

ROCKWELL AUTOMATION, INC.
EXECUTIVE COMPENSATION RECOUPMENT POLICY
(January 1, 2021)

The Board of Directors (“Board”) of Rockwell Automation, Inc. (“Company”) has adopted this policy related to the recoupment of executive compensation. The Compensation and Talent Management Committee of the Board (“Committee”) will have responsibility for administering this policy and may review, and recommend amendments to, this policy from time to time.

This policy applies to all past and present executive officers of the Company that are or were subject to Section 16 of the Securities Exchange Act of 1934, as amended (each, an “Officer”).

In the event that the Company is required to restate (i) any of its financial statements to reflect the correction of one or more errors that are material to the financial statements or (ii) the result of any performance measure on which an Officer’s incentive compensation is based, the Committee will review the facts and circumstances that led to the restatement and will have the authority to direct the Company to recover from the Officer the excess amount of any incentive compensation received by the Officer during the three (3) fiscal years preceding the date on which the Company determines, or reasonably should have determined, such restatement is required, over the amount of incentive compensation that would have been received by the Officer had it been based on the restated financial statements or restated performance measure results.

In each instance under this policy in which the Committee has the authority to direct the Company to recover executive compensation received by Officers, the Committee will have the discretion to determine whether it is appropriate, after considering the costs and benefits of doing so and in light of all the circumstances regarding the restatement, and to what extent, if any, to require the Officer to reimburse the Company for all or a portion of the executive compensation subject to recoupment under this policy, except as otherwise required by applicable laws.

This policy is intended to be interpreted in a manner consistent with applicable rules and regulations adopted by the Securities and Exchange Commission and other applicable laws and stock exchange listing requirements and is in addition to all other remedies available to the Company. Once final rules are adopted regarding executive compensation recoupment requirements under the Dodd-Frank Wall Street Reform and Consumer Protection Act, the Committee will review the Company’s compensation policies and plans (including this policy) and, if necessary, amend them to comply with the new requirements.