

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940

| OMB APPROVAL | |
|--|-----------|
| OMB Number: | 3235-0287 |
| Estimated average burden hours per response: | 0.5 |

Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See instruction 1(b).

Check this box to indicate that a transaction was made pursuant to a contract, instruction or written plan for the purchase or sale of equity securities of the issuer that is intended to satisfy the affirmative defense conditions of Rule 10b5-1(c). See Instruction 10.

| | | | | | | | | |
|--|---------|----------|--|--|--|--|--|--|
| 1. Name and Address of Reporting Person* <u>Sullivan Robert M</u> | | | 2. Issuer Name and Ticker or Trading Symbol <u>RBC Bearings INC [RBC]</u> | | | 5. Relationship of Reporting Person(s) to Issuer (Check all applicable) Director 10% Owner <input checked="" type="checkbox"/> Officer (give title below) Other (specify below) <u>Vice President and CFO</u> | | |
| (Last) | (First) | (Middle) | 3. Date of Earliest Transaction (Month/Day/Year) <u>05/28/2025</u> | | | | | |
| 180 WINDMILL HILL | | | 4. If Amendment, Date of Original Filed (Month/Day/Year) | | | 6. Individual or Joint/Group Filing (Check Applicable Line) <input checked="" type="checkbox"/> Form filed by One Reporting Person Form filed by More than One Reporting Person | | |
| (Street) <u>WETHERSFIELD CT</u> <u>06109</u> | | | | | | | | |
| (City) (State) (Zip) | | | | | | | | |

Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned

| 1. Title of Security (Instr. 3) | 2. Transaction Date (Month/Day/Year) | 2A. Deemed Execution Date, if any (Month/Day/Year) | 3. Transaction Code (Instr. 8) | | 4. Securities Acquired (A) or Disposed Of (D) (Instr. 3, 4 and 5) | | | 5. Amount of Securities Beneficially Owned Following Reported Transaction(s) (Instr. 3 and 4) | 6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4) | 7. Nature of Indirect Beneficial Ownership (Instr. 4) |
|---------------------------------|--------------------------------------|--|--------------------------------|---|---|------------|----------|---|--|---|
| | | | Code | V | Amount | (A) or (D) | Price | | | |
| Common Stock | 05/28/2025 | | A | | 1,800 | A | \$364.96 | 13,089 ⁽¹⁾ | D | |

Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)

| 1. Title of Derivative Security (Instr. 3) | 2. Conversion or Exercise Price of Derivative Security | 3. Transaction Date (Month/Day/Year) | 3A. Deemed Execution Date, if any (Month/Day/Year) | 4. Transaction Code (Instr. 8) | | 5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5) | | 6. Date Exercisable and Expiration Date (Month/Day/Year) | | 7. Title and Amount of Securities Underlying Derivative Security (Instr. 3 and 4) | 8. Price of Derivative Security (Instr. 5) | 9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s) (Instr. 4) | 10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4) | 11. Nature of Indirect Beneficial Ownership (Instr. 4) | |
|--|--|--------------------------------------|--|--------------------------------|---|--|-----|--|-----------------|---|--|--|---|--|-------|
| | | | | Code | V | (A) | (D) | Date Exercisable | Expiration Date | | | | | | Title |
| Option to Purchase Common Stock | \$364.96 | 05/28/2025 | | A | | 3,500 | | 05/28/2026 ⁽²⁾ | 05/28/2032 | Common Stock | 3,500 | \$0 | 3,500 | D | |
| Option to Purchase Common Stock | \$137.44 | | | | | | | 06/02/2025 ⁽³⁾ | 06/02/2027 | Common Stock | 2,000 | | 2,000 | D | |
| Option to Purchase Common Stock | \$199.16 | | | | | | | 06/03/2022 ⁽⁴⁾ | 06/03/2028 | Common Stock | 5,000 | | 5,000 | D | |
| Option to Purchase Common Stock | \$199.1 | | | | | | | 06/03/2023 ⁽⁵⁾ | 06/03/2029 | Common Stock | 4,000 | | 4,000 | D | |
| Option to Purchase Common Stock | \$199.51 | | | | | | | 06/01/2024 ⁽⁶⁾ | 06/01/2030 | Common Stock | 5,000 | | 5,000 | D | |
| Option to Purchase Common Stock | \$292.85 | | | | | | | 05/23/2025 ⁽⁷⁾ | 05/23/2031 | Common Stock | 2,000 | | 2,000 | D | |
| Option to Purchase Common Stock | \$287.85 | | | | | | | 11/05/2025 ⁽⁸⁾ | 11/05/2031 | Common Stock | 1,500 | | 1,500 | D | |

