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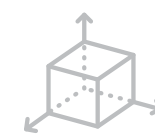
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CEO Letter

As I have spent my initial months at Regal Rexnord learning about our business, meeting teams, engaging with customers, and understanding what makes this company unique, one thing has become clear: our purpose and commitment to sustainability are deeply embedded in how we create value for our stakeholders.

Our purpose – *"We create a Better Tomorrow with Sustainable Solutions that Power, Transmit, and Control Motion"* – is more than a statement. It reflects how we serve our customers, our communities, and position our company for long-term success.

In 2025, Regal Rexnord continued to build momentum through a highly intentional portfolio transformation and strategic investments in markets with attractive long-term growth potential. These investments are guided by the voice of the customer and focused on delivering innovative products, technologies, and integrated solutions that help address evolving needs, including energy efficiency and environmental impact.

Today, Regal Rexnord combines leading positions across industrial power transmission, industrial automation, premium-efficiency electric motors, and air moving solutions. This scale, expertise, and breadth of capabilities allow us to help customers improve performance while advancing their own sustainability goals.

This Sustainability Report highlights the progress our teams made during 2025 and demonstrates how sustainability continues to be integrated into our strategy and business operations.

I am encouraged by the results achieved across several key areas.

Further progress toward our goal of achieving carbon neutrality by 2032. In 2025, we reduced our Scope 1 and 2 greenhouse gas (GHG) emissions by 8.3% (absolute basis). Our percentage of renewable energy rose by 210 basis points,

to 5.3%. Since our baseline year of 2022, we have reduced our absolute Scope 1 and 2 GHG emissions by a total of 32.3%. This progress keeps us on track to achieve our carbon neutrality across Scope 1 and Scope 2 emissions by 2032 goal and demonstrates Regal Rexnord's commitment to reducing emissions through actions that are under our control.

Helping our customers meet their own sustainability goals.

Approximately 60% of our product offering either directly or indirectly supports making our end users' applications more environmentally friendly.

Our people are highly engaged; our internal leadership bench is strong.

In 2025, 89% of our worldwide people participated in our team member engagement survey. And 90% of Regal Rexnord's 4,000 leaders completed a six-module Leader Essentials Certification, focused on how we attract, develop, and retain talent, strategize to drive growth, and drive best-in-class operational performance.

Safety is a top priority. Our already industry-leading TRIR in 2024 improved further in 2025, declining to 0.51, and demonstrates our commitment to ensuring that every team member goes home at the end of the day the same way they came to work.

We care about our communities. The report provides examples of how Regal Rexnord people around the world are making a positive impact in the communities where they work and live by dedicating their time and energy to a variety of causes and community service organizations.

While these accomplishments are worth celebrating, we know there is more work ahead. The expectations of our customers and stakeholders will continue to rise, and we must continue to innovate, improve, and invest in the future.

I would like to thank our team for their commitment to our values and for the progress reflected throughout this report. Their dedication has built a strong foundation for continued success. By advancing solutions that help our customers achieve their sustainability goals, we can continue to create long-term value while pursuing profitable growth.

Thank you to our teams, partners, and customers for your interest in Regal Rexnord and for joining us as we continue creating a better tomorrow.

Sincerely,
Aamir Paul
CEO





Mission & Purpose



MISSION

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

PURPOSE

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



Values



Integrity

We hold ourselves to the highest standards of ethical conduct and take all violations seriously. 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, and Inclusion

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



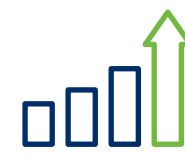
Customer Success

Our customer is our main priority. We must understand their needs and develop products, solutions, and services 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, team, and shareholders) to drive profitable revenue growth.



Passion to Win

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



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



Company Overview

Regal Rexnord and its global team 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. The Company's 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. The Company is headquartered in Milwaukee, Wisconsin, and has manufacturing, sales, and service facilities worldwide.

Regal Rexnord is comprised of three operating segments: Automation & Motion Control, Industrial Powertrain Solutions, and Power Efficiency Solutions.





Operating Segments



Automation & Motion Control (AMC)

The AMC segment designs, manufactures, and services components and solutions that primarily support high-precision motion control in a range of industrial and commercial applications. Key products include high-efficiency servo motors, controls, drives, and linear actuators; power management products and solutions that include automatic transfer switches, paralleling switchgear, and electrical pods (E-Pods) that bundle electric power and thermal management content into customized modular solutions; conveyor products and conveying automation subsystems; and aerospace components, including highly engineered bearings and seals. The segment serves markets that include discrete automation/robotics, aerospace and defense, food and beverage, general industrial, medical, and data center.

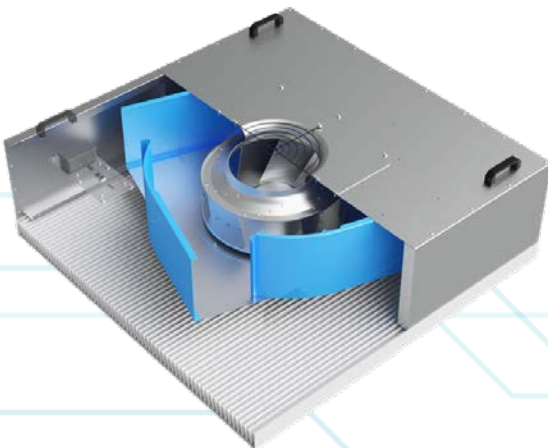
- Linear Actuators
- High-Precision Servo Motors
- Servo Drives and Controls
- Data Center Power Management, Including Modular Solutions
- Conveying Solutions
- Aerospace Electromechanical Actuators, Seals and Bearings



Industrial Powertrain Solutions (IPS)

The IPS segment designs, manufactures, and services a broad portfolio of highly engineered power transmission products, including mounted and unmounted bearings, couplings, mechanical power transmission drives and components, gearboxes and gear motors, clutches, and brakes. Increasingly, the segment produces industrial powertrain solutions, which are integrated subsystems 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 general industrial, metals and mining, energy, and discrete automation.

- Industrial Powertrains
- Couplings
- Clutches and Brakes
- Gearing
- Bearings



Power Efficiency Solutions (PES)

The PES segment designs and manufactures high efficiency fractional to approximately 5 horsepower AC and DC motors, electronic variable speed controls, electronic drives, fans, and blowers. Increasingly, the segment is producing solutions comprised of two or more of these components, in particular air moving solutions that integrate motors and air moving components. The segment's products are used in residential and commercial HVAC equipment and in a wide range of general commercial applications, including data centers.

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

ARROWHEAD™

marathon™
Special Products

SYSTEM PLAST™

BUSSE/SJI™

REXNORD™

THOMSON™

Portescap™

KOLLMORGEN™

REXNORD™
aerospace

THOMSON™
POWER SYSTEMS

TOLLOK™

BOSTON GEAR™

Stromag™

MCGILL™

CENTA™

PERCEPTIV™

REXNORD™

SEALMASTER™

GROVE GEAR™

Browning™

STEARNS™

TB WOOD'S™

BERG™

FALK™

JAURE™

Century™

genteq™

ELCO™

LEESON™

FASCO™

NICOTRA||Gebhardt™



Regal Rexnord by the Numbers¹



COMPANY

29,200

Team Members

102

Manufacturing Sites

272

Total Sites



FINANCIAL

~\$5.9B

2025 Net Sales

~3.0%

Research, Development,
and Engineering Expense
% of 2025 Sales

\$10.6B

Market Capitalization¹

\$14.7B

Enterprise Value¹



ENVIRONMENTAL

8.3%

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

5,511 MWh

Renewable Energy
Generated in 2025

282

Energy Reduction Projects
Identified Since 2022



HEALTH & SAFETY

0.51

Total Recordable Incident
Rate (TRIR)²

0.38

Days Away Restricted or
Transfer Rate (DART)²



ENGAGEMENT

~\$2.02M

Contributed to charitable
giving globally in 2025

150

North American nonprofit
organizations supported

¹ Calculated as of August 31, 2026.

² Refer to page 29 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 Scope 2 GHG emissions by 2032 and addressing rising demand for more sustainable products and solutions.

ENGAGEMENT

Continuing to advance diversity, engagement, and inclusion to drive innovation.

CORPORATE GOVERNANCE

Maximizing risk-adjusted returns through good governance.





Sustainability Management

Regal Rexnord's Board of Directors, together with the Board's Corporate Governance, Sustainability, and Director Affairs Committee (the "Governance Committee"), oversees the Company's sustainability strategy and provides general oversight of sustainability programs and related reporting.

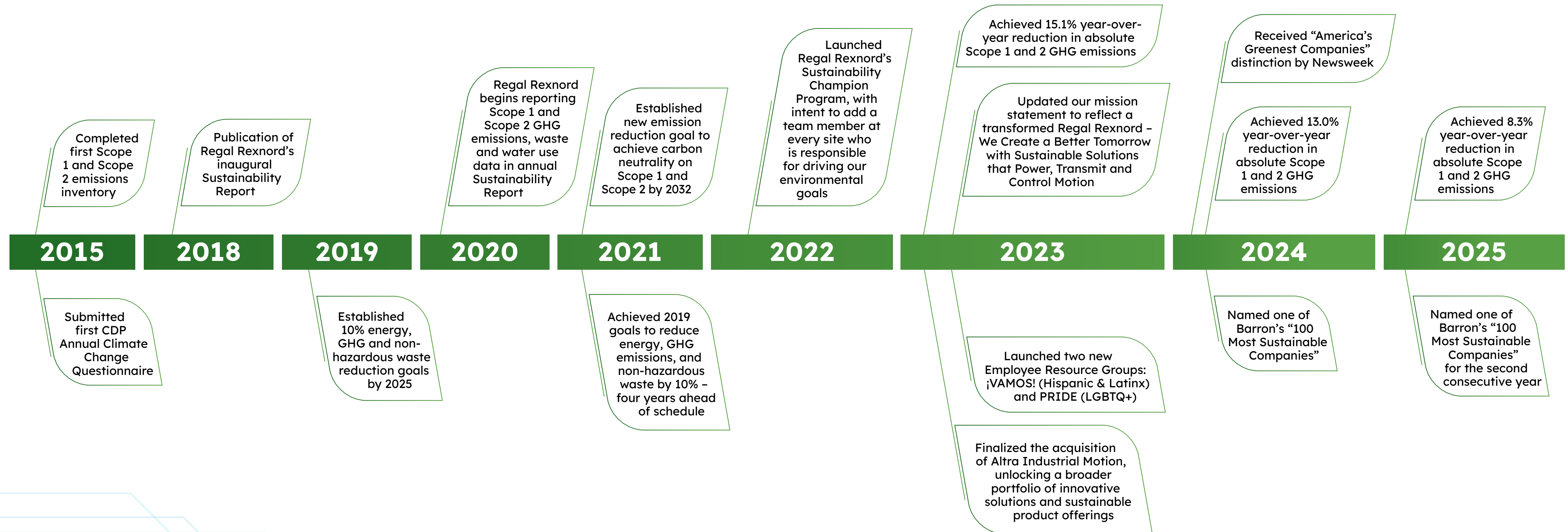
At the management level, the Sustainability Governance Committee - composed of the CEO and senior executive leaders - meets quarterly to review sustainability strategy, performance, and continuous improvement priorities in support of the Company's goals. This Committee reports quarterly to the Governance Committee and annually to the Board of Directors to ensure alignment across strategy, programs, and disclosures.

