Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ **Complete all entries in accordance with the instructions to the Form 5500.**

OMB Nos. 1210-0110
1210-0089

2025

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A This return/report is for:
- [ ] a multiemployer plan
- [ ] a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)
- [X] a single-employer plan
- [ ] a DFE (specify) _____

B This return/report is:
- [ ] the first return/report
- [ ] the final return/report
- [ ] an amended return/report
- [ ] a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here. . . . . ▶ [X]

D Check box if filing under:
- [X] Form 5558
- [ ] automatic extension
- [ ] the DFVC program
- [ ] special extension (enter description)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▶ [ ]

Part II Basic Plan Information—enter all requested information

1a Name of plan
REGAL BELOIT AMERICA, INC. PENSION PLAN

1b Three-digit plan number (PN) ▶ 007

1c Effective date of plan 01/01/1982

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)
REGAL BELOIT AMERICA, INC.

111 WEST MICHIGAN STREET
MILWAUKEE, WI 53203

2b Employer Identification Number (EIN)
39-0449780

2c Plan Sponsor's telephone number
608-322-7405

2d Business code (see instructions)
335310

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	10/14/2026	ELLEN TILLMAN
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/14/2026	ELLEN TILLMAN
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a	Plan administrator's name and address [X] Same as Plan Sponsor	**3b**	Administrator's EIN
		3c	Administrator's telephone number
4	If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:	**4b**	EIN
a	Sponsor's name	**4d**	PN
c	Plan Name		

5	Total number of participants at the beginning of the plan year	**5**	3575
6	Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).		
a(1)	Total number of active participants at the beginning of the plan year	**6a(1)**	453
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	408
b	Retired or separated participants receiving benefits	**6b**	2002
c	Other retired or separated participants entitled to future benefits	**6c**	793
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	3203
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	291
f	Total. Add lines **6d** and **6e**.	**6f**	3494
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.	**6h**	0
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions:

1A 3H

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions:

9a Plan funding arrangement (check all that apply)		**9b** Plan benefit arrangement (check all that apply)	
(1) [ ]	Insurance	**(1)** [ ]	Insurance
(2) [ ]	Code section 412(e)(3) insurance contracts	**(2)** [ ]	Code section 412(e)(3) insurance contracts
(3) [X]	Trust	**(3)** [X]	Trust
(4) [ ]	General assets of the sponsor	**(4)** [ ]	General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- **(1)** [X] **R** (Retirement Plan Information)
- **(2)** [ ] **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- **(3)** [X] **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- **(4)** [ ] **DCG** (Individual Plan Information) – Number Attached 0
- **(5)** [ ] **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- **(1)** [X] **H** (Financial Information)
- **(2)** [ ] **I** (Financial Information – Small Plan)
- **(3)** [ ] **A** (Insurance Information) – Number Attached _____
- **(4)** [X] **C** (Service Provider Information)
- **(5)** [X] **D** (DFE/Participating Plan Information)
- **(6)** [ ] **G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2025 Form M-1 annual report. If the plan was not required to file the 2025 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of $1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan
REGAL BELOIT AMERICA, INC. PENSION PLAN

B Three-digit plan number (PN) ▶ 007

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
REGAL BELOIT AMERICA, INC.

D Employer Identification Number (EIN)
39-0449780

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2025

2 Assets:

a Market value	**2a**	154910884
b Actuarial value	**2b**	158029609

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	2242	121681339	121681339
b For terminated vested participants	880	30370681	30370681
c For active participants	453	18354981	18600547
d Total	3575	170407001	170652567

4 If the plan is in at-risk status, check the box and complete lines (a) and (b) [ ]

a Funding target disregarding prescribed at-risk assumptions	**4a**	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	**4b**	

5 Effective interest rate	**5**	5.35 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	94546
b Expected plan-related expenses	**6b**	2015360
c Target normal cost	**6c**	2109906

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE

Signature of actuary

10/05/2026
Date

AARON L. SENS
Type or print name of actuary

26-06808
Most recent enrollment number

AON CONSULTING, INC.
Firm name

847-295-5000
Telephone number (including area code)

MSC #17838
P.O. BOX 551343
ATLANTA, GA 30355
Address of the firm

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions [ ]

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	1884824
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	1884824
9	Amount remaining (line 7 minus line 8)	0	0
10	Interest on line 9 using prior year's actual return of 0.29 %	0	0
11	Prior year's excess contributions to be added to prefunding balance:		
a	Present value of excess contributions (line 38a from prior year)		1860
b(1)	Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.11 %		0
b(2)	Interest on line 38b from prior year Schedule SB, using prior year's actual return		5
c	Total available at beginning of current plan year to add to prefunding balance		1865
d	Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	0

Part III Funding Percentages

14	Funding target attainment percentage	14	92.60 %
15	Adjusted funding target attainment percentage	15	92.60 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	97.28 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls

18 Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
04/11/2025	548000	0			
07/11/2025	548000	0			
10/14/2025	548000	0			
01/14/2026	548000	0			
09/14/2026	1310000	0			
			Totals ► 18(b)	3502000	18(c) 0

19	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
a	Contributions allocated toward unpaid minimum required contributions from prior years	19a	0
b	Contributions made to avoid restrictions adjusted to valuation date	19b	0
c	Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	3317607

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? [X] Yes [ ] No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? [X] Yes [ ] No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:

a Segment rates:	1st segment: 5.07 %	2nd segment: 5.31 %	3rd segment: 5.50 %	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	64

23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No

26 Demographic and benefit information

a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ☒ Yes ☐ No

27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment	**27**	

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	**28**	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	**29**	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	**30**	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):

a Target normal cost (line 6c)	**31a**	2109906
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	12622958	1203880
b Waiver amortization installment	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____)_and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	3313786

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	0	0

36 Additional cash requirement (line 34 minus line 35)	**36**	3313786
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	3317607
38 Present value of excess contributions for current year (see instructions)		
a Total (excess, if any, of line 37 over line 36)	**38a**	3821
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☐ 2020 ☒ 2021

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ **File as an attachment to Form 5500.**	**2025** **This Form is Open to Public Inspection.**

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
REGAL BELOIT AMERICA, INC. PENSION PLAN

B Three-digit plan number (PN) ▶ 007

C Plan sponsor's name as shown on line 2a of Form 5500
REGAL BELOIT AMERICA, INC.

D Employer Identification Number (EIN)
39-0449780

Part I Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. . . . . [X] Yes [ ] No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

PRINCIPAL LIFE INSURANCE COMPANY

42-0127290

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

AON

22-2232264

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11 17 50	ACTUARY	233587	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

MERCER INVESTMENTS LLC

30-0282430

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 51 52	INVESTMENT ADVISORY	188330	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

PRINCIPAL LIFE INSURANCE COMPANY

42-0127290

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15 19 38 50	RECORDKEEPER /BOOKKEEPER	67945	Yes [X] No [ ]	Yes [X] No [ ]		Yes [ ] No [ ]

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

PRINCIPAL CUSTODY SOLUTIONS

51-0099493

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
19 21 50 51	CUSTODIAN	218657	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received $1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)

(complete as many entries as needed)

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
REGAL BELOIT AMERICA, INC. PENSION PLAN

B Three-digit plan number (PN) ▶ 007

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
REGAL BELOIT AMERICA, INC.

D Employer Identification Number (EIN)
39-0449780

Part I Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)

(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE: REGAL BELOIT CORP MASTER TRUST

b Name of sponsor of entity listed in (a): REGAL BELOIT CORPORATION

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
39-0449780-002	M	0

a Name of MTIA, CCT, PSA, or 103-12 IE: INTERMEDIATE U.S. GOVT BD IX

b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADV TRUST CO

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
90-0337987-209	C	5588467

a Name of MTIA, CCT, PSA, or 103-12 IE: MERCER ACTIVE LONG CORP FIXED

b Name of sponsor of entity listed in (a): MERCER TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
45-6178743-004	C	83616002

a Name of MTIA, CCT, PSA, or 103-12 IE: MERCER EMERGING MKTS EQ

b Name of sponsor of entity listed in (a): MERCER TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
32-6219484-017	C	2895761

a Name of MTIA, CCT, PSA, or 103-12 IE: MERCER NON-US CORE EQUITY

b Name of sponsor of entity listed in (a): MERCER TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
03-0566617-009	C	6659585

a Name of MTIA, CCT, PSA, or 103-12 IE: MERCER OPP FIXED INCOME

b Name of sponsor of entity listed in (a): MERCER TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
36-7630030-020	C	3126389

a Name of MTIA, CCT, PSA, or 103-12 IE: MERCER US CORE REAL EST PORT

b Name of sponsor of entity listed in (a): MERCER TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
87-1321612-022	C	1584882

a Name of MTIA, CCT, PSA, or 103-12 IE: MERCER US LARGE CAP PASS EQ

b Name of sponsor of entity listed in (a): MERCER TRUST COMPANY

c EIN-PN 03-0566613-005	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 14771814

a Name of MTIA, CCT, PSA, or 103-12 IE: MERCER US SMALL/MID CAP EQ POR

b Name of sponsor of entity listed in (a): MERCER TRUST COMPANY

c EIN-PN 03-0566611-003	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1771978

a Name of MTIA, CCT, PSA, or 103-12 IE: MERCER LNG DUR PASS FXD

b Name of sponsor of entity listed in (a): MERCER TRUST COMPANY

c EIN-PN 51-0560117-010	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 34431907

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

Part II **Information on Participating Plans (to be completed by DFEs, other than DCGs)**
(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
REGAL BELOIT AMERICA, INC. PENSION PLAN

B Three-digit plan number (PN) ▶ 007

C Plan sponsor's name as shown on line 2a of Form 5500
REGAL BELOIT AMERICA, INC.

D Employer Identification Number (EIN)
39-0449780

Part I Asset and Liability Statement

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	331000	1858000
(2) Participant contributions	1b(2)		
(3) Other	1b(3)		2395
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		1497241
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		154446784
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)	154589809	
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
1e Buildings and other property used in plan operation	1e		
1f Total assets (add all amounts in lines 1a through 1e)	1f	154920809	157804420
Liabilities			
1g Benefit claims payable	1g		
1h Operating payables	1h		
1i Acquisition indebtedness	1i		
1j Other liabilities	1j		
1k Total liabilities (add all amounts in lines 1g through1j)	1k	0	0
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	154920809	157804420

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: **(A)** Employers	2a(1)(A)	3502000	
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		3502000
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	37396	
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		37396
(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		0
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)	1363	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		1363
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		11347268
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		2499838
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		17387865
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	12602725	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		12602725
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	201171	
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)	233587	
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	1466771	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		1901529
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		14504254
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		2883611
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) [X] Unmodified **(2)** [ ] Qualified **(3)** [ ] Disclaimer **(4)** [ ] Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) [X] DOL Regulation 2520.103-8 **(2)** [ ] DOL Regulation 2520.103-12(d) **(3)** [ ] neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: GRANT THORNTON LLP **(2)** EIN: 36-6055558

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) [ ] This form is filed for a CCT, PSA, DCG or MTIA. **(2)** [ ] It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	**4a**		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	**4b**		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	**4c**		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	**4d**		X	
e Was this plan covered by a fidelity bond?	**4e**	X		1000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**4f**		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4g**		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4h**		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	**4i**	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	**4j**		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	**4n**			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? [ ] Yes [X] No

If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	**5b(2)** EIN(s)	**5b(3)** PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ..... [X] Yes [ ] No [ ] Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 584386.

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
REGAL BELOIT AMERICA, INC. PENSION PLAN

B Three-digit plan number (PN) ▶ 007

C Plan sponsor's name as shown on line 2a of Form 5500
REGAL BELOIT AMERICA, INC.

D Employer Identification Number (EIN)
39-0449780

Part I Distributions

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions **1** 0

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):

EIN(s): 42-1466678

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year **3** 8

Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ..... ☐ **Yes** ☐ **No** ☒ **N/A**

If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____

If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 **a** Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) **6a**

b Enter the amount contributed by the employer to the plan for this plan year **6b**

c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount) **6c**

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ..... ☐ **Yes** ☐ **No** ☒ **N/A**

Part III Amendments

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ..... ☐ **Increase** ☐ **Decrease** ☐ **Both** ☒ **No**

Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ..... ☐ **Yes** ☐ **No**

11 **a** Does the ESOP hold any preferred stock? ..... ☐ **Yes** ☐ **No**

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ..... ☐ **Yes** ☐ **No**

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ..... ☐ **Yes** ☐ **No**

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)	**14a**	
b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14b**	
c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14c**	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	**15a**	
b The corresponding number for the second preceding plan year	**15b**	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	**16a**	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	**16b**	

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

19 If the total number of participants is 1,000 or more, complete lines (a) and (b):

a Enter the percentage of plan assets held as:
Public Equity: 16.9 % Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: 79.3 %
High-Yield Debt: 2.1 % Real Assets: 1.0 % Cash or Cash Equivalents: 0.7 % Other: _____%

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:
☐ 0-5 years ☐ 5-10 years ☒ 10-15 years ☐ 15 years or more

20 **PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☒ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation._____

Part VII IRS Compliance Questions

21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☐ Yes ☒ No

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☐ N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter ___/___/_____ (MM/DD/YYYY) and the Opinion Letter serial number_____.

Regal Beloit America, Inc.
Pension Plan

Financial Statements – Modified Cash Basis and
Report of Independent Certified Public Accountants
December 31, 2025 and 2024

REGAL BELOIT AMERICA, INC.
PENSION PLAN

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All other schedules required by Section 2520.103-10 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 have been omitted because they are not applicable.

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REPORT OF INDEPENDENT CERTIFIED PUBLIC ACCOUNTANTS

Trustees
Regal Beloit America, Inc. Pension Plan

Scope and nature of the ERISA Section 103(a)(3)(C) audit
We have performed audits of the financial statements of Regal Beloit America, Inc. Pension Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits – modified cash basis as of December 31, 2025 and 2024, and the related statement of changes in net assets available for benefits – modified cash basis for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2025 and 2024, and for the years then ended, stating that the certified investment information, as described in Note 9 to the financial statements, is complete and accurate.

Opinion
- In our opinion, based on our audits and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the Financial Statements section.
- The amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with the modified cash basis of accounting described in Note 9.
- The information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

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Basis for opinion
We conducted our audits in accordance with auditing standards generally accepted in the United States of America (US GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Emphasis of matter – Basis of accounting
We draw attention to Note 2 of the financial statements, which describes the basis of accounting. The financial statements are prepared on the modified cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America. Our opinion is not modified with respect to this matter.

Responsibilities of management for the financial statements
Management is responsible for the preparation and fair presentation of the financial statements in accordance with the modified cash basis of accounting described in Note 2, and for determining that the modified cash basis of accounting is an acceptable basis for the preparation of the financial statements in the circumstances. Management is also responsible for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the plan, and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor’s responsibilities for the audit of the financial statements
Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with US GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with US GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of the modified cash basis of accounting described in Note 9.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with the modified cash basis of accounting described in Note 2.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Other matter – supplemental schedules required by ERISA
The supplemental schedule of assets (held at end of year) as of December31, 2025 is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA. Such supplementary information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures. These additional procedures included comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with US GAAS. For information included in the supplemental schedule that agreed to or is derived from

the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including its form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion

- The form and content of the supplemental schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, is presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- The information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Grant Thornton LLP

Milwaukee, Wisconsin
October 13, 2026

REGAL BELOIT AMERICA, INC.
PENSION PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS – MODIFIED CASH BASIS
DECEMBER 31, 2025 AND 2024

	2025	2024
ASSETS:		
Investments at fair value:		
Short term investment fund	$ 1,497,241	$ —
Common collective trust funds	154,446,784	—
Pending trades receivable	2,395	—
Plan interest in Regal Beloit Corporation Master Trust	—	154,589,809
NET ASSETS AVAILABLE FOR BENEFITS	$155,946,420	$154,589,809

See notes to financial statements – modified cash basis

REGAL BELOIT AMERICA, INC.
PENSION PLAN

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS – MODIFIED CASH BASIS
YEARS ENDED December 31, 2025 and 2024

	2025	2024
INVESTMENT INCOME:		
Net appreciation in fair value of investments	$ 13,836,218	$ 387,279
Interest and dividend income	49,647	72,482
Total investment income	13,885,865	459,761
ADDITIONS:		
Employer contributions	1,975,000	2,834,000
Total additions	1,975,000	2,834,000
DEDUCTIONS:		
Benefits paid to participants	12,602,725	12,020,493
Administrative fees	1,901,529	1,581,278
Total deductions	14,504,254	13,601,771
NET (DECREASE) INCREASE	1,356,611	(10,308,010)
NET ASSETS AVAILABLE FOR BENEFITS:		
Beginning of year	154,589,809	164,897,819
End of year	$ 155,946,420	$ 154,589,809

See notes to financial statements – modified cash basis

NOTES TO FINANCIAL STATEMENTS – MODIFIED CASH BASIS
December 31, 2025 and 2024

1. DESCRIPTION OF PLAN AND FUNDING POLICY

The following describes the major provisions of the Regal Beloit America, Inc. Pension Plan (the "Plan"). Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General - The Plan is a defined benefit plan covering certain union and non-union employees of Regal Rexnord Corporation (the "Company") including certain participants, beneficiaries, and alternate payees of the former RBC Manufacturing Corporation Salaried Employees' Pension Plan, RBC Manufacturing Corporation Wausau Hourly Pension Plan, RBC Manufacturing Corporation Lebanon & West Plains Hourly Pension Plan, RBC Manufacturing Corporation Marathon Special Products Hourly Pension Plan, Regal Beloit EPC, Inc. Mt. Sterling Plan Industrial Pension Plan, Unico, Inc. Employees' Pension Plan, Regal Power Transmission Solutions Pension Plan, and Retirement Plan #1 for Hourly Employees of McGill Manufacturing Co., Inc. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended ("ERISA").

The Plan is closed to new participants, including new hires, rehires, and transfers, and benefits are frozen.

Plan Administration - Overall responsibility for administering the Plan rests with the Plan's administrative committee. The Plan's investment assets are held in a trust account at Principal Bank (the "Trustee" or "Principal"). Prior to June 2025, the Plan's investments consisted of an undivided interest in the investment account of the Regal Beloit Corporation Master Trust, formerly known as the Marathon Electric Master Pension Trust, (the "Master Trust"). Effective June 2025, the prior Master Trust plan document was terminated and replaced by a new trust structure governed under a single plan document. The Trustee is responsible for the management and control of the Plan's assets and has certain discretionary authority and control over such assets. Mercer Investment Management serves as the Plan's investment advisor. State Street Bank & Trust Company ("State Street") is the custodian for the common collective trust funds held by the Plan.

Contributions - The Company's policy is to contribute an amount sufficient to meet the funding requirements of ERISA, as determined by Aon, the Plan's independent actuary. No voluntary employee contributions are permitted. The Plan met the minimum funding requirements of ERISA for the years ended December 31, 2025 and 2024.

Vesting - Participants are fully vested in the Plan after five years of vesting service. One year of vesting service is defined as a year of eligible employment with the Company. There is no partial vesting.

Pension Benefits - Benefits for retired and terminated employees or their beneficiaries are determined in accordance with the Plan document, which considers compensation, years of service, Social Security Wage base, and benefit or dollar multipliers. Early retirement is available to employees who meet specified age and years of service criteria. Benefits are paid in the form of a single life annuity or, if a participant has a qualified spouse, as a 50% joint and survivor annuity. Additional optional payment forms are available at the election of the participant, in accordance with the Plan document.

2. SUMMARY OF ACCOUNTING POLICIES

Basis of Accounting - The accompanying financial statements are presented on the modified cash basis of accounting, which is a comprehensive basis of accounting other than accounting principles generally accepted in the United States of America.

Investment Valuation and Income Recognition - The Plan's investments are presented at fair value, which has been determined based on the fair value of the underlying investments as determined by the Trustee through reference to published data. Common collective trust funds are stated at fair value as determined by the issuer of the common collective trust funds based on the fair market value of the underlying investments. Fees and expenses relating to investment transactions of the terminated Master Trust were allocated by the Trustee to the participating plans based on each plan's proportionate share of trust assets. Earnings and market adjustments relating to investment transactions of the terminated Master Trust were allocated by the Trustee to the participating plans based on each plan's specific share of the Master Trust. Purchases and sales of securities are recorded on a trade-date basis. Net appreciation (depreciation) includes the

Plan's gains and losses on investments bought and sold as well as held during the year. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date.

Investment Risk - The Plan provides for investments in various securities. Investment securities are exposed to various risks including, but not limited to, interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the financial statements.

Risks and Uncertainties - Plan contributions are made and the actuarial present value of accumulated Plan benefits is reported based on certain assumptions pertaining to interest rates, inflation rates and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near term would be material to the financial statements.

Administrative Expenses - Substantially all administrative expenses are paid by the Plan. These expenses include Pension Benefits Guaranty Corporation premiums and investment management and Trustee fees.

Payment of Benefits - Benefit payments to participants are recorded when paid.

Use of Estimates - The preparation of financial statements on the modified cash basis of accounting requires management to make estimates and assumptions that affect the reported amounts of net assets available for benefits and the actuarial present value of accumulated plan benefits and the changes therein. Actual results may differ from these estimates.

3. MASTER TRUST

As of December 31, 2024, all of the assets within the Master Trust related to the Plan. The fair value of the net assets held in the Master Trust as of December 31, 2024 are as follows.

	2024
Short term investment fund*	$ 1,527,957
Common collective trust funds*	153,058,781
Pending trades receivable	3,071
Total net assets of the Master Trust	$ 154,589,809

*Party-in-interest

Master Trust income for the years ended December 31, 2025 and 2024 is as follows.

	2025	2024
Interest and dividend income	$ 12,251	$ 72,482
Net (depreciation) appreciation in fair value of investments	(2,658,184)	387,279
Total Master Trust income	$ (2,645,933)	$ 459,761

4. FAIR VALUE MEASUREMENTS

In accordance with the Financial Accounting Standards Board's statement on Fair Value Measurements, the Plan classifies its investments into Level 1, which refers to securities valued using quoted prices from active markets for identical assets, Level 2, which refers to securities not traded on an active market but for which observable market inputs are readily available, and Level 3, which refers to securities valued based on significant unobservable inputs. The short term investment fund is valued at the unadjusted quoted market prices for the securities. Pending trades are valued at the price of security at the time of the trade. Real estate interest values are determined using model-based techniques that include relative value analysis and discounted cash flow techniques. Common collective trust funds are valued based on the net asset value ("NAV") provided by the administrator of the fund as a practical expedient to estimate fair value. The NAV is based on the value of the underlying assets owned by the fund, minus its liabilities, and then divided by the number of shares outstanding. Investments in units of collective trust funds and short-term investment funds, comprised of cash and

money market funds, are valued at their respective published market prices as reported by the funds daily. The following tables set forth the classifications of the investments at December 31, 2025 and 2024:

	Assets Held Inside the Plan Fair Value Measurement Reporting December 31, 2025			
	Total	**Level 1**	**Level 2**	**Level 3**
Principal short term investment fund	$ 1,497,241	$ 1,497,241	$ —	$ —
Total	1,497,241	$ 1,497,241	$ —	$ —
Investments measured at net asset value	154,446,784			
Total	$ 155,944,025			

	Assets Held Inside the Plan Fair Value Measurement Reporting December 31, 2024			
	Total	**Level 1**	**Level 2**	**Level 3**
Principal short term investment fund	$ 1,527,957	$ 1,527,957	$ —	$ —
Total	1,527,957	$ 1,527,957	$ —	$ —
Investments measured at net asset value	153,058,781			
Total	$ 154,586,738			

5. NET ASSET VALUE PER SHARE

The following table summarizes the fair value measurements of investments that were calculated using a net asset value per share:

	Fair Value Estimated Using Net Asset Value per Share December 31, 2025			
Investment	**Fair Value**	**Unfunded Commitment**	**Redemption Frequency**	**Redemption Notice Period**
Common collective trust funds	$ 152,861,903	$ —	Immediate	None
Common collective trust funds	$ 1,584,881	—	Quarterly	100 Days
	$ 154,446,784	$ —		

	Fair Value Estimated Using Net Asset Value per Share December 31, 2024			
Investment	**Fair Value**	**Unfunded Commitment**	**Redemption Frequency**	**Redemption Notice Period**
Common collective trust funds	$ 151,526,259	$ —	Immediate	None
Common collective trust funds	1,532,522	—	Quarterly	100 Days
	$ 153,058,781	$ —		

6. ACCUMULATED PLAN BENEFITS

Accumulated plan benefits are those future periodic payments, including lump-sum distributions that are attributable under the Plan's provisions to service rendered by employees as of the valuation date. Accumulated plan benefits include benefits expected to be paid to (1) retired or terminated employees or their beneficiaries, (2) beneficiaries of employees who have died, and (3) present employees or their beneficiaries. The actuarial present value of accumulated plan benefits

is determined by an independent actuary, Aon, and is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal, or retirement) between the valuation date and the expected date of payment.

