification, emphasizing occupational health and safety management systems. Waldenburg also celebrated its first ISO 50001 certification, highlighting its dedication to energy management systems.

**26**

Sites ISO 14001:
Environmental
Management
System certified

14

Sites ISO 45001:
Health & Safety
Standards certified

7

Sites ISO 50001:
Energy Management
Standards certified



Sustainability Champion Program

Our Sustainability Champion Program aims to serve as a catalyst for knowledge, awareness and action, fostering a culture of sustainability throughout our organization. Participating associates attend a Sustainability Champion two-day workshop at a manufacturing site designed with two key goals:

- Increase associate knowledge of energy efficiency practices
- Build capabilities for conducting energy assessments

Participants in the program complete a full day of classroom training on corporate standards including compressed air management, energy efficient lighting, HVAC efficiency, and associate engagement. Guest speakers from utility companies, consultants and energy management companies are incorporated into the training to discuss energy rebates, technologies, and best practices. Associates then apply their knowledge by conducting an on-site energy assessment at the Regal Rexnord manufacturing facility hosting the workshop.

Following completion of the workshop, associates return to their respective facilities, integrate learnings into local operations and champion energy reduction initiatives. Each manufacturing site is responsible for measuring and monitoring energy consumption on a monthly basis and driving energy reduction plans.

Since its inception in 2022, 146 Regal Rexnord associates across 85 manufacturing sites have participated in the Sustainability Champion Program. Our goal is to have a Sustainability Champion at every key site. Through 2024, we identified and tracked 220 projects in total, accounting for a reduction of 25,269 megawatt hours in energy use per year. This equates to a 2.9% reduction in GHG emissions compared to our 2022 baseline.





Case Studies



Energy Consumed:
Electricity reduced by
~35 megawatt-hours annually

BUILDING EFFICIENCY

High-Efficiency Air Compressor:

In a significant move towards improving energy efficiency, our **MEJ-Juarez facility** has installed a new 150 HP variable speed air compressor, accompanied by a high-efficiency dryer. This advanced compressor technology is expected to reduce electricity usage by approximately 35 megawatt-hours annually. Designed to operate between 50% and 80% of its capacity, the new equipment can dynamically adjust its flow to meet the plant's demand, ensuring optimal performance and substantial energy savings. This upgrade underscores our dedication to sustainable practices and continuous improvement in building efficiency.



Reduced natural gas
consumption by ~6%



Energy Consumed:
Electricity reduced by ~3% on site

OPERATIONAL EFFICIENCY

Increasing Efficiency in Lamination Ovens:

At **Juarez - CASA**, there was a kaizen initiative focused on increasing the mass load per tray in one of three annealing ovens. To enable the capacity increase, the team installed a new variable frequency blower and calibrated the burners and operating parameters. By enhancing combustion efficiency and achieving uniform heating distribution within the oven, the team was able to boost the annealing oven's capacity. Consequently, one annealing oven was removed and another was shut down, leading to approximately 6% reduction in natural gas use and approximately 3% reduction in electricity use for the site. This demonstrates the positive effect of operational efficiency on sustainability.



CO₂ Emissions:
~35% reduction in CO₂
emissions for the equipment

PROCESS EQUIPMENT

Furnace Modernization

Rexnord Kette GmbH, in collaboration with a thermal process technology equipment provider, modernized a strip furnace, achieving approximately 35% reduction in CO₂ emissions for the equipment. This was accomplished through the integration of highly energy-efficient recuperative burners and optimization of the operating mode. The modernized system also achieves lower NOx emission values through flameless oxidation technology. The project highlights the importance of collaboration in enhancing energy efficiency and reducing emissions in industrial processes.



CO₂ Emissions:
Reduce carbon emissions by
~3,459 metric tons



Financial Savings:
Expected savings ~\$468,000
within the first year

OFF-SITE RENEWABLES

Renewable Energy Procurement:

Our team at our **Guadalajara plant** is committed to improving sustainability performance and reducing carbon emissions. After thorough research, the team selected an energy provider to supply approximately 30% of the site's electricity from renewable sources beginning in June 2024, with plans to increase this to approximately 50% in 2025. This involved joining the wholesale electricity market through the Mexican government and required upgrades to the transformer, power supply, and modem for delivering the energy and tracking the usage. This change is expected to reduce carbon emissions by approximately 3,459 metric tons and save approximately \$468,000 within the first year.



Health and Safety

SAFETY CULTURE

Regal Rexnord maintains a culture of safety. We understand that continued performance depends upon our Company-wide commitment to safety policies and practices. Leadership has defined clear roles, responsibilities, and expectations. We empower our associates to contribute, regardless of role, level or job description, and encourage them to stop work if they have any safety concerns. Associates complete safety observations in their area as part of standard work and discuss their observations with their supervisor. Line associates participate in job risk assessments, continuous improvement projects, and various safety training sessions.

Each manufacturing site maintains a training matrix outlining specific safety programs based on associate job descriptions and training frequency. Our training programs are designed to enable compliance with applicable regulatory requirements while helping ensure our associates develop the knowledge and skill sets to perform their work safely.

HEALTH AND SAFETY MANAGEMENT SYSTEM (HSMS)

The health and safety of our associates, contractors, suppliers, customers, visitors, and those in surrounding communities is a key priority and also paramount to our success. Our [Environmental, Health, Safety and Sustainability Policy](#) outlines our approach to providing a safe working environment in line with our “Zero Harm” vision and sets the foundation of our Health and Safety Management System, which we formally launched in 2023.

Our HSMS is based on a Plan, Do, Check, Act (PDCA) operating model. Our approach also leverages various recognized standards, including ISO 45001: Environmental Management Systems. Our goal is to drive continuous improvement while complying with regulatory requirements.

Each business is required to report key EHS metrics, activities and improvement plans monthly. EHS performance and action plans are discussed during operational reviews at the site, and with division, business segment, and executive levels. We use a combination of leading and lagging indicators to assess health and safety performance.

- Lagging indicators include TRIR (Total Recordable Incident Rate) as defined by the U.S. Occupational Safety and Health Administration, and significant near misses, among other indicators.
- Leading indicators play an important role in assessing the effectiveness of our HSMS. They allow us to proactively address deficiencies that reduce incident rates.
- Leading indicators include an HSMS score, number of completed safety observations by our associates, open and closed safety actions, and regulatory compliance calendar action closure.

In 2024 we launched a new EHS information management system. The new system improves incident reporting, root cause analysis, corrective action planning, and data analytics. In addition, our sites use the system to report metrics and manage their regulatory requirements via a compliance calendar. Metrics and other information are reported at the site level and rolled into monthly EHS performance reports at the site, business division, segment and corporate levels.

HEALTH AND SAFETY METRICS¹

	2022	2023	2024	Motor and Generator Manufacturers ²	Mechanical Power Transmission Equipment Manufacturers ²
TRIR	0.67	0.65	0.55	1.60	2.70
DART	0.46	0.44	0.41	1.00	1.30

¹ Data includes results for all businesses owned by Regal Rexnord for the indicated periods, and includes Altra Industrial Motion Corp. for the 2022 and 2023 reporting periods. Data for 2024 excludes the industrial motors and generators businesses, which represented the majority of the Industrial Systems segment, and was divested on April 30, 2024.

² 2023 U.S. Bureau of Labor Statistics average incident rates for companies operating in the Motor and Generator Manufacturing (NAICS code 335312) and Mechanical Power Transmission Equipment Manufacturing (NAICS code 333613) industries



P PLAN: The corporate EHS team establishes and drives health and safety strategies and initiatives in close collaboration with operations and other functional leaders.

D DO: Monthly meetings held with all site EHS leaders provide a forum to share best practices, take proactive action to prevent the recurrence of recent incidents, promote collaboration, and improve EHS performance.

C CHECK: Site EHS leaders utilize an HSMS audit tool to assess the effectiveness and level of implementation of the global standards, programs, and processes. The audit tool generates a numerical score which allows the local management team to monitor progress in implementation and cultural improvements.