Sustainability strategy is activated through cross functional internal working groups composed of senior leaders, functional leads, and subject matter experts. These groups meet regularly to implement sustainability initiatives and to support enterprise-wide compliance with applicable sustainability related regulatory requirements.





Sustainability Journey





Stakeholder Engagement

Regal Rexnord engages regularly with our people, customers, suppliers, investors, communities, and other key external stakeholders through a variety of formal and informal channels. These engagement activities help inform our strategy, strengthen relationships, and support continuous improvement across the business. Engagement methods include:

- Customer and team member surveys
- Customer meetings
- Investor perception analysis
- Investor meetings and conferences
- Employee Resource Groups
- Town hall meetings with our team
- 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





Global Reporting Alignment

Regal Rexnord responds annually to the CDP* Climate Change Questionnaire, including the Company's 2025 climate change submission.



We use the Task Force on Climate-related Financial Disclosures (TCFD*) framework to assess climate-related risks and opportunities and inform management processes.



This report includes a Global Reporting Initiative (GRI*) Content Index with disclosures aligned to applicable GRI Standards.



We also reference the Sustainability Accounting Standards Board (SASB*) disclosure framework for the Electrical and Electronic Equipment industry.



Regal Rexnord supports the United Nations Sustainable Development Goals (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.



Energy Use and Emission Data¹

GHG EMISSIONS BREAKDOWN (METRIC TONS CO₂-equivalents)

	2025	2024	2023	2022
Direct (Scope 1)				
CO ₂	57,330	60,689	67,281	81,947
CH ₄	37	39	39	47
N ₂ O	41	43	46	53
HFC	361	378	385	414
Total Scope 1	57,769	61,149	67,751	82,462
Indirect (Scope 2)				
Market-Based	126,988	140,438	163,888	190,269
Location-Based	136,030	146,965	165,125	191,844
Total Scope 1 + 2 (Market-Based)	184,757	201,587	231,639	272,731

ENERGY CONSUMED (GIGAJOULES)

	2025	2024	2023	2022
Summary Metrics				
Percentage of Grid Electricity	47.1%	49.0%	50.1%	48.1%
Percentage of Renewable Energy	5.3%	3.2%	1.1%	0.9%
Direct Energy				
Natural Gas	1,007,317	1,073,975	1,217,057	1,505,744
Gasoline	36,895	37,600	32,725	41,626
Diesel Fuel	27,364	22,593	21,971	22,424
Propane	12,473	12,317	10,846	15,282
Jet Fuel	15,344	20,344	20,969	12,669
Fuel Oil	7,140	6,583	4,003	1,382
Renewable Energy (On-Site)	19,841	8,181	5,905	3,511
Total Direct Energy	1,126,373	1,181,593	1,313,475	1,602,637
Indirect Energy				
Grid Electricity	1,105,450	1,214,117	1,347,301	1,511,956
Renewable Energy (Off-Site)	105,265	70,467	22,816	24,085
Purchased Heat	9,874	9,337	6,806	7,488
Total Indirect Energy	1,220,589	1,293,922	1,376,923	1,543,529
Total Energy Consumed	2,346,962	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.



Energy Use and Emission Data¹

ECONOMIC INTENSITY

Metrics	Units	2025	2024	2023	2022
Net Sales	\$Million Sales	5,934	5,876	6,702	7,122
Energy Intensity (Scope 1)	Gigajoules per \$Million Sales	190	201	223	253
Energy Intensity (Scope 2)	Gigajoules per \$Million Sales	206	220	220	233
Total Energy Intensity	Gigajoules per \$Million Sales	396	421	443	485
Grid Electricity Intensity	Gigajoules per \$Million Sales	186	207	215	228
Emissions Intensity (Scope 1)	Metric Tons CO ₂ Equivalents per \$Million Sales	9.7	10.4	11.3	13.0
Emissions Intensity (Scope 2)	Metric Tons CO ₂ Equivalents per \$Million Sales	21.4	23.9	26.7	29.4
Total Emissions Intensity (Scope 1 + 2)	Metric Tons CO ₂ Equivalents per \$Million Sales	31.1	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 all periods excludes the industrial motors and generators businesses, which represented the majority of the Industrial Systems segment and was divested April 30, 2024.

Emissions Calculation and Reporting Methodology

Regal Rexnord calculates its Scope 1 and Scope 2 GHG emissions inventory in accordance with the Greenhouse Gas Protocol, including the *Corporate Accounting and Reporting Standard (Revised Edition)* and the Scope 2 Guidance.

The inventory uses recognized methodologies and tools, including U.S. Environmental Protection Agency (EPA) guidance for HFC emissions, purchased electricity and steam, stationary and mobile combustion, and

Commercial Buildings Energy Consumption Survey (CBECS) data.

Scope 1 emissions include direct emissions from natural gas, gasoline, diesel fuel, propane, jet fuel, fuel oil, and refrigerants, including carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), and hydrofluorocarbons (HFCs). Scope 2 emissions include indirect emissions from purchased electricity, steam, and district heating. Electricity emission factors are based on applicable subregional, country-specific,

or regional datasets and reflect current information available from governmental and other authoritative sources. Location-based results are reported where market-based data cannot be reliably calculated.

Regal Rexnord has internal verification procedures for Scope 1 and Scope 2 emissions calculations and reporting. These emissions are not currently subject to third-party assurance. The Company reports Scope 1 and Scope 2 GHG emissions and intensity metrics

monthly to enterprise leadership and evaluates performance against established targets.

Oversight of emissions reduction strategy and progress is provided by the management-level Sustainability Governance Committee. The Committee meets quarterly to review strategy and performance, discuss progress toward absolute emissions reductions, and evaluate alignment with the Company's emissions reduction objectives.



Roadmap to Carbon Neutral

Regal Rexnord is making meaningful progress toward its goal of achieving carbon neutrality across Scope 1 and Scope 2 GHG emissions by 2032.

As of 2025, the Company reduced absolute Scope 1 and Scope 2 emissions by 32.3% from its 2022 baseline, including an 8.3% year-over-year reduction in 2025. GHG emissions intensity – measured as metric tons per \$1 million in sales – also decreased 9.3% year-over-year in 2025.

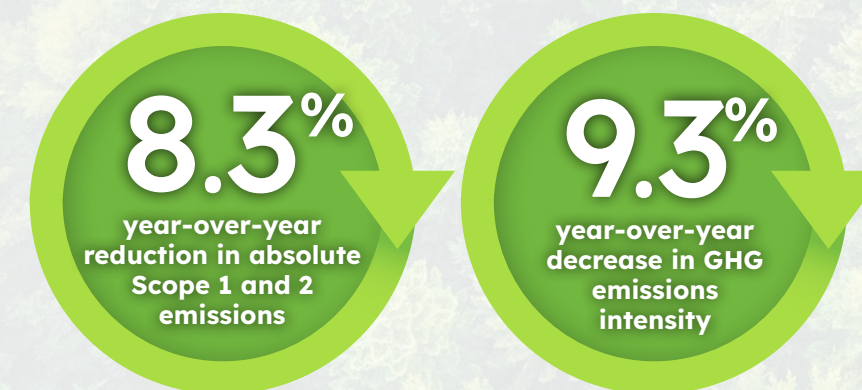
This progress is driven by the strategic framework outlined in Regal Rexnord's Roadmap to Carbon Neutral, which defines actions, investments, and milestones to reduce emissions across the Company's operating footprint. The roadmap focuses first on actions within Regal Rexnord's direct operational control.

For Regal Rexnord, Scope 1 and Scope 2 carbon neutrality means counterbalancing emissions associated with Company-owned or controlled buildings, equipment, and related assets where Regal Rexnord has authority to set operating policies through a combination of:

- Capital improvements
- Operational efficiency initiatives
- Investments in renewable energy
- The use of carbon offsets and energy attribute certificates

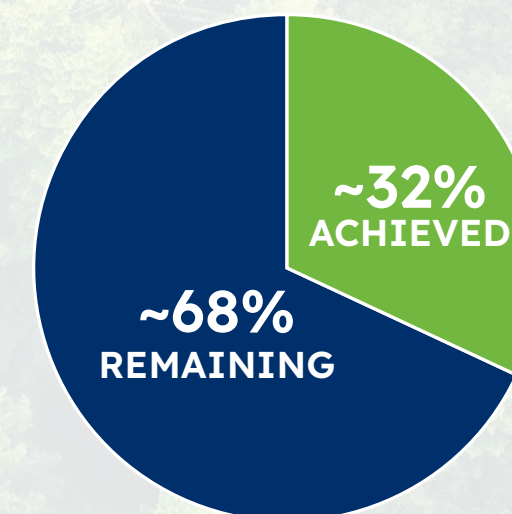
In parallel, Regal Rexnord continues to prioritize product innovation and design enhancements that improve energy efficiency of the product. These initiatives are intended to reduce Scope 3 emissions associated with the use of sold products and support broader value-chain sustainability commitments.

Achieving net zero emissions remains a longer-term aspiration. Progress toward this goal is influenced by external factors beyond the Company's direct control, including technological advancements, infrastructure availability, broader adoption of low carbon and energy efficient solutions, and the pace and scope of emissions reduction efforts across the supplier base.



