

RBC Bearings Incorporated
AUDIT COMMITTEE CHARTER

Mandate

The Audit Committee (the “Committee”) assists the Board of Director (the “Board”) of RBC Bearings Incorporated (the “Company”) in its oversight responsibilities relating to financial matters. The Committee’s mandate includes the following:

- (i) the integrity of the Company’s financial statements;
- (ii) the qualifications and independence of the Company’s independent registered public accounting firm;
- (iii) the performance of the Company’s internal audit function and independent registered public accounting firm;
- (iv) the Company’s compliance with legal and regulatory requirements;
- (v) the preparation of an audit committee report as required by the rules of the Securities and Exchange Commission (the “SEC”) to be included in the Company’s annual proxy statement; and
- (vi) fulfilling any other responsibilities set forth in this Audit Committee Charter (this “Charter”) and any additional duties that may be assigned to the Committee by the Board from time to time.

In discharging its responsibilities, the Committee is not itself responsible for the planning or conduct of audits, or for any determination that the Company’s financial statements and disclosures are complete and accurate or are in accordance with generally accepted accounting principles and applicable rules and regulations. This is the responsibility of the Company’s management, internal auditor (or others responsible for the internal audit function, including contracted non-employee or audit or registered public accounting firms engaged to provide internal audit services (the “internal auditor”)) and the Company’s independent registered public accounting firm.

Organization and Operations

Committee Members

The Committee shall consist of three or more directors at all times. The members and the chair of the Committee (the “Chair”) shall be appointed by the Board on an annual basis for a term of one year, or for such other term or terms as the Board may determine or until their earlier resignation or death, and may be re-appointed or removed with or without cause at the Board’s discretion at any time.

Qualifications

Each Committee member shall be financially literate, as determined by the Board in its business judgment, or must become financially literate within a reasonable period of time after his or her appointment to the Committee. At least one member of the Committee shall have accounting or related financial management expertise, as determined by the Board in its business judgment. In addition, at least one member of the Committee shall be an “audit committee financial expert” as defined by the rules of the SEC. If the Board has determined that a member of the Committee is an audit committee financial expert, it may presume that such member has accounting or related financial management expertise.

Independence

Each Committee member shall satisfy the independence requirements of the New York Stock Exchange (the “NYSE”) and Rule 10A-3 under the Securities Exchange Act of 1934, as amended (the “Exchange Act”).

Other Service

No Committee member may serve on the audit committee of more than three public companies (including the Company) unless the Board has determined that such simultaneous service would not impair the ability of such member to effectively serve on the Committee and such determination is disclosed in the Company’s annual proxy statement.

Committee Meetings

The Chair shall be responsible for calling meetings of the Committee, developing the meeting agenda, providing pre-reading materials to Committee members relative to agenda items, if applicable, and chairing the meetings.

The Committee shall meet at least four times each year. Meetings may be in person or by conference call. A majority of the Committee members must be in attendance to constitute a quorum. The Committee may also act by unanimous written consent. The Committee shall keep minutes of its proceedings and make regular reports to the Board on the Committee’s activities. The Committee may invite any members of the Company’s management or the internal auditor or representatives of the independent registered public accounting firm to its meetings as it deems appropriate. However, the Committee shall meet regularly without such individuals present.

Separate Meetings

The Committee shall periodically, including at the direction of the Company, meet with management, the internal auditor and the independent registered public accounting firm in separate executive sessions.

Professional Advisors

The Committee shall have the sole authority to retain any independent counsel, experts or advisors (accounting, financial or otherwise) that the Committee believes to be necessary or appropriate to fulfill its duties and responsibilities. The Committee may also use the services of the Company's regular legal counsel or other advisors to the Company. The Company shall provide for appropriate funding, as determined by the Committee, for payment of compensation to the independent registered public accounting firm for the purposes of rendering or issuing an audit report or performing other audit, review or attestation services, for payment of compensation to any advisors employed by the Committee and for ordinary and administrative expenses of the Committee that are necessary or appropriate in carrying out its duties and responsibilities. However, the Committee shall not be required to implement or act consistently with the advice or recommendations of any independent counsel, expert or advisor, and the authority granted in this Charter shall not affect the ability or obligation of the Committee to exercise its own judgment in fulfillment of its duties under this Charter. The Committee shall set the compensation and retention terms and oversee the work of any independent counsel, expert or other advisor it retains.