A ACT: The local management team creates and drives an action plan to improve the audit score. Corporate and regional EHS leaders conduct second party HSMS audits to calibrate scoring, ensure alignment, coach, and share best practices.



Waste and Water Management

Waste minimization and recycling remained a primary focus of our pollution prevention efforts in 2024. Throughout the year, we tracked key metrics associated with hazardous, non-hazardous, and landfill waste, allowing us to maintain clear visibility into these aspects of our environmental footprint.

As part of our heightened emphasis on waste management, we have established a zero waste to landfill goal for all manufacturing facilities. Our 2024 waste data served as the baseline for this initiative, marking the first year of combined reporting with the Altra facilities acquired in 2023. In 2025, we are using this baseline data to set a target for achieving our zero waste to landfill goal.

In 2024, Regal Rexnord made meaningful progress in water management as part of our broader sustainability efforts. Total water consumption across the company decreased from 1,078 mega-liters in 2023 to 909 mega-liters in 2024—a 15.7% year-over-year reduction.

This improvement reflects our ongoing focus on resource efficiency and was supported by a range of initiatives. Among the contributing efforts were:

- Infrastructure upgrades, such as repairing leaks in underground piping and irrigation systems
- Deployment of a new water recovery system at one of our high-water-use facilities, enabling reuse and conservation at scale

These projects, along with other operational enhancements, played a role in helping us reduce our environmental impact through continuous improvement and innovation.

WASTE DATA¹

NON-HAZARDOUS & HAZARDOUS WASTE		
METRIC TONS		
	2024	2023
Summary Metrics		
Landfill Diversion Rate	88%	88%
Hazardous Waste		
Recycling	486	507
Incineration (with energy recovery)	336	412
Incineration (without energy recovery)	232	234
Landfill	802	649
Offsite Process Water Treatment	2,402	2,558
Total Hazardous Waste Generated	4,259	4,361
Non-Hazardous Waste		
Recycling	83,743	81,078
Incineration (with energy recovery)	776	695
Incineration (without energy recovery)	118	79
Landfill	10,991	11,176
Offsite Process Water Treatment	12,709	10,952
Total Non-Hazardous Waste Generated	108,337	103,979
Total (Non-Hazardous & Hazardous Waste)	112,596	108,340

WATER DATA²

WATER WITHDRAWAL			
MEGALITERS			
	2024	2023	2022
Summary Metrics			
Water Withdrawal	909	1,078	1,147

¹ Waste and water data for 2024 does not include the industrial motors and generators businesses, which represented the majority of the Industrial Systems segment and was divested on April 30, 2024. Waste data for 2023 has been restated to reflect calculation methodology improvements.

² Waste and water data includes results for all businesses owned by Regal Rexnord for those periods, and includes Altra Industrial Motion Corp. for all reporting periods.



Global Supply Chain

A STRONG AND RESPONSIBLE SUPPLY BASE IS ESSENTIAL TO OUR SUSTAINABILITY STRATEGY

Strong governance continues to drive the advancement of our resilient and sustainable supply base. Our enterprise Strategic Sourcing team maintains oversight of the broader sourcing function, conducting monthly operating reviews with business leaders and participating in routine business unit planning meetings. Annually, we conduct a strategic planning process to identify core objectives, develop a plan for achievement of our goals, and review and refresh our procedures. While there are strong sourcing synergies across the organization, each business division within the Company has its own unique needs, and our segment sourcing teams are equipped to handle these with expertise. These teams implement a variety of company programs and strategies every day to ensure that the procurement operations can efficiently support our business and the customers we serve.

Regal Rexnord has proactively implemented comprehensive strategies to navigate global supply chain challenges resulting from a variety of factors including tariffs, geopolitical shifts, and supplier capacity constraints. Our mitigation efforts are focused on:

- The establishment of redundant and qualified supply sources;
- Supply footprint optimization to balance our geographical needs with localization where appropriate;
- Setting expectations for compliance and integrity; and
- Continuing to strengthen relationships with our key strategic suppliers.

Our sourcing framework is designed to enhance supply chain optionality, reduce dependency, and increase supplier readiness while maintaining supply chain resiliency.



Supplier Engagement

Our suppliers are expected to meet or exceed the standards set forth in Regal Rexnord's applicable policies, including our [Global Supplier Code of Conduct](#), [Conflict Minerals Policy](#) and [Global Human Rights Policy](#). In addition, Regal Rexnord's Global Supplier Requirements Manual expands on requirements relating to ethics, quality, compliance, trade, and environmental health and safety, among others topics.

We evaluate our global suppliers to track compliance with applicable regulation including, REACH, RoHS, the EU Waste Directive and other state and national regulations. Our goal is to ensure that our suppliers maintain robust practices that prioritize environmental, health, and safety compliance.

Evaluation and analysis of supplier performance in these areas is derived from information gathered directly from our suppliers. Our Global Material Compliance team engages a third-party vendor to assist with our annual supplier due diligence process. We conduct assessments for all new Tier 1 direct materials suppliers to verify alignment with our technical requirements. For suppliers who engage with our Customs Trade Partnership Against Terrorism (CTPAT)-certified businesses, we perform risk assessments, consistent with recommendations from U.S. Customs and Border Protection.

As part of our sustainability strategy, we have implemented an evaluation process that supports assessment of suppliers' environmental sustainability performance. We are pleased to share that in 2024, we launched a proprietary Environmental Sustainability Supplier Survey that measures suppliers' environmental sustainability performance. We leverage this survey data to help evaluate our own environmental performance and impact within the value chain.

Responsible Sourcing

Regal Rexnord is further expanding and redefining its philosophy around Responsible Sourcing.

At Regal Rexnord, we define Responsible Sourcing as a procurement strategy that aligns with our core values, supports sustainability, and drives operational excellence. We place a strong emphasis on supplier readiness, environmental impact, quality, safety, human rights, and the fight against corruption. Performance in these areas is essential to fostering a successful and ethical business.

Regal Rexnord engages in a variety of practices to support our sustainable sourcing strategy. Our holistic Responsible Sourcing program supports the ongoing development of a resilient and ethical supply chain through a unified strategy. We expect our partners and suppliers to share our high standards and to uphold them in all aspects of their operations.

Responsible Sourcing is managed at the enterprise level, led by our Senior Vice President of Strategic Sourcing. While this is within the purview of the sourcing function, Responsible Sourcing requires cross-functional support from across the organization, including EHS, trade compliance, internal audit, and finance, among other teams.





nourish up™

We cannot nourish
our neighbors
without neighbors
like you.

NOVANT
HEALTH



Our People



Our People

CULTURE

Driven by a dedicated team of worldwide associates, Regal Rexnord creates a better tomorrow with sustainable solutions that power, transmit, and control motion. After years of strategic mergers and acquisitions, Regal Rexnord and our 30,000 associates across the globe stand together united by a shared purpose and mission.

At Regal Rexnord, a culture of continuous improvement not only recognizes career aspirations and seeks to bring out the best in our team, but also promotes a growth mindset, encouraging further personal and professional development.

In addition, nine values remain at the forefront of the Company's culture, guiding our actions and enabling us to be the most compelling choice for key stakeholders.

REGAL REXNORD VALUES



ASSOCIATE ENGAGEMENT

Associate engagement remains a crucial part of Regal Rexnord and our efforts to fulfill our mission to create a better tomorrow. In 2024, 70% of our vice presidents and directors participated in a pulse survey designed to inform the executive leadership team on issues that directly impact these leaders. The intent was to drive leadership engagement, which will in turn drive associate engagement.

In 2025, Regal Rexnord partnered with an independent, third-party vendor to facilitate an enterprise-wide engagement survey to provide insight into our work environment and associate experience. Approximately 89% of our associates worldwide participated in our associate engagement survey, which provided feedback at the site, division, and operating segment levels. An internal committee of human resource leaders reviews and analyzes survey results. Strengths and areas of opportunity are shared with senior leaders with the expectation of implementing action plans to drive improvements. All managers review their team's survey results, communicate the results to their respective associates, and collaborate locally to form measurable action plans for meaningful change.