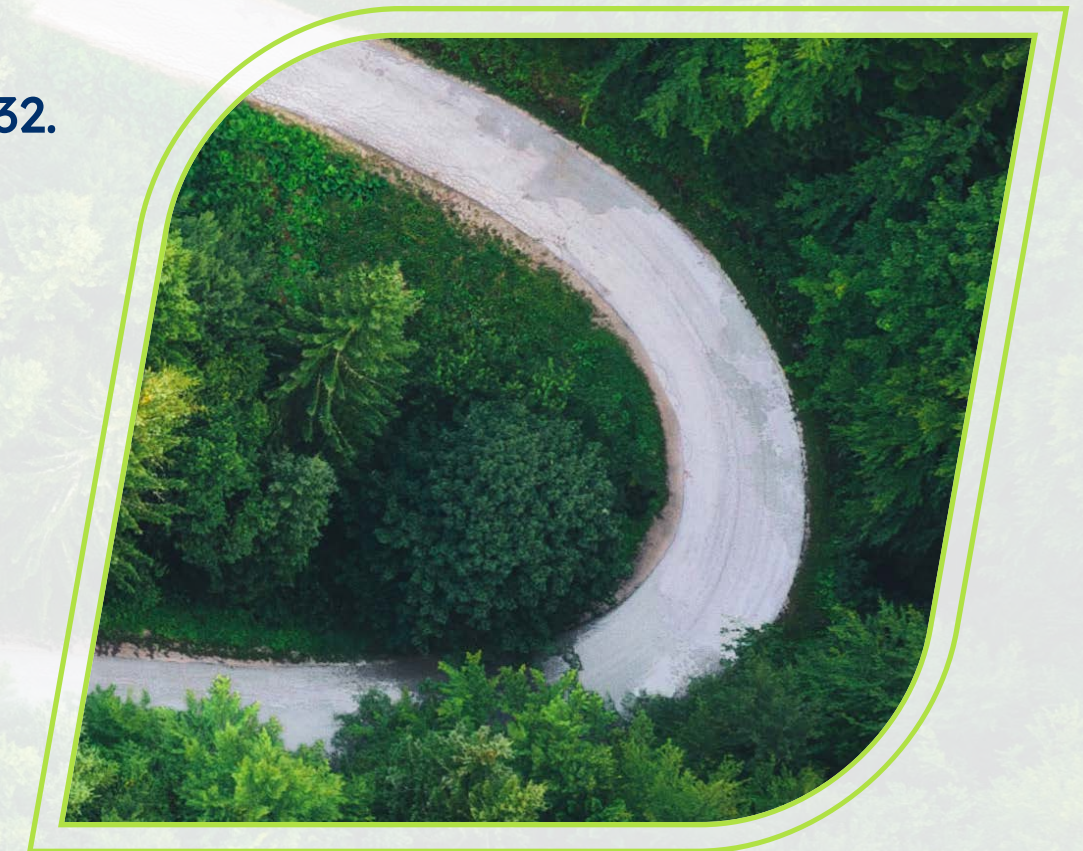
STEPS TO SUPPORT OUR GOAL OF ACHIEVING SCOPE 1 AND SCOPE 2 CARBON NEUTRALITY BY 2032.

GHG Emissions Progress through 2025



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 replace end-of-life machinery with more energy-efficient technologies that improve performance, strengthen monitoring, and support preventive maintenance.



BUILDING EFFICIENCY

Each year, Regal Rexnord makes capital investments to improve facility efficiency, including lighting, HVAC, compressed air, and building envelope upgrades.



ON SITE RENEWABLE ENERGY

We invest in on-site solar power where projects offer significant energy savings and strong operational returns. Regal Rexnord now operates on-site solar installations at 14 facilities, which collectively generated more than 5,511 megawatt-hours of renewable electricity in 2025.



OPERATIONAL EFFICIENCY

Through the Regal Rexnord Business System, we deploy lean manufacturing practices that reduce energy consumption by minimizing scrap and rework, shortening cycle times, and optimizing total operational run time.



Case Study

SPOTLIGHT ON REGAL REXNORD'S RENEWABLE ENERGY PROJECTS

Regal Rexnord is committed to advancing renewable energy solutions as part of its broader sustainability strategy, demonstrating that responsible business practices and environmental stewardship go hand in hand. Through continued investment in renewable energy, we support progress toward our climate goals while contributing to a more sustainable future for our Company and the communities we serve.



 **+1.7M**
kWh Projected
Annual Output

○ Rooftop Photovoltaic System in Changzhou, China

In 2025, the Changzhou facility completed installation of a rooftop photovoltaic (PV) system and achieved grid connection and initial power generation. The system has a total installed capacity of 1.72 MWp. During the initial trial period, daily electricity generation reached up to 8,000 kWh, with projected annual output exceeding 1.7 million kWh.

The project is expected to reduce CO₂ emissions by approximately 1,000 metric tons annually and lower the Changzhou facility's greenhouse gas emissions by roughly 20% in the coming year. This installation is a significant step in the site's decarbonization plan and reflects Regal Rexnord's continued investment in on-site renewable energy.



 **~1,800**
MWh Renewable
Electricity Annually

○ On-Site Solar Energy Implementation in Yueyang, China

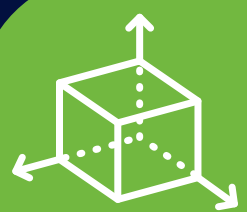
In 2025, Regal Rexnord's Yueyang facility completed installation and grid connection of a 1.80 MWp on-site solar photovoltaic system. The system is fully operational and generates approximately 1,800 megawatt-hours of renewable electricity annually.

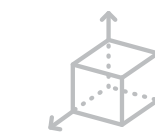
The project reduces the facility's reliance on grid-supplied electricity and associated greenhouse gas emissions. This project is expected to reduce Yueyang's site emissions by more than 25%, marking a significant step forward in the facility's decarbonization journey.

○ *Regal Rexnord continues to invest in on-site renewable energy*



OUR Solutions





Sustainable Product Development

At Regal Rexnord, sustainable product development is a direct result of designing components to perform efficiently, last longer, and consume less energy throughout their lifecycle.

In industrial motion and power transmission, sustainability is fundamentally about reducing losses. Improvements in efficiency can reduce energy consumption, heat generation, wear, and, ultimately, replacement frequency. Sustainability, therefore, begins long before a product reaches a customer site.

Regal Rexnord's largest potential sustainability impact occurs through the energy efficiency and performance of products used by customers. As a result, advancing more efficient technologies and integrated solutions remains a central component of the Company's sustainability strategy.

By focusing on efficiency first, we pursue sustainability outcomes that are:

- Measurable
- Scalable across industries
- Embedded into core engineering discipline

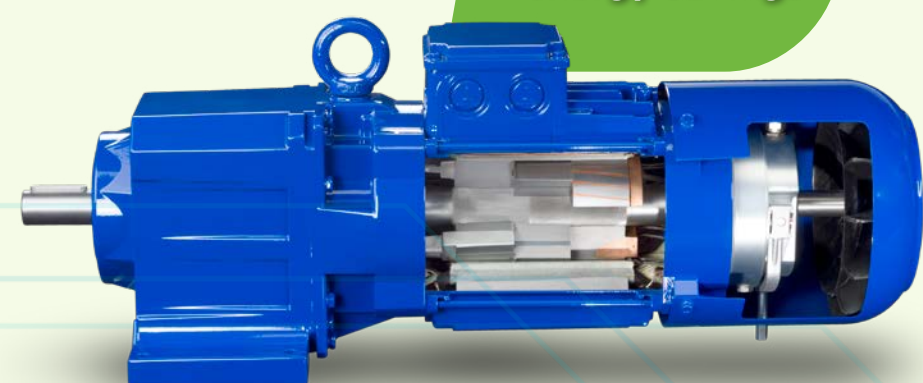
This approach can support customers' sustainability objectives while helping deliver reliable performance and long service life.



EXAMPLES

IPS: Bauer Gear Motor™ PMSM Geared Motor can reduce energy consumption by up to 40% compared to standard AC gearmotors, even under partial-load conditions.

up to
40%
energy savings



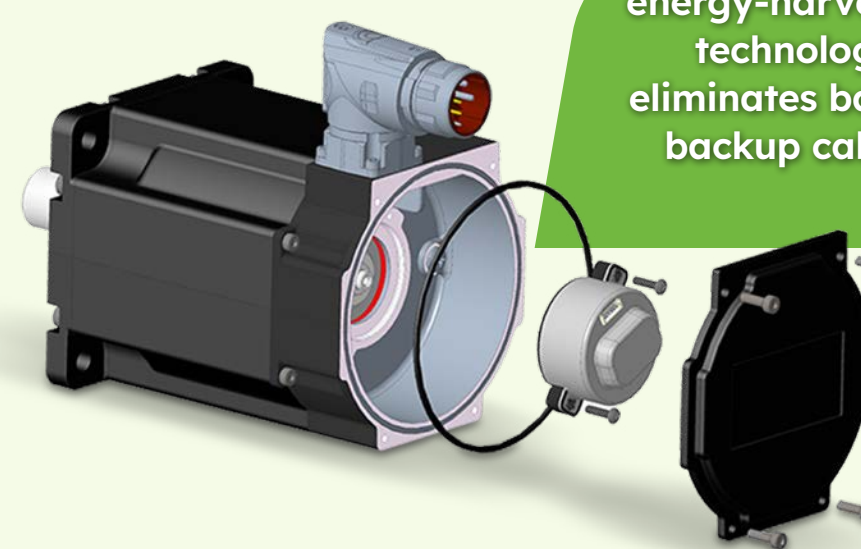
PES: The LEESON® Symax-Pro® direct drive motor is designed to operate at approximately 83% efficiency, approximately 10% higher than an average induction motor.

runs at
10%
higher efficiency



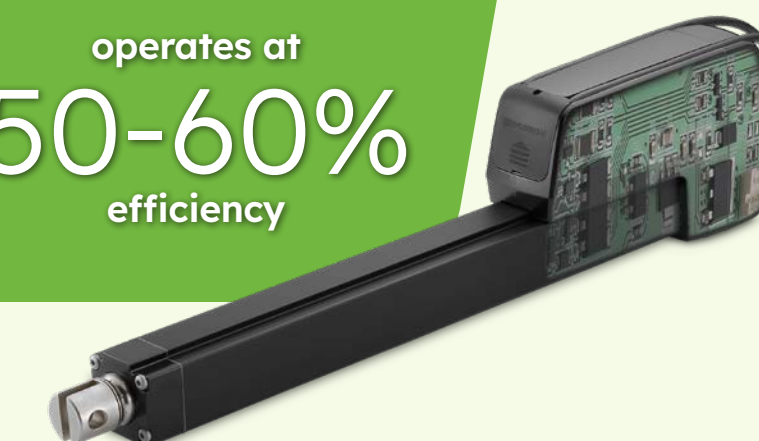
AMC: The Kollmorgen™ SFD-M feedback device uses energy-harvesting technology, eliminating the need for battery backup cables. This design reduces maintenance requirements and prevents downtime caused by battery failure, while preserving absolute position data during power loss or shutdown events.

