

Risk Factors Comparison 2025-05-16 to 2024-05-17 Form: 10-K

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Weakness in any of the industries in which our customers operate, as well as the cyclical nature of our customers' businesses generally, could materially reduce our revenues, cash flows and profitability. The mining and construction equipment and other diversified industrial industries to which we sell our products are, to varying degrees, cyclical and tend to decline in response to overall declines in industrial production. Margins in those industries are highly sensitive to demand cycles, and our customers (or our customers' customers) in those industries historically have tended to delay large capital purchases and projects, including expensive maintenance and upgrades, during economic downturns. As a result, our business is also cyclical, and the demand for our products by these customers depends, in part, on overall levels of industrial production, general economic conditions, and business confidence levels. Many of our customers have historically experienced periodic downturns, which often have had a negative effect on demand for our products. Future downward economic cycles or customer downturns could reduce sales of our products resulting in reductions in our revenues, cash flows and profitability. Future reductions or changes in U. S. government spending could negatively affect our business. In fiscal 2025, approximately 3 % of our net sales were made directly, and we estimate that approximately an additional 9 % of our net sales were made indirectly, to the U. S. government to support military or other government projects. Our failure (or the failure of our customers that are prime contractors to the government) to obtain new government contracts, the cancellation of government contracts relating to our products, or reductions in federal budget appropriations for programs in which our products are used could materially reduce our revenues, cash flows and profitability. A reduction in federal budget appropriations relating to our products could result from a shift in government defense spending to other programs in which we are not involved or a reduction in U. S. government defense spending generally (due to budget reduction initiatives or a shift in government spending priorities). Fluctuating supply and costs of subcomponents, raw materials and energy resources could materially reduce our revenues, cash flows and profitability. Our business is dependent on the availability and costs of subcomponents, raw materials, particularly steel (generally in the form of stainless and chrome steel, which are commodity steel products), and energy resources. The availability and prices of subcomponents, raw materials and energy resources may be subject to change due to, among other things, new laws or regulations, economic inflation, suppliers' allocations to other purchasers, interruptions in production or deliveries by suppliers and changes in exchange rates and supplier costs and profit expectations. Although we currently maintain alternative supply sources, our business is subject to the risk of price fluctuations and periodic delays in the delivery of certain subcomponents or raw materials. Disruptions in the supply of subcomponents, raw materials or energy resources could temporarily impair our ability to manufacture our products for our customers or require us to pay higher prices in order to obtain these items from other sources, which could thereby affect our net sales and profitability. Where our customer contracts permit us to do so, we seek to pass through a significant portion of our additional costs to our customers through steel surcharges or price increases. However, many of our contracts are fixed- price contracts under which we are not able to pass these additional costs on to our customers. Even where we are able to pass these steel surcharges or price increases to our customers, there may be a lag of several months between the time we experience a cost increase and the time we are able to implement surcharges or price increases, particularly for orders already in our backlog. Competitive pressures and the terms of certain of our long-term contracts may require us to absorb at least part of these cost increases. As a result, our gross margin percentage could decline. We cannot provide assurances that we will be able to continue to pass these additional costs on to our customers at all or on a timely basis or that our customers will not seek alternative sources of supply if there are significant or prolonged increases in the price of subcomponents or other raw materials or energy resources. Changes to and uncertainty in U. S. and international trade policy, including import tariffs imposed by the U. S. and other countries, and the resulting consequences, could adversely affect our revenue and profit margin. In early 2025, the United States imposed tariffs on a vast range of imported goods, including steel and other raw materials needed in our U. S. manufacturing operations, as part of ongoing trade actions against the People' s Republic of China and most other foreign countries. The changes in U. S. trade policy have resulted in multiple other countries implementing retaliatory tariffs and other responsive trade policies that apply to our U. S.- manufactured products sold in their markets. The situation is very fluid at this time, and subject to rapid change as the U. S. increases, decreases, suspends or reinstates tariffs against various countries and products and those countries respond. The tariffs and retaliatory tariffs are driving escalating global trade conflicts which have led to, and may continue to lead to, inflationary pressures and uncertainty, which could impact our operations. Specifically, U. S.- imposed tariffs increase our cost to import raw materials and component parts from foreign sources (including our foreign operations) which will decrease our profitability to the extent that we are unable to pass the increased cost on to our customers. Any import tariffs imposed on our U. S.- manufactured products by other countries in response to U. S. trade policies will cause those products to be more expensive in those countries, which may reduce our sales in those countries, thereby adversely affecting our revenue, cash flow and profitability. In addition, any tariff- driven reduction in sales of our customers' products into which our products are integrated will correspondingly reduce the demand for our products, thereby adversely affecting our revenue, profitability and cash flow. While we have not experienced a material impact on our business to date, no assurance can be given that will continue to be the case. We are continuing to evaluate the trade situation as it evolves

and we are assessing mitigation strategies, including supply chain adjustments and pricing actions. We believe the majority of our imports from Mexico are compliant with the United States- Mexico- Canada Agreement (“ USMCA ”) and are currently exempt from tariffs upon importing into the United States. The ultimate impact of tariffs on our operations and financial results is currently uncertain and will depend on the scope, duration, and potential expansion of the measures implemented. Some of our products and operations are subject to certain approvals and government regulations and the loss of such approvals, or our failure to comply with such regulations, could materially reduce our revenues, cash flows and profitability. Essential to servicing the aerospace market is the ability to obtain product approvals. We have a substantial number of product approvals, which enable us to provide products used in virtually all domestic aircraft platforms presently in production or operation. Product approvals are typically issued by the FAA to designated OEMs who are Production Approval Holders of FAA- approved aircraft. These Production Approval Holders provide quality control oversight and generally limit the number of suppliers directly servicing the commercial aerospace market. Regulations enacted by the FAA provide for an independent process (the PMA process) that enables suppliers who currently sell their products to the Production Approval Holders to also sell products to the aftermarket. Our foreign sales may be subject to similar approvals or U. S. export control restrictions. We cannot assure you that we will not lose approvals for our aerospace products in the future. The loss or suspension of product approvals could result in lost sales and materially reduce our revenues, cash flows and profitability.

The repair and overhaul of aircraft parts and accessories throughout the world is highly regulated by government agencies, including the FAA. Our repair and overhaul operations are subject to certification pursuant to regulations established by the FAA and foreign government agencies, with regulations varying from country to country, although compliance with FAA requirements generally satisfies regulatory requirements in other countries. Our failure to comply with these regulations, or our compliance with new and more stringent government regulations, if enacted, could have an adverse effect on our business, financial condition and results of operations. As a U. S. government contractor, we are subject to various procurement and other laws, regulations and contract terms applicable to our industry, including the FAR, the DFARS, the Truth in Negotiations Act, the False Claims Act, the Procurement Integrity Act, the International Traffic in Arms Regulations promulgated under the Arms Export Control Act, the Close the Contractor Fraud Loophole Act, the Foreign Corrupt Practices Act, and CAS, and we could be adversely affected by any negative finding by the U. S. government as to our compliance with them, including suspension or debarment from future government contracting. The retirement of commercial aircraft could reduce our revenues, cash flows and profitability. We sell replacement parts used in the repair and overhaul of jet engine and aircraft components, as well as provide such repair and overhaul services ourselves. As aircraft or engines for which we offer replacement parts or repair and overhaul services are retired, demand for these parts and services could decline and could reduce our revenue, cash flows and profitability. Risks associated with utilizing information technology systems could adversely affect our operations. We rely upon our information technology (“ IT ”) systems to process, transmit and store electronic information to manage and operate our business. Further, in the ordinary course of business we store sensitive data, including intellectual property, on our networks. The secure maintenance and transmission of this information is critical to our business operations. We may face cyber events and other IT security threats, including malware, ransomware, phishing and other intrusions, to our IT infrastructure, attempts to gain unauthorized access to proprietary, classified or confidential information, and threats to the physical security of our IT systems. As a U. S. government contractor, our risk of cyber events may be greater than the risk faced by other companies that are not government contractors. In addition to security threats, our IT systems may also be subject to network, software or hardware failures. The unavailability of our IT systems, the failure of these systems to perform as anticipated, or any significant breach of data security could cause loss of data, disrupt our operations, require significant management attention and resources, subject us to liability to third parties or regulatory actions or contract termination, and negatively impact our reputation among our customers and the public, which could have a negative impact on our financial and competitive position, results of operations and liquidity. In addition, our business with our customers and vendors could be impacted by cyber events on their IT systems. To address the risk to our IT systems and data, we maintain an IT security program designed to resist cyber events and to mitigate the damage from successful events. Refer to Part I, Item 1C of this Annual Report for details regarding our data protection and cybersecurity risk management program. Work stoppages and other labor problems could materially reduce our ability to operate our business. We currently have three collective bargaining agreements covering employees at our Plymouth, Indiana, Fairfield, Connecticut and West Trenton, New Jersey facilities, representing approximately 7 % of our U. S.- based hourly employees as of March ~~30~~ **29, 2024-2025**. While we believe our relations with our employees are satisfactory, the inability to satisfactorily negotiate and enter into new collective bargaining agreements upon expiration, or a lengthy strike or other work stoppage at any of our facilities, particularly at some of our larger facilities, could materially reduce our ability to operate our business. In addition, any attempt by our employees not currently represented by a union to join a union could result in additional expenses, including with respect to wages, benefits and pension obligations. In addition, work stoppages at one or more of our customers or suppliers (including suppliers of transportation services), many of which have large unionized workforces, could also cause disruptions to our business that we cannot control, and these disruptions could materially reduce our revenues, cash flows and profitability. Unexpected equipment failures or catastrophic events could increase our costs and reduce our sales due to production curtailments or shutdowns. Our manufacturing processes are dependent upon critical pieces of turning, milling, grinding, and electrical equipment, and this equipment could, on occasion, be out of service as a result of unanticipated failures. In addition to equipment failures, our facilities are also subject to the risk of catastrophic loss due to unanticipated events such as fires, explosions, earthquakes or violent weather conditions. In the future, we could experience material plant shutdowns or periods of reduced production as a result of these types of equipment failures or catastrophes. Interruptions in production capabilities would inevitably increase our production costs and reduce revenues, cash flows and profitability for the affected period. We may not be able to continue to make the acquisitions necessary for us to realize our growth strategy. The acquisition of

businesses that complement or expand our operations is an important element of our business strategy. We frequently engage in evaluations of potential acquisitions and negotiations for possible acquisitions, some of which, if consummated, could be significant to us. We cannot assure you that we will be successful in identifying attractive acquisition candidates or completing acquisitions on favorable terms in the future. Our inability to acquire businesses, or to operate them profitably once acquired, could have a material adverse effect on our business, financial position, cash flow and growth. Our ability to realize anticipated benefits and synergies from our acquisitions could be affected by a number of factors, including: the need for greater than expected cash or other financial resources or management time in order to implement or integrate acquisitions; increases in other expenses related to an acquisition, including restructuring and other exit costs; the timing and impact of purchase accounting adjustments; difficulties in employee or management integration, including labor disruptions or disputes; and unanticipated liabilities associated with acquired businesses. Any potential cost- saving opportunities may take several quarters following an acquisition to implement, and any results of these actions may not be realized for several quarters thereafter, if at all. Businesses that we acquire may have liabilities for which we are liable. In order to complete an acquisition, it may be necessary for us to assume the liabilities of the acquired business. These liabilities may be known at the time of the acquisition, but could be underestimated by us, or they may not be known to us until after the acquisition. In the case of an acquisition in which we do not assume all the liabilities of the acquired business, we typically obtain indemnification from the seller against the unassumed liabilities, although no assurance can be given that such indemnification will be sufficient in amount, scope or duration to fully offset the risk of the unassumed liabilities. Liabilities of acquired businesses that ultimately are borne by us (either because we assume them or our indemnification right proves to be insufficient or unenforceable) could have a material adverse effect on our business, financial condition or results of operations. In addition, after we complete an acquisition we may learn of other matters that adversely affect us, such as issues relating to the acquired business' s compliance with applicable laws, or issues relating to its supply chain, customer relationships or order demand. Goodwill and indefinite- lived intangibles comprise a significant portion of our total assets, and if we determine that goodwill and indefinite- lived intangibles have become impaired in the future, our results of operations and financial condition in such years may be materially and adversely affected. Goodwill represents the excess of cost over the fair market value of net assets acquired in business combinations. Indefinite- lived intangibles represent repair station certifications obtained in business combinations and assumed to have indefinite lives. As of March 30-29, 2024-2025, we had \$ 1, 874-872 . 9-2 of goodwill and \$ 24. 3 of indefinite- lived intangibles, representing approximately 41-40 % of our total assets. We review goodwill and indefinite- lived intangibles at least annually for impairment and any excess in carrying value over the estimated fair value is charged to the results of operations. Our estimates of fair value are based on assumptions about the future operating cash flows, growth rates, discount rates applied to these cash flows, and current market estimates of value. If we are required to record a charge to earnings because of an impairment of goodwill or indefinite- lived intangibles, our results of operations and financial condition could be materially and adversely affected. We depend heavily on our senior management and other key personnel, the loss of whom could materially affect our financial performance and prospects. Our business is managed by a number of key personnel, including our CEO Dr. Michael J. Hartnett. Our future success will depend on, among other things, our ability to retain the services of these personnel and to hire their successors and other highly qualified employees at all levels. Our international operations are subject to risks inherent in such activities. We have operations in Australia, England, Canada, France, Germany, India, Mexico, the Peoples Republic of China, Poland and Switzerland. Of our 54 facilities in 11 countries, 19-20 are located outside the U. S., including 10-12 manufacturing facilities in four countries. In fiscal 2024-2025, approximately 12-11 % of our net sales were generated by our international operations. ~~We expect that this proportion is likely to increase as we seek to increase our penetration of foreign markets, including through acquisitions.~~ Our foreign operations are subject to the risks inherent in such activities such as: currency devaluations, logistical and communication challenges, costs of complying with a variety of foreign laws and regulations, greater difficulties in protecting and maintaining our rights to intellectual property, difficulty in staffing and managing geographically diverse operations, acts of terrorism or war or other acts that may cause social disruption which are difficult to quantify or predict, and general economic conditions in these foreign markets. Our international operations may be negatively impacted by changes in government policies, such as changes in laws and regulations, restrictions on imports and exports, sources of supply, duties or tariffs, the introduction of measures to control inflation, and changes in the rate or method of taxation. To date we have not experienced significant difficulties with the foregoing risks associated with our international operations. Currency translation risks may have a material impact on our results of operations. The majority of our foreign operations utilize the local currency as their functional currency. Foreign currency transaction gains and losses are included in earnings. Foreign currency transaction exposure arises primarily from the transfer of foreign currency from one subsidiary to another within the group and to foreign currency- denominated trade receivables. Unrealized currency translation gains and losses are recorded on the balance sheet upon translation of the foreign operations' functional currency to the reporting currency. Because our financial statements are denominated in U. S. dollars, changes in currency exchange rates between the U. S. dollar and the currencies used by our international operations have had, and will continue to have, an impact on our earnings. We periodically enter into derivative financial instruments such as ~~forward exchange contracts~~ **cross currency swaps** to reduce the effect of fluctuations in exchange rates on ~~certain third- party sales~~ **and account balances** denominated in non- functional currencies. Currency fluctuations may affect our financial performance in the future and we cannot predict the impact of future exchange rate fluctuations on our results of operations. See Part II, Item 7A. " Quantitative and Qualitative Disclosures about Market Risk — Foreign Currency Exchange Rates " of this Annual Report on Form 10- K. We may incur material losses for product liability and recall- related claims. We are subject to a risk of product and recall- related liability in the event that the failure, use or misuse of any of our products results in personal injury, death or property damage or our products do not conform to our customers' specifications. In particular, our products are installed in a number of types of vehicle fleets, including airplanes, helicopters, trains, automobiles, heavy trucks and farm equipment, many of which may be subject to government- ordered

recalls as well as voluntary recalls by the manufacturer. If one of our products is found to be defective, causes a fleet to be disabled or otherwise results in a product recall, significant claims may be brought against us. We currently maintain insurance coverage for product liability claims but not for recall- related claims. We cannot assure you that product liability claims, if made, would not exceed our insurance coverage limits. Claims that are not covered by insurance, or that exceed insurance coverage limits, could result in material losses. Claims that are covered by insurance could result in increased future insurance costs. Our intellectual property and proprietary information are valuable, and any inability to protect them could adversely affect our business and results of operations; in addition, we may be subject to infringement claims by third parties. Our ability to compete effectively is dependent upon our ability to protect and preserve the intellectual property and proprietary information owned, licensed or otherwise used by us. We have numerous U. S. and foreign trademark registrations and patents. We also have U. S. and foreign trademark and patent applications pending. We cannot assure you that our pending trademark and patent applications will result in trademark registrations and issued patents, and our failure to secure rights under these applications may limit our ability to protect the intellectual property rights that these applications were intended to cover. Although we have attempted to protect our intellectual property and proprietary information both in the United States and in foreign countries through a combination of patent, trademark, copyright and trade secret protection, and non- disclosure agreements, these steps may be insufficient to prevent unauthorized use of our intellectual property and proprietary information, particularly in foreign countries where the protection available for such intellectual property and proprietary information may be limited. We cannot assure you that any of our intellectual property rights will not be infringed upon or that our trade secrets will not be misappropriated or otherwise become known to or independently developed by competitors. We may not have adequate remedies available for any such infringement or other unauthorized use. We cannot assure you that any infringement claims asserted by us will not result in our intellectual property being challenged or invalidated, that our intellectual property will be held to be of adequate scope to protect our business, or that we will be able to deter current and former employees, contractors or other parties from breaching confidentiality obligations and misappropriating trade secrets. We could become subject to litigation claiming that our intellectual property or proprietary information infringes the rights of a third party. In that event, we could incur substantial defense costs and, if such litigation is successful, we could be required to pay the claimant damages for our past use of such intellectual property or proprietary information, and we could either be required to pay royalties for our use of it in the future or be prohibited from using it in the future. Our inability to use our intellectual property and proprietary information on a cost- effective basis in the future could have a material adverse effect on our revenue, cash flow and profitability. See Part I, Item 1. “ Business — Intellectual Property ” of this Annual Report on Form 10- K. Cancellation of orders in our backlog could negatively impact our revenues, cash flows and profitability. As of March 30-29, 2024-2025, we had an order backlog of \$ 821-940. 75, including all orders from our Sargent marine and Sargent aerospace businesses. However, orders included in our backlog may be subject to cancellation, delay or other modifications by our customers and we cannot assure you that these orders will ultimately be fulfilled. Quarterly performance can be affected by the timing of government product inspections and approvals. A portion of our revenue is associated with contracts with the U. S. government that require onsite inspection and approval of the products by government personnel before we may ship the products, and we have no control over the timing of those inspections and approvals. If products scheduled for delivery in one quarter are not inspected or approved until the following quarter, the delay would adversely affect our sales and profitability for the quarter in which the shipments were scheduled. We incurred substantial debt in order to complete the Dodge acquisition, which could constrain our business and exposes us to the risk of defaults under our debt instruments. In fiscal 2022, we incurred \$ 1, 800. 0 of total debt to finance the Dodge acquisition. As of March 30-29, 2024-2025, our total debt was \$ 920. 1, 191. 9. This debt could or will have important consequences, including, but not limited to: • this debt requires us to make significant interest and principal payments in the future; • a substantial portion of our cash flow from operations will be used to repay the principal and interest on our debt, thereby reducing the funds available to us for other purposes including for strategic acquisitions, working capital, capital expenditures, and general corporate purposes; • our flexibility in planning for and reacting to changes in our business, the competitive landscape and the markets in which we operate may be limited; and • we may be placed at a competitive disadvantage relative to other companies in our industry with less debt or comparable debt on more favorable terms. Our ability to make scheduled payments on and to refinance our indebtedness depends on and is subject to our financial and operating performance and no assurance can be given that our business will generate sufficient cash flow to service our debt. Additionally, our ability to comply with the financial and other covenants contained in our debt instruments could be affected by, among other things, changes in our results of operations, the incurrence of additional indebtedness, the pricing of our products, our success at implementing cost reduction initiatives, our ability to successfully implement our overall business strategy, or changes in industry- specific or general economic conditions which are beyond our control. The breach of any of these covenants could result in a default or event of default under our debt instruments, which, if not cured or waived, could result in our being required to repay these borrowings before their due date. If we are forced to refinance these borrowings on less favorable terms or cannot refinance these borrowings, our prospects, business, financial condition, results of operations and cash flows could be materially and adversely affected and could cause us to become bankrupt or otherwise insolvent. In addition, these covenants may restrict our ability to engage in transactions that we believe would otherwise be in the best interests of our business and stockholders. Increases in interest rates would increase the cost of servicing our term loan and could reduce our profitability. As of March 30-29, 2024-2025, \$ 400-100. 0 of our term loan was subject to a fixed- rate interest swap but the remaining \$ 275-313. 0 balance of the term loan bears interest at a variable rate. Future increases in interest rates would increase the cost of servicing the portion of the term loan not subject to a swap, which could materially reduce our profitability and cash flows. Risk Factors Related to our Capital Stock Provisions in our charter documents may prevent or hinder efforts to acquire a controlling interest in us. Provisions of our certificate of incorporation and bylaws may discourage, delay or prevent a merger, acquisition or other change in control that stockholders may consider favorable, including transactions that might benefit

our stockholders or in which our stockholders might otherwise receive a premium for their shares. These provisions may also prevent or frustrate attempts by our stockholders to replace or remove our management. Pursuant to our charter documents, our Board of Directors (the “ Board ”) consists of **eight nine** members serving staggered three- year terms and divided into three classes. As a result, two annual meetings are required to change a majority of the Board members. Our certificate of incorporation authorizes the issuance of 10, 000, 000 shares of preferred stock, with such designations, rights and preferences as may be determined from time to time by the Board, without stockholder approval. We utilized this authorization to issue 4, 600, 000 shares of 5. 00 % Series A Mandatory Convertible Preferred Stock (“ MCPS ”) in fiscal 2022. **Certain terms, which converted into shares** of the MCPS could make an attempt to acquire RBC more difficult or **our expensive common stock in October 2024**. In the future the Board could authorize the issuance of some or all of the 5, 400, 000 remaining authorized shares of preferred stock with rights, preferences and privileges ~~that rank equally with the MCPS, or~~ that could have the effect of discouraging, delaying or preventing a change in control of us, or that could impede our stockholders’ ability to approve a transaction they consider in their best interests. Although we have no present intention to issue any additional preferred stock, no assurance can be given that we will not do so in the future. Holders of our common stock do not have preemptive rights to subscribe for a pro rata portion of preferred stock or any other capital stock that we may issue in the future. We do not expect to pay cash dividends on our common stock in the foreseeable future ~~and our ability to pay dividends on the MCPS is subject to various limitations~~. Except for a \$ 2. 00 per common share special dividend paid in 2014, we have **not never** paid any cash dividends on our common stock and we do not expect to pay cash dividends on the common stock in the foreseeable future. Instead, we plan to apply earnings and excess cash, if any, to the service of our debt, ~~the payment of quarterly dividends on the MCPS,~~ and the expansion and development of our business **(although the Company does have a \$ 100. 0 common stock repurchase plan that we have never executed under)**. Thus, any return on an investment in our common stock would depend solely on an increase, if any, in the market value of the common stock. ~~Our ability to pay dividends on the MCPS depends on several factors including:~~ • The amount of cash we have on hand and cash generated by our business; • Our anticipated financing needs, including our debt service obligations; • The ability of our subsidiaries to distribute cash to our parent company, which issued the MCPS; • Regulatory restrictions on our ability to pay dividends, including those under the Delaware General Corporation Law; and • Contractual restrictions on our ability to pay dividends, including under our bank credit agreement with Wells Fargo.

ITEM 1B. UNRESOLVED STAFF COMMENTS None

ITEM 1C. CYBERSECURITY

Cybersecurity Risk Management and Governance In response to the increasing threat of continuously evolving cybersecurity risks, we continue to invest in our information technology and operational technology cybersecurity processes. We maintain a data protection and cybersecurity risk management program based upon the National Institute of Standards and Technology (“ NIST ”) Cybersecurity framework to assess, identify and manage cybersecurity risks. As part of this program, we maintain defensive network perimeter safeguards, internal mitigation and control features, continuous system and network monitoring, and contingency data protection. The Company ensures regular data and system backups through planned schedules. We utilize local backups for quick recovery and off- site, off- line and physical backups to safeguard against disasters. Our cybersecurity program includes steps for assessing the severity of a cybersecurity threat, identifying the source of a cybersecurity threat including whether the cybersecurity threat is associated with a third- party service provider, implementing cybersecurity testing, detection, response, prevention and mitigation strategies. We also have a notification process for real- time escalation of material cyber incidents by members of our internal cybersecurity team to senior management, including our Chief Executive Officer, Chief Operating Officer, Chief Financial Officer, Corporate Controller, General Counsel and the Audit Committee of the Board of Directors. The Company’ s information security team also engages third- party security consultants for penetration testing, training and system enhancements. Our Director of Information Technology is responsible for leading global cybersecurity risk reduction efforts and compliance. The Audit Committee is responsible for oversight of our risk management with respect to information technology operations and cybersecurity and oversees risk management in the area of data privacy. As part of this process, the Audit Committee oversees the data protection and cybersecurity risk management program, which includes reviewing management’ s risk assessments and the steps management has taken to monitor or mitigate our cybersecurity risk exposure. Management regularly provides data protection and cybersecurity reports to the Audit Committee, which include updates on cybersecurity initiatives, cybersecurity metrics and threat landscape. Despite our efforts with respect to information technology operations, cybersecurity and data privacy, we have been, and may continue to be, impacted by breaches in data security and lapses in data privacy, which occur from time to time. During fiscal year **2024-2025**, the Company did not experience any cybersecurity incidents that have materially affected or are reasonably likely to materially affect the Company, including its business strategy, results of operations, **cash flow** or financial condition.

ITEM 2. PROPERTIES Our principal executive office **is** consists of approximately 70, 000 square feet located at One Tribology Center, Oxford, Connecticut, which we own. **Our**, and our Dodge Industrial subsidiary has approximately 75, 000 square feet of office space in Simpsonville, South Carolina, which we lease. ~~Our Industrial business segment maintains approximately 1, 725, 000 square feet of manufacturing space across 14 facilities in California, Connecticut, Indiana, New Jersey, North Carolina, Ohio, Oklahoma, South Carolina and Tennessee, some of which we own and some of which we lease. This manufacturing space includes approximately 460, 000 square feet in two owned facilities in North Carolina and South Carolina, and approximately 650, 000 square feet in three leased facilities in North Carolina, South Carolina and Tennessee, all of which are used by Dodge Industrial. The Industrial business segment also maintains approximately 467, 000 square feet of manufacturing space across six leased facilities in China, Mexico, and Switzerland and two owned facilities in Poland and Switzerland. Our Aerospace / Defense business segment maintain approximately 889, 000 square feet of manufacturing space across 14 facilities in Arizona, California, Connecticut, Georgia, Indiana, South Carolina and Nevada, some of which we own and some of which we lease. This manufacturing space includes 163, 000 square feet in one owned facility in Arizona. The Aerospace / Defense business segment also maintains approximately 108, 000 square feet of manufacturing space across two leased facilities in Mexico.~~ We

own or lease **38 manufacturing facilities** approximately 239,000 square feet in **five countries. 26 of those manufacturing facilities are located in three-- the U. S., one is located in Poland, eight are located in Mexico, two are located in Switzerland and one is located in China. We own or lease ten** distribution centers located in California, South Carolina, and Tennessee, and we also lease several sales offices in various locations in the United States, Canada, France, **China Mexico**, Germany, **India**, **the United Kingdom** and Australia. We also utilize third party logistics' firms located strategically around the world to supplement distribution of our products. We believe that as the term of each of our leased facilities expires we will be able to either secure a renewal or enter into a lease for an alternate location on market terms. We believe that our existing facilities and equipment are generally in good condition, are well maintained and adequate to carry on our current operations. We also believe that our existing manufacturing facilities have sufficient capacity to meet increased customer demand.

ITEM 3. LEGAL PROCEEDINGS **In** **On March 9, 2022 and March 21, 2023**, the Company received civil investigative demands from the United States Department of Justice pursuant to the False Claims Act, 31 U. S. C. § 3733 (the "FCA"). The investigation concerns allegations that the Company submitted false claims in connection with (i) certifying that the Company's employees were eligible for unemployment insurance benefits and pandemic relief and worked reduced hours and (ii) received grant proceeds in violation of the FCA. The Company is cooperating with the investigation. **The As the investigation is ongoing and in its early stages**, it is not possible to determine whether the investigation will have a material adverse effect, if any, on the Company. Besides the matter described in the previous paragraph, from time to time we are involved in litigation that arises in the ordinary course of business, but we do not believe that any such litigation in which we are currently involved, either individually or in the aggregate, is likely to have a material adverse effect on our business, financial condition, operating results, cash flow or prospects.