Our People

PERFORMANCE MANAGEMENT

At Regal Rexnord, fostering a high-performance culture and driving continuous growth are essential to building a resilient, responsible organization. Our performance management practices not only support individual development, but also promote long-term value for our associates and our business.

The cycle starts with our goal setting process, which is designed to focus associates on actions that will contribute to our Company's strategic objectives as well as drive professional development. To monitor progress and provide support, managers maintain regular touchpoints with their associates throughout the year.

The annual performance review process evaluates associates on whether they achieve their goals and how well they demonstrate our Company values. This cycle also allows managers to engage with their associates regarding career aspirations and long-term goals to develop internal talent to their full potential.

Regal Rexnord believes in creating an environment where associates embrace continuous improvement and professional development. As a part of this belief, in the most recent talent cycle, just over 98% of full-time, professional associates (excluding those governed by a collective bargaining agreement) took part in the performance management process.

To ensure strong talent movement, Regal Rexnord pairs formal talent reviews with both the strategy planning and annual operating planning cycles each year. We recognize that talent is key to strong business results. During this time, our executive leaders review previous talent action items and progress, strength of succession plans, future leader readiness, and development plans for high potential associates.

BENEFITS

Regal Rexnord is proud to offer competitive benefits that support the health, wellness, educational endeavors, and financial stability of our associates as they effectively balance work responsibilities with family commitments.

In 2024, the following enhanced family-friendly benefits were made available to associates in the United States:

- **Parental Leave** – Six weeks of paid leave for parents with a new child
- **Family Leave** – Two weeks of paid leave to care for a qualified family member with a serious medical condition
- **Adoption Assistance** – Up to \$10,000 in IRS-qualified reimbursements
- **Expanded Fertility Benefits** – Treatment coverage via the Regal Rexnord medical and pharmacy plans

Regal Rexnord also believes in providing market-competitive wages globally, rewarding associates for exceeding performance expectations. To reinforce this notion, in 2024, a Personal Performance Factor (PPF) was added to an associate's individual performance review, which is tied to the annual Incentive Compensation Plan. A PPF gives associates the opportunity to earn up to 120% of their annual bonus payout target to recognize exceptional individual performance.

Furthermore, for director-level and above associates, Regal Rexnord provides long-term incentives within our overall compensation packages for those who meet and/or exceed expectations. These benefits aim to better align individual compensation with performance, and encourage eligible associates to exceed their goals, which in turn helps to maximize stakeholder value.

More benefits information can be found on our [website](#).



Our People

HUMAN RIGHTS

Regal Rexnord remains committed to human rights, a belief guided by our values and the principle that every person deserves to be treated with dignity, fairness, and respect. In addition, at Regal Rexnord, social responsibility reflects a commitment to care for our associates, the communities where our associates live and work, and our planet. We believe that social responsibility and our commitment to human rights are important contributors for long-term success. These principles and others apply everywhere we do business. Locally, we encourage and celebrate our associates' active roles in their communities.

Regal Rexnord policies clearly outline:

- We strictly prohibit the hiring of children and use of forced labor in our business or supply chain.
- We strive to maintain a safe and healthy workplace.
- We respect and endeavor to uphold all employment-related laws.
- If we learn of improper behavior or activity related to any supplier, contractor or other business partner, we are committed to taking prompt action.

Our Integrity Line also supports these policies and provides an outlet for confidential and anonymous reporting of any potential violation.

LEADERSHIP DEVELOPMENT

Our leadership development initiatives aim to expand our leaders' capacity and cultivate the next generation of leaders at Regal Rexnord. At every career level, we aim to develop high performers. From functional internship programs and career rotations through executive coaching and development, we are building our leadership development pathways, focusing on each level's tools for leadership success.

We start with our early-in-career professionals as part of our campus recruitment efforts. Participants experience a series of functional rotations and learn foundational leadership skills.

We empower our associates to take ownership of their continued learning and development. Regal Rexnord offers online courses to enable upskilling and an always-on learning philosophy.

In 2024, Regal Rexnord developed a multi-year leadership development strategy after evaluating our talent and leadership needs for today and tomorrow. This process included significant planning for a more robust, customized system for developing leadership talent. The Regal Rexnord Leadership Competency Model was born as a foundational component of the strategy, designed to provide clarity on the skills and competencies for success across the Company.

Committed to growing leaders from within, Leadership Development began planning a Leader Essentials Certification curriculum to align nearly 4,000 leaders globally on the fundamentals of Leading the Regal Rexnord Way in early 2025. Development of high potential talent and tailored executive development and succession planning for senior leaders continues to be a critical focus going forward. These senior leaders receive executive coaching and are encouraged to achieve leadership certifications and continuing education as part of individual development planning.

ASSOCIATE FOOTPRINT

As of December 31, 2024, we employed approximately 30,800 associates worldwide, of whom approximately 30,300 were full-time. Of those associates, approximately 8,900 were located in the US, 8,900 in Mexico, 3,700 in China, 3,800 in India and 5,000 in the rest of the world. As of December 31, 2024, approximately 40% of Regal Rexnord's global associate population is covered by some form of works council arrangement or union agreement.



Diversity, Engagement, and Inclusion

Regal Rexnord firmly believes that the more diverse minds on a project, the better the outcomes will be.

We are committed to the belief that a wide range of diverse perspectives, thoughts, and experiences focused on our shared purpose leads to richer insights, stronger innovation, and better outcomes. We continuously strive to create an environment where all our associates can bring their best to Regal Rexnord, develop and grow professionally, and work as one team to drive success for our customers, associates and shareholders. We remain on a journey to create a more inclusive work environment where every associate is seen, valued, and heard and we continue to demonstrate our commitment to creating a sense of belonging and engagement through intentional efforts.

Our value of Diversity, Engagement, and Inclusion informs all our initiatives and programs, including our Employee Resource Group Program, which is open to all associates, and updated training for all people leaders. We believe that an inclusive culture strengthens our ability to adapt to an evolving industry and provide innovative solutions that solve our customers' biggest challenges. Our global workforce includes individuals from varying backgrounds, cultures, and experiences. Through focused and intentional action to create an environment where all associates can thrive, we continue to make progress.

We are deliberate in leveraging the strengths of our global associates and the unique backgrounds and experiences they bring. These actions include expanded talent acquisition initiatives, proactive retention of talent, and continued cultivation of our Employee Resource Groups (ERGs).

In addition to our value of Diversity, Engagement, and Inclusion, Regal Rexnord conducts periodic internal reviews to assess that associates are compensated fairly for performance.

Our latest consolidated U.S. EEO-1 is available on our website.





Employee Resource Groups

Regal Rexnord sponsors five associate-led Employee Resource Groups (ERGs) that aim to build business acumen, share knowledge, provide development opportunities, and raise cultural awareness.

ERGs are open to all associates regardless of background and provide virtual and in-person sessions that support personal and professional development, volunteer events, and more. Our ERGs reflect our Company value of Diversity, Engagement, and Inclusion, celebrating differences by cultivating community, inspiring conversations, amplifying associate perspectives, and fostering innovative thinking.