Significant actuarial assumptions used in the valuation as of December 31, 2024 were:

	2024
Assumed rate of return on investments	5.50%
Mortality basis	Pri-2012 Mortality Study, projected generationally from 2012 using Scale MP-2021 as adjusted through 2024
Weighted average retirement age	
Active participants	Age 64
Terminated vested participants	Age 63

The following are the actuarial present values of accumulated plan benefits and changes in accumulated plan benefits as of and for the year ended December 31, 2024:

		2024
Vested Benefits		
Participants and/or beneficiaries currently receiving payments	$	120,563,421
Other Participants		48,369,090
Total Vested Benefits		168,932,511
Nonvested Benefits		179,149
Total actuarial present value of accumulated benefits	$	169,111,660
Beginning actuarial present value of accumulated plan benefits	$	174,068,478
Increase (decrease) during the year attributable to:		
Interest		8,827,093
Benefits accumulated and other		2,238,292
Benefits paid		(12,020,493)
Assumption changes		(4,001,710)
Ending actuarial present value of accumulated plan benefits	$	169,111,660

The foregoing actuarial assumptions are based on the presumption that the Plan will continue. If the Plan were to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits.

7. RELATED-PARTY TRANSACTIONS

Certain Master Trust assets were invested in a money market fund managed by the Trustee. These are not considered prohibited transactions by statutory exemption under ERISA regulations. Fees paid by the Plan for investment management services were included as a reduction of the return earned by the funds. Certain common collective trust funds are managed by a firm related to the Plan's investment advisor, Mercer Investment Management.

8. INCOME TAX STATUS

The Internal Revenue Service issued a determination letter dated April 26, 2017, stating that the Plan was designed in accordance with applicable Internal Revenue Code ("IRC") requirements as of that date. Therefore, the Plan administrator believes that the Plan was qualified and the related trust was tax-exempt for the years ended December 31, 2025 and 2024.

Accounting principles generally accepted in the United States of America require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the United States Internal Revenue Service. The Plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2025 there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

9. INFORMATION CERTIFIED BY THE PLAN'S TRUSTEES AND CUSTODIAN

The Plan administrator has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Principal, the trustee of the Plan, and State Street, the custodian of the common collective trust funds, have certified that the following information included in the accompanying financial statements is complete and accurate:

- Short term investment fund, common collective trust funds, pending trade receivable, and plan interest as shown in the statements of net assets available for benefits as of December 31, 2025.
- Plan interest in Regal Beloit Corporation Master Trust, as shown in the statements of net assets available for benefits as of December 31, 2024.
- Net appreciation in fair value of investments, as shown in the statements of changes in net assets available for benefits for the years ended December 31, 2025 and 2024.
- Form 5500, Schedule H, Part IV, Line 4i - Schedule of Assets (Held at End of Year) as of December 31, 2025.

10. PLAN TERMINATION

Although it has not expressed any intention to do so, the Company has the right under the Plan, in certain circumstances, to discontinue its contributions at any time and to terminate the Plan subject to the provisions set forth in ERISA. In the event the Plan is terminated, the net assets of the Plan will be allocated for payment of plan benefits to the participants in an order of priority determined in accordance with ERISA, applicable regulations there under and the Plan document.

Certain benefits under the Plan are insured by the Pension Benefit Guaranty Corporation ("PBGC") if the Plan terminates. Generally, the PBGC guarantees most vested normal-age retirement benefits, early retirement benefits, and certain disability and survivor's pensions. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan's termination, subject to a statutory ceiling on the amount of an individual's monthly benefit.

Whether all participants receive their benefits should the Plan be terminated at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide those benefits, the priority of those benefits to be paid, and the level and type of benefits guaranteed by the PBGC at that time. Some benefits may be fully or partially provided for by the then existing assets and the PBGC guaranty while other benefits may not be provided for at all.

11. RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

The following table reconciles the Statements of Net Assets Available for Benefits and the Statement of Changes in Net Assets available for Benefits to the Form 5500.

	As of December 31, 2025	As of December 31, 2024
Total Net Assets Per Form 5500	$ 157,804,420	$ 154,920,809
Contributions Receivable	(1,858,000)	(331,000)
Net Assets Per Statements of Net Assets Available for Benefits	$ 155,946,420	$ 154,589,809

	Year Ended December 31, 2025	Year Ended December 31, 2024
Net (Decrease) Increase Per Form 5500	$ 2,883,611	$ (12,811,010)
Change in Contributions Receivable	(1,527,000)	2,503,000
Net (Decrease) Increase Per Statement of Changes in Net Assets Available for Benefits	$ 1,356,611	$ (10,308,010)

12. SUBSEQUENT EVENTS

For the year ended December 31, 2025, subsequent events were evaluated through October 13, 2026, the date the financial statements were available to be issued. Plan management is not aware of any additional subsequent events that would require recognition or disclosure in the financial statements.

Regal Beloit America, Inc.
PENSION PLAN
EIN 39-0449780, PLAN 007
FORM 5500, SCHEDULE H, PART IV, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current Value
	Principal-BlackRock Money Market Inv	Money Market	$ 1,497,241	$ 1,497,241
*	Intermediate US Government Bond Index	Collective Trust Fund	5,117,445	5,588,467
*	Mercer Active Long Corporate Investment Portfolio	Collective Trust Fund	80,760,117	83,616,002
*	Mercer Long Duration Passive Fixed Income Fund	Collective Trust Fund	32,905,660	34,431,907
*	Mercer Opportunistic Fixed Income Fund	Collective Trust Fund	2,711,608	3,126,389
*	Mercer Emerging Markets Equity Fund	Collective Trust Fund	2,302,013	2,895,761
*	Mercer Non-US Core Equity Fund	Collective Trust Fund	3,720,017	6,659,585
*	Mercer US Large Cap Passive Equity Fund	Collective Trust Fund	8,816,858	14,771,814
*	Mercer Small-Mid Cap Equity Fund	Collective Trust Fund	1,171,999	1,771,978
*	Mercer US Core Real Estate Portfolio Fund	Collective Trust Fund	1,602,418	1,584,881
	TOTAL ASSETS HELD (HELD AT END OF YEAR)		$ 140,605,376	$ 155,944,025

*Represents a party-in-interest



BASED ON MARKET VALUE OF 154,574,490 5% VALUE OF 7,728,724

DESCRIPTION OF ASSET IDENTITY OF PARTY INVOLVED				PURCHASE PRICE SELLING PRICE	EXPENSES	COST OF ASSET	CURRENT VALUE	NET GAIN OR (LOSS)
757995006 REGAL BELOIT CORPORATION UNITIZED								
BROKER 5200 MISCELLANEOUS								
202	01/02/25	S SELL	8749	5,579.7910	0	1,098,954	1,125,896	26,943
BROKER								
0	01/31/25	S RGAIN	8832	.0000	0	0	274,854	274,854
BROKER 5200 MISCELLANEOUS								
0	01/31/25	B BUY	8833	.0000	0	283,526	283,526	0
546	02/03/25	S SELL	8839	5,629.5549	0	2,980,903	3,075,385	94,482
162	02/14/25	B BUY	8913	5,629.5561	0	910,153	910,153	0
BROKER								
0	02/28/25	S RGAIN	8915	.0000	0	0	336,016	336,016
BROKER 5200 MISCELLANEOUS								
0	02/28/25	B BUY	8916	.0000	0	336,626	336,626	0
6	03/03/25	S SELL	8929	5,808.7131	0	32,237	34,233	1,996
BROKER								
0	03/31/25	S RGAIN	8987	.0000	0	0	9,433	9,433
BROKER 5200 MISCELLANEOUS								
0	03/31/25	B BUY	8988	.0000	0	10,388	10,388	0
168	04/01/25	S SELL	9007	5,723.2342	0	918,625	961,070	42,445
BROKER								
0	04/30/25	S RLOSS	9058	.0000	0	0	(32,985)	(32,985)
BROKER 5200 MISCELLANEOUS								
0	04/30/25	S SELL	9059	.0000	0	32,506	32,506	0
114	05/01/25	S SELL	9062	5,678.4621	0	624,973	648,878	23,906
BROKER								
0	05/31/25	S RGAIN	9120	.0000	0	0	253,944	253,944
BROKER 5200 MISCELLANEOUS								
0	05/31/25	B BUY	9121	.0000	0	255,261	255,261	0
162	5	TOTAL BUYS			0	1,795,954	1,795,954	0
1,036	11	TOTAL SELLS			0	5,688,198	6,719,230	1,031,034
1,198		SECURITY TOTAL			0	7,484,152	8,515,184	1,031,034
PF9980004 SHORT-TERM INVESTMENT FUND A S1								
BROKER 1 CASH SWEEP TRADES								
537,617	01/02/25	B BUY	8708	100.0000	0	537,617	537,617	0
146	01/02/25	B BUY	8709	100.0000	0	146	146	0
402,060	01/02/25	S SELL	8713	100.0000	0	402,060	402,060	0
1,678	01/03/25	B BUY	8718	100.0000	0	1,678	1,678	0
259	01/03/25	B BUY	8719	100.0000	0	259	259	0
222	01/06/25	B BUY	8721	100.0000	0	222	222	0
273	01/07/25	B BUY	8723	100.0000	0	273	273	0
259	01/07/25	S SELL	8725	100.0000	0	259	259	0
259	01/10/25	B BUY	8727	100.0000	0	259	259	0
273	01/10/25	S SELL	8729	100.0000	0	273	273	0
516	01/13/25	B BUY	8731	100.0000	0	516	516	0
233	01/13/25	S SELL	8733	100.0000	0	233	233	0

BASED ON MARKET VALUE OF 154,574,490 5% VALUE OF 7,728,724

DESCRIPTION OF ASSET IDENTITY OF PARTY INVOLVED			PURCHASE PRICE SELLING PRICE	EXPENSES	COST OF ASSET	CURRENT VALUE	NET GAIN OR (LOSS)
697	01/14/25 S SELL	8735	100.0000	0	697	697	0
31,000	01/15/25 B BUY	8743	100.0000	0	31,000	31,000	0
894	01/15/25 S SELL	8746	100.0000	0	894	894	0
55,327	01/21/25 S SELL	8752	100.0000	0	55,327	55,327	0
784	01/28/25 B BUY	8755	100.0000	0	784	784	0
183,779	01/28/25 S SELL	8759	100.0000	0	183,779	183,779	0
4,360	01/29/25 B BUY	8763	100.0000	0	4,360	4,360	0
751	01/29/25 B BUY	8764	100.0000	0	751	751	0
14,042	01/30/25 S SELL	8772	100.0000	0	14,042	14,042	0
259	01/31/25 B BUY	8774	100.0000	0	259	259	0
784	01/31/25 S SELL	8776	100.0000	0	784	784	0
2,411,327	02/03/25 B BUY	8780	100.0000	0	2,411,327	2,411,327	0
219	02/03/25 B BUY	8781	100.0000	0	219	219	0
321,837	02/03/25 S SELL	8785	100.0000	0	321,837	321,837	0
1,962	02/04/25 B BUY	8791	100.0000	0	1,962	1,962	0
603	02/04/25 B BUY	8792	100.0000	0	603	603	0
1,006	02/05/25 B BUY	8794	100.0000	0	1,006	1,006	0
375	02/05/25 S SELL	8798	100.0000	0	375	375	0
815	02/06/25 B BUY	8801	100.0000	0	815	815	0
561	02/06/25 B BUY	8802	100.0000	0	561	561	0
603	02/06/25 S SELL	8808	100.0000	0	603	603	0
1,233	02/07/25 B BUY	8810	100.0000	0	1,233	1,233	0
334	02/07/25 S SELL	8813	100.0000	0	334	334	0
620	02/10/25 S SELL	8815	100.0000	0	620	620	0
334	02/11/25 B BUY	8817	100.0000	0	334	334	0
3,704	02/11/25 S SELL	8819	100.0000	0	3,704	3,704	0
603	02/11/25 S SELL	8820	100.0000	0	603	603	0
100	02/12/25 B BUY	8824	100.0000	0	100	100	0
1,434	02/12/25 S SELL	8827	100.0000	0	1,434	1,434	0
334	02/13/25 S SELL	8829	100.0000	0	334	334	0
320	02/14/25 B BUY	8834	100.0000	0	320	320	0
910,153	02/14/25 S SELL	8838	100.0000	0	910,153	910,153	0
27	02/18/25 B BUY	8842	100.0000	0	27	27	0
213	02/19/25 S SELL	8844	100.0000	0	213	213	0
27	02/24/25 S SELL	8846	100.0000	0	27	27	0
1,625	02/25/25 S SELL	8848	100.0000	0	1,625	1,625	0
1,595	02/26/25 S SELL	8851	100.0000	0	1,595	1,595	0
24	02/27/25 B BUY	8853	100.0000	0	24	24	0
194	02/27/25 S SELL	8868	100.0000	0	194	194	0
331	02/28/25 S SELL	8870	100.0000	0	331	331	0
34,233	03/03/25 B BUY	8873	100.0000	0	34,233	34,233	0
993,249	03/03/25 S SELL	8876	100.0000	0	993,249	993,249	0
6,144	03/04/25 B BUY	8882	100.0000	0	6,144	6,144	0
603	03/04/25 B BUY	8883	100.0000	0	603	603	0
909	03/05/25 B BUY	8886	100.0000	0	909	909	0
434	03/06/25 B BUY	8890	100.0000	0	434	434	0
214	03/06/25 S SELL	8892	100.0000	0	214	214	0
1,591	03/07/25 S SELL	8894	100.0000	0	1,591	1,591	0



BASED ON MARKET VALUE OF 154,574,490 5% VALUE OF 7,728,724

DESCRIPTION OF ASSET IDENTITY OF PARTY INVOLVED			PURCHASE PRICE SELLING PRICE	EXPENSES	COST OF ASSET	CURRENT VALUE	NET GAIN OR (LOSS)
497	03/10/25 B BUY	8897	100.0000	0	497	497	0
434	03/10/25 S SELL	8900	100.0000	0	434	434	0
434	03/11/25 B BUY	8902	100.0000	0	434	434	0
390	03/11/25 S SELL	8904	100.0000	0	390	390	0
86	03/13/25 S SELL	8906	100.0000	0	86	86	0
4,132	03/17/25 S SELL	8919	100.0000	0	4,132	4,132	0
124	03/18/25 B BUY	8922	100.0000	0	124	124	0
381	03/19/25 B BUY	8925	100.0000	0	381	381	0
278	03/19/25 S SELL	8927	100.0000	0	278	278	0
1,366	03/20/25 S SELL	8928	100.0000	0	1,366	1,366	0
64,456	03/24/25 S SELL	8932	100.0000	0	64,456	64,456	0
59,183	03/24/25 S SELL	8933	100.0000	0	59,183	59,183	0
112	03/27/25 B BUY	8936	100.0000	0	112	112	0
5,366	03/27/25 S SELL	8938	100.0000	0	5,366	5,366	0
46	03/28/25 B BUY	8940	100.0000	0	46	46	0
383,602	04/01/25 B BUY	8942	100.0000	0	383,602	383,602	0
1,110	04/01/25 B BUY	8943	100.0000	0	1,110	1,110	0
409,561	04/01/25 S SELL	8950	100.0000	0	409,561	409,561	0
2,173	04/02/25 B BUY	8957	100.0000	0	2,173	2,173	0
2,421	04/02/25 B BUY	8958	100.0000	0	2,421	2,421	0
2,077	04/03/25 S SELL	8968	100.0000	0	2,077	2,077	0
45	04/03/25 S SELL	8969	100.0000	0	45	45	0
226	04/07/25 B BUY	8972	100.0000	0	226	226	0
341	04/07/25 S SELL	8974	100.0000	0	341	341	0
207	04/07/25 S SELL	8975	100.0000	0	207	207	0
4,711	04/08/25 S SELL	8978	100.0000	0	4,711	4,711	0
431	04/08/25 S SELL	8979	100.0000	0	431	431	0
312	04/09/25 B BUY	8982	100.0000	0	312	312	0
1,967	04/10/25 S SELL	8984	100.0000	0	1,967	1,967	0
548,000	04/11/25 B BUY	8989	100.0000	0	548,000	548,000	0
452	04/16/25 S SELL	8992	100.0000	0	452	452	0
192	04/17/25 B BUY	8994	100.0000	0	192	192	0
217	04/17/25 S SELL	8997	100.0000	0	217	217	0
75,509	04/21/25 S SELL	9004	100.0000	0	75,509	75,509	0
615	04/29/25 B BUY	9005	100.0000	0	615	615	0
278	04/30/25 B BUY	9009	100.0000	0	278	278	0
515,168	05/01/25 B BUY	9012	100.0000	0	515,168	515,168	0
866	05/01/25 B BUY	9013	100.0000	0	866	866	0
852,970	05/01/25 S SELL	9018	100.0000	0	852,970	852,970	0
2,657	05/02/25 B BUY	9024	100.0000	0	2,657	2,657	0
334	05/05/25 B BUY	9025	100.0000	0	334	334	0
2,049	05/05/25 S SELL	9027	100.0000	0	2,049	2,049	0
605	05/06/25 B BUY	9030	100.0000	0	605	605	0
179	05/06/25 S SELL	9032	100.0000	0	179	179	0
212	05/07/25 B BUY	9034	100.0000	0	212	212	0
1,783	05/07/25 S SELL	9036	100.0000	0	1,783	1,783	0
1,936	05/08/25 S SELL	9039	100.0000	0	1,936	1,936	0
605	05/09/25 B BUY	9042	100.0000	0	605	605	0

BASED ON MARKET VALUE OF 154,574,490 5% VALUE OF 7,728,724

DESCRIPTION OF ASSET IDENTITY OF PARTY INVOLVED				PURCHASE PRICE SELLING PRICE	EXPENSES	COST OF ASSET	CURRENT VALUE	NET GAIN OR (LOSS)
849	05/12/25	B BUY	9044	100.0000	0	849	849	0
7,005	05/12/25	S SELL	9049	100.0000	0	7,005	7,005	0
425	05/14/25	S SELL	9061	100.0000	0	425	425	0
470	05/15/25	S SELL	9066	100.0000	0	470	470	0
45	05/16/25	B BUY	9069	100.0000	0	45	45	0
4,543	05/19/25	S SELL	9072	100.0000	0	4,543	4,543	0
116,686	05/20/25	S SELL	9075	100.0000	0	116,686	116,686	0
13,766	05/20/25	S SELL	9076	100.0000	0	13,766	13,766	0
256	05/23/25	S SELL	9079	100.0000	0	256	256	0
111,222	05/29/25	S SELL	9081	100.0000	0	111,222	111,222	0
396,429	06/02/25	B BUY	9083	100.0000	0	396,429	396,429	0
261,022	06/02/25	S SELL	9095	100.0000	0	261,022	261,022	0
1,697	06/03/25	B BUY	9101	100.0000	0	1,697	1,697	0
1,238	06/03/25	B BUY	9102	100.0000	0	1,238	1,238	0
688	06/03/25	B BUY	9103	100.0000	0	688	688	0
191	06/05/25	B BUY	9107	100.0000	0	191	191	0
688	06/05/25	S SELL	9109	100.0000	0	688	688	0
806	06/06/25	S SELL	9111	100.0000	0	806	806	0
56,994	06/09/25	S SELL	9113	100.0000	0	56,994	56,994	0
2,566	06/10/25	S SELL	9117	100.0000	0	2,566	2,566	0
339,190	06/16/25	B BUY	9124	100.0000	0	339,190	339,190	0
339,190	06/16/25	S SELL	9126	100.0000	0	339,190	339,190	0
496	06/17/25	S SELL	9128	100.0000	0	496	496	0
1,160,810	06/20/25	B BUY	9131	100.0000	0	1,160,810	1,160,810	0
587	06/23/25	B BUY	9133	100.0000	0	587	587	0
587	06/25/25	S SELL	9140	100.0000	0	587	587	0
411	06/27/25	B BUY	9142	100.0000	0	411	411	0
10,685	06/27/25	S SELL	9147	100.0000	0	10,685	10,685	0
46,640	06/30/25	S SELL	9149	100.0000	0	46,640	46,640	0
61,678	06/30/25	S SELL	9150	100.0000	0	61,678	61,678	0
1,380,912	07/01/25	S SELL	9158	100.0000	0	1,380,912	1,380,912	0
6,402,083		65	TOTAL BUYS		0	6,402,083	6,402,083	0
6,804,147		74	TOTAL SELLS		0	6,804,147	6,804,147	0
13,206,230			SECURITY TOTAL		0	13,206,230	13,206,230	0

01988T696 SHORT-TERM INVESTMENT FUND S10
BROKER 1 CASH SWEEP TRADES

386,230	07/01/25	B BUY	9153	100.0000	0	386,230	386,230	0
169	07/01/25	B BUY	9154	100.0000	0	169	169	0
2,958	07/02/25	B BUY	9164	100.0000	0	2,958	2,958	0
510	07/02/25	B BUY	9165	100.0000	0	510	510	0
362	07/02/25	S SELL	9169	100.0000	0	362	362	0
133	07/07/25	B BUY	9176	100.0000	0	133	133	0
212	07/07/25	S SELL	9178	100.0000	0	212	212	0
121	07/07/25	S SELL	9179	100.0000	0	121	121	0
97	07/08/25	S SELL	9182	100.0000	0	97	97	0



BASED ON MARKET VALUE OF 154,574,490 5% VALUE OF 7,728,724

DESCRIPTION OF ASSET IDENTITY OF PARTY INVOLVED			PURCHASE PRICE SELLING PRICE	EXPENSES	COST OF ASSET	CURRENT VALUE	NET GAIN OR (LOSS)
3	07/09/25 B BUY	9184	100.0000	0	3	3	0
12,841	07/10/25 S SELL	9188	100.0000	0	12,841	12,841	0
548,000	07/11/25 B BUY	9190	100.0000	0	548,000	548,000	0
3	07/11/25 S SELL	9192	100.0000	0	3	3	0
427	07/14/25 B BUY	9196	100.0000	0	427	427	0
2,391	07/14/25 S SELL	9199	100.0000	0	2,391	2,391	0
82	07/15/25 B BUY	9202	100.0000	0	82	82	0
97	07/16/25 B BUY	9204	100.0000	0	97	97	0
66	07/17/25 B BUY	9206	100.0000	0	66	66	0
18,426	07/17/25 S SELL	9209	100.0000	0	18,426	18,426	0
570	07/18/25 B BUY	9212	100.0000	0	570	570	0
1,414	07/18/25 S SELL	9216	100.0000	0	1,414	1,414	0
71,675	07/21/25 S SELL	9218	100.0000	0	71,675	71,675	0
8,355	07/23/25 S SELL	9223	100.0000	0	8,355	8,355	0
570	07/24/25 S SELL	9225	100.0000	0	570	570	0
668,299	07/25/25 B BUY	9228	100.0000	0	668,299	668,299	0
3,879	07/29/25 S SELL	9230	100.0000	0	3,879	3,879	0
287	08/01/25 B BUY	9236	100.0000	0	287	287	0
249	08/01/25 B BUY	9237	100.0000	0	249	249	0
998,617	08/01/25 S SELL	9242	100.0000	0	998,617	998,617	0
3,084	08/04/25 B BUY	9250	100.0000	0	3,084	3,084	0
1,144	08/06/25 B BUY	9252	100.0000	0	1,144	1,144	0
1,624	08/06/25 S SELL	9255	100.0000	0	1,624	1,624	0
912	08/08/25 S SELL	9258	100.0000	0	912	912	0
23,845	08/11/25 B BUY	9260	100.0000	0	23,845	23,845	0
24,179	08/11/25 S SELL	9263	100.0000	0	24,179	24,179	0
22,519	08/12/25 S SELL	9266	100.0000	0	22,519	22,519	0
250	08/13/25 S SELL	9268	100.0000	0	250	250	0
3,456	08/18/25 S SELL	9270	100.0000	0	3,456	3,456	0
1,656	08/19/25 S SELL	9272	100.0000	0	1,656	1,656	0
68	08/20/25 S SELL	9274	100.0000	0	68	68	0
1,037,476	08/22/25 B BUY	9276	100.0000	0	1,037,476	1,037,476	0
24,557	08/22/25 S SELL	9278	100.0000	0	24,557	24,557	0
15,068	08/26/25 S SELL	9287	100.0000	0	15,068	15,068	0
998,553	09/02/25 S SELL	9291	100.0000	0	998,553	998,553	0
60,040	09/02/25 S SELL	9292	100.0000	0	60,040	60,040	0
61,350	09/02/25 S SELL	9293	100.0000	0	61,350	61,350	0
2,941	09/03/25 B BUY	9301	100.0000	0	2,941	2,941	0
300,758	09/03/25 B BUY	9302	100.0000	0	300,758	300,758	0
129	09/04/25 B BUY	9305	100.0000	0	129	129	0
1,760	09/04/25 S SELL	9308	100.0000	0	1,760	1,760	0
244	09/05/25 B BUY	9310	100.0000	0	244	244	0
353	09/05/25 S SELL	9312	100.0000	0	353	353	0
2,017	09/08/25 S SELL	9314	100.0000	0	2,017	2,017	0
4,626	09/09/25 S SELL	9317	100.0000	0	4,626	4,626	0
517	09/10/25 B BUY	9320	100.0000	0	517	517	0
2,057,260	09/11/25 B BUY	9322	100.0000	0	2,057,260	2,057,260	0
468	09/11/25 S SELL	9325	100.0000	0	468	468	0