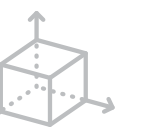
energy-harvesting
technology
eliminates battery
backup cables



AMC: The Thomson™ Linear XD Electric Actuator operates at 50–60% efficiency, compared to 30–40% for hydraulic systems and 5–10% for pneumatic systems, delivering significant energy savings. Electric actuation also reduces maintenance and environmental risk by eliminating fluid leaks, spills, and the pumps, hoses, and valves required by hydraulic and pneumatic technologies.

operates at
50–60%
efficiency





Sustainable Solution Development

At Regal Rexnord, innovation is not just an idea. It is demonstrated through the solutions we deliver. We are uniquely positioned to design complete powertrain and automation solutions that help customers meet performance objectives while complying with applicable regulatory and industry requirements. Our application engineers work alongside customers to solve operational challenges and deliver efficient, lower risk, and durable solutions.

1 Identify the customer objective

We define performance targets, duty cycles, safety requirements, and long-term objectives. We establish energy, reliability, and operational baselines so potential improvements can be measured over time.

2 Form the right team

Cross-functional engineers from motors, brakes, gear drives, couplings, bearings, belts, and monitoring technologies collaborate from the outset. Early alignment helps reduce rework, streamline development, and accelerate implementation.

3 Design for longevity and circularity

Specify components for extended service life, repairability, and recertification where appropriate. Prioritize modular, drop-in, and common components that help extend asset life and simplify upgrades.

4 Model for efficiency

Select high-efficiency motors, optimize gear ratios, and refine control strategies. Evaluate drivetrain losses, compare material options, and identify opportunities to improve durability and operational efficiency.

5 Validate with real duty testing

Test solutions against actual customer duty cycles and conduct accelerated life testing where applicable. Evaluate lifecycle performance factors, including energy consumption, reliability, and maintenance requirements, and implement modifications.

6 Localize supply to lower impact

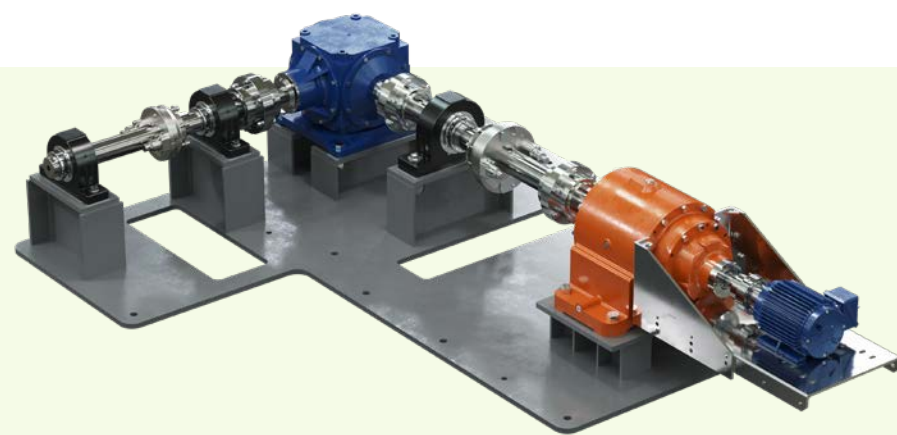
Leverage global manufacturing capabilities and regional execution to improve responsiveness and supply chain reliability. Consolidated sourcing and efficient logistics can help reduce risk, packaging requirements, emissions and waste.

7 Instrument for continuous optimization

Incorporate monitoring technologies to track equipment health, validate performance, and support predictive maintenance strategies. Insights gained can help inform future product development and asset management decisions.

8 Engineer for easy install and retrofit

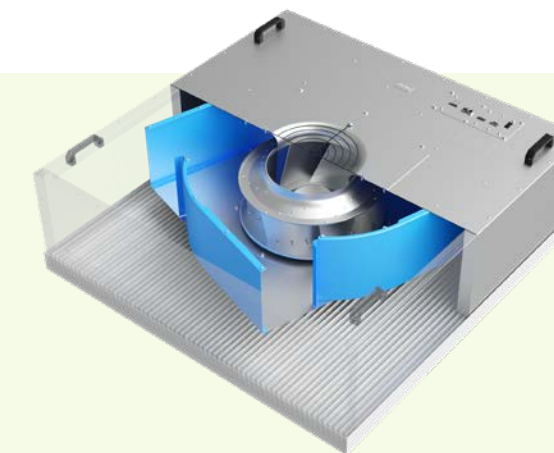
Use mounting, base, and interface designs that fit existing footprints. Drop in replacements can reduce scrap, field modifications, installation time, and operational downtime.



Wastewater Rectangular Sludge Drive: ~6.4% reduction in electrical energy consumption, representing an estimated 45,500 kWh annually.



Beverage Bottling Line Solution: Extended motor service life from 6 months to 7 years, preventing an estimated 700 pounds of hardware replacement while increasing line throughput by 200%.

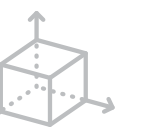


Fan Filter Unit: By integrating advanced motor and system technologies, engineers developed a next-generation fan filter unit that is up to 14% more efficient.



7th Axis Cobot: Extends robot operating range by up to 10 meters and eliminates aisles between stations, helping reduce facility footprint requirements while improving productivity, safety, and operational flexibility through an integrated multi-brand automation solution.

**Estimates based on typical application conditions and may vary by use case.*



Servicing Our Solutions

Regal Rexnord supports resource efficiency and advances the transition to a circular economy by renewing legacy components to restore performance, extend service life, and maximize the value of existing equipment and materials.

CERTIFIED FALK™ RENEW™

Our Falk Gearbox Repair Program restores worn equipment to like-new condition, helping customers extend asset life, improve reliability, and reduce the need for equipment replacement.

~50%
Increase in gear
drive capacity



Before

After

COUPLING RECERTIFICATION

Our Coupling Recertification Service restores high-performance couplings to like-new condition, extending asset life and reducing the need for replacement components.



Before

After

PREDICTIVE MAINTENANCE

Our Perceptiv™ IIoT solution helps customers monitor equipment performance and identify potential issues before unplanned failures occur. Early fault detection can help avoid unnecessary component replacement, extend the life of critical assets, and support more efficient equipment operation.

~40%
Increase in
machine life

~17%
Decrease in energy
consumption



TORQUE



VIBE & TEMP



CURRENT



OUR
Operations





Regal Rexnord EHS Strategy

Regal Rexnord's 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 responsible products. The well-being of our people begins with personal safety, a core priority and an essential part of operational performance. We expect our people, visitors, customers, and contractors to demonstrate a commitment to safety.



OUR FIVE ENVIRONMENTAL, HEALTH, AND SAFETY PILLARS



Environmental Management Systems

THE REGAL REXNORD COMPLIANCE CITIZENSHIP REVIEW

As responsible corporate citizens, we seek to be leaders in environmental protection. Through our stewardship, we aim to create value for stakeholders while helping preserve opportunities for future generations. Regal Rexnord manufacturing sites record energy, water, and waste metrics in a global EHS reporting application. Sites also report energy consumption against goals and provide updates on energy-reduction initiatives through monthly operations reviews.

We use a Compliance Citizenship Review (CCR) framework to support environmental, health, and safety priorities. The CCR is an annual assessment of each manufacturing facility's EHS management systems and reflects 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 predictive indicators in areas such as regulatory compliance, safety, environmental impact, 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 standards provide recognized frameworks for environmental, safety, energy, and quality management systems. Certification is conducted by external bodies and demonstrates that a site's management system meets defined requirements.

Several sites achieved initial certification across multiple ISO standards. Our facilities in Hertford, UK; Ciserano, Italy; and Yueyang, China received their first ISO 14001 and ISO 45001 certifications. The Brno, Czech Republic facility received its first ISO 50001 certification.



29

Sites ISO 14001:
Environmental
Management System
Certified

17

Sites ISO 45001:
Health & Safety
Standards
Certified

8

Sites ISO 50001:
Energy Management
Standards
Certified



Sustainability Champion Program

The Sustainability Champion Program builds site-level capability to identify, evaluate, and implement energy-efficiency projects across our manufacturing footprint. Participating team members attend a two-day workshop focused on two objectives:

- Increase our team's knowledge of energy efficiency practices
- Build capabilities for conducting energy assessments

Participants complete classroom training on corporate standards and best practices, including compressed air management, energy-efficient lighting, HVAC efficiency, and team engagement. The curriculum includes external experts who facilitate discussions related to energy rebates, technologies, and best practices.

After the workshop, participants apply the learnings to local operations and champion energy-reduction initiatives. Each manufacturing site is responsible for measuring and monitoring energy consumption monthly and driving energy-reduction plans.

Since its inception in 2022, 156 Regal Rexnord team members across 87 manufacturing sites have participated in the Sustainability Champion Program. The Company aims to establish a Sustainability Champion at key sites and maintains the program through recurring training as new team members join. Through 2025, the program identified and tracked 282 projects, representing an estimated annual energy reduction of 36,269 MWh. This equates to a 4.2% reduction in GHG emissions compared with the 2022 baseline.





Case Studies



BUILDING EFFICIENCY

Energy Efficiency in HVAC Systems

At the **Changzhou, China** facility, a targeted HVAC optimization project reduced the energy demand of the central air-conditioning system. By improving pipe insulation, enhancing temperature control, and introducing spray cooling for outdoor condenser units, the team reduced cooling load and system runtime. These upgrades are estimated to reduce electricity consumption by 322 MWh per year.

 **~322 MWh**
Estimated annual reduction in electricity consumption



PROCESS EQUIPMENT

Endothermic Generator Upgrade

At the **Monticello, Indiana** facility, the team replaced a fixed-output endothermic generator with a modern demand-based unit that produces only the endothermic gas required by the furnaces. The new generator supports two furnaces and adjusts output to real-time demand. The upgrade is expected to deliver an estimated 584 MWh in annual energy savings by lowering endothermic gas production during both single- and dual-furnace operating modes.

 **~584 MWh**
Estimated annual energy savings



BUILDING EFFICIENCY

Solar-Powered Lighting

At **Juarez – CASA**, the team upgraded its exterior lighting system by installing 24 solar powered LED fixtures. The project is expected to save an estimated 55,000 kWh and \$7,500 annually by replacing grid connected lighting with efficient, self powered units. Each fixture includes an integrated battery for nighttime operation and photo cell controls for automatic on/off functionality. In addition to reducing energy use, the upgrade improved lighting reliability and enhanced site security.