VETERANS ERG

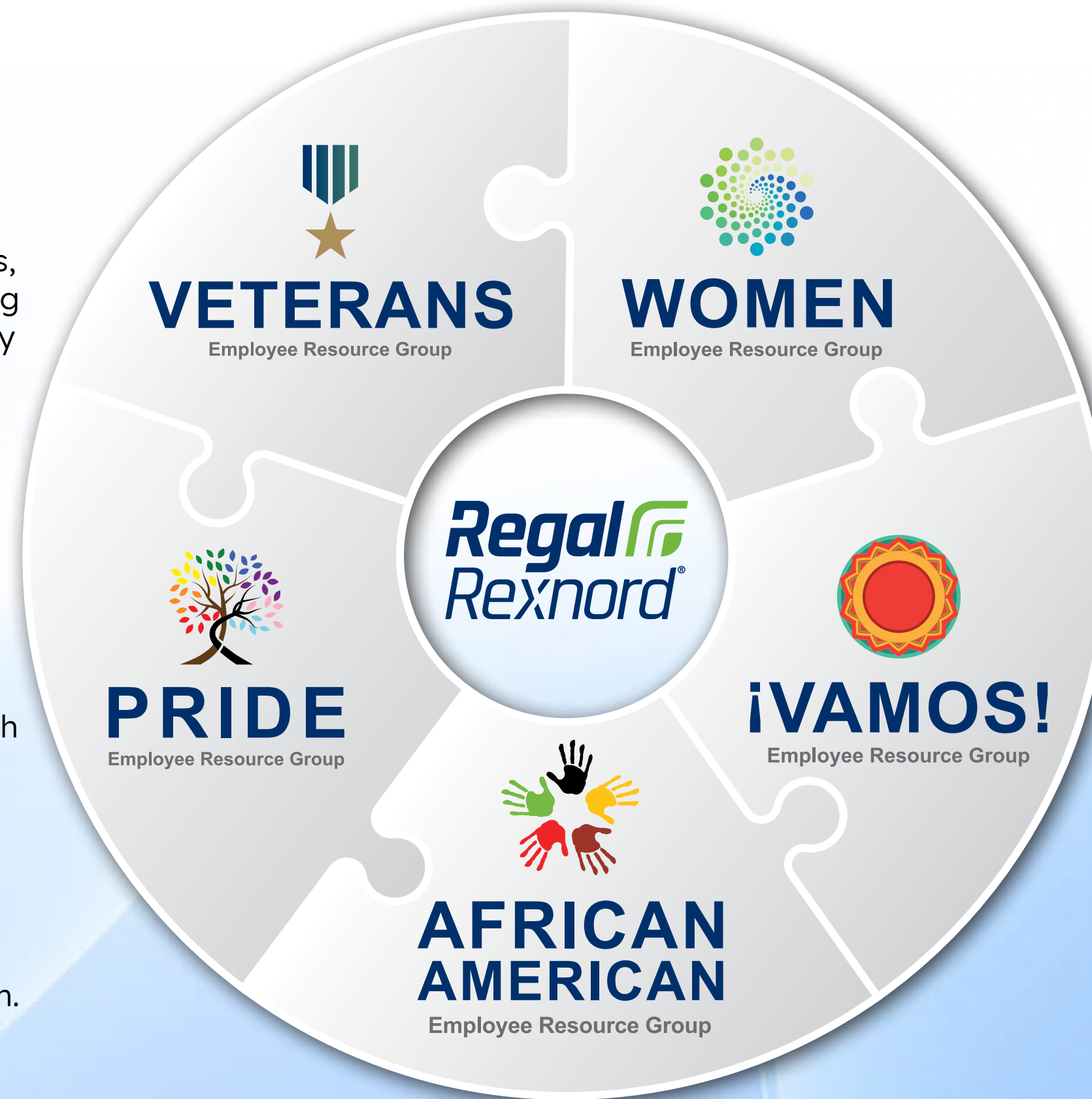
The Veterans ERG, launched in late 2024, maintains the mission of making Regal Rexnord the employer of choice for veterans by creating a Regal Rexnord community that attracts, retains, promotes, and appreciates veterans. The group is focused on supporting associates who are Veterans, active reservists and National Guard service members, along with their families, by creating a network within the company and through targeted outreach to support personal and professional development.

Executive Sponsor: Rob Rehard, EVP & CFO

PRIDE ERG

The PRIDE ERG is dedicated to advancing, educating and advocating for LGBTQ+ associates at Regal Rexnord. The group aims to create a more inclusive workplace through education, communication, and informal mentorship. These efforts also include assisting in recruiting, developing, supporting and retaining LGBTQ+ talent, providing educational opportunities to mutually benefit the continued growth of associates and Regal Rexnord globally, and connecting members through business and professional development, networking, and local community volunteerism.

Executive Sponsor: Brooke Lang, EVP and President, Power Efficiency Systems



WOMEN ERG

The Regal Rexnord Women ERG actively focuses on the growth and development of our global female associates. The ERG exists to sponsor and promote actions that enrich leadership skills, business knowledge and practices, networking, career development, and community impact. The Women ERG sponsors the Regal Rexnord Mentoring Program, matching associates who want to be mentored with more experienced leaders. The focus of the program is the informal sharing of knowledge, organizational perspectives, and experiences relevant to associates' current work, career, and professional development.

Executive Sponsor: Susan Lewis, VP, Internal Audit

iVAMOS! ERG

The iVAMOS! ERG focuses on cultivating a vibrant culture within Regal Rexnord by sponsoring and promoting actions that enrich the community, create opportunities, and foster success for Regal Rexnord's Hispanic/Latinx associates.

Executive Sponsor: Ana Esper, VP, Trade Compliance

AFRICAN AMERICAN ERG

The African American ERG focuses on aiding in the support and growth of African American associates and strives to foster a workplace environment that embraces acceptance, accountability, compassion, sustainability, and leadership. The ERG aims to impact recruitment, retention, development, and associate experience.

Executive Sponsor: Yvette Henry, SVP, Strategic Sourcing



Our Communities

The collective goodwill of Regal Rexnord associates continues to positively impact the local communities where we live and work. Through hands-on volunteerism, we are working together to forge a more sustainable future in our communities.

Maryland, United States



Automation & Motion Control team members in Maryland volunteered their time with the Chesapeake Housing Mission to venture out in the community and build a wheelchair ramp at the home of a local senior citizen.

Bedford, England



In England, a team of hardworking volunteers helped clear and maintain the land in the Forest of Marston Vale, creating new habitats for plants and wildlife in the local countryside.

Wisconsin, United States



A group of volunteers in Wisconsin partnered with the Waukesha County Parks system to plant trees at Menomonee Park. During their time at the park, our associates planted well over 40 trees!

Pune, India



Volunteers at the Center of Excellence in Pune participated in a painting initiative at a nearby elementary school to create colorful walls and a bright, vibrant learning environment.



Regal Rexnord Foundation

We are committed to creating a better tomorrow by strengthening the communities where our associates live and work.

To amplify this commitment, we have proudly established a charitable foundation paired with a charity advisory board made up of Regal Rexnord associates. The Regal Rexnord Foundation leverages associate recommendations to ensure the Company is providing financial support to eligible nonprofit organizations and leaving our footprint on the communities where our associates live and work. In 2024, the Regal Rexnord Foundation directed more than half of giving toward meeting basic needs, including food, shelter, and healthcare. Nearly a third of giving focused on education with an emphasis on Science, Technology, Engineering and Math (STEM). Regal Rexnord Foundation allocated \$1.1 million to 140 separate charities across the U.S., Mexico, and Canada. This total does not include additional local giving or giving outside of North America.