Investigations

The Committee is empowered to conduct its own investigations into issues related to its responsibilities.

Duties and Responsibilities

Independent Registered Public Accounting Firm

Appointment and Oversight of Independent Registered Public Accounting Firm

The Committee shall be directly responsible for the appointment, compensation, retention, replacement, removal and oversight of the work of the independent registered public accounting firm (including resolution of any disagreements between Company management and the independent registered public accounting firm regarding financial reporting) for the purpose of preparing or issuing an audit report or related work or performing other audit, review or attestation services for the Company, and the independent registered public accounting firm shall report directly to the Committee.

Appointment and Oversight of Additional Audit Firm

The Committee shall be directly responsible for the appointment, compensation, retention, replacement, removal and oversight work of any other registered public accounting firm engaged for the purpose of preparing or issuing an audit report or related work or performing other audit, review or attestation services for the Company and such firm shall also report directly to the Committee.

Pre-Approval of Services

Before the independent registered public accounting firm is engaged by the Company or its subsidiaries to render audit or non-audit services, the Committee shall pre-approve the engagement. The Committee may delegate to one or more designated members of the Committee the authority to grant pre-approvals, provided such approvals are presented to the Committee at a subsequent meeting.

- (i) Committee pre-approval of audit and non-audit services will not be required if the engagement for the services is entered into pursuant to pre-approval policies and procedures established by the Committee regarding the Company's engagement of the independent registered public accounting firm, provided the policies and procedures are detailed as to the particular service, the Committee is informed of each service provided and such policies and procedures do not include delegation of the Committee's responsibilities under the Exchange Act to the Company's management.
- (ii) Committee pre-approval of non-audit services (other than review and attestation services) also will not be required if such services fall within available exceptions established by the SEC.

Independence of Independent Registered Public Accounting Firm

The Committee shall, at least annually, evaluate the independent registered public accounting firm's qualifications, performance and independence. The Committee shall present its conclusions with respect to the independent registered public accounting firm to the Board. In conducting its evaluation the Committee shall take the following steps:

- (i) The Committee shall obtain and review a report prepared by the independent registered public accounting firm describing (a) the independent registered public accounting firm's internal quality-control procedures, (b) any material issues raised by the most recent internal quality-control review or peer review of the independent registered public accounting firm, or by any inquiry or investigation by governmental or professional authorities, within the preceding five years, respecting one or more independent audits carried out by the independent registered public accounting firm, and any steps taken to deal with any such issues and (c) all relationships between the independent registered public accounting firm and the Company.
- (ii) The Committee shall obtain and review a formal written statement prepared by the independent registered public accounting firm describing the fees billed in each of the last two fiscal years in each of the categories required to be disclosed in the Company's annual proxy statement.
- (iii) The Committee shall discuss with the independent registered public accounting firm its independence from the Company, and obtain and review a written statement prepared by the independent registered public accounting firm describing all relationships between the independent registered public accounting

firm and the Company, consistent with the applicable requirements of the Public Company Accounting Oversight Board, and consider the impact that any relationships or services may have on the objectivity and independence of the independent registered public accounting firm.

- (iv) The Committee shall review and evaluate the qualifications, performance and independence of the lead partner of the independent registered public accounting firm.
- (v) The Committee shall assure the regular rotation of the lead partner of the independent registered public accounting firm and consider whether, in order to assure continuing registered public accounting firm independence, the Company should adopt a regular rotation of the independent audit firm.
- (vi) The Committee shall, if applicable, consider whether the independent registered public accounting firm's provision of any permitted non-audit services to the Company is compatible with maintaining the independence of the independent registered public accounting firm.