 **~55,000 kWh**
Estimated annual electricity savings



OFF-SITE RENEWABLES

Renewable Energy Procurement

The **Rexnord Flattop site in Italy** completed an energy audit confirming the facility's status as an energy-intensive operation. As a result, the site was able to participate in a renewable energy certification program to source 100% of its electricity from renewable sources through Guarantees of Origin.



Health and Safety

SAFETY CULTURE

Regal Rexnord maintains a safety culture grounded in clear expectations, associate engagement, and operational accountability. Leadership defines roles, responsibilities, and expectations, and our people are empowered to stop work when they identify safety concerns. Our people complete safety observations as part of standard work, discuss observations with supervisors, and participate in job risk assessments, continuous improvement projects, and safety training.

To support this safety culture, each manufacturing site maintains a training matrix that identifies required safety programs by role and training frequency. These programs are designed to support compliance with applicable regulatory requirements and help our team members develop the knowledge and skills needed to perform their work safely.

HEALTH AND SAFETY MANAGEMENT SYSTEM (HSMS)

The health and safety of our people, contractors, suppliers, customers, visitors, and communities is a core priority and is 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 establishes the foundation of our Health and Safety Management System, formally launched in 2023.

Our HSMS is based on a Plan, Do, Check, Act (PDCA) operating model and leverages recognized standards, including ISO 45001: Occupational Health and Safety Management Systems. The system is designed to drive continuous improvement while supporting regulatory compliance.



Each business reports key EHS metrics, activities, and improvement plans monthly. EHS performance and action plans are reviewed at the site, division, business segment, and executive levels. We use both 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 team members, open and closed safety actions, and regulatory compliance calendar action closure.

Following the successful implementation of our EHS information management system in 2024, we maintained strong adoption and consistent use across operations in 2025. The system enables standardized incident reporting, root cause analysis, corrective action management, and enterprise-wide data analytics.

Sites use the platform to report metrics and manage regulatory obligations through a centralized compliance calendar. Site-level data is consolidated into monthly EHS performance reporting at the business, segment, and corporate levels, supporting transparency, consistency, and data-driven decision-making.

HEALTH AND SAFETY METRICS¹

	2022	2023	2024	2025	Motor and Generator Manufacturers ²	Mechanical Power Transmission Equipment Manufacturers ²
TRIR	0.67	0.65	0.55	0.51	1.8	4.0
DART	0.46	0.44	0.41	0.38	1.0	2.6

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 2024 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



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

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.

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 that allows the local management team to monitor progress in implementation and cultural improvements.

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

In 2025, Regal Rexnord strengthened waste-management efforts across manufacturing sites through targeted training and site-level improvement projects. Our approach emphasizes preventing waste at the source and prioritizing minimization, reuse, recycling, and recovery before landfill disposal. EHS leaders received training to apply this framework consistently across global operations. In 2025, Regal Rexnord made meaningful progress in reducing landfill waste. Total landfill waste decreased from 11,793 metric tons in 2024 to 10,440 metric tons in 2025, an 11.5% year-over-year reduction.

This improvement reflects site-level action plans focused on waste reduction. Examples include:



Product Scrap Recycling

The **New Berlin, Wisconsin** facility assessed its waste streams and identified scrap coupling elements as a contributor to landfill disposal. The site launched a recycling initiative dedicated to recovering these metal components. The program is designed to recycle approximately seven tons of coupling-element scrap per month, representing roughly one-third of the site's typical landfill waste. A specialized recycling partner supports the effort by providing on-site collection equipment and rebates for recovered material.



Plastic Recycling and Reuse

At **Rexnord Flattop in Italy**, teams focused on plastic waste management by shifting from mixed plastic disposal to a structured recovery and recycling process based on detailed waste-stream characterization. By separating materials at the source and partnering with specialized recovery companies, the site diverts PA6, POM, PP, and polyethylene into higher-value recycling and closed-loop reuse pathways, including converting PA6 waste into 30% glass-fiber-reinforced material. The system addresses previous disposal challenges, including limited outlets for POM waste, and generates ongoing material and cost savings.



Metal Scrap Reduction Kaizen

At the **Changzhou** facility, a structured metal-scrap-reduction Kaizen significantly reduced waste generation by improving process discipline, error-proofing, and operator execution. These improvements reduced scrap by an estimated 1,386 tons per year. The facility also lowered its quality defect rate by 40%, demonstrating stronger control of waste-generating defects.

11.5%
year-over-year
reduction in total
landfill waste

WASTE DATA¹

NON-HAZARDOUS / HAZARDOUS WASTE – METRIC TONS

	2025	2024	2023
Summary Metrics			
Landfill Diversion Rate	88%	88%	88%
Hazardous Waste			
Recycling	466	486	507
Incineration (with energy recovery)	348	336	412
Incineration (without energy recovery)	202	232	234
Landfill	573	802	649
Offsite Process Water Treatment	2,243	2,402	2,558
Total Hazardous Waste Generated	3,832	4,259	4,361
Non-Hazardous Waste			
Recycling	75,332	83,743	81,078
Incineration (with energy recovery)	882	776	695
Incineration (without energy recovery)	118	118	79
Landfill	9,867	10,991	11,176
Offsite Process Water Treatment	12,811	12,709	10,952
Total Non-Hazardous Waste Generated	99,011	108,337	103,979
Total (Non-Hazardous & Hazardous Waste)	102,843	112,596	108,340

WATER DATA¹

WATER WITHDRAWAL – MEGALITERS

	2025	2024	2023
Summary Metrics			
Water Withdrawal	842	909	1,078

¹ Waste and water data 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 and water data includes results for Altra Industrial Motion Corp. for all reporting periods.



Global Supply Chain

A RESPONSIBLE SUPPLY BASE IS ESSENTIAL TO OUR SUSTAINABILITY STRATEGY

Strong governance underpins our efforts to build a resilient, responsible, and sustainable supply base. Our enterprise Strategic Sourcing team maintains oversight of the broader sourcing function through monthly operating reviews with business leaders and active participation in routine business division planning meetings.

Each year, the Strategic Sourcing organization conducts an enterprise-wide planning process to identify core objectives, develop execution plans, and review and refresh functional procedures. This coordinated approach strengthens sourcing synergies and promotes alignment across the organization. Segment sourcing teams implement a variety of Company programs and strategies each day to help procurement operations effectively support our business, our customers, and our sustainability objectives.

Regal Rexnord has proactively implemented comprehensive strategies to help navigate global supply chain challenges, including tariffs, trade barriers, geopolitical shifts, and supplier capacity constraints, including rare earth magnets. Our mitigation efforts focus on:

- Establishing redundant and qualified supply sources
- Optimizing our supply footprint to balance geographic needs with localization
- Setting clear expectations for compliance and integrity
- Continuing to strengthen relationships with our key suppliers

Our sourcing framework is designed to increase supply chain optionality, reduce dependency, and strengthen supplier readiness while supporting long-term 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](#). Regal Rexnord's Global Supplier Requirements Manual further expands on expectations relating to ethics, quality, compliance, trade, and environmental health and safety, among other topics.

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

We assess supplier performance using information gathered directly from suppliers, supported by third-party due diligence tools and internal review processes. Our Global Material Compliance team engages a third-party vendor to assist with annual supplier due diligence process. We also conduct assessments for all new direct materials suppliers to verify alignment with our technical requirements. For suppliers that 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.

Responsible Sourcing

Regal Rexnord continues to advance its approach to Responsible Sourcing.

At Regal Rexnord, we define Responsible Sourcing as a procurement strategy that aligns with our core values, sustainability priorities, and commitment to operational excellence. We emphasize supplier readiness, environmental impact, quality, safety, human rights, and anti-corruption. Performance in these areas is essential to building an ethical, resilient, and sustainable supply chain.

Regal Rexnord engages in a variety of practices to advance our sustainable sourcing strategy. Responsible Sourcing supports the ongoing development of a resilient and ethical supply chain through a unified enterprise strategy. In 2025, we enhanced our global supplier record systems strengthening our ability to assess new suppliers through more robust diligence practices and reviews. We expect our partners and suppliers to share our high standards and uphold them in all aspects of their operations.

In 2025, we introduced enhanced supplier performance assessment tools designed to help ensure continuity of supply. These tools enable automated monitoring of supplier performance, risk, on-time delivery, and quality. We use this data to engage proactively with our supply base, support continuous improvement, and reinforce our sourcing strategy.

Responsible Sourcing is managed at the enterprise level and led by the Senior Vice President of Strategic Sourcing. It is a cross-functional effort that is supported by collaboration across the organization, including EHS, trade compliance, internal audit, finance, and other teams.





OUR People





Our People

CULTURE

At Regal Rexnord, a multitalented team is working together to achieve a shared purpose – creating a better tomorrow with sustainable solutions that power, transmit, and control motion.

Our teams are tackling meaningful problems, side-by-side, with people who care about their craft, the customer, and each other. This commitment directly ties into our belief in continuous improvement and a growth mindset. By exemplifying these traits, adhering to our values, and embracing opportunities for problem-solving, Regal Rexnord remains a compelling choice for prospective team members.

TEAM ENGAGEMENT

At Regal Rexnord, we know that an engaged workforce creates a more positive work environment, strengthens teamwork, and supports better overall performance as team members feel recognized and supported in their roles. To further promote such an environment, in 2025, the Company partnered with an independent third-party vendor to facilitate a confidential, enterprise-wide survey to gain insight into the overall team

member experience. Approximately 89% of our people worldwide participated in this associate engagement survey, with responses analyzed by site, division, and operating segment.

Strengths and areas of opportunity were shared with senior leaders, with the expectation of implementing action plans to drive improvements. Managers reviewed their team's survey results, communicated the results to team members, and collaborated locally to form measurable action plans for meaningful change.

Success stories of locally driven actions include the start of regular town halls to share performance highlights and news, as well as establishing a peer recognition program to foster cross-department appreciation.

To ensure a valuable survey experience, the survey team is planning strategy enhancements such as more frequent listening, simplified post-survey action planning, and AI integration in survey analysis. These changes are meant to encourage high-quality, in-depth team member responses and improve the Company's ability to respond to common concerns.