88%

of giving focused on education, STEM and basic needs

\$1.1M

Allocated to charitable giving in 2024

140

Charities across the U.S., Mexico, and Canada





Governance

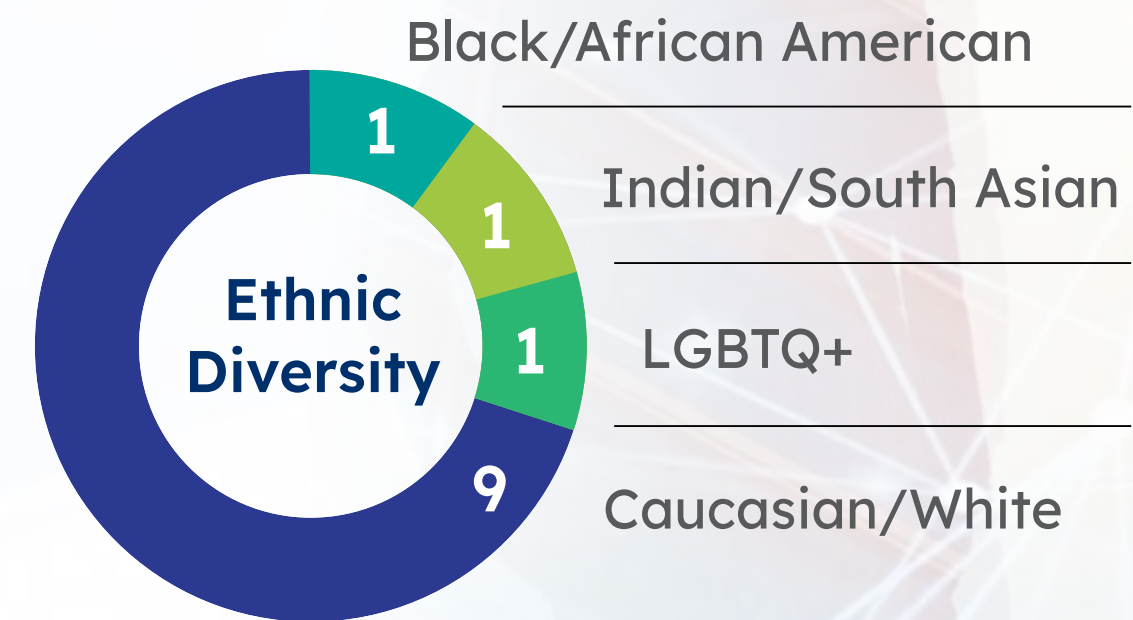
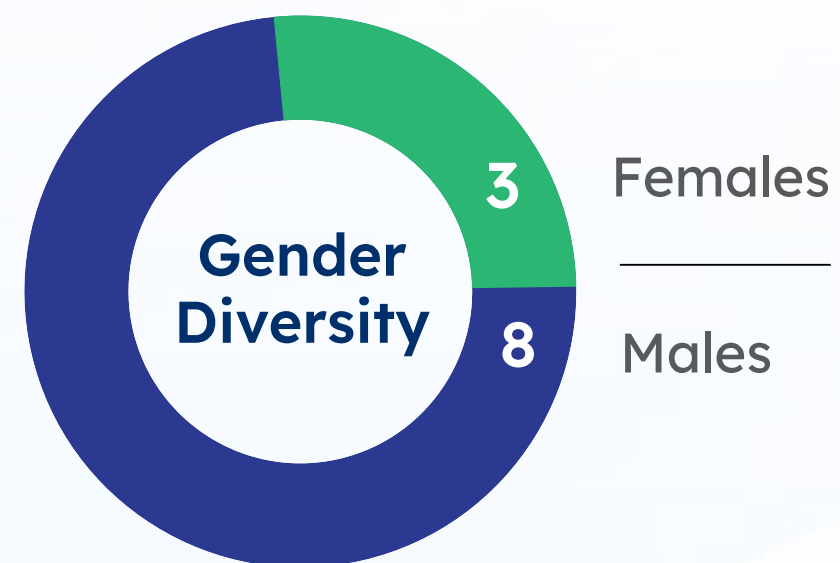


Governance Founded on Experience

BOARD OF DIRECTORS

The Board of Directors is the steward of Regal Rexnord. It is comprised of 11 directors, elected annually, ten of which are independent. Our Board has a wealth of business experience and diverse backgrounds to help guide the Company's strategy. Recognizing the importance of aligning strategy and disciplined execution, the Board helps create sustainable, long-term value for our stakeholders. Please see the Company's [Corporate Governance Guidelines](#) and [Proxy Statement](#) for more information on the Board responsibilities and process.

BOARD SNAPSHOT



62

Average Age
of Directors

7

Average
Tenure in years

4

New Directors
Since 2021

1

Independent
Chair



Governance Founded on Experience

Our Board has three independent committees:

Audit Committee	Compensation & Human Resources Committee	Corporate Governance, Sustainability & Director Affairs Committee
• Ensure quality of financial statements, reporting and disclosure matters • Validate independent registered public accounting firm’s qualifications and independence • Oversee accounting controls and policies • Ensure adequacy and integrity of disclosure controls and procedures and system of internal controls	• Develop our overall compensation philosophy • Determine and approve the compensation of our CEO and other executive officers • Review and monitor succession and leadership development planning • Review, formulate, recommend, and administer short-term and long-term compensation programs for executive officers and key employees	• Shape Company’s corporate governance policies and practices • Oversee sustainability matters, including policies, initiatives, strategies, disclosures, and shareholder and stakeholder engagement • Identify prospective director candidates and recommend candidates for directorship • Recommend to our Board the members and the chairperson for each committee to be filled by our Board

The Board has adopted charters outlining duties and establishing processes and procedures to help ensure effective and responsive governance by our Board. The charters for each committee, which provide comprehensive descriptions of their respective areas of oversight, are available on our investor website: investors.regalrexnord.com.

BOARD AND COMMITTEE SUSTAINABILITY OVERSIGHT

At Regal Rexnord, our business purpose is to create a better tomorrow with sustainable solutions that power, transmit, and control motion. We have heightened our focus on sustainability oversight to align with our business purpose.

This begins with the Board of Directors, which is responsible for the overall stewardship and strategic direction of the Company’s sustainability program. The Board’s Corporate Governance, Sustainability & Director Affairs Committee (“Governance Committee”) reviews the Company’s sustainability programs and reporting on a quarterly basis and has primary responsibility for oversight of the Company’s sustainability strategy, risks, and opportunities.

The Governance Committee is an active steward in the development and achievement of sustainability goals and initiatives and provides reporting to the full Board of Directors on a routine basis.



Integrity

At Regal Rexnord, integrity matters

Integrity is a core value at Regal Rexnord. It is the first of nine values because it is the foundation of trust – both within our Company and with our customers, suppliers, and communities. We believe doing the right thing is not optional; it's essential to how we operate. Integrity guides every decision we make, every action we take, and every relationship we build. By leading with integrity, we create a culture of accountability, transparency, and respect that drives sustainable success.

CODE OF BUSINESS CONDUCT AND ETHICS

Our [Code of Business Conduct and Ethics](#) (Code) underscores that integrity is essential in everything we do. Regal Rexnord associates are expected to conduct business with integrity – ethically, honestly and in full compliance with all applicable laws and regulations. The Code outlines our core operating principles, sets clear standards of behavior, and explains how our values should guide our decision-making.

The Code applies to all Regal Rexnord associates, officers and directors, as well as to business partners, including third parties engaged by the Company. It is available online in multiple languages to make it accessible to our global associates and business partners.

GLOBAL ANTI-CORRUPTION, CODE OF BUSINESS CONDUCT AND ETHICS AND THIRD-PARTY ENGAGEMENT

Code Training and Certification

Annually, all associates are required to certify their compliance with the Code and related processes, and every new associate receives training on our Code as part of the onboarding process. To deepen understanding, all associates also complete mandatory annual training covering rotating ethics and compliance topics outlined in the Code. Depending on role and location, associates may receive additional training on subjects such as cybersecurity, sexual harassment, trade sanctions, and conflicts of interest. In 2024, approximately 97% of our global associates completed their annual Code training.

Speak-Up Culture and Integrity Line

We are committed to fostering a strong speak-up culture and thoroughly investigating all concerns raised. We take prompt action to address any behavior inconsistent with our values or the Code.

Associates, customers, vendors and other third parties are encouraged to report concerns related to business ethics, suspected illegal or unethical conduct, or potential policy violations – without suspected fear of retaliation. Reports may be made to supervisors, business leaders, Human Resources, or through our Integrity Line via phone or web available at www.regalrexnordintegrity.com.

The Integrity Line is available 24/7 in over 30 languages and offers the option to report anonymously. Regal Rexnord's Legal and Compliance team is responsible for monitoring and following up on Integrity Line reports.



Risk Oversight and Management

ENTERPRISE RISK MANAGEMENT

The Regal Rexnord 2024 Annual Report outlines key risks and opportunities across our businesses. Oversight of enterprise risk management is led by our Board of Directors and executive management. At the Board level, enterprise risk oversight currently resides with the full Board, rather than a specific committee, given the breadth of impact of risk across the enterprise and the importance of maintaining cross-functional visibility and alignment on key risk areas. At the management level, a Risk Committee comprised of senior functional leaders and business leaders supports the Board's objectives. Members of the Risk Committee include our Chief Compliance Officer; Chief Information Security Officer (CISO); Senior Director of Global Risk and Property Management; Vice President, Internal Audit; and Vice President, Environmental, Health and Safety.

