



SUSTAINABILITY & INNOVATION *in Motion*



SUSTAINABILITY REPORT 2023
Issued September 2024

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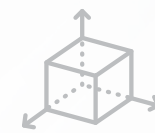
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CEO LETTER

2023 was another transformational year for Regal Rexnord. We completed the acquisition of Altra Industrial Motion, which significantly enhanced our scale and scope, particularly within industrial power transmission, and established our position as a meaningful industrial automation player. We also announced the sale of our Industrial Systems business, which closed in the first half of 2024, providing a stronger growth vector for that business, while allowing Regal Rexnord to focus on our most valuable growth opportunities.

The Altra and Industrial transactions marked the completion of a series of highly intentional actions to create a more durable and faster-growing portfolio. Consistent with our evolved portfolio, we updated our business purpose.

WE CREATE A BETTER TOMORROW WITH SUSTAINABLE SOLUTIONS THAT POWER, TRANSMIT & CONTROL MOTION

Helping our customers, our communities... and our planet, by providing the most sustainable solutions, remains core to how and why we operate. It is integrated into our strategy and embedded in our purpose. In this context, we were extremely pleased to see our progress and contributions around sustainability recognized externally, most recently by Barron's, which ranked Regal Rexnord 14th on its 2024 list of the 100 Most Sustainable U.S. Companies.

Another of the evolutionary changes we are making is around how we present our Environmental, Social, and Governance (ESG) strategy and actions. This year's Sustainability Report (Report) introduces a more streamlined content structure that I hope our stakeholders find useful. I am pleased to share a few highlights.

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

We remain committed to our goals to reduce our carbon emissions. In 2023, we reduced our Scope 1 and 2 greenhouse gas (GHG) emission intensity by 10.2% (15.5% on an absolute basis), in line with our goal. In this Report we are also making our first Scope 3 greenhouse gas emissions disclosure – a key step towards understanding and addressing climate risks and opportunities related to the direct use of our products.

We have a strong and inclusive culture. Over 80 percent of our more than 30,000 associates participated in our now bi-annual associate engagement survey. We were proud of the results, which were on average, 5 points above the manufacturing norm. Similarly, in our first associate inclusion culture survey, Regal Rexnord achieved an overall inclusion score 8 points above the industry average.

We care about our communities. Our associates are committed to making a positive impact in the communities where they work and live through dedicating their time and energy to a variety of causes and community service organizations. As part of our giving, in 2023, the Regal Rexnord Foundation amplified these efforts by contributing over \$1.2 million across 120 eligible nonprofit organizations recommended by our associates. These contributions primarily provided critical support to health and human services, education and the arts, as well as civic development and disaster relief programs.

Looking ahead, our strategic focus will continue to be on advancing innovation and sustainability initiatives that align with our Regal Rexnord values, support our emission reduction targets, and help our customers meet their own sustainability goals. I believe a key to our continued success is acknowledging that our customers' environmental and economic objectives tend to be intertwined.

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

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

Sincerely,

Louis Pinkham
CEO





REGAL REXNORD MISSION

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

REGAL REXNORD PURPOSE

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



REGAL REXNORD VALUES



...WITH A SENSE OF URGENCY



COMPANY OVERVIEW

Regal Rexnord's 30,000 associates around the world help create a better tomorrow by providing sustainable solutions that power, transmit and control motion. The Company's 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 controls, actuators, drives, and precision motors, **controls motion** in applications ranging from factory automation to precision control in surgical tools.

The Company's end markets benefit from meaningful secular demand tailwinds, and include factory automation, food & beverage, aerospace, medical, data center, warehouse, alternative energy, residential and commercial buildings, general industrial, construction, metals and mining, and agriculture.

Regal Rexnord is comprised of three operating segments: Industrial Powertrain Solutions, Power Efficiency Solutions, and Automation & Motion Control. Regal Rexnord is headquartered in Milwaukee, Wisconsin and has manufacturing, sales and service facilities worldwide. For more information, including a copy of our Sustainability Report, visit [RegalRexnord.com](https://www.RegalRexnord.com).





OPERATING SEGMENTS



AUTOMATION & MOTION CONTROL (AMC)

The AMC segment designs, produces and services highly engineered industrial automation components and subsystems for a wide range of end markets, including medical devices, data centers, advanced material handling, semiconductor manufacturing, robotics, aerospace & defense, food & beverage and general industrial.

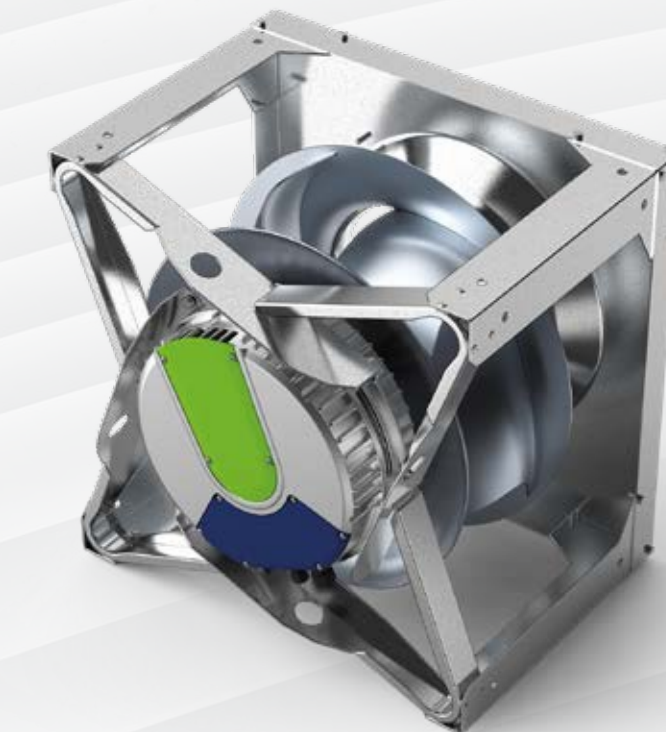
- Conveying Solutions
- Aerospace Seals & Bearings
- Linear Motion
- Precision Motors
- Servo Drives & Controls
- Power Management



INDUSTRIAL POWERTRAIN SOLUTIONS (IPS)

IPS is a leading provider of complete industrial powertrains, which include a high-efficiency motor and the critical power transmission components that connect the motor to the work being done. IPS serves markets that include food and beverage, bulk handling, eCommerce/warehouse distribution, alternative energy, agricultural, turf & garden and general industrial.

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



POWER EFFICIENCY SOLUTIONS (PES)

The PES segment designs and produces fractional to approximately five horsepower high and premium efficiency motors, electronic variable speed controls, fans, and blowers. PES serves a wide variety of markets and applications including residential and light commercial HVAC, water heaters, commercial refrigeration, commercial building ventilation, pool and spa, irrigation, dewatering, agriculture and general commercial.

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





2023 BY THE NUMBERS¹



COMPANY

~30,000
Associates

178
Manufacturing Sites

334
Total sites



FINANCIAL

\$6.7B
2023 Net Sales²

2.8%
Research Development & Expense
% of 2023 Sales²

\$11B³
Market Capitalization



ENVIRONMENTAL

15.5%⁴
Year over year (YOY) Reduction in
Scope 1 and 2 Absolute GHG Emissions

10.2%⁴
YOY Reduction in Scope 1 and 2 GHG
Emissions Intensity

3,683 MWh
Renewable Energy Generated

165
Regal Rexnord Sustainability
Champion Program Participants

163
Energy Reduction Projects Identified



HEALTH & SAFETY

0.65
Total Recordable Incident Rate
(TRIR)

0.44
Days Away Restricted or
Transfer Rate (DART)



SOCIAL DIVERSITY, ENGAGEMENT & INCLUSION

30%
Global Associate Gender Diversity

25%
U.S. Associate Racial Diversity

80%
of Worldwide Associates Participated
in 2023 Engagement Survey

¹ Except as otherwise provided, data is for fiscal year 2023 and is inclusive of Altra Industrial Motion Corp. (Altra) for the reporting period.

² Pro forma for the acquisition of Altra, non-GAAP measure, see Appendix for reconciliation.

³ Calculated as of August 31, 2024.

⁴ Represents YOY 2022 to 2023 and is inclusive of Altra for all periods.



Our Commitment to Sustainability



ESG STRATEGY



Regal Rexnord’s ESG strategy is grounded in three distinct principles:

ENVIRONMENTAL

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

SOCIAL

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

GOVERNANCE

Maximizing risk-adjusted returns through good governance practices guided by leading independent raters.



ESG MANAGEMENT

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.

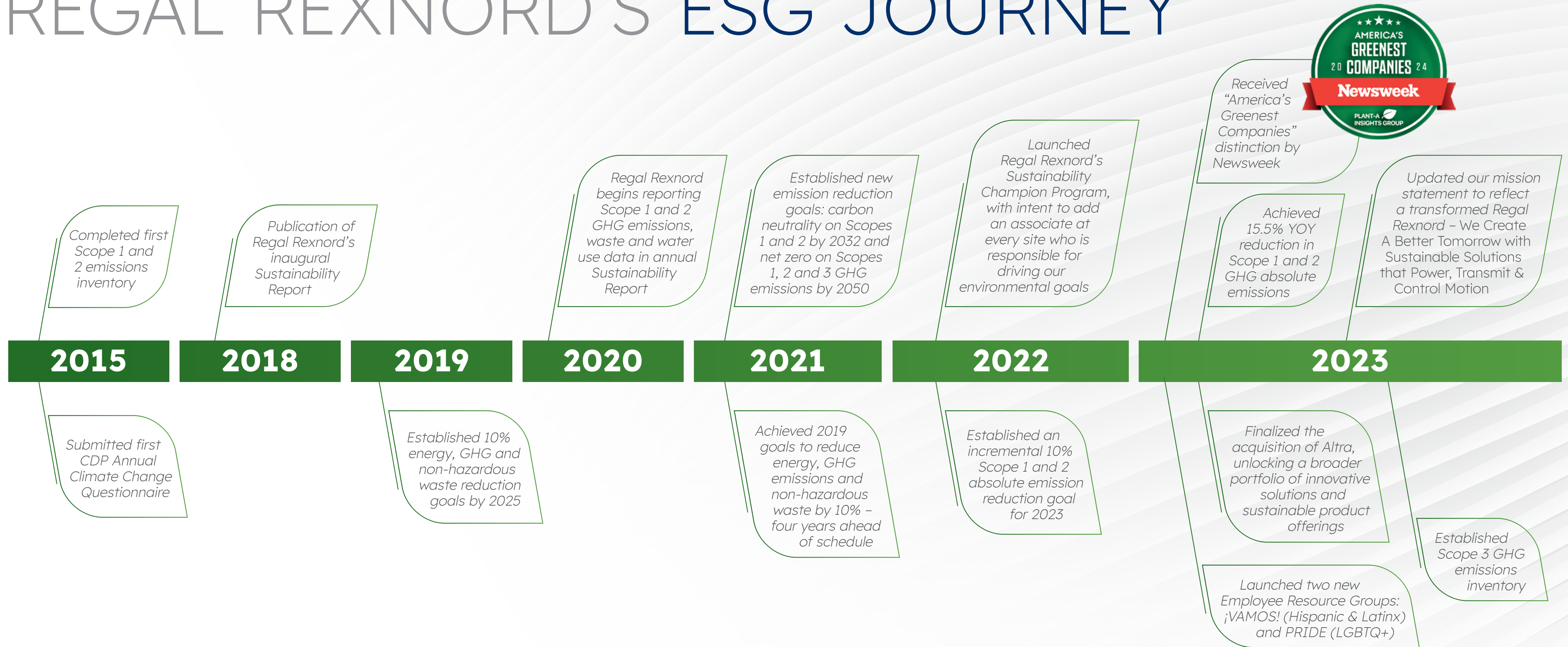
The Company’s Sustainability Governance Committee, which includes the CEO and executive leaders, meets quarterly to review strategy, performance and continuous improvement plans to support development and achievement of our goals. This Committee reports to the Board annually to reaffirm strategy, programs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