REGAL REXNORD VALUES



Integrity



Responsibility



Diversity,
Engagement,
& Inclusion



Customer
Success



Innovation
With Purpose



Continuous
Improvement



Performance



Passion
to Win



...with a Sense
of Urgency



Our People

PERFORMANCE MANAGEMENT

Regal Rexnord believes in a focused set of skills, capabilities, and behaviors that serve as the foundation for performance management at the Company. These traits are reflected in the recently developed Leadership Competency Model, a comprehensive internal framework designed to empower every team member with clear pathways for both professional growth and career development.

When navigating the performance management cycle, our people start with the goal-setting process, which includes both performance and development goals. Our people partner with their managers to set goals that contribute to the Company's strategic objectives and personal growth opportunities. Once goals are set, team members and managers hold regular touchpoints to ensure steady progress and discuss any obstacles.

From there, team members and managers participate in the mid-year performance check-in to evaluate the status of their goals and adjust objectives as needed based on Company priorities or personal performance feedback. The final step in this process is the year-end review, where team members submit their own self-assessment, followed by a manager assessment that is jointly reviewed and openly discussed.

The Company believes in creating an environment where our people embrace continuous improvement and professional development. In the most recent talent cycle, more than 90% of full-time, professional team members (excluding those governed by a collective bargaining agreement) took part in the performance management process. To support internal talent mobility, the Company pairs formal talent reviews with both the strategy planning and annual operating planning cycles each year. During this time, executive leaders review previous talent action items and progress, strength of succession plans, future leader readiness, and development plans for high-potential team members.

Looking ahead, the Company continues to invest in the development and growth of managers with the introduction of a leadership competency assessment to identify current strengths and areas of opportunity for improvement. An evolution of the goal-setting process will also incorporate the Leadership Competency Model and its leadership imperatives as our people set goals to build upon our values with actions essential to key areas of focus.





Our People

BENEFITS

For Regal Rexnord, continued business success depends on our people feeling successful in all aspects of their lives, including their health and well-being. Robust, competitive benefits support their overall wellness, educational endeavors, and financial stability. This creates a sense of security for our people and empowers them to focus on doing their best work, while balancing family responsibilities.

The Company routinely evaluates both domestic and international benefits. In 2025, team members in the United States on the Anthem medical plan were given free membership to Transcarent Surgery and MSK Care, a medical service that provides access to orthopedic specialists, top-tier surgeons, and virtual physical therapy. The FIT Wellness Program also was simplified to maintain its original intent of promoting consistent healthy behaviors, while reducing technological barriers for completion. These changes are in addition to the continued availability of family-friendly benefits such as parental leave, family leave, adoption assistance, and expanded fertility benefits.

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

Furthermore, for director-level and above team members, Regal Rexnord provides long-term incentives within the Company's overall compensation packages for those who meet or exceed expectations.

These benefits aim to better align individual compensation with performance, and encourage eligible team members to exceed their goals, which in turn helps to maximize stakeholder value.

More benefits information can be found on the Company website.

HUMAN RIGHTS

Clear ethical guidelines, fair treatment of our people, and safe working conditions represent a set of common standards embedded into every level of operations at Regal Rexnord. These expectations represent the Company's long-standing commitment to human rights, a belief guided by core values and the principle that every person deserves to be treated with dignity, fairness, and respect.

Regal Rexnord policies clearly outline the following:

- Strict prohibition of the hiring of children and the use of forced labor in our business or supply chain.
- A steadfast commitment to maintaining a safe and healthy workplace.
- Earnest efforts to uphold all employment-related laws.
- Prompt action upon learning of any supplier, contractor, or other business partner who acts or behaves improperly.

In addition, our Integrity Line is available to our team around the clock for reporting possible violations or concerns. Reporters may also submit concerns anonymously.

Beyond the workplace, Regal Rexnord supports the well-being of the communities where our people live and work. Through community engagement, charitable giving, and volunteerism, the Company and its people seek to make a positive difference and help create a better tomorrow.





Our People

LEADERSHIP DEVELOPMENT

Regal Rexnord is strengthening leadership through a connected set of programs – from functional internships and early-career experiences to targeted leader development, executive coaching, and online learning available to all team members. Together, these efforts create clear pathways for growth and help build a stronger leadership pipeline to support long-term success. In 2025, the Company began executing a multi-year talent development strategy focused on growing leadership talent from within. Leaders are aligned on a shared definition of success – Leading the Regal Rexnord Way – anchored by core behaviors, company values, and the established Leadership Competency Model.

At the start of the pipeline, functional internship and early-career programs help attract and develop emerging talent while building the technical, professional, and leadership skills needed for future roles. These experiences provide meaningful project work, exposure to the Company culture and values, and early-career pathways that support long-term growth at Regal Rexnord.

Leader First 90 was also launched for newly promoted leaders who previously served in individual contributor roles. This journey is designed to improve the leader onboarding experience and accelerate time to productivity for new people leaders in days 0–90.

During the first half of the year, 90% of Regal Rexnord's 4,000 leaders completed a six-module **Leader Essentials Certification**.

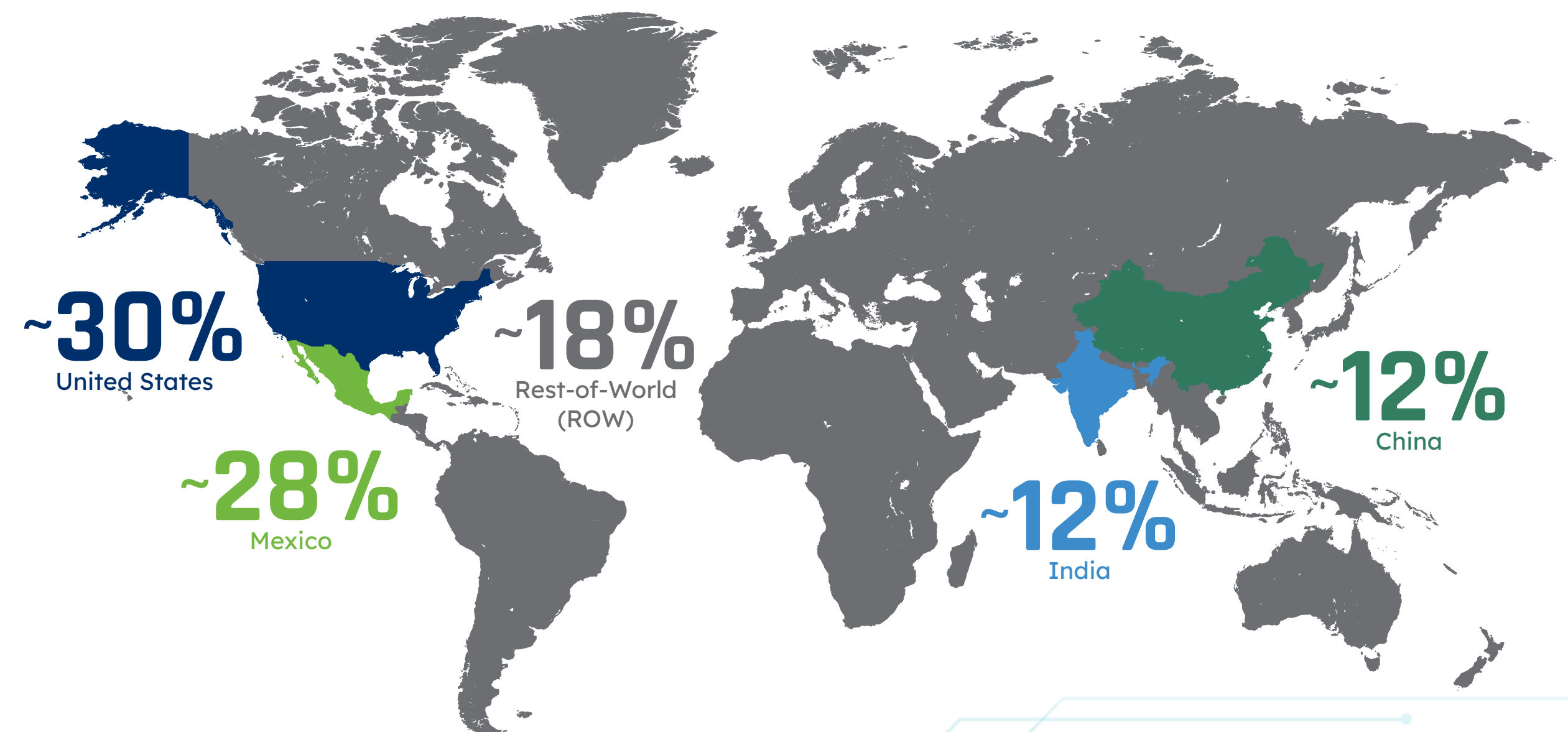
The goal was to create clarity about our fundamentals from best practices in how we attract, develop, and retain talent to our strategy for business growth and driving performance improvements.

The Leadership Development team also piloted a retooled **Leadership Excellence and Accelerated Development (LEAD)** program with nearly 50 high-potential leaders on the path to executive roles. Over a 10-month journey, participants complete intensive assessments, receive 1:1 coaching, and engage in six learning sessions that culminate in a peer challenge – presenting solutions to complex enterprise issues to the executive leadership team.

In addition, our people are empowered to take ownership of continued learning and development through online courses that enable upskilling and support an always-on learning philosophy. This online learning access complements the Company's cohort-based programs by reinforcing core concepts, enabling just-in-time skill building, and supporting development at every career stage.

TEAM FOOTPRINT

As of December 31, 2025, the Company employed approximately 29,200 worldwide, of whom approximately 28,700 were full-time team members. Of those team members, 8,700 were located in the United States; 8,100 in Mexico; 3,600 in China; 3,500 in India and 4,800 in the rest of the world.





Diversity, Engagement, and Inclusion

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

Diversity, Engagement, and Inclusion is a Company value that involves creating an environment where all team members can bring their best, develop and grow professionally, and work as one team to drive success for our primary stakeholders. This value requires intentional efforts to ensure our people are seen, valued, and heard. Embracing diverse perspectives leads to more creative problem-solving, better decision-making, and stronger innovation.

Company initiatives and programs such as Employee Resource Groups (ERGs) offer ways for our people to live the value of Diversity, Engagement, and Inclusion. ERGs, which are open to all team members, connect participants around a demographic identity or lived experience such as gender, race, or veteran status, among others. These voluntary groups celebrate differences by cultivating community, inspiring conversations, and fostering innovative thinking.

With a global workforce that includes team members from varying backgrounds, cultures, and experiences, the Company is deliberate in leveraging the strengths, perspectives, and experiences they bring. These actions include expanded talent acquisition initiatives, proactive retention of talent, and continued cultivation of our ERGs and their unique missions.