The Risk Committee identifies and assesses potential risks and works with executive leadership to determine mitigation strategies. In 2024, the Risk Committee conducted a Company-wide risk survey to capture input across business and functional areas. The survey covered economic, environmental, operational, social, and other strategic topics. Based on these insights, the Risk Committee and leadership teams developed plans to address risks that could impact Regal Rexnord's ability to meet its objectives.

Regal Rexnord maintains a comprehensive Crisis Communications Playbook that provides clear guidance on how to respond to significant risk events. The Playbook is regularly reviewed and updated to reflect evolving needs. We conduct periodic tabletop exercises to test and refine our ability to respond to crisis and maintain business continuity. The Board receives regular updates on our enterprise risk management program, including reviews of our crisis response protocols and risk management processes.

GLOBAL AUTHORITIES POLICY

Regal Rexnord maintains a Global Authorities Policy that outlines the delegation of authority for critical business decisions across the Company. The policy includes a detailed authorities matrix specifying the required levels of approval and monetary thresholds. Training is provided to associates on the policy to support consistent and responsible governance across the organization.



Cybersecurity

Regal Rexnord has developed a cybersecurity program founded on a strong management approach, policy driven governance, standards, and procedures and execution of a comprehensive strategy that adapts to changing risks.

Regal Rexnord takes the security of our associates' and business partners' data seriously.

- Our cybersecurity policies and standards are fully integrated into our overall risk management process and were created based upon the National Institute of Standards and Technology (NIST) cybersecurity framework and other applicable industry standards.
- Our cybersecurity program employs a comprehensive strategy supported by strong governance, a collaborative approach, technical safeguards, incident response, and recovery planning, third-party risk management and education and awareness.
- We have established a comprehensive Cyber Incident Response Policy. Reviewed regularly, this policy provides direction and guidance to address and manage security incidents, including identification, classification, and response.

The Risk Committee works with executive leadership teams to develop and execute plans, responses, and mitigation strategies to address significant cybersecurity risks that could negatively impact our ability to achieve our objectives. Our multifaceted strategy to identify, prevent, and mitigate cybersecurity risks is supported by clear and direct cross-functional escalation paths to ensure proper handling, analysis, and response to potential cybersecurity incidents.

Regal Rexnord maintains a robust and mandatory Cybersecurity Education and Training Program for all associates with access to our information technology systems. We deliver monthly targeted training and phishing simulation for our associates and conduct an annual mandatory Global Information Security Training Campaign and certification, which is translated into 20 languages. These security policies and trainings are designed to develop a mature, risk-aware culture.

This formal training content is reinforced by our CEO and business leaders through consistent emphasis and communication about the expectation of each associate to live by our Regal Rexnord values.

Regal Rexnord endeavors to utilize the latest security tools, techniques, and system monitoring to help ensure the protection and confidentiality of our systems and data. Maintaining the privacy of our associate, customer, and supplier data is of utmost importance to Regal Rexnord.

DATA PRIVACY

As a company with global operations, Regal Rexnord prioritizes compliance with and adherence to relevant and applicable data privacy regulations. For more details, please see our Global Privacy Policy. We also continually monitor the evolving landscape of new and emerging data privacy laws and best practices.

The Company has established structured data privacy processes and guidance for all associates to equip them with the tools and knowledge necessary to protect third-party and associate data.

We conduct due diligence on all vendors who may process data on our behalf. Regal Rexnord partners with a third-party service provider to assist with the creation and processing of activity records that support privacy compliance.

Additionally, Regal Rexnord maintains a dedicated email distribution and phone line to address data processing inquiries, respond to data subject requests, and strengthen our data privacy framework.

REGAL REXNORD 2024 CYBERSECURITY INITIATIVES

In 2024, Regal Rexnord advanced a unified cybersecurity strategy focused on resilience, risk management, and cultural awareness.

We strengthened operational readiness through cross-functional tabletop exercises and enhanced our incident response protocols. Our alignment with the NIST Cybersecurity Framework guided proactive assessments and governance, ensuring board-level visibility and accountability.

To foster a cyber-aware culture, we launched mandatory training, phishing simulations, and interactive campaigns during Cybersecurity Awareness Month. Technologically, we expanded our Managed Detection and Response capabilities and improved phishing resilience across the enterprise.

Looking ahead, we're preparing for our next independent cybersecurity assessment and continuing to invest in third-party risk management and data protection.

Cybersecurity remains a strategic priority—integral to our digital transformation and our commitment to protecting people, data, and operations.



Appendix



Professional Associations and Memberships

AAAE	American Association of Airport Executives
ABMA	American Bearing Manufacturers Association
AGMA	American Gear Manufacturing Association
AISI	American Iron and Steel Institute
AIST	Association for Iron and Steel Technology
ANSI	American National Standards Institute
ASME	American Society of Mechanical Engineers
BSA	Bearing Specialties Association
MHI	Material Handling Industry
MPTA	Mechanical Power Transmission Association
NAM	National Association of Manufacturers
NSSGA	National Stone, Sand & Gravel Association
AHRI	Air Conditioning, Heating, and Refrigeration Institute
ASHRAE	American Society of Heating, Refrigerating and Air Conditioning Engineers
CEC	California Energy Commission
DOE	US Department of Energy
EPRI	Electric Power Research Institute
HYDRAULIC INSTITUTE	ANSI Pumps
ISO TC117	Technical Committee for Fans

AMCA	Air Movement and Control Association International, Inc.
CSA	Canadian Standards Association
ESFI	Electrical Safety Foundation International
IEC	International Electrotechnical Commission
IEEE	Institute of Electrical and Electronics Engineers
ISO	International Organization for Standardization
NEMA	National Electrical Manufacturers Association
NIST	National Institute for Standards and Technology
UL	Underwriters Laboratory
BISSC	Baking Industry Sanitation Standards Committee
BEMA	Bakery Equipment Manufacturers and Allieds
CEMA	Conveyor Equipment Manufacturers Association
PEMA	Port Equipment Manufacturers Association
PTRA	Power-Motion Technology Representatives Association
CII	Confederation of Indian Industry
AIGROUP	Australian Industry Group
ANIE	Italian National Association of Electrical Industries
ASSOCLIMA	Italian Industry Association for HVAC
EUROVENT	European Ventilation Industry Association



Regal Rexnord Brands

AMERIDRIVES™

BAUER GEAR MOTOR®

BERG™

BIBBY TURBOFLEX®

BOSTON GEAR™

BROWNING™

CAMBRIDGE™

CENTA™

CENTURY™

DELEVAN™

DELROYD WORM GEAR®

DURALONTUFLITE®

DURST™

ELCO™

FALK™

FASCO™

FOOTE-JONES™

FORMSPRAG CLUTCH®

GENTEQ™

GROVE GEAR™

GUARDIAN COUPLINGS®

HIGHFIELD™

HUB CITY™

HUCO™

INDUSTRIAL CLUTCH™

JAURE™

KILIAN™

KOLLMORGEN™

KOP-FLEX™

LAMIFLEX COUPLINGS™

LEESON™

LINK-BELT®

MARLAND CLUTCH®

MCGILL™

MILWAUKEE GEAR™

MODSORT™

MORRILL®

MORSE™*

NICOTRA GEBHARDT™

NUTTALL GEAR®

PERCEPTIV™

PORTESCAP™

PT SELECT™

REMCO™

REX™

REXNORD™

ROLLWAY™

SEALMASTER™

STEARNS™

STEIBER™

STROMAG™

SVENDBORG BRAKES™

SYSTEM PLAST™

TB WOOD'S™

THOMSON™

THOMSON POWER SYSTEMS™

TOLLOK™

TWIFLEX™

WARNER ELECTRIC™

WICHITA CLUTCH™

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Forward-Looking Statements

All statements in this report, 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,” “opportunity,” 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 report 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, the acquisition of Altra Industrial Motion Corp. (“Altra Transaction”), and the merger with the Rexnord Process & Motion Control business (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; the Company’s ability to retain key executives and employees; uncertainties regarding our ability to execute restructuring plans within expected costs and timing; 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 their ability to effectively compete in the increasingly competitive global industries and markets; our ability to develop new products based on technological innovation, such as the Internet of Things and artificial intelligence, and marketplace acceptance of new and existing products; dependence on significant customers and distributors; 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 targets and/or to meet related investor, customer and other third party expectations relating to our sustainability efforts; 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; 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, 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; unanticipated liabilities of acquired businesses; unanticipated adverse effects or liabilities from business exits or divestitures; the Company’s ability to identify and execute on future merger and acquisitions (“M&A”) opportunities, including significant M&A transactions; 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; 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; and other factors that can be found in our filings with the Securities and Exchange Commission (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 report 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.