REGAL REXNORD'S ESG JOURNEY



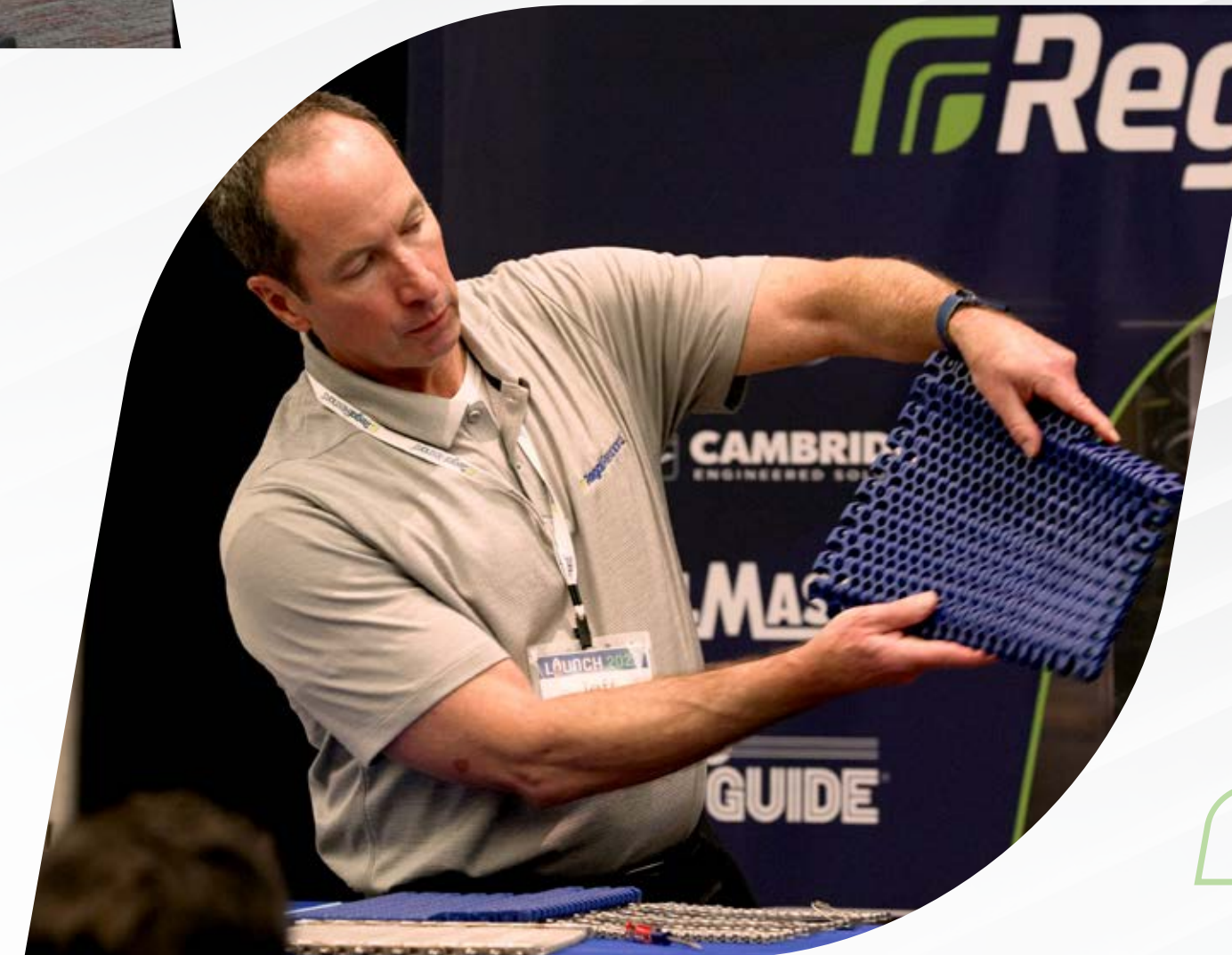
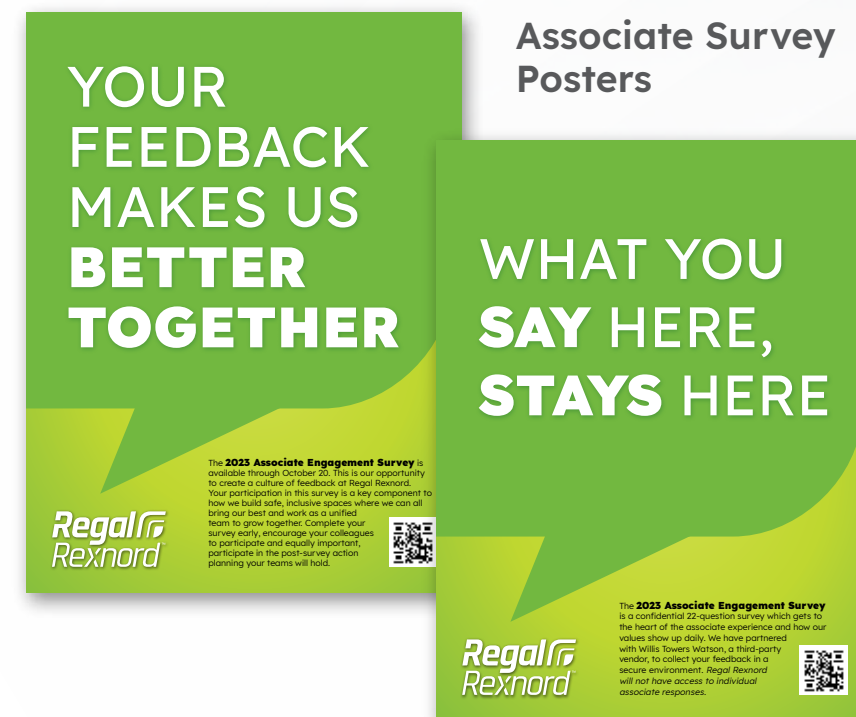


STAKEHOLDER ENGAGEMENT

Regal Rexnord engages with our internal associates, customers, suppliers, investors, communities and other key external stakeholders on a regular basis.

Our company aims to achieve these communication objectives through various methods of outreach, including:

- Customer and associate surveys
- Customer meetings
- Investor perception analysis
- Investor meetings and conferences
- Employee resource groups
- Town hall meetings with associates
- Early-in-career development programs
- Supplier summits
- Performance reviews with suppliers
- Supplier engagement surveys
- Trade shows
- Regular meetings with NGOs and industry stakeholders
- Community service and engagement events





GLOBAL REPORTING ALIGNMENT

Regal Rexnord annually responds to the CDP* (formerly Carbon Disclosure Project) Climate Change Questionnaire, including the 2023 climate change response.



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



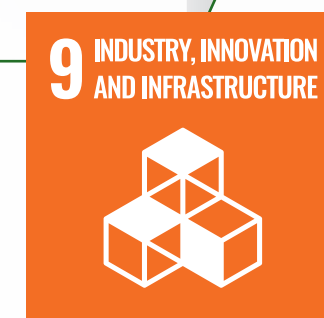
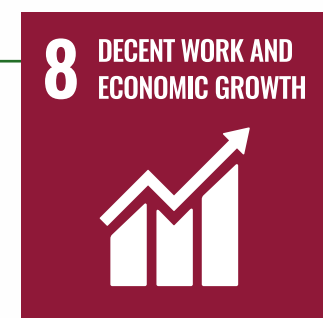
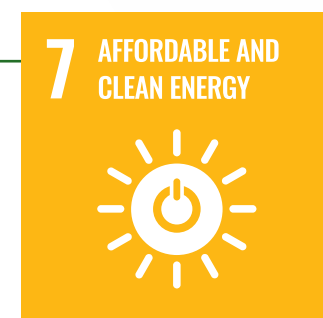
We publish a Global Reporting Initiative (GRI*) Content Index with reference to GRI Standards in this report.



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



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



*CDP, TCFD, GRI, SASB, and UN SDGs are trademarks or tradenames by their respective owners and not owned or controlled by Regal Rexnord Corporation.



TARGETS AND PROGRESS

TARGETS (from 2022 baseline)

2023
10% Absolute Reduction in
Scope 1 and 2 GHG Emissions

2032
Carbon Neutral Scope
1 and 2 GHG Emissions

2050
Net Zero Scope 1, 2
and 3 GHG Emissions

PROGRESS

15.5%¹
YOY Reduction in Scope 1 and
2 Absolute GHG Emissions

10.2%¹
YOY Reduction in Scope 1 and
2 GHG Emissions Intensity



¹ Represents YOY 2022 to 2023 and is inclusive of Altra for all periods.



REGAL REXNORD ENERGY USE AND EMISSION DATA

GHG EMISSIONS (METRIC TONS CO₂-equivalent)¹

	2022	2023
Direct (Scope 1)		
CO ₂	91,736	75,553
CH ₄	53	44
N ₂ O	59	50
HFC	471	386
Total Scope 1	92,319	76,032
Indirect (Scope 2)		
Market-Based	209,044	178,751
Location-Based	210,619	179,988
Total Scope 1 + 2	301,363	254,783
Indirect (Scope 3)		
Category 1 - Purchased Goods & Services	1,028,527	-
Category 11 - Use of Sold Products	16,295,085	-
Remaining Scope 3 Categories	478,075	-
Total Scope 3	17,801,687	-

ENERGY CONSUMED (GIGAJOULES)²

	2022	2023
Summary Metrics		
Percentage of Grid Electricity	47.1%	48.6%
Percentage of Renewable Energy	0.9%	1.2%
Direct Energy		
Natural Gas	1,691,574	1,379,768
Gasoline	42,102	42,113
Diesel Fuel	23,669	23,150
Propane	20,711	10,846
Jet Fuel	12,669	20,969
Fuel Oil	1,382	4,003
Renewable Energy (On-Site)	6,497	13,260
Total Direct Energy	1,798,605	1,494,108
Indirect Energy		
Grid Electricity	1,626,737	1,442,034
Renewable Energy (Off-Site)	24,085	22,816
Purchased Heat	7,488	6,806
Total Indirect Energy	1,658,309	1,471,656
Total Energy Consumed	3,456,914	2,965,764

¹ See "Emissions Calculation and Reporting Methodologies" for detailed information on what is included in Regal Rexnord's Scope 1 and 2 GHG emissions. 2022 and 2023 is inclusive of Altra for all periods.

² Represents energy consumption across all Regal Rexnord locations in 2022 to 2023 and is inclusive of Altra locations for all periods.



REGAL REXNORD ENERGY USE AND EMISSION DATA

ECONOMIC INTENSITY¹

		2022	2023
Metrics	Units		
Net Sales ²	\$Million Sales	7,121	6,702
Energy Intensity (Scope 1)	Gigajoules per \$Million Sales	253	223
Energy Intensity (Scope 2)	Gigajoules per \$Million Sales	233	220
Total Energy Intensity	Gigajoules per \$Million Sales	485	443
Grid Electricity Intensity	Gigajoules per \$Million Sales	228	215
Emissions Intensity (Scope 1)	Metric Tons CO ₂ Equivalents per \$Million Sales	13.0	11.3
Emissions Intensity (Scope 2)	Metric Tons CO ₂ Equivalents per \$Million Sales	29.4	26.7
Total Emissions Intensity (Scope 1 + 2)	Metric Tons CO₂ Equivalents per \$Million Sales	42.3	38.0

¹ Economic intensity data is representative of 2022 and 2023, across all Regal Rexnord locations, and is inclusive of sites gained through the Altra acquisition for all periods.

² Pro forma for the acquisition of Altra, non-GAAP measure, see Appendix for reconciliation.

EMISSIONS CALCULATION AND REPORTING METHODOLOGY

Regal Rexnord's inventory of Scope 1, 2, and 3 emissions was calculated following guidance from Greenhouse Gas Protocol, including: Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition), Greenhouse Gas Protocol: Scope 2 Guidance, and Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard. To complete these calculations, Regal Rexnord employs various methodologies and tools such as the U.S. EPA HFC Emissions Accounting Tool, U.S. EPA Climate Leaders guidelines for indirect emissions from electricity and steam purchases/sales, direct emissions from stationary and mobile combustion sources, and the Commercial Buildings Energy Consumption Survey (CBECS).

The Scope 1 inventory includes emissions from natural gas, gasoline, diesel fuel, propane, jet fuel, and fuel oil, encompassing CO₂, CH₄, and N₂O emissions from fuel consumption, as well as HFC emissions from refrigerant use. For Scope 2, the emissions sources include purchased electricity and heat, such as steam or district heating. The emission factors used for electricity are specific to subregions, countries, or regions, utilizing the latest databases from governmental and other sources. Scope 3 emissions include those emissions within the Regal Rexnord value chain as compiled by our external consultant.

