



## REGAL BELOIT CORPORATION UK TAX STRATEGY

In compliance with the requirements outlined in Part 2, Schedule 19 of UK Finance Act 2016, Regal Beloit Corporation ("Regal") publishes this statement on behalf of its UK companies, which include:

- Opperman Mastergear Ltd
- Regal Beloit (UK) Ltd
- Regal Manufacturing Ltd
- Rotor (UK) Ltd
- System Plast Ltd
- Regal Beloit America UK Branch
- Nicotra Gebhardt Limited
- Remco Products Limited

This annual statement is effective for Regal's fiscal year ended January 2, 2021.

### **Risk Management & Governance**

Tax issues and risks are proactively managed in compliance with UK tax laws and regulations. Diligent professional care and judgment is employed when assessing tax risks in order to arrive at well-reasoned conclusions on how the risks should be managed. If there is uncertainty with application or interpretation of law, appropriate advice may be taken from third party advisors to support the decision-making process.

Regal employs various risk management processes and systems to provide assurance that requirements are being met. This includes compliance and risk monitoring systems as well as internal audit reviews of tax compliance activity.

With regard to roles and responsibilities: Regal has a policy by which a committee must review and approve all transactions that result in income tax implications or risk. This committee consists of the Chief Financial Officer (CFO), the General Counsel (GC), the Vice President Tax, Vice President Treasury and Tax, and the Vice President Controller. The management of tax risks for all non-US locations is performed by the company's Vice President Tax with the assistance of Tax Directors and other individuals within Regal's global finance organization.

### **Tax Planning**

Regal engages in tax planning that is aligned with commercial business activities and in compliance with UK tax rules and regulations. Potential options resulting from business transactions are evaluated for tax efficiency, but Regal does not engage in any artificial tax arrangements lacking economic substance. Any business related tax planning that we engage in is consistent with the principles set forth in Regal's Code of Conduct, which guides our corporate culture and defines our ethical values. Independent reputable firms are utilized to assist in the evaluation of tax implications and risks related to potential transactions. Regal has a strong history of compliance and is committed to paying the correct amount of tax due, while taking advantage of relevant claims and reliefs allowable under UK tax legislation and policy.

#### **Disclaimer:**

The above content is approved strictly for the use in the named outlet in this document. Use of this content outside of the above mentioned outlet is prohibited.



## **Tax Risk**

Regal monitors and reviews operations in the UK to realign tax arrangements as necessary to maintain compliance with the tax rules and regulations. These rules and regulations include transfer pricing guidelines. Regal's transfer pricing policy is aligned with the Organisation for Economic Co-operation and Development (OECD) and, where applicable, the guidelines of Her Majesty's Revenue & Customs (HMRC). The arm's length standard is applied to ensure appropriate remuneration for both parties engaged in intercompany transactions. Professional opinions and advice are regularly sought by independent external advisors to confirm our internal assessments of tax risk. These assessments of tax risk ensure that Regal's tax positions are documented with an acceptable level of risk under UK tax laws and regulations.

## **Relationship with Her Majesty's Revenue & Customs (HMRC)**

Openness, transparency and honesty are paramount in all dealings with tax authorities and other relevant bodies. All dealings with HMRC will be conducted in a collaborative, courteous and timely manner. Regal strives for early agreement on any disputed matters and to achieve certainty wherever possible.

This statement has been approved by Regal's CFO and GC.

## **Disclaimer:**

The above content is approved strictly for the use in the named outlet in this document. Use of this content outside of the above mentioned outlet is prohibited.