Corporate Information/Non-GAAP Disclosures

In this report, we disclose certain non-GAAP financial measures. We reconcile these measures in the appendix to this presentation to the most directly comparable GAAP financial measures. This additional information is not meant to be considered in isolation or as a substitute for our results of operations prepared and presented in accordance with GAAP. The assumptions and related pro forma adjustments in the selected financial information presented within this Report are consistent with those presented in the Company's 2024 Annual Report.

SCOPE: This report relies on Regal Rexnord's fiscal year 2024 results with some references to actions and developments during 2025. Regal Rexnord did not obtain external assurance for this report.

REGAL REXNORD CORPORATION IS A PUBLICLY TRADED COMPANY LISTED ON THE NEW YORK STOCK EXCHANGE (NYSE: RRX) and is incorporated in the state of Wisconsin, U.S.A. Regal Rexnord's financial reporting follows U.S. 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 the report.

CONTACT

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VP Investor Relations

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Global Reporting Initiative (GRI) Content Index

Regal Rexnord has reported the information cited in this GRI content index for fiscal year 2024 (January 1, 2024 - December 31, 2024) with reference to the GRI Standards.

Indicator	Brief Description	Location of Information (pages of this report; other documents)
GENERAL DISCLOSURES		
THE ORGANIZATION AND ITS REPORTING PRACTICES		
2-1	Organizational details	Page 51; 2024 Annual Report
2-2	Entities included in the organization’s sustainability reporting	2024 Annual Report (Exhibit 21.1)
2-3	Reporting period, frequency and contact point	Page 51; Annual reporting frequency
2-4	Restatements of information	Pages 8, 15-16, 29-30
ACTIVITIES AND WORKERS		
2-6	Activities, value chain and other business relationships	Page 7, 8, 31, 32; 2024 Annual Report
2-7	Employees	Page 34-38
GOVERNANCE		
2-9	Governance structure and composition	Page 42-43; 2025 Proxy Statement
2-10	Nomination and selection of the highest governance body	Page 42-43; 2025 Proxy Statement
2-11	Chair of the highest governance body	2025 Proxy Statement
2-12	Role of the highest governance body in overseeing the management of impacts	2025 Proxy Statement
2-13	Delegation of responsibility for managing impacts	Page 11, 13, 25-26, 29, 32, 45-46; 2024 Proxy Statement
2-14	Role of the highest governance body in sustainability reporting	Page 42-43; 2025 Proxy Statement
2-15	Conflicts of interest	Page 44; 2025 Proxy Statement ; Regal Rexnord Code of Conduct and Ethics
2-16	Communication of critical concerns	Page 44; 2025 Proxy Statement
2-17	Collective knowledge of the highest governance body	Page 42-43; 2025 Proxy Statement
2-18	Evaluation of the performance of the highest governing body	2025 Proxy Statement
2-19	Remuneration policies	2025 Proxy Statement
2-20	Process to determine remuneration	2025 Proxy Statement

Indicator	Brief Description	Location of Information (pages of this report; other documents)
2-21	Annual total compensation ratio	2025 Proxy Statement
STRATEGY, POLICIES AND PRACTICES		
2-22	Statement of sustainable development strategy	3, 4, 7, 10, 24
2-23	Policy commitments	Page 29-32, 34-37, 44
2-24	Embedding policy commitments	Page 29-32, 34-37, 44
2-25	Processes to remediate negative impacts	Page 11, 13, 17-18, 24-32, 34, 44-45
2-26	Mechanisms for seeking advise and raising concerns	Page 44; Regal Rexnord Code of Conduct and Ethics
2-27	Compliance with laws and regulations	Page 11, 24-26, 32, 43-44; Regal Rexnord Code of Conduct and Ethics ; Global Human Rights Policy
2-28	Membership associations	Page 48
STAKEHOLDER ENGAGEMENT		
2-29	Approach to stakeholder engagement	Page 3, 4, 13, 32; 2025 Proxy Statement
2-30	Collective bargain agreements	Page 36



GRI Content Index

Indicator	Brief Description	Location of Information (pages of this report; other documents)
ECONOMIC DISCLOSURES		
ECONOMIC PERFORMANCE		
201-1	Direct economic value generated and distributed	Page 8; 2024 Annual Report
201-2	Financial implications and other risks and opportunities due to climate change	2024 Annual Report
201-3	Defined benefit plan obligations and other retirement plans	2025 Proxy Statement ; 2024 Annual Report
PROCUREMENT PRACTICES		
204-1	Procurement practices	Page 31, 32
ANTI-CORRUPTION		
205-1	Operations assessed for risks related to corruption	Page 44-45
205-2	Communications & training about anti-corruption policies & procedures	Page 44
ANTI-COMPETITIVE BEHAVIOR		
206-1	Legal actions for anti-competitive behavior, anti-trust	Page 44
TAX		
207-1	Approach to tax	2024 Annual Report ; UK Tax Strategy
207-2	Tax governance, control, and risk management	2024 Annual Report ; UK Tax Strategy
207-3	Stakeholder engagement and management of concerns related to tax	2024 Annual Report ; UK Tax Strategy
ENVIRONMENTAL DISCLOSURES		
ENERGY		
3-3	Management of material topics—energy	Page 10-28
302-1	Energy consumption within the organization	Page 15
302-3	Energy intensity	Page 16
302-4	Reduction of energy consumption	Page 17, 18, 27, 28
WATER AND EFFLUENTS		
3-3	Management of material topics—water and effluents	Page 24-27, 30
303-1	Water withdrawal by source	Page 30

Indicator	Brief Description	Location of Information (pages of this report; other documents)
EMISSIONS		
3-3	Management of material topics—emissions	Page 10-28
305-1	Direct (scope 1) GHG emissions	Page 15-17
305-2	Energy indirect (scope 2) GHG emissions	Page 15-17
305-4	GHG emission intensity	Page 16
305-5	Reduction of GHG emissions	Page 17, 18, 27, 28
WASTE		
3-3	Management of material topics—waste	Page 24-27, 30
306-2	Management of significant waste- related impacts	Page 25, 30
306-3	Waste generated	Page 30
306-4	Waste diverted from disposal	Page 30
306-5	Waste directed to disposal	Page 30
SUPPLIER ENVIRONMENTAL ASSESSMENT		
3-3	Management of material topics—supplier environmental assessment	Page 31-32
308-1	New suppliers that were screened using environmental criteria	Page 31-32
SOCIAL DISCLOSURES		
EMPLOYMENT		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 35



GRI Content Index

Indicator	Brief Description	Location of Information (pages of this report; other documents)
LABOR/MANAGEMENT RELATIONS		
401-1	Minimum notice periods regarding operational changes	Page 21
OCCUPATIONAL HEALTH AND SAFETY		
3-3	Management of material topics—occupational health and safety	Page 24-30
403-1	Occupational health and safety management system	Page 29
403-2	Hazard identification, risk assessment, and incident investigation	Page 29
403-4	Worker participation, consultation, and communication on occupational health and safety	Page 25, 29
403-5	Worker training on occupational health and safety	Page 29
403-6	Promotion of worker health	Page 29, 35
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 29, 31, 32
403-8	Workers covered by an occupational health and safety management system	Page 8, 24, 29
403-9	Work related injuries	Page 8, 29
TRAINING AND EDUCATION		
404-2	Programs for upgrading associate skills and transition assistance programs	Page 27, 34-37
DIVERSITY AND EQUAL OPPORTUNITY		
405-1	Diversity of governance bodies and employees	Page 37-38, 42
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 32, 36; Global Human Rights Policy
CHILD LABOR		
408-1	Operations and suppliers at significant risk for incidents of child labor	Page 31-32, 44; Global Human Rights Policy ; Regal Rexnord Code of Conduct and Ethics
FORCED OR COMPULSORY LABOR		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Page 31-32, 44; Global Human Rights Policy ; Global Supplier Requirements and Expectations Manual

Indicator	Brief Description	Location of Information (pages of this report; other documents)
LOCAL COMMUNITIES		
413-1	Operations with local community engagement, impact assessments, and development programs	Page 39-40
SUPPLIER SOCIAL ASSESSMENT		
414	New suppliers screened using social criteria	Page 31-32; Global Human Rights Policy ;
CUSTOMER PRIVACY		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 44-46; No such complaints have been received – no such breach or loss.