Regal Rexnord's process for accounting and reporting Scope 1, 2 and 3 emissions includes internal verification procedures however, these calculations do not receive third party verification.

To measure progress towards our company-wide emission reduction goals, we report Scope 1 and 2 GHG emissions and intensity metrics each month at the enterprise leadership level and measure numbers against the Company's emission reduction targets. To maintain transparency and accountability, the Sustainability Governance Committee, which includes our CEO and executive leaders, meets quarterly to review strategy and discuss progress towards reducing absolute GHG emissions and achieving the Company's emission reduction targets.



ROADMAP TO CARBON NEUTRAL

In 2022, Regal Rexnord established an ambitious goal, setting out to achieve Carbon Neutrality across Scope 1 and 2 GHG emissions by 2032. Achieving carbon neutrality as a company means Regal Rexnord aims to counterbalance all of the Company’s Scope 1 and 2 emissions within our operational control through a combination of carbon reduction methods, including **building efficiency improvements, investments in renewable energy, and the use of carbon offsets.** GHG emissions within our operational control include those arising from the use of our buildings, equipment, or other company assets where Regal Rexnord has the authority to implement operating policies.

To guide us in our efforts to attain our carbon neutral goal, we developed our Roadmap to Carbon Neutral, which outlines the steps necessary to achieve GHG emission reductions. Since beginning to implement our plan, we have already made significant progress towards achieving our goal. In 2023, the Company achieved a 15.5% year-over-

↓ **15.5%**
year-over-year reduction in absolute Scope 1 and 2 emissions

year reduction in absolute Scope 1 and 2 emissions and decreased our greenhouse gas emission intensity (metric tons of GHG emissions per \$1M in sales) by 10.2% year-over-year.

↓ **10.2%**
year-over-year decrease in greenhouse gas emission intensity

As we continue to implement our Roadmap to Carbon Neutral, we will rely on prioritizing investments in building, processing equipment and operational efficiency improvements, as well as installation of on-site renewable energy projects that collectively generate significant Scope 1 and Scope 2 emission reductions. Longer term, our plan factors in the purchase of Energy Attribute Certificates and Carbon Offsets to abate our remaining Scope 1 and Scope 2 emissions.

This combined approach – targeting both capital improvements and operational efficiency gains – enables Regal Rexnord to focus on maximizing emission reductions through utilization of controllable levers.

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



ROADMAP TO CARBON NEUTRAL



ONSITE RENEWABLE ENERGY

We continue to invest in onsite solar power systems in areas with the most efficiency and economic advantages. Company-wide, we now have 14 sites with on-site solar. These sites have collectively generated more than 3,683 megawatt hours of renewable energy in 2023.



BUILDING EFFICIENCY

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



PROCESSING EQUIPMENT

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



OPERATIONAL EFFICIENCY

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



CASE STUDY:

SPOTLIGHT ON REGAL REXNORD'S RENEWABLE ENERGY PROJECTS

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

In 2023, we implemented solar power systems at two locations in the U.K. and Denmark, and we moved into a state-of-the-art sustainable facility in Mexico. These investments in on-site renewable energy play a crucial role in our sustainability plan. We expect these installations to save approximately **1,525 megawatt-hours of energy annually**, or equivalent to approximately one-third of these facilities' annual consumption.

REGAL REXNORD CONTINUES TO INVEST IN ONSITE RENEWABLE ENERGY

Twiflex Installs Solar Panels

In 2023, we installed a 252-kilowatt system encompassing 656 solar photovoltaic (PV) panels at our facility in Bedford, U.K.

These panels are expected to produce approximately 248 megawatt-hours of electricity per year, about one-third of the site's electricity needs. We anticipate an annual reduction of 58 metric tons of CO₂ emissions from these improvements.



Svendborg Brakes Invests in Solar

At our Svendborg Brakes site in Vejstrup, Denmark, we installed a solar power plant alongside an intelligent lighting system.

The solar installation features 708 solar panels. The system is expected to generate a total of 287 megawatt-hours of electricity per year. The improvements are expected to generate approximately 40% of the site's annual electricity.



Aerospace Location Designs Building with On-Site Solar

In July 2023, Regal Rexnord's Automation and Motion Control Aerospace division completed a state-of-the-art, 125,000-square-foot facility in Chihuahua, Mexico.

Sustainability was a core consideration during the design phase.

The facility incorporates various energy and water efficiency features, with a notable investment in on-site solar energy. The PV system comprises 1,100 solar panels, collectively generating approximately 1,000 megawatt-hours of renewable electricity annually. This forward-thinking approach aligns with our commitment to environmental stewardship and underscores the Aerospace division's leadership in sustainable practices.





TARGETING NET ZERO BY 2050

With our Roadmap to Carbon Neutral firmly in place, we have also increased our focus on developing a plan, grounded in data, for reestablishing our longer-term goal and pathway towards reaching net zero GHG emissions across Scope 1, 2 and 3 by 2050. We intend to conduct a review of the Science Based Targets initiative (SBTi) revised Corporate Net Zero Standard (draft guidance expected in late 2024), as well as other standards and methodologies developed by similar organizations and third-party validators. We aim to share additional details regarding how we define and plan to achieve our net zero goal in our next Sustainability Report.

In 2023, using an external consultant, we undertook a thorough analysis of our emissions inventory. Our goals were to:

- Confirm our restated 2022 baseline for Scope 1 and 2 emissions in the wake of a transformative acquisition (Altra) and a significant divestiture (Industrial Systems)
- Validate our Roadmap to Carbon Neutral
- Generate data on Regal Rexnord's Scope 3 emissions in accordance with the GHG Protocol

This work achieved our objectives and has enabled us to include Scope 3 emissions data in our Sustainability Report for the first time on [page 16](#). As we look to the future, we will continue to report annually our Scope 1, 2 and 3 emissions. For Scope 3, we will report on categories deemed to be material, meaning categories that contribute at least 5% of Regal Rexnord's Scope 3 emissions. We strongly believe monitoring and reporting our full emissions is a critical step towards achieving our long term net zero goals.

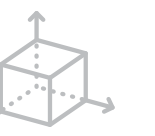
The complete emissions inventory we conducted in 2023 has also confirmed that the majority (~98%) of Regal Rexnord's overall emissions fall within Scope 3. Of the Company's Scope 3 emissions, the most significant source stems from Scope 3 Category 11 emissions – direct use of our products – as defined by the GHG Protocol. Given these findings, engagement with our customers and end users will be important to our strategy for abating Scope 3 emissions. More details can be found on our efforts to reduce energy consumption from the direct use of our products on [page 21](#).

Finally, while our third-party analysis provided us with foundational data that will help us as we develop a decarbonization strategy that addresses Regal Rexnord's full emissions inventory, more work remains to be done. Regal Rexnord aims to develop a robust, executable plan to guide our efforts and achieve our goals.





Our Products



OUR PRODUCTS ARE ADVANCING SUSTAINABILITY

Sustainability is at our core, and we believe investing in technologies and products that enable both Regal Rexnord and our customers to reduce their overall carbon footprint is a win for the environment and a win for the company.

PRODUCTS THAT SUPPORT SUSTAINABILITY ARE HELPING US GROW



~60% of our product offering directly or indirectly supports making end user applications more environmentally friendly



Gearing (IPS)

Our gear boxes raise torque from a power source to drive heavy loads, most with leading, up to ~95% efficiency.

Example: This proprietary gearbox monitors oil quality in real time, lowering waste & maximizing uptime.

~95%
efficiency



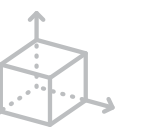
Aerospace Seals (AMC)

Our high-performance seals allow aircraft engines to run at higher temperatures and pressures, which can lower fuel usage up to ~15% and NOx by ~50%.

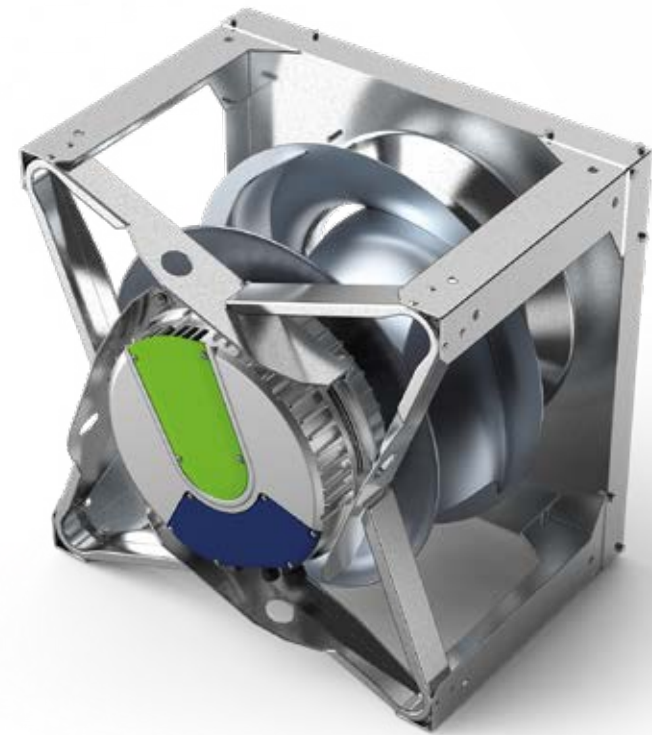
Example: This highly-engineered seal is a critical component making engines run more efficiently.

↓ ~15%
lower fuel usage

↓ ~50%
lower NOx usage



OUR PRODUCTS (CONT.)



Direct Drive Impellers (PES)

Our portfolio of direct drive fans significantly raises energy efficiency in HVAC, clean room and data center applications.

Example: Our COPRA™ motorized impeller, with a proprietary airfoil, is more compact and ~10% more efficient vs. its closest competitor.

~10%
more efficient



Linear Actuators (AMC)

Our electric linear actuators automate linear movement and support a secular shift from hydraulic to “greener” electric actuation.

Example: The Electrak™ XD stands alone with output power ~400 watts, supporting electric actuation in heavier-duty applications.

~400 WATT
output power

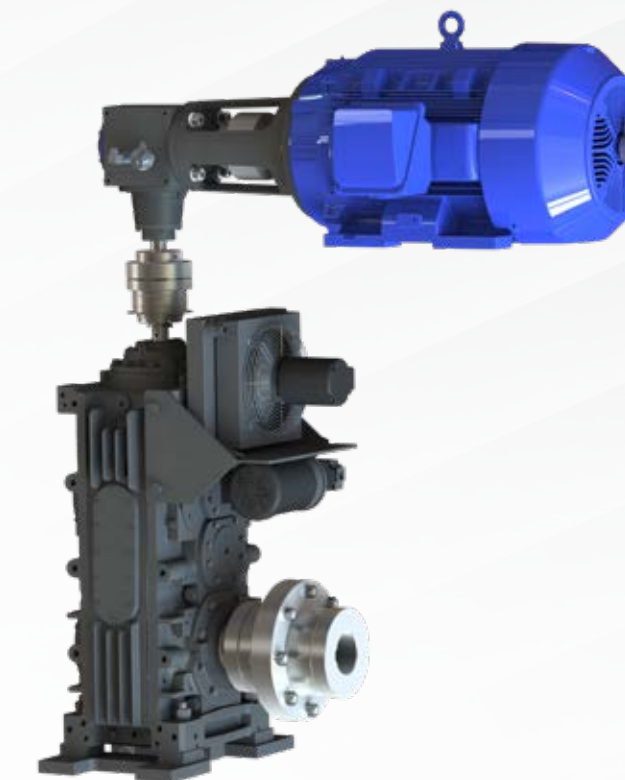


Electronic Motors (PES)

These variable speed electronic ECM motors are leading the way towards a higher-efficiency installed base of U.S. HVAC systems.

Example: Our new EON 48-Frame ECM is ultra quiet and has market-leading, ~85% energy efficiency.

~85%
energy efficiency



Powertrains (IPS/PES)

These proprietary sub-systems connect motors to what they are powering, while optimizing efficiency and functionality.

Example: Used in “zero-landfill” waste-to-energy equipment, this powertrain uses less materials and, sold as a sub-system, is easier to install.