ITEM 4. MINE SAFETY DISCLOSURES Not applicable. **PART II ITEM 5. MARKET FOR REGISTRANT'S COMMON EQUITY, RELATED STOCKHOLDER MATTERS AND ISSUER PURCHASES OF EQUITY SECURITIES** Price Range of Our Common Stock **and Preferred Stock** Our common stock is quoted on the New York Stock Exchange under the symbol "RBC." As of May **10-9, 2024 2025**, there was one holder of record of our common stock. The following table shows the high and low sales prices of our common stock during the periods indicated: Fiscal **2025 Fiscal 2024**

Fiscal 2023	High	Low	High	Low	First Quarter	Second Quarter	Third Quarter	Fourth Quarter
2023	\$ 299.25	\$ 241.43	\$ 236.95	\$ 195.18	\$ 202.73	\$ 152.90	\$ 309.01	\$ 260.53
2024	\$ 253.00	\$ 203.65	\$ 264.94	\$ 179.21	\$ 288.16	\$ 214.14	\$ 256.29	\$ 202.13
2025	\$ 372.83	\$ 290.56	\$ 285.79	\$ 240.36	\$ 254.50	\$ 204.67		

The last reported sale price of our common stock on the New York Stock Exchange on May **10-9, 2024 2025** was \$ **271-349.56-25** per share. **The MCPS (Dividends Except for a \$ 2.00 per common share special dividend paid in 2014, we have never paid any cash dividends on our common outstanding preferred stock) is quoted and we do not expect to pay cash dividends on the common New York Stock stock in Exchange under the symbol "RBCP."** As of May 10, 2024, there **the foreseeable future** was one holder of record of the MCPS. **Issuer Purchases** The following table shows the high and low sales prices of the MCPS **Equity Securities Our repurchases of shares of our common stock** during the periods indicated **fourth quarter of fiscal 2025 are as follows**:

Period	Total number of shares purchased (1)	Average price paid per share
Fiscal 2024	112,533	\$ 98.75
Fiscal 2023	102,938	\$ 81.01
Second Quarter	118,681	\$ 101.97
Third Quarter	127,192	\$ 92.95
Fourth Quarter	131,991	\$ 103.29
Total	422,342	\$ 96.34

The last reported sale price **paid** of the MCPS on the New York Stock Exchange on May 10, 2024 was \$ 122.34 per share. **Issuer (2) Number of shares Purchases purchased as part of Equity Securities the publicly announced program (3) Approximate dollar value of shares still available to be purchased under the program (in millions)**

Period	Total number of shares purchased	Average price paid per share	Number of shares purchased as part of the publicly announced program	Approximate dollar value of shares still available to be purchased under the program (in millions)
12/31/2023	16	\$ 278.77	16	\$ 63.7
01/27/2024	12,565	\$ 60.3	12,565	\$ 760.3
02/25/2024	7,264	\$ 87.7	7,264	\$ 640.3
03/30/2024	12,588	\$ 268.23	12,588	\$ 3,388
Total	34,429	\$ 106.4	34,429	\$ 1,462.3

(1) Consists of shares of RBC restricted stock repurchased from employees upon the vesting of those shares in order to fund the employees' tax withholding obligation. These repurchased shares were never in the open market. (2) The closing price for our stock on the trading day immediately preceding the restricted stock vesting date. (3) In 2019, our Board of Directors authorized us to repurchase up to \$ 100.0 of our common stock from time to time on in the open market, in block trade transactions, and through privately negotiated transactions, in compliance with SEC Rule 10b-18 depending on market conditions, alternative uses of capital, and other relevant factors. Purchases may be commenced, suspended, or discontinued at any time without prior notice. The Total share repurchases repurchase under the 2019 plan does not have an expiration date. As of March 29, 2025, the Company has not repurchased any shares pursuant to this program. Recent Sales of Unregistered Securities During the fourth quarter of fiscal **2024 2025** are as follows:

Period	Total number of shares purchased	Average price paid per share	Number of shares purchased as part of the publicly announced program	Approximate dollar value of shares still available to be purchased under the program (in millions)
12/31/2023	16	\$ 278.77	16	\$ 63.7
01/28/2024	12,565	\$ 60.3	12,565	\$ 760.3
02/24/2024	7,264	\$ 87.7	7,264	\$ 640.3
03/25/2024	12,588	\$ 268.23	12,588	\$ 3,388
Total	34,429	\$ 106.4	34,429	\$ 1,462.3

During the fourth quarter of fiscal 2024, we did not issue any **securities common stock that was were** not registered under the Securities Act of 1933. Equity Compensation Plans Information regarding equity compensation plans required to be disclosed pursuant to this Item is included in Part II, Item 8, Note **17-16** of this Annual Report on Form 10-K. Performance Graph The following graph shows the total return to our stockholders compared to the Russell 3000 Index and the S & P 400 Industrials (Sector) (TR) over the period from March **30-28, 2019-2020** to March **30-29, 2024-2025**. Because of the diversity of our markets and products, we do not believe that a combination of peer issuers can be selected on an industry or line-of-business basis to provide a meaningful basis for comparing shareholder return. Accordingly, the Russell 3000 Index, which is comprised of issuers with generally similar market capitalizations to that of the Company, is included in the graph as permitted by applicable regulations. Each line on the graph assumes that \$ 100 was invested in our common stock or in the respective indices on March **30-28, 2019-2020** based on the closing price on that date. The graph then presents the value of these investments, assuming reinvestment of dividends, through the close of trading on March **30-29, 2024-2025**. **March 30, 2019** March 28, 2020 April 3, 2021 April 2, 2022 April 1, 2023 March 30, 2024 **March 29, 2025** RBC Bearings Incorporated \$ 100.00 \$ **86-180.50** \$ **155.81** \$ **153-13** \$

177. 77 \$ 182-211. 98-55 \$ 212-245. 54-71 \$ 295. 89 Russell 3000 Index 100. 00 89-167. 43-149-27 185. 58-166- 66 168. 03-151-99 218. 13-195-50 233. 39-21 S & P 400 Industrials (Sector) (TR) 100. 00 78-195. 70 98-154. 57-159. 24-165. 64-224. 20-201. 62 209. 71 283. 87 263. 02

The cumulative total return shown on the stock performance graph indicates historical results only and may not be indicative of future results. ITEM 6. [RESERVED] **Not applicable.** ITEM 7. MANAGEMENT' S DISCUSSION AND ANALYSIS OF FINANCIAL CONDITION AND RESULTS OF OPERATIONS The financial and business analysis below provides information that we believe is relevant to an assessment and understanding of our consolidated financial position, results of operations and cash flows. This financial and business analysis should be read in conjunction with the consolidated financial statements and related notes. All references to " Notes " in this Item 7 refer to the " Notes to Consolidated Financial Statements " included in Item 8 of this Annual Report on Form 10- K. The following discussion contains statements reflecting our views about our future performance that constitute " forward- looking statements " within the meaning of the safe harbor provisions of the U. S. Private Securities Litigation Reform Act of 1995. See the information provided in Part I, Item 1A. " Risk Factors " of this Annual Report on Form 10- K under the heading " Cautionary Statement as to Forward-Looking Information. "

General We are a well- known international manufacturer of highly engineered precision bearings, components and essential systems for the **aerospace, defense and industrial**, ~~defense and aerospace~~ industries. Our precision solutions are integral to the manufacture and operation of most machines and mechanical systems, reduce wear to moving parts, facilitate proper power transmission, and reduce damage and energy loss caused by friction. While we manufacture products in all major bearing categories, we focus primarily on the higher end of the bearing market where we believe our value- added manufacturing and engineering capabilities enable us to differentiate ourselves from our competitors and enhance profitability. We believe our unique expertise has enabled us to garner leading positions in many of the product markets in which we primarily compete. With 54 facilities in 11 countries, of which 38 are manufacturing facilities, we have been able to significantly broaden our end markets, products, customer base and geographic reach. We have a fiscal year consisting of 52 or 53 weeks, ending on the Saturday closest to March 31. Based on this policy, fiscal **2024-2025** had 52 weeks and fiscal **2023-2024** had 52 weeks. We currently operate under two reportable business segments – Aerospace / Defense and Industrial:

- **Aerospace / Defense.** This segment represents the end markets for the Company' s highly engineered bearings and precision components used in commercial aerospace, defense aerospace, ~~and defense~~ marine ~~and~~, **defense** ground ~~defense~~ **vehicles, missiles and guided munitions, and space and satellite** applications.
- **Industrial.** This segment represents the end markets for the Company' s highly engineered bearings, ~~gearings-~~ **gearing** and precision components used in various industrial applications including: ~~power transmission-~~ **construction, mining, forestry, energy, agricultural and other machinery**; ~~aggregate construction, mining, energy and specialized equipment-~~ **cement handling; food and beverage manufacturing; grain, and agricultural product handling; metals and mining material handling; chemicals, oil and gas production; warehousing and logistics; manufacturing automation and semiconductor production- **equipment manufacturing; power generation agricultural machinery, commercial truck and automotive manufacturing; waste and tool holding- **water management; rail and transportation.******

We use gross margin as the primary measurement to assess the financial performance of each reportable segment. End market and channel sales within our segments are based on internal definitions and metrics considered by management and are periodically reviewed and updated prospectively. For fiscal year 2024, we estimate approximately \$ 6. 9 of sales classified as industrial distribution for fiscal year 2024 would now be classified as industrial OEM. Fiscal year 2024 was not recast to reflect this change.

The markets for our products are cyclical, and we have endeavored to mitigate this cyclicity by entering into single and sole- source relationships and long- term purchase agreements, through diversification across multiple market segments within the Aerospace / Defense and Industrial segments, by increasing sales to the aftermarket, and by focusing on developing highly customized solutions. Currently, our strategy is built around maintaining our role as a leading manufacturer of highly engineered bearings and precision components through the following efforts:

- **Developing innovative solutions.** By leveraging our design and manufacturing expertise and our extensive customer relationships, we continue to develop new products for markets in which there are substantial growth opportunities.
- **Expanding customer base and penetrating end markets.** We continually seek opportunities to access new customers, geographic locations and bearing platforms with existing products or profitable new product opportunities.
- **Increasing aftermarket sales.** We believe that increasing our aftermarket sales of replacement parts will further enhance the continuity and predictability of our revenues and enhance our profitability. Such sales include sales to third party distributors, and sales to OEMs for replacement products and aftermarket services. We ~~will~~ **can** further increase the percentage of our revenues derived from the replacement market by continuing to implement several initiatives.
- **Pursuing selective acquisitions.** The acquisition of businesses that complement or expand our operations has been and continues to be an important element of our business strategy. We believe that there will continue to be consolidation within the industry that may present us with acquisition opportunities. We have demonstrated expertise in acquiring and integrating bearing and precision engineered component manufacturers that have complementary products or distribution channels and have provided significant margin enhancement. We have consistently increased the profitability of acquired businesses through a process of methods and systems improvement coupled with the introduction of complementary and proprietary new products. Since 1992 we have completed 29 acquisitions, which have broadened our end markets, products, customer base and geographic reach.

Outlook **For the fiscal year ended March 29, 2025, 63. 8 % of our net sales were attributable to the Industrial segment while the Aerospace / Defense segment contributed 36. 2 % of our net sales.** Our net sales increased ~~6-4. 9 %~~ **year over year due to an increase of 14. 1 % in Aerospace and Defense segment sales and a 0. 2 % increase in Industrial segment sales.** Aerospace and Defense segment sales increased 14. 1 % year over year. Commercial aerospace increased 13. 3 %, demonstrating the continued recovery and early stages of a growth cycle. Defense sales, which represent approximately 32. 4 % of segment sales during the year, were up 15. 9 % for the year. Our backlog in this market is significant and deliveries are expected to continue to grow in the coming years. Industrial segment sales increase 0. 2 % year over year, led by ~~due to an increase of~~

20.7% in Aerospace and Defense segment sales and a 0.1-2.4% increase in Industrial segment distribution and aftermarket sales. Aerospace and Defense segment sales increased 20.3%, primarily driven by softness demonstrating the continued recovery and early stages of a growth cycle. Defense sales, which represent approximately 31.9% of segment sales during the year, were up more than 21.6% for the year. Our backlog in this end the energy and semicon market markets is significant and deliveries are expected to continue to accelerate in the coming years. For the fourth quarter of fiscal year ended March 30, 2024 2025, 64 approximately 66.71% of our net sales were was attributable to the Industrial segment while compared to approximately 35.9% for the Aerospace / Defense segment contributed approximately 33.3% of our net sales. For the fourth quarter of fiscal 2024, approximately 65.6% of our net sales were attributable to the Industrial segment compared to approximately 34.4% for the Aerospace / Defense segment. Approximately \$ 186-191.85 of Industrial segment sales in the fourth quarter of fiscal 2024 2025 were to distribution and aftermarket compared to approximately \$ 185-186.78 in the prior year while approximately \$ 84-88.59 were made directly to OEMs in the fourth quarter of fiscal 2024-2025 compared to approximately \$ 86-84.95 in the prior year. Net sales in the Aerospace / Defense segment increased \$ 20-14.9, or 10.6, or 16.8%, for the fourth quarter of fiscal 2024-2025 compared to the same period last fiscal year. Commercial aerospace net sales, which consisted of \$ 78-85.29 of OEM and \$ 19-23.73 of distribution and aftermarket, increased by 12-11.06% compared to the fourth quarter of fiscal 2023-2024 when OEM net sales were \$ 68-78.82 and distribution and aftermarket net sales were \$ 18-19.57. This was driven by a continuing recovery as build rates and orders escalate grew in the OEM markets- market and the aftermarket demand remained strong begins to pick up. Our defense markets net sales, which consisted of \$ 34-38.1 of OEM and \$ 10.0 of distribution and aftermarket, increased 8.2 of OEM and \$ 10.3 of distribution and aftermarket, increased by 29.0% compared to the fourth quarter of fiscal 2023-2024 when OEM net sales were \$ 28-34.2 and distribution and aftermarket net sales were \$ 6-10.3. The Company forecasts net sales to be approximately \$ 415-424.0 to \$ 420-434.0 in the first quarter of fiscal 2025-2026, compared to \$ 387-406.13 in the first quarter of fiscal 2024-2025, which represents a growth rate of 4.4% to 6.8%. Our backlog as of March 29, 2025 was \$ 940.7 compared .2% to 8 \$ 821.5%. Our order backlog, as of March 30, 2024, was \$ 726.1 compared to \$ 663.8 as of April 1, 2023. These figures exclude orders from our Sargent marine and Sargent aerospace businesses that are expected to be fulfilled more than 12 months after the balance sheet dates. Including all orders from our Sargent marine and Sargent aerospace businesses, our backlog as of March 30, 2024 was \$ 821.5 compared to \$ 759.4 as of April 1, 2023. This increase reflects continued growth, most notably in our commercial aerospace and marine defense end markets. Beginning in fiscal year 2025, we will disclose our full backlog for periods presented. We experienced solid operating cash flow generation during fiscal 2024-2025 (as discussed in the "Liquidity and Capital Resources" section below). We believe that operating cash flows and available credit under our revolving bank credit facilities will provide adequate resources to fund internal growth initiatives for the foreseeable future, including at least the next 12 months. As of March 30-29, 2024-2025, we had cash and cash equivalents of \$ 63-36.58, of which, \$ 25-23.97 was cash held by our foreign operations. Sources of Revenue A contract with a customer exists when there is commitment and approval from both parties involved, the rights of the parties are identified, payment terms are defined, the contract has commercial substance and collectability of consideration is probable. The Company has determined that the contract with the customer is established when the customer purchase order is accepted or acknowledged. Long-term agreements ("LTAs") are used by the Company and certain of its customers to reduce their supply uncertainty for a period of time, typically multiple years. While these LTAs define commercial terms including pricing, termination rights and other contractual requirements, they do not represent the contract with the customer for revenue recognition purposes. Approximately 98% of the Company's revenue was generated from the sale of products to customers in the Industrial and Aerospace / Defense markets for each of the years ended March 29, 2025 and March 30, 2024 and April 1, 2023. The remaining 2% of the Company's revenue for each of the last two fiscal years was derived from services performed for customers, which included repair and refurbishment work performed on customer-controlled assets as well as design and test work. Refer to Note 2 for further discussion regarding the Company's revenue policy. Cost of Sales Cost of sales includes employee compensation and benefits, raw materials, outside processing, depreciation of manufacturing machinery and equipment, supplies and manufacturing overhead. Less than half of our factory costs, depending on product mix, are attributable to raw materials, purchased components and outside processing. When we experience raw material inflation, we attempt to offset these cost increases by changing our buying patterns, expanding our vendor network and passing through price increases when possible. Although we experienced cost inflation on raw material, labor and overhead for this fiscal year, we were able to mitigate it through pricing and strategic sourcing efforts. We monitor gross margin performance through a process of monthly operation reviews with all our divisions. We develop new products to target certain markets allied to our strategies by first understanding volume levels and product pricing and then constructing manufacturing strategies to achieve defined margin objectives. We only pursue product lines where we believe that the developed manufacturing process will yield the targeted margins. Management monitors gross margins of all product lines on a monthly basis to determine which manufacturing processes or prices should be adjusted. Fiscal 2025 Compared to Fiscal 2024 Compared to Fiscal 2023-Results of Operations (amounts in millions, except share and per share data) FY25 FY24 FY23-\$ Change % Change Net sales \$ 1, 636.3 \$ 1, 560.3 \$ 76 1,469.3 \$ 91.0 6.4. 2.9% Net income attributable to common stockholders \$ 233.8 \$ 186.9 \$ 143.46. 9.25 8 \$ 43.0 1-30.1% Net income per common share attributable to common stockholders: Diluted \$ 7.70 \$ 6.41 \$ 4.94-Weighted average common shares attributable to common stockholders: Diluted 30, 354, 470 29, 189, 056 29, 072, 429-Net sales for the fiscal year ended March 30-29, 2024-2025 increased \$ 91-76.0, or 6.4. 2.9%, for compared to fiscal 2024 compared to fiscal 2023. This increase in net sales was the result of an a 0.2% increase in our Industrial segment, while net sales in our Aerospace / Defense segment increased 20-14.71% year over year. Industrial segment sales remain very experienced the strong strongest contribution to growth, most notably, in the metals and mining, warehousing energy, and general industrial logistics, and food and beverage markets. Within Aerospace / Defense, total

commercial aerospace **net sales** increased 20-13.3 % and defense **net sales** increased 21-15.6 % year over year. The commercial aerospace increase reflects the continued recovery in the market over the last year, and what we believe is the start of a growth cycle as aircraft build rates at large OEMs are expected to escalate in coming years. Net income attributable to common stockholders increased by \$ 46 43.1 to \$ 186.9 to \$ 233.8 for fiscal 2025 compared to fiscal 2024 compared. **The net income attributable to common stockholders of \$ 233.8 in fiscal 2023-2025 was impacted by \$ 1.5 of restructuring and consolidation charges, \$ 59.8 of interest expense, \$ 12.4 of preferred stock dividends, and \$ 65.7 of income tax expense.** The net income attributable to common stockholders of \$ 186.9 in fiscal 2024 was impacted by \$ 3.0 of restructuring and consolidation charges incurred, \$ 78.7 of interest expense, \$ 23.0 of preferred stock dividends, and \$ 51.9 of income tax expense. The net income attributable to common stockholders of \$ 143.8 in fiscal 2023 was impacted by \$ 8.8 of transition service agreement (TSA) costs associated with the Dodge acquisition, \$ 2.7 of restructuring and consolidation charges incurred at some of our plants located in South Carolina, \$ 76.7 of interest expense, \$ 22.9 of preferred stock dividends and \$ 43.0 of income tax expense. Gross Margin **FY25** FY24 FY23- \$ Change % Change Gross Margin \$ **726.1** \$ 670.5 \$ 604-55.6 8 \$ 65-3.7 10.9 % Gross Margin % **44.4 %** 43.0 % 41.2 % Gross margin was 43-44.0-4 % of sales for fiscal 2024-2025 compared to 41-43.2-0 % for the same period last year. Gross margin during of \$ 670.5 in fiscal 2024 included \$ 0.3 of inventory rationalization costs associated with consolidation efforts at one of our facilities located in California. **Gross margin in fiscal 2023 included \$ 0.2 of inventory rationalization costs associated with consolidation efforts at one of our facilities located in South Carolina.** The expansion in margin during fiscal 2024-2025 reflects the combination of **product mix, pricing and continued cost efficiencies and synergies** achieved through integration, product mix, pricing and the ability to maintain appropriate pricing levels while facing an inflationary environment both as it relates to manufacturing costs and human capital. Selling, General and Administrative **FY25** FY24 FY23- \$ Change % Change SG & A \$ **279.3** \$ 253.5 \$ 229.7 \$ 23.8 10.4 2 % % of net sales **17.1 %** 16.2 % 15.6 % SG & A expenses increased by \$ 23-25.8 to \$ 253-279.5-3 for fiscal 2025 compared to fiscal 2024 compared to fiscal 2023-. The increase in SG & A was primarily driven by personnel costs, IT costs and other professional fees. Other, Net **FY25** FY24 FY23- \$ Change % Change Other, net \$ **76.9** \$ 74.8 \$ 82.2.1 2 \$ (-7.3) (-8-9) % % of net sales 4. **7 %** 4.8 % 5.6 % Other operating expenses for fiscal 2024-2025 totaled \$ **76.9 compared to \$ 74.8 compared to \$ 82.1** for fiscal 2023-2024. For fiscal 2024-2025, other operating costs consisted primarily of \$ 70-71.4-8 of amortization expense, \$ 2-1.7-5 of plant consolidation and restructuring costs, \$ 0-1.2 of bad debt expense and \$ 2.4 of other items. For fiscal 2024, other operating expenses consisted primarily of \$ 70.4 of amortization expense, \$ 2.7 of plant consolidation and restructuring costs, \$ 0.2 of bad debt expense, \$ 0.3 of acquisition costs, \$ 0.6 of losses on disposal of assets, and \$ 0.6 of other items. For fiscal 2023, other operating expenses were comprised of \$ 8.9 of TSA costs and other costs associated with the Dodge acquisition, \$ 69.1 of amortization expense, \$ 2.5 of plant consolidation and restructuring costs, \$ 0.8 of bad debt expense, \$ 0.3 of asset impairments, \$ 0.3 of losses on disposal of assets, and \$ 0.2 of other items. Interest Expense, Net **FY25** FY24 FY23- \$ Change % Change Interest expense \$ **59.8** \$ 78.7 \$ 76-(18.7 \$ 2-9) (23.9) 0-2.6 % % of net sales 5-3.0-7 % 5.2-0 % Interest expense, net, consists of interest charged on the Company's debt agreements and amortization of deferred financing fees, offset by interest income. Interest expense, net was \$ **59.8 for fiscal 2025 compared to \$ 78.7 for fiscal 2024 compared to \$ 76.7 for fiscal 2023.** **The decrease in interest expense is primarily related to our debt reduction efforts, as well as the a result of additional interest Interest on our variable rate Rate debt. Though interest rates Swap and the Cross Currency Swap, which** have steadily increased since the beginning of fiscal 2023, the interest rate swap that we entered into that year (see "Liquidity and Capital Resources" below) has enabled us to manage interest costs as approximately 75 % of our debt bears interest at a fixed rate, after giving effect to the interest rate swap agreement in place. Other Non- Operating (Income) / Expense **FY25** FY24 FY23- \$ Change % Change Other non- operating (income) / expense \$ (**1.8**) \$ 1.7 \$ 6.6 \$ (-43.5) (205.9) (-74.0) % % of net sales (0.1) % 0.4-1 % Other non- operating expense-income for fiscal 2024-2025 totaled \$ 1.7-8, consisting primarily of a \$ 4.0 legal settlement partially offset by post- retirement benefit costs and foreign exchange gains and losses. Non- operating costs incurred during fiscal 2023-2024 were \$ 6-1.6-7, consisting primarily of costs associated with post- retirement benefit costs plans led by a \$ 4.3 settlement loss related to the derecognition of \$ 15.6 of pension liabilities and \$ 15.6 of pension assets resulting from an annuity contract executed in March 2023. Income Taxes **FY25** FY24 FY23- Income tax expense \$ **65.7** \$ 51.9 \$ 43.0-Effective tax rate with discrete items **21.1 %** 19.8 % 20.5 % Effective tax rate without discrete items **22-23.9-5 %** 22.9 % Income tax expense for fiscal 2024-2025 was \$ **65.7 compared to \$ 51.9 compared to \$ 43.0** for fiscal 2023-2024. Our effective income tax rate for fiscal 2024-2025 was 19-21.8-1 % compared to 20-19.5-8 % for fiscal 2023-2024. The effective income tax rates are different from the U. S. statutory rate due to the U. S. credits for increasing research activities and foreign- derived intangible income provision, which decrease the rate, and differences in foreign and state income taxes, which increase the rate. **The effective income tax rate for fiscal 2025 of 21.1 % included discrete items totaling a benefit of \$ 7.6 which is substantially related to a benefit associated with stock- based compensation, a reduction in unrecognized tax benefits due to the expiration of the statute of limitations, and benefits related to the release of a valuation allowance and an adjustment related to state remeasurements. The effective income tax rate for fiscal 2025 without these discrete items would have been 23.5 %.** The effective income tax rate for fiscal 2024 of 19.8 % included discrete items totaling a benefit of \$ 8.2 which is substantially related to a benefit associated with stock- based compensation, a reduction in unrecognized tax benefits due to the expiration of the statute of limitations, and the accrual of deferred tax assets related to state tax modifications. The effective income tax rate for fiscal 2024 without these discrete items would have been 22.9 %. The effective income tax rate for fiscal 2023 of 20.5 % included discrete items of \$ 5.1 of benefit comprised substantially of a benefit associated with stock- based compensation and a reduction in unrecognized tax benefits partially due to the expiration of the statute of limitations. The effective income tax rate for fiscal 2023 without these discrete items would have been 22.9 %. Global Minimum Tax In October 2021, the Organisation for Economic Co- operation and Development (" OECD ") announced an Inclusive Framework on Base Erosion and Profit

Shifting including Pillar Two Model Rules defining the global minimum tax, which calls for the taxation of large multinational corporations at a minimum rate of 15 %. Subsequently multiple sets of administrative guidance have been issued. Many non-US tax jurisdictions have either recently enacted legislation to adopt certain components of the Pillar Two Model Rules beginning in 2024 with the adoption of additional components in later years or announced their plans to enact legislation in future years. **The Company has performed an assessment of the potential impact to its income taxes as a result of Pillar Two. Based on the results of the assessment, the Company believes that it can avail itself of the transitional safe harbor rules in all jurisdictions in which the Company operates. We will continue to monitor both the U. S. and international legislative developments related to Pillar Two to assess for any potential impacts.** We are continuing to evaluate the impacts of enacted legislation and pending legislation to enact Pillar Two Model Rules in the non-US tax jurisdictions in which we operate.

Segment Information We report our financial results under two operating segments: Aerospace / Defense and Industrial. We use gross margin as the primary measurement to assess the financial performance of each reportable segment. Aerospace / Defense Segment: **FY25** FY24 **FY23** \$ Change % Change Net sales \$ **592.8** \$ 519.4 \$ **430.73** . **414** 3 \$ **89.1** 20.7 % Gross margin \$ **243.1** \$ 208.8 \$ **171.34** . **316** 0 \$ **37.4** 8 22.2 % Gross margin % **41.0** % 40.2 % **39.7** % SG & A \$ **42.6** \$ 37.8 \$ **31.4** . **1** \$ **812.6** . **7** 21.7 % % of segment net sales **7.3** 2 % **7.2** 3 % Net sales increased \$ **89.73.4** , or **14.1** , or **20.7** % , for fiscal **2025** compared to fiscal **2024** compared to fiscal **2023** . Commercial aerospace **net sales** , which consisted of \$ **278.317** . **58** of OEM and \$ **75.83** . **31** of distribution and aftermarket, increased by **20.13** . **3** % compared to fiscal **2023-2024** when OEM net sales were \$ **234.278** . **45** and distribution and aftermarket net sales were \$ **59.75** . **73** . This was driven by a continuing recovery as build rates and orders **escalated** **grew** in the OEM markets and the aftermarket **demand remained strong** began to pick up . Our defense markets **net sales** , which consisted of \$ **135.146** . **3** of OEM and \$ **30.45** . **36** of distribution and aftermarket, increased by **21.15** . **69** % compared to fiscal **2023-2024** when OEM net sales were \$ **110.135** . **3** and distribution and aftermarket net sales were \$ **25.30** . **39** . During the year, we saw **improvement in the sales and order volume to our commercial aerospace customers as aircraft build rates continued to grow** . Our backlog and recent results reflect **continued growth in demand** the early stages of this process which we expect to continue to see in upcoming quarters. Our defense markets, which represented about **31.32** . **94** % of sales, increased by approximately **21.15** . **69** % during the period, driven by increased sales and order volume in the marine , **fixed wing** , and **helicopter missiles and guided munitions** end markets. **Overall distribution** **Distribution** and aftermarket sales, which represent **20.21** . **37** % of segment sales, were up **23.21** . **47** % year over year. Gross margin was \$ **243.1** , or **41.0** % of net sales, in fiscal **2025** compared to \$ **208.8** , or 40.2 % of net sales, for the same period in fiscal **2024** compared to \$ **171.0** , or 39.7 % of sales, for the same period in fiscal **2023** . We anticipate **additional** margin expansion in the **next upcoming** year as the **increasing growing** orders on for commercial products **add are expected to increase** **volume volumes flowing** through our **plants manufacturing facilities** driving cost efficiencies. Industrial Segment: **FY25** FY24 **FY23** \$ Change % Change Net sales \$ **1,043.5** \$ 1,040.9 \$ **21,039.6** 0 \$ **1.9** 0.2 % Gross margin \$ **483.0** \$ 461.7 \$ **433.21** . **348** \$ **27.9** 6 . **4** % Gross margin % **46.3** % 44.4 % **41.8** % SG & A \$ **136.5** \$ 132.8 \$ **122.5** \$ **10.3** 8 . **4** **72.9** % % of segment net sales **13.1** % 12 . **8** % **11.8** % Net sales increased \$ **12.96** , or 0.2 % , during fiscal **2024-2025** compared to the same period last year. The continued strong performance was driven by the **energy** , **mining** , and general industrial markets. Sales to distribution and the aftermarket were \$ **717.4** in fiscal **2025** compared to \$ **707.6** in fiscal **2024** compared to \$ **691.7** in the prior year, a **2.1** . **34** % year over year increase. OEM sales were \$ **333.326** . **31** for fiscal **2024-2025** compared to \$ **347.333** . **3** in the prior year. The **4.2** . **01** % decrease in OEM sales compared to the prior year was primarily due to **some softness in the semicon machinery, oil and gas, and semiconductor equipment** end market markets . Gross margin was \$ **483.0** , or **46.3** % of net sales, in fiscal **2025** compared to \$ **461.7** , or 44.4 % of net sales, for the same period in fiscal **2024** compared to \$ **433.8** , or 41.8 % of sales, for the same period in fiscal **2023** . The gross margin for the fiscal **2023** included the unfavorable impact of \$ **0.2** associated with inventory rationalization costs at one of our plants in South Carolina . The expansion in margin year over year was led by **cost attributable to manufacturing** efficiencies and achieved through synergy, product mix , and maintenance of appropriate pricing levels to offset the inflationary environment primarily driven by the cost of materials, energy and human capital . Corporate: **FY25** FY24 **FY23** \$ Change % Change SG & A \$ **100.2** \$ 82.9 \$ **76.17** . **320** 1 \$ **6.8** 9 . **0** % % of total net sales **5.6** . **31** % **5.2** 3 % Corporate SG & A increased \$ **6.8** or **9.0** % for fiscal **2025** increased \$ **17.3** or **20.8** % compared to fiscal **2024** compared to fiscal **2023** due to increased **spend spending** in IT and personnel- related costs. As a percentage of net sales, Corporate SG & A was relatively flat year over year. Liquidity and Capital Resources Our business is capital- intensive. Our capital requirements include manufacturing equipment and materials. In addition, we have historically fueled our growth, in part, through acquisitions. We have historically met our working capital, capital expenditure requirements and acquisition funding needs through our net cash flows provided by operations, various debt arrangements and sale of equity to investors. We believe that operating cash flows and available credit under our revolving bank credit facilities will provide adequate resources to fund internal growth initiatives for the foreseeable future. Our ability to meet future working capital, capital expenditures and debt service requirements will depend on our future financial performance, which will be affected by a range of economic, competitive and business factors, particularly interest rates, cyclical changes in our end markets and prices for steel and our ability to pass through price increases on a timely basis, many of which are outside of our control. In addition, future acquisitions could have a significant impact on our liquidity position and our need for additional funds. From time to time, we evaluate our existing facilities and operations and their strategic importance to us. If we determine that a given facility or operation does not have future strategic importance, we may sell, relocate, consolidate or otherwise dispose of those operations. Although we believe our operations would not be materially impaired by such dispositions, relocations or consolidations, we could incur significant cash or non- cash charges in connection with them. **Liquidity** As of March **30-29** , **2024-2025** , we had cash and cash equivalents of \$ **63.36** . **58** , of which, approximately \$ **25.23** . **97** was cash held by our foreign operations. We expect that our undistributed foreign earnings will be re- invested indefinitely for working capital, internal growth and acquisitions for and by our foreign subsidiaries , **with the exception of our Canadian**

operations as there are no current plans to expand on the sales operations within that jurisdiction. As discussed in further detail below, we also have the ability to borrow money from our existing credit facilities. Domestic Credit Facility In fiscal 2022, RBC Bearings Incorporated, our top holding company, and our Roller Bearing Company of America, Inc. subsidiary (“RBCA”) entered into a Credit Agreement (the “Credit Agreement”) with Wells Fargo Bank, National Association (“Wells Fargo”), as Administrative Agent, Collateral Agent, Swingline Lender and Letter of Credit Issuer and the other lenders party thereto. The Credit Agreement provides the Company with (a) a \$ 1, 300. 0 term loan (the “Term Loan”), which was used to fund a portion of the cash purchase price for the acquisition of Dodge Industrial, Inc. (“Dodge”) and to pay related fees and expenses, and (b) a \$ 500. 0 revolving credit facility (the “Revolving Credit Facility” and together with the Term Loan, the “Facilities”). Debt issuance costs associated with the Credit Agreement totaled \$ 14. 9 and are being amortized over the life of the Credit Agreement. ~~Initially, amounts~~ **Amounts** outstanding under the Facilities generally ~~bore bear~~ interest at either, at the Company’s option, (a) a base rate determined by reference to the higher of (i) Wells Fargo’s prime lending rate, (ii) the federal funds effective rate plus ~~0 1/2 of 1. 00~~ **50 %** and (iii) **Term SOFR** ~~the one-month LIBOR rate plus 1. 00 % or~~ **(b) the LIBOR rate plus a specified margin, depending on the type of borrowing being made. The applicable margin was** ~~as defined in the Credit Agreement~~ **based on SOFR** ~~the Company’s consolidated ratio of total net debt to consolidated EBITDA (as defined within the Credit Agreement) from time to time. In December 2022, the Credit Agreement was amended to replace LIBOR with the secured overnight financing rate administered by the Federal Reserve Bank of New York (“SOFR”)~~ **plus 1 so that borrowings under the Facilities denominated in U. 00 % or (b) S. dollars bear interest at a rate per annum equal to** ~~Term SOFR (as defined in the Credit Agreement) plus a credit spread adjustment of 0. 10 % plus a margin ranging from 0. 75 % to 2. 00 % depending on the Company’s consolidated ratio of total net debt to consolidated EBITDA~~ **(as defined within the Credit Agreement) from time to time**. The Facilities are subject to a SOFR floor of 0. 00 %. As of March ~~30-29, 2024~~ **2025**, the Company’s margin was 1. ~~25-00~~ **%** for SOFR loans, the commitment fee rate was 0. ~~20-175~~ **%**, and the letter of credit fee rate was 1. ~~25-00~~ **%**. A portion of the Term Loan is subject to a fixed-rate interest swap as discussed in Note ~~13-12~~ **12**. The Term Loan matures in November 2026 and amortizes in quarterly installments with the balance payable on the maturity date. The Company can elect to prepay some or all of the outstanding balance from time to time without penalty, which will offset future quarterly amortization installments. Due to prepayments previously made, the required future principal payments on the Term Loan are \$ 0 for fiscal ~~2025, \$ 0 for fiscal~~ **2026**, and \$ ~~675-413~~ **. 0** for fiscal 2027. The Revolving Credit Facility expires in November 2026, at which time all amounts outstanding under the Revolving Credit Facility will be payable. The Credit Agreement requires the Company to comply with various covenants, including the following financial covenants: (a) a maximum Total Net Leverage Ratio (as defined within the Credit Agreement) of 5. 00: 1. 00, which maximum Total Net Leverage Ratio shall decrease during certain subsequent test periods as set forth in the Credit Agreement (provided that, no more than once during the term of the Facilities, such maximum ratio applicable at such time may be increased by the Company by 0. 50: 1. 00 for a period of twelve (12) months after the consummation of a material acquisition); and (b) a minimum Interest Coverage Ratio of 2. 00: 1. 00. As of March ~~30-29, 2024~~ **2025** the Company was in compliance with all debt covenants. The Credit Agreement allows the Company to, among other things, make distributions to stockholders, repurchase its stock, incur other debt or liens, or acquire or dispose of assets provided that the Company complies with certain requirements and limitations of the Credit Agreement. The Company’s domestic subsidiaries have guaranteed the Company’s obligations under the Credit Agreement, and the Company’s obligations and the domestic subsidiaries’ guaranty are secured by a pledge of substantially all of the assets of the Company and its domestic subsidiaries. As of March ~~30-29, 2024~~ **2025**, \$ ~~675-413~~ **. 0** was outstanding under the Term Loan, **\$ 5. 0 was outstanding under the Revolving Credit Facility and** \$ 3. 7 of the Revolving Credit Facility was being utilized to provide letters of credit to secure the Company’s obligations relating to certain insurance programs, ~~and \$ 18. 0 of the Revolving Credit Facility had been used to fund the purchase of the business assets of Speeline, Inc. which is discussed in Note 9~~. The Company had the ability to borrow up to an additional \$ ~~478-491~~ **. 3** under the Revolving Credit Facility as of March ~~30-29, 2024~~ **2025**. Senior Notes In fiscal 2022, RBCA issued \$ 500. 0 aggregate principal amount of 4. 375 % Senior Notes due 2029 (the “Senior Notes”). The net proceeds from the issuance of the Senior Notes were approximately \$ 492. 0, after deducting initial purchasers’ discounts and commissions and offering expenses, and were used to fund a portion of the purchase price for the acquisition of Dodge. The Senior Notes were issued pursuant to an indenture with Wilmington Trust, National Association, as trustee (the “Indenture”). The Indenture contains covenants limiting the ability of the Company to (i) incur additional indebtedness or guarantee indebtedness, (ii) declare or pay dividends, redeem stock or make other distributions to stockholders, (iii) make investments, (iv) create liens or use assets as security in other transactions, (v) merge or consolidate, or sell, transfer, lease or dispose of substantially all of its assets, (vi) enter into transactions with affiliates, and (vii) sell or transfer certain assets. These covenants contain various exceptions, limitations and qualifications. At any time that the Senior Notes are rated investment grade, certain of these covenants will be suspended. The Senior Notes are guaranteed jointly and severally on a senior unsecured basis by RBC Bearings and certain of RBCA’s existing and future wholly- owned domestic subsidiaries that also guarantee the Credit Agreement. Interest on the Senior Notes accrues at a rate of 4. 375 % and is payable semi- annually in cash in arrears on April 15 and October 15 of each year. The Senior Notes will mature on October 15, 2029. The Company may redeem some or all of the Senior Notes at any time on or after October 15, 2024 at the redemption prices set forth in the Indenture, plus accrued and unpaid interest, if any, to, but excluding, the redemption date. The Company may also redeem up to 40 % of the Senior Notes using the proceeds of certain equity offerings completed before October 15, 2024, at a redemption price equal to 104. 375 % of the principal amount thereof, plus accrued and unpaid interest, if any, to, but excluding, the redemption date. ~~In addition, at any time prior to October 15, 2024, the Company may redeem some or all of the Senior Notes at a price equal to 100 % of the principal amount, plus a “make-whole” premium, plus accrued and unpaid interest, if any, to, but excluding, the redemption date.~~ If the Company sells certain of its assets or experiences specific kinds of changes in control, the Company must offer to purchase the Senior Notes. Foreign Borrowing Arrangements One of our foreign subsidiaries,