BASED ON MARKET VALUE OF 154,574,490 5% VALUE OF 7,728,724

DESCRIPTION OF ASSET IDENTITY OF PARTY INVOLVED				PURCHASE PRICE SELLING PRICE	EXPENSES	COST OF ASSET	CURRENT VALUE	NET GAIN OR (LOSS)
517	09/12/25	S SELL	9328	100.0000	0	517	517	0
1,193,010	09/15/25	S SELL	9330	100.0000	0	1,193,010	1,193,010	0
655	09/17/25	B BUY	9332	100.0000	0	655	655	0
184	09/18/25	B BUY	9343	100.0000	0	184	184	0
828	09/22/25	B BUY	9346	100.0000	0	828	828	0
3,934	09/22/25	S SELL	9348	100.0000	0	3,934	3,934	0
1,932	09/26/25	S SELL	9351	100.0000	0	1,932	1,932	0
151	10/01/25	B BUY	9354	100.0000	0	151	151	0
998,210	10/01/25	S SELL	9359	100.0000	0	998,210	998,210	0
4,787	10/02/25	B BUY	9367	100.0000	0	4,787	4,787	0
445	10/02/25	B BUY	9368	100.0000	0	445	445	0
420	10/03/25	B BUY	9371	100.0000	0	420	420	0
257	10/06/25	B BUY	9373	100.0000	0	257	257	0
445	10/06/25	S SELL	9376	100.0000	0	445	445	0
2,176	10/07/25	B BUY	9378	100.0000	0	2,176	2,176	0
420	10/07/25	S SELL	9383	100.0000	0	420	420	0
593	10/08/25	B BUY	9385	100.0000	0	593	593	0
257	10/08/25	S SELL	9388	100.0000	0	257	257	0
29	10/09/25	S SELL	9390	100.0000	0	29	29	0
91	10/10/25	B BUY	9392	100.0000	0	91	91	0
434	10/10/25	S SELL	9395	100.0000	0	434	434	0
548,000	10/14/25	B BUY	9397	100.0000	0	548,000	548,000	0
500	10/15/25	S SELL	9400	100.0000	0	500	500	0
1,051,960	10/16/25	S SELL	9403	100.0000	0	1,051,960	1,051,960	0
5,594,065		37	TOTAL BUYS		0	5,594,065	5,594,065	0
5,594,067		44	TOTAL SELLS		0	5,594,067	5,594,067	0
11,188,132			SECURITY TOTAL		0	11,188,132	11,188,132	0

F051TF

SCHEDULE H, line 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

R B A, I. P P

EIN 39 0449780
PLAN NUMBER 007
PLAN YEAR 01/01/2025 TO 12/31/2025

(A)	(B) Identity of issuer, borrower, lessor or similar party.	(C) Description of investment including maturity date, rate of interest, collateral, par or maturity value.	(D) Cost	(E) Current Value
	ALLSPRING	Interest Bearing Cash ALLSPRING TREASURY PLUS MM	$ 1,497,241.00	$ 1,497,241.00
	STATE STREET GLOBAL ADV TRUST CO	Common/Collective Trust INTERMEDIATE U.S. GOVT BD IX	$ 5,117,445.00	$ 5,588,466.57
	MERCER TRUST COMPANY	Common/Collective Trust MERCER ACTIVE LONG CORP FIXED	$ 80,760,117.00	$ 83,616,002.19
	MERCER TRUST COMPANY	Common/Collective Trust MERCER EMERGING MKTS EQ	$ 2,302,013.00	$ 2,895,760.78
	MERCER TRUST COMPANY	Common/Collective Trust MERCER LNG DUR PASS FXD	$ 32,905,660.00	$ 34,431,906.86
	MERCER TRUST COMPANY	Common/Collective Trust MERCER NON-US CORE EQUITY	$ 3,720,017.00	$ 6,659,584.68
	MERCER TRUST COMPANY	Common/Collective Trust MERCER OPP FIXED INCOME	$ 2,711,608.00	$ 3,126,389.20
	MERCER TRUST COMPANY	Common/Collective Trust MERCER US CORE REAL EST PORT	$ 1,602,418.00	$ 1,584,881.50
	MERCER TRUST COMPANY	Common/Collective Trust MERCER US LARGE CAP PASS EQ	$ 8,816,858.00	$ 14,771,814.27
	MERCER TRUST COMPANY	Common/Collective Trust MERCER US SMALL/MID CAP EQ POR	$ 1,171,999.00	$ 1,771,977.62

SCHEDULE H, line 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

Schedule SB Attachment (Form 5500) —2025 Plan Year
Regal Beloit America, Inc. Pension Plan
EIN: 39-0449780 PN: 007

Schedule SB, line 19 — Discounted Employer Contributions

Year applied for contributions: 2025

Date	Amount		Days to Discount to 1/1/2025 at 5.35%	Interest Adjusted Contribution	
April 11, 2025	$	548,000	100	$	540,231
July 11, 2025		548,000	191		533,257
October 14, 2025		548,000	286		526,072
January 14, 2026		548,000	378		519,206
September 14, 2026		1,310,000	621		1,198,841
Total Contribution	$	3,502,000		$	3,317,607

Schedule SB Attachment (Form 5500) —2025 Plan Year
Regal Beloit America, Inc. Pension Plan
EIN: 39-0449780 PN: 007

Schedule SB, line 22 — Description of Weighted Average Retirement Age

The average retirement age shown in line 22 has been calculated by the valuation system assuming the following retirement probabilities, given that other decrement rates may also be applied simultaneously along with retirement.

(a) Age	(b) Retirement Probability	(c) Expected Retirements	(d) Product (a) × (c)
55	6.77%	9.21	506.45
56	6.79%	9.54	533.96
57	6.72%	9.83	560.17
58	9.55%	14.10	818.07
59	9.45%	14.23	839.72
60	9.99%	15.48	928.86
61	15.01%	25.44	1551.73
62	20.37%	33.31	2064.96
63	20.45%	29.78	1875.97
64	27.22%	35.74	2287.14
65	40.55%	41.82	2718.34
66	25.92%	19.68	1299.02
67	20.69%	12.81	858.13
68	20.39%	10.76	731.52
69	20.94%	8.94	617.03
70	100.00%	36.50	2554.88
71	100.00%	4.00	284.00
72	100.00%	0.00	0.00
73	100.00%	3.00	219.00
74	100.00%	1.00	74.00
75	100.00%	2.00	150.00
76	100.00%	0.00	0.00
77	100.00%	1.00	77.00
78	100.00%	0.00	0.00
79	100.00%	0.00	0.00
80	100.00%	0.00	0.00
81	100.00%	0.00	0.00
82	100.00%	1.00	82.00
	Total	339.16	21631.95
	Weighted Average		63.78

Schedule SB Attachment (Form 5500) —2025 Plan Year
Regal Beloit America, Inc. Pension Plan
EIN: 39-0449780 PN: 007

Schedule SB, line 24 — Change in Actuarial Assumptions

The funding valuation reflects the following assumption changes:

- A change in the unlimited expected rate of return on assets from 5.25% to 5.50%.

This changes was made to better reflect the anticipated plan experience and did not reduce the funding shortfall; as such, approval of the Commissioner is not required.

Schedule SB Attachment (Form 5500) —2025 Plan Year
Regal Beloit America, Inc. Pension Plan
EIN: 39-0449780 PN: 007

Schedule SB, line 26a — Schedule of Active Participant Data as of January 1, 2025

Schedule SB, Line 26a — Schedule of Active Participant Data

As of January 1, 2025

Regal Beloit America, Inc.
Regal Beloit America, Inc. Pension Plan
Active Employees with Benefits Based on Pay

EIN: 39-0449780 PN: 007

Number of Participants and Average Compensation

Attained Age	Years of Credited Service									
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25										
25-29										
30-34			8	1						
35-39			16	13						
40-44		5	6	23 $4,833	2	2				
45-49		3	9	9	12	6	1			
50-54		6	10	10	6	12	16	1		
55-59		3	9	9	11	6	8	16		
60-64		8	10	10	12	8	5	22 $6,591	4	4
65-69			2	3	3	4	1	3	2	4
70+					1	1	1	2		1

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Schedule SB Attachment (Form 5500) —2025 Plan Year
Regal Beloit America, Inc. Pension Plan
EIN: 39-0449780 PN: 007

Schedule SB, Line 26a — Schedule of Active Participant Data

As of January 1, 2025

Regal Rexnord Corporation
Regal Beloit America, Inc. Pension Plan
Active Employees with Benefits Not Based on Pay

EIN: 39-0449780 PN: 007

Number of Participants

Attained	Years of Credited Service									
Age	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25										
25-29		1								
30-34										
35-39			3							
40-44			3	2						
45-49		2	3	4	1	2				
50-54		1	3	2	1	12	3			
55-59		1	5	6	3			2		
60-64			9	3	1	4	3	4	1	2
65-69			1				1	2	1	3
70+			2				1	3	2	

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Schedule SB Attachment (Form 5500) —2025 Plan Year
Regal Beloit America, Inc. Pension Plan
EIN: 39-0449780 PN: 007

Schedule SB, line 32 — Schedule of Amortization Bases

Type of Base	Present Value of Installment	Date Established	Years Remaining	Amortization Installment
Shortfall	$ 1,430,426	January 1, 2023	13	$ 147,013
Shortfall	$ 3,007,191	January 1, 2024	14	$ 293,662
Shortfall	$ 8,185,341	January 1, 2025	15	$ 763,205

Schedule SB Attachment (Form 5500) —2025 Plan Year
Regal Beloit America, Inc. Pension Plan
EIN: 39-0449780 PN: 007

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

Interest Rates for Minimum Funding Purposes	Based on segment rates with a four-month lookback (as of September 2024), each adjusted as needed to fall within the 25-year average interest rate stabilization corridor under ARPA
1st Segment Rate	5.07%
2nd Segment Rate	5.31%
3rd Segment Rate	5.50%
Interest Rates for Maximum Tax Purposes	Based on segment rates with a four-month lookback (as of September 2024), without regard to interest rate stabilization
1st Segment Rate	5.07%
2nd Segment Rate	5.33%
3rd Segment Rate	5.36%
Salary Increases	
Minimum Funding Target Normal Cost	
Legacy Regal Groups	1.25%
PTS Group	N/A
Maximum Tax Expected Benefit Increase	
Legacy Regal Groups	1.25%
PTS Group	N/A
Social Security Wage Base Increases	Future wage indices are based on a national wage increase of 3.00% per year.
Optional Payment Form Election Percentage	
Regal Salaried, Unico, PTS Appendices and McGill Hourly	40% life annuity 25% joint and 50% survivor annuity 5% joint and 75% survivor annuity 25% joint and 100% survivor annuity 5% ten-year certain and life annuity
Regal Hourly and Mt. Sterling Groups	65% life annuity 15% joint and 50% survivor annuity 15% joint and 100% survivor annuity 5% ten-year certain and life annuity

Optional Payment Form Conversion Interest Rate	
Regal Salaried and Hourly	7.00%
Unico	6.00%
Mt. Sterling	8.00%
PTS Appendices	6.50%, certain payment form conversion factors defined via tabular factors in the plan document,
McGill Hourly	N/A, payment form conversion factors defined via tabular factors in the plan document,
KopFlex	7.50%
Optional Payment Form Conversion Mortality	
Regal Salaried and Hourly	71GAT, 80% Male;
Unico	71GAT, 100% Male, set back one year for participants and five years for beneficiaries;
Mt. Sterling	RP2000CH, 50% Male;
PTS Appendices	84UP as published, certain payment form conversion factors defined via tabular factors in the plan document;
McGill Hourly	N/A, payment form conversion factors defined via tabular factors in the plan document,
KopFlex	83GATT
Retirement Age	
Active Participants	See Tables 1–4
Terminated Vested Participants	
Legacy Regal and Unico Groups	Age 64
PTS, McGill and KopFlex Groups	Age 62
Mortality Rates	
Healthy and Disabled	2012 base mortality rates for annuitants and non-annuitants per §1.430(h)(3)-1(d), projected generationally for years beyond 2012 using IRS-prescribed mortality improvement rates per §1.430(h)(3)-1(b)(1)(iii)
Withdrawal Rates	See Tables 5–8
Disability Rates	See Table 9
Decrement Timing	Middle of year decrements (except that retirement is assumed to occur at the beginning of the year for ages where the assumed retirement rate is 100%)

Surviving Spouse Benefit	It is assumed that 85% of males and 85% of females have an eligible spouse, and that males are two years older than their spouses.
Valuation Compensation	2024 Pensionable earnings rolled forward one year with the salary increase assumption
Benefit and Compensation Limits	Projected benefits and compensation are limited by the current IRC section 415 maximum benefit of $280,000 and the IRC section 401(a)(17) compensation limit of $350,000.
Valuation of Plan Assets	Smoothed fair market value of assets over the current and prior eight quarters, adjusted for contributions, benefit payments, administrative expenses, and expected earnings. The average value of assets calculated in this manner is further limited to not less than 90% nor more than 110% of fair market value. A characteristic of this method is that the expected distribution of the value of plan assets is skewed toward understatement relative to the corresponding market values for expected long-term rates of return in excess of the third segment rate under IRC section 430(h)(2)(C)(iii).
Expected Return on Assets	
2023 Plan Year	6.50%, limited to third segment rate of 5.74%
2024 Plan Year	5.25%
2025 Plan Year	5.50%
Trust Expenses Included in Target Normal Cost	Based on prior year actual plan administrative expenses (excluding PBGC premiums), plus the estimated PBGC premiums for the current year. Total for 2025 is $2,015,360.
Actuarial Method	Standard unit credit cost method
Valuation Date	January 1, 2025

Table 1

Retirement Rates — Lebanon and West Plans, Mount Sterling, Special Products, and Wausau Hourly Groups

Age	Rate
60	10.00%
61	15.00%
62	25.00%
63	25.00%
64	50.00%
65	50.00%
66	50.00%
67	50.00%
68	50.00%
69	50.00%
70+	100.00%

Table 2

Retirement Rates — McGill Hourly Group

	Years of Service	
Age	**0-29**	**30+**
55	2.50%	2.50%
56	2.50%	2.50%
57	2.50%	2.50%
58	2.50%	2.50%
59	2.50%	5.00%
60	5.00%	5.00%
61	20.00%	15.00%
62	20.00%	25.00%
63	25.00%	25.00%
64	50.00%	25.00%
65	50.00%	100.00%
66	50.00%	100.00%
67	50.00%	100.00%
68	50.00%	100.00%
69	50.00%	100.00%
70+	100.00%	100.00%

Table 3

Retirement Rates — Legacy Regal Salaried and Unico Groups

Age	Rate
55	7.00%
56	7.00%
57	7.00%
58	10.00%
59	10.00%
60	10.00%
61	15.00%
62	20.00%
63	20.00%
64	25.00%
65	40.00%
66	25.00%
67	20.00%
68	20.00%
69	20.00%
70+	100.00%

Table 4

Retirement Rates — PTS Appendices

Age	Rate
55	7.00%
56	7.00%
57	7.00%
58	10.00%
59	10.00%
60	10.00%
61	15.00%
62	20.00%
63	20.00%
64	25.00%
65	40.00%
66	25.00%
67	20.00%
68	20.00%
69	20.00%
70+	100.00%

Table 5

Withdrawal Rates — Lebanon and West Plains Hourly Group

Age	Rate	Age	Rate
20	39.05%	45	6.16%
21	39.05%	46	5.61%
22	36.85%	47	5.17%
23	34.87%	48	4.73%
24	32.89%	49	4.40%
25	30.91%	50	4.07%
26	29.04%	51	4.38%
27	27.28%	52	4.25%
28	25.52%	53	4.13%
29	23.87%	54	4.13%
30	22.33%	55	4.13%
31	20.79%	56	6.35%
32	19.25%	57	6.35%
33	17.93%	58	6.35%
34	16.61%	59	6.35%
35	15.29%	60	6.35%
36	14.08%	61	6.35%
37	12.98%	62	6.35%
38	11.88%	63	6.35%
39	10.89%	64	6.35%
40	9.90%	65+	0.00%
41	9.02%		
42	8.25%		
43	7.48%		
44	6.82%		

Table 6

Withdrawal Rates — Mt. Sterling, Special Products, and Wausau Hourly Groups

Age	Rate	Age	Rate
20	20.00%	45	10.00%
21	20.00%	46	9.50%
22	20.00%	47	9.00%
23	20.00%	48	8.50%
24	20.00%	49	8.00%
25	20.00%	50	7.50%
26	20.00%	51	7.00%
27	20.00%	52	6.50%
28	20.00%	53	6.00%
29	20.00%	54	5.50%
30	20.00%	55	5.00%
31	20.00%	56	5.00%
32	20.00%	57	5.00%
33	20.00%	58	5.00%
34	20.00%	59	5.00%
35	20.00%	60	5.00%
36	15.00%	61	5.00%
37	15.00%	62	5.00%
38	15.00%	63	5.00%
39	15.00%	64	5.00%
40	15.00%	65+	0.00%
41	15.00%		
42	15.00%		
43	15.00%		
44	15.00%		

Table 7

Withdrawal Rates — PTS Appendices and McGill Hourly Groups

Age	Rate	Age	Rate
15	40.00%	45	7.00%
16	40.00%	46	7.00%
17	40.00%	47	7.00%
18	40.00%	48	7.00%
19	40.00%	49	7.00%
20	40.00%	50	7.00%
21	35.00%	51	7.00%
22	30.00%	52	7.00%
23	25.00%	53	7.00%
24	20.00%	54	7.00%
25	15.00%	55	7.00%
26	13.60%	56	7.00%
27	12.80%	57	7.00%
28	12.10%	58	7.00%
29	11.50%	59	7.00%
30	10.80%	60	7.00%
31	10.20%	61	7.00%
32	9.60%	62	7.00%
33	9.00%	63	7.00%
34	8.50%	64	7.00%
35	7.90%	65+	0.00%
36	7.40%		
37	6.90%		
38	6.50%		
39	6.00%		
40	5.60%		
41	5.20%		
42	5.00%		
43	5.00%		
44	5.00%		

Table 8

Withdrawal Rates — Legacy Regal Salaried and Unico Groups

	Years of Service					
Age	**0**	**1**	**2**	**3**	**4**	**5+**
15	30.625%	30.625%	30.625%	30.625%	30.625%	40.000%
16	30.625%	30.625%	30.625%	30.625%	30.625%	40.000%
17	30.625%	30.625%	30.625%	30.625%	30.625%	40.000%
18	30.625%	30.625%	30.625%	30.625%	30.625%	40.000%
19	30.625%	30.625%	30.625%	30.625%	30.625%	40.000%
20	30.625%	30.625%	30.625%	30.625%	30.625%	40.000%
21	30.625%	30.625%	30.625%	30.625%	30.625%	35.000%
22	29.225%	29.225%	29.225%	29.225%	29.225%	30.000%
23	27.650%	27.650%	27.650%	27.650%	27.650%	25.000%
24	26.425%	26.425%	26.425%	26.425%	26.425%	20.000%
25	25.025%	25.025%	25.025%	25.025%	25.025%	15.000%
26	23.800%	23.800%	23.800%	23.800%	23.800%	13.600%
27	22.400%	22.400%	22.400%	22.400%	22.400%	12.800%
28	21.175%	21.175%	21.175%	21.175%	21.175%	12.100%
29	20.125%	20.125%	20.125%	20.125%	20.125%	11.500%
30	18.900%	18.900%	18.900%	18.900%	18.900%	10.800%
31	17.850%	17.850%	17.850%	17.850%	17.850%	10.200%
32	16.800%	16.800%	16.800%	16.800%	16.800%	9.600%
33	15.750%	15.750%	15.750%	15.750%	15.750%	9.000%
34	14.875%	14.875%	14.875%	14.875%	14.875%	8.500%
35	13.825%	13.825%	13.825%	13.825%	13.825%	7.900%
36	12.950%	12.950%	12.950%	12.950%	12.950%	7.400%
37	12.075%	12.075%	12.075%	12.075%	12.075%	6.900%
38	11.375%	11.375%	11.375%	11.375%	11.375%	6.500%
39	10.500%	10.500%	10.500%	10.500%	10.500%	6.000%

Table 8 continued

Withdrawal Rates — Legacy Regal Salaried and Unico Groups

	Years of Service					
Age	**0**	**1**	**2**	**3**	**4**	**5+**
40	9.800%	9.800%	9.800%	9.800%	9.800%	5.600%
41	9.525%	9.100%	9.100%	9.100%	9.100%	5.200%
42	9.525%	8.925%	8.575%	8.575%	8.575%	5.000%
43	9.525%	8.925%	8.250%	7.875%	7.875%	5.000%
44	9.525%	8.925%	8.250%	7.650%	7.350%	5.000%
45	9.525%	8.925%	8.250%	7.650%	7.125%	7.000%
46	9.525%	8.925%	8.250%	7.650%	7.125%	7.000%
47	9.525%	8.925%	8.250%	7.650%	7.125%	7.000%
48	9.525%	8.925%	8.250%	7.650%	7.125%	7.000%
49	9.525%	8.925%	8.250%	7.650%	7.125%	7.000%
50	9.525%	8.925%	8.250%	7.650%	7.125%	7.000%
51	9.525%	8.925%	8.250%	7.650%	7.125%	7.000%
52	9.525%	8.925%	8.250%	7.650%	7.125%	7.000%
53	9.525%	8.925%	8.250%	7.650%	7.125%	7.000%
54	9.525%	8.925%	8.250%	7.650%	7.125%	7.000%
55	9.525%	8.925%	8.250%	7.650%	7.125%	7.000%
56	9.525%	8.925%	8.250%	7.650%	7.125%	7.000%
57	9.525%	8.925%	8.250%	7.650%	7.125%	7.000%
58	9.525%	8.925%	8.250%	7.650%	7.125%	7.000%
59	9.525%	8.925%	8.250%	7.650%	7.125%	7.000%
60	9.525%	8.925%	8.250%	7.650%	7.125%	7.000%
61	9.525%	8.925%	8.250%	7.650%	7.125%	7.000%
62	9.525%	8.925%	8.250%	7.650%	7.125%	7.000%
63	9.525%	8.925%	8.250%	7.650%	7.125%	7.000%
64	9.525%	8.925%	8.250%	7.650%	7.125%	7.000%
65+	0.000%	0.000%	0.000%	0.000%	0.000%	0.000%

Table 9

Disability Rates

Age	Male	Female	Age	Male	Female
15	0.03%	0.03%	45	0.16%	0.24%
16	0.03%	0.03%	46	0.18%	0.27%
17	0.03%	0.03%	47	0.21%	0.30%
18	0.03%	0.03%	48	0.25%	0.33%
19	0.03%	0.03%	49	0.28%	0.36%
20	0.03%	0.03%	50	0.33%	0.40%
21	0.03%	0.03%	51	0.39%	0.44%
22	0.03%	0.03%	52	0.46%	0.49%
23	0.03%	0.03%	53	0.53%	0.54%
24	0.03%	0.03%	54	0.61%	0.59%
25	0.03%	0.03%	55	0.69%	0.64%
26	0.03%	0.03%	56	0.77%	0.69%
27	0.03%	0.03%	57	0.86%	0.74%
28	0.03%	0.04%	58	0.95%	0.80%
29	0.03%	0.04%	59	1.05%	0.85%
30	0.03%	0.04%	60	1.15%	0.90%
31	0.03%	0.05%	61	1.26%	0.96%
32	0.03%	0.05%	62	1.38%	1.01%
33	0.03%	0.06%	63	1.51%	1.05%
34	0.03%	0.06%	64	1.64%	1.09%
35	0.04%	0.07%	65+	0.00%	0.00%
36	0.04%	0.08%			
37	0.05%	0.09%			
38	0.06%	0.10%			
39	0.07%	0.12%			
40	0.08%	0.13%			
41	0.09%	0.15%			
42	0.10%	0.17%			
43	0.12%	0.19%			
44	0.14%	0.22%			

Schedule SB Attachment (Form 5500) —2025 Plan Year
Regal Beloit America, Inc. Pension Plan
EIN: 39-0449780 PN: 007

Schedule SB, Part V — Summary of Plan Provisions

The Regal Beloit America, Inc. Pension Plan (formerly known as the RBC Manufacturing Corporation Salaried Employees' Pension Plan) is intended to provide benefits to eligible employees of participating employers upon their retirement or earlier termination of employment and to their spouses or other beneficiaries upon death.