Our Operations

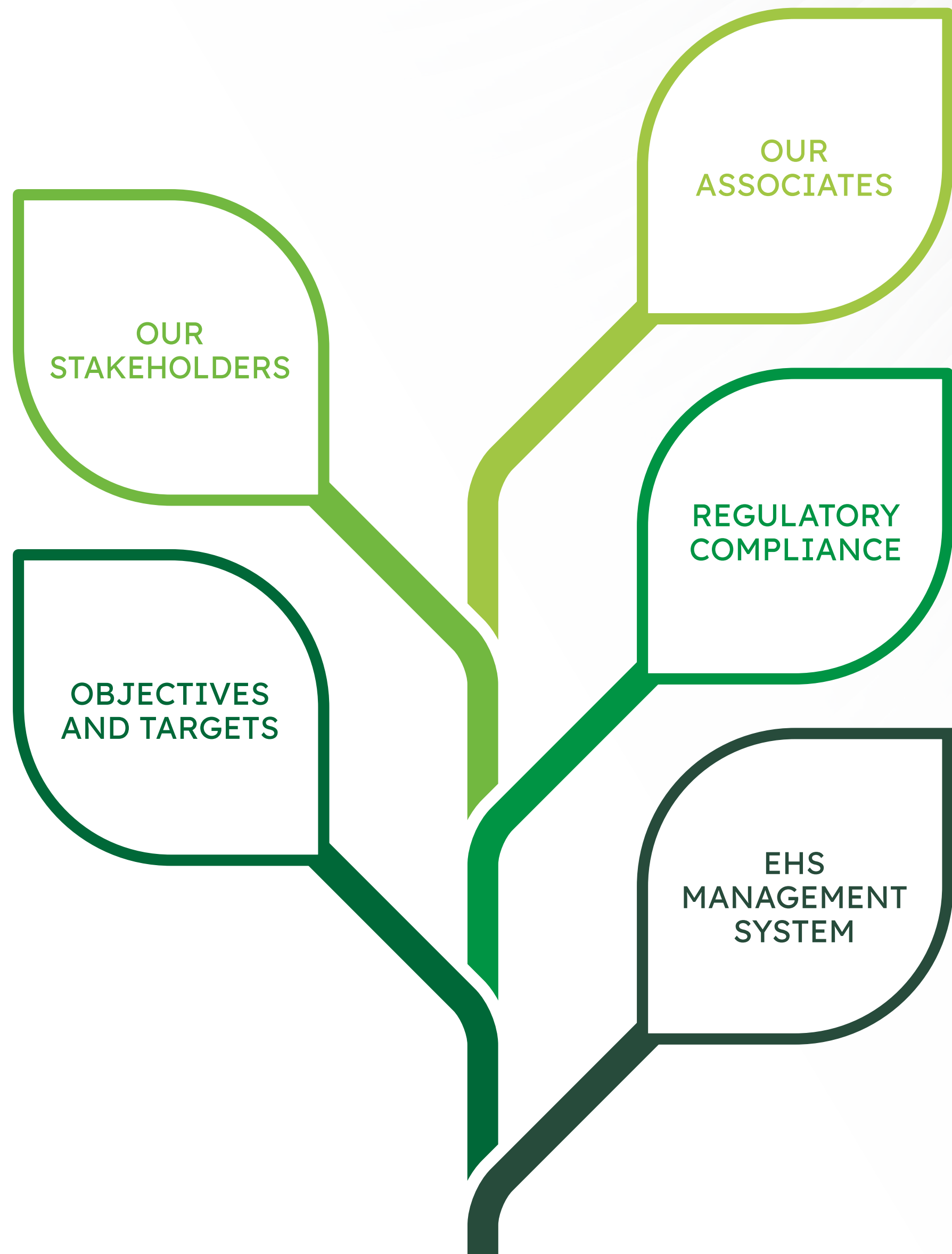


REGAL REXNORD'S EHS STRATEGY

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. Our purpose aligns with our goals, protecting the environment, pollution prevention and manufacturing and distributing safe and environmentally friendly products. We believe the welfare of our associates and their families starts with personal safety. *Our expectation is that everyone – associates, visitors, customers and contractors – must demonstrate a commitment to safety.*

OUR FIVE ENVIRONMENTAL, HEALTH AND SAFETY PILLARS

- 1. Our Associates
- 2. Our Stakeholders
- 3. Regulatory Compliance
- 4. Objectives And Targets
- 5. EHS Management System





ENVIRONMENTAL MANAGEMENT SYSTEMS

THE REGAL REXNORD COMPLIANCE CITIZENSHIP REVIEW

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

To support our commitment to environmental protection and health and safety, we have **developed a Compliance Citizenship Review (CCR) framework**. The CCR is our annual assessment of each manufacturing facility’s Environmental Management System and Health and Safety Management System. The CCR incorporates elements of Regal Rexnord’s Health and Safety Management System and its Environmental Management System, which are modeled on accepted industry standards, including standards from the International Organization for Standardization (ISO).

- Facility management leads the CCR, demonstrating that accountability for environmental, health and safety initiatives begins with local management teams.

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





ENVIRONMENTAL MANAGEMENT SYSTEMS



29 Sites ISO 14001: Environmental Management System certified

13 Sites ISO 45001: Health & Safety Standards certified

6 Sites ISO 50001: Energy Management Standards certified



SUSTAINABILITY CHAMPION PROGRAM

Our Sustainability Champion Program aims to serve as a catalyst for knowledge, awareness and action, fostering a culture of sustainability throughout our organization.

Associates attend our Sustainability Champion two-day workshops at a manufacturing site designed with two key goals:

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

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

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

Since its inception in 2022, 165 Regal Rexnord associates across 71 manufacturing sites have participated in the Sustainability Champion Program. Our goal is to have a Sustainability Champion at every key site. In 2023, we identified 163 projects in total, accounting for a reduction of more than 14,000 megawatt hours in energy use per year. This equates to a 1.5% reduction in GHG emissions compared to our 2022 baseline.



Associates attending the Sustainability Champion workshop in S-Gravenzande, Netherlands

CASE STUDY:

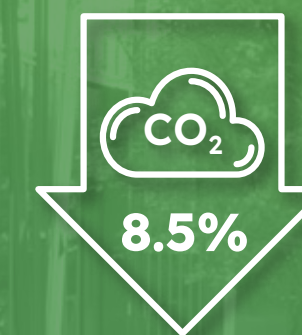


SPOTLIGHT ON REGAL REXNORD'S THAILAND FASCO SITE

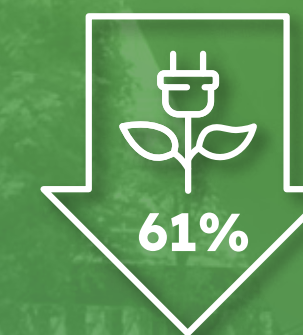
FACILITY: Thailand Fasco™ – Utility Consumption Kaizen

IMPROVEMENT STRATEGY: Optimization of compressed air management by detecting and repairing leaks reduced the overall number of operational compressed air units.

TOTAL SAVINGS:



GHG Emissions: Reduced onsite emissions by 375 metric tons CO₂-equivalent annually equating to an 8.5% reduction in GHG emissions



Energy Consumption: Reduced compressed air usage by 61% annually, leading to a substantial reduction in energy demand



Financial Savings: Generated an annual utility savings of \$114,000 from these combined efforts



HEALTH AND SAFETY

SAFETY CULTURE

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

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

HEALTH AND SAFETY MANAGEMENT SYSTEM (HSMS)

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

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

Each business is required to report key EHS metrics, activities and improvement plans monthly. EHS is a key topic during operations reviews at the site, division, business segment and executive levels.

We use a combination of leading and lagging indicators to assess health and safety performance.

- Lagging indicators include TRIR 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, but are not limited to, an HSMS score, number of completed safety observations by our associates, open and closed safety actions, and regulatory compliance calendar action closure.

In 2023, we completed the acquisition of Altra, as we integrate, we are excited about opportunities to share our processes and deploy Regal Rexnord Business System tools to continuously improve our performance. We use global EHS reporting applications to record and manage work-related injuries and report key performance metrics which we have expanded to our new sites. The applications allow data collection at the site level and role-up performance reports through the business division, segment and corporate levels. To improve data collection and reporting efficiency, we are planning to launch a new cloud-based EHS Information Management System in 2024.

HEALTH AND SAFETY METRICS

	2022 ¹	2023 ¹	Motor and Generator Manufacturers ²	Mechanical Power Transmission Equipment Manufacturers ²
TRIR	0.67	0.65	2.30	3.30
DART	0.46	0.44	1.50	1.20

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

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

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

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



¹ Represents full year TRIR and DART rates for the entire Regal Rexnord organization, including locations added by the Altra acquisition.

² 2022 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.



WASTE AND WATER MANAGEMENT

Waste minimization and recycling continue to be a primary focus in our pollution prevention efforts. Throughout the year, we track key metrics associated with hazardous, non-hazardous and landfill waste, enabling us to maintain visibility into these aspects of our environmental footprint. As we continue the Altra integration, we are implementing Regal Rexnord waste minimization strategies and key Regal Rexnord Business System practices, while gaining learnings from these businesses, in an effort to optimize our performance in these areas. As a result of this increased focus on waste and water management, we established a zero waste to landfill goal for all manufacturing facilities. Our 2024 waste data will serve as our baseline, as it will be the first combined reporting year with our 2023-acquired Altra facilities. In 2025, we will use our 2024 baseline data to establish a target for achieving our zero waste to landfill goal.

WASTE DATA¹

NON-HAZARDOUS & HAZARDOUS WASTE METRIC TONS

	2022	2023
Summary Metrics		
Recycling Rate	—	80.7%
Hazardous Waste		
Reuse	46	142
Recycling	774	556
Incineration (with energy recovery)	810	642
Incineration (without energy recovery)	245	208
Landfill	830	600
Offsite Process Water Treatment	2,665	4,016
Total Hazardous Waste Generated	5,370	6,163
Non-Hazardous Waste		
Reuse	3,016	595
Recycling	130,297	89,445
Incineration (with energy recovery)	2,582	1,392
Incineration (without energy recovery)	875	46
Landfill	9,441	9,091
Offsite Process Water Treatment	6,022	5,765
Total Non-Hazardous Waste Generated	152,233	106,334
Total (Non-Hazardous & Hazardous Waste)	157,603	112,498

WATER DATA¹

WATER WITHDRAWAL MEGALITERS

	2022	2023
Summary Metrics		
Water Withdrawal	1,240	1,148

¹ Represents data across all Regal Rexnord locations in 2022 to 2023 and is inclusive of Altra locations for all periods.



GLOBAL SUPPLY CHAIN

MAINTAINING A STRONG AND RESPONSIBLE SUPPLY BASE IS IMPORTANT TO OUR OVERALL SUSTAINABILITY EFFORTS AT REGAL REXNORD.

Our Strategic Sourcing team maintains strategic oversight, conducting monthly operating reviews with the leaders of our operating segments and participating in monthly business unit meetings. Annually, we conduct a strategic planning process to review and refresh our procedures as needed.

Like many other companies, Regal Rexnord encountered supply chain challenges in 2023, including tariffs, geopolitical disruptions, lingering impacts relating to Covid-19, and supplier capacity constraints. To mitigate these impacts, we have focused on the establishment of multi-sourced supplier relationships with an emphasis on supply footprint optimization. Additionally, our Strategic Sourcing team continues to evaluate using alternative qualified sources to ensure a reliable supply chain while balancing our geographical footprint and localizing where appropriate. This enhances our supply chain optionality to reduce dependency. The results of our optimization process aim to reduce delays, minimize risks, and continue to improve upon our supply chain resiliency.





SUPPLIER POLICIES AND ASSESSMENTS

We expect our suppliers to meet or exceed the expectations set out in our [Supplier Code of Conduct](#), our [Conflict Mineral Policy](#) and our [Global Human Rights Policy](#). In addition, Regal Rexnord's Global Supplier Requirements Manual provides an overview of our expectations and is routinely updated with the intent to ensure our supply chain prevents and mitigates ethical or human rights risks.