In addition, periodic internal reviews are conducted to help ensure team members are compensated fairly based on their performance.

The latest consolidated United States EEO-1 is available on the Company's website.





Employee Resource Groups

Open to all, Regal Rexnord sponsors five team-led ERGs that aim to build business acumen, share knowledge, and raise cultural awareness.



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 team members 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+ team members 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 our people 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 Solutions



WOMEN ERG

The Regal Rexnord Women ERG actively focuses on the growth and development of our global female team members. The ERG exists to sponsor and promote actions that enrich leadership skills, business knowledge, and practices, while also providing networking, career development, and community impact opportunities.

The Women ERG sponsors the Regal Rexnord Mentoring Program, matching team members 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 our team members' current work, career, and professional development.

Executive Sponsor:
Susan Lewis, VP, Internal Audit



¡VAMOS! ERG

The ¡VAMOS! ERG connects team members through Hispanic and Latin American cultural awareness, professional development, networking, and community engagement. Open to all team members, ¡VAMOS! promotes cross-cultural learning and collaboration, creates opportunities for personal and professional growth, and brings diverse perspectives and experiences to Regal Rexnord.

Executive Sponsor:
Hugo Dubovoy, EVP, General Counsel and Secretary



AFRICAN AMERICAN ERG

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

Executive Sponsor:
Yvette Henry, SVP, Strategic Sourcing



Our Communities

Creating a better tomorrow starts with caring about our local communities. Our people across the enterprise continue to lend a hand to those in need through charitable fundraisers, volunteerism, and more.

Community engagement supports our purpose, strengthens team member engagement, and reinforces our commitment to being a responsible corporate citizen. By empowering our people to support causes that matter in the communities where they live and work, we help create meaningful local impact while advancing the values that define Regal Rexnord.



○ Texas, United States

In support of breast cancer awareness, members of our team joined the Mission Pink 5K Run/Walk outside of the Mission Regional Medical Center, with proceeds from the event helping to provide free mammograms to women in need.



○ Correggio, Italy

Environmental sustainability took center stage as our team partnered with a local volunteer organization, Ripuliamoci, to remove litter from the countryside and clean up the surrounding area to benefit nature and the community.



○ Wisconsin, United States

More than 30 volunteers helped athletes participate in track and field, powerlifting, and cornhole competitions during the Special Olympics Wisconsin Summer Games held at the University of Wisconsin-Whitewater.



○ Piedras Negras, Mexico

Volunteers delivered a company donation and spent time at Cabalgando por una Sonrisa, an institution providing specialized equine-assisted therapy to children, primarily those with autism, to benefit their development and well-being.





Regal Rexnord Charitable Giving

Regal Rexnord is committed to creating a better tomorrow by strengthening the communities where our teams live and work.

Our global charitable giving activities reflect our belief that long term business success is closely linked to the well being of the communities we serve.

To advance this mission, Regal Rexnord leverages team member input and recommendations to guide charitable giving, helping ensure financial support is directed to eligible nonprofit organizations that reflect both community needs and team priorities.

In 2025, Regal Rexnord contributed approximately \$2.02 million in charitable giving globally. Giving priorities focused primarily on addressing basic needs – such as food security, shelter, and access to healthcare – alongside investments in education, with an emphasis on science, technology, engineering, and mathematics (STEM).

Through its global charitable giving activities, Regal Rexnord continues to empower our people to play an active role in driving meaningful and measurable community impact across the regions where the Company operates.



\$2.02M
2025 CHARITABLE GIVING



OUR
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 whom are independent. The Board's various experiences and viewpoints benefit us most when they are aligned with our global business needs, our strong corporate governance practices, and our strategic initiatives. 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's responsibilities and processes.

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. This begins with the Board of Directors as part of our broader enterprise risk framework. The Board provides oversight of our sustainable business practices, strategic direction of the Company's sustainability program, and oversees related risks and opportunities. The Board's Corporate Governance, Sustainability, and Director Affairs Committee (the "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 policies, initiatives, disclosures, and engagement.

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 regularly.

Our Board has three independent committees:

Audit Committee	Compensation & Human Resources Committee	Corporate Governance, Sustainability, and Director Affairs Committee
- Oversees the quality of financial statements, reporting, and disclosure matters - Validates independent registered public accounting firm's qualifications and independence - Oversees accounting controls and policies - Ensures adequacy and integrity of disclosure controls and procedures and system of internal controls	- Develops our overall compensation philosophy - Determines and approves the compensation of our CEO and other executive officers - Reviews and monitors succession and leadership development planning - Reviews, formulates, recommends, and administers short-term and long-term compensation programs for executive officers and key employees	- Shapes Company's corporate governance policies and practices - Oversees sustainability matters, including policies, initiatives, strategies, disclosures, and shareholder and stakeholder engagement - Identifies prospective director candidates and recommend candidates for directorship - Recommends to the Board the members and chairpersons of each Board committee

The Board has adopted charters outlining duties and establishing processes and procedures to help ensure effective and responsive governance by our Board. The committee charters are available on our investor website: investors.regalrexnord.com.



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](#) (our “Code”) underscores that integrity is essential in everything we do. Regal Rexnord team members 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 employees, 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 team and business partners.

CODE OF CONDUCT TRAINING, SPEAK UP CULTURE AND INTEGRITY LINE

Code Training and Certification

Annually, all team members are required to certify their compliance with the Code and related processes, and every new hire receives training on our Code as part of the onboarding process. To deepen understanding, our team also completes mandatory annual training covering rotating ethics and compliance topics outlined in the Code such as conflict of interest and harassment.

Depending on role and location, our people may be required to complete additional training beyond the Code of Conduct topics, including receive additional training on subjects such as cybersecurity and, sexual harassment, trade sanctions, and conflicts of interest. In 2025, 100% of our global team completed their annual Code training.

Speak-Up Culture and Integrity Line

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

Our people, 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 fear of retaliation. Regal Rexnord strictly prohibits retaliation against any individual who reports a concern in good faith.

Reports may be made to supervisors, business leaders, Human Resources, Legal, and Compliance, or through our Integrity Line via phone or web available at www.regalrexnordintegrity.com.

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





Risk Oversight and Management

ENTERPRISE RISK MANAGEMENT

The Regal Rexnord 2025 Annual Report outlines key risks and opportunities across our businesses.

The Board retains ultimate responsibility for overseeing enterprise risk management (“ERM”), reflecting the breadth and cross-functional impact of significant risks. The Board is supported by its committees, each of which oversees risk areas aligned with its expertise, and receives regular reports from management on critical risks and mitigation efforts.

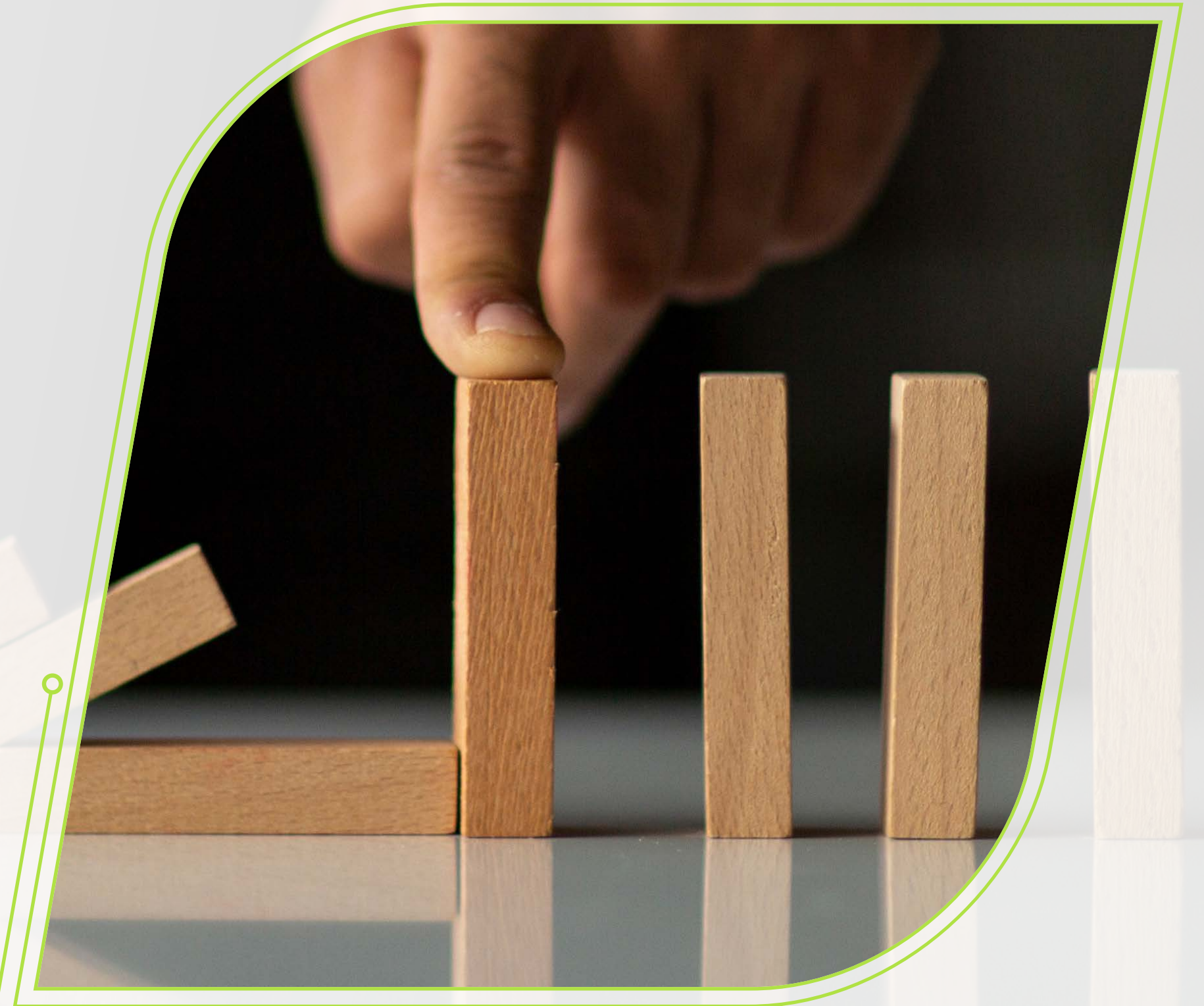
The Board reviews the Company’s ERM policies and processes and receives updates on the program’s effectiveness at least annually. As part of its risk oversight, the Board also reviews and discusses the Company’s cybersecurity risk-management programs and processes quarterly.