The plan was amended and restated effective January 1, 2013 as a continuation of the RBC Manufacturing Corporation Salaried Employees' Pension Plan and reflects the merger of the following plans with and into such plan, effective midnight on December 31, 2012: (1) the RBC Manufacturing Corporation Lebanon & West Plains Hourly Pension Plan, (2) the RBC Manufacturing Corporation Wausau Hourly Pension Plan, (3) the RBC Manufacturing Corporation Marathon Special Products Hourly Pension Plan, (4) the Unico, Inc. Employees' Pension Plan, (5) the Regal Beloit EPC, Inc. Tipp City Plant Industrial Pension Plan, and (6) the Regal Beloit EPC, Inc. Mt. Sterling Industrial Pension Plan.

The plan, as amended, is effective January 1, 2017, unless a different effective date is specified. This amended plan is a continuation of the Regal Beloit America, Inc. Pension Plan and reflects the merger of the Regal Power Transmissions Solutions Pension Plan and the Retirement Plan Number One for Hourly Employees of McGill Manufacturing Co., Inc., effective midnight on December 31, 2016.

The plan was amended January 7, 2019 to allow for provisions of the divestiture of Unico Inc. such that those participants will no longer participate in the plan. However, Regal Beloit America, Inc. retains all liability and administrative responsibility under Part E of the plan in connection with the divested participants.

The plan was amended November 26, 2019 to provide for the freeze of pay and service accruals for all participants under parts J, K, L and M of the plan effective February 1, 2020. The amendment also provides for immediate vesting of all active participants of these parts of the plan as of February 1, 2020.

Former Salaried Employees' Pension Plan

Original Effective Date	January 1, 1982.
Eligibility for Participation	Salaried employees of Marathon Electric Manufacturing Corporation, Marathon Special Products Corporation, Marathon Electronics Group, Inc., and each subsidiary or affiliate corporation which adopts the plan and is designated by the Board as an employer. Participation commences on January 1, 1982, for employees who were participating in a prior plan as of December 31, 1981. All other employees commence participation on the later of December 31, 1981 or the first day of the full pay period following the attainment of age 21 and one year of service. As of December 31, 2005 this part of the plan was closed to new participants, unless the person had become an employee of the employer on or prior to that date.
Normal Retirement	
Eligibility	First day of the month coincident with or next following a participant's sixty-fifth birthday.
Benefit	A monthly benefit equal to 0.8% of average compensation per year of service plus 0.6% of average compensation in excess of Social Security covered compensation per year of service up to 35 years, divided by 12. This benefit is subject to a minimum of: (1) The actuarial equivalent of the benefit provided by the participant's account balance in the Profit Sharing Plan if a participant in the Profit Sharing Plan as of December 31, 1981. or (2) $15.00 per month per year of service for vested participants.
Early Retirement	
Eligibility	Age 55 and five years of vesting service.
Benefit	A monthly benefit equal to the benefit accrued to early retirement date reduced 0.5% for each month that benefit commencement precedes the participant's normal retirement date.

Vested Termination Benefit

Eligibility	Five years of vesting service.
Benefit	A monthly benefit on or after age 55 equal to the benefit accrued to date of termination reduced 0.5% for each month that benefit commencement precedes the normal retirement date.

Disability

Eligibility	Immediate.
Benefit	Accrued normal retirement benefit payable upon determination of total and permanent disability.

Preretirement Death Benefit

Eligibility	Active employees with five years of vesting service or age 65 or terminated deferred vested participants.
Benefit	
Active Employees	A monthly benefit to a surviving spouse, payable for life, equal to 50% of the benefit the participant would have received had he retired on the date of death with a life annuity payment form. For any participant with a profit sharing account balance on December 31, 1981, a death benefit equal to the remaining profit sharing benefit will be paid to a surviving beneficiary or to the estate of the participant.
Terminated Deferred Vested Employees	A monthly benefit payable to a surviving spouse for life, beginning at the participant's earliest retirement age or date of death if later, equal to 50% of the amount payable if the participant had retired on the later of the earliest retirement age or the date of death with a joint and 50% survivor benefit.

Normal Form of Annuity

Without Spouse	Life annuity.
With Spouse	Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.

Optional Forms of Annuity	Life annuity, 10-year certain and life, 50% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant, lump sum (if present value at commencement is less than $10,000). Additionally, participants eligible for a profit sharing benefit may elect a lump sum with annuity, or an installment with annuity option.
Definitions	
Actuarial Equivalence	7% interest and 1971 Group Annuity Mortality Table weighted 80% male and 20% female.
Compensation	Base salary or wages before deductions plus commissions.
Average Compensation	Average of compensation for the five consecutive calendar years for which compensation was highest out of the 10 calendar years preceding termination.
Prior Plan	The Marathon Electric Profit Sharing Retirement Plan and/or the Retirement Plan for Salaried Non-Exempt Employees of Marathon Electric Manufacturing Corporation. Any participant who was a participant in the Profit Sharing Plan has a profit sharing benefit which consists of the balance of his account under the Profit Sharing Plan as of December 31, 1981, plus interest compounded at 7% annually.
Service	Years and fractional months of employment rounded to the next highest twelfth. For groups acquired by Regal Rexnord service prior to the acquisition date is granted for vesting purposes, but benefit service will not include service prior to the acquisition date. Effective January 1, 2009, a participant with less than 25 years of vesting service as of December 31, 2008 shall not accrue additional benefit service.
Social Security Covered Compensation	The average (without indexing) of the Social Security wage bases in effect for each calendar year during the 35-year period ending with the last day of the calendar year in which Social Security retirement age is attained. Covered compensation for a participant whose benefit service is frozen as of December 31, 2008 shall be his or her covered compensation as determined on December 31, 2008.

Former Lebanon and West Plains Hourly Plan

Original Effective Date

July 1, 1979.

Eligibility for Participation

Participation commences on the first day of the full pay period following 12 months of service with at least 1,000 hours.

As of December 31, 2005, this part of the plan was closed to new participants. Rehired and transferred employees on or after January 1, 2006 will not be eligible to continue accruals of credited service.

Normal Retirement

Eligibility

First day of the month coincident with or next following a participant's sixty-fifth birthday.

Benefit

West Plains Facility		Lebanon Facility	
Effective Date	**Benefit Multiplier**	**Effective Date**	**Benefit Multiplier**
07/01/1979	$ 3.00	06/01/1982	$ 4.00
07/01/1980	$ 4.00	01/01/1987	$ 4.50
07/01/1985	$ 4.50	05/01/1988	$ 6.00
01/01/1988	$ 6.00	05/01/1989	$ 7.00
01/01/1989	$ 7.00	05/01/1990	$ 7.50
01/01/1990	$ 7.50	05/01/1994	$ 8.50
01/01/1994	$ 8.50	05/01/1999	$ 9.50
01/01/1999	$ 9.50	05/01/2000	$ 10.00
01/01/2000	$ 10.00		

Early Retirement

Eligibility

Age 60 and 15 years of vesting service.

Benefit

A monthly benefit equal to the benefit accrued to early retirement date reduced 0.5% for each month that benefit commencement precedes the participant's normal retirement date.

Vested Termination Benefit	
Eligibility	Five years of vesting service.
Benefit	A monthly benefit equal to the benefit accrued to the date of termination payable at the normal retirement date. For participants who terminated after completing 15 years of vesting service but prior to age 60, a monthly benefit equal to the benefit accrued to date of termination reduced by 1/180 for each month that benefit commencement precedes the normal retirement date. Benefit may commence as early as age 60.
Disability	Not applicable.
Preretirement Death Benefit	
Eligibility	Active employees with five years of vesting service or who is at least age 65 or terminated deferred vested participants.
Benefit	A monthly benefit payable to a surviving spouse for life, beginning at the later of the employee's earliest retirement age or date of death, equal to 50% of the amount payable if the participant had retired on the later of the earliest retirement age or date of death with a joint and 50% survivor benefit.
Normal Form of Annuity	
Without Spouse	Life annuity.
With Spouse	Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.
Optional Forms of Annuity	Life annuity, 10-year certain and life, 50% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant, lump sum (if present value at commencement is less than $10,000).

Definitions

Actuarial Equivalence

7% interest and 1971 Group Annuity Mortality Table weighted 80% male and 20% female.

Credited Service

Hours Worked	Credit
1,800 or more	1
1,400–1,799	3/4
1,000–1,399	1/2
Less than 1,000	0

Effective January 1, 2009, no participant shall accrue additional credited service.

Vesting Service

Hours Worked	Credit
1,000 or more	1
900–999	1/2
450–899	1/4
Less than 450	0

Former Wausau Hourly Pension Plan

Original Effective Date

January 1, 1969.

Eligibility for Participation

All employees represented by General Teamsters Union No. 662 and IBEW Local 1791, A.F.L. C.I.O.

As of August 31, 2007, this part of the plan was closed to new entrants. Rehired and transferred employees on or after September 1, 2007 will not be eligible to continue accruals of credited service.

Normal Retirement

Eligibility

First day of the month coincident with or next following a participant's sixty-fifth birthday.

Benefit

IBEW Local 1791			Teamsters Local 662	
Effective Date	Benefit Multiplier	Maximum On Credited Service	Effective Date	Benefit Multiplier
09/01/1983	$ 9.50	30	01/01/1984	$ 9.50
09/01/1984	$ 10.50	30	09/01/1985	$ 10.50
09/01/1986	$ 11.00	30	06/01/1986	$ 11.00
09/01/1989	$ 11.50	30	06/01/1989	$ 12.00
09/01/1990	$ 11.50	32	06/01/1990	$ 13.00
09/01/1991	$ 12.00	32	06/01/1991	$ 14.00
09/01/1992	$ 13.00	32	06/01/1992	$ 15.00
09/01/1993	$ 13.50	32	06/01/1993	$ 16.00
09/01/1994	$ 14.00	32	06/01/1994	$ 17.00
09/01/1995	$ 14.50	32	06/01/1995	$ 17.50
09/01/1996	$ 15.00	32	06/01/1996	$ 18.00
09/01/1997	$ 15.25	32	06/01/1997	$ 19.00
09/01/1998	$ 15.50	32	06/01/1998	$ 20.00
09/01/1999	$ 15.75	33	06/01/1999	$ 21.00
09/01/2000	$ 16.00	34	06/01/2000	$ 22.00
09/01/2001	$ 16.50	34	06/01/2001	$ 23.00
09/01/2002	$ 16.75	35		
09/01/2003	$ 17.00	35		
09/01/2004	$ 17.25	36		
09/01/2006	$ 17.50	36		

Early Retirement

Eligibility	Age 60 and 15 years of vesting service.
	Benefit A monthly benefit equal to the benefit accrued to early retirement date reduced by 0.5% for each month that benefit commencement precedes the participant's normal retirement date.

Vested Termination Benefit

Eligibility	Five years of vesting service.
Benefit	A monthly benefit equal to the benefit accrued to the date of termination payable at the normal retirement date.
	For participants who terminated after completing 15 years of vesting service, a monthly benefit equal to the benefit accrued to date of termination reduced 0.5% for each month that benefit commencement precedes the normal retirement date. This benefit may commence as early as age 60.

Disability

Eligibility	Ten years of vesting service and covered under IBEW Local 1791 collective bargaining agreement.
Benefit	Accrued normal retirement benefit payable upon determination of total and permanent disability.

Preretirement Death Benefit

Eligibility	Active employees with five years of vesting service or age 65 or terminated deferred vested participants.
Benefit	
Active Employees	A monthly benefit to a surviving spouse, payable for life, equal to 50% of the benefit the participant would have received had he retired on the date of death with a life annuity payment form.
Terminated Deferred Vested Participants	A monthly benefit payable to a surviving spouse for life beginning at the participant's earliest retirement age or date of death if later, equal to 50% of the amount payable if the participant had retired on the later of the earliest retirement age or date of death with a joint and 50% survivor benefit.

Normal Form of Annuity

Without Spouse	Life annuity.
With Spouse	Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.
Optional Forms of Annuity	Life annuity, 10-year certain and life, 50% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant, lump sum (if present value at commencement is less than $10,000).
Actuarial Equivalence	7% interest and 1971 Group Annuity Mortality Table weighted 80% male and 20% female.

Definitions

Actuarial Equivalence

7% interest and 1971 Group Annuity Mortality Table weighted 80% male and 20% female.

Credited Service

Teamsters Local 662

Prior to May 1, 1970: One credit per full year of continuous service.
After April 30, 1970:

Hours Worked	Credit
1,800 or more	1
1,350–1,799	3/4
900–1,349	1/2
450–899	1/4
Less than 450	0

IBEW Local 1791

Prior to January 1, 1969: One credit per full year of continuous service (maximum of 15).
After January 1, 1969 and prior to January 1, 1982:

Hours Worked	Credit
1,800 or more	1
1,350–1,799	3/4
900–1,349	1/2
450–899	1/4
Less than 450	0

After January 1, 1982:

Hours Worked	Credit
1,401 or more	1
1,000–1,400	1/2
600–999	1/4
Less than 600	0

Effective April 30, 2010 no participant of Local 1791 shall accrue additional credited service.

Vesting Service

Prior to 1976 plan year: All credits accrued prior to January 1, 1976.
After December 31, 1975:

Hours Worked	Credit
1,000 or more	1
900–999	1/2
450–899	1/4
Less than 450	0

Former Marathon Special Products Hourly Pension Plan

Original Effective Date

March 22, 1980.

Eligibility for Participation

All employees represented by IBEW Local 1076.

Participation commences on the first day of the full pay period following the attainment of age 21 and 12 months of service with at least 1,000 hours.

As of May 31, 2008 this part of the plan was closed to new entrants. Rehired and transferred employees on or after June 1, 2008 will not be eligible to continue accruals of credited service.

Normal Retirement

Eligibility

First day of the month coincident with or next following a participant's sixty-fifth birthday.

Benefit

Effective Date	Benefit Multiplier	Effective Date	Benefit Multiplier
03/22/1980	$ 4.00	04/01/1996	$ 8.50
04/01/1988	$ 4.50	04/01/1997	$ 9.00
04/01/1989	$ 5.00	04/01/1998	$ 9.50
04/01/1990	$ 6.00	04/01/1999	$ 10.00
04/01/1991	$ 7.00	04/01/2000	$ 10.50
04/01/1994	$ 7.50	04/01/2001	$ 11.00
04/01/1995	$ 8.00		

Early Retirement

Eligibility

Age 60 and 10 years of vesting service.

Benefit

A monthly benefit equal to the benefit accrued to early retirement date reduced by 0.5% for each month that payment precedes the participant's normal retirement date.

Vested Termination Benefit	
Eligibility	Five years of vesting service.
Benefit	A monthly benefit equal to the benefit accrued to the date of termination payable at the normal retirement date. For participants who terminated after completing 10 years of vesting service, a monthly benefit equal to the benefit accrued to date of termination reduced 0.5% for each month that benefit commencement precedes the normal retirement date. This benefit may commence as early as age 60.
Disability	Not applicable.
Preretirement Death Benefit	
Eligibility	Active employees with five years of vesting service or age 65 or terminated deferred vested participants.
Benefit	A monthly benefit payable to a surviving spouse for life, beginning at the later of the employee's earliest retirement age or date of death, equal to 50% of the amount payable if the participant had retired on later of the earliest retirement age or date of death with a joint and 50% survivor benefit.
Normal Form of Annuity	
Without Spouse	Life annuity.
With Spouse	Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.
Optional Forms of Annuity	Life annuity, 10-year certain and life, 50% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant, lump sum (if present value at commencement is less than $10,000).

Definitions

Actuarial Equivalence

7% interest and 1971 Group Annuity Mortality Table weighted 80% male and 20% female.

Credited Service

Hours Worked	Credit
1,800 or more	1
1,400–1,799	3/4
1,000–1,399	1/2
Less than 1,000	0

Effective December 31, 2011 no participant shall accrue additional credited service.

Vesting Service

Hours Worked	Credit
1,000 or more	1
900–999	1/2
450–899	1/4
Less than 450	0

Former Unico Inc. Employees' Pension Plan

Original Effective Date	January 1, 1979.
Eligibility for Participation	An employee will become a participant in the plan on the July 1 which coincides with or immediately precedes the attainment of age 21 and the completion of one year of eligibility service. As of April 30, 2011 this part of the plan was closed to new entrants. Rehired and transferred employees on or after May 1, 2011 will not be eligible to continue accruals of credited service.
Normal Retirement	
Eligibility	First of month coincident with or next following the participant's sixty-fifth birthday.
Benefit	A participant's normal retirement benefit is a monthly pension benefit commencing on the participant's normal retirement date payable in the normal benefit form in an amount equal to the accrued benefit calculated as of the plan freeze date.
Early Retirement	
Eligibility	Age 55 and five years of vesting service.
Benefit	A monthly benefit equal to the benefit accrued to the early retirement date, reduced by 1/180 for each of the first 60 months, and by 1/360 for each of the next 60 months that the early retirement date precedes the participant's normal retirement date.
Vested Termination Benefit	
Eligibility	Five years of vesting service.
Benefit	A monthly benefit payable at or after age 55 equal to the benefit accrued to date of termination reduced 1/180 for each of the first 60 months and 1/360 for each of the next 60 months that benefit commencement precedes the participant's normal retirement date.

Preretirement Death Benefit	In the event of the death of a participant prior to the date that he begins to receive a monthly pension benefit under the plan, the participant's surviving spouse, if any, will be entitled to receive a monthly pension benefit equal to 100% of the monthly pension benefit which would have been payable had the participant retired on the day before his death and elected a joint and 100% contingent survivor pension.
Normal Form of Annuity	
Without Spouse	Life annuity.
With Spouse	Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.
Optional Forms of Annuity	Life annuity, 10-year certain and life, 50% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant.

Definitions

Actuarial Equivalence	6% interest, and the 1971 Group Annuity Mortality Table for males setback one year for participants and five years for beneficiaries.
Compensation	W-2 earnings increase by elective deferrals and decreased by any reimbursements or other benefits on Form W-2. Compensation earned after April 30, 2011 is not considered for purposes of benefit accruals.
Final Average Compensation	The annual average of an employee's compensation during the 60 consecutive months of the final 120 months of the participant's employment that produces the highest average, excluding compensation earned after April 30, 2011.
Year of Service	
For Benefit Purposes	Years of service for purposes of computing a participant's normal retirement benefit are determined using the elapsed time method. All of a participant's years of benefit service are taken into account in determining his monthly benefit except: ● Service for which the employee was not entitled to receive compensation; and ● Service while the employee was not in an eligible employee classification. ● Service after April 30, 2011.
For Vesting Purposes	Years of service for purposes of computing a participant's vested percentage are determined using the elapsed time method.

Former Tipp City Industrial Plant Pension Plan

Original Effective Date	August 22, 2011.
Eligibility for Participation	Immediate. As of November 30, 2011, this part of the plan was closed to new entrants.
Normal Retirement	
Eligibility	Age 65 with 10 years of vesting service.
Benefit	$28.00 times credited service less prior plan benefit.
Early Retirement	
Eligibility	Age 57 with 10 years of vesting service.
Benefit	Normal retirement benefit reduced by 4/10% per month prior to age 62.
Special Early Retirement	
Eligibility	Age 62 with 10 years of vesting service.
Benefit	Normal retirement benefit unreduced for early commencement.
30 and Out Retirement	
Eligibility	Thirty years of credited service.
Benefit	Normal retirement benefit unreduced for early commencement.

Vested Termination

Eligibility

A participant is fully vested upon the completion of five years of vesting service. Alternatively, an employee who attains age 65 and has completed five years of employment within the controlled group will be considered vested.

Benefit

A vested participant who terminates before becoming eligible for early retirement may elect to receive a normal retirement benefit at age 65 or a reduced benefit on or after age 57, subject to the reduction factors in the table below.

Age	Reduction Factor
57	0.460
58	0.500
59	0.550
60	0.610
61	0.670
62	0.730
63	0.810
64	0.900
65	1.000

Disability

Eligibility

Active employees or employees on continuous sick leave within 36 months of last active employment date with 10 years of vesting service, and prior to age 65.

Benefit

Accrued normal retirement benefit payable upon determination of total and permanent disability, plus a disability supplement.

Preretirement Death

Eligibility	Five years of vesting service and survived by a qualified spouse.
Benefit	For an active participant who has attained an early commencement date: 50% of straight-life annuity calculated and commenced as of the first of the month following the date of death. The benefit is further reduced based on the age difference between the participant and the surviving spouse if the participant was more than 10 years older than their spouse. For any other vested participant: 50% of straight-life annuity calculated as of the date of death and commenced on the first of the month coincident with or next following the participant's fifty-seventh birthday. The benefit is further reduced based on the age difference between participant and surviving spouse if the participant was more than 10 years older than their spouse.

Medicare Supplement

Eligibility	Participants meeting and retiring under either the 30 and Out, special early retirement, early retirement, or disability provisions who were not eligible for these provisions on August 22, 2011.
Benefit	Unmarried participants will receive an amount, not to exceed $18.50 per month commencing at age 65 and continuing until the participant's death. Participants who are married at commencement will receive an amount not to exceed $37.00 per month commencing at age 65 and continuing until the participant's death. If there is a surviving spouse upon the participant's death and pension benefits are continued due to the election of a joint and survivor option, the surviving spouse will receive an amount not to exceed $18.50 per month until their death.

Additional Retirement Supplement	
Eligibility	Participant must meet and retire under the 30 and Out provision and not have been eligible to do so as of August 22, 2011.
Benefit	$150 per month payable commencing at the later of age 57 or actual retirement and ceasing at the earlier of age 62 or the death of the participant.
Disability Supplement	
Eligibility	Same as for primary disability benefit.
Benefit	Same as normal retirement benefit with no reduction for early commencement, but offset by any amounts paid through worker's compensation, Social Security disability insurance, or any other benefit funded by the company through taxes or otherwise for injury, disease, or disability. This benefit is payable until the earlier of age 62 or the participant's death.
Normal Form of Annuity	
Without Spouse	Life annuity.
With Spouse	Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.
Optional Forms of Annuity	Life annuity, 10-year certain and life, 50% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant, lump sum (if present value at commencement is less than $10,000).

Definitions

Actuarial Equivalence	8% interest and the RP2000CH Mortality Table weighted 50% male and 50% female.
Credited Service	As of January 1, 2011, credited service accrual is calculated using actual hours. A full year of credited service is granted for a plan year in which an employee completes at least 1,700 hours of service. Partial service is credited for 170 hour increments if the employee has not completed at least 1,700 hours. Credited service used for benefit accrual purposes under the plan is frozen as of November 30, 2011.
Vesting Service	As of January 1, 2011, vesting service accrual is calculated using actual hours. A full year of vesting service is granted for a plan year in which an employee completes at least 1,000 hours of service. Partial service is credited for 170 hour increments if the employee has not completed at least 1,000 hours.
Prior Plan Benefit	The benefit accrued as of August 22, 2011 under the A.O. Smith Corporation Tipp City Industrial Pension Plan. The reduction factors applicable to this benefit at benefit commencement were determined based upon the participant's eligibilities as of August 22, 2011 under the A.O. Smith Plan and will not change with service subsequent to August 22, 2011.

Former Mt. Sterling Industrial Plant Pension Plan

Original Effective Date	August 22, 2011.
Eligibility for Participation	Immediate. As of November 30, 2011, this part of the plan was closed to new entrants.
Normal Retirement	
Eligibility	Age 65 with 10 years of vesting service.
Benefit	$27.50 times credited service less prior plan benefit.
Early Retirement	
Eligibility	Age 57 with 10 years of vesting service.
Benefit	A monthly benefit equal to the benefit accrued to early retirement date reduced by 1/180 for each month that payment precedes the participant's normal retirement date.
Special Early Retirement	
Eligibility	Age 62 with 10 years of vesting service.
Benefit	Normal retirement benefit unreduced for early commencement.
30 and Out Retirement	
Eligibility	Age 57 with 30 years of credited service.
Benefit	Normal retirement benefit unreduced for early commencement.