Explanation of Responses:

- Includes 8,300 shares of restricted stock, which vest according to the following schedule - 500 shares that vest on 6/2/2025; 400 shares 1/2 of which vest on 6/3/2025 and 1/2 vest on 6/3/2026; 1,200 shares 1/3 of which vest on 6/3/2025, 1/3 vest on 6/3/2026 and 1/3 vest on 6/3/2027; 2,400 shares 1/4 of which vest on 6/1/2025, 1/4 vest on 6/1/2026, 1/4 vest on 6/1/2027 and 1/4 vest on 6/1/2028; 800 shares 1/4 of which vest on 5/23/2026, 1/4 vest on 5/23/2027, 1/4 vest on 5/23/2028 and 1/4 vest on 5/23/2029; 1,200 shares 1/5 or which vest on 11/5/2025, 1/5 vest on 11/5/2026, 1/5 vest on 11/5/2027, 1/5 vest on 11/5/2028 and 1/5 vest on 11/5/2029; and 1,800 shares 1/5 or which vest on 5/28/2026, 1/5 vest on 5/28/2027, 1/5 vest on 5/28/2028, 1/5 vest on 5/28/2029 and 1/5 vest on 5/28/2030.
- These options to purchase Common Stock are subject to the following vesting schedule - 1/5 vest on 5/28/2026, 1/5 vest on 5/28/2027, 1/5 vest on 5/28/2028, 1/5 vest on 5/28/2029 and 1/5 vest on 5/28/2030.
- All these options to purchase Common Stock are exercisable except for 2,000 options that vest on 6/2/2025.
- All these options to purchase Common Stock are exercisable except for 2,000 options that are subject to the following vesting schedule - 1/2 vest on 6/3/2025 and 1/2 vest on 6/3/2026.
- All these options to purchase Common Stock are exercisable except for 2,400 options that are subject to the following vesting schedule - 1/3 vest on 6/3/2025, 1/3 vest on 6/3/2026 and 1/3 vest on 6/3/2027.
- All these options to purchase Common Stock are exercisable except for 4,000 options that are subject to the following vesting schedule - 1/4 vest on 6/1/2025, 1/4 vest on 6/1/2026, 1/4 vest on 6/1/2027 and

1/4 vest on 6/1/2028.

7. All these options to purchase Common Stock are exercisable except for 1,600 options that are subject to the following vesting schedule - 1/4 vest on 5/23/2026, 1/4 vest on 5/23/2027, 1/4 vest on 5/23/2028 and 1/4 vest on 5/23/2029.

8. These options to purchase Common Stock are subject to the following vesting schedule - 1/5 vest on 11/5/2025, 1/5 vest on 11/5/2026, 1/5 vest on 11/5/2027, 1/5 vest on 11/5/2028 and 1/5 vest on 11/5/2029.

Remarks:

/s/John J. Feeney/attorney in
fact

05/30/2025

** Signature of Reporting Person

Date

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

* If the form is filed by more than one reporting person, see Instruction 4 (b)(v).

** Intentional misstatements or omissions of facts constitute Federal Criminal Violations See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, see Instruction 6 for procedure.

Persons who respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB Number.