Schaublin SA, has a CHF 5.0 (approximately \$ 5.85 USD) credit line (the "Foreign Credit Line") with Credit Suisse (Switzerland) Ltd. to provide future working capital, if necessary. As of March 30, 2024, \$ 2.2 had been borrowed from the Foreign Credit Line and \$ 0.1 was being utilized to provide a bank guarantee. Fees associated with the Foreign Credit Line are nominal. **In July 2024, Swiss Tool Systems, one of our foreign subsidiaries, purchased the building where it operates for CHF 7.1 (approximately \$ 8.4 USD) and took out a 10- year fixed- rate mortgage on the building for CHF 4.0 (approximately \$ 4.5 USD).** Interest Rate Swap In fiscal 2023, the Company entered into a three- year USD- U. S. dollar denominated interest rate swap ("the **Interest Rate** Swap") from a third- party financial counterparty under the Credit Agreement. The **Interest Rate** Swap was executed to protect the Company from interest rate volatility on our variable- rate Term Loan Facility. The **Interest Rate** Swap became effective December 30, 2022 and is comprised of a \$ 600.0 notional with a maturity of three years. We receive a variable rate based on one- month Term SOFR and pay a fixed rate of 4.455%. ~~As of March 30, 2024, approximately 75% of our debt bore interest at a fixed rate after giving effect to the Swap in place.~~ The notional on the **Interest Rate** Swap will amortize as follows: Year 1: \$ 600.0 Year 2: \$ 400.0 Year 3: \$ 100.0 The **Interest Rate** Swap has been designated as a cash flow hedge of the variability of the first unhedged interest payments (the hedged transactions) paid over the hedging relationship's specified time period of three years attributable to the borrowing's contractually specified interest index on the hedged principal of its general borrowing program or replacement or refinancing thereof. **Cross Currency Swap** The Company is exposed to foreign exchange rate fluctuations as some of our subsidiaries operate in various countries. **On August 12, 2024, the Company entered into the Cross Currency Swap with a third- party financial counterparty. The objective of the Cross Currency Swap is to economically hedge the Company's net investment in its lower- tier European subsidiary, Schaublin, against adverse changes in the Swiss franc / U. S. dollar exchange rate. The Cross Currency Swap is based upon a net investment of CHF 69.4 (\$ 80.0 USD) notional amount with a three- year maturity date. RBC receives a fixed U. S. dollar amount on a month- to- month basis based upon a fixed annual rate of 2.77% of the notional amount. At maturity, RBC will net- settle the principal of the Cross Currency Swap in cash with the counterparty. The Cross Currency Swap has been designated as a net investment hedge on an after- tax basis.** Preferred Stock Prior to October 15, 2024, the Company had outstanding 4,600,000 shares of 5.00% Series A Mandatory Convertible Preferred Stock ("MCPS") to which we paid a quarterly dividend aggregating \$ 5.75, but on that date each then- outstanding share of the MCPS converted into 0.4413 shares of common stock, resulting in the retirement of the MCPS and the issuance of 2,029,955 shares of common stock. **Because the MCPS is no longer outstanding, the Company will not pay MCPS dividends in the future, resulting in a cash savings of \$ 23.0 per year.** Cash Flows **Fiscal 2025 Compared to Fiscal 2024** The following table summarizes our cash flow activities: **FY25** **FY24** **FY23** **Change** Net cash provided by (used in): Operating activities \$ 293.6 \$ 274.7 \$ 220.18 \$ 9.6 \$ 54.1 Investing activities (49.8) (52.2) (14.0) (38.2) 4 Financing activities (270.4) (223.5) (322.46) 8.9 99.3 Effect of exchange rate changes on cash (0.1) (0.9) (1.3) 0.4 8 (Decrease) / increase in cash and cash equivalents \$ (26.7) \$ (1.9) \$ (117.24) \$ 115.6 During fiscal 2024 2025, we generated cash of \$ 274.293.76 from operating activities compared to \$ 220.274.67 for fiscal 2023 2024. The increase of \$ 54.18.19 was mainly the result of a \$ 43.36.23 increase in net income and a \$ 12.4 favorable change in non- cash activity partially offset by a \$ 6.2 unfavorable change in non- cash activity and net unfavorable change in operating assets and liabilities of \$ 11.52. The unfavorable change in operating assets and liabilities is detailed in the table below. The change in non- cash activity was primarily driven by \$ 3.0.97 more depreciation and amortization, and \$ 3.11.40 more stock- based compensation and a favorable change in deferred taxes of \$ 9.1, partially offset by \$ 4.0.26 less amortization of deferred financing costs, a \$ 14.5 unfavorable change in deferred taxes, \$ 0.5 less non- cash operating lease expense, \$ 0.2 less losses on the disposition of assets, and \$ 2.1 less in restructuring and other non- cash charges. The following chart summarizes the impact on cash flow from operating assets and liabilities for fiscal 2024 2025 versus fiscal 2023 2024. **FY25** **FY24** **FY23** Cash provided by (used in): Accounts receivable \$ (53.3) \$ (13.4) \$ 7.8 Inventory (32.3) (31.6) (71.7) Prepaid expenses and other current assets (3.9) (2.4) (5.8) Other noncurrent assets 0.5 (3.0) (0.8) Accounts payable 22.2 (30.7) (11.1) Accrued expenses and other current liabilities (2.3) 9.0 6.0 Other noncurrent liabilities (14.7) (0.5) 4.5 Total change in operating assets and liabilities \$ (83.8) \$ (72.6) \$ (71.1) During fiscal 2024 2025, we used \$ 52.49.28 for investing activities as compared to \$ 14.52.02 for fiscal 2023 2024. This increase decrease in cash used was primarily attributable to \$ 19.3 of less cash used for acquisitions in fiscal 2024 2025 compared to a favorable purchase price adjustment of \$ 27.5 in fiscal 2023. This was partially offset by \$ 8.16.8 fewer 6 more capital expenditures and \$ 0.3 less proceeds from the sale of assets in fiscal 2025 compared to fiscal 2024 compared to fiscal 2023. During fiscal 2024 2025, we used cash of \$ 223.270.54 for financing activities compared to \$ 322.223.85 in fiscal 2023 2024. This favorable change was primarily due to \$ 8.82.84 more repayments on our revolving credit facilities and \$ 37.0 more repayments on the Term Loan partially offset by \$ 46.7 more proceeds from exercises of employee stock options, \$ 20.3 of proceeds received from our revolving credit facilities and, \$ 75.14.05 more proceeds from the exercise of employee stock options, \$ 4.5 proceeds from a mortgage, and \$ 5.8 less preferred stock dividends paid repayment of debt compared to the prior year. Capital Expenditures Our capital expenditures in fiscal 2025 were \$ 49.8 compared to \$ 33.2 in fiscal 2024 were \$ 33.2 compared to \$ 42.0 in fiscal 2023. We expect to make capital expenditures of approximately 3.0% to 3.5% of net sales during fiscal 2025 2026 in connection with our existing business. We funded our fiscal 2024 2025 capital expenditures, and expect to fund fiscal 2025 2026 capital expenditures, principally through existing cash and internally generated funds. We may also make substantial additional capital expenditures in connection with acquisitions. Critical Accounting Policies and Estimates Our discussion and analysis of our financial condition and results of operations are based upon our consolidated financial statements, which have been prepared in accordance with U. S. generally accepted accounting principles. The preparation of these financial statements requires us to make estimates and judgments that affect the reported amounts of assets, liabilities, revenues and expenses and related disclosure of contingent assets and liabilities. We evaluate our estimates on an on- going

basis. Estimates are used for, but not limited to, the accounting for the allowance for **doubtful accounts credit losses**, valuation of inventories, goodwill and intangible assets, depreciation and amortization, income taxes and tax reserves, the valuation of options and the valuation of business combinations. We base our estimates on historical experience and on various other assumptions that are believed to be reasonable under the circumstances, the results of which form the basis for making judgments about the carrying values of assets and liabilities that are not readily apparent from other sources. We believe our judgments related to these accounting estimates are appropriate. Actual results may differ from these estimates under different assumptions or conditions.

Revenue Recognition. The performance obligations for the majority of RBC's product sales are satisfied at the point in time in which the products are shipped. The Company has determined that the customer obtains control upon shipment of the product based on the shipping terms (i. e. when it ships from RBC's dock or when the product arrives at the customer's dock) and recognizes revenue when control has transferred to the customer. Once a customer has obtained control, the customer is able to direct the use of, and obtain substantially all of the remaining benefits from, the asset. Approximately 98 % of the Company's revenue was recognized in this manner based on sales for the fiscal years ended March 30, 2024 **2025** and April 1, 2023. The Company has determined performance obligations are satisfied over time for customer contracts where RBC provides services to customers and also for a limited number of product sales. RBC has determined revenue recognition over time is appropriate for our service revenue contracts as they create or enhance an **and** asset that the customer controls throughout the duration of the contract. Approximately 2 % of the Company's revenue was recognized in this manner based on sales for the fiscal years ended March 30, 2024 and April 1, 2023. Revenue recognition over time is appropriate for customer contracts with product sales in which the product sold has no alternative use to RBC without significant economic loss and an enforceable right to payment exists, including a normal profit margin from the customer, in the event of contract termination. These types of contracts comprised less than 1 % of total sales for the fiscal years ended March 30, 2024 and April 1, 2023. For both of these types of contracts, revenue is recognized over time based on the extent of progress towards completion of the performance obligation. The Company utilizes the cost-to-cost measure of progress for over-time revenue recognition contracts as we believe this measure best depicts the transfer of control to the customer, which occurs as we incur costs on contracts. Revenues, including profits, are recorded proportionally as costs are incurred. Costs to fulfill include labor, materials, subcontractors' costs, and other direct and indirect costs. Pursuant to the over-time revenue recognition model, revenue may be recognized prior to the customer being invoiced. An unbilled receivable is recorded to reflect revenue that is recognized when (1) the cost-to-cost method is applied and (2) such revenue exceeds the amount invoiced to the customer. Contract assets are included within prepaid expenses and other current assets or other noncurrent assets on the consolidated balance sheets.

Inventory. Inventory is stated at the lower of cost or net realizable value. Cost is determined by the first-in, first-out method. We account for inventory under a full absorption method. We record adjustments to the value of inventory based upon past sales history and forecasted plans to sell our inventories. The physical condition, including age and quality, of the inventories is also considered in establishing its valuation. These adjustments are estimates, which could vary significantly, either favorably or unfavorably, from actual requirements if future economic conditions, customer inventory levels or competitive conditions differ from our expectations.

Goodwill and Indefinite-Lived Intangible Assets. Goodwill (representing the excess of the amount paid to acquire a company over the estimated fair value of the net assets acquired) and indefinite-lived intangible assets are not amortized but instead are tested for impairment annually, or when events or circumstances indicate that the carrying value of such asset may not be recoverable. Separate tests are performed for goodwill and indefinite lived intangible assets. **The Company performs the annual impairment testing during the fourth quarter of each fiscal year.** We completed a quantitative test of impairment on the indefinite lived intangible assets with no impairment noted in fiscal year **2024-2025**. The determination of any goodwill impairment is made at the reporting unit level. The Company determines the fair value of a reporting unit and compares it to its carrying amount. If the carrying amount of the reporting unit exceeds its fair value, an impairment loss is recognized for **any-the** amount by which the carrying amount exceeds the reporting unit's fair value. The Company applies the income approach (discounted cash flow method) in testing goodwill for impairment. The key assumptions- **assumption** used in the discounted cash flow method used to estimate fair value **is gross** include the discount rates, revenue growth rates and EBITDA margin, which **are-is** affected by expectations about future market or economic conditions. Discount rates, revenue growth rates and EBITDA margin are the most sensitive and susceptible to change as they require significant management judgment. Discount rates are determined by using a weighted average cost of capital ("WACC"). The WACC considers market and industry data as well as Company-specific risk factors for each reporting unit in determining the appropriate discount rate to be used. The discount rate utilized for each reporting unit for our fiscal 2024 test was 10.0 % and is indicative of the return an investor would expect to receive for investing in such a business. Terminal growth rate determination follows common methodology of capturing the present value of perpetual cash flow estimates beyond the last projected period assuming a constant WACC and long-term growth rates. The terminal growth rate used for our fiscal 2024 test was 2.5 %. The Company has determined that, to date, no impairment of goodwill exists and fair value of the reporting units exceeded the carrying value in total by approximately 53.5 %. The fair value of the reporting units exceeds the carrying value by a minimum of **18-13**. 8 % at each of the two reporting units. **A decrease of 1.0 % in our terminal growth rate would not result in impairment of goodwill for any of our reporting units. An increase of 1.0 % in our discount rate would not result in impairment of goodwill for any of our reporting units.** Assuming no growth in EBITDA **gross** margin within the model would not result in impairment of goodwill for any of our reporting units. **The Company performs the annual impairment testing during the fourth quarter of each fiscal year.** Although no changes are expected, if the actual results of the Company are less favorable than the assumptions the Company makes regarding estimated cash flows, the Company may be required to record an impairment charge in the future.

Valuation of Business Combinations. We allocate the amounts we pay for each acquisition to the assets we acquire and liabilities we assume based on their estimated fair values at the date of acquisition, including identifiable intangible assets, which either arise from a contractual or legal right or are separable from goodwill. We base the fair

value of identifiable intangible assets acquired in a business combination on detailed valuations which are prepared with the assistance of a specialist and consider our best estimates of inputs and assumptions that a market participant would use. We utilize a specialist for these valuations due to the complexity and estimation uncertainty involved in determining the fair value given the significant assumptions involved. Significant assumptions utilized in the valuation models include discount rates, revenue growth rates and EBITDA margins. We allocate to goodwill any excess purchase price over the fair value of the net tangible and identifiable intangible assets acquired. Transaction costs associated with these acquisitions are expensed as incurred through other, net on the consolidated statements of operations. Income Taxes. As part of the process of preparing the consolidated financial statements, we are required to estimate the income taxes in each jurisdiction in which we operate. This process involves estimating the actual current tax liabilities together with assessing temporary differences resulting from the differing treatment of items for tax and financial reporting purposes. These differences result in deferred tax assets and liabilities, which are included in the consolidated balance sheets. We must then assess the likelihood that the deferred tax assets will be recovered, and to the extent that we believe that recovery is not more than likely, we are required to establish a valuation allowance. If a valuation allowance is established or increased during any period, we are required to include this amount as an expense within the tax provision in the consolidated statements of operations. Significant judgment is required in determining our provision for income taxes, deferred tax assets and liabilities, accrual for uncertain tax positions and any valuation allowance recognized against net deferred tax assets. Recent Accounting Pronouncements For a discussion of recent accounting pronouncements, refer to Note 2. **Impact of Inflation and Changes in Prices of Raw Materials** In fiscal 2024, the economy experienced inflation. We purchase steel at market prices, which fluctuate as a result of supply and demand in the marketplace. To date, we have managed price increases by changing our buying patterns, expanding our vendor network, and passing increases on to our customers through price increases on our products, the assessment of steel surcharges on our customers, or entry into LTAs with our customers containing escalator provisions tied to our invoiced price of steel. However, even if we are able to pass these cost increases to our customers, there may be a time lag of several months between the time we experience a cost increase and when we implement surcharges or price increases, particularly for orders already in our backlog. As a result, our gross margin percentage may decline. Competitive pressures and the terms of certain of our long-term contracts may require us to absorb at least part of these cost increases, particularly during periods of high inflation. Our principal raw materials are stainless and 52100 wire and rod steel (types of high alloy steel), which have historically been readily available. We have never experienced a work stoppage due to a supply shortage. We maintain multiple sources for raw materials including steel and have various supplier agreements. Through sole-source arrangements, supplier agreements and pricing, we have been able to minimize our exposure to fluctuations in raw material prices. Our suppliers and sources of raw materials are based in the U. S., Europe and Asia. We believe that our sources are adequate for our needs in the foreseeable future, that there exist alternative suppliers for our raw materials, and that in most cases readily available alternative materials can be used for most of our raw materials. Off-Balance Sheet Arrangements The Company has \$ 3. 7 of outstanding standby letters of credit, all of which are under the Revolving Credit Facility. We also have a contractual obligation for licenses related to the implementation and upgrade of an enterprise resource planning (“ ERP ”) system. The remaining contractual obligation related to these ERP license costs of \$ 7. 6 will end in June of 2026. Other than the items noted above, we had no significant off-balance sheet arrangements as of March 30-29, 2024-2025. ITEM 7A. QUANTITATIVE AND QUALITATIVE DISCLOSURES ABOUT MARKET RISK We are exposed to market risks –which arise during the normal course of business from changes in interest rates and foreign currency exchange rates. Interest Rates. We currently have variable rate debt outstanding under the Term Loan Facility. We regularly evaluate the impact of interest rate changes on our net income and cash flow and take action to limit our exposure when appropriate. As discussed in “ Liquidity and Capital Resources ” in Item 7 of this Annual Report, we have utilized ~~an~~ **the interest Interest rate Rate swap Swap** to fix a portion of the variable rate interest expense associated with the Term Loan. As of March 30, 2024, approximately 75 % of our debt bears interest at a fixed rate after giving effect to the interest rate swap agreement in place. Foreign Currency Exchange Rates. As an international company, our operations transact in the following foreign currencies: • Australia – Australian dollar • India – rupee • Canada – Canadian dollar • Mexico – peso • China – Chinese yuan • Poland – zloty • France and Germany – euro • Switzerland – Swiss franc • England – British pound As a result, we are exposed to risk associated with fluctuating currency exchange rates between the U. S. dollar and these currencies. Foreign currency transaction gains and losses are included in earnings. Approximately ~~12-11~~ % of our net sales were impacted by foreign currency fluctuations in fiscal 2024-2025 compared to approximately 12 % of net sales in fiscal 2023-2024. For those countries outside the U. S. where we have sales, a strengthening in the U. S. dollar or devaluation in the local currency would reduce the value of our local inventory as presented in our consolidated financial statements. In addition, a stronger U. S. dollar or a weaker local currency would result in reduced net sales, operating profit and shareholders’ equity due to the impact of foreign exchange translation on our consolidated financial statements. **The opposite would be true if the U. S. dollar were to get comparatively weaker to those foreign currencies.** Fluctuations in foreign currency exchange rates may make our products more expensive or increase our operating costs, affecting our competitiveness and our profitability. Changes in exchange rates between the U. S. dollar and other currencies and volatile economic, political and market conditions in emerging market countries have in the past adversely affected our financial performance and may in the future adversely affect the value of our assets located outside the United States and our results of operations. We periodically enter into derivative financial instruments ~~in the form of forward exchange contracts~~ to reduce the effect of fluctuations in exchange rates on ~~certain third-party sales and purchase transactions~~ **and account balances** denominated in non-functional currencies. As of March 30-29, 2024-2025, the Company had ~~no forward exchange contracts~~ **the Cross Currency Swap, which is discussed in “ Liquidity and Capital Resources ” in Item 7 of this Annual Report.** ITEM 8. FINANCIAL STATEMENTS AND SUPPLEMENTARY DATA Report of Independent Registered Public Accounting Firm to the Stockholders and the Board of Directors of RBC Bearings Incorporated Opinion on the Financial Statements We have audited the accompanying consolidated

balance sheets of RBC Bearings Incorporated (the Company) as of March 29, 2025 and March 30, 2024 and April 1, 2023, the related consolidated statements of operations, comprehensive income, stockholders' equity and cash flows for each of the three years in the period ended March 30, 2024, 2023, and 2022, and the related notes (collectively referred to as the "consolidated financial statements"). In our opinion, the consolidated financial statements present fairly, in all material respects, the financial position of the Company at March 29, 2025 and March 30, 2024 and April 1, 2023, and the results of its operations and its cash flows for each of the three years in the period ended March 30, 2024, 2023, and 2022, in conformity with U. S. generally accepted accounting principles. We also have audited, in accordance with the standards of the Public Company Accounting Oversight Board (United States) (PCAOB), the Company's internal control over financial reporting as of March 30, 2024, based on criteria established in Internal Control — Integrated Framework issued by the Committee of Sponsoring Organizations of the Treadway Commission (2013 framework), and our report dated May 17, 2024 expressed an unqualified opinion thereon. Basis for Opinion These financial statements are the responsibility of the Company's management. Our responsibility is to express an opinion on the Company's financial statements based on our audits. We are a public accounting firm registered with the PCAOB and are required to be independent with respect to the Company in accordance with the U. S. federal securities laws and the applicable rules and regulations of the Securities and Exchange Commission and the PCAOB. We conducted our audits in accordance with the standards of the PCAOB. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement, whether due to error or fraud. Our audits included performing procedures to assess the risks of material misstatement of the financial statements, whether due to error or fraud, and performing procedures that respond to those risks. Such procedures included examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements. Our audits also included evaluating the accounting principles used and significant estimates made by management, as well as evaluating the overall presentation of the financial statements. We believe that our audits provide a reasonable basis for our opinion. Critical Audit Matter The critical audit matter communicated below is a matter arising from the current period audit of the financial statements that was communicated or required to be communicated to the audit committee and that: (1) relates to accounts or disclosures that are material to the financial statements and (2) involved our especially challenging, subjective or complex judgments. The communication of the critical audit matter does not alter in any way our opinion on the consolidated financial statements, taken as a whole, and we are not, by communicating the critical audit matter below, providing a separate opinion on the critical audit matter or on the account or disclosures to which it relates. Valuation of Goodwill – Annual impairment evaluation Industrial Reporting Unit Description of the Matter At March 30, 2024, the Company's goodwill was \$ 1,872.874.9 million, which is allocated primarily to the Industrial reporting unit. As discussed in Notes 2 and 4 of the consolidated financial statements, goodwill is tested for impairment at least annually at the reporting unit level annually. As of February 22, 2024, or when events or circumstances indicate 2025, the Company's measurement date, the Company determined that the fair value of the reporting unit exceeded its carrying value of such asset may not be recoverable. The Company estimates the fair value of its reporting units using an income approach, specifically a discounted cash flow analysis. Auditing management's annual goodwill impairment test was complex and highly judgmental due to the significant estimation estimations required to determine the fair value of the reporting units. In particular, the determination of the fair value required management estimates were sensitive to make changes in significant assumptions such as the discount rates, including gross revenue growth rates and EBITDA margin, which are affected by expectations about future market or economic conditions. How We Addressed the Matter in Our Audit We obtained an understanding, evaluated the design and tested the operating effectiveness of controls over the Company's goodwill impairment review process, including controls over management's review of the significant assumptions described above. To test the estimated fair value of the Company's reporting units, we performed audit procedures, with the assistance of our valuation specialists, that included, among others, assessing the methodologies utilized and testing the significant assumptions discussed above and the underlying data used by the Company in its analysis. We compared the significant assumptions used by management to current industry and economic trends. We assessed the historical accuracy of management's estimates and performed sensitivity analyses of significant assumptions to evaluate the changes in the fair value of the reporting units that would result from changes in the underlying assumptions. In addition, we evaluated the reconciliation of the fair value of the reporting units to the market capitalization of the Company. / s / Ernst & Young LLP We have served as the Company's auditor since 2002. Stamford Hartford, Connecticut May 17, 2024 Consolidated Balance Sheets (amounts in millions, except share and per share data) March 29, 2025 March 30, 2024 April 1, 2023 ASSETS Current assets: Cash and cash equivalents \$ 36.8 \$ 63.5 \$ 65.4 Accounts receivable, net of allowance for doubtful accounts credit losses of \$ 5.4 at March 29, 2025 and \$ 4.4 at March 30, 2024 307.6 307.6 299.6 Inventory 654.5 622.8 587.2 Prepaid expenses and other current assets 28.4 24.0 21.1 Total current assets 1,027.3 965.5 913.3 Property, plant and equipment, net 359.0 361.0 375.3 Operating lease assets 58.1 41.4 41.4 Goodwill 1,872.2 1,874.9 1,869.8 Intangible assets, net 1,325.1 1,391.9 1,452.9 Other noncurrent assets 43.0 43.9 37.7 Total assets \$ 4,685.2 \$ 4,678.6 \$ 4,690.4 LIABILITIES AND STOCKHOLDERS' EQUITY Current liabilities: Accounts payable \$ 138.4 \$ 116.2 \$ 146.8 Accrued expenses and other current liabilities 166.0 167.3 153.4 Current operating lease liabilities 9.2 7.0 7.6 Current portion of long-term debt 1.7 3.8 1.5 Total current liabilities 315.3 294.3 309.3 Long-term debt, less current portion 918.4 1,188.1 1,393.5 Noncurrent operating lease liabilities 50.3 35.3 33.9 Deferred income taxes 257.8 284.2 295.1 Other noncurrent liabilities 112.0 124.8 122.7 Total liabilities 1,653.8 1,926.7 2,154.5 Commitments and contingencies (Note 18-17) Stockholders' equity: Preferred stock, \$.01 par value; authorized shares: 10,000,000 as of March 29, 2025 and March 30, 2024 and April 1, 2023, respectively; issued shares: 0 and 4,600,000 as of March 29, 2025 and March 30, 2024 and April 1, 2023, respectively — 0-0-0 Common stock, \$.01 par value; authorized shares: 60,000,000 at March 29, 2025 and March 30, 2024 and April 1, 2023, respectively; issued shares: 32,522,189 and 30,227,444 and 29,989,948 at March 29, 2025 and March 30, 2024 and April 1, 2023,

respectively 0. 3 0. 3 Additional paid- in capital 1, **682. 5 1**, 625. 2 ~~1, 589. 9~~ Accumulated other comprehensive income / (loss) **(1. 4)** 0. 7 ~~(4. 1)~~ Retained earnings 1, **450. 6 1**, 216. 8 ~~1, 029. 9~~ Treasury stock, at cost, 1, **046, 569 shares and 1**, 015, 053 shares and ~~966, 398~~ shares at March **29, 2025 and March** 30, 2024 and April 1, 2023, respectively **(100. 6)** ~~(91. 1)~~ ~~(80. 1)~~ Total stockholders' equity **3, 031. 4 2**, 751. ~~9 2~~, 535. 9 Total liabilities and stockholders' equity \$ **4, 685. 2 \$ 4**, 678. 6 ~~\$ 4, 690. 4~~ See accompanying notes. Consolidated Statements of Operations Fiscal Year Ended March **29, 2025 March** 30, 2024 April 1, 2023 ~~April 2, 2022~~ Net sales \$ **1, 636. 3 \$ 1**, 560. 3 \$ 1, 469. 3 ~~\$ 942. 9~~ Cost of sales **910. 2** 889. 8 864. 5 ~~585. 8~~ Gross margin **726. 1** 670. 5 604. 8 ~~357. 1~~ Operating expenses: Selling, general and administrative **279. 3** 253. 5 229. 7 ~~167. 6~~ Other, net **76. 9** 74. 8 82. 1 ~~68. 4~~ Total operating expenses **356. 2** 328. 3 311. 8 ~~236. 0~~ Operating income **369. 9** 342. 2 293. 0 ~~121. 1~~ Interest expense, net **59. 8** 78. 7 76. 7 ~~41. 5~~ Other non- operating expense / **(income) (1. 8)** 1. 7 6. 6 ~~0. 9~~ Income before income taxes **311. 9** 261. 8 209. ~~7 78. 7~~ Provision for income taxes **65. 7** 51. 9 43. ~~0 24. 0~~ Net income \$ **246. 2 \$** 209. 9 \$ 166. ~~7 \$ 54. 7~~ Preferred stock dividends **12. 4** 23. 0 22. 9 ~~12. 0~~ Net income attributable to common stockholders \$ **233. 8 \$** 186. 9 \$ 143. 8 ~~\$ 42. 7~~ Net income per common share attributable to common stockholders: Basic \$ **7. 76 \$** 6. 47 \$ 5. 00 ~~\$ 1. 58~~ Diluted \$ **7. 70 \$** 6. 41 \$ 4. 94 ~~\$ 1. 56~~ Weighted average common shares: Basic **30, 136, 501** 28, 917, 008 28, 764, 092 ~~26, 946, 355~~ Diluted **30, 354, 470** 29, 189, 056 29, 072, 429 ~~27, 311, 029~~ Consolidated Statements of Comprehensive Income (amounts in millions) Fiscal Year Ended March **29, 2025 March** 30, 2024 April 1, 2023 ~~April 2, 2022~~ Net income \$ **246. 2 \$** 209. 9 \$ 166. ~~7 \$ 54. 7~~ Pension and postretirement liability adjustments, net of taxes (1) **2. 4** 0. 4 9. 4 ~~4. 2~~ Change in fair value of **Interest Rate Swap derivatives, net of taxes (2) (1. 4)** 3. 4 (2. 2) **Change in fair value of Cross Currency Swap (3) (0. 2) —** — Foreign currency translation adjustments **(2. 9)** 1. 0 (5. 5) ~~0. 4~~ Total comprehensive income \$ **244. 1 \$** 214. 7 \$ 168. 4 ~~\$ 59. 3~~ (1) These adjustments were net of tax expense of \$ 0. 4 ~~6~~, tax expense of \$ 2 ~~0. 4~~ and tax expense of \$ ~~1 2. 1 0~~ in fiscal **2025, 2024 ; and 2023 and 2022**, respectively. (2) These adjustments were net of tax **benefit of \$ 0. 4, tax** expense of \$ 1. 0 and ~~net of tax benefit of \$ 0. 6~~ in fiscal **2025, 2024 and 2023, respectively.** (3) **This adjustment was net of tax benefit of \$ 0. 0 for** fiscal ~~2023-2025~~, respectively. Consolidated Statements of Stockholders' Equity (amounts in millions, except share data)