Vested Termination

Eligibility

A participant is fully vested upon the completion of five years of vesting service. Alternatively, an employee who attains age 65 and has completed five years of employment within the controlled group will be considered vested.

Benefit

A vested participant who terminates before becoming eligible for early retirement may elect to receive a normal retirement benefit at age 65 or a reduced benefit on or after age 57, subject to the reduction factors in the table below.

Age	Reduction Factor
57	0.460
58	0.500
59	0.550
60	0.610
61	0.670
62	0.730
63	0.810
64	0.900
65	1.000

Disability

Eligibility

Ten years of vesting service.

Benefit

Accrued normal retirement benefit payable upon determination of total and permanent disability, plus a disability supplement.

Preretirement Death	
Eligibility	Five years of vesting service and survived by a qualified spouse.
Benefit	For an active participant who has attained an early commencement date: 50% of straight-life annuity calculated and commenced as of the first of the month following the date of death. The benefit is further reduced based on age difference between participant and surviving spouse if the participant was more than 10 years older than their spouse. For any other vested participant: 50% of straight-life annuity calculated as of the date of death and commenced on the first of the month coincident with or next following the participant's fifty-seventh birthday. The benefit is further reduced based on the age difference between participant and surviving spouse if the participant was more than 10 years older than their spouse.
Disability Supplement	
Eligibility	Same as for primary disability benefit.
Benefit	Same as normal retirement benefit with no reduction for early commencement, but offset by any amounts paid through worker's compensation, Social Security disability insurance, or any other benefit funded by the company through taxes or otherwise for injury, disease, or disability. This benefit is payable until the earlier of age 62 or the participant's death.
Normal Form of Annuity	
Without Spouse	Life annuity.
With Spouse	Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.
Optional Forms of Annuity	Life annuity, 10-year certain and life, 50% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant, lump sum (if present value at commencement is less than $10,000).

Definitions

Actuarial Equivalence	8% interest, and the RP2000CH Mortality Table weighted 50% male and 50% female.
Credited Service	As of January 1, 2011, credited service accrual is calculated using actual hours. A full year of credited service is granted for a plan year in which an employee completes at least 1,700 hours of service. Partial service is credited for 170 hour increments if the employee has not completed at least 1,700 hours.
Vesting Service	As of January 1, 2011, vesting service accrual is calculated using actual hours. A full year of vesting service is granted for a plan year in which an employee completes at least 1,000 hours of service. Partial service is credited for 170 hour increments if the employee has not completed at least 1,000 hours.
Prior Plan Benefit	The benefit accrued as of August 22, 2011 under the A.O. Smith Corporation Mount Sterling Industrial Pension Plan. The reduction factors applicable to this benefit at benefit commencement were determined based upon the participant's eligibilities as of August 22, 2011 under the A.O. Smith Plan and will not change with service subsequent to August 22, 2011.

Former Kop-Flex Hourly Employees

Original Effective Date	January 1, 1987.
Eligibility for Participation	Hourly paid employees of the employer excluding those not represented by Memorial Lodge No. 1784, District Lodge No. 12 of the International Association of Machinists and Aerospace Workers. Eligible employees commence participation immediately.
Normal Retirement	
Eligibility	First day of the month coincident with or next following the later of age 65 or the date five years after the first day of the plan year in which a participant's entry date occurred.
Benefit	$450 times credited service for terminations before January 1, 2012. $456 times credited service for terminations after January 1, 2012.
Unreduced Early Retirement	
Eligibility	Thirty years of credited service.
Benefit	A monthly benefit equal to the benefit accrued to early retirement date, unreduced and payable immediately.
Early Retirement	
Eligibility	Age 60 and 10 years of vesting service.
Benefit	A monthly benefit equal to the benefit accrued to early retirement date reduced 6.67% for each year that commencement precedes the participant's normal retirement date.
Special Early Retirement (Shutdown) Benefit	
Eligibility	Eighty age/service points or age 55 and 10 years of vesting service and 75 age/service points.
Benefit	A monthly benefit equal to the benefit accrued to the special early retirement date, unreduced and payable immediately.

Vested Termination Benefit	
Eligibility	Five years of vesting service.
Benefit	A monthly benefit on or after the participant's early retirement dated equal to the benefit accrued to date of termination reduced 6.67% for each year that commencement precedes the participant's normal retirement date.
Preretirement Death Benefit	
Eligibility	Active employees with five years of vesting service or terminated deferred vested participants.
Benefit	A monthly benefit payable to a surviving spouse for life, beginning at the participant's earliest retirement age or date of death if later, equal to 50% of the amount payable if the participant had retired on the later of the earliest retirement age or the date of death with a joint and 50% survivor benefit.
Normal Form of Annuity	
Without Spouse	Five-year certain and life annuity.
With Spouse	Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.
Optional Forms of Annuity	Life annuity, 75% contingent annuitant, 100% contingent annuitant.
Definitions	
Actuarial Equivalence	7.5% interest and the 1983 Group annuity mortality table as set forth in Revenue Ruling 95-6.
Service	Years and fractional months of employment. Service prior to November 1, 1986 is excluded.

Former Emerson Retirement Plan Browning — Appendix 8

Original Effective Date	June 1, 1955.
Eligibility for Participation	Active employees at Appendix 8 who were participating in the plan as of January 30, 2015 are eligible to participate. No one hired or rehired after January 30, 2015 will be eligible to participate.
Normal Retirement	
Eligibility	First day of the month coincident with or next following a participant's sixty-fifth birthday.
Benefit	A monthly benefit equal to the sum of (1) and (2), minus (3) as described below. (1) The sum of (a) and (b) where service is limited to 35 years in total. (a) 1.00% of final average earnings times credited service. (b) 0.50% of final average earnings in excess of the average Social Security wage base times credited service after October 1, 1989. (2) 0.25% of final average earnings times credited service in excess of 35 years. (3) Prior plan offset benefit.
Early Retirement	
Eligibility	Age 55.
Benefit	A monthly benefit equal to the benefit accrued to early retirement date reduced 0.5% for each month that benefit commencement precedes the participant’s normal retirement date.

Vested Termination Benefit

Eligibility	Five years of vesting service or attainment of age 55. Effective February 1, 2020 all active employees of Appendix 8 are considered fully vested.
Benefit	A monthly benefit equal to the benefit accrued to the date of termination payable at the normal retirement date. Participants may elect to receive their deferred vested benefit as early as age 55. The monthly benefit payable is equal to the benefit accrued to termination date reduced by 0.5% for each month that benefit commencement precedes the participant's normal retirement date.

Disability

Eligibility	Fifteen years of service.
Benefit	Participants terminating due to disability are eligible for a disability benefit of $100 monthly until their normal retirement date. Upon attainment of normal retirement age, the participant may elect to receive their benefit accrued to date of disability in any payment form offered by the plan.

Preretirement Death Benefit

Eligibility	Active vested and deferred vested employees who have not yet commenced a retirement benefit. The participant must have been married to a qualified spouse throughout the 90 day period ending on the date of the participant's death.
Benefit	A monthly benefit payable to a surviving spouse for life, beginning at the later of the employee's earliest retirement age or date of death, equal to 50% of the amount payable if the participant had retired on the later of the earliest retirement age or date of death with a joint and 50% survivor benefit.

Normal Form of Annuity

Without Spouse	Five-year certain and life annuity.
With Spouse	Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.
Optional Forms of Annuity	Ten-year certain and life annuity, 50% contingent annuitant, 66⅔% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant, lump sum, age 62 level income.

Schedule SB Attachment (Form 5500) —2025 Plan Year
Regal Beloit America, Inc. Pension Plan
EIN: 39-0449780 PN: 007

Definitions

Actuarial Equivalence	
General	6.5% interest and 84UP mortality table.
Decreasing Payment Forms	The 417(e) applicable interest rate for the May preceding the plan year containing the annuity starting date, and the mortality table specified by 417(e) beginning the first day of the plan year.
Average Social Security Wage Base	The average of the Social Security wage bases during the 35 calendar years ending with the calendar year an individual attains their Social Security normal retirement age. Effective February 1, 2020 the Average Social Security Wage Base shall be frozen
Credited Service	Credited service is calculated on an elapsed time basis. Notwithstanding the foregoing, no Credited Service shall accrue after January 31, 2020 for benefit accrual purposes.
Final Average Earnings	Final average compensation is calculated as one-fifth of the highest five consecutive compensation periods which yield the highest total. The compensation period is defined as the 12 month period beginning on June 1 and ending on May 31. Notwithstanding the foregoing, Compensation earned after January 31, 2020 shall not be considered for purposes of calculating Final Average Earnings.
Prior Plan Offset Benefit	Estimated Emerson Retirement Plan benefit calculated under the formula of the appendix the participant was employed with as of the date of sale.
Vesting Service	Vesting service is calculated on an elapsed time basis.

Former Emerson Power Transmission Corporation — Appendix 40

Original Effective Date	October 1, 1985.
Eligibility for Participation	Active employees at Appendix 40 who were participating in the plan as of January 30, 2015 are eligible to participate. No one hired or rehired after January 30, 2015 will be eligible to participate.
Normal Retirement	
Eligibility	First day of the month coincident with or next following a participant's sixty-fifth birthday.
Benefit	A monthly benefit equal to the sum of (1), (2), and (3) minus (4) as described below. Retirement benefits are eligible for a cost of living adjustment each January 1 which is the lesser of 2% of the original retirement benefit or the percentage increase in the CPI multiplied by the original retirement benefit. (1) 1.30% of average earnings up to the average Social Security wage base times credited service up to 30 years. (2) 1.50% of average earnings in excess of the average Social Security wage base times credited service up to 30 years. (3) 0.25% of average compensation time credited service in excess of 30 years. (4) Prior plan offset benefit.
Early Retirement	
Eligibility	Age 55.
Benefit	A monthly benefit equal to the benefit accrued to early retirement date reduced 0.25% for each of the first 36 months; 0.5833% for each of the next 60 months; and 0.25% for each of the next 24 months that benefit commencement precedes the participant's normal retirement date.

Vested Termination Benefit

Eligibility	Five years of vesting service or attainment of age 55. Effective February 1, 2020 all active employees of Appendix 40 are considered fully vested.
Benefit	A monthly benefit equal to the benefit accrued to the date of termination payable at the normal retirement date. Participants may elect to receive their deferred vested benefit as early as age 55. The monthly benefit payable is reduced using the same factors as for early retirement for each month that benefit commencement precedes the participant's normal retirement date.

Disability

Eligibility	Ten years of service.
Benefit	Participants terminating due to disability are eligible for a disability benefit equal to the benefit accrued to the date of disability unreduced for early commencement, but reduced for any other disability benefits provided by the employer. Cost of living adjustments are not applicable to disability retirements that commenced before age 55.

Preretirement Death Benefit

Eligibility	Active vested participants.
Benefit	A monthly benefit payable to a surviving spouse for life of 50% of the participant's normal retirement benefit reduced for early commencement if the benefit commences prior to the participant's normal retirement benefit.
Eligibility	Deferred vested participants.
Benefit	A monthly benefit payable to a surviving spouse for life, beginning at the later of the employee's earliest retirement age or date of death, equal to 50% of the amount payable if the participant had retired on the later of the earliest retirement age or date of death with a joint and 50% survivor benefit.

Normal Form of Annuity

Without Spouse	Single life annuity.
With Spouse	Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.

Optional Forms of Annuity	Ten-year certain and life annuity, 50% contingent annuitant, 66⅔% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant, age 62 level income.
Definitions	
Actuarial Equivalence	
General	6.5% interest and 84UP mortality table.
Decreasing Payment Forms	The 417(e) applicable interest rate for the May preceding the plan year containing the annuity starting date, and the mortality table specified by 417(e) beginning the first day of the plan year.
Average Social Security Wage Base	The average of the Social Security wage bases during the three calendar years prior to the earlier of (i) the calendar year an individual terminates his or her employment with the employer, or (ii) January 31, 2020.
Credited Service	Credited service is calculated using an hours of service basis where a full year of credited service is granted for any credited service computation period in which the participant is credited with at least 1,000 hours of service. Partial years are credited by dividing the number of hours credited by 1,000. Notwithstanding the foregoing, no Credited Service shall accrue after January 31, 2020 for benefit accrual purposes.
Final Average Earnings	Final average compensation is calculated as one-fifth of the highest five consecutive calendar years which yield the highest total. Notwithstanding the foregoing, Compensation earned after January 31, 2020 shall not be considered for purposes of calculating Final Average Earnings.
Prior Plan Offset Benefit	Estimated Emerson Retirement Plan benefit calculated under the formula of the appendix the participant was employed with as of the date of sale.
Vesting Service	Vesting service is calculated using an hours of service basis where a full year of vesting service is granted for any vesting computation period where to participant is credited with 1000 hours of vesting service.

Former Emerson Power Transmission Corporation Bearings Division Salaried Employees — Appendix 78

Original Effective Date	August 31, 1991.
Eligibility for Participation	Active employees at Appendix 78 who were participating in the plan as of January 30, 2015 are eligible to participate. No one hired or rehired after January 30, 2015 will be eligible to participate.
Normal Retirement	
Eligibility	First day of the month coincident with or next following a participant's sixty-fifth birthday.
Benefit	A monthly benefit equal to the sum of (1), (2), and (3) minus (4) as described below. (1) 1.00% of average earnings up to the average Social Security wage base times credited service up to 35 years. (2) 1.40% of average earnings in excess of the average Social Security wage base times credited service up to 35 years. (3) 1.00% of average compensation time credited service in excess of 35 years. (4) Prior plan offset benefit.
Early Retirement	
Eligibility	Age 55 and 10 years of service.
Benefit	A monthly benefit equal to the benefit accrued to early retirement date reduced 0.1667% for each of the first 60 months and 0.25% for each of the next 60 months that benefit commencement precedes the participant's normal retirement date.

Vested Termination Benefit	
Eligibility	Five years of vesting service. Effective February 1, 2020 all active employees of Appendix 78 are considered fully vested.
Benefit	A monthly benefit equal to the benefit accrued to the date of termination payable at the normal retirement date. Participants may elect to receive their deferred vested benefit as early as age 55. The monthly benefit payable is reduced using the same factors as for early retirement for each month that benefit commencement precedes the participant's normal retirement date.
Disability	
Eligibility	Ten years of service.
Benefit	Participants terminating due to disability are treated as continuing employment.
Preretirement Death Benefit	
Eligibility	Active vested and deferred vested participants.
Benefit	A monthly benefit payable to a surviving spouse for life, beginning at the later of the employee's earliest retirement age or date of death, equal to 50% of the amount payable if the participant had retired on the later of the earliest retirement age or date of death with a joint and 50% survivor benefit.
Normal Form of Annuity	
Without Spouse	Single life annuity.
With Spouse	Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.
Optional Forms of Annuity	Ten-year certain and life annuity, 50% contingent annuitant, 66⅔% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant.

Definitions

Actuarial Equivalence	6.5% interest and 84UP mortality table.
Average Social Security Wage Base	The average of the Social Security wage bases during the 35 calendar years ending with the calendar year an individual attains their Social Security normal retirement age. Notwithstanding the foregoing, the Average Social Security Wage Base shall be frozen as of January 31, 2020.
Credited Service	Credited service is calculated on an elapsed time basis. Notwithstanding the foregoing, no Credited Service shall accrue after January 31, 2020 for benefit accrual purposes.
Final Average Earnings	Final average compensation is calculated as highest average of the employee' total compensation for the 60 highest consecutive months of the last 120 in which total compensation was the highest. Notwithstanding the foregoing, Compensation earned after January 31, 2020 shall not be considered for purposes of calculating Final Average Earnings.
Prior Plan Offset Benefit	Estimated Emerson Retirement Plan benefit calculated under the formula of the appendix the participant was employed with as of the date of sale.
Vesting Service	Vesting service is calculated on an elapsed time basis.

Former Emerson Power Transmission Corporation Bearings — Appendix 79

Original Effective Date

August 31, 1991.

Eligibility for Participation

Active employees at Appendix 79 who were participating in the plan as of January 30, 2015 are eligible to participate. No one hired or rehired after January 30, 2015 will be eligible to participate.

Normal Retirement

Eligibility

First day of the month coincident with or next following a participant's sixty-fifth birthday.

Benefit

A monthly benefit equal to the sum of (1) minus (2):

(1) Credited service times the multiplier in effect based on the table below.

Effective Date	Benefit Multiplier
01/01/1987	$ 15.00
07/01/1987	$ 15.50
07/01/1988	$ 16.00
07/01/1989	$ 16.50
01/06/1992	$ 17.00
01/01/1997	$ 17.50
01/01/2000	$ 18.00
01/01/2012	$ 18.50

(2) Prior plan offset benefit.

Early Retirement

Eligibility	Age 55 and 10 years of service.
Benefit	For participants with less than 30 years of service, a monthly benefit equal to the benefit accrued to early retirement date reduced 0.5% for each of the first 60 months and 0.3333% for each of the next 60 months that benefit commencement precedes the participant's normal retirement date. For participants with 30 or more years of service, a monthly benefit equal to the benefit accrued to early retirement date reduced 0.5% for each of the first 24 months and 0.3333% for each of the next 60 months that benefit commencement precedes the participant's age 62 date. For Appendix 79 participants, the service used to determine the early retirement reductions is frozen at January 31, 2015.

Vested Termination Benefit

Eligibility	Five years of vesting service. Effective February 1, 2020 all active employees of Appendix 78 are considered fully vested.
Benefit	A monthly benefit equal to the benefit accrued to the date of termination payable at the normal retirement date. Participants may elect to receive their deferred vested benefit as early as age 55. The monthly benefit payable is reduced using the same factors as for early retirement for each month that benefit commencement precedes the participant's normal retirement date.

Disability

Eligibility	Age 40 and 20 years of service (10 years of service if hired prior to July 1, 1989).
Benefit	Participants terminating due to disability are eligible for a disability benefit equal to the benefit accrued to the date of disability unreduced for early commencement but reduced for any other disability benefits provided by the employer.

Preretirement Death Benefit

Eligibility	Active vested and deferred vested participants.
Benefit	A monthly benefit payable to a surviving spouse for life, beginning at the later of the employee's earliest retirement age or date of death, equal to 50% of the amount payable if the participant had retired on the later of the earliest retirement age or date of death with a joint and 50% survivor benefit.

Normal Form of Annuity

Without Spouse	Single life annuity.
With Spouse	Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.
Optional Forms of Annuity	Ten-year certain and life annuity, 50% contingent annuitant, 66⅔% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant.

Definitions

Actuarial Equivalence	6.5% interest and 84UP mortality table.
Credited Service	Credited service is calculated on an elapsed time basis. Notwithstanding the foregoing, no Credited Service shall accrue after January 31, 2020 for benefit accrual purposes.
Prior Plan Offset Benefit	The benefit payable under Appendix 79 of the Emerson Electric Co. Retirement Plan.
Vesting Service	Vesting service is calculated on an elapsed time basis.

Former Retirement Plan #1 for Hourly Employees of McGill Manufacturing Co., Inc.

Original Effective Date

August 1, 1968. Most recently restated October 1, 2010, and most recently amended December 20, 2016.

Eligibility for Participation

Hourly paid employees of the employer at the Bearings Division, Valparaiso Plant.

Eligible employees commence participation immediately.

Effective July 2, 2016 this plan was closed to new participants. Rehired and transferred employees on or after July 2, 2016 will not be eligible to participate in the plan.

Normal Retirement

Eligibility

First day of the month coincident with or next following the later of age 65 or the date the participant completes five years of vesting service.

Benefit

Credited service times the benefit multiplier as referenced in the tables below.

For participants hired prior to July 1, 1993.

Effective Date	Benefit Multiplier
07/01/1985 — 06/30/1987	$ 15.00
07/01/1987 — 06/30/1988	$ 15.50
07/01/1988 — 06/30/1989	$ 16.00
07/01/1989 — 02/29/1992	$ 16.50
03/01/1992 — 06/30/1992	$ 17.50
07/01/1992 — 06/30/1998	$ 18.50
07/01/1998 — 07/02/2000	$ 19.00
07/03/2000 — 06/30/2001	$ 19.50
07/01/2001 — 06/30/2005	$ 20.50
07/01/2005 — 06/30/2006	$ 21.00
07/01/2006 — 06/30/2008	$ 21.50
07/01/2008 — 06/30/2010	$ 22.00
07/01/2010 — 06/30/2011	$ 22.50
07/01/2011 — 06/30/2013	$ 23.00
07/01/2013 — 06/30/2015	$ 23.50
07/01/2015 –	$ 24.00

For participants hired on or after July 1, 1993.

Effective Date	Benefit Multiplier
07/01/1993 — 06/30/1998	$ 14.00
07/01/1998 — 07/02/2000	$ 14.50
07/03/2000 — 06/30/2001	$ 15.00
07/01/2001 — 06/30/2005	$ 16.00
07/01/2005 — 06/30/2006	$ 16.50
07/01/2006 — 06/30/2008	$ 17.00
07/01/2008 — 06/30/2010	$ 17.50
07/01/2010 — 06/30/2011	$ 18.00
07/01/2011 — 06/30/2013	$ 18.50
07/01/2013 — 06/30/2015	$ 19.00
07/01/2015 —	$ 19.50

Unreduced Early Retirement

Eligibility — Age 59 and 30 years of credited service.

Benefit — A monthly benefit equal to the benefit accrued to early retirement date, unreduced and payable immediately. Participants with 30 years of service may retire as early as age 55 with a benefit reduced 3% per year for commencement prior to age 59.

Early Retirement

Eligibility — Age 55 and 10 years of credited service.

Benefit — A monthly benefit equal to the benefit accrued to early retirement date reduced 6.00% for each of the first five years that commencement precedes the participant's normal retirement date, and 4.00% per year thereafter.

Vested Termination Benefit

Eligibility	Five years of vesting service. All active participants as of December 31, 2016 shall be immediately vested in their accrued benefit.
Benefit	For participants with less than 10 years of service at termination, a monthly benefit payable at the participant's normal retirement date. For participants who terminate with 10 or more years of service, a monthly benefit on or after the participant's early retirement dated equal to the benefit accrued to date of termination reduced 6.00% for each of the first five years that commencement precedes the participant's normal retirement date, and 4.00% per year thereafter.

Disability

Eligibility	Age 40 and 20 years of credited service (10 years of credited service for those hired prior to July 1, 1990).
Benefit	Accrued normal retirement benefit payable upon determination of total and permanent disability.

Preretirement Death Benefit

Eligibility	Active employees with five years of vesting service or terminated deferred vested participants.
Benefit	
Active Employees	A monthly benefit payable to a surviving spouse for life, beginning at the participant's earliest retirement age or date of death if later, equal to 50% of the amount payable if the participant had retired on the later of the earliest retirement age or the date of death with a joint and 50% survivor benefit.
Terminated Deferred Vested Employees	A monthly benefit payable to a surviving spouse for life, beginning at the participant's normal retirement age, equal to 50% of the amount payable if the participant had retired on the normal retirement age with a joint and 50% survivor benefit.

Normal Form of Annuity	
Without Spouse	Single life annuity.
With Spouse	Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.
Optional Forms of Annuity	Life annuity, 50% contingent annuitant, 66⅔% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant, 10-year certain and life.
Definitions	
Service	Vesting and credited service are calculated under the elapsed time method in years and fractional months of employment. Effective December 31, 2016, credited service shall not include any periods of service after December 31, 2016.

Plan Changes Since the Prior Year

The funding valuation does not reflect any plan changes.

Other Information to Fully and Fairly Disclose the Actuarial Position of the Plan

Due to software limitations with the electronic filing process, information filed electronically cannot be controlled by the Enrolled Actuary. The values on the signed Schedule SB will govern to the extent there are any differences in the entries filed electronically and the actual data contained on the signed Schedule SB.

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ File as an attachment to Form 5500 or 5500-SF.

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of $1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan
REGAL BELOIT AMERICA, INC. PENSION PLAN

B Three-digit plan number (PN) ▶ 007

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
Regal Beloit America, Inc.

