

Dear Supplier,

At Regal Rexnord, our purpose is to create a better tomorrow by delivering sustainable solutions that power, transmit, and control motion. As a global industrial leader with unrivaled scale and scope, we are committed to conducting business ethically, responsibly, and in full compliance with applicable laws and regulations.

Integrity is the foundation of everything we do. It is not just one of our core values, it is the cornerstone of how we build trust with customers, shareholders, associates and suppliers in the communities where we live and work. Regal Rexnord strives to conduct business with the highest standards of integrity by acting ethically, honestly and in compliance with the law. Integrity is essential to our success and protecting the strong reputation we have earned. As a supplier, your partnership is vital to that success.

We value our suppliers as true partners. Our suppliers support Regal Rexnord's delivery of high-quality, innovative solutions to customers around the globe. As our businesses continue to grow and evolve, we are committed to strengthening our relationships as we seek to achieve our shared objectives.

As a trusted partner, Regal Rexnord expects our suppliers to observe the same high standards of integrity and compliance that is present in everything we do. Among other requirements, we expect our suppliers to:

- **Comply with all applicable laws and regulations**, including those relating to anti-bribery, anti-corruption, fair competition, labor practices, and human rights.
- **Prohibit all forms of bribery or other improper inducements** in your operations and in connection with Regal Rexnord's business.
- **Avoid conflicts of interest** that could impair objectivity.
- **Promote a culture of ethics, transparency, and accountability** within your own organization and among your business partners.

Our suppliers are required to adhere to the principles outlined in **Regal Rexnord's Global Supplier Code of Conduct** which establishes the minimum standards for ethical business conduct. The Code can be accessed on our webpage at RegalRexnord.com/suppliers.

If you ever have a concern about actual or suspected misconduct related to Regal Rexnord's business, as our supplier, you have a responsibility to report it. Suppliers should report any ethical concerns through:

- Regal Rexnord's Global Ethics & Compliance Office at integrity@regalrexnord.com or SupplierCommunication@regalrexnord.com; or,
- Integrity Line at www.regalrexnordintegrity.com, where international phone numbers and anonymous reporting options are available.

Regal Rexnord strictly prohibits retaliation against anyone, including suppliers, who raise a concern in good faith. Similarly, we expect our suppliers to maintain non-retaliation protections for individuals who report concerns within their organizations.

We appreciate your continued partnership and commitment to the values we share. By upholding the highest standards of integrity, together we will continue to deliver quality, drive innovation, and build a better tomorrow for our customers, employees and communities.

Thank you for being a valued part of the Regal Rexnord family.

Sincerely

Yvette Henry
Sr. Vice President, Strategic Sourcing