	Accumulated	Additional	Other	Total	Common Stock	Preferred Stock	Additional	Paid- in	Accumulated	Other	Comprehensive	
	Retained	Treasury Stock	Total	Stockholders' Shares	Amount	Shares	Amount	Capital	Income / (Loss)	Earnings	Shares	Amount
Equity	Balance at	April 3, 2021	26, 110, 320	\$ 0. 3	\$	462. 6	(10. 4)	\$ 843. 4	(884, 701)	(63. 8)	\$ 1, 232. 1	Net
income		54. 7	54. 7	Stock-based compensation		32. 9				32. 9	Preferred stock	
dividends		(12. 0)	(12. 0)	Repurchase of common stock		(43, 621)	(8. 6)	(8. 6)				
Exercise of equity awards		149, 896	0. 0	18. 0		18. 0	Change in pension and post-retirement plan benefit					
adjustments, net of tax expense of \$ 1. 1				4. 2		4. 2	Issuance of restricted stock, net of forfeitures				96, 992	
							Preferred stock issuance, net of issuance costs				4, 600, 000	0. 0
Common stock issuance, net of issuance costs		3, 450, 000	0. 0	605. 5		605. 5	Currency translation adjustments					
		0. 4	0. 4	Balance at April 2, 2022		29, 807, 208	\$ 0. 3	4, 600, 000	\$ 0. 0	\$ 1, 564. 3	(5. 8)	\$ 886. 1
(928, 322)		(72. 4)	\$ 2, 372. 5	Net income		166. 7		166. 7	Stock-based compensation			14. 0
				14. 0		14. 0	Preferred stock dividends				(22. 9)	(22. 9)
							Repurchase of					
common stock							issued under equity incentive plans				(38, 076)	(7. 7)
563		0. 0		11. 6		11. 6	Change in pension and post-retirement plan benefit					
adjustments, net of tax expense of \$ 2. 0				9. 4		9. 4	Issuance of restricted stock, net of forfeitures				66, 177	
							Change in fair value of derivatives					
							Interest Rate Swap , net of tax benefit of \$ 0. 6				(2. 2)	(2. 2)
							Currency translation adjustments				(5. 5)	(5. 5)
							Balance at April 1, 2023				29, 989, 948	\$ 0. 3
							4, 600, 000	\$ 0. 0	\$ 1, 564. 3	(5. 8)	\$ 886. 1	
							589. 9	(4. 1)	\$ 1, 029. 9	(966, 398)	(80. 1)	\$ 2, 535. 9
							Net income				209. 9	209. 9
							Stock-based compensation				14. 9	14. 9
							Preferred stock dividends				(23. 0)	(23. 0)
							Repurchase					
of							Tax withholding for common stock					
issued under equity incentive plans											(48, 655)	(11. 0)
Exercise of equity awards		168, 321	0. 0	20. 4		20. 4	Change in pension and post-retirement plan benefit					
adjustments, net of tax expense of \$ 0. 4				0. 4		0. 4	Issuance of restricted stock, net of forfeitures				69, 175	
							Change in fair value of derivatives					
							Interest Rate Swap , net of tax expense of \$ 1. 0					
							3. 4				1. 0	1. 0
							Balance at March 30, 2024				30, 227, 444	\$ 0. 3
							4, 600, 000	\$ 0. 0	\$ 1, 625. 2	(0. 7)	\$ 1, 216. 8	(1, 015, 053)
							(91. 1)	\$ 2, 751. 9				
							Net income					246. 2
												246. 2
							Stock-based compensation					22. 0
												22. 0
							Preferred stock dividends					(12. 4)
												(12. 4)
							Tax withholding for common stock issued under equity incentive plans					(31, 516)
												(9. 5)
												(9. 5)
							Conversion of mandatory convertible preferred stock to common stock					2, 029, 955
												(4, 600, 000)
												(0. 0)
												(0. 0)
												34. 9
												34. 9
												Change in pension and post-retirement plan benefit adjustments, net of tax expense of \$ 0. 6
												2. 4
												2. 4
												Issuance of restricted stock, net of forfeitures
												41, 097
												0. 4
												0. 4
												Change in fair value of Interest Rate Swap, net of tax benefit of \$ 0. 4
												(1. 4)
												(1. 4)
												Change in fair value of Cross Currency Swap, net of tax benefit of \$ 0. 0
												(0. 2)
												(0. 2)
												Currency translation adjustments
												(2. 9)
												(2. 9)
												Balance at March 29, 2025
												32, 522, 189
												\$ 0. 3
												\$ 1, 682. 5
												(1. 4)
												\$ 1, 450. 6
												(1, 046, 569)
												(100. 6)
												\$ 3, 031. 4

Consolidated Statements of Cash Flows Fiscal Year Ended March **29, 2025 March** 30, 2024 April 1, 2023 ~~April 2, 2022~~ Cash flows from operating activities: Net income \$ **246. 2 \$** 209. 9 \$ 166. ~~7 \$ 54. 7~~ Adjustments to reconcile net income to net cash provided by operating activities: Depreciation and amortization **120. 0** 119. 3 115. 4 ~~65. 5~~ Deferred income taxes **(26. 8)** (12. 3) (12. 4) ~~0. 2~~ Amortization of deferred financing costs **2. 4** 3. 0 7. 2 ~~Stock~~ ~~18. 9~~ Consolidation and restructuring and other non- ~~based compensation~~ **28** cash charges ~~2. 6 2. 3 2. 4~~ **17. 4 14. 0** Noncash operating lease expense **3 6. 8** 7. 2 5. 8 ~~Loss on extinguishment of debt~~ ~~1. 0~~ ~~Stock-based compensation~~ ~~17. 4 14. 0 32. 9~~ Loss on disposition of assets **4 0. 6** 0. 3 ~~Consolidation, restructuring and other noncash charges~~ **0. 5 2. 6 2. 3** Changes in operating assets and liabilities, net of acquisitions: Accounts receivable **(53. 3)** (13.

4) 7.8 (53.5) Inventory (32.3) (31.6) (71.7) (16.2) Prepaid expenses and other current assets (3.9) (2.4) (5.8) (1.8) Other noncurrent assets 0.5 (3.0) (0.8) (8.2) Accounts payable 22.2 (30.7) (11.1) 52.4 Accrued expenses and other current liabilities (2.3) 9.0 6.0 22.1 Other noncurrent liabilities (14.7) (0.5) 4.5 3.8 Net cash provided by operating activities 293.6 274.7 220.6 180.3 Cash flows from investing activities: Capital expenditures (49.8) (33.2) (42.0) (29) Proceeds from sale of assets 0.8) 0.3 0.5 Acquisition of businesses / and related purchase price adjustments for acquisition — (19.3) 27.5 (2,908.2) Purchase of marketable securities — (30.0) Proceeds from sale of marketable securities — 120.5 Proceeds from sale of assets 0.3 0.5 0.0 Net cash used in investing activities (49.8) (52.2) (14.0) (2,847.5) Cash flows from financing activities: Proceeds received from issuance of common stock, net of issuance costs — 605.5 Proceeds from issuance of preferred stock, net of issuance costs — 445.3 Proceeds from term loans, net of financing costs — 1,285.8 Proceeds from senior notes, net of financing costs — 494.2 Proceeds from revolving credit facilities 67.0 20.3 — Finance fees paid in connection with credit facilities and senior notes — (0.1) Repayments of revolving credit facilities (19.82) (5.4) — Repayments of term loans (262.0) (225.0) (300.0) (113.0) Repayments of notes payable (1.6) (0.5) (0) Proceeds from mortgage 4.5) — Principal payments on finance lease obligations (4.1) (3.6) (3.2) (1.6) Preferred stock dividends paid (17.2) (23.0) (22.9) (7) Exercise of stock options 34.1) 9 20.4 11.6 Repurchase of common stock (9.5) (11.0) (7.7) (8.6) Proceeds from exercise of equity awards 20.4 11.6 18.0 Net cash provided by / (used in) financing activities (270.4) (223.5) (322.8) 2,698.5 Effect of exchange rate changes on cash (0.1) (0.9) (1.3) 0 Cash: Increase / (decrease) during the year (26.7) (1.9) (117.5) Cash and cash equivalents: (Decrease) / increase during the year (1.9) (117.5) 31.8 Cash and cash equivalents, at beginning of year 63.5 65.4 182.9 151.1 Cash and cash equivalents, at end of year \$ 36.8 \$ 63.5 \$ 65.4 \$ 182.9 Supplemental disclosures of cash flow information: Cash paid for: Income taxes \$ 101.3 \$ 56.4 \$ 60.4 \$ 17.1 Interest 55.4 75.7 69.9 11.6

Notes to Consolidated Financial Statements 1. Organization and Business RBC Bearings Incorporated, together with its subsidiaries, is an international manufacturer and marketer of highly engineered precision bearings, components and essential systems for the aerospace, defense and industrial, defense and aerospace industries, which are integral to the manufacture and operation of most machines, aircraft and mechanical systems, to reduce wear to moving parts, facilitate proper power transmission, reduce damage and energy loss caused by friction and control pressure and flow. The terms “we,” “us,” “our,” “RBC” and the “Company” mean RBC Bearings Incorporated and its subsidiaries, unless the context indicates another meaning. While we manufacture products in all major categories, we focus primarily on highly technical or regulated bearing products and engineered products for specialized markets that require sophisticated design, testing and manufacturing capabilities. We believe our unique expertise has enabled us to garner leading positions in many of the product markets in which we primarily compete. Over the past 19-20 years, we have broadened our end markets, products, customer base and geographic reach. We currently have 54 facilities in 11 countries, of which 38 are manufacturing facilities. The Company operates in two reportable business segments — aerospace / defense and industrial — in which it manufactures roller bearing components and assembled parts and designs and manufactures high-precision roller and ball bearings. The Company sells to a wide variety of original equipment manufacturers (“OEMs”) and distributors who are widely dispersed geographically. No one customer accounted for more than 17-18% of the Company’s net sales in fiscal 2025, 17% of net sales in fiscal 2024, and 16% of net sales in fiscal 2023 and 11% of net sales in fiscal 2022. The Company’s segments are further discussed in Note 20-19. 2. Summary of Significant Accounting Policies Basis of Presentation The consolidated financial statements include the accounts of RBC Bearings Incorporated and its wholly-owned subsidiaries. All intercompany balances and transactions have been eliminated in consolidation. The Company has a fiscal year consisting of 52 or 53 weeks, ending on the Saturday closest to March 31. Based on this policy, fiscal year 2025 contained 52 weeks, fiscal year 2024 contained 52 weeks, and fiscal year 2023 contained 52 weeks and. Certain amounts reported in previous years have been reclassified to conform to the fiscal year 2022-2025 presentation contained 52 weeks. Use of Estimates The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, and disclosure of contingent assets and liabilities, at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates. Estimates are used for, but not limited to, the accounting for the allowance for doubtful accounts credit losses, valuation of inventories, goodwill and intangible assets, depreciation and amortization, income taxes and tax reserves, purchase price allocation for acquired assets and liabilities, and the valuation of options. Revenue Recognition A contract with a customer exists when there is commitment and approval from both parties involved, the rights of the parties are identified, payment terms are defined, the contract has commercial substance, and collectability of consideration is probable. The Company has determined that the contract with the customer is established when the customer purchase order is accepted or acknowledged. LTAs are used by the Company and certain of its customers to reduce their supply uncertainty for a period of time, typically multiple years. While these LTAs define commercial terms including pricing, termination rights and other contractual requirements, they do not represent the contract with the customer for revenue recognition purposes. When the Company accepts or acknowledges a customer purchase order, the type of good or service is defined on a line-by-line basis. The majority of the Company’s revenue relates to the sale of goods and contains a single performance obligation for each distinct good. The remainder of the Company’s revenue from customers is generated from services performed. These services include repair and refurbishment work performed on customer-controlled assets as well as design and test work. Transaction price reflects the amount of consideration that the Company expects to be entitled to in exchange for transferred goods or services. A contract’s transaction price is allocated to each distinct performance obligation and revenue is recognized as the performance obligation is satisfied. The Company generally sells products and services with observable standalone selling prices. The performance obligations for the majority of RBC’s product sales are satisfied at the point in time in which the products are shipped. The Company has determined that the customer obtains control upon shipment of the product based on the shipping terms (i. e. when it ships from RBC’s dock or when the product arrives at the customer’s

dock) and recognizes revenue when control has transferred to the customer. Once a customer has obtained control, the customer is able to direct the use of, and obtain substantially all of the remaining benefits from, the asset. The Company has determined performance obligations are satisfied over time for customer contracts where RBC provides services to customers and also for a limited number of product sales. RBC has determined revenue recognition over time is appropriate for our service revenue contracts as they create or enhance an asset that the customer controls throughout the duration of the contract. Revenue recognition over time is appropriate for customer contracts with product sales in which the product sold has no alternative use to RBC without significant economic loss and an enforceable right to payment exists, including a normal profit margin from the customer, in the event of contract termination. These types of contracts comprised less than 1 % of total sales for the fiscal years ended March ~~29, 2025, March 30, 2024~~ and April 1, 2023 and ~~April 2, 2022~~, respectively. For both of these types of contracts, revenue is recognized over time based on the extent of progress towards completion of the performance obligation. The Company utilizes the cost- to- cost measure of progress for over- time revenue recognition contracts as the Company believes this measure best depicts the transfer of control to the customer, which occurs as the Company incurs costs on contracts. Revenues, including profits, are recorded proportionally as costs are incurred. Costs to fulfill include labor, materials, subcontractors' costs, and other direct and indirect costs. Contract costs are the incremental costs of obtaining and fulfilling a contract (i. e., costs that would not have been incurred if the contract had not been obtained) to provide goods and services to customers. Contract costs largely consist of design and development costs for molds, dies and other tools that RBC will own and that will be used in producing the products under the supply arrangements. These contract costs are amortized to expense on a systematic and rational basis over a period consistent with the transfer to the customer of the goods or services to which the asset relates and are recorded in cost of sales. Costs incurred to obtain a contract are primarily related to sales commissions and are expensed as incurred. These costs are included within selling, general and administrative costs on the consolidated statements of operations. In certain contracts, the Company facilitates shipping and handling activities after control has transferred to the customer. The Company has elected to record all shipping and handling activities as costs to fulfill a contract. In situations where the shipping and handling costs have not been incurred at the time revenue is recognized, the estimated shipping and handling costs are accrued. Government Assistance Like other companies involved in the aerospace industry that were impacted by the COVID- 19 pandemic, the Company took part in the Aviation Manufacturing Jobs Protection (“ AMJP ”) program. The AMJP program provided funding to eligible businesses to pay a portion of their compensation costs for certain categories of employees for a period of time as part of a U. S. Department of Transportation program designed to maintain jobs in the aviation industry. During the fiscal years ended March ~~29, 2025, March 30, 2024~~ and April 1, 2023 and ~~April 2, 2022~~, the Company recorded grant revenue of \$ 0. 0, \$ ~~0. 0 and \$ 3. 1~~ and \$ ~~4. 4~~, respectively, all of which was recorded within cost of sales on the consolidated statements of operations. The Company does not expect to receive any future grant revenue associated with the AMJP program. ~~The Company is not currently receiving grant revenue from any other sources and does not anticipate doing so in future periods. Cash and Cash Equivalents The Company considers all highly liquid investments purchased with an original maturity of three months or less to be cash equivalents.~~ The Company maintains its cash accounts with various ~~banks~~ **global institutions** and has not experienced any losses in such accounts. **The Company performs periodic evaluations of the relative credit standing of its financial institutions and monitors the amount of exposure**. Accounts Receivable, Net and Concentration of Credit Risk Accounts receivable include amounts billed and currently due from customers. The amounts due are stated at their estimated net realizable value. The Company maintains an allowance for ~~doubtful accounts~~ **credit losses** for estimated losses resulting from the inability of its customers to make required payments. The Company uses an expected credit loss model to estimate the credit losses expected over the life of an exposure (or pool of exposures). The estimate of expected credit losses considers historical information, current information and reasonable and supportable forecasts, including estimates of prepayments. Financial instruments with similar risk characteristics are grouped together when estimating expected credit losses. The Company will write off accounts receivable after reasonable collection efforts have been made and the accounts are deemed uncollectible. The Company sells to a large number of OEMs and distributors who service the aftermarket. The Company' s credit risk associated with accounts receivable is minimized due to its customer base and wide geographic dispersion. The Company performs ongoing credit evaluations of its customers' financial condition and generally does not require collateral or charge interest on outstanding amounts. The Company had concentrations of credit risk with no individual customer greater than 10 % as of March ~~29, 2025 or March 30, 2024~~ or ~~April 1, 2023~~ with the exception of Motion Industries. Approximately ~~15 % and 16 % and 15 %~~ of accounts receivable at ~~both March 29, 2025 and March 30, 2024~~ and ~~April 1, 2023~~, respectively, were attributable to Motion Industries. Inventory is stated at the lower of cost or net realizable value. Cost is determined by the first- in, first- out method. The Company accounts for inventory under a full absorption method, and records adjustments to the value of inventory based upon past sales history and forecasted plans to sell our inventories. The physical condition, including age and quality, of the inventories is also considered in establishing its valuation. These adjustments are estimates, which could vary significantly, either favorably or unfavorably, from actual requirements if future economic conditions, customer inventory levels or competitive conditions differ from our expectations. Contract Assets (Unbilled Receivables) Pursuant to the over- time revenue recognition model, revenue may be recognized prior to the customer being invoiced. An unbilled receivable is recorded to reflect revenue that is recognized when (1) the cost- to- cost method is applied and (2) such revenue exceeds the amount invoiced to the customer. Contract assets are included within prepaid expenses and other current assets or other noncurrent assets on the consolidated balance sheets. Property, Plant and Equipment Property, plant and equipment are recorded at cost. Depreciation and amortization of property, plant and equipment, is recorded using the straight- line method over the estimated useful lives of the respective assets. Depreciation of assets is reported within depreciation and amortization. Expenditures for normal maintenance and repairs are charged to expense as incurred. The estimated useful lives of the Company' s property, plant and equipment are as follows: Buildings and improvements 20- 30 years Machinery and equipment 3- 15 years Leasehold improvements Shorter of the term of lease or estimated useful lifeLeases

The Company determines if an arrangement is a lease at contract inception. For leases where the Company is the lessee, it recognizes lease assets and related lease liabilities at the lease commencement date based on the present value of lease payments over the lease term. The lease term is the noncancellable period for which a lessee has the right to use an underlying asset, including periods covered by an option to extend the lease if the lessee is reasonably certain to exercise that option and periods covered by an option to terminate the lease if the lessee is reasonably certain not to exercise that option. For renewal options, the Company performs an assessment at commencement if it is reasonably likely to exercise the option. The assessment is based on the Company's intentions, past practices, estimates and factors that create an economic incentive for the Company. ~~Generally, the Company is not reasonably certain to exercise the renewal option in a lease contract, with the exception of some of our leased manufacturing facilities.~~ While some of the Company's leases include options allowing early termination of the lease, the Company historically has not terminated its lease agreements early unless there is an economic, financial or business reason to do so; therefore, the Company does not typically consider the termination option in its lease term at commencement. The Company must classify each lease as a finance lease or an operating lease. The Company's finance leases are included in property, plant and equipment, net. Amortization of these assets is included in depreciation and amortization expense. The Company's operating leases consist of rent commitments under various leases for office space, warehouses, land and buildings. Most of the Company's leases do not provide an implicit interest rate. As a result, the Company uses its incremental borrowing rate based on the information available at the commencement date in determining the present value of lease payments. Subsequent to the initial measurement, the lease liability continues to be measured at the present value of unpaid lease payments throughout the lease term. The lease liability is remeasured if the lease is modified and the modification is not accounted for as a separate contract, there is a change in the assessment of the lease term, the assessment of a purchase option exercise or the amount probable of being owed under a residual value guarantee, or a contingency is resolved resulting in some or all of the variable lease payments becoming fixed payments. Subsequent to the initial measurement, the right- of- use asset for a finance lease is equivalent to the initial measurement less accumulated amortization and any accumulated impairment losses. Generally, amortization of finance leases is recorded to cost of sales **or SG & A** on a straight- line basis over the lease term. Subsequent to initial measurement, the right- of- use asset for an operating lease is equivalent to initial measurement less accumulated amortization. Goodwill and Indefinite- Lived Intangible Assets Goodwill (representing the excess of the amount paid to acquire a company over the estimated fair value of the net assets acquired) and indefinite- lived intangible assets are not amortized but instead are tested for impairment annually, or when events or circumstances indicate that the carrying value of such asset may not be recoverable. Separate tests are performed for goodwill and indefinite lived intangible assets. **The Company performs the annual impairment testing during the fourth quarter of each fiscal year.** We completed a quantitative test of impairment on the indefinite lived intangible assets with no impairment noted in fiscal year ~~2024~~ **2025**. The determination of any goodwill impairment is made at the reporting unit level. The Company determines the fair value of a reporting unit and compares it to its carrying amount. If the carrying amount of the reporting unit exceeds its fair value, an impairment loss is recognized for ~~any the~~ amount by which the carrying amount exceeds the reporting unit's fair value. The Company applies the income approach (discounted cash flow method) in testing goodwill for impairment. The key ~~assumptions~~ **assumption** used in the discounted cash flow method used to estimate fair value ~~is gross~~ include the discount rates, revenue growth rates and EBITDA margin, which ~~are is~~ affected by expectations about future market or economic conditions. ~~Discount rates, revenue growth rates and EBITDA margin are the most sensitive and susceptible to change as they require significant management judgment. Discount rates are determined by using a weighted average cost of capital ("WACC"). The WACC considers market and industry data as well as Company- specific risk factors for each reporting unit in determining the appropriate discount rate to be used. The discount rate utilized for each reporting unit for our fiscal 2024 test was 10.0% and is indicative of the return an investor would expect to receive for investing in such a business. Terminal growth rate determination follows common methodology of capturing the present value of perpetual cash flow estimates beyond the last projected period assuming a constant WACC and long- term growth rates. The terminal growth rate used for our fiscal 2024 test was 2.5%. The Company has determined that, to date, no impairment of goodwill exists and fair value of the reporting units exceeded the carrying value in total by approximately 53.5%. The fair value of the reporting units exceeds the carrying value by a minimum of 18-13.8% at each of the two reporting units.~~ **Assuming no growth in gross margin within the model would not result in impairment of goodwill for any of our reporting units. Although no changes are expected, if the actual results of the Company are less favorable than the assumptions the Company makes regarding estimated cash flows, the Company may be required to record an impairment charge in the future.**

Contract Liabilities (Deferred Revenue) The Company may receive a customer advance or deposit prior to revenue being recognized. Since the performance obligations related to such advances may not have been satisfied, a contract liability is established. Contract liabilities are included within accrued expenses and other current liabilities or other noncurrent liabilities on the consolidated balance sheets until the respective revenue is recognized. Advance payments are not considered a significant financing component as the timing of the transfer of the related goods or services is at the discretion of the customer.

Income Taxes The Company accounts for income taxes using the liability method, which requires it to recognize a current tax liability or asset for current taxes payable or refundable and a deferred tax liability or asset for the estimated future tax effects of temporary differences between the financial statement and tax reporting bases of assets and liabilities to the extent that they are realizable. Deferred tax expense (benefit) results from the net change in deferred tax assets and liabilities during the year. A valuation allowance is recorded to reduce deferred tax assets to the amount that is more likely than not to be realized. The Company is exposed to certain tax contingencies in the ordinary course of business and records those tax liabilities in accordance with the guidance for accounting for uncertain tax positions. Temporary differences relate primarily to the timing of deductions for depreciation, stock- based compensation, goodwill amortization relating to the acquisition of operating divisions, amortization of intangible assets, basis differences arising from acquisition accounting, pension and retirement benefits, and various accrued and prepaid expenses. Deferred tax assets and liabilities are recorded at the

rates expected to be in effect when the temporary differences are expected to reverse. ~~Global Minimum Tax~~ In October 2021, the OECD announced an Inclusive Framework on Base Erosion and Profit Shifting including Pillar Two Model Rules defining the global minimum tax, which calls for the taxation of large multinational corporations at a minimum rate of 15 %.

Subsequently multiple sets of administrative guidance have been issued. Many non- US tax jurisdictions have either recently enacted legislation to adopt certain components of the Pillar Two Model Rules beginning in 2024 with the adoption of additional components in later years or announced their plans to enact legislation in future years. **The Company has performed an assessment of the potential impact to its income taxes as a result of Pillar Two. Based on the results of the assessment, the Company believes that it can avail itself of the transitional safe harbor rules in all jurisdictions in which the Company operates. We will continue to monitor both the U. S. and international legislative developments related to Pillar Two to assess for any potential impacts.** We are continuing to evaluate the impacts of enacted legislation and pending legislation to enact Pillar Two Model Rules in the non- US tax jurisdictions in which we operate. Net Income Per Share Attributable to Common Stockholders Basic net income per share attributable to common stockholders is computed by dividing net income attributable to common stockholders by the weighted- average number of common shares outstanding. Diluted net income per share attributable to common stockholders is computed by dividing net income attributable to common stockholders by the sum of the weighted- average number of common shares and dilutive common share equivalents then outstanding using the treasury stock method. Common share equivalents consist of the incremental common shares issuable upon the exercise of stock options, **the vesting of restricted shares, contingently issuable shares related to performance- based awards** and the conversion of MCPS (i. e., our outstanding preferred stock) to common shares. We exclude outstanding stock options, stock **awards, contingently issuable shares related to performance- based** awards and the MCPS from the calculations if the effect would be anti- dilutive. The dilutive effect of the MCPS is calculated using the if- converted method. The if- converted method assumes that these securities were converted to shares of common stock at the beginning of the reporting period to the extent that the effect is dilutive. If the effect is anti- dilutive, we calculate net income per share attributable to common stockholders by adjusting net income in the numerator for the effect of the cumulative MCPS dividends for the respective period. **The Company issued 2, 029, 955 shares of common stock upon the conversion of the MCPS. Because the MCPS is no longer outstanding, the Company will not pay dividends on the MCPS in the future. This will amount to a cash savings of \$ 23. 0 per year.** For the fiscal years ended **March 29, 2025**, March 30, 2024 and April 1, 2023, the effect of assuming the conversion of the 4, 600, 000 shares of MCPS into shares of common stock was anti- dilutive, and therefore excluded from the calculation of diluted earnings per share attributable to common stockholders. Accordingly, net income was reduced by cumulative MCPS dividends, as presented in our consolidated statement of operations, for purposes of calculating net income attributable to common stockholders. For the fiscal year ended March **29, 2025, 55, 449 employee stock options and 130 restricted shares were excluded from the calculation of diluted earnings per share attributable to common stockholders. For the fiscal year ended March** 30, 2024, 120, 954 employee stock options and 250 restricted shares were excluded from the calculation of diluted earnings per share attributable to common stockholders. ~~At For the fiscal year ended~~ April 1, 2023, 110, 368 employee stock options and 1, 185 restricted shares were excluded from the calculation of diluted earnings per share attributable to common stockholders. ~~At April 2, 2022, 179, 289 employee stock options and 325~~ restricted shares were excluded from the calculation of diluted earnings per share attributable to common stockholders. The inclusion of these employee stock options and restricted shares would have been anti- dilutive. The table below reflects the calculation of weighted- average shares outstanding for each period presented as well as the computation of basic and diluted net income per share attributable to common stockholders.

	Fiscal Year Ended March 29, 2025	March 30, 2024	April 1, 2023	April 2, 2022
Net income	\$ 246. 2	\$ 209. 9	\$ 166. 7	\$ 54. 7
Preferred stock dividends	12. 4	23. 0	22. 9	12. 0
Net income attributable to common stockholders	\$ 233. 8	\$ 186. 9	\$ 143. 8	\$ 42. 7
Denominator: Denominator for basic net income per share attributable to common stockholders — weighted- average shares outstanding	30, 136, 501	28, 917, 008	28, 764, 092	26, 266, 000
Effect of dilution due to contingently issuable shares related to performance- based awards	11, 946, 355	564	—	—
Effect of dilution due to employee stock awards	206, 405	272, 048	308, 337	364, 674
Denominator for diluted net income per share attributable to common stockholders — weighted- average shares outstanding	30, 354, 470	29, 189, 056	29, 072, 429	27, 311, 029
Basic net income per share attributable to common stockholders	\$ 7. 76	\$ 6. 47	\$ 5. 00	\$ 1. 58
Diluted net income per share attributable to common stockholders	\$ 7. 70	\$ 6. 41	\$ 4. 94	\$ 1. 56

Impairment of Long- Lived Assets The Company assesses the net realizable value of its long- lived assets and evaluates such assets for impairment whenever indicators of impairment are present. For amortizable long- lived assets to be held and used, if indicators of impairment are present, management determines whether the sum of the estimated undiscounted future cash flows is less than the carrying amount. The amount of asset impairment, if any, is based on the excess of the carrying amount over its fair value, which is estimated based on projected discounted future operating cash flows using a discount rate reflecting the Company’ s average cost of funds. During fiscal year **2024-2025**, impairment charges related to ~~machinery and equipment and~~ certain patents and trademarks totaling \$ **2-0. 5** were recorded based on our internal assessments performed. Long- lived assets to be disposed of by sale or other means are reported at the lower of carrying amount or fair value, less costs to sell. Foreign Currency Translation and Transactions Assets and liabilities of the Company’ s foreign operations are translated into U. S. dollars using the exchange rate in effect at the balance sheet date. Results of operations are translated using the average exchange rate prevailing throughout the period. The effects of exchange rate fluctuations on translating foreign currency assets and liabilities from their functional currencies to the reporting currency are included in accumulated other comprehensive income / (loss), while gains and losses resulting from foreign currency transactions are included in other non- operating expense (income). Research and Development Costs are incurred in connection with efforts aimed at discovering and implementing new knowledge that is critical to developing new products, processes or services, significantly improving existing products or services, and developing new applications for existing products and services. Research and development costs for the creation of new and improved products, processes and services were approximately \$

33.0, \$ 33.0 and \$ 31.8 and \$ 27.6, for fiscal years 2025, 2024, and 2023 and 2022, respectively. Fair Value Measurements Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date (exit price). Inputs used to measure fair value are within a hierarchy consisting of three levels. Level 1 inputs represent unadjusted quoted prices in active markets for identical assets or liabilities. Level 2 inputs represent unadjusted quoted prices in active markets for similar assets or liabilities, or unadjusted quoted prices for identical or similar assets or liabilities in markets that are not active, or inputs other than quoted prices that are observable for the asset or liability. Level 3 inputs represent unobservable inputs for the asset or liability. Financial assets and liabilities are classified in their entirety based on the lowest level of input that is significant to the fair value measurement. The carrying amounts reported in the balance sheet for Company's financial instruments consist primarily of cash and cash equivalents, accounts receivable, trade accounts payable, short-term borrowings, long-term debt, and derivatives in the form of and an accruals, interest rate swap and other a cross current currency liabilities approximate swap. Due to their short-term nature, the carrying value of cash, accounts receivable, trade accounts payable, accrued expenses and short-term borrowings are a reasonable estimate of their fair value. Long due to their short-term nature assets held on our balance sheets related to benefit plan obligations are measured at fair value. The carrying amounts fair value of the Company's long-term fixed-borrowings under the Facilities approximate fair value, as these obligations have interest rates- rate debt which vary in conjunction with current market conditions and have been classified as Level 2 in the valuation hierarchy. The Senior Notes are reported at carrying value on the consolidated balance sheets. The fair value of the Senior Notes as of March 30, 2024 was \$ 456.8 and was computed based on quoted market prices, (observable inputs) and classified as was Level \$ 470.5 and \$ 456.8 at March 29, 2025 and March 30, 2024, respectively. The carrying value of this debt was \$ 495.1 of the fair value hierarchy at March 29, 2025 and \$ 494.2 at March 30, 2024. The fair value of the interest long-term fixed-rate swap debt was measured using Level 1 inputs. Due to the nature of fair value calculations for variable-rate debt, the carrying value of the Company's long-term variable-rate debt is a reasonable estimate of its fair value. The fair value of the Interest Rate Swap was \$ (0.3) and \$ 1.6 at March 29, 2025 and March 30, 2024, respectively, and was measured using Level 2 inputs. This amount is included in accrued expenses and other current liabilities on the Company's consolidated balance sheets. The Interest Rate Swap, net of taxes, had accumulated other comprehensive loss of \$ (0.2) and accumulated other comprehensive income of \$ 1.2 as of March 29, 2025 and March 30, 2024 and was included in accumulated other comprehensive income / (loss) on the Company's consolidated balance sheets, and in the Company's consolidated statements of comprehensive income / (loss). The fair value of the Cross Currency Swap was \$ (0.2) at March 29, 2025, and was measured using Level 2 inputs. This amount is included in other noncurrent liabilities on the Company's consolidated balance sheets. The Cross Currency fair value of the interest rate swap Swap remaining, net of taxes, had accumulated other comprehensive loss of \$ (0.2) as of March 29, 2025, and was included in accumulated other comprehensive income / (loss) on the Company's consolidated balance sheets, net and in the Company's consolidated statements of taxes, was \$ 1 comprehensive income / (loss). 2 The Company does not believe it as has significant concentrations of March 30, 2024 risk associated with the counterparties to its financial instruments. Accumulated Other Comprehensive Income / (Loss) The components of comprehensive income / (loss) that relate to the Company are net income, foreign currency translation adjustments, changes in the fair value of derivatives and pension plan and postretirement benefits, all of which are presented in the consolidated statements of stockholders' equity and comprehensive income / (loss). The following summarizes the activity within each component of accumulated other comprehensive income / (loss), net of taxes: Currency Translation Change in Fair Value of Derivatives Interest Rate Swap Change in Fair Value of Cross Currency Swap Pension and Postretirement Liability Total Balance at April March 30, 2024 \$ (3.6) \$ 1, 2023 \$ (4.6) \$ (-2.2) \$ 2 — \$ 3.1 \$ 0.7 \$ (4.1) Reclassification to net income — 2.0 — — 2.0 Change in pension and postretirement liability — — 2.4 -2 — 4 -2 Net loss on foreign currency translation + (2.0) 9 — — + (2.0 Amortization of 9) Loss on Interest Rate Swap, net gain, net of tax taxes — (3 expense of \$ 0.4) — — (3.4) Loss on Cross Currency Swap, net of taxes — — (0.4) 2 — (0.2 4 Gain on derivative instrument, net of tax expense of \$ 0.9 — (0.8) — (0.8) Net current period other comprehensive income (2.9) (1.4) (0.3) 2 2 4 0 (2.1) 4 4.8 Balance at March 30 29, 2024 2025 \$ (3.6) 5 \$ (0.2) \$ (0.2) \$ 5.5 \$ (1.4) 2 \$ 3.1 \$ 0.7 Stock- Based Compensation The Company recognizes stock- based compensation cost relating to all stock- based payment transactions in the financial statements based upon the grant- date fair value of the instruments issued over the requisite service period. The fair value of each option grant was estimated on the date of grant using the Black- Scholes pricing model. The Company estimates expected forfeitures at the grant date and recognizes stock- based compensation costs, accordingly. The Company also recognizes stock- based compensation cost relating to restricted stock awards that are earned by employees prior to being granted as liability awards. Recent Accounting Pronouncements In November 2023, Financial Accounting Standards Board (FASB) issued Accounting Standards Update (ASU) 2023- 07, Segment Reporting (Topic 280): Improvements to Reportable Segment Disclosures. The amendments in ASU 2023- 07 improve the disclosures about a public entity's reportable segments and address requests from investors for additional, more detailed information about a reportable segment's expenses. Following the release of ASU 2023- 07 in November 2023, the effective date will be annual reporting periods beginning after December 15, 2024 2023. As of March 30 29, 2024 2025, the Company is evaluating has updated our segment disclosure to comply with the impact on its consolidated financial statements updated requirements. Refer to " Note 19: Reportable Segments " for additional information. In December 2023, the FASB issued ASU 2023- 09, Income Taxes (Topic 740): Improvements to Income Tax Disclosures. The amendments in ASU 2023- 09 address investor requests for more transparency about income tax information through improvements to income tax disclosures primarily related to the rate reconciliation and income taxes paid information. Following the release of ASU 2023- 09 in December 2023, the effective for date will be annual reporting periods beginning after December 15, 2024. As of March 30, We are currently evaluating the impact the standard will have on our consolidated financial statements. In November

2024, the Company FASB issued ASU 2024- 03, Disaggregation of Income Statement Expenses (DISE). The new standard requires disclosure of specific types of expenses included in the expense captions presented on the face of the income statement as well as disclosures about selling expenses. ASU 2024- 03 is effective for annual reporting periods beginning after December 15, 2026, and interim reporting periods beginning after December 15, 2027. We are currently evaluating the impact the standard will have on its our consolidated financial statements. Other new pronouncements issued but not effective until after March 30 29, 2024 2025 are not expected to have a material impact on our financial position, results of operations or liquidity.