Financial Statements and Disclosures

Audit Resources

In connection with each annual audit, the Committee shall discuss with management, the independent registered public accounting firm and the internal auditor the overall scope and plans for such audits, including the adequacy of staffing and other factors that may affect the effectiveness and timeliness of such audits.

Audit Principles

The Committee shall review and discuss with management and the independent registered public accounting firm: (i) major issues regarding accounting principles and financial statement presentations, including any significant changes in the Company's selection or application of accounting principles, and major issues as to the adequacy of the design or operation of, and any material changes in, the Company's internal controls and any special audit steps adopted in light of material control deficiencies and any fraud involving management or other employees with a significant role in such internal controls; (ii) any analyses prepared by management or the independent registered public accounting firm setting forth significant financial reporting issues and judgments made in connection with the preparation of the Company's financial statements, including analyses of the effects of alternative United States generally accepted accounting principles ("GAAP") methods on the Company's financial statements; (iii) the effect of regulatory and accounting initiatives, as well as off-balance sheet structures, on the Company's financial statements; (iv) management's and/or the independent registered public accounting firm's judgment about the quality, not just acceptability, of accounting principles, the reasonableness of significant judgments, the clarity of the disclosures in the financial statements and the adequacy of internal controls; (v) any disclosure relating to the Company's controls, management's and the independent auditor's report on the

effectiveness of the Company's internal control over financial reporting and the required management certifications to be included in or attached as exhibits to the Company's annual report on Form 10-K or quarterly report on Form 10-Q, as applicable; and (vi) any critical audit matter identified by the independent registered public accounting firm, including the basis for identifying a matter as a critical audit matter and how each such matter will be described in the independent registered public accounting firm's report.

Review of Reports

The Committee shall review and discuss the annual audited financial statements and quarterly financial statements with management and the independent registered public accounting firm, including the Company's disclosures under "Management's Discussion and Analysis of Financial Condition and Results of Operations" in its filings with the SEC.

Communication with Independent Registered Public Accounting Firms

- (i) The Committee shall discuss with the independent registered public accounting firm the matters required to be discussed by Statement on Auditing Standards No. 114, "The Auditor's Communication with those Charged with Governance," as then in effect.
- (ii) The Committee shall review with the independent registered public accounting firm any problems or difficulties the independent registered public accounting firm may have encountered during the course of the audit work, including any restrictions on the scope of activities or access to required information or any significant disagreements with management and management's responses to such matters. Among the items that the Committee should consider reviewing with the independent registered public accounting firm are: (i) any accounting adjustments that were noted or proposed by the registered public accounting firm but were "passed" (as immaterial or otherwise); (ii) any communications between the audit team and the independent registered public accounting firm's national office respecting auditing or accounting issues presented by the engagement; and (iii) any "management" or "internal control" letter issued, or proposed to be issued, by the independent registered public accounting firm to the Company.

Review of Independent Registered Public Accounting Firm Report to Audit Committee

The Committee shall review the report that the independent registered public accounting firm is required to make to the Committee regarding: (i) all accounting policies and practices to be used that the independent registered public accounting firm identifies as critical; (ii) all alternative treatments within GAAP for policies and practices related to material items that have been discussed among management and the independent registered public accounting firm, including the ramifications of the use of such alternative disclosures and treatments, and the treatment preferred by the independent registered public accounting firm; and (iii) all other material written communications between the independent registered public accounting firm and management of the Company, such

as any management letter, management representation letter, reports on observations and recommendations on internal controls, independent registered public accounting firm's engagement letter, independent registered public accounting firm's independence letter, schedule of unadjusted audit differences and a listing of adjustments and reclassifications not recorded, if any.

Recommendation to Include Financial Statements in Annual Report

The Committee shall, based on its review and discussions outlined in paragraphs above, determine whether to recommend to the Board that the audited financial statements be included in the Company's annual report on Form 10-K.

Internal Audit Function

The Committee shall meet periodically with the Company's internal auditor (or others responsible for the internal audit function, including contracted non-employee or audit or accounting firms engaged to provide internal audit services) to discuss the responsibilities, budget and staffing of the Company's internal audit function and any issues that the internal auditor believes warrant the Committee's attention. The Committee shall be responsible for reviewing and approving the hiring, dismissal, evaluation and compensation of the head of the internal audit function.