D Employer Identification Number (EIN)
39-0449780

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2025

2 Assets:

a Market value	**2a**	154,910,884
b Actuarial value	**2b**	158,029,609

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	2,242	121,681,339	121,681,339
b For terminated vested participants	880	30,370,681	30,370,681
c For active participants	453	18,354,981	18,600,547
d Total	3,575	170,407,001	170,652,567

4 If the plan is in at-risk status, check the box and complete lines (a) and (b) [ ]

a Funding target disregarding prescribed at-risk assumptions	**4a**	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	**4b**	
5 Effective interest rate	**5**	5.35%
6 Target normal cost		
a Present value of current plan year accruals	**6a**	94,546
b Expected plan-related expenses	**6b**	2,015,360
c Target normal cost	**6c**	2,109,906

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE Aaron L. Sens als
Signature of actuary

10/05/2026
Date

AARON L. SENS
Type or print name of actuary

2606808
Most recent enrollment number

AON CONSULTING, INC.
Firm name

847-295-5000
Telephone number (including area code)

MSC #17838
P.O. Box 551343
ATLANTA GA 30355
Address of the firm

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions [ ]

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	1,884,824
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	1,884,824
9	Amount remaining (line 7 minus line 8)	0	0
10	Interest on line 9 using prior year's actual return of 0.29%	0	0
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		1,860
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.11%		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		5
	c Total available at beginning of current plan year to add to prefunding balance		1,865
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	0

Part III Funding Percentages

14	Funding target attainment percentage	14	92.60%
15	Adjusted funding target attainment percentage	15	92.60%
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	97.28%
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls

18 Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
04/11/2025	548,000	0			
07/11/2025	548,000	0			
10/14/2025	548,000	0			
01/14/2026	548,000	0			
09/14/2026	1,310,000	0			
			Totals ► 18(b)	3,502,000	18(c) 0

19	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
	a Contributions allocated toward unpaid minimum required contributions from prior years.	19a	0
	b Contributions made to avoid restrictions adjusted to valuation date	19b	0
	c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	3,317,607

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? [X] Yes [ ] No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? [X] Yes [ ] No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:

a Segment rates:

1st segment:	2nd segment:	3rd segment:	☐ N/A, full yield curve used
5.07 %	5.31 %	5.50%	

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	64

23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment	☒ Yes	☐ No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.	☐ Yes	☒ No

26 Demographic and benefit information

a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.	☒ Yes	☐ No
b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment	☒ Yes	☐ No

27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment	**27**	

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	**28**	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	**29**	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	**30**	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):		
a Target normal cost (line 6c)	**31a**	2,109,906
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	12,622,958	1,203,880
b Waiver amortization installment	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	3,313,786

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	0	0

36 Additional cash requirement (line 34 minus line 35)	**36**	3,313,786
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	3,317,607
38 Present value of excess contributions for current year (see instructions)		
a Total (excess, if any, of line 37 over line 36)	**38a**	3,821
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☐ 2020 ☒ 2021

Schedule SB Attachment (Form 5500) —2025 Plan Year
Regal Beloit America, Inc. Pension Plan
EIN: 39-0449780 PN: 007

Schedule SB, line 19 — Discounted Employer Contributions

Year applied for contributions: 2025

Date	Amount		Days to Discount to 1/1/2025 at 5.35%	Interest Adjusted Contribution	
April 11, 2025	$	548,000	100	$	540,231
July 11, 2025		548,000	191		533,257
October 14, 2025		548,000	286		526,072
January 14, 2026		548,000	378		519,206
September 14, 2026		1,310,000	621		1,198,841
Total Contribution	$	3,502,000		$	3,317,607

Schedule SB Attachment (Form 5500) —2025 Plan Year
Regal Beloit America, Inc. Pension Plan
EIN: 39-0449780 PN: 007

Schedule SB, line 22 — Description of Weighted Average Retirement Age

The average retirement age shown in line 22 has been calculated by the valuation system assuming the following retirement probabilities, given that other decrement rates may also be applied simultaneously along with retirement.

(a) Age	(b) Retirement Probability	(c) Expected Retirements	(d) Product (a) × (c)
55	6.77%	9.21	506.45
56	6.79%	9.54	533.96
57	6.72%	9.83	560.17
58	9.55%	14.10	818.07
59	9.45%	14.23	839.72
60	9.99%	15.48	928.86
61	15.01%	25.44	1551.73
62	20.37%	33.31	2064.96
63	20.45%	29.78	1875.97
64	27.22%	35.74	2287.14
65	40.55%	41.82	2718.34
66	25.92%	19.68	1299.02
67	20.69%	12.81	858.13
68	20.39%	10.76	731.52
69	20.94%	8.94	617.03
70	100.00%	36.50	2554.88
71	100.00%	4.00	284.00
72	100.00%	0.00	0.00
73	100.00%	3.00	219.00
74	100.00%	1.00	74.00
75	100.00%	2.00	150.00
76	100.00%	0.00	0.00
77	100.00%	1.00	77.00
78	100.00%	0.00	0.00
79	100.00%	0.00	0.00
80	100.00%	0.00	0.00
81	100.00%	0.00	0.00
82	100.00%	1.00	82.00
	Total	339.16	21631.95
	Weighted Average		63.78

Schedule SB Attachment (Form 5500) —2025 Plan Year
Regal Beloit America, Inc. Pension Plan
EIN: 39-0449780 PN: 007

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

Interest Rates for Minimum Funding Purposes	Based on segment rates with a four-month lookback (as of September 2024), each adjusted as needed to fall within the 25-year average interest rate stabilization corridor under ARPA
1st Segment Rate	5.07%
2nd Segment Rate	5.31%
3rd Segment Rate	5.50%
Interest Rates for Maximum Tax Purposes	Based on segment rates with a four-month lookback (as of September 2024), without regard to interest rate stabilization
1st Segment Rate	5.07%
2nd Segment Rate	5.33%
3rd Segment Rate	5.36%
Salary Increases	
Minimum Funding Target Normal Cost	
Legacy Regal Groups	1.25%
PTS Group	N/A
Maximum Tax Expected Benefit Increase	
Legacy Regal Groups	1.25%
PTS Group	N/A
Social Security Wage Base Increases	Future wage indices are based on a national wage increase of 3.00% per year.
Optional Payment Form Election Percentage	
Regal Salaried, Unico, PTS Appendices and McGill Hourly	40% life annuity 25% joint and 50% survivor annuity 5% joint and 75% survivor annuity 25% joint and 100% survivor annuity 5% ten-year certain and life annuity
Regal Hourly and Mt. Sterling Groups	65% life annuity 15% joint and 50% survivor annuity 15% joint and 100% survivor annuity 5% ten-year certain and life annuity

Optional Payment Form Conversion Interest Rate	
Regal Salaried and Hourly	7.00%
Unico	6.00%
Mt. Sterling	8.00%
PTS Appendices	6.50%, certain payment form conversion factors defined via tabular factors in the plan document,
McGill Hourly	N/A, payment form conversion factors defined via tabular factors in the plan document,
KopFlex	7.50%
Optional Payment Form Conversion Mortality	
Regal Salaried and Hourly	71GAT, 80% Male;
Unico	71GAT, 100% Male, set back one year for participants and five years for beneficiaries;
Mt. Sterling	RP2000CH, 50% Male;
PTS Appendices	84UP as published, certain payment form conversion factors defined via tabular factors in the plan document;
McGill Hourly	N/A, payment form conversion factors defined via tabular factors in the plan document,
KopFlex	83GATT
Retirement Age	
Active Participants	See Tables 1–4
Terminated Vested Participants	
Legacy Regal and Unico Groups	Age 64
PTS, McGill and KopFlex Groups	Age 62
Mortality Rates	
Healthy and Disabled	2012 base mortality rates for annuitants and non-annuitants per §1.430(h)(3)-1(d), projected generationally for years beyond 2012 using IRS-prescribed mortality improvement rates per §1.430(h)(3)-1(b)(1)(iii)
Withdrawal Rates	See Tables 5–8
Disability Rates	See Table 9
Decrement Timing	Middle of year decrements (except that retirement is assumed to occur at the beginning of the year for ages where the assumed retirement rate is 100%)

Surviving Spouse Benefit	It is assumed that 85% of males and 85% of females have an eligible spouse, and that males are two years older than their spouses.
Valuation Compensation	2024 Pensionable earnings rolled forward one year with the salary increase assumption
Benefit and Compensation Limits	Projected benefits and compensation are limited by the current IRC section 415 maximum benefit of $280,000 and the IRC section 401(a)(17) compensation limit of $350,000.
Valuation of Plan Assets	Smoothed fair market value of assets over the current and prior eight quarters, adjusted for contributions, benefit payments, administrative expenses, and expected earnings. The average value of assets calculated in this manner is further limited to not less than 90% nor more than 110% of fair market value. A characteristic of this method is that the expected distribution of the value of plan assets is skewed toward understatement relative to the corresponding market values for expected long-term rates of return in excess of the third segment rate under IRC section 430(h)(2)(C)(iii).
Expected Return on Assets	
2023 Plan Year	6.50%, limited to third segment rate of 5.74%
2024 Plan Year	5.25%
2025 Plan Year	5.50%
Trust Expenses Included in Target Normal Cost	Based on prior year actual plan administrative expenses (excluding PBGC premiums), plus the estimated PBGC premiums for the current year. Total for 2025 is $2,015,360.
Actuarial Method	Standard unit credit cost method
Valuation Date	January 1, 2025

Table 1

Retirement Rates — Lebanon and West Plans, Mount Sterling, Special Products, and Wausau Hourly Groups

Age	Rate
60	10.00%
61	15.00%
62	25.00%
63	25.00%
64	50.00%
65	50.00%
66	50.00%
67	50.00%
68	50.00%
69	50.00%
70+	100.00%

Table 2

Retirement Rates — McGill Hourly Group

	Years of Service	
Age	**0-29**	**30+**
55	2.50%	2.50%
56	2.50%	2.50%
57	2.50%	2.50%
58	2.50%	2.50%
59	2.50%	5.00%
60	5.00%	5.00%
61	20.00%	15.00%
62	20.00%	25.00%
63	25.00%	25.00%
64	50.00%	25.00%
65	50.00%	100.00%
66	50.00%	100.00%
67	50.00%	100.00%
68	50.00%	100.00%
69	50.00%	100.00%
70+	100.00%	100.00%

Table 3

Retirement Rates — Legacy Regal Salaried and Unico Groups

Age	Rate
55	7.00%
56	7.00%
57	7.00%
58	10.00%
59	10.00%
60	10.00%
61	15.00%
62	20.00%
63	20.00%
64	25.00%
65	40.00%
66	25.00%
67	20.00%
68	20.00%
69	20.00%
70+	100.00%

Table 4

Retirement Rates — PTS Appendices

Age	Rate
55	7.00%
56	7.00%
57	7.00%
58	10.00%
59	10.00%
60	10.00%
61	15.00%
62	20.00%
63	20.00%
64	25.00%
65	40.00%
66	25.00%
67	20.00%
68	20.00%
69	20.00%
70+	100.00%

Table 5

Withdrawal Rates — Lebanon and West Plains Hourly Group

Age	Rate	Age	Rate
20	39.05%	45	6.16%
21	39.05%	46	5.61%
22	36.85%	47	5.17%
23	34.87%	48	4.73%
24	32.89%	49	4.40%
25	30.91%	50	4.07%
26	29.04%	51	4.38%
27	27.28%	52	4.25%
28	25.52%	53	4.13%
29	23.87%	54	4.13%
30	22.33%	55	4.13%
31	20.79%	56	6.35%
32	19.25%	57	6.35%
33	17.93%	58	6.35%
34	16.61%	59	6.35%
35	15.29%	60	6.35%
36	14.08%	61	6.35%
37	12.98%	62	6.35%
38	11.88%	63	6.35%
39	10.89%	64	6.35%
40	9.90%	65+	0.00%
41	9.02%		
42	8.25%		
43	7.48%		
44	6.82%		

Table 6

Withdrawal Rates — Mt. Sterling, Special Products, and Wausau Hourly Groups

Age	Rate	Age	Rate
20	20.00%	45	10.00%
21	20.00%	46	9.50%
22	20.00%	47	9.00%
23	20.00%	48	8.50%
24	20.00%	49	8.00%
25	20.00%	50	7.50%
26	20.00%	51	7.00%
27	20.00%	52	6.50%
28	20.00%	53	6.00%
29	20.00%	54	5.50%
30	20.00%	55	5.00%
31	20.00%	56	5.00%
32	20.00%	57	5.00%
33	20.00%	58	5.00%
34	20.00%	59	5.00%
35	20.00%	60	5.00%
36	15.00%	61	5.00%
37	15.00%	62	5.00%
38	15.00%	63	5.00%
39	15.00%	64	5.00%
40	15.00%	65+	0.00%
41	15.00%		
42	15.00%		
43	15.00%		
44	15.00%		

Table 7

Withdrawal Rates — PTS Appendices and McGill Hourly Groups

Age	Rate	Age	Rate
15	40.00%	45	7.00%
16	40.00%	46	7.00%
17	40.00%	47	7.00%
18	40.00%	48	7.00%
19	40.00%	49	7.00%
20	40.00%	50	7.00%
21	35.00%	51	7.00%
22	30.00%	52	7.00%
23	25.00%	53	7.00%
24	20.00%	54	7.00%
25	15.00%	55	7.00%
26	13.60%	56	7.00%
27	12.80%	57	7.00%
28	12.10%	58	7.00%
29	11.50%	59	7.00%
30	10.80%	60	7.00%
31	10.20%	61	7.00%
32	9.60%	62	7.00%
33	9.00%	63	7.00%
34	8.50%	64	7.00%
35	7.90%	65+	0.00%
36	7.40%		
37	6.90%		
38	6.50%		
39	6.00%		
40	5.60%		
41	5.20%		
42	5.00%		
43	5.00%		
44	5.00%		

Table 8

Withdrawal Rates — Legacy Regal Salaried and Unico Groups

	Years of Service					
Age	**0**	**1**	**2**	**3**	**4**	**5+**
15	30.625%	30.625%	30.625%	30.625%	30.625%	40.000%
16	30.625%	30.625%	30.625%	30.625%	30.625%	40.000%
17	30.625%	30.625%	30.625%	30.625%	30.625%	40.000%
18	30.625%	30.625%	30.625%	30.625%	30.625%	40.000%
19	30.625%	30.625%	30.625%	30.625%	30.625%	40.000%
20	30.625%	30.625%	30.625%	30.625%	30.625%	40.000%
21	30.625%	30.625%	30.625%	30.625%	30.625%	35.000%
22	29.225%	29.225%	29.225%	29.225%	29.225%	30.000%
23	27.650%	27.650%	27.650%	27.650%	27.650%	25.000%
24	26.425%	26.425%	26.425%	26.425%	26.425%	20.000%
25	25.025%	25.025%	25.025%	25.025%	25.025%	15.000%
26	23.800%	23.800%	23.800%	23.800%	23.800%	13.600%
27	22.400%	22.400%	22.400%	22.400%	22.400%	12.800%
28	21.175%	21.175%	21.175%	21.175%	21.175%	12.100%
29	20.125%	20.125%	20.125%	20.125%	20.125%	11.500%
30	18.900%	18.900%	18.900%	18.900%	18.900%	10.800%
31	17.850%	17.850%	17.850%	17.850%	17.850%	10.200%
32	16.800%	16.800%	16.800%	16.800%	16.800%	9.600%
33	15.750%	15.750%	15.750%	15.750%	15.750%	9.000%
34	14.875%	14.875%	14.875%	14.875%	14.875%	8.500%
35	13.825%	13.825%	13.825%	13.825%	13.825%	7.900%
36	12.950%	12.950%	12.950%	12.950%	12.950%	7.400%
37	12.075%	12.075%	12.075%	12.075%	12.075%	6.900%
38	11.375%	11.375%	11.375%	11.375%	11.375%	6.500%
39	10.500%	10.500%	10.500%	10.500%	10.500%	6.000%

Table 8 continued

Withdrawal Rates — Legacy Regal Salaried and Unico Groups

	Years of Service					
Age	**0**	**1**	**2**	**3**	**4**	**5+**
40	9.800%	9.800%	9.800%	9.800%	9.800%	5.600%
41	9.525%	9.100%	9.100%	9.100%	9.100%	5.200%
42	9.525%	8.925%	8.575%	8.575%	8.575%	5.000%
43	9.525%	8.925%	8.250%	7.875%	7.875%	5.000%
44	9.525%	8.925%	8.250%	7.650%	7.350%	5.000%
45	9.525%	8.925%	8.250%	7.650%	7.125%	7.000%
46	9.525%	8.925%	8.250%	7.650%	7.125%	7.000%
47	9.525%	8.925%	8.250%	7.650%	7.125%	7.000%
48	9.525%	8.925%	8.250%	7.650%	7.125%	7.000%
49	9.525%	8.925%	8.250%	7.650%	7.125%	7.000%
50	9.525%	8.925%	8.250%	7.650%	7.125%	7.000%
51	9.525%	8.925%	8.250%	7.650%	7.125%	7.000%
52	9.525%	8.925%	8.250%	7.650%	7.125%	7.000%
53	9.525%	8.925%	8.250%	7.650%	7.125%	7.000%
54	9.525%	8.925%	8.250%	7.650%	7.125%	7.000%
55	9.525%	8.925%	8.250%	7.650%	7.125%	7.000%
56	9.525%	8.925%	8.250%	7.650%	7.125%	7.000%
57	9.525%	8.925%	8.250%	7.650%	7.125%	7.000%
58	9.525%	8.925%	8.250%	7.650%	7.125%	7.000%
59	9.525%	8.925%	8.250%	7.650%	7.125%	7.000%
60	9.525%	8.925%	8.250%	7.650%	7.125%	7.000%
61	9.525%	8.925%	8.250%	7.650%	7.125%	7.000%
62	9.525%	8.925%	8.250%	7.650%	7.125%	7.000%
63	9.525%	8.925%	8.250%	7.650%	7.125%	7.000%
64	9.525%	8.925%	8.250%	7.650%	7.125%	7.000%
65+	0.000%	0.000%	0.000%	0.000%	0.000%	0.000%

Table 9

Disability Rates

Age	Male	Female	Age	Male	Female
15	0.03%	0.03%	45	0.16%	0.24%
16	0.03%	0.03%	46	0.18%	0.27%
17	0.03%	0.03%	47	0.21%	0.30%
18	0.03%	0.03%	48	0.25%	0.33%
19	0.03%	0.03%	49	0.28%	0.36%
20	0.03%	0.03%	50	0.33%	0.40%
21	0.03%	0.03%	51	0.39%	0.44%
22	0.03%	0.03%	52	0.46%	0.49%
23	0.03%	0.03%	53	0.53%	0.54%
24	0.03%	0.03%	54	0.61%	0.59%
25	0.03%	0.03%	55	0.69%	0.64%
26	0.03%	0.03%	56	0.77%	0.69%
27	0.03%	0.03%	57	0.86%	0.74%
28	0.03%	0.04%	58	0.95%	0.80%
29	0.03%	0.04%	59	1.05%	0.85%
30	0.03%	0.04%	60	1.15%	0.90%
31	0.03%	0.05%	61	1.26%	0.96%
32	0.03%	0.05%	62	1.38%	1.01%
33	0.03%	0.06%	63	1.51%	1.05%
34	0.03%	0.06%	64	1.64%	1.09%
35	0.04%	0.07%	65+	0.00%	0.00%
36	0.04%	0.08%			
37	0.05%	0.09%			
38	0.06%	0.10%			
39	0.07%	0.12%			
40	0.08%	0.13%			
41	0.09%	0.15%			
42	0.10%	0.17%			
43	0.12%	0.19%			
44	0.14%	0.22%			

Schedule SB Attachment (Form 5500) —2025 Plan Year
Regal Beloit America, Inc. Pension Plan
EIN: 39-0449780 PN: 007

Schedule SB, Part V — Summary of Plan Provisions

The Regal Beloit America, Inc. Pension Plan (formerly known as the RBC Manufacturing Corporation Salaried Employees' Pension Plan) is intended to provide benefits to eligible employees of participating employers upon their retirement or earlier termination of employment and to their spouses or other beneficiaries upon death.

The plan was amended and restated effective January 1, 2013 as a continuation of the RBC Manufacturing Corporation Salaried Employees' Pension Plan and reflects the merger of the following plans with and into such plan, effective midnight on December 31, 2012: (1) the RBC Manufacturing Corporation Lebanon & West Plains Hourly Pension Plan, (2) the RBC Manufacturing Corporation Wausau Hourly Pension Plan, (3) the RBC Manufacturing Corporation Marathon Special Products Hourly Pension Plan, (4) the Unico, Inc. Employees' Pension Plan, (5) the Regal Beloit EPC, Inc. Tipp City Plant Industrial Pension Plan, and (6) the Regal Beloit EPC, Inc. Mt. Sterling Industrial Pension Plan.

The plan, as amended, is effective January 1, 2017, unless a different effective date is specified. This amended plan is a continuation of the Regal Beloit America, Inc. Pension Plan and reflects the merger of the Regal Power Transmissions Solutions Pension Plan and the Retirement Plan Number One for Hourly Employees of McGill Manufacturing Co., Inc., effective midnight on December 31, 2016.

The plan was amended January 7, 2019 to allow for provisions of the divestiture of Unico Inc. such that those participants will no longer participate in the plan. However, Regal Beloit America, Inc. retains all liability and administrative responsibility under Part E of the plan in connection with the divested participants.

The plan was amended November 26, 2019 to provide for the freeze of pay and service accruals for all participants under parts J, K, L and M of the plan effective February 1, 2020. The amendment also provides for immediate vesting of all active participants of these parts of the plan as of February 1, 2020.

Former Salaried Employees' Pension Plan

Original Effective Date	January 1, 1982.
Eligibility for Participation	Salaried employees of Marathon Electric Manufacturing Corporation, Marathon Special Products Corporation, Marathon Electronics Group, Inc., and each subsidiary or affiliate corporation which adopts the plan and is designated by the Board as an employer. Participation commences on January 1, 1982, for employees who were participating in a prior plan as of December 31, 1981. All other employees commence participation on the later of December 31, 1981 or the first day of the full pay period following the attainment of age 21 and one year of service. As of December 31, 2005 this part of the plan was closed to new participants, unless the person had become an employee of the employer on or prior to that date.
Normal Retirement	
Eligibility	First day of the month coincident with or next following a participant's sixty-fifth birthday.
Benefit	A monthly benefit equal to 0.8% of average compensation per year of service plus 0.6% of average compensation in excess of Social Security covered compensation per year of service up to 35 years, divided by 12. This benefit is subject to a minimum of: (1) The actuarial equivalent of the benefit provided by the participant's account balance in the Profit Sharing Plan if a participant in the Profit Sharing Plan as of December 31, 1981. or (2) $15.00 per month per year of service for vested participants.
Early Retirement	
Eligibility	Age 55 and five years of vesting service.
Benefit	A monthly benefit equal to the benefit accrued to early retirement date reduced 0.5% for each month that benefit commencement precedes the participant's normal retirement date.

Vested Termination Benefit

Eligibility	Five years of vesting service.
Benefit	A monthly benefit on or after age 55 equal to the benefit accrued to date of termination reduced 0.5% for each month that benefit commencement precedes the normal retirement date.

Disability

Eligibility	Immediate.
Benefit	Accrued normal retirement benefit payable upon determination of total and permanent disability.

Preretirement Death Benefit

Eligibility	Active employees with five years of vesting service or age 65 or terminated deferred vested participants.
Benefit	
Active Employees	A monthly benefit to a surviving spouse, payable for life, equal to 50% of the benefit the participant would have received had he retired on the date of death with a life annuity payment form. For any participant with a profit sharing account balance on December 31, 1981, a death benefit equal to the remaining profit sharing benefit will be paid to a surviving beneficiary or to the estate of the participant.
Terminated Deferred Vested Employees	A monthly benefit payable to a surviving spouse for life, beginning at the participant's earliest retirement age or date of death if later, equal to 50% of the amount payable if the participant had retired on the later of the earliest retirement age or the date of death with a joint and 50% survivor benefit.

Normal Form of Annuity

Without Spouse	Life annuity.
With Spouse	Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.