3. Revenue from Contracts with Customers Disaggregation of Revenue The following table disaggregates total revenue by end market which is how we view our reportable segments (see Note 20 19):

	Fiscal Year Ended March 29, 2025	March 30, 2024	April 1, 2023	April 2, 2022
Aerospace / Defense	\$ 592.8	\$ 519.4	\$ 430.3	\$ 381.5
Industrial	\$ 1,043.5	\$ 1,040.9	\$ 1,039.0	\$ 1,056.4
International	\$ 186.6	\$ 184.9	\$ 176.4	\$ 149.5
Total	\$ 1,822.9	\$ 1,645.2	\$ 1,645.7	\$ 1,587.4

The following table disaggregates total revenue by geographic origin:

	Fiscal Year Ended March 29, 2025	March 30, 2024	April 1, 2023	April 2, 2022
United States	\$ 1,449.7	\$ 1,375.4	\$ 1,292.9	\$ 833.4
International	\$ 373.2	\$ 369.8	\$ 352.8	\$ 754.0
Total	\$ 1,822.9	\$ 1,645.2	\$ 1,645.7	\$ 1,587.4

The following table illustrates the approximate percentage of revenue recognized for performance obligations satisfied over time versus the amount of revenue recognized for performance obligations satisfied at a point in time:

	Point-in-time	Over time
Fiscal Year Ended March 29, 2025	98%	2%
March 30, 2024	98%	2%
April 1, 2023	97%	3%
April 2, 2022	98%	2%

Remaining Performance Obligations Remaining performance obligations represent the transaction price of orders meeting the definition of a contract in the new revenue standard for which work has not been performed or has been partially performed and excludes unexercised contract options. The duration of the majority of our contracts, as defined by ASC Topic 606, is less than one year. The Company has elected to apply the practical expedient, which allows companies to exclude remaining performance obligations with an original expected duration of one year or less. The aggregate amount of the transaction price allocated to remaining performance obligations for such contracts with a duration of more than one year was approximately \$ 464 542. 4 2 at March 30 29, 2024 2025. The Company expects to recognize revenue on approximately 62 65 % and 92 89 % of the remaining performance obligations over the next 12 and 24 months, respectively, with the remainder recognized thereafter.

Contract Balances The timing of revenue recognition, invoicing and cash collections affect accounts receivable, unbilled receivables (contract assets) and customer advances and deposits (contract liabilities) on the consolidated balance sheets. These assets and liabilities are reported on the consolidated balance sheets on an individual contract basis at the end of each reporting period. Contract Assets (Unbilled Receivables)- Pursuant to the over- time revenue recognition model, revenue may be recognized prior to the customer being invoiced. An unbilled receivable is recorded to reflect revenue that is recognized when (1) the cost- to- cost method is applied and (2) such revenue exceeds the amount invoiced to the customer. As of March 29, 2025 and March 30, 2024 and April 1, 2023, current contract assets were \$ 6. 6 and \$ 6. 9 and \$ 4. 5, respectively, and included within prepaid expenses and other current assets on the consolidated balance sheets. The increase decrease in contract assets was primarily due to amounts billed to customers during the period partially offset by the recognition of revenue related to the satisfaction or partial satisfaction of performance obligations prior to billing partially offset by amounts billed to customers during the period. As of March 29, 2025 and March 30, 2024 and April 1, 2023, the Company did not have any contract assets classified as noncurrent on the consolidated balance sheets. Contract Liabilities (Deferred Revenue)- The Company may receive a customer advance or deposit, or have an unconditional right to receive a customer advance, prior to revenue being recognized. Since the performance obligations related to such advances may not have been satisfied, a contract liability is established. Advance payments are not considered a significant financing component as the timing of the transfer of the related goods or services is at the discretion of the customer. As of March 29, 2025 and March 30, 2024 and April 1, 2023, current contract liabilities were \$ 32. 7 and \$ 22. 5 and \$ 20. 6, respectively, and included within accrued expenses and other current liabilities on the consolidated balance sheets. The increase in current contract liabilities was primarily due to advance payments received and the reclassification of a portion of advance payments received from the noncurrent portion of contract liabilities partially offset by revenue recognized on customer contracts. For the year ended March 30 29, 2024 2025, the Company recognized revenues of \$ 16 18. 4 1 that were included in the contract liability balance as of April 1 March 30, 2023 2024. For the year ended April 1 March 30, 2023 2024, the Company recognized revenues of \$ 13 16. 1 4 that were included in the contract liability balance at April 2 1, 2022 2023. As of March 29, 2025 and March 30, 2024 and April 1, 2023, noncurrent contract liabilities were \$ 12. 1 and \$ 19. 9 and \$ 19. 8, respectively, and included within other noncurrent liabilities on the consolidated balance sheets. The increase decrease in noncurrent contract liabilities was primarily due to the reclassification of a portion of advance payments received to the current portion of contract liabilities partially offset by noncurrent the reclassification of a portion of advance payments received to the current portion of contract liabilities. Variable Consideration The amount of consideration to which the Company expects to be entitled in exchange for the goods and services is not generally subject to significant variations. However, the Company does offer certain customers rebates, prompt payment discounts, end- user discounts, the right to return eligible products, and / or other forms of variable consideration. The Company estimates this variable consideration using the expected value amount, which is based on historical experience. The Company includes estimated amounts in the transaction price to the extent it is probable that a significant reversal of cumulative revenue recognized will not occur when the uncertainty associated with the variable consideration is resolved. The Company adjusts the estimate of revenue at the earlier of when the amount of consideration the Company expects to receive changes or when the consideration becomes fixed. Accrued customer rebates were \$ 40. 0 and \$ 38. 0 and \$ 39. 6 at March 29, 2025 and March 30, 2024 and April 1, 2023, respectively, and are included within accrued expenses and other current liabilities on the consolidated balance sheets.

4. Fair Value Fair value is defined as the price that would be expected to be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date (exit price). The FASB provides accounting rules that classify the inputs used to measure fair value into the following hierarchy: Level 1 – Unadjusted quoted prices in active markets for identical assets or liabilities. Level 2 – Unadjusted quoted prices in active markets for similar

assets or liabilities, or unadjusted quoted prices for identical or similar assets or liabilities in markets that are not active, or inputs other than quoted prices that are observable for the asset or liability. Level 3 – Unobservable inputs for the asset or liability. Financial assets and liabilities are classified in their entirety based on the lowest level of input that is significant to the fair value measurement. As a result of the occurrence of triggering events such as purchase accounting for acquisitions, the Company measures certain assets and liabilities based on Level 3 inputs. Recurring Fair Value Measurements

The Company's financial instruments consist primarily of cash and cash equivalents, accounts receivable, trade accounts payable, short-term borrowings, long-term debt, and a derivative in the form of an interest rate swap. Due to their short-term nature, the carrying value of cash and cash equivalents, accounts receivable, trade accounts payable, accrued expenses and short-term borrowings are a reasonable estimate of their fair value. Long-term assets held on our balance sheets related to benefit plan obligations are measured at fair value. The fair value of the Company's long-term fixed-rate debt, based on quoted market prices, was \$ 456.8 and \$ 450.0 at March 30, 2024 and April 1, 2023, respectively. The carrying value of this debt was \$ 494.2 at March 30, 2024 and \$ 493.3 at April 1, 2023. The fair value of long-term fixed-rate debt was measured using Level 1 inputs. Due to the nature of fair value calculations for variable-rate debt, the carrying value of the Company's long-term variable-rate debt is a reasonable estimate of its fair value. The fair value of the interest rate swap was \$ 1.6 and \$ 2.8 at March 30, 2024 and April 1, 2023, respectively, and was measured using Level 2 inputs. This amount is included in other noncurrent liabilities on the Company's consolidated balance sheets. The interest rate swap, net of taxes, had accumulated other comprehensive income of \$ 1.2 and accumulated other comprehensive loss of \$ 2.2 as of March 30, 2024 and April 1, 2023 and was included in accumulated other comprehensive income / (loss) on the Company's consolidated balance sheets, and in the Company's consolidated statements of comprehensive income. The Company does not believe it has significant concentrations of risk associated with the counterparties to its financial instruments.

5. Allowance for Doubtful Accounts **Credit Losses** The activity in the allowance for doubtful accounts **credit losses** consists of the following: Fiscal Year Ended Balance at Beginning of Year Additions Other * Write-offs Balance at End of Year March **29, 2025** \$ **4.4** \$ **1.2** \$ **(0.1)** \$ **(0.1)** \$ **5.4** March 30, 2024 \$ 3.7 \$ 0.2 \$ 0.5 \$ — \$ 4.4 April 1, 2023 \$ 2.7 \$ 0.8 \$ 0.4 \$ (0.2) \$ 3.7 April 2, 2022 \$ 1.8 \$ 1.4 \$ (0.1) \$ (0.4) \$ 2.7 * Foreign currency, price discrepancies, customer returns, disposition and acquisition transactions.

6. Inventory **The major classes of inventories inventories** are summarized below: March **29, 2025** March 30, 2024 April 1, 2023 Raw materials \$ 138 and work in process **30.1** \$ 132.8 % **28.4** % Work in process 137.9 132.5 Finished goods and components **69** 346.8 322.3 \$ 622.8 \$ 587.2 % **71.6** % **100.0** % **100.0** % 7. Property, Plant and Equipment Property, plant and equipment consist of the following: March **29, 2025** March 30, 2024 April 1, 2023 Land \$ **25-27.2** \$ 25.2 Buildings and improvements **187.4** 175.0 174 **Machinery and equipment 523.3** Machinery and equipment 497.8 472 **738.8** 698.0 672.3 Less: accumulated depreciation **(379.1)** (337.0) **(297.3)** 359.0 \$ 361.0 \$ 375.3 Depreciation expense was \$ 48.2, \$ 48.9, and \$ 46.2 and \$ 30.8 for the fiscal years ended March **29, 2025**, March 30, 2024, and April 1, 2023, and April 2, 2022, respectively. **Of Finance Leases For the these amounts** year ended March 30, 2024, \$ 51.6. 8 of assets, \$ 6.3 and \$ 5.1 were included in buildings **within selling, general** and improvements and \$ 7.9 **administrative expenses on the consolidated statements of operations** assets included in machinery and equipment were accounted for as finance leases. For the year ended April 1, 2023, \$ 51.5 of assets included in buildings and improvements and \$ 6.5 of assets included in machinery and equipment were accounted for as finance leases. At March 30, 2024 and April 1, 2023, the Company had accumulated amortization of \$ 10.3 and \$ 5.8 associated with these **the fiscal** assets, respectively. Amortization expense associated with these finance leases was \$ 4.9, \$ 4.5 and \$ 1.3 for the years ended March **29, 2025**, March 30, 2024, and April 1, 2023 and April 2, 2022, respectively, and is **The remainder was** included within depreciation expense as mentioned above **cost of sales on the consolidated statements of operations**.

8. Leases The Company enters into leases for manufacturing facilities, warehouses, sales offices, information technology equipment, plant equipment, vehicles and certain other equipment with varying end dates from April 2024 **2025** to March 2043, including renewal options. The following table represents the impact of leasing on the consolidated balance sheets: **Assets**: Balance Sheet Classification March **29, 2025** March 30, 2024 April 1, 2023 Assets: Operating lease assets, net Operating lease assets, net \$ **41-58.4** \$ 41.4 Finance lease right of use assets, net Property, plant and equipment, net **45.3** 49.4 52.2 Total leased assets, net \$ **103.9** \$ 90.8 \$ 93.6 Liabilities: Current operating lease liabilities Current operating lease liabilities \$ **9.2** \$ 7.0 \$ 7.6 Current finance lease liabilities Accrued expenses and other current liabilities 5.9 5.7 5.2 Noncurrent operating lease liabilities Noncurrent operating lease liabilities **50.3** 35.3 33.9 Noncurrent finance lease liabilities Other noncurrent liabilities **43.4** 46.7 48.5 Total lease liabilities \$ **108.8** \$ 94.7 **For the year ended March 29, 2025**, \$ 95.1. 8 of assets included in buildings and improvements and \$ 8.8 of assets included in machinery and equipment were accounted for as finance leases. For the year ended March 30, 2024, \$ 51.8 of assets included in buildings and improvements and \$ 7.9 of assets included in machinery and equipment were accounted for as finance leases. At March 29, 2025 and March 30, 2024, the Company had accumulated amortization of \$ 15.3 and \$ 10.3 associated with these assets, respectively. Amortization expense associated with these finance leases was \$ 5.2, \$ 4.9 and \$ 4.5 for the years ended March **29, 2025**, March 30, 2024 and April 1, 2023, respectively, and is included within depreciation expense disclosed in Note 7. Cash paid associated with operating lease liabilities was \$ 9.0 and \$ 8.1 and \$ 8.5 for the fiscal years ended March **29, 2025** and March 30, 2024 and April 1, 2023, respectively, all of which were included within the operating cash flow section of the consolidated statements of cash flows. Lease assets obtained in exchange for new operating lease liabilities were \$ **24.4** and \$ 1.7 and \$ 2.0 for the fiscal years ended March **29, 2025** and March 30, 2024 and April 1, 2023, respectively. Lease modifications which resulted in newly obtained lease assets in exchange for new operating lease liabilities were \$ **0.8** and \$ 5.4 and \$ 3.1 for the fiscal years ended March **29, 2025** and March 30, 2024 and April 1, 2023, respectively. Cash paid associated with finance lease liabilities was \$ **6.0** and \$ 5.3 and \$ 5.0 for the fiscal years ended March **29, 2025** and March 30, 2024 and April 1, 2023, respectively. Of these amounts, \$ **4.1** and \$ 3.6 and \$ 3.2 were included within the financing cash flow section of the consolidated statements of cash flows for the fiscal years ended March **29,**

2025 and March 30, 2024 and April 1, 2023, respectively. \$ 1.8 and \$ 1.8 of these cash payments were included within the operating cash flow section of the consolidated statements of cash flows for the fiscal years ended March 29, 2025 and March 30, 2024 and April 1, 2023, respectively. Lease assets obtained in exchange for new finance lease liabilities were \$ 1.3 and \$ 2.3 and \$ 4.0 for the fiscal years ended March 29, 2025 and March 30, 2024 and April 1, 2023, respectively. Lease modifications which resulted in reductions of lease assets in exchange for reductions of finance lease liabilities were \$ 0.0 and \$ 0.1 for the fiscal years ended March 29, 2025 and March 30, 2024 and April 1, 2023, respectively. Total operating lease expense was \$ 10.4, \$ 10.1, and \$ 9.9 and \$ 8.3 for the fiscal years ended March 29, 2025, March 30, 2024, and April 1, 2023 and April 2, 2022, respectively. Short-term and variable lease expense expenses were immaterial. Total finance lease expense was \$ 7.0 for the fiscal year ended March 29, 2025, of which, \$ 5.3 was related to amortization expense of finance lease assets and \$ 1.7 was related to interest expense. Total finance lease expense was \$ 6.7 for the fiscal year ended March 30, 2024, of which, \$ 5.0 was related to amortization expense of finance lease assets and \$ 1.7 was related to interest expense. Total finance lease expense was \$ 6.4 for the fiscal year ended April 1, 2023, of which, \$ 4.5 was related to amortization expense of finance lease assets and \$ 1.9 was related to interest expense. Variable lease expense was immaterial for each of the last three fiscal years. Future undiscounted lease payments for the remaining lease terms as of March 30-29, 2024-2025, including renewal options reasonably certain of being exercised, are as follows: Operating Leases Finance Leases Within one year \$ 7.9, 1.3 \$ 5.6, 8.0 One to two years 6.9, 4.5, 5.7 Two to three years 6.7, 5.5, 3.4, 1.7 Three to four years 5.9, 4.0, 7.4, 4.4 Four to five years 3.5, 5.4, 3.9, 2.2 Thereafter 25.42, 1.41, 8.37, 6.5 Total future undiscounted lease payments 53.80, 3.66, 2.61, 5.9 Less: imputed interest (11.20, 0.7) (14.12, 1.6) Total lease liabilities \$ 42.59, 5.49, 3.52, 4.3 The weighted-average remaining lease term on March 30-29, 2024-2025 for our operating leases is 10.11, 2.6 years. The weighted-average discount rate on March 30-29, 2024-2025 for our operating leases is 5.7-8.0%. The weighted-average remaining lease term on March 30-29, 2024-2025 for our finance leases is 14.13, 3.5 years. The weighted-average discount rate on March 30-29, 2024-2025 for our finance leases is 3.5%, 9.9%. **Speeline Acquisition** On August 18, 2023, RBC acquired the business assets of Speeline, Inc. ("Speeline") for \$ 18.7. The Company accounted for the transaction as a business combination for accounting purposes. Speeline, which is based in Carson City, Nevada, is a manufacturer of precision bearings for the commercial and defense aerospace markets. The preliminary purchase price allocation is as follows: \$ 1.4 of accounts receivable, \$ 4.0 of inventory, \$ 1.5 of fixed assets, \$ 0.8 of operating lease assets, \$ 8.8 of intangible assets, \$ 2.1 of earnout liability, and \$ 0.8 of operating lease liabilities. Goodwill of \$ 5.1 resulting from the purchase price allocation is not deductible for tax purposes and is subject to change pending a final valuation of the assets and liabilities. Speeline is included in the Aerospace / Defense segment. 10. Goodwill and Intangible Assets Goodwill balances, by segment, consist of the following: Aerospace / Defense Industrial Total April 2, 2022 \$ 194.1 \$ 1,708.0 \$ 1,902.1 Acquisition (1) — (28.7) (28.7) Translation adjustments — (3.6) (3.6) April 1, 2023 \$ 194.1 \$ 1,675.7 \$ 1,869.8 Acquisition (2-1) 5.1 — 5.1 Translation adjustments — (0.0) (0.0) March 30, 2024 \$ 199.2 \$ 1,675.7 \$ 1,874.9 **Translation adjustments — (2.7) (2.7) March 29, 2025 \$ 199.2 \$ 1,673** Purchase price adjustments associated with the acquisition of Dodge Industrial. **(0 \$ 1,872.2 (1)** Goodwill associated with the acquisition of Speeline, Inc. discussed further in Note 9. The table below summarizes the net book value and weighted average useful lives of our intangible assets. Weighted March 29, 2025 March 30, 2024 April 1, 2023 Average Useful Lives (Years) Gross Carrying Amount Accumulated Amortization Gross Carrying Amount Accumulated Amortization Product approvals \$ 50.7 \$ 22.2 \$ 50.7 \$ 20.3 \$ 50.7 \$ 18.4 Customer relationships and lists 1, 301.0 215.1 1,300.7 160.7 1,293.7 106.5 Trade names 217.2 41.8 217.2 32.5 215.4 23.3 Patents and trademarks 10, 0.6, 5.10, 8.6, 5.13, 4.7, 2 Domain names 0.4 0.4 0.4 0.4 Internal-use software 21.7 14.5 16.7 8.8 15.2 4.4 Other 1.6 1.3 1.6 1.3 1,602.1 630.8 1,598.1 230.5 1,589.9 161.3 Non-amortizable repair station certifications n/a 24.3 — 24.3 — Total \$ 1,626.9 \$ 301.8 \$ 1,622.4 \$ 230.5 \$ 1,614.2 \$ 161.3 Amortization expense for definite-lived intangible assets during fiscal years 2025, 2024, and 2023 and 2022 was \$ 71.8, \$ 70.4, and \$ 69.1 and \$ 34.7, respectively. **During fiscal year 2025, impairment charges related certain patents and trademarks totaling \$ 0.5 were recorded based on our internal assessments performed. These charges were recorded at Corporate.** Estimated amortization expense for the five succeeding fiscal years and thereafter is as follows: 2025 \$ 70.7 2026 67 \$ 69.8 2027 66.1 2028 65.3 2029 63.6 2030 64.4 2031 and thereafter 971.1, 033.8 11.6 10. Accrued Expenses and Other Current Liabilities The significant components of accrued expenses and other current liabilities are as follows: March 29, 2025 March 30, 2024 April 1, 2023 Employee compensation and related benefits \$ 45.2 \$ 35.7 \$ 34.7 Taxes 11.1 23.1 17.5 Contract liabilities 32.7 22.5 20.6 Accrued rebates 40.0 38.0 39.6 Workers compensation and insurance 0.5 0.4 0.8 Acquisition costs 0.1 0.6 Current finance lease liabilities 5.9 5.7 5.2 Accrued preferred stock dividends — 4.8 Interest 12.2 10.4 Legal 2.1 1.9 Interest 10.4 10.6 Audit fees 0.3 0.3 Legal 1.3 1.6 Returns and warranties 9.4 9.2 7.5 Travel and expense costs 4.4 1.1 Other 6.9 16.2 \$ 166.0 \$ 167.3 11.4 8.4 \$ 167.3 \$ 153.4 12. Debt Domestic Credit Facility The Credit Agreement, which was entered into in fiscal 2022, provides the Company with (a) the \$ 1,300.0 Term Loan, which was used to fund a portion of the purchase price for the acquisition of Dodge and to pay related fees and expenses, and (b) the \$ 500.0 Revolving Credit Facility. Debt issuance costs associated with the Credit Agreement totaled \$ 14.9 and are being amortized over the life of the Credit Agreement. Initially, amounts outstanding under the Facilities generally bore interest at either, at the Company's option, (a) a base rate determined by reference to the higher of (i) Wells Fargo's prime lending rate, (ii) the federal funds effective rate plus 1/2 of 1.00% and (iii) the one-month LIBOR rate plus 1.00% or (b) the LIBOR rate plus a specified margin, depending on the type of borrowing being made. The applicable margin was based on the Company's consolidated ratio of total net debt to consolidated EBITDA (as defined within the Credit Agreement) from time to time. In December 2022, the Credit Agreement was amended to replace LIBOR with the secured overnight financing rate administered by the Federal Reserve Bank of New York (i.e., SOFR) so that borrowings under the Facilities denominated in U.S. dollars bear interest at a rate per annum equal to Term SOFR (as defined in the Credit Agreement) plus a credit spread adjustment of 0.10% plus a margin ranging from 0.75% to 2.00%

depending on the Company's consolidated ratio of total net debt to consolidated EBITDA. The Facilities are subject to a SOFR floor of 0.00%. As of March 30, 2024, the Company's margin was 1.25% for SOFR loans, the commitment fee rate was 0.20%, and the letter of credit fee rate was 1.25%. A portion of the Term Loan is subject to a fixed-rate interest swap as discussed in Note 13. The Term Loan matures in November 2026 and amortizes in quarterly installments with the balance payable on the maturity date. The Company can elect to prepay some or all of the outstanding balance from time to time without penalty, which will offset future quarterly amortization installments. Due to prepayments previously made, the required future principal payments on the Term Loan are \$ 0 for fiscal 2025, \$ 413.0 for fiscal 2026, and \$ 675.0 for fiscal 2027. The Revolving Credit Facility expires in November 2026, at which time all amounts outstanding under the Revolving Credit Facility will be payable. The Credit Agreement requires the Company to comply with various covenants, including the following financial covenants: (a) a maximum Total Net Leverage Ratio (as defined within the Credit Agreement) of 5.00:1.00, which maximum Total Net Leverage Ratio shall decrease during certain subsequent test periods as set forth in the Credit Agreement (provided that, no more than once during the term of the Facilities, such maximum ratio applicable at such time may be increased by the Company by 0.50:1.00 for a period of twelve (12) months after the consummation of a material acquisition); and (b) a minimum Interest Coverage Ratio of 2.00:1.00. As of March 30, 2024 the Company was in compliance with all debt covenants. The Credit Agreement allows the Company to, among other things, make distributions to stockholders, repurchase its stock, incur other debt or liens, or acquire or dispose of assets provided that the Company complies with certain requirements and limitations of the Credit Agreement. The Company's domestic subsidiaries have guaranteed the Company's obligations under the Credit Agreement, and the Company's obligations and the domestic subsidiaries' guaranty are secured by a pledge of substantially all of the assets of the Company and its domestic subsidiaries. As of March 30, 2024, \$ 675.0 was outstanding under the Term Loan, **\$ 5.0 was outstanding under the Revolving Credit Facility and** \$ 3.7 of the Revolving Credit Facility was being utilized to provide letters of credit to secure the Company's obligations relating to certain insurance programs, **and \$ 18.0 of the Revolving Credit Facility had been used to fund the purchase of the business assets of Speeline, Inc. which is discussed in Note 9.** The Company had the ability to borrow up to an additional \$ 478.491.3 under the Revolving Credit Facility as of March 30, 2024. In fiscal 2022, RBCA issued \$ 500.0 aggregate principal amount of Senior Notes. The net proceeds from the issuance of the Senior Notes were approximately \$ 492.0, after deducting initial purchasers' discounts and commissions and offering expenses, and were used to fund a portion of the cash purchase price for the acquisition of Dodge. The Senior Notes were issued pursuant to the Indenture with Wilmington Trust, National Association, as trustee. The Indenture contains covenants limiting the ability of the Company to (i) incur additional indebtedness or guarantee indebtedness, (ii) declare or pay dividends, redeem stock or make other distributions to stockholders, (iii) make investments, (iv) create liens or use assets as security in other transactions, (v) merge or consolidate, or sell, transfer, lease or dispose of substantially all of its assets, (vi) enter into transactions with affiliates, and (vii) sell or transfer certain assets. These covenants contain various exceptions, limitations and qualifications. At any time that the Senior Notes are rated investment grade, certain of these covenants will be suspended. ~~The Senior Notes are guaranteed jointly and severally on a senior unsecured basis by RBC Bearings and certain of RBCA's existing and future wholly-owned domestic subsidiaries that also guarantee the Credit Agreement.~~ Interest on the Senior Notes accrues at a rate of 4.375% and is payable semi-annually in cash in arrears on April 15 and October 15 of each year. The Senior Notes will mature on October 15, 2029. The Company may redeem some or all of the Senior Notes at any time on or after October 15, 2024 at the redemption prices set forth in the Indenture, plus accrued and unpaid interest, if any, to, but excluding, the redemption date. The Company may also redeem up to 40% of the Senior Notes using the proceeds of certain equity offerings completed before October 15, 2024, at a redemption price equal to 104.375% of the principal amount thereof, plus accrued and unpaid interest, if any, to, but excluding, the redemption date. In addition, at any time prior to October 15, 2024, the Company may redeem some or all of the Senior Notes at a price equal to 100% of the principal amount, plus a "make-whole" premium, plus accrued and unpaid interest, if any, to, but excluding, the redemption date. If the Company sells certain of its assets or experiences specific kinds of changes in control, the Company must offer to purchase the Senior Notes.