Compliance Oversight

Risk Management

The Committee shall discuss with management and the independent registered public accounting firm the Company's policies with respect to risk assessment and risk management, the Company's significant financial and cybersecurity risk exposures and the actions management has taken to limit, monitor or control such exposures.

Communication with Board

The Committee shall report regularly to, and review with, the Board any issues that arise with respect to the quality or integrity of the Company's financial statements, the performance and independence of the Company's independent registered public accounting firm, the performance of the Company's internal audit function or any other matter the Committee determines is necessary or advisable to report to the Board. The Committee shall report regularly to, and review with, the Board and any outside legal counsel retained by the Committee or the Board, legal and regulatory matters relating to the Company that could have a significant impact on the Company's financial statements, including the Company's compliance with applicable laws and regulations, and review and oversee the Company's policies, procedures and programs designed to promote and monitor legal and regulatory compliance.

Hiring Practices

The Committee shall approve guidelines for the Company's hiring of employees or former employees of the outside registered public accounting firm who participated in any capacity in the audit of the Company.

10A(b) Implications

The Committee shall obtain from the independent registered public accounting firm assurances that the independent registered public accounting firm is not aware of any matters required to be reported under Section 10A(b) of the Exchange Act.

Whistleblower Procedures

The Committee shall establish procedures for the receipt, retention and treatment of complaints received by the Company regarding accounting, internal accounting controls or auditing matters and the confidential, anonymous submission by employees of the Company of concerns regarding questionable accounting or auditing matters.

Press Releases and Analyst Communications

The Committee shall discuss with management and the independent registered public accounting firm the Company's earnings press releases (with particular focus on any "pro forma" or "adjusted" non-GAAP information), as well as financial information and earnings guidance provided to analysts and rating agencies. The Committee's discussion in this regard may be general in nature (i.e., discussion of the types of information to be disclosed and the type of presentation to be made) and need not take place in advance of each earnings release or each instance in which the Company may provide earnings guidance.

Disclosure Controls and Procedures

The Committee shall review with the Chief Executive Officer, Chief Operating Officer and the Chief Financial Officer the Company's disclosure controls and procedures and review periodically management's conclusions about the efficacy of such disclosure controls and procedures.

Preparation of Audit Committee Report

The Committee shall provide the Company with the report of the Committee with respect to the audited financial statements for inclusion in each of the Company's annual proxy statements.

Attorney Reporting

The Committee shall review and discuss any reports concerning material violations submitted to the Committee by the Company's attorneys pursuant to SEC attorney professional responsibility rules or otherwise.

Committee Self-Assessment

The Committee is responsible for developing and conducting an annual self-assessment of its performance. The Committee will work with the Nomination and Governance Committee to design and coordinate the annual self-assessment in conjunction with the overall Board assessment process. The Committee shall report to the full Board on the results of its assessment each year and shall make any appropriate recommendations to further enhance the Committee's performance.

Related Party Transactions

The Committee shall (i) review, approve and oversee any transaction between the Company and any related person (as defined in Item 404 of Regulation S-K) on an ongoing basis, in accordance with Company policies and procedures; (ii) keep the independent registered public accounting firm informed of the Committee's understanding of the Company's relationships and transactions with related parties that are significant to the Company and whether the Committee has concerns regarding relationships or transactions with related persons and, if so, the substance of those concerns; and (iii) review and discuss with the independent registered public accounting firm such firm's evaluation of the Company's identification of, accounting for, and disclosure of its relationships and transactions with related parties, including any significant matters arising from the audit regarding the Company's relationships and transactions with related parties.

Other Matters

The Committee shall also fulfill any other responsibilities that may be assigned to the Committee by the Board from time to time.

Charter Modifications/Updating

The Committee shall review this Charter regularly and may recommend to the Board from time to time any proposed changes to the charter and to any other documents related to the responsibilities of the Audit Committee.

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