Regal Rexnord evaluates our global suppliers to track compliance with REACH, RoHS, the EU Waste Directive and other applicable state and national regulations, and with conflict minerals reporting requirements. Evaluation and analysis of supplier performance in these areas is derived from information gathered directly from our suppliers. Our goal is to ensure that our suppliers maintain robust compliance practices and prioritize health and safety.

As part of our sustainability strategy, we have implemented an evaluation process that prioritizes vendor relationships based on their ESG performance. We are pleased to share that in 2024, we will be launching a proprietary Environmental Sustainability Supplier Survey that will measure suppliers' performance in a variety of ESG areas.

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



IGNITY • JUSTICE • COMPASSION • STE



Our People



OUR PEOPLE

CULTURE

Regal Rexnord understands the lasting impact we have on associates and the communities where we live and work.

There's a dynamic energy that occurs when more than 30,000 innovators across the globe unite as one. Our culture recognizes professional aspirations and supports personal growth. We aim to foster a growth mindset in our associates, encouraging continuous learning and innovation. Our values are at the forefront of our decisions, guiding us in creating a safe, positive workplace that drives innovation and supports our communities and the environment.

REGAL REXNORD VALUES



...WITH A SENSE OF URGENCY

ASSOCIATE ENGAGEMENT

At Regal Rexnord, associate engagement remains a crucial part of our efforts to fulfill our mission to create a better tomorrow. In 2023, ~81% of our associates worldwide participated in an employee engagement survey that provided feedback on our current strengths and areas of opportunity at the site, division, and operating segment levels.

An independent, third-party vendor conducted the survey, and an internal committee of Human Resource leaders reviewed the results. Findings were shared with our senior leaders with the expectation of driving improvements across the enterprise. All managers reviewed their team's survey results, communicated the results to their respective associates, and collaborated locally with their teams to form measurable action plans to address areas for improvement.

We are leveraging our survey results to further strengthen our work environment and associate engagement. Some of our strengths include that approximately:

- **96%** of associates understand how their work contributes to the success of the function, business, and the customer;
- **96%** feel accountable for their results;
- **94%** know what is expected from their role; and
- **94%** feel their work area is safe.

While the survey results show that we are in the top quartile among manufacturers on almost all metrics, our main area for improvement is ensuring that local Regal Rexnord leaders take visible action based on the survey results for their teams.



OUR PEOPLE

PERFORMANCE MANAGEMENT

We aim to reinforce our business strategies through our annual associate performance management cycle. The cycle starts with our goal-setting process, which is designed to focus associates on actions that will contribute to our firm's strategic objectives. Managers maintain several touchpoints with their associates throughout the year. Our annual performance review process evaluates associates both on whether they achieve their goals and on how well they demonstrate our Regal Rexnord values. Lastly, the cycle allows managers to engage with their associates regarding career aspirations and development opportunities.

Regal Rexnord believes in creating an environment where associates embrace continuous improvement and professional development. As a part of this belief, in the most recent talent cycle, just over 95% of full-time, professional associates (excluding those governed by a collective bargaining agreement) took part in the performance management process.

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

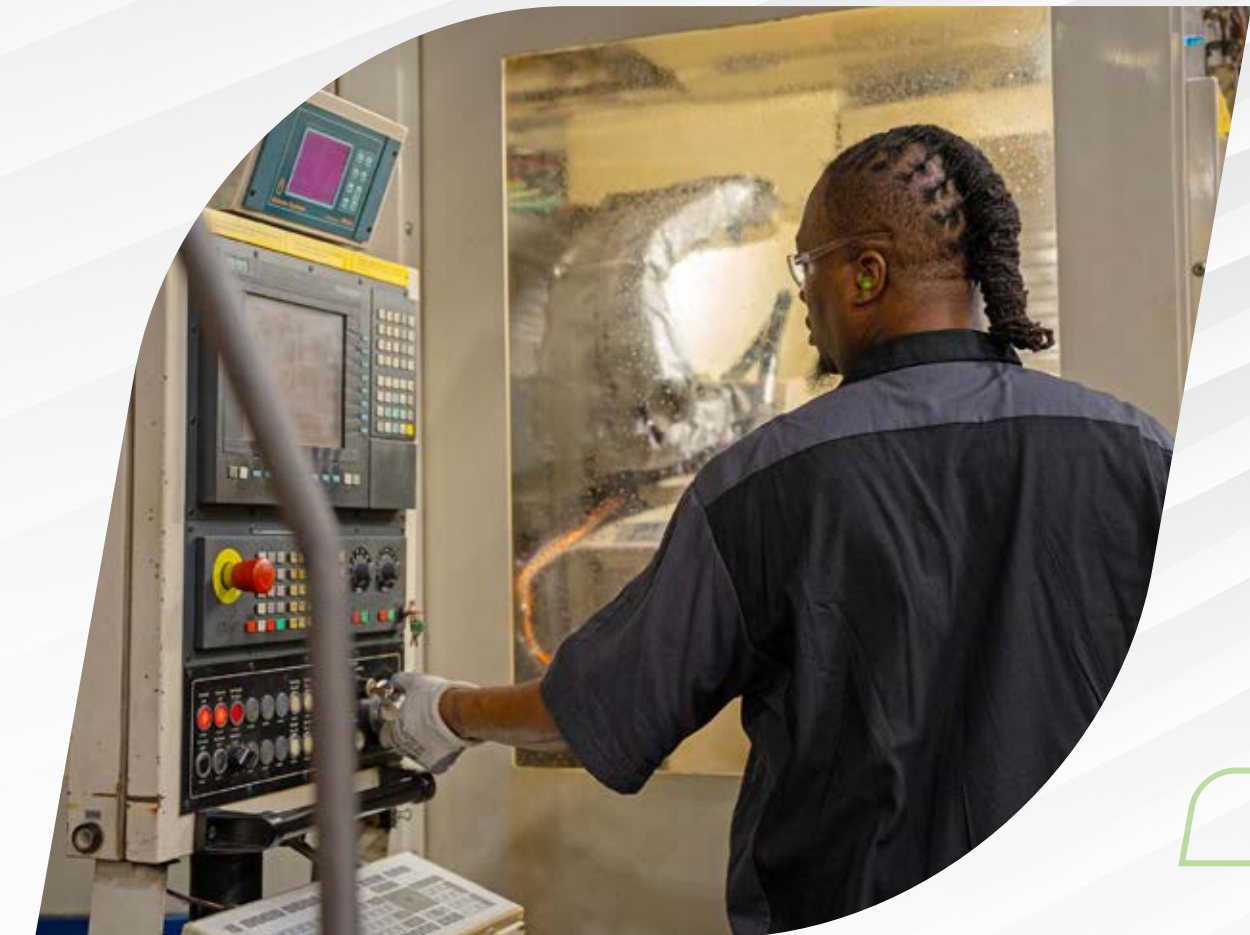
BENEFITS

Regal Rexnord provides market-competitive benefits, as well as personal health and well-being programs. We recognize the importance of fostering an equitable, inclusive, and diverse workplace by supporting associates through all life stages in integrating and balancing work and family responsibilities. In 2024, we implemented the following enhanced family-friendly U.S. benefits:

- Parental Leave – 6 weeks of paid leave for parents with a new child
- Family Leave – 2 weeks of paid leave to care for a qualified family member with a serious medical condition
- Adoption Assistance – up to \$10,000 in IRS-qualified reimbursements
- Expanded Fertility Benefits – treatment coverage via the Regal Rexnord medical and pharmacy plans

We provide market-competitive wages globally, rewarding associates for exceeding performance expectations. To reinforce this in 2024, a personal performance factor (PPF) will be added to tie individual performance to the annual Incentive Compensation Plan, giving associates the opportunity to earn up to 120% of their annual bonus payout target to recognize individual performance that exceeds expectations. For director-level and above associates, Regal Rexnord provides long-term incentives as part of the overall compensation packages for meeting and exceeding expectations. These benefits aim to better align individual compensation and performance, and encourage eligible associates to exceed their goals, which in turn helps to maximize stakeholder value, and promote long-term growth.

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





OUR PEOPLE

HUMAN RIGHTS

Regal Rexnord's commitment to promoting human rights is reflected in our core value of responsibility. At Regal Rexnord, social responsibility reflects a commitment to care for our associates, the communities where our associates live and work, and the planet we inhabit. We believe that social responsibility and our commitment to human rights are important factors for the long-term success of Regal Rexnord. These standards and others apply everywhere we do business. Locally, we encourage and celebrate our employees' active roles in the communities where they work and live.

For reference, please see our Code of Business Conduct and Ethics and our Global Human Rights Policy, which outline our commitment to human rights. In Canada, our 2023 Canadian Forced Labour and Child Labour Report includes additional details. These documents can be found [here](#).

Within these policies, we clearly outline:

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

Our Integrity Helpline supports these policies and provides an outlet for reporting any potential violation.

At Regal Rexnord, we respect our associates' freedom of association. As of December 31, 2023, approximately 43% of Regal Rexnord's global associate population is covered by some form of works council arrangement or union agreement.

LEADERSHIP DEVELOPMENT

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

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

We empower our associates to take ownership of their continued learning and development. Regal Rexnord recently launched a digital learning portal to enable an always-on learning philosophy.

Across leadership levels, in 2023, we increased access to resources for leadership coaching and team development. Leadership development training is integrated within functional areas to ensure leaders have the technical skills necessary for their role. In 2023, we launched the Manufacturing Team Leader Development Program for first-time leaders at our manufacturing sites. This adds to our Plant Manager Bootcamp leadership development program,

which is aimed at advancing the effectiveness of leaders on the manufacturing side of our business.

In late 2023, we launched Leadership Experience and Acceleration Development (LEAD), a new program for experienced mid-level leaders identified as having high potential for future executive leadership roles. Two cohorts of more than 50 leaders participated in our initial LEAD offering.

Regal Rexnord also continues to provide tailored executive development and succession planning for senior leaders. New senior leaders are paired with executive coaches for 1:1 coaching and are encouraged to achieve leadership certifications and continuing education as part of their development planning.





DIVERSITY, ENGAGEMENT & INCLUSION (DEI)

At Regal Rexnord, we remain on a journey to create a more diverse and inclusive work environment where every associate is seen, valued, and heard. With the acquisition of Altra in 2023, our global associate population grew and changed tremendously. We continued to demonstrate our commitment to creating a sense of belonging and engagement through intentional efforts grounded in conscious inclusion. We distributed DEI learning to all associates via the Company’s Code of Conduct training modules, with ~98% of all associates completing the training in 2023.

In addition, in 2023, we partnered with a third-party vendor to conduct an inclusion culture survey of nearly 5,000 associates globally. We earned an overall inclusion score of 78%, which is 8 percentage points above the manufacturing sector benchmark

These survey results have informed our inclusion training and initiatives, including the deployment of a more targeted and focused approach to training and educating Regal Rexnord leaders as we move forward.

We believe that a more diverse workforce strengthens our ability to adapt to an evolving industry and provide innovative solutions that solve our customers’ biggest challenges. Our global workforce includes individuals from varying backgrounds, cultures and experiences. Through focused and intentional action to diversify our organization further, we continue to make progress.

We take deliberate actions to leverage the diverse strengths of our global associates. These actions include expanded talent acquisition

actions, proactive retention of talent, continued cultivation of our Employee Resource Groups (ERGs), expanded community outreach and advancing our supplier diversity initiatives.

While our DEI value is defined as Diversity, Engagement & Inclusion, we also recognize the importance of equity. Regal Rexnord conducts periodic internal reviews on equity and upholds strict adherence to compliance guidelines.

As part of our commitment to transparency, our consolidated U.S. 2023 Employer Information Report (EEO-1 Component 1) is available on our investor website: investors.regalrexnord.com. It reflects the Company’s U.S. workforce as of December 31, 2023.

ASSOCIATE DEMOGRAPHICS

Global Gender Diversity

	Overall Associate Population	Professional* Population	Leader [▲] Population
2022	30%	28%	23%
2023¹	30%	28%	23%

Racial Diversity (United States)

	Overall Associate Population	Professional* Population	Leader [▲] Population
	24%	16%	19%
	25%	17%	18%

* Professional Population is defined as individual contributors who are not included in the direct or indirect labor pool.

▲ Leader Population is defined as associates who lead people and who are not included in the direct or indirect labor pool.

¹ Represents data from all Regal Rexnord associates, including Altra.