~~Foreign Borrowing Arrangements~~ The Foreign Credit Line provides Schaublin SA with a CHF 5.0 (approximately \$ 5.85 USD) credit line with Credit Suisse (Switzerland) Ltd. to provide future working capital, if necessary. As of March 30, 2024, **\$ 2.2 had been borrowed from the Foreign Credit Line and** \$ 0.1 was being utilized to provide a bank guarantee. Fees associated with the Foreign Credit Line are nominal. The balances payable under all borrowing facilities are as follows: March 29, 2025 March 30, 2024 April 1, 2023 Revolver and term loan facilities \$ 418.0 \$ 695.2 \$ 900.0 Senior notes 500.0 500.0 Debt issuance cost (8.3) (10.7) (13.0) Other 10.4 7.4 8.7 Total debt **920.1** 1,191.9 1,395.0 Less: current portion **1.7** 3.8 1.5 Long-term debt **918.4** \$ 1,188.1 **12** \$ 1,393.5 13. Derivative Financial Instruments The Company is exposed to certain risks relating to its ongoing business operations, including market risks relating to fluctuations in interest **rates and foreign exchange** rates. Derivative financial instruments are recognized on the consolidated balance sheets as either assets or liabilities and are measured at fair value. Changes in the fair values of derivatives are recorded each period in earnings or accumulated other comprehensive income **/ (loss)**, depending on whether a derivative is effective as part of a hedged transaction. Gains and losses on derivative instruments reported in accumulated other comprehensive income **/ (loss)** are subsequently included in earnings in the periods in which earnings are affected by the hedged item. The Company does not use derivative instruments for speculative purposes. In fiscal 2023, the Company entered into the three-year **USD-U.S. dollar** - denominated **Interest Rate** Swap with a third-party financial counterparty under the Credit Agreement (see Note **12 11**). The **Interest Rate** Swap was executed to protect the Company from interest rate volatility on our variable-rate Term Loan Facility. The **Interest Rate** Swap became effective December 30, 2022 and is comprised of a \$ 600.0 notional with a maturity of three years. The notional is \$ **400-100**.0 as of March 30, 2024, **2024-2025**. We receive a variable rate based on one-month Term SOFR and pay a fixed rate of 4.455%. As of March 30, 2024, **2024-2025**, after given effect to the **Interest Rate** Swap, approximately **75-66**% of our debt bore interest at a fixed rate after giving effect to the **interest Interest rate Rate swap Swap**

agreement in place. The notional on the **Interest Rate** Swap will amortize as follows: ~~Year 1: \$ 600.0 Year 2: \$ 400.0 Year 3: \$ 100.0~~ The **Interest Rate** Swap has been designated as a cash flow hedge of the variability of the first unhedged interest payments (the hedged transactions) paid over the hedging relationship's specified time period of three years attributable to the borrowing's contractually specified interest index on the hedged principal of its general borrowing program or replacement or refinancing thereof. The fair value of the **Interest Rate** Swap has been disclosed in Note 4. The accumulated other comprehensive income derivative component balance, net of taxes, was a \$ **(0.2) loss and a \$ 1.2 gain** and a ~~\$ 2.2 loss~~ at March **29, 2025 and March 30, 2024 and April 1, 2023, respectively. The gain / loss reclassified from accumulated other comprehensive income / **(loss)** into earnings will be recorded as interest income / expense on the **Interest Rate** Swap and will be included in the operating section of the Company's consolidated statements of cash flows. ~~14~~ **On August 12, 2024, the Company entered into a three-year pay Swiss franc fixed / receive U. S. dollar fixed, Cross Currency Swap with a third-party financial counterparty. The objective of the Cross Currency Swap is to economically hedge the Company's net investment in its lower-tier European subsidiary, Schaublin, against adverse changes in the Swiss franc / U. S. dollar exchange rate. The Cross Currency Swap is based upon a net investment of CHF 69.4 (\$ 80.0 USD) notional amount with a three-year maturity date. RBC receives a fixed U. S. dollar amount on a month-to-month basis based upon a fixed annual rate of 2.77 % of the notional amount. At maturity, RBC will net-settle the principal of the Cross Currency Swap in cash with the counterparty. The fair value of the Cross Currency Swap has been disclosed in Note 4. The accumulated other comprehensive income derivative component balance, net of taxes, was a \$ (0.2) loss at March 29, 2025. The gain / loss reclassified from accumulated other comprehensive income / (loss) into earnings will be recorded as interest income / expense on the Cross Currency Swap and will be included in the operating section of the Company's consolidated statements of cash flows. 13****

Other Noncurrent Liabilities The significant components of other noncurrent liabilities consist of: March **29, 2025 March 30, 2024 April 1, 2023** Other postretirement benefits **\$ 8.1 \$ 10.7 \$ 10.0** Noncurrent income tax liability **16.2 14.1 14.6** Deferred compensation **27.4 29.9 25.7** Contract liabilities **12.1 19.9 19.8** Noncurrent finance lease liabilities **43.4 46.7 48.5** Other **4.8 3.5 3.5** Other **\$ 112.0 54.1 \$ 124.8 14 \$ 122.7 15**. Employee Benefit Plans Noncontributory Defined Benefit Pension Plan At March **30 29, 2024 2025**, the Company had one consolidated noncontributory defined benefit pension plan (the "Plan") covering current and former union employees in its Heim division plant in Fairfield, Connecticut, its Precision Products subsidiary plant in Plymouth, Indiana and former union employees of the Tyson subsidiary in Glasgow, Kentucky and the Nice subsidiary in Kulpsville, Pennsylvania. Plan assets are comprised primarily of equity and fixed income investments. As of March **29, 2025 and March 30, 2024 and April 1, 2023**, Plan assets were \$ **9.4 and \$ 9.1 and \$ 8.7**, respectively. The fair value of the above investments was determined using quoted market prices of identical instruments. Therefore, the valuation inputs within the fair value hierarchy established by ASC 820 were classified as Level 1 of the valuation hierarchy. Benefits under the Plan are not a function of employees' salaries; thus, the accumulated benefit obligation equals the projected benefit obligation. At March **29, 2025 and March 30, 2024 and April 1, 2023**, the projected benefit obligation was \$ **3.7 and \$ 3.8 7**, respectively. The discount rates used in determining the funded status of the Plan as of March **29, 2025 and March 30, 2024 and April 1, 2023** were **5.30 % and 5.00 % and 4.70 %**, respectively. The funded status of the Plan and the amount recognized in the balance sheet at March **29, 2025 and March 30, 2024 and April 1, 2023** were \$ **5.7 and \$ 5.4 and \$ 4.9**, respectively. These overfunded amounts are included within noncurrent assets on the consolidated balance sheets. Net periodic benefit cost / **(income)** of the Plan for fiscal years **2025, 2024, and 2023 and 2022** was \$ **(0.1), \$ 0.1 and \$ 0.2 and \$ 0.0**, respectively. The discount rate used to determine net periodic benefit cost for fiscal years **2025, 2024, and 2023 and 2022** was **5.00 %, 4.70 %, and 3.30 % and 2.70 %**, respectively.

Foreign Pension Plans Two of the Company's foreign operations, Schaublin and Swiss Tool, sponsor pension plans for their approximately ~~163-156 and 34-33~~ employees, respectively, in conformance with Swiss pension law. The Schaublin plan is funded with an independent semi-autonomous collective provident foundation whereas the Swiss Tool plan is funded with a reputable Swiss insurer. The unfunded liabilities of these plans at March **29, 2025 and March 30, 2024 and April 1, 2023** were \$ **0.1 and \$ 2.3 and \$ 1.5**, respectively, and recorded within other noncurrent liabilities on the consolidated balance sheets. For fiscal **2025, 2024, and 2023 and 2022**, net periodic benefit cost for these plans was \$ **2.3, \$ 2.0, and \$ 1.8 and \$ 1.7**, respectively. 401 (k) Plans The Company has defined contribution plans under Section 401 (k) of the Internal Revenue Code for all of its employees not covered by a collective bargaining agreement. Employer contributions under this plan, ranging from 10 %- 100 % of eligible amounts contributed by employees, amounted to \$ **9.9, \$ 9.6, and \$ 8.6 and \$ 4.6** in fiscal **2025, 2024, and 2023 and 2022**, respectively.

Supplemental Executive Retirement Plan The Company maintains a non-qualified Supplemental Executive Retirement Plan ("SERP") for a select group of senior management employees. The SERP **is a deferred compensation plan which** allows eligible employees to elect to defer up to 75 % of their current salary and up to 100 % of bonus compensation. As of March **29, 2025 and March 30, 2024 and April 1, 2023**, the SERP assets were \$ **34.9 and \$ 33.0 and \$ 28.6**, respectively, **of which, \$ 2.0 and are included within \$ 0.0 were classified as other current assets on the consolidated balance sheets, respectively, while the remainder was recorded in** other noncurrent assets on the consolidated balance sheets. As of March **29, 2025 and March 30, 2024 and April 1, 2023**, the SERP liabilities were \$ **29.4 and \$ 29.9 and \$ 25.7**, respectively, **of which, \$ 2.0 and are \$ 0.0 were recorded in accrued expenses on the consolidated balance sheets, respectively, while the remainder was** included within other noncurrent liabilities on the consolidated balance sheets.

Defined Benefit Health Care Plans The Company, for the benefit of current and former union employees at its Heim, West Trenton, Plymouth and PIC facilities and former union employees of its Tyson and Nice subsidiaries, sponsors contributory defined benefit health care plans that provide postretirement medical and life insurance benefits to union employees who have attained certain age and / or service requirements while employed by the Company. The plans are unfunded and costs are paid as incurred. Postretirement benefit obligations were \$ **2.0 and \$ 2.0 and \$ 2.4** at March **29, 2025 and March 30, 2024 and April 1, 2023**, respectively. Of these amounts, \$ 0.2 is considered current and is included within accrued expenses and

other current liabilities on the consolidated balance sheets as of both March 29, 2025 and March 30, 2024 and April 1, 2023. The remainder of the balances are included in other noncurrent liabilities in the consolidated balance sheets. The Company also maintains a frozen defined benefit health care plan for Dodge employees with postretirement benefit obligations of \$ 5.4 and \$ 5.8 and \$ 6.3 at March 29, 2025 and March 30, 2024 and April 1, 2023, respectively. Of these amounts, \$ 0.7 and \$ 0.8 were considered current at both March 29, 2025 and March 30, 2024 and April 1, 2023. The amounts are included within the same balance sheet line items as other postretirement health care plans maintained by the Company. 16-15. Income Taxes

Income before income taxes for the Company's domestic and foreign operations is as follows: Fiscal Year Ended March 29, 2025 March 30, 2024 April 1, 2023 April 2, 2022 Domestic \$ 292.5 \$ 240.8 \$ 191.0 \$ 68.8 Foreign 19.4 21.0 18.7 9.9 Total income before income taxes \$ 311.9 \$ 261.8 \$ 209.7 \$ 78.7 The provision for income taxes consists of the following: Fiscal Year Ended March 29, 2025 March 30, 2024 April 1, 2023 April 2, 2022 Current tax expense: Federal \$ 78.5 \$ 53.1 \$ 53.0 \$ 18.3 State 9.5 5.9 7.5 2.6 Foreign 4.5 5.2 3.9 2.9 2.6 4.2 3.8 Deferred tax expense: Federal (21.0) (9.3) (20.0) (0.5) State (4.6) (4.3) (2.6) (0.3) Foreign (1.2) 1.3 1.2 1 (26.0) (8) (12.3) (21.4) 0.2 Total income taxes \$ 65.7 \$ 51.9 \$ 43.0 \$ 24.0 An analysis of the difference between the provision for income taxes and the amount computed by applying the U. S. statutory income tax rate to pre-tax income follows: Fiscal Year Ended March 29, 2025 March 30, 2024 April 1, 2023 April 2, 2022 Income taxes using U. S. federal statutory rate \$ 65.5 \$ 55.0 \$ 44.0 \$ 16.5 State income taxes, net of federal benefit 4.2 0.8 3.9 1.9 Stock-based compensation (0.2) (0.9) (1.6) (2.6) Foreign rate differential 0.3 2.0 1.1 1.6 Research and development credits (2.4) (2.5) (2.4) (1.5) Company-owned life insurance (0.2) (0.8) 0.3 (0.0) Foreign derived intangible income (FDII) (3.7) (3.3) (2.7) (1.5) U. S. unrecognized tax positions 1.2 1.5 (1.9) 5.4 Acquisition costs 0.0 0.0 1.7 Valuation allowance (1.1) (1.7) 0.0 2.3 Other-net 1.7 1.8 2.3 0 \$ 65.2 7 \$ 51.9 \$ 43.0 \$ 24.0 Net deferred tax assets (liabilities) are comprised of the following: March 29, 2025 March 30, 2024 April 1, 2023 Deferred tax assets: Pension and postretirement benefits \$ 1.3 \$ 1.5 \$ 1.8 Employee compensation accruals 10.8 11.4 10 Inventory reserves 19.9 Inventory 15.6 15.8 Operating lease liabilities 10.5 8.0 7.8 Finance lease liabilities 0.9 0.3 0.0 Stock compensation 4.1 5.4 3.4 Tax loss and credit carryforwards 12.3 11.5 12.5 State tax 1.2 3.0 1.3 Other accrued liabilities 9.6 8.1 8.9 Capitalized research and development costs 21.5 16.4 8.1 Other 0.9 0.4 5.1 Total gross deferred tax assets 93.8 79.9 75.6 Valuation allowance (5.7) (7.0) (8.5) Total deferred tax assets \$ 88.1 \$ 72.9 \$ 67.1 Deferred tax liabilities: Property, plant and equipment \$ (31.1) \$ (32.4) \$ (33.5) Operating lease assets (10.3) (7.7) Other (4.2) (3.7) (7) Other (3.7) (3.3) Intangible assets (299.3) (312.4) (316.7) Total deferred tax liabilities \$ (344.9) \$ (356.2) \$ (361.2) Total net deferred liabilities \$ (256.8) \$ (283.3) \$ (294.1) The Company evaluates deferred tax assets to ensure that the estimated future taxable income will be sufficient in character (i. e. capital versus ordinary income treatment), amount and timing to result in their recovery. After considering the positive and negative evidence, a valuation allowance has been recorded on foreign tax credits and on certain state and foreign credits and net operating losses as it is more likely than not (i. e., greater than a 50 % likelihood) that these items will not be utilized. For the Company's fiscal year ended March 30, 2024 2025 the valuation allowance decreased by \$ 1.3. For the fiscal year ended March 30, 2024 the valuation allowance decreased by \$ 1.5, which primarily related to the expiration of a capital loss carryforward. For the fiscal year ended April 1, 2023 the valuation allowance decreased by less than \$ 0.2. These valuation allowances are required because management has determined, based on financial projections and available tax strategies, that it is unlikely the net operating losses and credits will be utilized before they expire. If events or circumstances change, valuation allowances are adjusted at that time resulting in an income tax benefit or charge. At March 30, 2029, 2024 2025, the Company had state State net operating loss carryovers in different jurisdictions at varying amounts up to \$ 5.3, which expire at various dates through 2036. At March 30, 2029, 2024 2025, the Company had foreign net operating loss carryovers in different jurisdictions at varying amounts totaling \$ 21.78, which will expire at various dates through fiscal 2028. At March 30, 2029, 2024 2025, the Company had U. S. federal and state credits in different jurisdictions at varying amounts up to \$ 11.03 which principally expire at various dates through 2038 2039. At March 30, 2024, the Company had Canadian investment tax credits up to \$ 0.2 which will expire at various dates through 2038. Under accounting standards (ASC 740) a deferred tax liability is not recorded for the excess of the tax basis over the financial reporting (book) basis of an investment in a foreign subsidiary if the indefinite reinvestment criteria is met. The Tax Cuts and Jobs Act (TCJA) required a mandatory deemed repatriation of certain undistributed earnings of the Company's foreign subsidiaries as of December 31, 2017, and income taxes were accrued accordingly. If these deemed repatriated earnings were distributed in the form of cash dividends, the Company would not be subject to additional U. S. income taxes, other than tax arising from the movement of foreign exchange rates on previously taxed earnings, but could be subject to foreign income and withholding taxes. A provision had not been made for additional U. S. and foreign taxes at March 30, 2029, 2024 2025 on approximately \$ 71.87. 9.4 of undistributed earnings of foreign subsidiaries or for any additional tax on the deemed repatriated earnings because the Company intends to reinvest these funds indefinitely to support foreign growth opportunities and foreign operations. Due to the inherent complexity of the multinational tax environment in which the Company operates, it is not practicable to estimate the unrecognized deferred tax liability on these undistributed earnings. These earnings could become subject to additional tax under certain circumstances including, but not limited to, loans to the Company, or upon sale or pledging of the foreign subsidiary's stock. Uncertain Tax Positions Unrecognized income tax benefits represent income tax positions taken on income tax returns but not yet recognized in the consolidated financial statements. If recognized, substantially all of the unrecognized tax benefits for the Company's fiscal years ended March 29, 2025 and March 30, 2024 and April 1, 2023 would affect the effective income tax rate. A reconciliation of the beginning and ending amount of unrecognized tax benefits is as follows: March 29, 2025 March 30, 2024 April 1, 2023 April 2, 2022 Balance, beginning of year \$ 13.1 \$ 16.6 Gross increases (decreases) – tax positions taken during a prior period 1.5 2.0 (8.9) 0.4 Gross increases – tax positions taken during the current period 4.5 1.7 1.7 7.6 Reductions due to lapse of the applicable statute of limitations (1.4) (1.6) (2.5) (Balance, end of year \$ 19.8 \$ 15.2 \$ 13.1) (Balance, end of year \$ 15.2 \$ 13.1 \$

22-8-The Company recognizes the interest and penalties accrued related to unrecognized tax benefits in income tax expense. The Company recognized a benefit of \$ 0. 3 for the fiscal year ended March 30, 2024 and expense of \$ 0. 1 and \$ 0. 1 related to interest and penalties on its statement of operations for the fiscal years ended March 30, 2024 and April 1, 2023 and April 2, 2022, respectively. The Company had approximately \$ 1. 6 and \$ 1. 2 and \$ 1. 5 of accrued interest and penalties at March 29, 2025 and March 30, 2024 and April 1, 2023, respectively. The Company believes it is reasonably possible that some of its unrecognized tax positions may be effectively settled by the end of the Company' s fiscal year ending March 29, 2025, due to the closing of audits and the statute of limitations expiring in various jurisdictions. The decrease, pertaining primarily to federal and state credits and state tax, is estimated to be \$ 1. 9-6. The Company files income tax returns in numerous U. S. and foreign jurisdictions, with returns subject to examination for varying periods, but generally back to and including the fiscal year ending April 3-2, 2021-2022, although certain tax credits generated in earlier years are open under statute from March 31-29, 2007-2008. The Company is no longer subject to U. S. federal tax examination by the Internal Revenue Service for years ending before April 3-2, 2021-2022, 17-16. Stockholders' Equity We are authorized to issue 10, 000, 000 shares of preferred stock, \$ 0. 01 par value per share, in one or more series and to fix the powers, designations, preferences and relative participating, option or other rights thereof, including dividend rights, conversion rights, voting rights, redemption terms, liquidation preferences and the number of shares constituting any series, without any further vote or action by our stockholders. In fiscal 2022, we completed an offering of 4, 600, 000 shares of MCPS in a public offering registered under the Securities Act of 1933. The trading symbol for the MCPS on the New York Stock Exchange is "RBCP." The net proceeds from the offering were approximately \$ 445. 3, after deducting underwriting discounts and commissions and offering expenses, and were used to fund a portion of the purchase price for the acquisition of Dodge. Holders of MCPS are entitled to receive received cash, when, as and if declared by our Board of Directors, or an authorized committee thereof, out of funds legally available for payment, cumulative dividends at the annual rate of 5. 00 % of the liquidation preference of \$ 100 per share, payable in cash or, subject to certain limitations, by delivery of shares of common stock or any combination of cash and shares of common stock, at our election; provided, however, that any unpaid dividends on the MCPS will continue to accumulate as described in the Certificate of Designations that sets forth the rights, preferences and privileges of the MCPS. The Company made dividend payments of \$ 5. 7 on April 17-12, 2023-2024, \$ 5. 8 on July 17-12, 2023-2024, and \$ 5. 8-7 on October 16, 2023, and \$ 5. 7 on January 15, 2024. On October 15, 2024, each then-outstanding share of the MCPS converted into 0. The 4413 shares of the Company' s also had accrued \$ 4. 8 as of March 30, 2024 for dividends that were paid on April 15, 2024. The MCPS has a liquidation preference of \$ 100 per share plus accrued and unpaid dividends. As of March 30, 2024, the MCPS had an aggregate liquidation preference of \$ 464. 8. Subject to certain exceptions, no dividend or distribution will be declared or paid on shares of our common stock, and no common stock will be purchased, redeemed or otherwise acquired for consideration by us or any of our subsidiaries unless, in each case, all accumulated and unpaid dividends for all preceding dividend periods have been declared and paid, or a sufficient amount of cash or number of shares of common stock has been set apart for the payment of such dividends, on all outstanding shares of MCPS. In the event of our voluntary or involuntary liquidation, winding-up or dissolution, no distribution of our assets may be made to holders of our common stock until we have paid holders of MCPS, each of which will be entitled to receive a liquidation preference in the amount of \$ 100 per share plus accumulated and unpaid dividends. Unless earlier converted or redeemed, each share of MCPS will automatically convert, for settlement on or about October 15, 2024, into between 0. 4413 and 0. 5405 shares of common stock, subject to customary anti-dilution adjustments. The conversion rate was that will apply to mandatory conversions will be determined based on a value for the common stock equal to the lower of (i) the average of the daily VWAPs in the 20-trading-day period through October 14, 2024 (the daily VWAP is the per share volume-weighted average price-price over of the Common Stock on the New York Stock Exchange for a given trading day as reported by Bloomberg) or (ii) \$ 226. 63. Because the VWAP average for the 20 consecutive trading days through beginning on, and including, the 21st scheduled trading day immediately before October 15, 2024 14 was \$ 292. The 55, the \$ 226. 63 common stock value was utilized to produce the conversion rate applicable to mandatory of 0. 4413 shares of common stock for each share of MCPS. This is known as the " Minimum Conversion Rate " in the Certificate of Designations defining the terms of the MCPS. The dividend on the MCPS that accrued through the conversions-conversion may in certain circumstances be increased-date was paid on the conversion date to compensate holders of record on October 1, 2024 and therefore was not factored into the conversion rate MCPS for certain unpaid accumulated dividends. We are-were authorized to issue 60, 000, 000 shares of common stock, \$ 0. 01 par value per share. Holders of common stock are entitled to one vote per share. Holders of common stock are entitled to receive dividends, if and when declared by our Board of Directors, and to share ratably in our assets legally available for distribution to our stockholders in the event of liquidation after giving effect to any liquidation preference for the benefit of the MCPS or any other preferred stock then outstanding. Holders of common stock have no preemptive, subscription, redemption, or conversion rights. The holders of common stock do not have cumulative voting rights. The holders of a majority of the shares of common stock can elect all of the directors and can control our management and affairs. In fiscal 2022 we completed an offering of 3, 450, 000 shares of common stock in a public offering registered under the Securities Act of 1933 at an offering price of \$ 185 per share. The net proceeds from the offering were approximately \$ 605. 5, after deducting underwriting discounts and commissions and offering expenses, and were used to fund a portion of the purchase price for the acquisition of Dodge. Long-Term Equity Incentive Plans The Company' s long-term equity incentive plans (the " Equity Plans ") provide for grants of stock options, stock appreciation rights, restricted stock and performance awards to directors, officers and other employees and persons who engage in services for the Company. The purpose of the Equity Plans is to provide these individuals with incentives to maximize stockholder value and otherwise contribute to the Company' s success and to enable the Company to attract, retain and reward the best available persons for positions of responsibility. 1, 500, 000 shares of common stock were authorized for issuance under each Equity Plan when it was adopted, subject to adjustment in the

event of a reorganization, stock split, merger or similar change in the Company's corporate structure or in the outstanding shares of common stock. The Company's Compensation Committee administers the Equity Plans, although the Company's Board of Directors also has the authority to administer the Equity Plans and to take all actions that the Compensation Committee is otherwise authorized to take under the Equity Plans. The terms and conditions of each award made under an Equity Plan, including vesting requirements, are set forth in a written agreement with the recipient that is consistent with the terms of the relevant Equity Plan. As of March 30-29, 2024-2025 the Company's long-term equity incentive plans were as follows: the 2013 Equity Plan, which expired in 2023 although stock options awarded under this plan are still outstanding; the 2017 Equity Plan, which expires in 2027; and the 2021 Equity Plan, which expires in 2031. As of March 30-29, 2024-2025 there were 272-181, 328-696 and 1, 500, 000 shares available for future awards under the 2017 and 2021 Equity plans-Plans, respectively. Stock Options. Under the Equity Plans, the Compensation Committee or the Board may approve the award of non-qualified stock options. ~~The Compensation Committee also has the authority to approve the grant of options that will become fully vested and exercisable automatically upon a change in control.~~ The Compensation Committee may not, however, approve an award to any one person (other than Dr. Michael J. Hartnett) in any calendar year for options to purchase common stock equal to more than 10 % of the total number of shares authorized under the relevant Equity Plan. The Compensation Committee will approve the exercise price and term of any option in its discretion; however, the exercise price may not be less than 100 % of the fair market value of a share of common stock on the date of grant. The Equity Plans also authorize the Compensation Committee to award incentive stock options conforming to the requirements of Section 422 of the Internal Revenue Code, but to date no such options have been awarded. As of March 30-29, 2024-2025, there were 8-1, 272-500 outstanding options under the 2013 Equity Plan, all of which were exercisable, 497-312, 620-519 outstanding options under the 2017 Equity Plan, 233-121, 440-755 of which were exercisable, and no outstanding option-options under the 2021 Equity Plan. Restricted Stock. Under the Equity Plans, the Compensation Committee may approve the award of restricted stock subject to the conditions and restrictions, and for the duration that it determines in its discretion. Under each of the 2017 and 2021 Equity Plans, the number of shares that may be used for restricted stock awards may not exceed 50 % of the total authorized number of shares under that Equity Plan. As of March 30-29, 2024-2025, there were zero, 173-132, 445-812 and zero shares of restricted stock outstanding under the 2013, 2017 and 2021 Equity Plans, respectively. Performance Awards. The Compensation Committee may approve performance awards contingent upon achievement by the recipient, or by the Company, of set goals and objectives regarding specified performance criteria, over a specified performance cycle. Awards may include specific dollar-value target awards, performance units the value of which is established at the time of grant, and / or performance shares the value of which is equal to the fair market value of a share of common stock on the date of grant. The value of a performance award may be fixed or fluctuate on the basis of specified performance criteria. A performance award may be paid out in cash and / or shares of common stock or other securities. Certain senior executive officers receive performance awards in the form of stock options, restricted stock and / or unrestricted stock. Stock Appreciation Rights. The Compensation Committee may approve the grant of stock appreciation rights, or SARs, subject to the terms and conditions contained in the Equity Plans. The exercise price of an SAR must equal the fair market value of a share of the Company's common stock on the date the SAR is granted. Upon exercise of an SAR, the grantee will receive an amount in shares of our common stock equal to the difference between the fair market value of a share of common stock on the date of exercise and the exercise price of the SAR, multiplied by the number of shares as to which the SAR is exercised. There were no SARs issued or outstanding under the Plans as of March 30-29, 2024-2025. Amendment and Termination of the Equity Plans. Except as otherwise provided in an award agreement, the Board of Directors, without approval of the stockholders, may amend or terminate any Equity Plan, except that no amendment will become effective without prior approval of the stockholders of the Company if stockholder approval would be required by applicable law or regulations, including if required (i) under the provisions of Section 409A or any successor thereto, (ii) under the provisions of Section 422 of the Code or any successor thereto, or (iii) by any listing requirement of the principal stock exchange on which the common stock is then listed. Subject to the provisions of an award agreement, which may be more restrictive, no termination of an Equity Plan may materially and adversely affect any of the rights or obligations of any award recipient, without his or her written consent, under any award of options or other incentives previously granted under the relevant Equity Plan. A summary of the status of the Company's stock options outstanding as of March 30-29, 2024-2025 and changes during the year then ended is presented below. All cashless exercises of options are handled through an independent broker.

	April 1, 2023	2023	623, 635	\$ 153. 95	3. 7	\$ 49. 2	Awarded	54, 820	215. 97	Exercised	(168, 321)	120. 48
Intrinsic Value Outstanding,												
Forfeitures	(4, 000)	208. 85	Expirations	(242)	136. 46	Outstanding,	March 30, 2024	505, 892	\$ 171. 38	3. 6	\$ 50. 1	Awarded
44, 334	297. 81	Exercised	(223, 693)	156. 25	Forfeitures	(11, 839)	189. 67	Expirations	(675)	163. 35	Outstanding, March	29, 2025
314, 019	\$ 199. 24	3. 7	\$ 39. 7	Exercisable, March	30-29, 2024-2025	241-123, 712-255	\$ 168. 155-	15-	39-2. 8-5	\$ 27-19. 8-4		

The fair value for the Company's options was estimated at the date of grant using the Black-Scholes option pricing model with the following weighted-average assumptions, which are updated to reflect current expectations of the dividend yield, expected life, risk-free interest rate and using historical volatility to project expected volatility: Fiscal Year Ended March 29, 2025 March 30, 2024 April 1, 2023 April 2, Dividend yield 0. 00 % 0. 00 % 0. 00 % Expected weighted-average life (yrs.) 5. 0 5. 0 5. 0 Risk-free interest rate 3. 87 % 4. 20 % 3. 05 % 0-Expected volatility 45. 95 % Expected volatility 46. 71 % 45. 57 % 43. 43-% The weighted average fair value per share of options granted was \$ 134. 48 in fiscal 2025, \$ 99. 92 in fiscal 2024, and \$ 90. 39 in fiscal 2023 and \$ 76. 65 in fiscal 2022. The Company recorded \$ 2. 6-7 (net of taxes of \$ 0. 8) in compensation expense in fiscal 2024-2025 related to option awards. As of March 30-29, 2024-2025, there was \$ 9-11, 9-4 of unrecognized compensation costs related to options which is expected to be recognized over a weighted average period of 3. 5 years. The total intrinsic value of options exercised in fiscal 2025, 2024, and 2023 and 2022 was \$ 33. 2, \$ 22. 9, and \$ 16. 9 and \$ 11. 9, respectively. Of the total awards outstanding at March 30-29, 2024-2025, 503-311, 132-466 were either fully vested or are

expected to vest. These shares have a weighted average exercise price of \$ 171.19 **198.82**, an intrinsic value of \$ **49.39** **9.5** and a weighted average contractual term of 3.6 years. A summary of the status of the Company's restricted stock outstanding as of March **30-29, 2024-2025** and the changes during the year then ended is presented below. Number Of Restricted Stock Shares Weighted- Average Grant Date Fair Value Non- vested, April 1, 2023 **192, 124** \$ **186.67** Granted **71, 448** **205.50** Vested **(87, 854)** **177.26** Forfeitures **(2, 273)** **194.19** Non- vested, March 30, 2024 **173, 445** \$ **199.09** **Granted 46, 298** **294.66** **Vested (81, 730)** **196.77** **Forfeitures (5, 201)** **190.12** Non- vested, March 29, 2025 **132, 812** \$ **234.18** The weighted average fair value per share of restricted stock granted was \$ **294.66 in fiscal 2025, \$ 205.50 in fiscal 2024, and \$ 201.60 in fiscal 2023 and \$ 198.04 in fiscal 2022**. The Company recorded \$ **8.97** (net of taxes of \$ **2.6**) in compensation expense in fiscal **2024-2025** related to restricted stock awards. These awards were valued at the fair market value of the Company's common stock on the date of issuance and are being amortized as expense over the applicable vesting period. The total fair value of restricted stock awards that vested during fiscal **2025, 2024, and 2023, and 2022** was \$ **24.5, \$ 19.2, and \$ 21.2 and \$ 22.1**, respectively. Unrecognized expense for restricted stock was \$ **18-19, 9-7** at March **30-29, 2024-2025**. This cost is expected to be recognized over a weighted average period of approximately 2.6 years. A summary of the status of the Company's liability classified awards outstanding as of March **30-29, 2024-2025** and the changes during the year then ended is presented below. Intrinsic Value Outstanding, April 1 **March 30, 2023-2024** \$ **—11.7** Awarded **11-4.7** Vested **—(5.8)** Cancelled **—** Change in fair value **—2.7** Outstanding, March **30-29, 2024-2025** \$ **11-13.7-3** Estimated liability as of March **30-29, 2024-2025** \$ **2-8.5-4** The Company recorded \$ **1-9** (net of taxes of \$ **0-6**). **5** in stock- based compensation expense in fiscal **2024-2025** related to liability awards. As of March **29, 2025 and March 30, 2024, \$ 5.0 and \$ 0.5 were included other current liabilities, respectively. As of March 29, 2025 and March 30, 2024, \$ 3.4 and \$ 2.0 were and \$ 0.5 was included in other noncurrent liabilities and other current liabilities, respectively. As of March 30-29, 2024-2025 there was \$ 9-6. 2-3 of unrecognized compensation costs related to liability awards which is expected to be recognized over a weighted average period of 3-1. 7 years. The total intrinsic value of liability classified awards vested in fiscal 2025, 2024, and 2023 and 2022 was \$ **5.8, \$ 0.0, and \$ 0.0 and \$ 0-0**, respectively. **18-17**. Commitments and Contingencies As of March **30-29, 2024-2025**, approximately 5 % of the Company's hourly employees in the U. S. and abroad were represented by labor unions. The Company enters into U. S. government contracts and subcontracts that are subject to audit by the U. S. government. In the opinion of the Company's management, the results of such audits, if any, are not expected to have a material impact on the cash flows, financial condition or results of operations of the Company. For fiscal **2025, 2024, and 2023 and 2022**, there were no audits by the U. S. government, the results of which, in the opinion of the Company's management, had a material impact on the cash flows, financial condition or results of operations of the Company. The Company is subject to federal, state and local environmental laws and regulations, including those governing discharges of pollutants into the air and water, the storage, handling and disposal of wastes and the health and safety of employees. The Company also may be liable under the Comprehensive Environmental Response, Compensation, and Liability Act or similar state laws for the costs of investigation and cleanup of contamination at facilities currently or formerly owned or operated by the Company, or at other facilities at which the Company may have disposed of hazardous substances. In connection with such contamination, the Company may also be liable for natural resource damages, U. S. government penalties and claims by third parties for personal injury and property damage. Agencies responsible for enforcing these laws have authority to impose significant civil or criminal penalties for non- compliance. The Company believes it is currently in material compliance with all applicable requirements of environmental laws. The Company does not anticipate material capital expenditures for environmental compliance in fiscal years **2025-2026 or 2026-2027**. **Monitoring Investigation and remediation** of contamination is ongoing at some of the Company's sites. In particular, state agencies have been overseeing groundwater monitoring activities at the Company's facility in Hartsville, South Carolina. At Hartsville, the Company is monitoring low levels of contaminants in the groundwater caused by former operations. Plans are currently underway to conclude **remediation and** monitoring activities. In connection with the purchase of the Fairfield, Connecticut facility in 1996, the Company agreed to assume responsibility for completing clean- up efforts previously initiated by the prior owner. The Company submitted data to the state that the Company believes demonstrates that no further remedial action is necessary, although the state may require additional clean- up or monitoring. **On The Company does not believe any further remedial action is necessary, therefore, no reserves have been recorded as of March 9-29, 2025. In 2022 and March 21, 2023, the Company received civil investigative demands from the United States Department of Justice pursuant to the False Claims Act, 31 U. S. C. § 3733 (the "FCA"). The investigation concerns allegations that the Company submitted false claims in connection with (i) certifying that the Company's employees were eligible for unemployment insurance benefits and pandemic relief and worked reduced hours and (ii) received grant proceeds in violation of the FCA. The Company is cooperating with the investigation. The As the investigation is ongoing and in its early stages, it is not possible to determine whether the investigation will have a material adverse effect, if any, on the Company. Besides the matter described in the previous paragraph, from From time to time we are involved in litigation that arises in the ordinary course of business, but we do not believe that any such litigation in which we are currently involved, either individually or in the aggregate, is likely to have a material adverse effect on our business, financial condition, operating results, cash flow or prospects. 18 The Company has \$ 3.7 of outstanding standby letters of credit, all of which are under the Revolving Credit Facility. We also have a contractual obligation for licenses related to the implementation and upgrade of an ERP system. The remaining contractual obligation related to these ERP license costs of \$ 7.6 will end in June of 2026. 19. Other, Net Other, net is comprised of the following: Fiscal Year Ended March **29, 2025 March 30, 2024 April 1, 2023 April 2, 2022** Plant consolidation and restructuring costs \$ **1.5** \$ **2.7** \$ **2.5** \$ **1-1** Acquisition costs and transition services **—** **0.3** **8.9** **30-6** Provision for doubtful accounts **0** **credit losses 1.2** **0.8** **0-5** Amortization of intangibles **71.8** **70.4** **69.1** **34.7** Loss on disposal of assets **0-6** **0-3** **0-3** Other expense **2.4** **1.2** **0.6** **0-8** **\$ 76.5-9** **\$ 74.8** **\$ 82.1** **19.2** **\$ 74.8** **\$ 82.1** **\$ 68.4** **20**. Reportable Segments The Company operates through **two** operating segments and reports its financial results based on how its chief operating decision****