Optional Forms of Annuity	Life annuity, 10-year certain and life, 50% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant, lump sum (if present value at commencement is less than $10,000). Additionally, participants eligible for a profit sharing benefit may elect a lump sum with annuity, or an installment with annuity option.
Definitions	
Actuarial Equivalence	7% interest and 1971 Group Annuity Mortality Table weighted 80% male and 20% female.
Compensation	Base salary or wages before deductions plus commissions.
Average Compensation	Average of compensation for the five consecutive calendar years for which compensation was highest out of the 10 calendar years preceding termination.
Prior Plan	The Marathon Electric Profit Sharing Retirement Plan and/or the Retirement Plan for Salaried Non-Exempt Employees of Marathon Electric Manufacturing Corporation. Any participant who was a participant in the Profit Sharing Plan has a profit sharing benefit which consists of the balance of his account under the Profit Sharing Plan as of December 31, 1981, plus interest compounded at 7% annually.
Service	Years and fractional months of employment rounded to the next highest twelfth. For groups acquired by Regal Rexnord service prior to the acquisition date is granted for vesting purposes, but benefit service will not include service prior to the acquisition date. Effective January 1, 2009, a participant with less than 25 years of vesting service as of December 31, 2008 shall not accrue additional benefit service.
Social Security Covered Compensation	The average (without indexing) of the Social Security wage bases in effect for each calendar year during the 35-year period ending with the last day of the calendar year in which Social Security retirement age is attained. Covered compensation for a participant whose benefit service is frozen as of December 31, 2008 shall be his or her covered compensation as determined on December 31, 2008.

Former Lebanon and West Plains Hourly Plan

Original Effective Date

July 1, 1979.

Eligibility for Participation

Participation commences on the first day of the full pay period following 12 months of service with at least 1,000 hours.

As of December 31, 2005, this part of the plan was closed to new participants. Rehired and transferred employees on or after January 1, 2006 will not be eligible to continue accruals of credited service.

Normal Retirement

Eligibility

First day of the month coincident with or next following a participant's sixty-fifth birthday.

Benefit

West Plains Facility		Lebanon Facility	
Effective Date	**Benefit Multiplier**	**Effective Date**	**Benefit Multiplier**
07/01/1979	$ 3.00	06/01/1982	$ 4.00
07/01/1980	$ 4.00	01/01/1987	$ 4.50
07/01/1985	$ 4.50	05/01/1988	$ 6.00
01/01/1988	$ 6.00	05/01/1989	$ 7.00
01/01/1989	$ 7.00	05/01/1990	$ 7.50
01/01/1990	$ 7.50	05/01/1994	$ 8.50
01/01/1994	$ 8.50	05/01/1999	$ 9.50
01/01/1999	$ 9.50	05/01/2000	$ 10.00
01/01/2000	$ 10.00		

Early Retirement

Eligibility

Age 60 and 15 years of vesting service.

Benefit

A monthly benefit equal to the benefit accrued to early retirement date reduced 0.5% for each month that benefit commencement precedes the participant's normal retirement date.

Vested Termination Benefit	
Eligibility	Five years of vesting service.
Benefit	A monthly benefit equal to the benefit accrued to the date of termination payable at the normal retirement date. For participants who terminated after completing 15 years of vesting service but prior to age 60, a monthly benefit equal to the benefit accrued to date of termination reduced by 1/180 for each month that benefit commencement precedes the normal retirement date. Benefit may commence as early as age 60.
Disability	Not applicable.
Preretirement Death Benefit	
Eligibility	Active employees with five years of vesting service or who is at least age 65 or terminated deferred vested participants.
Benefit	A monthly benefit payable to a surviving spouse for life, beginning at the later of the employee's earliest retirement age or date of death, equal to 50% of the amount payable if the participant had retired on the later of the earliest retirement age or date of death with a joint and 50% survivor benefit.
Normal Form of Annuity	
Without Spouse	Life annuity.
With Spouse	Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.
Optional Forms of Annuity	Life annuity, 10-year certain and life, 50% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant, lump sum (if present value at commencement is less than $10,000).

Definitions

Actuarial Equivalence

7% interest and 1971 Group Annuity Mortality Table weighted 80% male and 20% female.

Credited Service

Hours Worked	Credit
1,800 or more	1
1,400–1,799	3/4
1,000–1,399	1/2
Less than 1,000	0

Effective January 1, 2009, no participant shall accrue additional credited service.

Vesting Service

Hours Worked	Credit
1,000 or more	1
900–999	1/2
450–899	1/4
Less than 450	0

Former Wausau Hourly Pension Plan

Original Effective Date

January 1, 1969.

Eligibility for Participation

All employees represented by General Teamsters Union No. 662 and IBEW Local 1791, A.F.L. C.I.O.

As of August 31, 2007, this part of the plan was closed to new entrants. Rehired and transferred employees on or after September 1, 2007 will not be eligible to continue accruals of credited service.

Normal Retirement

Eligibility

First day of the month coincident with or next following a participant's sixty-fifth birthday.

Benefit

IBEW Local 1791			Teamsters Local 662	
Effective Date	Benefit Multiplier	Maximum On Credited Service	Effective Date	Benefit Multiplier
09/01/1983	$ 9.50	30	01/01/1984	$ 9.50
09/01/1984	$ 10.50	30	09/01/1985	$ 10.50
09/01/1986	$ 11.00	30	06/01/1986	$ 11.00
09/01/1989	$ 11.50	30	06/01/1989	$ 12.00
09/01/1990	$ 11.50	32	06/01/1990	$ 13.00
09/01/1991	$ 12.00	32	06/01/1991	$ 14.00
09/01/1992	$ 13.00	32	06/01/1992	$ 15.00
09/01/1993	$ 13.50	32	06/01/1993	$ 16.00
09/01/1994	$ 14.00	32	06/01/1994	$ 17.00
09/01/1995	$ 14.50	32	06/01/1995	$ 17.50
09/01/1996	$ 15.00	32	06/01/1996	$ 18.00
09/01/1997	$ 15.25	32	06/01/1997	$ 19.00
09/01/1998	$ 15.50	32	06/01/1998	$ 20.00
09/01/1999	$ 15.75	33	06/01/1999	$ 21.00
09/01/2000	$ 16.00	34	06/01/2000	$ 22.00
09/01/2001	$ 16.50	34	06/01/2001	$ 23.00
09/01/2002	$ 16.75	35		
09/01/2003	$ 17.00	35		
09/01/2004	$ 17.25	36		
09/01/2006	$ 17.50	36		

Early Retirement

Eligibility	Age 60 and 15 years of vesting service.
	Benefit A monthly benefit equal to the benefit accrued to early retirement date reduced by 0.5% for each month that benefit commencement precedes the participant's normal retirement date.

Vested Termination Benefit

Eligibility	Five years of vesting service.
Benefit	A monthly benefit equal to the benefit accrued to the date of termination payable at the normal retirement date.
	For participants who terminated after completing 15 years of vesting service, a monthly benefit equal to the benefit accrued to date of termination reduced 0.5% for each month that benefit commencement precedes the normal retirement date. This benefit may commence as early as age 60.

Disability

Eligibility	Ten years of vesting service and covered under IBEW Local 1791 collective bargaining agreement.
Benefit	Accrued normal retirement benefit payable upon determination of total and permanent disability.

Preretirement Death Benefit

Eligibility	Active employees with five years of vesting service or age 65 or terminated deferred vested participants.
Benefit	
Active Employees	A monthly benefit to a surviving spouse, payable for life, equal to 50% of the benefit the participant would have received had he retired on the date of death with a life annuity payment form.
Terminated Deferred Vested Participants	A monthly benefit payable to a surviving spouse for life beginning at the participant's earliest retirement age or date of death if later, equal to 50% of the amount payable if the participant had retired on the later of the earliest retirement age or date of death with a joint and 50% survivor benefit.

Normal Form of Annuity

Without Spouse	Life annuity.
With Spouse	Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.
Optional Forms of Annuity	Life annuity, 10-year certain and life, 50% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant, lump sum (if present value at commencement is less than $10,000).
Actuarial Equivalence	7% interest and 1971 Group Annuity Mortality Table weighted 80% male and 20% female.

Definitions

Actuarial Equivalence

7% interest and 1971 Group Annuity Mortality Table weighted 80% male and 20% female.

Credited Service

Teamsters Local 662

Prior to May 1, 1970: One credit per full year of continuous service.
After April 30, 1970:

Hours Worked	Credit
1,800 or more	1
1,350–1,799	3/4
900–1,349	1/2
450–899	1/4
Less than 450	0

IBEW Local 1791

Prior to January 1, 1969: One credit per full year of continuous service (maximum of 15).
After January 1, 1969 and prior to January 1, 1982:

Hours Worked	Credit
1,800 or more	1
1,350–1,799	3/4
900–1,349	1/2
450–899	1/4
Less than 450	0

After January 1, 1982:

Hours Worked	Credit
1,401 or more	1
1,000–1,400	1/2
600–999	1/4
Less than 600	0

Effective April 30, 2010 no participant of Local 1791 shall accrue additional credited service.

Vesting Service

Prior to 1976 plan year: All credits accrued prior to January 1, 1976.
After December 31, 1975:

Hours Worked	Credit
1,000 or more	1
900–999	1/2
450–899	1/4
Less than 450	0

Former Marathon Special Products Hourly Pension Plan

Original Effective Date

March 22, 1980.

Eligibility for Participation

All employees represented by IBEW Local 1076.

Participation commences on the first day of the full pay period following the attainment of age 21 and 12 months of service with at least 1,000 hours.

As of May 31, 2008 this part of the plan was closed to new entrants. Rehired and transferred employees on or after June 1, 2008 will not be eligible to continue accruals of credited service.

Normal Retirement

Eligibility

First day of the month coincident with or next following a participant's sixty-fifth birthday.

Benefit

Effective Date	Benefit Multiplier	Effective Date	Benefit Multiplier
03/22/1980	$ 4.00	04/01/1996	$ 8.50
04/01/1988	$ 4.50	04/01/1997	$ 9.00
04/01/1989	$ 5.00	04/01/1998	$ 9.50
04/01/1990	$ 6.00	04/01/1999	$ 10.00
04/01/1991	$ 7.00	04/01/2000	$ 10.50
04/01/1994	$ 7.50	04/01/2001	$ 11.00
04/01/1995	$ 8.00		

Early Retirement

Eligibility

Age 60 and 10 years of vesting service.

Benefit

A monthly benefit equal to the benefit accrued to early retirement date reduced by 0.5% for each month that payment precedes the participant's normal retirement date.

Vested Termination Benefit	
Eligibility	Five years of vesting service.
Benefit	A monthly benefit equal to the benefit accrued to the date of termination payable at the normal retirement date. For participants who terminated after completing 10 years of vesting service, a monthly benefit equal to the benefit accrued to date of termination reduced 0.5% for each month that benefit commencement precedes the normal retirement date. This benefit may commence as early as age 60.
Disability	Not applicable.
Preretirement Death Benefit	
Eligibility	Active employees with five years of vesting service or age 65 or terminated deferred vested participants.
Benefit	A monthly benefit payable to a surviving spouse for life, beginning at the later of the employee's earliest retirement age or date of death, equal to 50% of the amount payable if the participant had retired on later of the earliest retirement age or date of death with a joint and 50% survivor benefit.
Normal Form of Annuity	
Without Spouse	Life annuity.
With Spouse	Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.
Optional Forms of Annuity	Life annuity, 10-year certain and life, 50% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant, lump sum (if present value at commencement is less than $10,000).

Definitions

Actuarial Equivalence

7% interest and 1971 Group Annuity Mortality Table weighted 80% male and 20% female.

Credited Service

Hours Worked	Credit
1,800 or more	1
1,400–1,799	3/4
1,000–1,399	1/2
Less than 1,000	0

Effective December 31, 2011 no participant shall accrue additional credited service.

Vesting Service

Hours Worked	Credit
1,000 or more	1
900–999	1/2
450–899	1/4
Less than 450	0

Former Unico Inc. Employees' Pension Plan

Original Effective Date	January 1, 1979.
Eligibility for Participation	An employee will become a participant in the plan on the July 1 which coincides with or immediately precedes the attainment of age 21 and the completion of one year of eligibility service. As of April 30, 2011 this part of the plan was closed to new entrants. Rehired and transferred employees on or after May 1, 2011 will not be eligible to continue accruals of credited service.
Normal Retirement	
Eligibility	First of month coincident with or next following the participant's sixty-fifth birthday.
Benefit	A participant's normal retirement benefit is a monthly pension benefit commencing on the participant's normal retirement date payable in the normal benefit form in an amount equal to the accrued benefit calculated as of the plan freeze date.
Early Retirement	
Eligibility	Age 55 and five years of vesting service.
Benefit	A monthly benefit equal to the benefit accrued to the early retirement date, reduced by 1/180 for each of the first 60 months, and by 1/360 for each of the next 60 months that the early retirement date precedes the participant's normal retirement date.
Vested Termination Benefit	
Eligibility	Five years of vesting service.
Benefit	A monthly benefit payable at or after age 55 equal to the benefit accrued to date of termination reduced 1/180 for each of the first 60 months and 1/360 for each of the next 60 months that benefit commencement precedes the participant's normal retirement date.

Preretirement Death Benefit	In the event of the death of a participant prior to the date that he begins to receive a monthly pension benefit under the plan, the participant's surviving spouse, if any, will be entitled to receive a monthly pension benefit equal to 100% of the monthly pension benefit which would have been payable had the participant retired on the day before his death and elected a joint and 100% contingent survivor pension.
Normal Form of Annuity	
Without Spouse	Life annuity.
With Spouse	Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.
Optional Forms of Annuity	Life annuity, 10-year certain and life, 50% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant.

Definitions

Actuarial Equivalence	6% interest, and the 1971 Group Annuity Mortality Table for males setback one year for participants and five years for beneficiaries.
Compensation	W-2 earnings increase by elective deferrals and decreased by any reimbursements or other benefits on Form W-2. Compensation earned after April 30, 2011 is not considered for purposes of benefit accruals.
Final Average Compensation	The annual average of an employee's compensation during the 60 consecutive months of the final 120 months of the participant's employment that produces the highest average, excluding compensation earned after April 30, 2011.
Year of Service	
For Benefit Purposes	Years of service for purposes of computing a participant's normal retirement benefit are determined using the elapsed time method. All of a participant's years of benefit service are taken into account in determining his monthly benefit except: ● Service for which the employee was not entitled to receive compensation; and ● Service while the employee was not in an eligible employee classification. ● Service after April 30, 2011.
For Vesting Purposes	Years of service for purposes of computing a participant's vested percentage are determined using the elapsed time method.

Former Tipp City Industrial Plant Pension Plan

Original Effective Date	August 22, 2011.
Eligibility for Participation	Immediate. As of November 30, 2011, this part of the plan was closed to new entrants.
Normal Retirement	
Eligibility	Age 65 with 10 years of vesting service.
Benefit	$28.00 times credited service less prior plan benefit.
Early Retirement	
Eligibility	Age 57 with 10 years of vesting service.
Benefit	Normal retirement benefit reduced by 4/10% per month prior to age 62.
Special Early Retirement	
Eligibility	Age 62 with 10 years of vesting service.
Benefit	Normal retirement benefit unreduced for early commencement.
30 and Out Retirement	
Eligibility	Thirty years of credited service.
Benefit	Normal retirement benefit unreduced for early commencement.

Vested Termination

Eligibility

A participant is fully vested upon the completion of five years of vesting service. Alternatively, an employee who attains age 65 and has completed five years of employment within the controlled group will be considered vested.

Benefit

A vested participant who terminates before becoming eligible for early retirement may elect to receive a normal retirement benefit at age 65 or a reduced benefit on or after age 57, subject to the reduction factors in the table below.

Age	Reduction Factor
57	0.460
58	0.500
59	0.550
60	0.610
61	0.670
62	0.730
63	0.810
64	0.900
65	1.000

Disability

Eligibility

Active employees or employees on continuous sick leave within 36 months of last active employment date with 10 years of vesting service, and prior to age 65.

Benefit

Accrued normal retirement benefit payable upon determination of total and permanent disability, plus a disability supplement.

Preretirement Death

Eligibility	Five years of vesting service and survived by a qualified spouse.
Benefit	For an active participant who has attained an early commencement date: 50% of straight-life annuity calculated and commenced as of the first of the month following the date of death. The benefit is further reduced based on the age difference between the participant and the surviving spouse if the participant was more than 10 years older than their spouse. For any other vested participant: 50% of straight-life annuity calculated as of the date of death and commenced on the first of the month coincident with or next following the participant's fifty-seventh birthday. The benefit is further reduced based on the age difference between participant and surviving spouse if the participant was more than 10 years older than their spouse.

Medicare Supplement

Eligibility	Participants meeting and retiring under either the 30 and Out, special early retirement, early retirement, or disability provisions who were not eligible for these provisions on August 22, 2011.
Benefit	Unmarried participants will receive an amount, not to exceed $18.50 per month commencing at age 65 and continuing until the participant's death. Participants who are married at commencement will receive an amount not to exceed $37.00 per month commencing at age 65 and continuing until the participant's death. If there is a surviving spouse upon the participant's death and pension benefits are continued due to the election of a joint and survivor option, the surviving spouse will receive an amount not to exceed $18.50 per month until their death.

Additional Retirement Supplement	
Eligibility	Participant must meet and retire under the 30 and Out provision and not have been eligible to do so as of August 22, 2011.
Benefit	$150 per month payable commencing at the later of age 57 or actual retirement and ceasing at the earlier of age 62 or the death of the participant.
Disability Supplement	
Eligibility	Same as for primary disability benefit.
Benefit	Same as normal retirement benefit with no reduction for early commencement, but offset by any amounts paid through worker's compensation, Social Security disability insurance, or any other benefit funded by the company through taxes or otherwise for injury, disease, or disability. This benefit is payable until the earlier of age 62 or the participant's death.
Normal Form of Annuity	
Without Spouse	Life annuity.
With Spouse	Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.
Optional Forms of Annuity	Life annuity, 10-year certain and life, 50% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant, lump sum (if present value at commencement is less than $10,000).

Definitions

Actuarial Equivalence	8% interest and the RP2000CH Mortality Table weighted 50% male and 50% female.
Credited Service	As of January 1, 2011, credited service accrual is calculated using actual hours. A full year of credited service is granted for a plan year in which an employee completes at least 1,700 hours of service. Partial service is credited for 170 hour increments if the employee has not completed at least 1,700 hours. Credited service used for benefit accrual purposes under the plan is frozen as of November 30, 2011.
Vesting Service	As of January 1, 2011, vesting service accrual is calculated using actual hours. A full year of vesting service is granted for a plan year in which an employee completes at least 1,000 hours of service. Partial service is credited for 170 hour increments if the employee has not completed at least 1,000 hours.
Prior Plan Benefit	The benefit accrued as of August 22, 2011 under the A.O. Smith Corporation Tipp City Industrial Pension Plan. The reduction factors applicable to this benefit at benefit commencement were determined based upon the participant's eligibilities as of August 22, 2011 under the A.O. Smith Plan and will not change with service subsequent to August 22, 2011.

Former Mt. Sterling Industrial Plant Pension Plan

Original Effective Date	August 22, 2011.
Eligibility for Participation	Immediate. As of November 30, 2011, this part of the plan was closed to new entrants.
Normal Retirement	
Eligibility	Age 65 with 10 years of vesting service.
Benefit	$27.50 times credited service less prior plan benefit.
Early Retirement	
Eligibility	Age 57 with 10 years of vesting service.
Benefit	A monthly benefit equal to the benefit accrued to early retirement date reduced by 1/180 for each month that payment precedes the participant's normal retirement date.
Special Early Retirement	
Eligibility	Age 62 with 10 years of vesting service.
Benefit	Normal retirement benefit unreduced for early commencement.
30 and Out Retirement	
Eligibility	Age 57 with 30 years of credited service.
Benefit	Normal retirement benefit unreduced for early commencement.

Vested Termination

Eligibility

A participant is fully vested upon the completion of five years of vesting service. Alternatively, an employee who attains age 65 and has completed five years of employment within the controlled group will be considered vested.

Benefit

A vested participant who terminates before becoming eligible for early retirement may elect to receive a normal retirement benefit at age 65 or a reduced benefit on or after age 57, subject to the reduction factors in the table below.

Age	Reduction Factor
57	0.460
58	0.500
59	0.550
60	0.610
61	0.670
62	0.730
63	0.810
64	0.900
65	1.000

Disability

Eligibility

Ten years of vesting service.

Benefit

Accrued normal retirement benefit payable upon determination of total and permanent disability, plus a disability supplement.

Preretirement Death	
Eligibility	Five years of vesting service and survived by a qualified spouse.
Benefit	For an active participant who has attained an early commencement date: 50% of straight-life annuity calculated and commenced as of the first of the month following the date of death. The benefit is further reduced based on age difference between participant and surviving spouse if the participant was more than 10 years older than their spouse. For any other vested participant: 50% of straight-life annuity calculated as of the date of death and commenced on the first of the month coincident with or next following the participant's fifty-seventh birthday. The benefit is further reduced based on the age difference between participant and surviving spouse if the participant was more than 10 years older than their spouse.
Disability Supplement	
Eligibility	Same as for primary disability benefit.
Benefit	Same as normal retirement benefit with no reduction for early commencement, but offset by any amounts paid through worker's compensation, Social Security disability insurance, or any other benefit funded by the company through taxes or otherwise for injury, disease, or disability. This benefit is payable until the earlier of age 62 or the participant's death.
Normal Form of Annuity	
Without Spouse	Life annuity.
With Spouse	Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.
Optional Forms of Annuity	Life annuity, 10-year certain and life, 50% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant, lump sum (if present value at commencement is less than $10,000).

Definitions

Actuarial Equivalence	8% interest, and the RP2000CH Mortality Table weighted 50% male and 50% female.
Credited Service	As of January 1, 2011, credited service accrual is calculated using actual hours. A full year of credited service is granted for a plan year in which an employee completes at least 1,700 hours of service. Partial service is credited for 170 hour increments if the employee has not completed at least 1,700 hours.
Vesting Service	As of January 1, 2011, vesting service accrual is calculated using actual hours. A full year of vesting service is granted for a plan year in which an employee completes at least 1,000 hours of service. Partial service is credited for 170 hour increments if the employee has not completed at least 1,000 hours.
Prior Plan Benefit	The benefit accrued as of August 22, 2011 under the A.O. Smith Corporation Mount Sterling Industrial Pension Plan. The reduction factors applicable to this benefit at benefit commencement were determined based upon the participant's eligibilities as of August 22, 2011 under the A.O. Smith Plan and will not change with service subsequent to August 22, 2011.

Former Kop-Flex Hourly Employees

Original Effective Date	January 1, 1987.
Eligibility for Participation	Hourly paid employees of the employer excluding those not represented by Memorial Lodge No. 1784, District Lodge No. 12 of the International Association of Machinists and Aerospace Workers. Eligible employees commence participation immediately.
Normal Retirement	
Eligibility	First day of the month coincident with or next following the later of age 65 or the date five years after the first day of the plan year in which a participant's entry date occurred.
Benefit	$450 times credited service for terminations before January 1, 2012. $456 times credited service for terminations after January 1, 2012.
Unreduced Early Retirement	
Eligibility	Thirty years of credited service.
Benefit	A monthly benefit equal to the benefit accrued to early retirement date, unreduced and payable immediately.
Early Retirement	
Eligibility	Age 60 and 10 years of vesting service.
Benefit	A monthly benefit equal to the benefit accrued to early retirement date reduced 6.67% for each year that commencement precedes the participant's normal retirement date.
Special Early Retirement (Shutdown) Benefit	
Eligibility	Eighty age/service points or age 55 and 10 years of vesting service and 75 age/service points.
Benefit	A monthly benefit equal to the benefit accrued to the special early retirement date, unreduced and payable immediately.

Vested Termination Benefit	
Eligibility	Five years of vesting service.
Benefit	A monthly benefit on or after the participant's early retirement dated equal to the benefit accrued to date of termination reduced 6.67% for each year that commencement precedes the participant's normal retirement date.
Preretirement Death Benefit	
Eligibility	Active employees with five years of vesting service or terminated deferred vested participants.
Benefit	A monthly benefit payable to a surviving spouse for life, beginning at the participant's earliest retirement age or date of death if later, equal to 50% of the amount payable if the participant had retired on the later of the earliest retirement age or the date of death with a joint and 50% survivor benefit.
Normal Form of Annuity	
Without Spouse	Five-year certain and life annuity.
With Spouse	Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.
Optional Forms of Annuity	Life annuity, 75% contingent annuitant, 100% contingent annuitant.
Definitions	
Actuarial Equivalence	7.5% interest and the 1983 Group annuity mortality table as set forth in Revenue Ruling 95-6.
Service	Years and fractional months of employment. Service prior to November 1, 1986 is excluded.