At the management level, a cross-functional Risk Committee identifies and assesses significant risks and works with executive leadership to develop mitigation strategies. The Company periodically conducts enterprise-wide risk assessments and, in intervening years, risk calibrations to maintain visibility into evolving risks and alignment with strategic priorities.

The Company’s Crisis Communications Playbook provides guidance for responding to significant risk events and maintaining business continuity. The Playbook is regularly reviewed and updated, and periodic tabletop exercises are used to test and refine the Company’s crisis-response protocols.

GLOBAL AUTHORITIES POLICY

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





Cybersecurity

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

Regal Rexnord takes seriously the security of our people and business partner data.

- Our cybersecurity policies and standards are fully integrated into our overall risk management process and were created based on 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 that is reviewed regularly and 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 of our team with access to our information technology systems. We deliver monthly targeted training and phishing simulations to our team and conduct an annual mandatory Global Information Security Training Campaign and certification, which is translated into 20 languages. These security policies and training activities 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 that each team member abides by our Regal Rexnord values.

Regal Rexnord uses industry-leading security tools, techniques, and system monitoring to help ensure the protection and confidentiality of our systems and data. Maintaining the privacy of our people, customer, and supplier data is of utmost importance to Regal Rexnord.

DATA PRIVACY

As a company with global operations, Regal Rexnord prioritizes compliance with 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 team members to equip them with the tools and knowledge necessary to protect third-party and Company data.

We conduct due diligence on vendors who may process data on our behalf. Regal Rexnord partners with a third-party service provider to assist with the creation and maintenance of processing 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.



Appendix





Professional Associations and Memberships

- **AAAE** — American Association of Airport Executives
- **ABMA** — American Bearing Manufacturers Association
- **AGMA** — American Gear Manufacturing Association
- **AHRI** — Air Conditioning, Heating, and Refrigeration Institute
- **AI Group** — Australian Industry Group
- **AIA** — Aerospace Industries Association
- **AISI** — American Iron and Steel Institute
- **AIST** — Association for Iron and Steel Technology
- **AMCA** — Air Movement and Control Association International, Inc.
- **ANIE** — Italian National Association of Electrical Industries
- **ANSI** — American National Standards Institute
- **ASHRAE** — American Society of Heating, Refrigerating and Air Conditioning Engineers
- **ASME** — American Society of Mechanical Engineers
- **ASSOCLIMA** — Italian Industry Association for HVAC
- **BEMA** — Bakery Equipment Manufacturers and Allieds
- **BISSC** — Baking Industry Sanitation Standards Committee
- **BSA** — Bearing Specialties Association
- **CEMA** — Conveyor Equipment Manufacturers Association
- **CII** — Confederation of Indian Industry

- **CSA** — Canadian Standards Association
- **EPRI** — Electric Power Research Institute
- **ESFI** — Electrical Safety Foundation International
- **EUROVENT** — European Ventilation Industry Association
- **Hydraulic Institute** — ANSI Pumps
- **IEC** — International Electrotechnical Commission
- **IEEE** — Institute of Electrical and Electronics Engineers
- **ISO** — International Organization for Standardization
- **ISO TC117** — Technical Committee for Fans
- **MHI** — Material Handling Industry
- **MPTA** — Mechanical Power Transmission Association
- **NAM** — National Association of Manufacturers
- **NEMA** — National Electrical Manufacturers Association
- **NIST** — National Institute for Standards and Technology
- **NSSGA** — National Stone, Sand & Gravel Association
- **PEMA** — Port Equipment Manufacturers Association
- **PHTA** — Pool & Hot Tub Alliance
- **PTRA** — Power-Motion Technology Representatives Association
- **UL** — Underwriters Laboratory



Regal Rexnord Brands

A&B ENGINEERING SERVICES™
AMERIDRIVES™
ARROWHEAD™
BAUER GEAR MOTOR®
BERG™
BIBBY TURBOFLEX®
BOSTON GEAR™
BROWNING™
BUSSE/SJI™
CAMBRIDGE™
CENTA™
CENTURY™
DELEVAN™
DELROYD WORM GEAR®
DURALON™
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®
MARATHON™ SPECIAL PRODUCTS
MARLAND CLUTCH®
MCGILL™
MICRON™
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™
TUFLITE®
TWIFLEX™
VALUEGUIDE™
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, and marketplace acceptance of new and existing products; our ability to keep pace with rapidly evolving technological developments related to advances in artificial intelligence; dependence on significant customers and distributors; risks 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 and rapidly evolving sustainability regulations;; changes to and uncertainty in trade policy, including tariffs on imports into the US from Canada, Mexico, China, and other countries, and retaliatory tariffs and import/export restrictions, including Chinese export restrictions on certain rare earth minerals, or other trade restrictions imposed by the US or other governments; risks associated with global manufacturing, including risks associated with public health crises and political, societal or economic instability, including instability caused

by ongoing geopolitical conflicts; issues and costs arising from the integration of acquired companies and businesses; prolonged declines in one or more markets; prolonged declines in one or more markets, including disruptions caused by labor disputes or other labor activities, natural disasters, terrorism, acts of war, international conflicts, pandemics and political and government actions; risks associated with excess or obsolete inventory charges including related write-offs or write-downs; economic changes in global markets, such as reduced demand for products, currency exchange rates, inflation rates, interest rates, recession, government policies, including policy changes affecting taxation, trade, tariffs, import/export regulation, 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



Corporate Information/Non-GAAP Disclosures

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.

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 2025 Annual Report.

SCOPE: This report relies on Regal Rexnord’s fiscal year 2025 results with some references to actions and developments during 2026. 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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Global Reporting Initiative (GRI) Content Index

Regal Rexnord has reported the information cited in this GRI content index for fiscal year 2025 (January 1, 2025 - December 31, 2025) 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; 2025 Annual Report
2-2	Entities included in the organization’s sustainability reporting	2025 Annual Report (Exhibit 21.1)
2-3	Reporting period, frequency and contact point	Page 51 ; Annual reporting frequency
2-4	Restatements of information	Page 8, 15-16, 29-30
ACTIVITIES AND WORKERS		
2-6	Activities, value chain and other business relationships	Page 7-8, 31-32; 2025 Annual Report
2-7	Employees	Page 34-39
GOVERNANCE		
2-9	Governance structure and composition	Page 43; 2026 Proxy Statement
2-10	Nomination and selection of the highest governance body	Page 43; 2026 Proxy Statement
2-11	Chair of the highest governance body	2026 Proxy Statement
2-12	Role of the highest governance body in overseeing the management of impacts	2026 Proxy Statement
2-13	Delegation of responsibility for managing impacts	Page 11, 13, 25-26, 29, 32, 45-46; 2026 Proxy Statement
2-14	Role of the highest governance body in sustainability reporting	Page 43; 2026 Proxy Statement
2-15	Conflicts of interest	Page 44; 2026 Proxy Statement; Regal Rexnord Code of Conduct and Ethics
2-16	Communication of critical concerns	Page 44; 2026 Proxy Statement
2-17	Collective knowledge of the highest governance body	Page 43-44; 2026 Proxy Statement
2-18	Evaluation of the performance of the highest governing body	2026 Proxy Statement
2-19	Remuneration policies	2026 Proxy Statement

Indicator	Brief Description	Location of Information (pages of this report; other documents)
2-20	Process to determine remuneration	2026 Proxy Statement
2-21	Annual total compensation ratio	2026 Proxy Statement
STRATEGY, POLICIES, AND PRACTICES		
2-22	Statement of sustainable development strategy	Page 3-4, 7, 10, 24
2-23	Policy commitments	Page 29-38, 44
2-24	Embedding policy commitments	Page 29-38, 44
2-25	Processes to remediate negative impacts	Page 11, 13, 17-18, 24-34, 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; 2026 Proxy Statement
2-30	Collective bargain agreements	Page 37



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; 2025 Annual Report
201-2	Financial implications and other risks and opportunities due to climate change	2025 Annual Report
201-3	Defined benefit plan obligations and other retirement plans	2026 Proxy Statement ; 2025 Annual Report
PROCUREMENT PRACTICES		
204-1	Procurement practices	Page 31-32
ANTI-CORRUPTION		
205-1	Operations assessed for risks related to corruption	Page 44
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	2025 Annual Report ; UK Tax Strategy
207-2	Tax governance, control, and risk management	2025 Annual Report ; UK Tax Strategy
207-3	Stakeholder engagement and management of concerns related to tax	2025 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, 20-22, 27-28
WATER AND EFFLUENTS		
3-3	Management of material topics – water and effluents	Page 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 15-17
305-5	Reduction of GHG emissions	Page 15-18, 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 36



GRI Content Index

Indicator	Brief Description	Location of Information (pages of this report; other documents)
OCCUPATIONAL HEALTH AND SAFETY		
3-3	Management of material topics – occupational health and safety	Page 24-29
403-1	Occupational health and safety management system	Page 24-29
403-2	Hazard identification, risk assessment, and incident investigation	Page 29
403-4	Worker participation, consultation, and communication on occupational health and safety	Page 24-29
403-5	Worker training on occupational health and safety	Page 24-29
403-6	Promotion of worker health	Page 29, 35-36
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, 34-38
DIVERSITY AND EQUAL OPPORTUNITY		
405-1	Diversity of governance bodies and employees	Page 38-39, 43
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 31-32, 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 8, 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 2025 (January 1, 2025 - December 31, 2025) data with reference to SASB’s Electrical & Electronic Equipment Sustainability Accounting Standard.

Code	Accounting Measure	Category	Unit of Measure	2025 Response
ENERGY MANAGEMENT				
RT-EE-130a.1	Total Energy Consumed	Quantitative	Gigajoules (GJ)	2,346,962
RT-EE-130a.1	Percentage Grid Electricity	Quantitative	Percentage (%)	47.1%
RT-EE-130a.1	Percentage Renewable	Quantitative	Percentage (%)	5.3%
HAZARDOUS WASTE MANAGEMENT				
RT-EE-150a.1	Amount of hazardous waste generated	Quantitative	Metric tons	3,832
RT-EE-150a.1	Percentage of hazardous waste recycled	Quantitative	Percentage (%)	12.2%
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 2025 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, 2026 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. (2025 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. (2025 CDP Report and 2025 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.
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)

Topic and Recommended Disclosure	Response
RISK MANAGEMENT (CONT.)	
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 2024 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 | 2025

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We Create
a Better
Tomorrow™