maker makes operating decisions, assesses the performance of the business, and allocates resources. Our operating segments are our reportable segments. These reportable segments are Aerospace / Defense and Industrial and are described below. Aerospace / Defense. This segment represents the end markets for the Company's highly engineered bearings and precision components used in commercial aerospace, defense aerospace, and sea and defense marine, defense ground vehicles, missiles and guided munitions, and space and satellite applications. We supply precision products for many of the commercial aircraft currently operating worldwide and are the primary bearing supplier for many of the aircraft OEMs' product lines. Commercial and defense applications aerospace customers generally require precision products, often constructed of special materials and made to unique designs and specifications. Many of our aerospace bearings and engineered component products are designed and certified during the original development of the aircraft being served, which often makes us the primary bearing supplier for the life of that aircraft. Industrial. This segment represents the end markets for the Company's highly engineered bearings and precision components used in various industrial applications including: power transmission construction, mining, forestry, energy, agricultural and other machinery; aggregate construction, mining, energy and specialized equipment cement handling; food and beverage manufacturing; grain, and agricultural product handling; metals and mining material handling; chemicals, oil and gas production; warehousing and logistics; manufacturing automation and semiconductor production equipment; power generation; waste and water management; rail and transportation. Our products target market applications in which our engineering and manufacturing; agricultural machinery, commercial truck capabilities provide us with a competitive advantage in the marketplace. The Company's Chief Operating Decision Maker (CODM) is the President and automotive manufacturing; Chief Executive Officer. The CODM uses segment gross margin as the primary measurement of profitability. On a monthly basis, the CODM considers budget- to- actual variances and tool holding historical trends for gross margin when making decisions about allocating capital to segments. The accounting policies of the reportable segments are the same as those described in Note 2. Segment performance is evaluated based on segment net sales and gross margin. Items not allocated to segment operating income include corporate administrative expenses and certain other amounts. Where not separately disclosed, corporate costs are allocated to each segment. Identifiable assets by reportable segment consist of those directly identified with the segment's operations. Fiscal Year Ended March 29, 2025 March 30, 2024 April 1, 2023 April 2, 2022 Net External Sales : Aerospace / Defense \$ 592.8 \$ 519.4 \$ 430.3 \$ 381.5 Industrial 1,043.5 1,040.9 1,039.0 561.4 \$ 1,636.3 \$ 1,560.3 \$ 1,469.3 **Cost of Sales:** \$ 942.9 Gross Margin Aerospace / Defense \$ 208.349.7 \$ 310.6 \$ 259.3 Industrial 560.5 579.2 605.2 \$ 910.2 \$ 889.8 \$ 864.1 171.0 \$ 155.1 Industrial 461.7 433.8 202.0 \$ 670.5 **Gross Margin:** \$ 604.8 \$ 357.1 Selling, General and Administrative Expenses Aerospace / Defense \$ 37.243.1 \$ 208.8 \$ 171.3 1.1 \$ 29.0 Industrial 132.483.0 461.7 433.8 122 \$ 726.1 \$ 670.5 58 \$ 604.8 **Reconciliation of gross margin to income before income taxes: Selling, general and administrative \$ (279.3) \$ (253.5) \$ (229.7) Other, net (76.9) (74.8) (82.1) Interest expense, net (59.8) (78.7) (76.7) Other non-operating (expense) / income 1.8 (1.7) (6 Corporate 82.6) **Income before income taxes \$ 311.9 76.1 80.0 \$ 253.261.5 8 \$ 229.209.7 Total Assets:** \$ 167.6 Operating Income Aerospace / Defense \$ 161.1,010.7 8 \$ 132.798.7 6 \$ 117.749.8 Industrial 272.3, 594.0 3, 779.6 236.3, 845.7 5 107.5 Corporate 80 (92.4) (76.4 100.4 94.9 \$ 4,685.2) (104.2) \$ 342.4, 678.2 6 \$ 293.4, 690.4 **Capital Expenditures:** 0 \$ 121.1 Total Assets Aerospace / Defense \$ 798.17.5 \$ 10.6 \$ 9.749.8 \$ 776.5 Industrial 27.0 20.4 29.1 Corporate 5.3 2,779.6 2 3,845.7 3,920.9 Corporate 100.4 94 \$ 49.9 148.8 \$ 33.2 \$ 42.0 **Depreciation & Amortization:** \$ 4,678.6 \$ 4,690.4 \$ 4,845.4 Capital Expenditures Aerospace / Defense \$ 10.23.3 \$ 19.6 \$ 9.18.6 5 \$ 7.5 Industrial 20.92.1 96.3 93.4 29.1 19.3 Corporate 2.4.2 6 3.4 3.4 \$ 120.0 \$ 33.2 \$ 42.0 \$ 29.8 Depreciation & Amortization Aerospace / Defense \$ 19.119.6 \$ 18.6 \$ 19.1 Industrial 96.3 93 \$ 115.4 43.1 Corporate 3.4 3.4 3 \$ 119.3 \$ 115.4 \$ 65.5 Geographic External Sales : Domestic \$ 1,449.7 \$ 1,375.4 \$ 1,292.9 \$ 833.4 Foreign (1) 186.6 184.9 176.4 109.5 \$ 1,636.3 \$ 1,560.3 \$ 1,469.3 \$ 942.9 Geographic Long-Lived Assets : Domestic \$ 347.0 \$ 341.5 \$ 360.7 \$ 373.0 Foreign (2) 70.6 60.9 56.0 58 \$ 417.6 \$ 402.4 \$ 416.7 (1) **Primarily attributable to Switzerland and Canada.** (2 \$ 402) **Primarily attributable to Switzerland and Mexico.** 20 4 \$ 416.7 \$ 431.2 21. Related Party Transactions Equity Method Investee The Company has a 20% joint venture interest in CoLinX, which provides North America focused on joint logistics and e-business services to its. This joint venture, CoLinX, LLC ("CoLinX"), includes five equity members: Timken, SKF Group, Schaeffler Group, Gates Industrial Corp. and the Company. The e-business service focuses on information and business services for authorized distributors in the Industrial segment. Total expenses for services provided by CoLinX for the fiscal years ended March 29, 2025, March 30, 2024, and April 1, 2023 and April 2, 2022 were \$ 18.0, \$ 18.5, and \$ 18.4 and \$ 7.2, respectively, and were included within selling, general and administrative costs on the consolidated statements of operations. Amounts outstanding in respect of these transactions were payables of \$ 0.9 and \$ 0.7 and \$ 1.8 as of March 29, 2025 and March 30, 2024 and April 1, 2023, respectively, and were included within accounts payable on the consolidated balance sheets. No dividends were received from CoLinX during the periods presented. The Company does not have any other equity method investees. The Company does not have any other significant related-party transactions. ITEM 9. CHANGES IN AND DISAGREEMENTS WITH ACCOUNTANTS ON ACCOUNTING AND FINANCIAL DISCLOSURE None. ITEM 9A. CONTROLS AND PROCEDURES Evaluation of Disclosure Controls and Procedures The Company's management is responsible for establishing and maintaining effective disclosure controls and procedures, as defined under Rule 13a-15 (e) of the Securities Exchange Act of 1934. As of the end of the period covered by this report, the Company performed an evaluation, under the supervision and with the participation of the Company's management, including its Chief Executive Officer and Chief Financial Officer, of the effectiveness of the Company's disclosure controls and procedures. In making its assessment, management has utilized the criteria set forth by the Committee of Sponsoring Organizations (COSO) of the Treadway Commission in Internal Control — Integrated Framework (2013 Framework). Based upon that evaluation, the Company's Chief Executive Officer and Chief Financial Officer concluded that the Company's disclosure controls and procedures provide reasonable assurance that the material information required to be**

disclosed by the Company in the reports that it files or submits to the Securities and Exchange Commission under the Securities Exchange Act of 1934 is recorded, processed, summarized and reported within the time periods specified in the Commission's rules and forms. The Company's management believes that its disclosure controls and procedures were effective as of March 30 29, 2024-2025. Changes in Internal Control Over Financial Reporting No changes were made to the Company's internal control over financial reporting (as defined in Rule 13a- 15 (f) under the Securities Exchange Act of 1934) during the last fiscal quarter that materially affected, or are reasonably likely to materially affect, the Company's internal control over financial reporting. Management's Report on Internal Control Over Financial Reporting Management of RBC Bearings Incorporated is responsible for establishing and maintaining adequate internal control over financial reporting, as such term is defined in Securities Exchange Act of 1934. The Company's internal control over financial reporting is supported by written policies and procedures that (i) pertain to the maintenance of records that, in reasonable detail, accurately and fairly reflect the transactions and dispositions of the Company's assets; (ii) provide reasonable assurance that transactions are recorded as necessary to permit preparation of financial statements in accordance with generally accepted accounting principles, and that receipts and expenditures of the Company are being made only in accordance with authorizations of the Company's management and directors; and (iii) provide reasonable assurance regarding prevention or timely detection of unauthorized acquisition, use or disposition of the Company's assets that could have a material effect on the financial statements. Because of its inherent limitations, internal control over financial reporting may not prevent or detect misstatements. Projections of any evaluation of effectiveness to future periods are subject to the risk that controls may become inadequate because of changes in conditions, or that the degree of compliance with the policies or procedures may deteriorate. Under the supervision and with the participation of our management, including our principal executive officer and principal financial officer, we conducted an evaluation of the effectiveness of the Company's internal control over financial reporting as of March 30-29, 2024-2025 as required by Securities Exchange Act of 1934. In making this assessment, we used the criteria set forth in the framework in Internal Control- Integrated Framework (2013 Framework) issued by the Committee of Sponsoring Organizations of the Treadway Commission. Based on our evaluation under the framework in Internal Control- Integrated Framework, our management concluded that our internal control over financial reporting was effective as of March 30-29, 2024-2025. The effectiveness of our internal control over financial reporting as of March 30-29, 2024-2025 has been audited by Ernst & Young LLP, an independent registered public accounting firm, as stated in their report which appears on the following page. / s / RBC Bearings Incorporated Report of Independent Registered Public Accounting Firm To the Stockholders and the Board of Directors of RBC Bearings Incorporated Opinion on Internal Control Over Financial Reporting We have audited RBC Bearings Incorporated's internal control over financial reporting as of March 30-29, 2024-2025, based on criteria established in Internal Control — Integrated Framework issued by the Committee of Sponsoring Organizations of the Treadway Commission (2013 framework) (the COSO criteria). In our opinion, RBC Bearings Incorporated (the Company) maintained, in all material respects, effective internal control over financial reporting as of March 30-29, 2024-2025, based on the COSO criteria. We also have audited, in accordance with the standards of the Public Company Accounting Oversight Board (United States) (PCAOB), the consolidated balance sheets of the Company as of March 29, 2025 and March 30, 2024 and April 1, 2023, the related consolidated statements of operations, comprehensive income, stockholders' equity and cash flows for each of the three years in the period ended March 30-29, 2024-2025, and the related notes and our report dated May 17-16, 2024-2025 expressed an unqualified opinion thereon. Basis for Opinion-The Company's management is responsible for maintaining effective internal control over financial reporting and for its assessment of the effectiveness of internal control over financial reporting included in the accompanying Management's Report on Internal Control Over Financial Reporting. Our responsibility is to express an opinion on the Company's internal control over financial reporting based on our audit. We are a public accounting firm registered with the PCAOB and are required to be independent with respect to the Company in accordance with the U. S. federal securities laws and the applicable rules and regulations of the Securities and Exchange Commission and the PCAOB. We conducted our audit in accordance with the standards of the PCAOB. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether effective internal control over financial reporting was maintained in all material respects. Our audit included obtaining an understanding of internal control over financial reporting, assessing the risk that a material weakness exists, testing and evaluating the design and operating effectiveness of internal control based on the assessed risk, and performing such other procedures as we considered necessary in the circumstances. We believe that our audit provides a reasonable basis for our opinion. Definition and Limitations of Internal Control Over Financial Reporting A company's internal control over financial reporting is a process designed to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles. A company's internal control over financial reporting includes those policies and procedures that (1) pertain to the maintenance of records that, in reasonable detail, accurately and fairly reflect the transactions and dispositions of the assets of the company; (2) provide reasonable assurance that transactions are recorded as necessary to permit preparation of financial statements in accordance with generally accepted accounting principles, and that receipts and expenditures of the company are being made only in accordance with authorizations of management and directors of the company; and (3) provide reasonable assurance regarding prevention or timely detection of unauthorized acquisition, use, or disposition of the company's assets that could have a material effect on the financial statements. Because of its inherent limitations, internal control over financial reporting may not prevent or detect misstatements. Also, projections of any evaluation of effectiveness to future periods are subject to the risk that controls may become inadequate because of changes in conditions, or that the degree of compliance with the policies or procedures may deteriorate. / s / Ernst & Young LLP Stamford, Connecticut ITEM 9B. OTHER INFORMATION During the quarter ended March 30-29, 2024-2025 no director or officer of the Company adopted or terminated a Rule 10b5- 1 trading plan or non- Rule 10b5- 1 trading arrangement. ITEM 9C. DISCLOSURE REGARDING FOREIGN JURISDICTIONS THAT PREVENT INSPECTIONS Not applicable. PART III The information called for by Part III, Items 10, 11, 12, 13 and 14 of

Form 10- K will be included in the Company's Proxy Statement for its 2024-2025 Annual Meeting of Shareholders **Stockholders**, which the Company intends to file within 120 days after the close of its fiscal year ended March 30-29, 2024 **2025**, and which is incorporated herein by reference. PART IV ITEM 15. EXHIBITS AND FINANCIAL STATEMENT SCHEDULES (a) (1) The following Consolidated Financial Statements and Supplementary Data of the Company are included in Item 8, "Financial Statements and Supplementary Data" of this Annual Report on Form 10- K: • Report of Independent Registered Public Accounting Firm; • Consolidated Balance Sheets at March 29, 2025 and March 30, 2024; • **Consolidated Statements of Operations for the fiscal years ended March 29, 2025, March 30, 2024 and April 1, 2023**; • Consolidated Statements of ~~Operations~~ **Comprehensive Income** for the fiscal years ended March 29, 2025, March 30, 2024, ~~and April 1, 2023 and April 2, 2022~~; • Consolidated Statements of ~~Comprehensive Income~~ **Stockholders' Equity** for the fiscal years ended March 29, 2025, March 30, 2024, ~~and April 1, 2023 and April 2, 2022~~; • Consolidated Statements of **Cash Flows** ~~Stockholders' Equity~~ for the fiscal years ended March 29, 2025, March 30, 2024, ~~and April 1, 2023 and April 2, 2022~~; • **Consolidated Statements of Cash Flows for the fiscal years ended March 30, 2024, April 1, 2023 and April 2, 2022**; and • Notes to Consolidated Financial Statements. (2) For a list of the Company's Financial Statement Schedules, see Item 15 (c) of this Annual Report on Form 10- K. (3) For a list of the exhibits required by Regulation S- K, see Item 15 (b) of this Annual Report on Form 10- K. (b) The Exhibits required by Item 601 of Regulation S- K are filed as exhibits to this Annual Report on Form 10- K and indexed below immediately following Item 15 (c), which index is incorporated herein by reference. (c) All Financial Statement Schedules are included in the Financial Statements and Supplementary Data under Item 15 (a) (1) of this Annual Report on Form 10- K and incorporated herein by reference. Exhibit Index The following exhibits are filed as part of this Annual Report on Form 10- K. The exhibits that are indicated below as having been previously filed by RBC Bearings Incorporated with the SEC are incorporated herein by reference. Our Commission file number is 001- 40840. Exhibit Number Description of Document 3. 1 Amended and Restated Certificate of Incorporation of RBC Bearings Incorporated dated August 13, 2005 (filed with Amendment No. 4 to Registration Statement on Form S- 1 dated August 8, 2005). 3. 2 Amended and Restated Bylaws of RBC Bearings Incorporated (filed as Exhibit 3. 1 to Current Report on Form 8- K dated September 15, 2017). 4. 1 Description of Capital Stock (~~filed as Exhibit 4. 1 to Annual Report on Form 10- K dated May 26, 2022~~). 4. 2 Form of stock certificate for common stock (filed as Exhibit 4. 3 to Amendment No. 3 to Registration Statement on Form S- 1 dated August 4, 2005). 4. 3 ~~Certificate of Designation for 5. 00 % Series A Mandatory Convertible Preferred Stock (filed as Exhibit 3. 1 to Current Report on Form 8- K dated September 24, 2021)~~. 4. 4 Form of stock certificate for 5. 00 % Series A Mandatory Convertible Preferred Stock (filed as Exhibit 4. 1 to Current Report on Form 8- K dated September 24, 2021) 4. 5 Indenture, dated as of October 7, 2021, by and among Roller Bearing Company of America, Inc. and Wilmington Trust, National Association for 4. 375 % Senior Notes due 2029 (filed as Exhibit 4. 1 to Current Report on Form 8- K dated October 7, 2021). 4. ~~6-4~~ Form of 4. 375 % Senior Notes due 2029 (filed as Exhibit 4. 2 to Current Report on Form 8- K dated October 7, 2021). 10. 1 Amended and Restated Employment Agreement, dated as of June 3-27, 2022-2024, between RBC Bearings Incorporated and Michael J. Hartnett, Ph. D. (filed as Exhibit 10. 1 to Current Report on Form 8- K dated June 9-28, 2022-2024). 10. 2 ~~Amendment No. 1, dated as of August 1, 2022, to Amended and Restated Employment Agreement, dated as of June 3-27, 2022-2024, between RBC Bearings Incorporated and Dr Daniel A. Bergeron Michael J. Hartnett (filed as Exhibit 10. 1-2 to Current Report on Form 8- K dated August 4 June 28, 2022-2024)~~. 10. 3 ~~Amended and Restated Employment Agreement, dated as of June 3, 2022, between RBC Bearings Incorporated and Daniel A. Bergeron (filed as Exhibit 10. 2 to Current Report on Form 8- K dated June 9, 2022)~~. 10. 4 Amendment No. 1, dated as of August 1, 2022, to Amended and Restated Employment Agreement, dated as of June 3, 2022, between RBC Bearings Incorporated and Daniel A. Bergeron (filed as Exhibit 10. 2 to Current Report on Form 8- K dated August 4, 2022). 10. 5 Form of Change in Control Letter Agreement for Named Executive Officers (filed as Exhibit 10. 1 to Quarterly Report on Form 10- Q dated February 1, 2010). 10. ~~6-4~~ RBC Bearings Incorporated Executive Officer Performance Based Compensation Plan (filed as Exhibit 10. 1 to Current Report on Form 8- K dated July 27, 2017). 10. ~~7-5~~ RBC Bearings Incorporated Amended and Restated 2013 Long Term Incentive Plan (filed as Exhibit 10. 1 to Current Report on Form 8- K dated August 21, 2013). 10. ~~8-6~~ RBC Bearings Incorporated 2017 Long- Term Equity Incentive Plan (filed as Exhibit 10. 2 to Current Report on Form 8- K dated July 27, 2017). 10. ~~9-7~~ RBC Bearings Incorporated 2021 Long- Term Equity Incentive Plan (filed as Exhibit 10. 1 to Current Report on Form 8- K dated September 10, 2021). 10. ~~10-8~~ Credit Agreement, dated November 1, 2021, by and among Roller Bearing Company of America, Inc. as Borrower, RBC Bearings Incorporated, Wells Fargo Bank, National Association, as Administrative Agent, Collateral Agent, Swingline Lender, and Letter of Credit Issuer, and various lenders signatory thereto (filed as Exhibit 10. 1 to Current Report on Form 8- K dated November 2, 2021). 10. ~~11-9~~ Guarantee, dated November 1, 2021, by and among RBC Bearings Incorporated and the subsidiary guarantors party thereto in favor of Wells Fargo Bank, National Association, as Collateral Agent (filed as Exhibit 10. 2 to Current Report on Form 8- K dated November 2, 2021). 10. ~~12-10~~ Security Agreement, dated November 1, 2021, by and between Roller Bearing Company of America, Inc., RBC Bearings Incorporated, the subsidiary grantors party thereto and Wells Fargo Bank, National Association, as Collateral Agent for its benefit and the benefit of the Secured Parties (filed as Exhibit 10. 3 to Current Report on Form 8- K dated November 2, 2021). 10. ~~13-11~~ Pledge Agreement, dated November 1, 2021, by and between Roller Bearing Company of America, Inc., RBC Bearings Incorporated, the subsidiary pledgors party thereto and Wells Fargo Bank, National Association, as Collateral Agent for the benefit of the Secured Parties (filed as Exhibit 10. 4 to Current Report on Form 8- K dated November 2, 2021). 10. ~~12-14~~ Stock and Asset Purchase Agreement, dated as of July 24, 2021, by and between ABB Asca Brown Boveri Ltd. as Seller and RBC Bearings Incorporated as Purchaser (filed as Exhibit 2. 1 to Current Report on Form 8- K dated July 26, 2021). 10. 15 First Amendment to Credit Agreement, dated as of December 5, 2022, by and among Roller Bearing Company of America, Inc., RBC Bearings Incorporated, Wells Fargo Bank, National Association, as administrative agent, and the lenders party thereto (filed as Exhibit 10. 01 to Current Report on Form 8- K dated December 7, 2022). RBC Bearings Incorporated Insider Trading Policy (filed as Exhibit 19 to Annual Report on Form 10- K dated May 17, 2024).

Subsidiaries of the Registrant. Consent of Ernst & Young LLP. 31. 1 Certification of Chief Executive Officer Pursuant to Section 302 of the Sarbanes- Oxley Act of 2002. 31. 2 Certification of Chief Financial Officer Pursuant to Section 302 of the Sarbanes- Oxley Act of 2002. 32. 1 Certification of Chief Executive Officer Pursuant to 18 U. S. C. Section 1350, as Adopted Pursuant to Section 906 of the Sarbanes- Oxley Act of 2002. * 32. 2 Certification of Chief Financial Officer Pursuant to 18 U. S. C. Section 1350, as Adopted Pursuant to Section 906 of the Sarbanes- Oxley Act of 2002. * RBC Bearings Incorporated Clawback Policy (**filed as Exhibit 97 to Annual Report on Form 10- K dated May 17, 2024**). 101. INS Inline XBRL Instance Document. 101. SCH Inline XBRL Taxonomy Extension Schema Document. 101. CAL Inline XBRL Taxonomy Extension Calculation Linkbase Document. 101. DEF Inline XBRL Taxonomy Extension Definition Linkbase Document. 101. LAB Inline XBRL Taxonomy Extension Label Linkbase Document. 101. PRE Inline XBRL Taxonomy Extension Presentation Linkbase Document. Cover Page Interactive Data File (formatted as Inline XBRL and contained in Exhibit 101). * This certification is not deemed filed with the SEC and is not to be incorporated by reference into any of our filings under the Securities Act of 1933 or the Securities Exchange Act of 1934 (whether made before or after the date of this Annual Report on Form 10- K) irrespective of any general incorporation language contained in such filing. SIGNATURES Pursuant to the requirements of Section 13 or 15 (d) of the Securities Exchange Act of 1934, the Registrant has duly caused this Report to be signed on its behalf by the undersigned, thereunto duly authorized. RBC Bearings Incorporated (Registrant) By: / s / Michael J. Hartnett Name: Michael J. Hartnett Title: Chief Executive Officer Date: **Date: May 17-16, 2024 Pursuant 2025 Pursuant** to the requirements of the Securities Exchange Act of 1934, this Report has been signed by the following persons on behalf of the Registrant and in the capacities and on the dates indicated. Signature Title / s / Michael J. Hartnett Chairman, President and Chief Executive Officer Michael J. Hartnett (principal executive officer and chairman) Date: May 17-16, 2024-2025 / s / Daniel A. Bergeron **Director, Vice President and** Chief Operating Officer Daniel A. Bergeron Date: May 17-16, 2024-2025 / s / Robert M. Sullivan Chief Financial Officer **Robert M. Sullivan** (principal financial officer) **Robert M. Sullivan** Date: May 17-16, 2024-2025 / s / Matthew J. Tift Corporate Controller Matthew J. Tift Date: May 17-16, 2024-2025 / s / Richard R. Crowell Director Richard R. Crowell Date: May 17-16, 2024-2025 / s / Dolores J. Ennico Director Dolores J. Ennico Date: May 17-16, 2024-2025 / s / Edward D. Stewart Director Edward D. Stewart Date: May 17-16, 2024-2025 / s / Dr. Steven H. Kaplan Director Dr. Steven H. Kaplan Date: May 17-16, 2024-2025 / s / Michael H. Ambrose Director Michael H. Ambrose Date: May 17-16, 2024-2025 / s / Dr. Amir Faghri Director Dr. Amir Faghri Date: May 17-16, 2024-2025 / s / **Frederick J. Elmy Director Frederick J. Elmy Date: May 16, 2025** <http://fasb.org/us-gaap/2024-2025#OperatingLeaseRightOfUseAsset> <http://fasb.org/us-gaap/2024-2025#OperatingLeaseRightOfUseAsset> <http://fasb.org/us-gaap/2024-2025#PropertyPlantAndEquipmentNet> <http://fasb.org/us-gaap/2024-2025#PropertyPlantAndEquipmentNet> <http://fasb.org/us-gaap/2024-2025#OperatingLeaseLiabilityCurrent> <http://fasb.org/us-gaap/2024-2025#OperatingLeaseLiabilityCurrent> <http://fasb.org/us-gaap/2024-2025#AccruedLiabilitiesAndOtherLiabilities> <http://fasb.org/us-gaap/2024-2025#AccruedLiabilitiesAndOtherLiabilities> <http://fasb.org/us-gaap/2024-2025#OperatingLeaseLiabilityNoncurrent> <http://fasb.org/us-gaap/2024-2025#OperatingLeaseLiabilityNoncurrent> <http://fasb.org/us-gaap/2024-2025#OtherLiabilitiesNoncurrent> <http://fasb.org/us-gaap/2024-2025#OtherLiabilitiesNoncurrent> **OtherLiabilitiesNoncurrentfalse-OtherLiabilitiesNoncurrentP3Yfalse-FY2024** - 03- 30 FY2023-31 2025- 03- 29 2024- 09- 28 2025- 05- 09 2025- 03- 29 2024- 03- 30 2023 - 04- 02 2024- 03- 30 rbc: CommonStockParValueZeroZeroOnePerShareMember2023- 04- 02 2024- 03- 30 rbc: SeriesAMandatoryConvertiblePreferredStockParValue001PerShareMember2023- 04- 02 2024- 03- 30 2022 - 10- 01 2024- 05- 10 2024- 03- 30 2023- 04- 01 2022 - 04- 03 2023- 04- 01 2021- 04- 04 2022- 04- 02 us- gaap: CommonStockMember2021- 04- 03 us- gaap: PreferredStockMember2021- 04- 03 us- gaap: AdditionalPaidInCapitalMember2021- 04- 03 us- gaap: AccumulatedOtherComprehensiveIncomeMember2021- 04- 03 us- gaap: RetainedEarningsMember2021- 04- 03 rbc: TreasuryStocksMember2021- 04- 03 2021- 04- 03 us- gaap: CommonStockMember2021- 04- 04 2022- 04- 02 us- gaap: PreferredStockMember2021- 04- 04 2022- 04- 02 us- gaap: AdditionalPaidInCapitalMember2021- 04- 04 2022- 04- 02 us- gaap: AccumulatedOtherComprehensiveIncomeMember2021- 04- 04 2022- 04- 02 us- gaap: RetainedEarningsMember2021- 04- 04 2022- 04- 02 rbc: TreasuryStocksMember2021- 04- 04 2022- 04- 02 rbc: PensionAndPostretirementExpensesMember2021- 04- 04 2022- 04- 02 us- gaap: CommonStockMember2022- 04- 02 us- gaap: PreferredStockMember2022- 04- 02 us- gaap: AdditionalPaidInCapitalMember2022- 04- 02 us- gaap: AccumulatedOtherComprehensiveIncomeMember2022- 04- 02 us- gaap: RetainedEarningsMember2022- 04- 02 rbc: TreasuryStocksMember2022- 04- 02 2022- 04- 02 us- gaap: CommonStockMember2022- 04- 03 2023- 04- 01 us- gaap: PreferredStockMember2022- 04- 03 2023- 04- 01 us- gaap: AdditionalPaidInCapitalMember2022- 04- 03 2023- 04- 01 us- gaap: AccumulatedOtherComprehensiveIncomeMember2022- 04- 03 2023- 04- 01 rbc: TreasuryStocksMember2022- 04- 03 2023- 04- 01 rbc: PensionAndPostretirementExpensesMember2022- 04- 03 2023- 04- 01 rbc: **ChangeInFairValueOfDerivativesMember2022- 04- 03 2023- 04- 01 us- gaap: CommonStockMember2023- 04- 01 us- gaap: PreferredStockMember2023- 04- 01 us- gaap: AdditionalPaidInCapitalMember2023- 04- 01 us- gaap: AccumulatedOtherComprehensiveIncomeMember2023- 04- 01 us- gaap: RetainedEarningsMember2023- 04- 01 rbc: TreasuryStocksMember2023- 04- 01 2023- 04- 01 us- gaap: CommonStockMember2023- 04- 02 2024- 03- 30 us- gaap: PreferredStockMember2023- 04- 02 2024- 03- 30 us- gaap: AdditionalPaidInCapitalMember2023- 04- 02 2024- 03- 30 us- gaap: AccumulatedOtherComprehensiveIncomeMember2023- 04- 02 2024- 03- 30 us- gaap: RetainedEarningsMember2023- 04- 02 2024- 03- 30 rbc: TreasuryStocksMember2023- 04- 02 2024- 03- 30 rbc: PensionAndPostretirementExpensesMember2023- 04- 02 2024- 03- 30 rbc: **ChangeInFairValueOfDerivativesMember2023- 04- 02 2024- 03- 30 us- gaap: CommonStockMember2024- 03- 30 us- gaap: PreferredStockMember2024- 03- 30 us- gaap: AdditionalPaidInCapitalMember2024- 03- 30 us- gaap: AccumulatedOtherComprehensiveIncomeMember2024- 03- 30 us- gaap: RetainedEarningsMember2024- 03- 30 rbc: TreasuryStocksMember2024- 03- 30 rbc: **30us- gaap: CommonStockMember2024** MinimumMember2023- 04- 02 2024- 03-****

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DESCRIPTION OF CAPITAL STOCK The certificate INSIDER TRADING POLICYI. POLICYThis policy is to govern the trading of incorporation the stock of RBC Bearings Incorporated, a Delaware corporation, authorizes ("RBC" or the "Company") and other-- the companies by issuance of (i) 60,000,000 shares of Common Stock, par value \$ 0.01 per share, and (ii) 10,000,000 shares of Preferred Stock, \$ 0.01 par value per share. **COMMON STOCK Voting Rights Each outstanding share of Common Stock is entitled to one vote on all matters submitted to a vote of RBC's stockholders** managers and above and other" insiders" to avoid violation of federal securities laws. **Shares** Any transactions in the securities of **Common Stock are not entitled to cumulative voting.** RBC has must strictly comply with this policy and the Procedures set forth in Section IV below. H. SCOPEAll (a) officers and **staggered Board of Directors divided into three classes, each of which is up for election every third year so that each directors-- director of RBC serves a three-year term until their class comes up or for election. Directors** its subsidiaries, (b) employees of RBC or its subsidiaries who are **elected** awarded stock options or restricted stock under the Company's equity incentive plan, and (c) designated persons of RBC (each of the foregoing being a "Subject Person"). Listing of all Subject Persons is included on Exhibit C. This policy also applies to family members, other members of a Subject Person's household, and entities controlled by a **majority of Subject Person.** This policy applies to transactions in the Company's securities (collectively referred to as the "Company's securities"), including the Company's common stock, its preferred stock, or any other-- **the votes cast** types of securities that the Company may issue in the future, including derivative securities that **except in the case of a contested election, in which case directors are elected** not issued by the Company, such as exchange-traded put or call options or swaps relating to the Company's securities. Transactions subject to this policy include purchases, sales and bona fide gifts of the Company's securities. III. PROHIBITION OF INSIDER TRADING AND TIPPINGIt is a violation **plurality** of the federal securities laws and Company policy for any person to buy or sell any of the Company's securities if that person is in possession of material, non-public information. • Information is material if it could reasonably affect a reasonable person's investment decision whether to buy, sell or hold the stock. Although it is not possible to list all types of information that might be deemed material under particular circumstances, information concerning the following subjects is often found material: (i) internal forecasts or budgets; (ii) significant acquisitions or dispositions (including mergers, tender offers and asset purchase or sale transactions); (iii) major product

changes or introductions; (iv) special dividends or changes in dividend policy; (v) new plant openings or closings or realignments; (vi) significant write-downs of assets or additions to reserves for bad debts or contingent liabilities; (vii) extraordinary management developments; (viii) significant financing transactions; (ix) significant changes in the market price of raw materials or other **the** supplies; (x) significant disputes with our suppliers or customers; (xi) labor negotiations; or (xii) significant litigation or investigations by governmental bodies. Information about a company generally is not material if its public dissemination would not have any impact on the price of the Company's publicly traded securities. It should be noted that either positive or adverse information may be material. • It is non-public if it has not been disclosed to the public and, even after disclosure has been made, until a reasonable time has passed after it has been disclosed by means likely to result in widespread public awareness (e. g., SEC filings, press releases or publicly accessible conference calls). Furthermore, it is illegal for any person in possession of material, non-public information to provide another person with such information or to recommend that the other person buy or sell any of the Company's securities. In that case, both the "tippee" and the "tipper" may be liable. It also violates **votes cast** Company policy for any person to use such non-public information for personal benefit or to improperly disclose it to others outside of the Company. These **The amendment** prohibitions also apply to material, non-public information about any other company that has been obtained in the course of a person's work for the Company. While all employees should be aware of the federal securities laws and Company policies related to insider trading and tipping, the Company may designate certain **articles** employees from time to time because of their position, responsibilities, or their actual or potential access to material information as Subject Persons. The listing of all Subject Persons is included on Exhibit C. To avoid violating federal law that prohibits "insider trading" Subject Persons must not purchase or sell securities of RBC or of any other issuer of a security at a time when the Subject Person is aware of any material, non-public information about RBC or such other issuer, regardless of how that information was obtained. The Subject Person also must not permit any member of their family who they reside with (including a spouse, a child, a child away at college, stepchildren, grandchildren, parents, stepparents, grandparents, siblings and in-laws), anyone else who lives in the Subject Person's household, any family members who do not live in the Subject Person's household but whose transactions in the Company's securities are directed by the Subject Person or are subject to the Subject Person's influence or control, such as family members who consult with the Subject Person before they trade in the Company's securities, or anyone acting on the Subject Person's behalf, or anyone to whom the Subject Person has disclosed the information, to purchase or sell such securities. Such restrictions also apply to any legal entities that the Subject Person influences or controls, including any corporations, partnerships or trusts, and transactions by such controlled entities should be treated for the purposes of this policy and applicable securities laws as if they were for the Subject Person's own account. These prohibitions against trading while in possession of material, non-public information (or using such information for personal benefit) also applies to material, non-public information about any other company that has been obtained in the course of a person's work for the Company. This policy continues to apply to your transactions in Company securities even after you have terminated employment or other services to the Company or a subsidiary. If you are aware of material, non-public information when your employment or service relationship terminates, you may not trade in Company securities until that information becomes public or is no longer material. After the information has been publicly disclosed through appropriate channels, a reasonable time should be allowed to elapse (at least two business days) before trading in the security, to allow for public dissemination and evaluation of the information.