Former Emerson Retirement Plan Browning — Appendix 8

Original Effective Date	June 1, 1955.
Eligibility for Participation	Active employees at Appendix 8 who were participating in the plan as of January 30, 2015 are eligible to participate. No one hired or rehired after January 30, 2015 will be eligible to participate.
Normal Retirement	
Eligibility	First day of the month coincident with or next following a participant's sixty-fifth birthday.
Benefit	A monthly benefit equal to the sum of (1) and (2), minus (3) as described below. (1) The sum of (a) and (b) where service is limited to 35 years in total. (a) 1.00% of final average earnings times credited service. (b) 0.50% of final average earnings in excess of the average Social Security wage base times credited service after October 1, 1989. (2) 0.25% of final average earnings times credited service in excess of 35 years. (3) Prior plan offset benefit.
Early Retirement	
Eligibility	Age 55.
Benefit	A monthly benefit equal to the benefit accrued to early retirement date reduced 0.5% for each month that benefit commencement precedes the participant’s normal retirement date.

Vested Termination Benefit

Eligibility	Five years of vesting service or attainment of age 55. Effective February 1, 2020 all active employees of Appendix 8 are considered fully vested.
Benefit	A monthly benefit equal to the benefit accrued to the date of termination payable at the normal retirement date. Participants may elect to receive their deferred vested benefit as early as age 55. The monthly benefit payable is equal to the benefit accrued to termination date reduced by 0.5% for each month that benefit commencement precedes the participant's normal retirement date.

Disability

Eligibility	Fifteen years of service.
Benefit	Participants terminating due to disability are eligible for a disability benefit of $100 monthly until their normal retirement date. Upon attainment of normal retirement age, the participant may elect to receive their benefit accrued to date of disability in any payment form offered by the plan.

Preretirement Death Benefit

Eligibility	Active vested and deferred vested employees who have not yet commenced a retirement benefit. The participant must have been married to a qualified spouse throughout the 90 day period ending on the date of the participant's death.
Benefit	A monthly benefit payable to a surviving spouse for life, beginning at the later of the employee's earliest retirement age or date of death, equal to 50% of the amount payable if the participant had retired on the later of the earliest retirement age or date of death with a joint and 50% survivor benefit.

Normal Form of Annuity

Without Spouse	Five-year certain and life annuity.
With Spouse	Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.
Optional Forms of Annuity	Ten-year certain and life annuity, 50% contingent annuitant, 66⅔% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant, lump sum, age 62 level income.

Schedule SB Attachment (Form 5500) —2025 Plan Year
Regal Beloit America, Inc. Pension Plan
EIN: 39-0449780 PN: 007

Definitions

Actuarial Equivalence	
General	6.5% interest and 84UP mortality table.
Decreasing Payment Forms	The 417(e) applicable interest rate for the May preceding the plan year containing the annuity starting date, and the mortality table specified by 417(e) beginning the first day of the plan year.
Average Social Security Wage Base	The average of the Social Security wage bases during the 35 calendar years ending with the calendar year an individual attains their Social Security normal retirement age. Effective February 1, 2020 the Average Social Security Wage Base shall be frozen
Credited Service	Credited service is calculated on an elapsed time basis. Notwithstanding the foregoing, no Credited Service shall accrue after January 31, 2020 for benefit accrual purposes.
Final Average Earnings	Final average compensation is calculated as one-fifth of the highest five consecutive compensation periods which yield the highest total. The compensation period is defined as the 12 month period beginning on June 1 and ending on May 31. Notwithstanding the foregoing, Compensation earned after January 31, 2020 shall not be considered for purposes of calculating Final Average Earnings.
Prior Plan Offset Benefit	Estimated Emerson Retirement Plan benefit calculated under the formula of the appendix the participant was employed with as of the date of sale.
Vesting Service	Vesting service is calculated on an elapsed time basis.

Former Emerson Power Transmission Corporation — Appendix 40

Original Effective Date	October 1, 1985.
Eligibility for Participation	Active employees at Appendix 40 who were participating in the plan as of January 30, 2015 are eligible to participate. No one hired or rehired after January 30, 2015 will be eligible to participate.
Normal Retirement	
Eligibility	First day of the month coincident with or next following a participant's sixty-fifth birthday.
Benefit	A monthly benefit equal to the sum of (1), (2), and (3) minus (4) as described below. Retirement benefits are eligible for a cost of living adjustment each January 1 which is the lesser of 2% of the original retirement benefit or the percentage increase in the CPI multiplied by the original retirement benefit. (1) 1.30% of average earnings up to the average Social Security wage base times credited service up to 30 years. (2) 1.50% of average earnings in excess of the average Social Security wage base times credited service up to 30 years. (3) 0.25% of average compensation time credited service in excess of 30 years. (4) Prior plan offset benefit.
Early Retirement	
Eligibility	Age 55.
Benefit	A monthly benefit equal to the benefit accrued to early retirement date reduced 0.25% for each of the first 36 months; 0.5833% for each of the next 60 months; and 0.25% for each of the next 24 months that benefit commencement precedes the participant's normal retirement date.

Vested Termination Benefit

Eligibility	Five years of vesting service or attainment of age 55. Effective February 1, 2020 all active employees of Appendix 40 are considered fully vested.
Benefit	A monthly benefit equal to the benefit accrued to the date of termination payable at the normal retirement date. Participants may elect to receive their deferred vested benefit as early as age 55. The monthly benefit payable is reduced using the same factors as for early retirement for each month that benefit commencement precedes the participant's normal retirement date.

Disability

Eligibility	Ten years of service.
Benefit	Participants terminating due to disability are eligible for a disability benefit equal to the benefit accrued to the date of disability unreduced for early commencement, but reduced for any other disability benefits provided by the employer. Cost of living adjustments are not applicable to disability retirements that commenced before age 55.

Preretirement Death Benefit

Eligibility	Active vested participants.
Benefit	A monthly benefit payable to a surviving spouse for life of 50% of the participant's normal retirement benefit reduced for early commencement if the benefit commences prior to the participant's normal retirement benefit.
Eligibility	Deferred vested participants.
Benefit	A monthly benefit payable to a surviving spouse for life, beginning at the later of the employee's earliest retirement age or date of death, equal to 50% of the amount payable if the participant had retired on the later of the earliest retirement age or date of death with a joint and 50% survivor benefit.

Normal Form of Annuity

Without Spouse	Single life annuity.
With Spouse	Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.

Optional Forms of Annuity	Ten-year certain and life annuity, 50% contingent annuitant, 66⅔% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant, age 62 level income.
Definitions	
Actuarial Equivalence	
General	6.5% interest and 84UP mortality table.
Decreasing Payment Forms	The 417(e) applicable interest rate for the May preceding the plan year containing the annuity starting date, and the mortality table specified by 417(e) beginning the first day of the plan year.
Average Social Security Wage Base	The average of the Social Security wage bases during the three calendar years prior to the earlier of (i) the calendar year an individual terminates his or her employment with the employer, or (ii) January 31, 2020.
Credited Service	Credited service is calculated using an hours of service basis where a full year of credited service is granted for any credited service computation period in which the participant is credited with at least 1,000 hours of service. Partial years are credited by dividing the number of hours credited by 1,000. Notwithstanding the foregoing, no Credited Service shall accrue after January 31, 2020 for benefit accrual purposes.
Final Average Earnings	Final average compensation is calculated as one-fifth of the highest five consecutive calendar years which yield the highest total. Notwithstanding the foregoing, Compensation earned after January 31, 2020 shall not be considered for purposes of calculating Final Average Earnings.
Prior Plan Offset Benefit	Estimated Emerson Retirement Plan benefit calculated under the formula of the appendix the participant was employed with as of the date of sale.
Vesting Service	Vesting service is calculated using an hours of service basis where a full year of vesting service is granted for any vesting computation period where to participant is credited with 1000 hours of vesting service.

Former Emerson Power Transmission Corporation Bearings Division Salaried Employees — Appendix 78

Original Effective Date	August 31, 1991.
Eligibility for Participation	Active employees at Appendix 78 who were participating in the plan as of January 30, 2015 are eligible to participate. No one hired or rehired after January 30, 2015 will be eligible to participate.
Normal Retirement	
Eligibility	First day of the month coincident with or next following a participant's sixty-fifth birthday.
Benefit	A monthly benefit equal to the sum of (1), (2), and (3) minus (4) as described below. (1) 1.00% of average earnings up to the average Social Security wage base times credited service up to 35 years. (2) 1.40% of average earnings in excess of the average Social Security wage base times credited service up to 35 years. (3) 1.00% of average compensation time credited service in excess of 35 years. (4) Prior plan offset benefit.
Early Retirement	
Eligibility	Age 55 and 10 years of service.
Benefit	A monthly benefit equal to the benefit accrued to early retirement date reduced 0.1667% for each of the first 60 months and 0.25% for each of the next 60 months that benefit commencement precedes the participant's normal retirement date.

Vested Termination Benefit	
Eligibility	Five years of vesting service. Effective February 1, 2020 all active employees of Appendix 78 are considered fully vested.
Benefit	A monthly benefit equal to the benefit accrued to the date of termination payable at the normal retirement date. Participants may elect to receive their deferred vested benefit as early as age 55. The monthly benefit payable is reduced using the same factors as for early retirement for each month that benefit commencement precedes the participant's normal retirement date.
Disability	
Eligibility	Ten years of service.
Benefit	Participants terminating due to disability are treated as continuing employment.
Preretirement Death Benefit	
Eligibility	Active vested and deferred vested participants.
Benefit	A monthly benefit payable to a surviving spouse for life, beginning at the later of the employee's earliest retirement age or date of death, equal to 50% of the amount payable if the participant had retired on the later of the earliest retirement age or date of death with a joint and 50% survivor benefit.
Normal Form of Annuity	
Without Spouse	Single life annuity.
With Spouse	Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.
Optional Forms of Annuity	Ten-year certain and life annuity, 50% contingent annuitant, 66⅔% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant.

Definitions

Actuarial Equivalence	6.5% interest and 84UP mortality table.
Average Social Security Wage Base	The average of the Social Security wage bases during the 35 calendar years ending with the calendar year an individual attains their Social Security normal retirement age. Notwithstanding the foregoing, the Average Social Security Wage Base shall be frozen as of January 31, 2020.
Credited Service	Credited service is calculated on an elapsed time basis. Notwithstanding the foregoing, no Credited Service shall accrue after January 31, 2020 for benefit accrual purposes.
Final Average Earnings	Final average compensation is calculated as highest average of the employee' total compensation for the 60 highest consecutive months of the last 120 in which total compensation was the highest. Notwithstanding the foregoing, Compensation earned after January 31, 2020 shall not be considered for purposes of calculating Final Average Earnings.
Prior Plan Offset Benefit	Estimated Emerson Retirement Plan benefit calculated under the formula of the appendix the participant was employed with as of the date of sale.
Vesting Service	Vesting service is calculated on an elapsed time basis.

Former Emerson Power Transmission Corporation Bearings — Appendix 79

Original Effective Date

August 31, 1991.

Eligibility for Participation

Active employees at Appendix 79 who were participating in the plan as of January 30, 2015 are eligible to participate. No one hired or rehired after January 30, 2015 will be eligible to participate.

Normal Retirement

Eligibility

First day of the month coincident with or next following a participant's sixty-fifth birthday.

Benefit

A monthly benefit equal to the sum of (1) minus (2):

(1) Credited service times the multiplier in effect based on the table below.

Effective Date	Benefit Multiplier
01/01/1987	$ 15.00
07/01/1987	$ 15.50
07/01/1988	$ 16.00
07/01/1989	$ 16.50
01/06/1992	$ 17.00
01/01/1997	$ 17.50
01/01/2000	$ 18.00
01/01/2012	$ 18.50

(2) Prior plan offset benefit.

Early Retirement

Eligibility	Age 55 and 10 years of service.
Benefit	For participants with less than 30 years of service, a monthly benefit equal to the benefit accrued to early retirement date reduced 0.5% for each of the first 60 months and 0.3333% for each of the next 60 months that benefit commencement precedes the participant's normal retirement date. For participants with 30 or more years of service, a monthly benefit equal to the benefit accrued to early retirement date reduced 0.5% for each of the first 24 months and 0.3333% for each of the next 60 months that benefit commencement precedes the participant's age 62 date. For Appendix 79 participants, the service used to determine the early retirement reductions is frozen at January 31, 2015.

Vested Termination Benefit

Eligibility	Five years of vesting service. Effective February 1, 2020 all active employees of Appendix 78 are considered fully vested.
Benefit	A monthly benefit equal to the benefit accrued to the date of termination payable at the normal retirement date. Participants may elect to receive their deferred vested benefit as early as age 55. The monthly benefit payable is reduced using the same factors as for early retirement for each month that benefit commencement precedes the participant's normal retirement date.

Disability

Eligibility	Age 40 and 20 years of service (10 years of service if hired prior to July 1, 1989).
Benefit	Participants terminating due to disability are eligible for a disability benefit equal to the benefit accrued to the date of disability unreduced for early commencement but reduced for any other disability benefits provided by the employer.

Preretirement Death Benefit

Eligibility	Active vested and deferred vested participants.
Benefit	A monthly benefit payable to a surviving spouse for life, beginning at the later of the employee's earliest retirement age or date of death, equal to 50% of the amount payable if the participant had retired on the later of the earliest retirement age or date of death with a joint and 50% survivor benefit.

Normal Form of Annuity

Without Spouse	Single life annuity.
With Spouse	Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.
Optional Forms of Annuity	Ten-year certain and life annuity, 50% contingent annuitant, 66⅔% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant.

Definitions

Actuarial Equivalence	6.5% interest and 84UP mortality table.
Credited Service	Credited service is calculated on an elapsed time basis. Notwithstanding the foregoing, no Credited Service shall accrue after January 31, 2020 for benefit accrual purposes.
Prior Plan Offset Benefit	The benefit payable under Appendix 79 of the Emerson Electric Co. Retirement Plan.
Vesting Service	Vesting service is calculated on an elapsed time basis.

Former Retirement Plan #1 for Hourly Employees of McGill Manufacturing Co., Inc.

Original Effective Date

August 1, 1968. Most recently restated October 1, 2010, and most recently amended December 20, 2016.

Eligibility for Participation

Hourly paid employees of the employer at the Bearings Division, Valparaiso Plant.

Eligible employees commence participation immediately.

Effective July 2, 2016 this plan was closed to new participants. Rehired and transferred employees on or after July 2, 2016 will not be eligible to participate in the plan.

Normal Retirement

Eligibility

First day of the month coincident with or next following the later of age 65 or the date the participant completes five years of vesting service.

Benefit

Credited service times the benefit multiplier as referenced in the tables below.

For participants hired prior to July 1, 1993.

Effective Date	Benefit Multiplier
07/01/1985 — 06/30/1987	$ 15.00
07/01/1987 — 06/30/1988	$ 15.50
07/01/1988 — 06/30/1989	$ 16.00
07/01/1989 — 02/29/1992	$ 16.50
03/01/1992 — 06/30/1992	$ 17.50
07/01/1992 — 06/30/1998	$ 18.50
07/01/1998 — 07/02/2000	$ 19.00
07/03/2000 — 06/30/2001	$ 19.50
07/01/2001 — 06/30/2005	$ 20.50
07/01/2005 — 06/30/2006	$ 21.00
07/01/2006 — 06/30/2008	$ 21.50
07/01/2008 — 06/30/2010	$ 22.00
07/01/2010 — 06/30/2011	$ 22.50
07/01/2011 — 06/30/2013	$ 23.00
07/01/2013 — 06/30/2015	$ 23.50
07/01/2015 –	$ 24.00

For participants hired on or after July 1, 1993.

Effective Date	Benefit Multiplier
07/01/1993 — 06/30/1998	$ 14.00
07/01/1998 — 07/02/2000	$ 14.50
07/03/2000 — 06/30/2001	$ 15.00
07/01/2001 — 06/30/2005	$ 16.00
07/01/2005 — 06/30/2006	$ 16.50
07/01/2006 — 06/30/2008	$ 17.00
07/01/2008 — 06/30/2010	$ 17.50
07/01/2010 — 06/30/2011	$ 18.00
07/01/2011 — 06/30/2013	$ 18.50
07/01/2013 — 06/30/2015	$ 19.00
07/01/2015 —	$ 19.50

Unreduced Early Retirement

Eligibility — Age 59 and 30 years of credited service.

Benefit — A monthly benefit equal to the benefit accrued to early retirement date, unreduced and payable immediately. Participants with 30 years of service may retire as early as age 55 with a benefit reduced 3% per year for commencement prior to age 59.

Early Retirement

Eligibility — Age 55 and 10 years of credited service.

Benefit — A monthly benefit equal to the benefit accrued to early retirement date reduced 6.00% for each of the first five years that commencement precedes the participant's normal retirement date, and 4.00% per year thereafter.

Vested Termination Benefit

Eligibility	Five years of vesting service. All active participants as of December 31, 2016 shall be immediately vested in their accrued benefit.
Benefit	For participants with less than 10 years of service at termination, a monthly benefit payable at the participant's normal retirement date. For participants who terminate with 10 or more years of service, a monthly benefit on or after the participant's early retirement dated equal to the benefit accrued to date of termination reduced 6.00% for each of the first five years that commencement precedes the participant's normal retirement date, and 4.00% per year thereafter.

Disability

Eligibility	Age 40 and 20 years of credited service (10 years of credited service for those hired prior to July 1, 1990).
Benefit	Accrued normal retirement benefit payable upon determination of total and permanent disability.

Preretirement Death Benefit

Eligibility	Active employees with five years of vesting service or terminated deferred vested participants.
Benefit	
Active Employees	A monthly benefit payable to a surviving spouse for life, beginning at the participant's earliest retirement age or date of death if later, equal to 50% of the amount payable if the participant had retired on the later of the earliest retirement age or the date of death with a joint and 50% survivor benefit.
Terminated Deferred Vested Employees	A monthly benefit payable to a surviving spouse for life, beginning at the participant's normal retirement age, equal to 50% of the amount payable if the participant had retired on the normal retirement age with a joint and 50% survivor benefit.

Normal Form of Annuity	
Without Spouse	Single life annuity.
With Spouse	Joint and survivor annuity actuarially equivalent to the retirement benefit payable for employee's lifetime. Participant receives reduced lifetime benefit and, in event of participant's death, 50% of reduced benefit continued to surviving spouse.
Optional Forms of Annuity	Life annuity, 50% contingent annuitant, 66⅔% contingent annuitant, 75% contingent annuitant, 100% contingent annuitant, 10-year certain and life.
Definitions	
Service	Vesting and credited service are calculated under the elapsed time method in years and fractional months of employment. Effective December 31, 2016, credited service shall not include any periods of service after December 31, 2016.

Plan Changes Since the Prior Year

The funding valuation does not reflect any plan changes.

Other Information to Fully and Fairly Disclose the Actuarial Position of the Plan

Due to software limitations with the electronic filing process, information filed electronically cannot be controlled by the Enrolled Actuary. The values on the signed Schedule SB will govern to the extent there are any differences in the entries filed electronically and the actual data contained on the signed Schedule SB.

Schedule SB Attachment (Form 5500) —2025 Plan Year
Regal Beloit America, Inc. Pension Plan
EIN: 39-0449780 PN: 007

Schedule SB, line 24 — Change in Actuarial Assumptions

The funding valuation reflects the following assumption changes:

- A change in the unlimited expected rate of return on assets from 5.25% to 5.50%.

This changes was made to better reflect the anticipated plan experience and did not reduce the funding shortfall; as such, approval of the Commissioner is not required.

Schedule SB Attachment (Form 5500) —2025 Plan Year
Regal Beloit America, Inc. Pension Plan
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Schedule SB, line 26a — Schedule of Active Participant Data as of January 1, 2025

Schedule SB, Line 26a — Schedule of Active Participant Data

As of January 1, 2025

Regal Beloit America, Inc.
Regal Beloit America, Inc. Pension Plan
Active Employees with Benefits Based on Pay

EIN: 39-0449780 PN: 007

Number of Participants and Average Compensation

Attained Age	Years of Credited Service									
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25										
25-29										
30-34			8	1						
35-39			16	13						
40-44		5	6	23 $4,833	2	2				
45-49		3	9	9	12	6	1			
50-54		6	10	10	6	12	16	1		
55-59		3	9	9	11	6	8	16		
60-64		8	10	10	12	8	5	22 $6,591	4	4
65-69			2	3	3	4	1	3	2	4
70+					1	1	1	2		1

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Schedule SB Attachment (Form 5500) —2025 Plan Year
Regal Beloit America, Inc. Pension Plan
EIN: 39-0449780 PN: 007

Schedule SB, Line 26a — Schedule of Active Participant Data

As of January 1, 2025

Regal Rexnord Corporation
Regal Beloit America, Inc. Pension Plan
Active Employees with Benefits Not Based on Pay

EIN: 39-0449780 PN: 007

Number of Participants

Attained	Years of Credited Service									
Age	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25										
25-29		1								
30-34										
35-39			3							
40-44			3	2						
45-49		2	3	4	1	2				
50-54		1	3	2	1	12	3			
55-59		1	5	6	3			2		
60-64			9	3	1	4	3	4	1	2
65-69			1				1	2	1	3
70+			2				1	3	2	

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Schedule SB Attachment (Form 5500) —2025 Plan Year
Regal Beloit America, Inc. Pension Plan
EIN: 39-0449780 PN: 007

Schedule SB, line 26b — Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2025	220,984	1,842,005	11,800,686	13,863,675
2026	392,210	1,008,799	11,556,927	12,957,936
2027	554,803	1,223,838	11,286,387	13,065,028
2028	701,545	1,416,428	11,004,020	13,121,993
2029	833,480	1,566,230	10,703,813	13,103,523
2030	933,243	1,667,657	10,375,842	12,976,742
2031	1,021,742	1,798,599	10,033,554	12,853,895
2032	1,096,937	1,871,210	9,675,754	12,643,901
2033	1,163,117	1,953,335	9,301,398	12,417,850
2034	1,224,789	2,006,674	8,909,809	12,141,272
2035	1,277,686	2,089,172	8,502,793	11,869,651
2036	1,324,113	2,134,053	8,080,980	11,539,146
2037	1,362,001	2,196,306	7,645,708	11,204,015
2038	1,412,138	2,243,526	7,198,962	10,854,626
2039	1,441,691	2,295,313	6,743,039	10,480,043
2040	1,470,191	2,297,067	6,280,594	10,047,852
2041	1,498,734	2,280,993	5,814,611	9,594,338
2042	1,511,952	2,265,963	5,348,339	9,126,254
2043	1,520,431	2,233,697	4,885,243	8,639,371
2044	1,522,886	2,222,109	4,428,948	8,173,943
2045	1,524,321	2,181,326	3,983,197	7,688,844
2046	1,516,969	2,143,568	3,551,785	7,212,322
2047	1,511,730	2,094,132	3,138,454	6,744,316
2048	1,497,642	2,039,402	2,746,807	6,283,851
2049	1,477,466	1,988,618	2,380,091	5,846,175
2050	1,457,778	1,910,868	2,041,051	5,409,697
2051	1,422,049	1,835,330	1,731,755	4,989,134
2052	1,385,749	1,761,804	1,453,465	4,601,018
2053	1,339,530	1,678,421	1,206,625	4,224,576
2054	1,287,551	1,594,625	990,836	3,873,012
2055	1,234,011	1,498,299	804,941	3,537,251
2056	1,179,534	1,401,319	647,142	3,227,995
2057	1,120,197	1,304,470	515,136	2,939,803
2058	1,059,706	1,207,225	406,294	2,673,225
2059	999,002	1,112,469	317,802	2,429,273

Schedule SB Attachment (Form 5500) —2025 Plan Year
Regal Beloit America, Inc. Pension Plan
EIN: 39-0449780 PN: 007

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2060	938,905	1,021,252	246,820	2,206,977
2061	879,791	934,078	190,603	2,004,472
2062	822,067	851,430	146,595	1,820,092
2063	766,120	773,704	112,502	1,652,326
2064	712,137	700,997	86,331	1,499,465
2065	660,179	633,423	66,390	1,359,992
2066	610,353	570,858	51,276	1,232,487
2067	562,735	513,193	39,863	1,115,791
2068	517,313	460,283	31,252	1,008,848
2069	474,072	411,924	24,749	910,745
2070	433,003	367,903	19,822	820,728
2071	394,075	327,976	16,071	738,122
2072	357,264	291,883	13,192	662,339
2073	322,545	259,348	10,966	592,859
2074	289,866	230,082	9,227	529,175

Schedule SB Attachment (Form 5500) —2025 Plan Year
Regal Beloit America, Inc. Pension Plan
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Schedule SB, line 32 — Schedule of Amortization Bases

Type of Base	Present Value of Installment	Date Established	Years Remaining	Amortization Installment
Shortfall	$ 1,430,426	January 1, 2023	13	$ 147,013
Shortfall	$ 3,007,191	January 1, 2024	14	$ 293,662
Shortfall	$ 8,185,341	January 1, 2025	15	$ 763,205