EMPLOYEE RESOURCE GROUPS

Regal Rexnord has five associate-led Employee Resource Groups (ERGs) that aim to build business acumen, share knowledge, provide development opportunities and raise cultural awareness. ERGs engage associates through virtual and in-person sessions that support personal development and business acumen, volunteer events and more. Our growing number of ERGs play a pivotal role in our DEI strategy, celebrating differences by cultivating community, inspiring conversations, amplifying diverse perspectives, providing professional development opportunities and fostering innovative thinking.

RegalRexnord™ Employee Resource Groups



We offer all associates, regardless of affiliation, the opportunity to participate in ERGs. These groups celebrate diversity, foster professional development and promote inclusion throughout Regal Rexnord.

WOMEN ERG

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

Executive Sponsor: Daesha Hensler, VP, Regal Rexnord Business System

AFRICAN AMERICAN ERG

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

Executive Sponsor: Yvette Henry, SVP, Strategic Sourcing

¡VAMOS! ERG

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

Executive Sponsor: Ana Esper, VP, Trade Compliance

PRIDE ERG

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

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

VETERANS ERG

The Veterans ERG, announced in 2023 for launch in 2024, maintains the mission of making Regal Rexnord the employer of choice for veterans by creating a Regal Rexnord community of veterans and veteran leaders that attracts, retains, promotes and appreciates veterans. The group is focused on supporting associates who are veterans, active reservists and National Guard service members, along with their families, by creating a network within the company and through targeted outreach to support personal and professional development.

Executive Sponsor: Rob Rehard, EVP & CFO



SUPPLIER DIVERSITY

As we continue to advance our DEI objectives as an organization, we have increased our focus on several areas, including supplier diversity. Our objective is to raise our diverse supplier spend. Additionally, we aim to increase the number of certified Minority Supplier Development Council (MSDC) businesses for tender opportunities. To reach our goal, we are focused on growing spend with minority-owned business enterprises, women-owned business enterprises, and veteran-owned business enterprises.

Focused on growing spend with minority-owned business enterprises, women-owned business enterprises, and veteran-owned business enterprises



OUR COMMUNITIES

At Regal Rexnord, our dedicated associates are committed to making a positive impact in the communities where we work and live. Through a local hands-on approach, we are **building relationships and helping to ensure a more sustainable future in our communities.**



On June 5, 2023, associates at our facility in Zhangzhou, China, and their family members celebrated World Environment Day by participating in cleanup efforts at a local park.

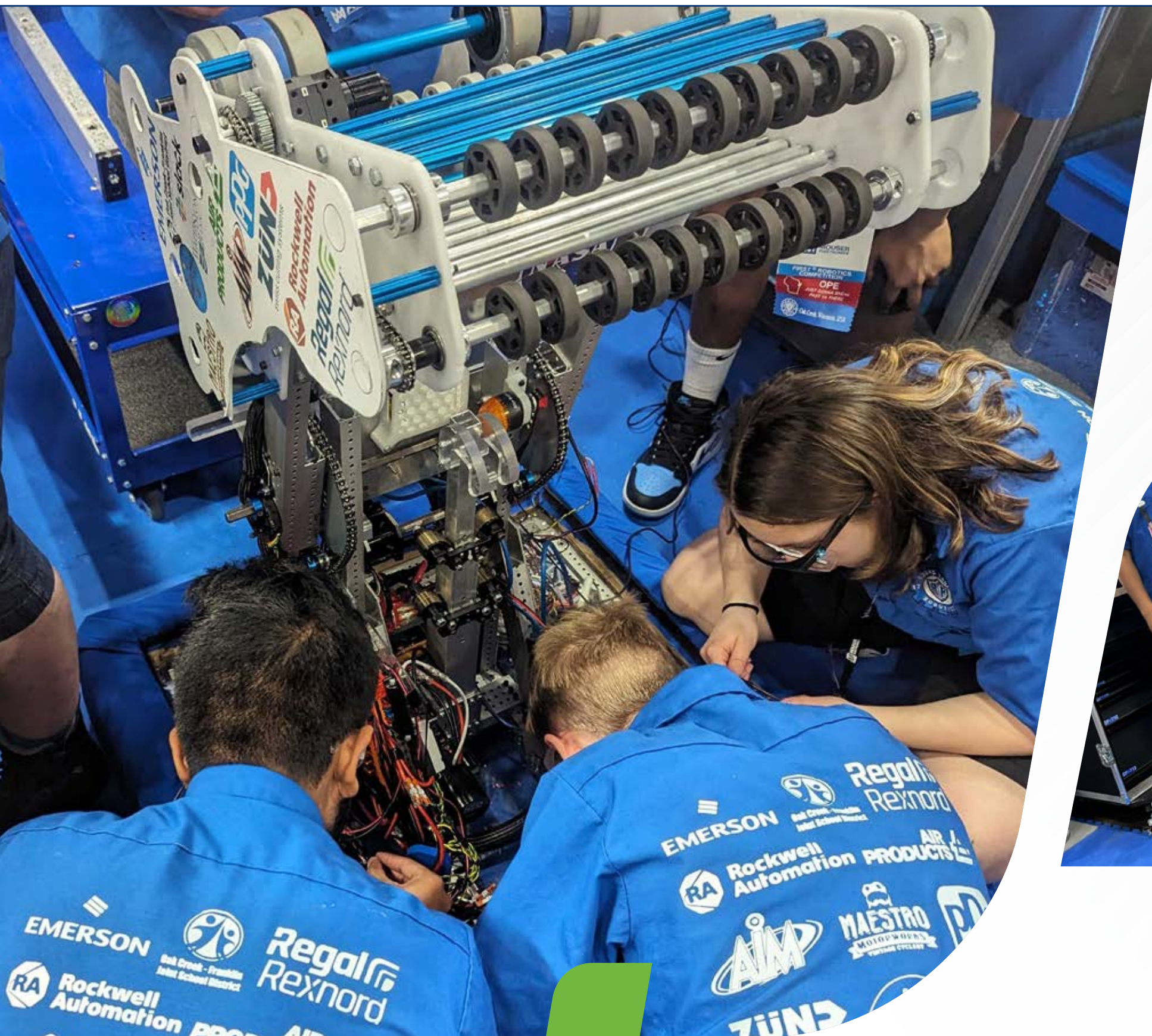


The Inside Sales team had the privilege of volunteering at Hunger Task Force in Milwaukee, Wisconsin, coming together to roll up their sleeves and create over 680 food baskets for people in need.





OUR COMMUNITIES



Across the U.S., we continue to increase the number of associate-led FIRST® Robotics high school teams that build skills in engineering, technology, business and collaboration. A handful of Regal Rexnord-coached FIRST teams built competition robots that made it to the annual international competition.



In 2023, associates took the lead in organizing community service and volunteer efforts across multiple locations globally during October's Volunteer Month.



REGAL REXNORD FOUNDATION

We are committed to creating a better tomorrow by strengthening the communities where our associates live and work. To amplify this commitment, we have proudly established a charitable foundation paired with a charity advisory board made up of Regal Rexnord associates. The Regal Rexnord Foundation leverages associate recommendations to ensure the organization is providing financial support to eligible nonprofit organizations and leaving our footprint on the communities where our associates live and work.

In 2023, the Regal Rexnord Foundation directed more than half of giving toward meeting basic needs, including food, shelter and healthcare. Nearly a quarter of giving focused on education with an emphasis on Science, Technology, Engineering and Math (STEM). Regal Rexnord Foundation allocated \$1.2 million to 120 separate charities across the U.S., Mexico, and Canada. This total does not include additional local giving or giving outside of North America.

~75%
of giving focused on education,
STEM and basic needs

\$1.2M
allocated to charitable
giving in 2023

120
charities across the U.S.,
Mexico, and Canada



Governance

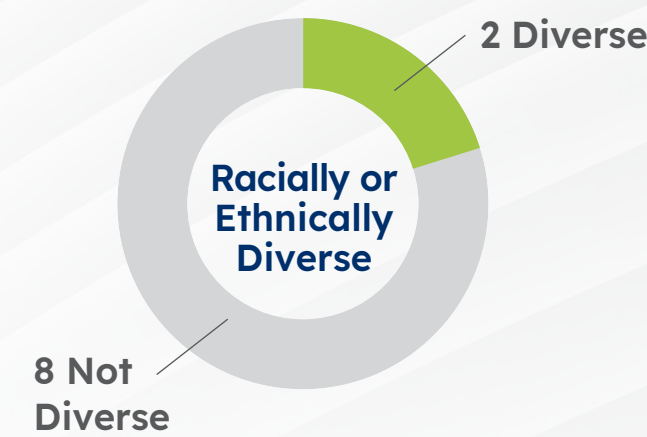
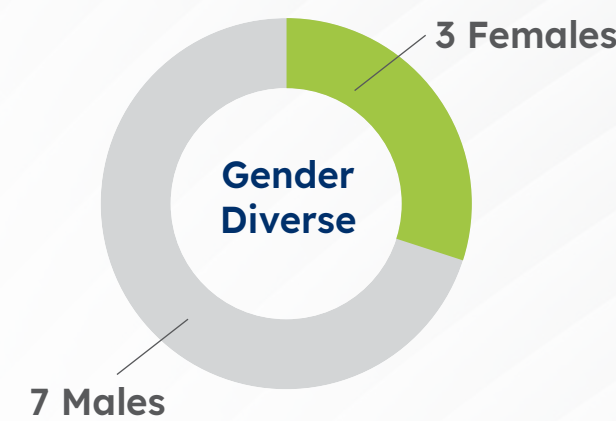


GOVERNANCE FOUNDED ON EXPERIENCE

BOARD OF DIRECTORS

The Board of Directors is the steward of Regal Rexnord. It is comprised of ten directors, nine of which are independent, elected annually. Our Directors have a wealth of business experience and a solid track record in situations relevant to the Company's strategy and operations. The Board recognizes the importance of ensuring that our strategy is designed and executed to create sustainable long-term value for our stakeholders. The Board plays an active role in formulating strategy and overseeing its implementation, as further explained in the Board's [Corporate Governance Guidelines](#) and the Company's [Proxy Statement](#).

BOARD SNAPSHOT



40%

gender and ethnic diversity

Demographic Information*

Caucasian/White	8
Middle Eastern/North African	1
Indian/South Asian	1
LGBTQ+	1

*Only categories that received an affirmative response to our diversity questionnaire are represented.

64

average age (all directors are over 50 years old)

8.4

average tenure in years

72

mandatory retirement age

1

independent chair



GOVERNANCE FOUNDED ON EXPERIENCE

Governance

Our Board has three standing committees:

Audit Committee	Compensation & Human Resources Committee	Corporate Governance, Sustainability & Director Affairs Committee
<ul style="list-style-type: none"> • Ensure quality of financial statements, reporting and disclosure matters • Validate independent registered public accounting firm’s qualifications and independence • Oversee accounting controls and policies • Ensure adequacy and integrity of disclosure controls and procedures and system of internal controls • Maintain compliance with legal regulatory requirements 	<ul style="list-style-type: none"> • Support development of the compensation philosophy • Administer incentive compensation plans • Determine and approve the compensation of executive officers • Review and monitor succession and leadership development planning • Review, formulate, recommend and administer short-term and long-range compensation programs for executive officers and key employees 	<ul style="list-style-type: none"> • Develop and recommend for review to the Board a set of governance principles • Take a leadership role in shaping corporate governance • Oversee ESG matters and review policies, governance structures, initiatives, strategies, disclosures and shareholder and stakeholder engagement • Identify directors qualified to serve on the committees established by the board • Recommend to our Board the members and the chairperson for each committee to be filled by our Board • Identify prospective director candidates and recommend candidates for directorship

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

Board and Committee ESG Oversight

Regal Rexnord integrates ESG initiatives into its strategy and daily operations. This begins with the Board of Directors, which is responsible for the overall stewardship and strategic direction of Regal Rexnord, and reviews the Company’s ESG strategy annually. The Board’s Corporate Governance, Sustainability and Director Affairs Committee (Governance Committee) reviews the Company’s ESG programs and reporting on a quarterly basis, and has primary responsibility for oversight of the Company’s ESG strategy, risks and opportunities. The Board’s Compensation and Human Resources Committee, in turn, oversees the Company’s programs and policies for human capital management and assists the Governance Committee in its oversight of the Company’s programs and policies on associate engagement and leadership effectiveness.