IV. Procedures

1. SUBJECT PERSONS: The senior manager at each location where there are Subject Persons must ensure that all Subject Persons at that location are aware of this policy.

A. As long as any Subject Person has material, non-public information relating to RBC or any other entity (e. g., a corporation or a partnership) (including any of RBC's customers or suppliers), the Subject Person may not buy or sell the securities of RBC or that entity. Equally important, the information may not be passed along to others.

B. Subject Persons must not purchase or sell securities of RBC, whether or not the Subject Person possesses specific material, non-public information about RBC, unless:

1. the Subject Person has first signed and delivered a Trading Certification (see attached Exhibit A) to RBC's Senior Corporate Counsel, General Counsel or CFO, and
2. the Trading Certification has been approved by RBC's Senior Corporate Counsel, General Counsel or CFO (in the case of purchases or sales by the CFO, General Counsel or Senior Corporate Counsel, the Trading Certification must be approved by one of the other two).

C. Subject Persons must not purchase or sell securities of any entity known or believed to be one of RBC's significant customers or suppliers, whether or not the Subject Person possesses specific material, non-public information about such entity, unless:

An entity would be a significant customer or supplier of RBC if its business with RBC constitutes either a material or important portion of RBC's business or a material or important portion of the business of the entity.

D. Subject Persons must not adopt or amend a securities trading plan pursuant to Rule 10b5-1 under the Securities Exchange Act of 1934 with respect to the securities of RBC unless:

1. At the time the Rule 10b-1 plan or plan amendment is entered into, the Subject Person is not aware of material nonpublic information regarding RBC or any of the Company's securities, 2. the Subject Person has first signed and delivered a Trading Certification (see attached Exhibit A) and the Rule 10b-1 plan or plan amendment to RBC's Senior Corporate Counsel, General Counsel or CFO, and
3. **certificate of incorporation require the vote of two-thirds of the outstanding Common Stock. Subject to the dividend rights of the holders of any outstanding Preferred Stock, the holders of shares of Common Stock are entitled to receive ratably dividends out of assets legally available therefor at** such Trading Certification and plan or plan amendment has been approved by, RBC's Senior Corporate Counsel, General Counsel or CFO (in the case of the adoption or amendment of a Rule 10b5-1 plan by the CFO, General Counsel or Senior Corporate Counsel, the Trading Certification and plan or plan amendment must be submitted to, and approved by, one of the other two).

E. No Subject Person may buy or sell RBC securities, or adopt or amend a Rule 10b5-1 trading plan, at any time **times and in such amounts as** during the "blackout" period beginning on the last day of RBC's fiscal quarter and **Board of Directors may from time to time determine. RBC does not currently pay dividends on the Common Stock. Liquidation Rights Upon the liquidation, dissolution or ending winding up** at the start of the third (3rd) business day after the public release of RBC's **affairs** financial results for such quarter. This

restriction applies whether or not the Subject Person possesses specific material, non-public information. RBC's General Counsel or CFO may impose trading "blackouts" at other times as they deem appropriate. F. Notwithstanding Paragraph E, a Subject Person may buy or sell RBC securities during a trading blackout period when the transaction is: 1. made pursuant to, and strictly in accordance with the terms of, an **and** effective Rule 10b5-1 trading plan previously approved pursuant to Paragraph IV. 1. D, subject to the **liquidation** requirement in Paragraph IV. 1. G, and 2. in compliance with all applicable securities laws. G. RBC will have the right **rights** at **of the holders of any outstanding Preferred** time and in any manner to publicly disclose (or to require the Subject Person to disclose) the existence of any Rule 10b5-1 trading plan and the contents thereof in such manner as RBC considers appropriate. 2. OFFICERS AND DIRECTORS: Officers and Directors must file any required beneficial ownership forms in compliance with applicable securities laws. A summary of such requirements is set forth on attached Exhibit B. 3. STOCK OPTIONS: When exercising stock **Stock** options, the person must fill out the RBC Option Exercise Form (available from **holders of shares of Common Stock are entitled to share ratably in RBC's assets that are legally available** Senior Corporate Counsel), identifying (a) the grant date of the options, (b) the number of options to be exercised, and (c) the option exercise price, and then submit the form **for to distribution after payment of all RBC's Senior Corporate Counsel, General Counsel debts and liabilities. No Other Rights The Common Stock is not convertible or CFO redeemable, has no sinking fund rights, and is not entitled to preemptive rights to purchase, subscribe for or otherwise acquire any unissued or treasury shares or other securities. Delaware law does not require stockholder approval for any issuance of authorized shares . # However, the listing requirements of the New York Stock Exchange (which would apply so long as the Common Stock is listed on the NYSE) require stockholder approval of certain issuances equal to or exceeding 20 % of the the then option exercise will - outstanding voting power or then- outstanding number of shares of Common Stock. Miscellaneous Shares of Common Stock are listed on the New York Stock Exchange under the symbol "RBC. " The transfer agent for the Common Stock is Computershare Trust Company, N. A. PREFERRED STOCK The Preferred Stock may be issued from time "cashless" (i. e., the option shares will be immediately sold to time generate proceeds to pay the option exercise price and applicable withholding), then the person also must comply with the Trading Certification process set forth in **one** Paragraph IV. 1. B. 4. Rule 10b5-1 Plans: A. Once a Rule 10b5-1 trading plan is adopted by a Subject Person, such Subject Person must not exercise any influence over the amount of securities to be traded, the price at which they are to be traded or **more series** the date of the trade. The plan must either specify the amount, pricing and timing of transactions in advance or delegate discretion on these matters to an independent third party. B. Once a Rule 10b5-1 trading plan is adopted or modified, it is subject to a "cooling-off" period before execution of the first trade thereunder. The "cooling-off" period for directors and officers subject to Section 16 of the Exchange Act ends on the later of: (a) 90 days following the Rule 10b5-1 Plan adoption or modification or (b) two business days following the disclosure in Form 10-Q or Form 10-K of the Company's financial results for the fiscal quarter in which the Rule 10b5-1 Plan was adopted or modified (however, the cooling-off period will not exceed 120 days following plan adoption or modification). For all other individuals, a 30-day cooling-off period is required. C. A person may not enter into overlapping Rule 10b5-1 plans (subject to certain exceptions) and may only enter into one single-trade Rule 10b5-1 plan during any 12-month period (subject to certain exceptions). Directors and officers subject to Section 16 of the Exchange Act must include a representation in their Rule 10b5-1 Plan certifying that: (a) they are not aware of any material nonpublic information; and (b) they are adopting the Rule 10b5-1 Plan in good faith and not as part of a plan or scheme to evade the prohibitions in Rule 10b-5. D. All persons entering into a Rule 10b5-1 plan must act in good faith with respect to that plan. V. APPROVALS Approval by RBC's Senior Corporate Counsel **Board of Directors**, General Counsel **without further action by the stockholders, has the authority to determine** or CFO of a purchase **alter the powers, preferences, rights, qualifications, limitations and restrictions granted to** or sale **imposed on unissued shares of Preferred Stock, and securities or of the adoption or amendment of a Rule 10b5-1 trading plan is limited to determining determine whether the number of shares matter is in accordance with certain securities regulations, but does not constitute constituting assurance any series of Preferred Stock. Preferred Stock terms that the Board of Directors could establish include** matter is in accordance with all applicable laws. The Subject Person is ultimately responsible for complying with all applicable laws when trading securities and neither RBC nor its Senior Corporate Counsel, General Counsel or CFO will have any responsibility to the **those** Subject Person or any **relating to voting, dividends, redemption, conversion, exchange, sinking fund, preemption, liquidation and other rights** person or entity in connection with such trades. Any modification (other than a nonsubstantive modification such as a change in contact information), **preferences** repeal or replacement of this policy must be approved by the RBC Board of Directors. All inquiries, including inquiries as to whether an **and privileges** entity is a significant customer or supplier of RBC, should be directed to RBC's Senior Corporate Counsel, General Counsel or CFO. **No shares** Whenever seeking information or approval of **Preferred Stock** a Trading Certification or RBC Option Exercise Form, Subject Persons should first contact the Senior Corporate Counsel, then the General Counsel if the Senior Corporate Counsel is unavailable, and then the CFO if both the Senior Corporate Counsel and General Counsel are **currently issued** unavailable. VI. Prohibition Against Short Selling It violates Company policy for any Subject Person of the Company to sell any equity security of the Company if such person either (a) does not own the security sold or (b) does not deliver the security against such sale within twenty days thereafter or does not within five days after such sale deposit the security in the mails or other usual channels of transportation unless such sale is approved in writing by RBC's Senior Corporate Counsel, General Counsel or CFO. VII. Prohibition Against Trading in Derivatives It violates Company policy for any Subject Person to purchase, sell or engage in any other transaction involving any derivative securities related to any equity securities of the Company. A "derivative security" includes any option, warrant, convertible security, stock appreciation right or similar security with an **and outstanding** exercise or conversion price or other value related to the value of any equity security of the Company. This prohibition does not, however, apply to any exercise of Company stock options or warrants pursuant to the Company's equity incentive plan or any other benefit plan that may be adopted by the Company from time to time, any sale of**

Company stock in connection with any cashless exercise (if otherwise permitted), or payment of withholding tax upon the exercise, of any such stock option or warrant. VIII. CONTACT INFORMATION. RBC's Senior Corporate Counsel, General Counsel or CFO may be reached as follows: • Senior Corporate Counsel at (xxx) xxx-xxxx or xxxxxxxxxx@rbebearings.com • General Counsel at (xxx) xxx-xxxx or xxxxxxxxxx@rbebearings.com • CFO at (xxx) xxx-xxxx or xxxxxxxxxx@rbebearings.com. B. If a shareholder has questions about this policy or their equity grants, they may contact the Senior Corporate Counsel at (xxx) xxx-xxxx or xxxxxxxxxx@rbebearings.com. C. For contact information at Merrill Lynch refer to the RBC Equity Program—Merrill Lynch Contact List (attached Exhibit D). IX. REFERENCES. A. Exhibit A: Trading Certification. B. Exhibit B: Beneficial Ownership Forms Required by the SECC. C. Exhibit C: Listing of Subject Persons. D. Exhibit D: Merrill Lynch Contact List. TRADING CERTIFICATION. The undersigned hereby certifies to RBC Bearings Incorporated as follows: 1. I intend to engage in one of the following transactions: purchase or sale of RBC stock in the open market through a broker adoption of a stock trading plan pursuant to Rule 10b5-1 under the Securities Exchange Act of 1934 with respect to RBC Bearings stock—a copy of such stock trading plan is attached hereto purchase or sale of securities of one of RBC's significant customers or vendors in the open market through a broker purchase or sale of securities of one of RBC's significant customers or vendors other than in the open market through a broker purchase or sale of a put or call or other derivative security involving RBC or one of RBC's significant customers or vendors gift of RBC stock to independent charity. 2. As of the date hereof, I do not possess any material nonpublic information regarding RBC Bearings (or the customer or vendors whose securities are the subject of my transaction). As used herein "material nonpublic information" means any information concerning RBC (or the relevant customer or vendor) not previously disclosed to the public by press release, public filing or other public means that a reasonable investor or shareholder would consider important in making a decision to buy or sell the securities in question. 3. If I become aware of any material nonpublic information regarding RBC (or the customer or vendors whose securities are the subject of my transaction) prior to the completion of my purchase or sale or the implementation of my stock trading plan, as relevant, I will (i) immediately terminate such sale, purchase or implementation and (ii) promptly notify RBC's General Counsel. 4. My transaction is being made in accordance with the terms of RBC's Policy No. A. 1. 3 "Trading in Stock of RBC Bearings Incorporated." IN WITNESS WHEREOF, I have executed this Certification in good faith as of _____, 20__.

Signature _____ Name _____
 APPROVED (one signature required) — good for five (5) business days after the date of this certificate Vice President and CFO _____ (xxx-xxx-xxxx) Vice President and General Counsel _____ (xxx-xxx-xxxx) Senior Corporate Counsel _____ (xxx-xxx-xxxx) Beneficial Ownership Forms Required by the SEC

Section 16 of the Exchange Act and the SEC's rules thereunder require all of the executive officers, directors and greater than 10% stockholders of the Company to report their initial beneficial ownership of equity securities of the Company and any subsequent changes in that ownership. A Form 3 must be filed within 10 days of becoming an executive officer or director of the Company. This report discloses the reporting person's beneficial interest in Company securities and must be filed even if such person does not own any Company securities. A Form 4 must be filed to report acquisitions and dispositions of Company securities, including (a) any grant, exercise or conversion of Company restricted stock or derivative securities (e. g., stock options), (b) any transfers to or from indirect forms of ownership, such as transfers to trusts, (c) any transfers pursuant to bona fide gifts, and (d) any intra-plan transfers involving Company securities held under pension or retirement plans. The Form 4 must also indicate if a transaction occurred under a Rule 10b5-1 plan and, if so, the plan's adoption date. A Form 4 must generally be filed within two business days of the date of execution of the transaction (not the settlement date or subsequent closing or delivery date). The SEC rules provide for a limited exception to the two-business-day filing requirement in the case of prearranged trading programs and any intra-plan transfers involving Company securities held under the Company's pension or retirement plans, in each case for which the officer or director does not select the date of execution. In those cases, a Form 4 must be filed with the SEC within two business days following the date on which the officer or director is notified of the transaction. However, if the officer or director does not receive notification by the third business day following the actual trade date, then the third business day is deemed to be the date of execution. Consequently, it is important that officers and directors ensure that their brokers and the plan administrator notify them promptly of any transaction. A Form 4 must also be filed after a person ceases to be an officer or director of the Company if there is a non-exempt, "opposite-way" transaction within six months of such person's last transaction while an officer or director (e. g., an open market sale within six months of a purchase). A Form 5 must be filed within 45 days after the Company's fiscal year-end by every person who was an executive officer or director at any time during the fiscal year to report (i) certain small acquisitions of Company securities, (ii) certain miscellaneous transactions, such as gifts or inheritances and (iii) any transaction during the last fiscal year that was required to be reported on a Form 3 or Form 4 but was not reported. The regulations provide that, at the discretion of the officer or director involved, transactions normally reported at fiscal year-end on a Form 5 may be reported earlier on a Form 4. If there are no reportable transactions, or if all reportable transactions have already been reported on a Form 3 or Form 4, a Form 5 is not required. The Company encourages the use of the Form 4 early reporting option to help prevent transactions from going unreported at fiscal year-end and to help eliminate the need to file a Form 5. Section 16 reports must be filed electronically with the SEC via EDGAR and promptly posted to the Company's website. The Company has established a program to assist executive officers and directors in preparing and filing these forms, though the ultimate responsibility for these forms shall be with the reporting persons. The forms will be signed off by the General Counsel, Assistant General Counsel, and Corporate Accounting before being filed. Note that the beneficial ownership reporting requirements do not apply to all senior personnel of the Company. These requirements, as well as the "short-swing" profit disgorgement provisions, apply only to executive officers and directors of the Company. The term "officer" is specifically defined for Section 16 purposes, and includes the principal officers of the Company and may include officers of subsidiaries. Senior personnel with questions about their status for Section 16 reporting purposes should

consult with the Chief Financial Officer or Senior Corporate Counsel. EXHIBIT C LISTING OF SUBJECT PERSONS • Any RBC Director • Any RBC Officer • Any RBC employee or outside consultant who receives restricted stock or stock options under RBC's equity incentive plan

Exhibit 21 Subsidiaries of the Registrant * Airtomic LLC – Delaware All Power de Mexico, S. de R. L. de C. V. – Mexico All Power Manufacturing Co. – California Climax Metal Products Company – Ohio Dodge Industrial Australia Pty Ltd. – Australia Dodge Industrial Canada Inc. – Canada Dodge Industrial, Inc. – Delaware Dodge Industrial India Private Limited – India Dodge Industrial (Shanghai) Company Limited – Hong Kong Dodge Mechanical Power Transmission Mexico, S. de R. L. de C. V. – Mexico Dodge (Shanghai) Mechanical Power Transmission Ltd. – People's Republic of China Industrial Tectonics Bearings Corporation – Delaware RBC Aerostructures LLC – South Carolina RBC Aircraft Products, Inc. – Delaware RBC Bearings Polska sp. z o. o. – Poland RBC de Mexico, S. de R. L. de C. V. – Mexico RBC Dodge Industrial Ltd. – England RBC France SAS – France RBC Lubron Bearing Systems, Inc. – Delaware RBC Nice Bearings, Inc. – Delaware RBC Oklahoma, Inc. – Delaware RBC Precision Products, Inc. – Delaware RBC Southwest Products, Inc. – Delaware RBC Spline, Inc. – Delaware RBC Turbine Components LLC – Delaware Roller Bearing Company of America, Inc. – Delaware Sargent Aerospace and Defense LLC – Delaware Schaublin GmbH – Germany Schaublin Holding SA – Switzerland Schaublin SA – Switzerland Sonic Industries, Inc. – California Swiss Tool Systems AG- Switzerland Vianel Holding AG – Switzerland Western Precision Aero LLC – California * All of which are, directly or indirectly, wholly- owned by the registrant. Exhibit 23 Consent of Independent Registered Public Accounting Firm We consent to the incorporation by reference in the following Registration Statements: (1) Registration Statement (Form S- 8 No. 333- 192164) pertaining to the RBC Bearings Incorporated 2013 Long- Term Equity Incentive Plan, (2) Registration Statement (Form S- 8 No. 333- 221329) pertaining to the RBC Bearings Incorporated 2017 Long- Term Equity Incentive Plan, (3) Registration Statement (Form S- 3 No. 333- 259669) pertaining to the RBC Bearings Incorporated Common Stock and Preferred Stock, and (4) Registration Statement (Form S- 8 No. 333- 265490) pertaining to the RBC Bearings Incorporated 2021 Long- Term Equity Incentive Plan; of our reports dated May 17-16, 2024-2025, with respect to the consolidated financial statements of RBC Bearings Incorporated and the effectiveness of internal control over financial reporting of RBC Bearings Incorporated included in this Annual Report (Form 10- K) of RBC Bearings Incorporated for the year ended March 30-29, 2024-2025. /s/ Ernst & Young LLP Exhibit 31. 1 CERTIFICATION OF CHIEF EXECUTIVE OFFICER PURSUANT TO SECTION 302 OF THE SARBANES- OXLEY ACT OF 2002 I, Dr. Michael J. Hartnett, certify that: 1. I have reviewed this Report on Form 10- K of RBC Bearings Incorporated; 2. Based on my knowledge, this Report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this Report; 3. Based on my knowledge, the financial statements, and other financial information included in this Report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this Report; 4. The registrant's other certifying officer and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a- 15 (e) and 15d- 15 (e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a- 15 (f) and 15d- 15 (f)) for the registrant and have: a) designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including any consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this Report is being prepared; b) designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles; and c) evaluated the effectiveness of the registrant's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this Report based on such evaluation; and d) disclosed in this Report any change in the registrant's internal control over financial reporting that occurred during the registrant's most recent fiscal quarter-year that has materially affected, or is reasonably likely to materially affect, the registrant's internal control over financial reporting; and 5- and 5. The registrant's other certifying officer and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant's auditors and the audit committee of the registrant's board of directors (or persons performing the equivalent functions): a) all significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant's ability to record, process, summarize and report financial information; and b) any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant's internal control over financial reporting. Date: May 17-16, 2024-2025 By: /s/ Michael J. Hartnett Michael J. Hartnett President and Chief Executive Officer Exhibit 31. 2 CERTIFICATION OF CHIEF FINANCIAL OFFICER I, Robert M. Sullivan, certify that: Date: May 17-16, 2024-2025 By: /s/ Robert M. Sullivan Robert M. Sullivan Vice President and Chief Financial Officer Exhibit 32. 1 CERTIFICATION OF CHIEF EXECUTIVE OFFICER PURSUANT TO 18 U. S. C SECTION 1350 In connection with the Annual Report of RBC Bearings Incorporated (the " Company ") Form 10- K for the year ended March 30-29, 2024-2025, as filed with the Securities and Exchange Commission on the date hereof (the " Report "), the undersigned, Dr. Michael J. Hartnett, the President and Chief Executive Officer of the Company, pursuant to 18 U. S. C. § 1350, as adopted pursuant to section 906 of the Sarbanes- Oxley Act of 2002, hereby certifies to the best of his knowledge that: (i) the Report fully complies with the requirements of Section 13 (a) or 15 (d) of the Securities Exchange Act of 1934; and (ii) the information contained in the Report fairly presents, in all material respects, the financial condition and results of operations of the Company. Dated: May 17-16, 2024-2025 /s/ Michael J. Hartnett Michael J. Hartnett President and Chief Executive Officer Exhibit 32. 2 CERTIFICATION OF CHIEF FINANCIAL OFFICER PURSUANT TO 18 U. S. C. SECTION 1350 In connection with the Annual Report of RBC Bearings Incorporated (the " Company ") Form 10- K for the year ended March 30-29, 2024-2025, as filed with the Securities and Exchange Commission on the date hereof (the " Report "), the

undersigned, Robert M. Sullivan, Chief Financial Officer, of the Company, pursuant to 18 U. S. C. § 1350, as adopted pursuant to section 906 of the Sarbanes- Oxley Act of 2002, hereby certifies to the best of his knowledge that: (i) the Report fully complies with the requirements of Section 13 (a) or 15 (d) of the Securities Exchange Act of 1934; and (ii) the information contained in the Report fairly presents, in all material respects, the financial condition and results of operations of the Company.

~~Dated: May 17, 2024 / s / Robert M. Sullivan Robert M. Sullivan Vice President and Chief Financial Officer~~ Exhibit 97
~~CLAWBACK POLICY Purpose RBC Bearings Incorporated (the " Company ") believes that it is in the best interests of the Company and its shareholders to create and maintain a culture that emphasizes integrity and accountability and that reinforces the Company' s pay- for- performance compensation philosophy. The Company' s Board of Directors (the " Board ") has therefore adopted this policy, which provides for the recoupment of certain executive compensation in the event that the Company is required to prepare an accounting restatement of its financial statements due to material noncompliance with any financial reporting requirement under the federal securities laws (this " Policy "). This Policy is designed to comply with Section 10D of the Securities Exchange Act of 1934, as amended (the " Exchange Act "), the rules promulgated thereunder by the Securities and Exchange Commission (SEC), and the listing standards of the New York Stock Exchange (NYSE) (i. e., the national securities exchange on which the Company' s securities are listed as of the adoption of this Policy). Administration This Policy shall be administered by the Compensation Committee of the Board (the " Compensation Committee "). Any determinations made by the Compensation Committee will be final and binding on all affected parties. Covered Executives This Policy applies to the Company' s current and former executive officers- **Officer** (as determined by the Compensation Committee in accordance with Section 10D of the Exchange Act, the rules promulgated thereunder, and the listing standards of the NYSE) and such other senior executives or employees who may from time to time be deemed subject to this Policy by the Compensation Committee (collectively, the " Covered Executives "). Incentive- Based Compensation For purposes of this Policy, " Incentive- Based Compensation " means any compensation that is granted, earned, or vested based wholly or in part on the attainment of a financial reporting measure (including (i) non- equity incentive plan awards that are earned solely or in part by achieving a financial reporting measure performance goal, (ii) bonuses paid from a bonus pool where the size of the pool is determined solely or in part by attaining a financial reporting measure performance goal, (iii) other cash awards based on achieving a financial reporting measure performance goal, (iv) restricted stock, restricted stock units, stock options, stock appreciation rights, and performance share units that are granted or vest solely or in part based on attaining a financial reporting measure performance goal, and (v) proceeds from the sale of shares acquired through an incentive plan that were granted or vested solely or in part based on achieving a financial reporting measure performance goal). Compensation that would not be considered Incentive- Based Compensation includes (i) salaries, (ii) bonuses paid solely based on satisfaction of subjective standards, such as demonstrating leadership, and / or completion of a specified employment period, (iii) non- equity incentive plan awards earned solely based on satisfaction of strategic or operational measures, (iv) wholly time- based equity awards, and (v) discretionary bonuses or other compensation that is not paid from a bonus pool that is determined by achieving a financial reporting measure performance goal. A financial reporting measure used for Incentive- Based Compensation purposes is (i) any measure that is determined and presented in accordance with the accounting principles used in preparing financial statements, or any measure derived wholly or in part from such measure whether or not the measure used is contained in the financial statements or otherwise disclosed, or (ii) stock price or total shareholder return. Financial reporting measures include revenues, net income, operating income, EBITDA, financial performance of a business unit or segment, financial ratios, liquidity measures (e. g., working capital, operating cash flow), return measures (e. g., return on invested capital), and earnings measures (e. g., earnings per share). Recoupment In the event that the Company is required to prepare an accounting restatement of its financial statements due to the Company' s material noncompliance with any financial reporting requirement under the securities laws, including any required accounting restatement (i) to correct an error in previously issued financial statements that is material to the previously issued financial statements, or (ii) that would result in a material misstatement if the error were corrected in the current period or left uncorrected in the current period (each an " Accounting Restatement "), the Compensation Committee shall reasonably promptly require reimbursement or forfeiture of the Overpayment (as defined below) received by any Covered Executive (x) after beginning service as a Covered Executive, (y) who served as a Covered Executive at any time during the performance period for the applicable Incentive- Based Compensation, and (z) during the three completed fiscal years immediately preceding the date on which the Company is required to prepare an Accounting Restatement. 1 The Compensation Committee will not be required to recover any Overpayment to the extent that the Compensation Committee determines such recovery would be impracticable because: • The direct expense paid to a third party to assist in enforcing this Policy would exceed the amount to be recovered; or • Recovery would likely cause an otherwise tax- qualified retirement plan, under which benefits are broadly available to employees of the Company, to fail to meet the requirements of 26 U. S. C. 401 (a) (13) or 26 U. S. C. 411 (a) and regulations thereunder. 1The date on which the Company is required to prepare an Accounting Restatement is the earlier of (i) the date the Board, a committee of the Board, or the officers of the Company authorized to take such action if Board action is not required, concludes or reasonably should have concluded that the Company' s previously issued financial statements contain a material error, or (ii) the date a court, regulator or other legally authorized body directs the Company to prepare an Accounting Restatement. Overpayment Subject to Recovery The amount to be recovered will be the amount of Incentive- Based Compensation received that exceeds the amount of Incentive- Based Compensation that otherwise would have been received had it been determined based on the restated amounts, and must be computed without regard to any taxes paid (the " Overpayment "). Incentive- Based Compensation is deemed " received " in the Company' s fiscal period during which the financial reporting measure specified in the Incentive- Based Compensation award is attained, even if the vesting, payment or grant of the Incentive- Based Compensation occurs after the end of that period. For Incentive- Based Compensation based on stock price or total shareholder return, where the amount of erroneously awarded compensation is not subject to mathematical recalculation directly from the information in the Accounting Restatement, the amount of the Overpayment shall be based on a~~

reasonable estimate of the effect of the Accounting Restatement on the stock price or total shareholder return upon which the Incentive-Based Compensation was received, and the Company must maintain documentation of the determination of that reasonable estimate and provide such documentation to the NYSE. Method of Recoupment The Compensation Committee shall determine the method or methods for recouping any Overpayment, which may include: ● requiring reimbursement of cash Incentive-Based Compensation previously paid; ● seeking recovery of any gain realized on the vesting, exercise, settlement, sale, transfer, or other disposition of any equity-based awards granted as Incentive-Based Compensation; ● offsetting any or all of the Overpayment from any compensation otherwise owed by the Company to the Covered Executive; ● cancelling outstanding vested or unvested equity awards; or ● taking any other remedial or recovery action permitted by law. Limitation on Recovery; No Additional Payments The right to recovery will be limited to Overpayments received during the three completed fiscal years prior to the date on which the Company is required to prepare an Accounting Restatement. In the event that an Accounting Restatement would result in a Covered Executive's Incentive-Based Compensation being larger than what the Covered Executive actually received, the Company will not be required to award the Covered Executive any additional payment. No Indemnification The Company shall not indemnify any Covered Executives against the loss of any incorrectly awarded Incentive-Based Compensation. Interpretation The Compensation Committee is authorized to interpret and construe this Policy and to make all determinations necessary, appropriate, or advisable for the administration of this Policy. It is intended that this Policy be interpreted in a manner that is consistent with the requirements of Section 10D of the Exchange Act and the applicable rules or standards adopted by the SEC or the NYSE. Effective Date This Policy is effective as of the date it is adopted by the Board and will apply to Incentive-Based Compensation received (as determined pursuant to this Policy) on or after October 2, 2023 (including Incentive-Based Compensation received pursuant to arrangements existing prior to the adoption date). Amendment; Termination The Board may amend this Policy from time to time in its discretion. The Board may terminate this Policy at any time. Other Recoupment Rights The Board intends that this Policy will be applied to the fullest extent of the law. Any right of recoupment under this Policy is in addition to, and not in lieu of, any other remedies or rights of recoupment that may be available to the Company pursuant to the terms of any employment agreement, equity award agreement, cash-based bonus plan or program, or similar agreement, and any other legal remedies available to the Company. Successors This Policy shall be binding and enforceable against all Covered Executives and their beneficiaries, heirs, executors, administrators and other legal representatives. Date of Adoption: November 7, 2023