Sustainability Accounting Standards Board (SASB) Disclosure For Electrical & Electronic Equipment

This table provides fiscal 2024 (January 1, 2024 - December 31, 2024) data with reference to SASB’s Electrical & Electronic Equipment Sustainability Accounting Standard.

Code	Accounting Measure	Category	Unit of Measure	2024 Response
ENERGY MANAGEMENT				
RT-EE-130a.1	Total Energy Consumed	Quantitative	Gigajoules (GJ)	2,475,515
RT-EE-130a.1	Percentage Grid Electricity	Quantitative	Percentage (%)	49.1%
RT-EE-130a.1	Percentage Renewable	Quantitative	Percentage (%)	3.2%
HAZARDOUS WASTE MANAGEMENT				
RT-EE-150a.1	Amount of hazardous waste generated	Quantitative	Metric tons	4,259
RT-EE-150a.1	Percentage of hazardous waste recycled	Quantitative	Percentage (%)	11.4%
RT-EE-150a.2	Number of reportable spills	Quantitative	Number	0
RT-EE-150a.2	Aggregate quantity of reportable spills	Quantitative	Kilograms	0



Task Force on Climate-Related Financial Disclosures (TCFD) DISCLOSURE

This index cross-references the Task Force on Climate Related Financial Disclosures (TCFD) Framework, with applicable Regal Rexnord Disclosures made in this report, Regal Rexnord’s responses to the 2024 CDP Climate Change Questionnaire, filings with the Securities Exchange Commission and other public disclosures.

Topic and Recommended Disclosure	Response
GOVERNANCE	
a) Describe the board’s oversight of climate-related risks and opportunities	Regal Rexnord’s Board of Directors and the Corporate Governance, Sustainability and Director Affairs Committee maintain responsibility for the Company’s strategic direction and provide general oversight of the Company’s ESG programs and reporting. Among the principal functions of the Corporate Governance, Sustainability and Director Affairs Committee, are to oversee ESG matters applicable to the Company and periodically review the Company’s policies, governance structures, initiatives, strategies, disclosures and engagement with shareholders and other key stakeholders related to ESG matters. As part of the Corporate Governance, Sustainability and Director Affairs Committee’s additional focus on ESG matters, our management team provides a quarterly ESG-focused report to the committee. Page 11, 2024 Proxy Statement
b) Describe management’s role in assessing and managing climate-related risks and opportunities	The Company’s Sustainability Governance Committee, which includes the CEO and executive leaders, meets quarterly to review strategy, performance and continuous improvement plans to support development and achievement of our goals. This Committee reports to the Board annually to reaffirm strategy, programs and reporting. Cross-functional internal working groups comprised of senior leaders, functional leads and subject matter experts handle ESG strategy activation. Working groups meet regularly to implement ESG-related initiatives and ensure corporate-wide ESG regulatory compliance remains on track. Page 11
STRATEGY	
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	Regal Rexnord defines short, medium, and long term risks as those that may impact the company in a time period between 1-10 years. The company recognizes the effects of climate change and the financial risks that may be associated with climate change. Regal Rexnord has identified a variety up both upstream and downstream risks. These include but are not limited to risks to the market, increased cost of raw materials, emerging regulation, mandates with respect to existing company products or services, reputational risks and increased stakeholder concern. (2024 CDP Report)
b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning	The potential impact of climate-related risks include but are not limited to increased indirect (operating) costs and decreased revenues due to reduced demand for products and services. These risks and their potential impacts are more fully described in Regal Rexnord’s most recent Annual Report on Form 10-K, filed with the Securities Exchange Commission. (2024 CDP Report and 2023 Annual Report)
c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	In the future, Regal Rexnord management may consider the applicability of various climate-related scenario analyses to its business resilience under such circumstances.

Topic and Recommended Disclosure	Response
RISK MANAGEMENT	
a) Describe the organization’s processes for identifying and assessing climate-related risks	Regal Rexnord employs an integrated, multidisciplinary approach to proactively identify and address risks across our value chain. Within Regal Rexnord, dedicated individuals are assigned to continuously monitor both current and emerging regulations, ensuring our operations remain in alignment with evolving compliance standards. Through this process, Regal Rexnord identifies risks for prioritization. (2024 CDP Report)
b) Describe the organization’s processes for managing climate-related risks	Regal Rexnord’s Annual Report provides extensive information on risks and opportunities in our businesses. The Regal Rexnord Board and management are responsible for operational and strategic risk management oversight. At the Board level, oversight of risk management is the responsibility of the full Board. Risk management is not delegated to a Board committee primarily because of the breadth of impact and importance of risk mitigation to the overall success of our Company. At the management level, a Risk Committee comprised of key functional leaders and business leaders supports the Board’s risk management objectives. Among other members, the Risk Committee includes our Senior Director of Global Risk and Property Management; and Vice President, Environmental, Health and Safety. The Risk Committee provides periodic reports regarding enterprise risk, including, risk management processes and progress. After conducting a survey in 2022 that captured inputs from the businesses and support functions, requiring consideration of environmental risks and several other topics, the Risk Committee developed mitigation strategies for significant risks that could impact Regal Rexnord’s ability to meet objectives and execute strategies. In 2023, the Risk Committee deployed a comprehensive Risk Management Policy to set forth a uniform approach for identifying, measuring, responding to and monitoring enterprise risks in order to minimize potential disruption to business operations and harm to reputation. Page 45
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management	Regal Rexnord employs lean tools through the Regal Rexnord Business System to identify opportunities for improvement and to find efficiencies that minimize or eliminate waste. The Regal Rexnord 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. Page 17
METRICS AND TARGETS	
a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	Regal Rexnord utilizes recognized metrics to assess and track the progress of our climate-related objectives: • Scope 1 and 2 Emissions • GHG Emission Intensity • Reduction of GHG Emissions • Total Energy Consumption • Non-Hazardous and Hazardous Waste and Recycling • Water Withdrawal Page 15, 16, 30
b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	Regal Rexnord has disclosed Scope 1 and 2 GHG emissions in this report. Regal Rexnord has disclosed scope 1 and scope 2 and scope 3 emissions in our 2023 Sustainability Report Page 15-16
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	The company has established climate-impact reduction targets related to decreased consumption of energy and carbon footprint as indicated in this report. Page 10, 17



PRO FORMA ADJUSTED NET SALES

(Dollars in Millions)		Total Regal Rexnord Year Ended Dec 31, 2022*	Total Regal Rexnord Year Ended Dec 31, 2023*
Pro Forma Net Sales	\$	7,162.1	6,701.8
Net Sales from Businesses Divested/to be Exited		(40.1)	—
Pro Forma Adjusted Net Sales	\$	7,122.0	6,701.8

NET SALES EXCLUDING INDUSTRIAL SYSTEMS

(Dollars in Millions)		Total Regal Rexnord Year Ended Dec 31, 2024
Total Regal Rexnord Net Sales	\$	6,033.8
Less: Industrial Systems Net Sales		157.8
Net Sales excluding Industrial Systems	\$	5,876.0

* Reflects estimated pro-forma adjustments for the Altra Transaction.



SUSTAINABILITY REPORT | 2024

Issued September 2025

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