At Regal Rexnord, our business purpose is to create a better tomorrow with sustainable solutions that power, transmit and control motion. We have heightened our focus on ESG oversight to remain in alignment with our business purpose. The Governance Committee continues to be an active steward of our progress in the development and achievement of ESG goals and initiatives and provides reporting to the full Board of Directors on a routine basis.



INTEGRITY

AT REGAL REXNORD, INTEGRITY MATTERS

Our [Code of Business Conduct and Ethics](#) (Code) emphasizes that integrity matters in all our endeavors.

Regal Rexnord associates strive to conduct business with integrity, ethically, honestly and in full compliance with all applicable laws and regulations. Regal Rexnord's Code makes clear our core operating principles, establishes standards and explains how our values should guide our decisions. Our Code is distributed online in multiple languages to ensure that it is easily accessible to all our global associates and business partners. The Code applies to all associates, officers and directors as well as all Company business partners, including any third-party engaged with Regal Rexnord.

Global Anti-Corruption, Code of Business Conduct and Ethics and Third-Party Engagement

At Regal Rexnord, integrity means we seek to avoid corruption in any form. Our [Global Anti-Corruption Policy](#) establishes firm parameters that reinforce our commitment to integrity and identify the actions taken to prevent all forms of bribery. Among other topics, our Code addresses the prevention of bribery and corruption, insider trading, due diligence for external business partners, trade compliance, conflicts of interest, labor and human rights, prevention of forced and child labor, and maintenance of accurate books and records. We conduct periodic audits and assessments based on management priorities, relying upon various sources including associate engagement survey responses, conflict of interest certifications, related party reporting and our Integrity Helpline.

During 2023, Regal Rexnord's internal auditors performed numerous and varied risk assessment activities, including management inquiries, detailed testing and risk control walkthroughs among others. We reviewed the accounting of 87 Company locations, representing approximately 75% of Regal Rexnord's 2023 revenue. These reviews included testing of key processes and controls that could be considered significant risks related to corruption. Our assessments did not uncover any material instances of corruption.

In addition, in 2023, there were no legal actions commenced nor pending against Regal Rexnord related to anti-competitive behavior or anti-trust.





INTEGRITY

Training

Each new associate receives Code training during the onboarding process. Annually, all associates are required to certify that they comply with our Code and its related policies including Conflicts of Interest and Respect and Dignity. To enhance understanding of our Code, all associates participate in mandatory training on an annual basis, including on a rotating set of key ethics and compliance subjects encompassed by our Code.

In 2023, ~97% of our global employees completed training on our Code during our annual training period. Depending on job title, responsibilities and geographic location, certain associates also participated in more in-depth training regarding sexual harassment, trade sanctions and our Global Authorities Policy.

Raising a Concern

We encourage anyone with a concern about business ethics or a potential Code or policy violation to raise it without fear of retaliation. Associates, customers, vendors and other third parties can report directly to immediate supervisors, business leaders, the Board of Directors or the Audit Committee. Or they can report anonymously and confidentially to our Integrity Helpline via phone, web or proxy through our reporting platform, www.regalrexnordintegrity.com.

The Integrity Helpline is accessible 24/7 and available in more than 30 languages. Regal Rexnord's Legal department is responsible for monitoring helpline reports.

We strongly promote a speak-up culture. We are committed to thoroughly investigating issues raised and promptly addressing behavior that is not aligned with our ethical standards.

In 2023, we conducted ethical training modules on the following topics:

- Engagement and inclusion
- Speaking up and reporting concerns
- Harassment-free workplace
- Conflicts of interest
- Fair competition





ENTERPRISE RISK MANAGEMENT

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 Chief Information Security Officer (CISO); Senior Director of Global Risk and Property Management; Vice President, Internal Audit; and Vice President, Environmental, Health and Safety. The Risk Committee provides periodic reports regarding enterprise risk, risk management processes and progress.

After conducting a survey in 2022 that captured input from the businesses and support functions, requiring consideration of economic, environmental, operational, social 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. Our global risk management framework encompasses enterprise risk management, business continuity and cybersecurity.

We also maintain and periodically update our Crisis Communications Policy, which is structured to provide proper and effective guidance to support and respond to crisis situations. We periodically conduct tabletop exercises to further assess and refine our ability to adequately respond to significant risks that could impact enterprise and business continuity. The Board receives periodic updates on enterprise risk and regularly reviews our risk management processes and progress.

In addition, Regal Rexnord maintains a Global Authorities Policy that establishes a process for delegating authority for key decision points within the organization (including, but not limited to economic, environmental and social topics). The policy includes a detailed authorities matrix that indicates which approvers are required for a comprehensive list of key decisions with prescriptive monetary thresholds. Items that require approval by the Board of Directors and executive leadership are clearly denoted. For certain, high-volume commercial items, our business segments maintain separate Authorities Policies that are complementary to the Global Authorities Policy but are tailored to meet our segments' unique business needs. Regal Rexnord provides periodic training on the Authorities Policy to associates who are likely to encounter the types of decisions and issues addressed by the policy in their day-to-day work for the Company.





CYBERSECURITY

REGAL REXNORD HAS DEVELOPED A CYBERSECURITY PROGRAM FOUNDED ON A STRONG MANAGEMENT APPROACH, POLICY DRIVEN GOVERNANCE, STANDARDS AND PROCEDURES, AND EXECUTION OF A COMPREHENSIVE STRATEGY THAT ADAPTS TO CHANGING RISKS.

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

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

As detailed in our recent [Annual Report](#), in addition to Board oversight and management responsibility, the Risk Committee works with executive leadership teams to develop and execute plans, responses and mitigation strategies to address significant cybersecurity risks, that could otherwise negatively impact our ability to achieve our objectives. Our multifaceted strategy to identify, prevent and mitigate cybersecurity risks is supported by clear and direct cross-functional escalation paths to ensure proper handling, analysis and response to potential cybersecurity incidents.

Regal Rexnord maintains a robust and mandatory Cybersecurity Education and Training Program for all associates with access to our information technology systems. Regal Rexnord delivers monthly targeted training and phishing simulation for our associates and conducts an annual mandatory Global Information Security Training Campaign and certification, which is

translated into 20 languages. The security policies and training are designed to develop a mature, risk-aware culture.

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

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

DATA PRIVACY

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

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

We conduct due diligence on all vendors who may process data on our behalf. Regal Rexnord partners with a third-party service provider to assist with the creation and processing of activity records that support privacy compliance. Additionally, Regal Rexnord maintains a dedicated e-mail distribution and phone line to address data processing inquiries, respond to data subject requests and strengthen our data privacy framework.





PROFESSIONAL ASSOCIATIONS & MEMBERSHIPS

PRODUCTS & INDUSTRIES

- AAAE (American Association of Airport Executives)
- ABMA (American Bearing Manufacturers Association)
- AEM (Association of Equipment Manufacturers)
- AGMA (American Gear Manufacturing Association)
- AHAM (Association of Home Appliance Manufacturers)
- AHRI (Air Conditioning, Heating, and Refrigeration Institute)
- AIGroup (Australian Industry Group)
- AIST (Association for Iron and Steel Technology)
- AMCA (Air Movement and Control Association International, Inc.)
- American Beverage Association
- ANIE Federazione
- ANIMA (Associazione Nazionale Italiana Meccanica Varia)
- API (American Petroleum Institute)
- ASGE (American Society of Gas Engineers)
- ASHRAE (American Society of Heating, Refrigerating and Air Conditioning Engineers)
- Assoclina (Association of Manufacturers of Air Conditioning Systems)
- Assolombarda
- Brewers Association
- BSA (Bearing Specialist Association)
- CBA (Craft Brewers Association)
- CEMA (Conveyor Equipment Manufacturers Association)

- China Electrical Industry Association (small to medium motor branch)
- China Electrical Industry Association (explosive motor branch)
- China Rotary Motors Standard Committee
- CII (Confederation of Indian Industry)
- Contract Packaging Association
- EASA (Electrical Apparatus Service Association)
- EMA (Employers & Manufacturers Association)
- EPTDA (Europe Power Transmission Distributor Association)
- Eurovent (Association for Indoor Climate, Process Cooling, & Food Cold-Chain Technologies)
- European Heat Pump Association (EHPA)
- EVIA (European Ventilation Industry Association)
- FGK (Association for Fan & Air Conditioning Manufacturers)
- FLT (Research Association of Fan Manufacturers)
- FMA (Fabricators/Fan Manufactory Association)
- FMAANZ (Fan Manufacturers Association of Australia and New Zealand)
- GEAPS (Grain Elevator and Processing Society)
- HARDI (Heating Air Conditioning Refrigeration Distributors International)
- IEEE (Institute of Electrical and Electronics Engineers)
- IEEMA (Indian Electrical and Electronics Manufacturers Association)
- Intertek Agency

- MHI (Material Handling Industry)
- MPTA (Mechanical Power Transmission Association)
- Midwest Food Products Association
- NEMA (National Electrical Manufacturers Association)
- Netherlands Maritime Technology
- NSSGA (National Sand Stone & Gravel Association)
- PIA (Pump Industry Association)
- PMI (Project Management Institute)
- PMMI
- Port Equipment Manufacturers Association
- PTDA (Power Transmission Distributor Association)
- PTR (Power-Motion Technology Representatives Association)
- SMRP (Society for Maintenance & Reliability Professionals)
- United State of America-China Chamber of Commerce
- WBA (World Bearing Manufacturers Association)
- WIOA (Water Industry Operators Association of Australia)
- Victorian Chamber of Commerce and Industry

STANDARDS

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

COUNCILS

- GBDEC (Great Beloit Economic Development)
- KAM (Kentucky Association of Manufacturers)
- MAPI (Manufacturers Alliance for Productivity and Innovation)
- NAM (National Association of Manufacturers)
- NIST (National Institute of Standards and Technology)
- STLE (The Society of Tribologists and Lubrication Engineers)
- Vibration Institute



REGAL REXNORD BRANDS

AMERIDRIVES™

ARROWHEAD CONVEYOR™

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™

FRONTEER™

GENTEQ™

GROVE GEAR™

GUARDIAN COUPLINGS™

HIGHFIELD™

HUB CITY™

HUCO™

JAURE™

KILIAN™

KOLLMORGEN™

KOP-FLEX™

LAMIFLEX COUPLINGS™

LEESON™

LINK-BELT™

MARATHON SPECIAL PRODUCTS™

MARLAND CLUTCH™

MCGILL™

MILWAUKEE GEAR™

MODSORT™

MORRILL™

MORSE™*

NICOTRA GEBHARDT™

NOOK/THOMSON™

NUTTALL GEAR™

PERCEPTIV™

PORTESCAP™

REMCO™

REX™

REXNORD™

REXNORD AEROSPACE™

ROLLWAY™

SEALMASTER™

STEARNS™

STEIBER™

STROMAG™

SVENDBORG BRAKES™

SYSTEM PLAST™

TB WOOD'S™

THOMSON™

THOMSON POWER SYSTEMS™

TOLLOK™

TWIFLEX™

WARNER ELECTRIC™

WICHITA CLUTCH™

* Morse is a registered trademark of Borg-Warner Corporation, used herein under exclusive license.



Appendix



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 electric motor, drives and controls, power generation and power transmission industries; our ability to develop new products based on technological innovation, such as the Internet of Things and artificial intelligence, and marketplace acceptance of new and existing products; dependence on significant customers and distributors; risks associated with climate change 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; 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; risks associated with excess or obsolete inventory charges including related write-offs or write-downs; economic changes in global markets, such as reduced demand for products, currency exchange rates, inflation rates, interest rates, recession, government policies, including policy changes affecting taxation,

trade, tariffs, immigration, customs, border actions and the like, and other external factors that the Company cannot control; product liability, asbestos and other litigation, or claims by end users, government agencies or others that products or customers' applications failed to perform as anticipated; unanticipated liabilities of acquired businesses; unanticipated adverse effects or liabilities from business exits or divestitures; the Company's ability to identify and execute on future merger and acquisitions ("M&A") opportunities, including significant M&A transactions; the impact of any such M&A transactions on the Company's results, operations and financial condition, including the impact from costs to execute and finance any such transactions; unanticipated costs or expenses that may be incurred related to product warranty issues; infringement of intellectual property by third parties, challenges to intellectual property, and claims of infringement on third party technologies; effects on earnings of any significant impairment of goodwill; losses from failures, breaches, attacks or disclosures involving information technology infrastructure and data; costs and unanticipated liabilities arising from rapidly evolving laws and regulations; and other factors that can be found in our filings with the Securities and Exchange Commission (the "SEC"), including our most recent periodic reports filed on Form 10-K and Form 10-Q, which are available on our Investor Relations website. Forward-looking statements are given only as of the date of this report and we disclaim any obligation to update or revise any forward looking statement, whether as a result of new information, future events or otherwise, except as required by law.



CORPORATE INFORMATION/NON-GAAP DISCLOSURES

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.A. Securities and Exchange Commission (SEC) regulations, and our [Annual Reports](#) on Form 10-K are available on our corporate website. All entities included in our consolidated SEC financial statements are covered in the report.

CONTACT

Robert Barry
VP Investor Relations
Robert.Barry@regalrexnord.com

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 Current Reports on Form 8-K filed on June 5, 2023 and September 8, 2023 giving effect to the acquisition of Altra and related transactions and are inclusive of the measurement period adjustments included in the Company's Annual Report on Form 10-K filed on February 23, 2024.

SCOPE: this report was completed in September 2024 and relies on Regal Rexnord's fiscal year 2023 results with some references to actions and developments during 2024. Regal Rexnord did not obtain external assurance for this report.

GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

Regal Rexnord has reported the information cited in this GRI content index for fiscal year 2023 (January 1, 2023 - December 31, 2023) 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 54; 2023 Annual Report
2-2	Entities included in the organization's sustainability reporting	2023 Annual Report (Exhibit 21.1)
2-3	Reporting period, frequency and contact point	Page 54; Annual reporting frequency
2-4	Restatements of information	Page 8, 15-17, 29, 30
ACTIVITIES AND WORKERS		
2-6	Activities, value chain and other business relationships	Page 7, 8, 31, 32, 39; 2023 Annual Report
2-7	Employees	Page 33-38
GOVERNANCE		
2-9	Governance structure and composition	Page 44-46; 2024 Proxy Statement
2-10	Nomination and selection of the highest governance body	Page 43-45; 2024 Proxy Statement
2-11	Chair of the highest governance body	2024 Proxy Statement
2-12	Role of the highest governance body in overseeing the management of impacts	2024 Proxy Statement
2-13	Delegation of responsibility for managing impacts	Page 11, 13, 18, 25-29, 32, 46-49; 2024 Proxy Statement
2-14	Role of the highest governance body in sustainability reporting	Page 44-45; 2024 Proxy Statement
2-15	Conflicts of interest	Page 46-47; 2024 Proxy Statement ; Regal Rexnord Code of Conduct and Ethics
2-16	Communication of critical concerns	Page 44-45; 2024 Proxy Statement
2-17	Collective knowledge of the highest governance body	Page 44-55; 2024 Proxy Statement
2-18	Evaluation of the performance of the highest governing body	2024 Proxy Statement
2-19	Remuneration policies	2024 Proxy Statement
2-20	Process to determine remuneration	2024 Proxy Statement
2-21	Annual total compensation ratio	2024 Proxy Statement

Indicator	Brief Description	Location of Information (pages of this report; other documents)
STRATEGY, POLICIES AND PRACTICES		
2-22	Statement of sustainable development strategy	3, 4, 7, 10, 22
2-23	Policy commitments	Page 29, 32, 35, 36, 46-49
2-24	Embedding policy commitments	Page 29, 32, 35, 36, 46-49
2-25	Processes to remediate negative impacts	Page 11, 13, 18, 20, 22, 25-29, 31, 32, 35, 36, 46-49
2-26	Mechanisms for seeking advice and raising concerns	Page 36, 45, 46; Regal Rexnord Code of Conduct and Ethics
2-27	Compliance with laws and regulations	Page 11, 25-29, 32, 46, 47; Regal Rexnord Code of Conduct and Ethics ; Global Human Rights Policy
2-28	Membership associations	Page 50
STAKEHOLDER ENGAGEMENT		
2-29	Approach to stakeholder engagement	Page 3, 4, 13, 25; 2024 Proxy Statement
2-30	Collective bargain agreements	Page 36

GRI CONTENT INDEX

Indicator	Brief Description	Location of Information (pages of this report; other documents)
ECONOMIC DISCLOSURES		
ECONOMIC PERFORMANCE		
201-1	Direct economic value generated and distributed	Page 8; 2023 Annual Report
201-2	Financial implications and other risks and opportunities due to climate change	2023 Annual Report
201-3	Defined benefit plan obligations and other retirement plans	2024 Proxy Statement ; 2023 Annual Report
PROCUREMENT PRACTICES		
204-1	Procurement practices	Page 31, 32, 39
ANTI-CORRUPTION		
205-1	Operations assessed for risks related to corruption	Page 46, 47
205-2	Communications & training about anti-corruption policies & procedures	Page 46, 47
ANTI-COMPETITIVE BEHAVIOR		
206-1	Legal actions for anti-competitive behavior, anti-trust	Page 46
TAX		
207-1	Approach to tax	2023 Annual Report ; UK Tax Strategy
207-2	Tax governance, control, and risk management	2023 Annual Report ; UK Tax Strategy
207-3	Stakeholder engagement and management of concerns related to tax	2023 Annual Report ; UK Tax Strategy

ENVIRONMENTAL DISCLOSURES

ENERGY		
3-3	Management of material topics—energy	Page 10, 11, 15-20
302-1	Energy consumption within the organization	Page 16
302-3	Energy intensity	Page 17
302-4	Reduction of energy consumption	Page 15-20
302-5	Reductions in energy requirements of products and services	Page 22
WATER AND EFFLUENTS		
3-3	Management of material topics—water and effluents	Page 25-32
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 15-20
305-1	Direct (scope 1) GHG emissions	Page 15-20
305-2	Energy indirect (scope 2) GHG emissions	Page 15-20
305-4	GHG emission intensity	Page 15-20
305-5	Reduction of GHG emissions	Page 15-20
WASTE		
3-3	Management of material topics—waste	Page 25-32
306-2	Management of significant waste- related impacts	Page 25-32
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
ENVIRONMENTAL COMPLIANCE		
103	Management approach - environmental compliance	Page 10-12, 25-32
307	Environmental compliance	The company has not identified any material non-compliance with environmental laws and/or regulations

SOCIAL DISCLOSURES

EMPLOYMENT		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 35

GRI CONTENT INDEX

Indicator	Brief Description	Location of Information (pages of this report; other documents)
LABOR/MANAGEMENT RELATIONS		
401-1	Minimum notice periods regarding operational changes	Page 21
OCCUPATIONAL HEALTH AND SAFETY		
3-3	Management of material topics—occupational health and safety	Page 25-29
403-1	Occupational health and safety management system	Page 25-29
403-2	Hazard identification, risk assessment, and incident investigation	Page 25-29
403-4	Worker participation, consultation, and communication on occupational health and safety	Page 25-29
403-5	Worker training on occupational health and safety	Page 25-29
403-6	Promotion of worker health	Page 25-29
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 25-29
403-8	Workers covered by an occupational health and safety management system	Page 25-29
403-9	Work related injuries	Page 8, 25-29
TRAINING AND EDUCATION		
404-2	Programs for upgrading associate skills and transition assistance programs	Page 21-24
DIVERSITY AND EQUAL OPPORTUNITY		
405-1	Diversity of governance bodies and employees	Page 10, 37-39
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 44; Global Human Rights Policy
CHILD LABOR		
408-1	Operations and suppliers at significant risk for incidents of child labor	Page 46, 47; 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, 46, 47; 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 40-42
SUPPLIER SOCIAL ASSESSMENT		
414	New suppliers screened using social criteria	Page 31, 32, 39; Global Human Rights Policy
CUSTOMER PRIVACY		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 48, 49; 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 2023 (January 1, 2023 - December 31, 2023) data with reference to SASB's Electrical & Electronic Equipment Sustainability Accounting Standard.

Code	Accounting Measure	Category	Unit of Measure	2023 Disclosure
ENERGY MANAGEMENT				
RT-EE-130a.1	Total Energy Consumed	Quantitative	Gigajoules (GJ)	2,965,764
RT-EE-130a.1	Percentage Grid Electricity	Quantitative	Percentage (%)	48.6%
RT-EE-130a.1	Percentage Renewable	Quantitative	Percentage (%)	1.2%
HAZARDOUS WASTE MANAGEMENT				
RT-EE-150a.1	Amount of hazardous waste generated	Quantitative	Metric tons	6,163
RT-EE-150a.1	Percentage of hazardous waste recycled	Quantitative	Percentage (%)	11.3%
RT-EE-150a.2	Number of reportable spills	Quantitative	Number	1*
RT-EE-150a.2	Aggregate quantity of reportable spills	Quantitative	Kilograms	100**

*Upon the occurrence of a reportable spill, Regal Rexnord is committed to complying with all relevant local regulations and authorities. We prioritize the prompt and safe cleanup of spills to mitigate any potential environmental impacts and protect the health and safety of our employees and the community. Our spill response plan is designed to ensure that all appropriate measures are taken, in accordance with local guidelines, to contain, manage, and remediate the spill. We are dedicated to transparency and communication with local authorities, and we work diligently to minimize the environmental footprint and adhere to all legal obligations throughout the cleanup process.

**Estimations of spill weights have been derived from reported spill volumes and are intended for reference purposes. These estimates are calculated with diligence, utilizing industry-standard conversion factors and the reported spill volume. While these estimates provide a valuable insight into the scale of the incident, they should be used as approximations, and we continue to prioritize rigorous onsite assessments to determine the precise weight and characteristics of the spill, ensuring a comprehensive and accurate response.

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 2023 CDP Climate Change Questionnaire, filings with the Securities Exchange Commission and other public disclosures.

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

Topic and Recommended Disclosure	Response
RISK MANAGEMENT	
a) Describe the organization’s processes for identifying and assessing climate-related risks	Regal Rexnord employs an integrated, multidisciplinary approach to proactively identify and address risks across our value chain. Within Regal Rexnord, dedicated individuals are assigned to continuously monitor both current and emerging regulations, ensuring our operations remain in alignment with evolving compliance standards. Through this process, Regal Rexnord identifies risks for prioritization. (2023 CDP Report)
b) Describe the organization’s processes for managing climate-related risks	Regal Rexnord’s Annual Report provides extensive information on risks and opportunities in our businesses. The Regal Rexnord Board and management are responsible for operational and strategic risk management oversight. At the Board level, oversight of risk management is the responsibility of the full Board. Risk management is not delegated to a Board committee primarily because of the breadth of impact and importance of risk mitigation to the overall success of our Company. At the management level, a Risk Committee comprised of key functional leaders and business leaders supports the Board’s risk management objectives. Among other members, the Risk Committee includes our Senior Director of Global Risk and Property Management; and Vice President, Environmental, Health and Safety. The Risk Committee provides periodic reports regarding enterprise risk, including, risk management processes and progress. After conducting a survey in 2022 that captured inputs from the businesses and support functions, requiring consideration of environmental risks and several other topics, the Risk Committee developed mitigation strategies for significant risks that could impact Regal Rexnord’s ability to meet objectives and execute strategies. In 2023, the Risk Committee deployed a comprehensive Risk Management Policy to set forth a uniform approach for identifying, measuring, responding to and monitoring enterprise risks in order to minimize potential disruption to business operations and harm to reputation. Page 48
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 18
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: <ul style="list-style-type: none"> • Scope 1, Scope 2 and Scope 3 Emissions • GHG Emission Intensity • Reduction of GHG Emissions • Total Energy Consumption • Non-Hazardous and Hazardous Waste and Recycling • Water Withdrawal Page 15-18, 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, Scope 2 and Scope 3 GHG emissions in this report. Page 15-18
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 15-18

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
NETS SALES FROM BUSINESSES DIVESTED/TO BE EXITED ^(a)	(40.1)	—
PRO FORMA ADJUSTED NET SALES	\$ 7,122.0	6,701.8

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

^(a) This represents Altra's Jacobs Vehicle Systems net sales, which was divested in April 2022.

SUSTAINABILITY REPORT 2023

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