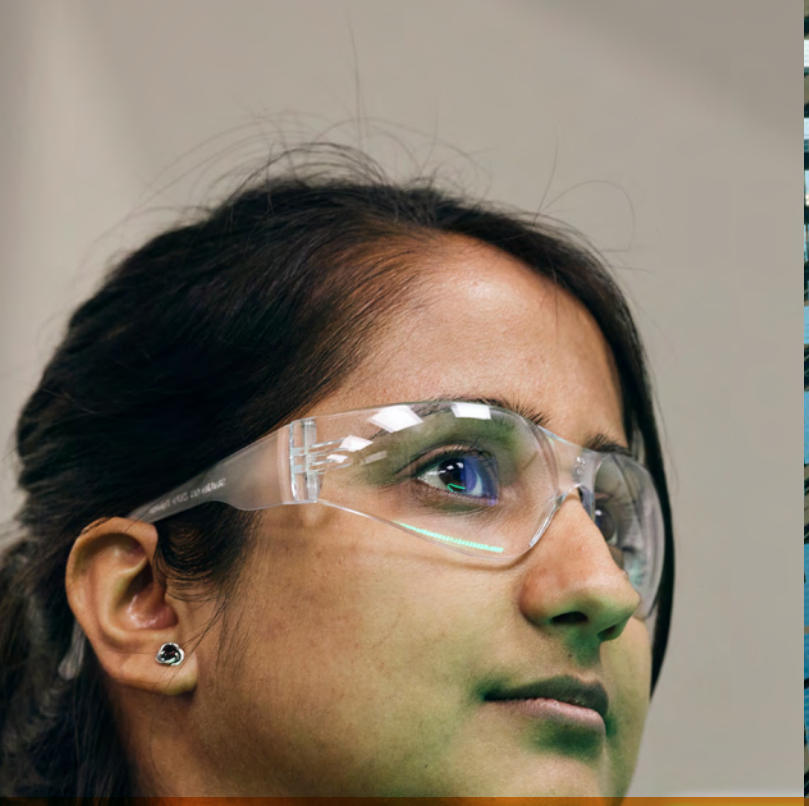




The Timken Company

Corporate Social Responsibility

2023







CEO Message 3

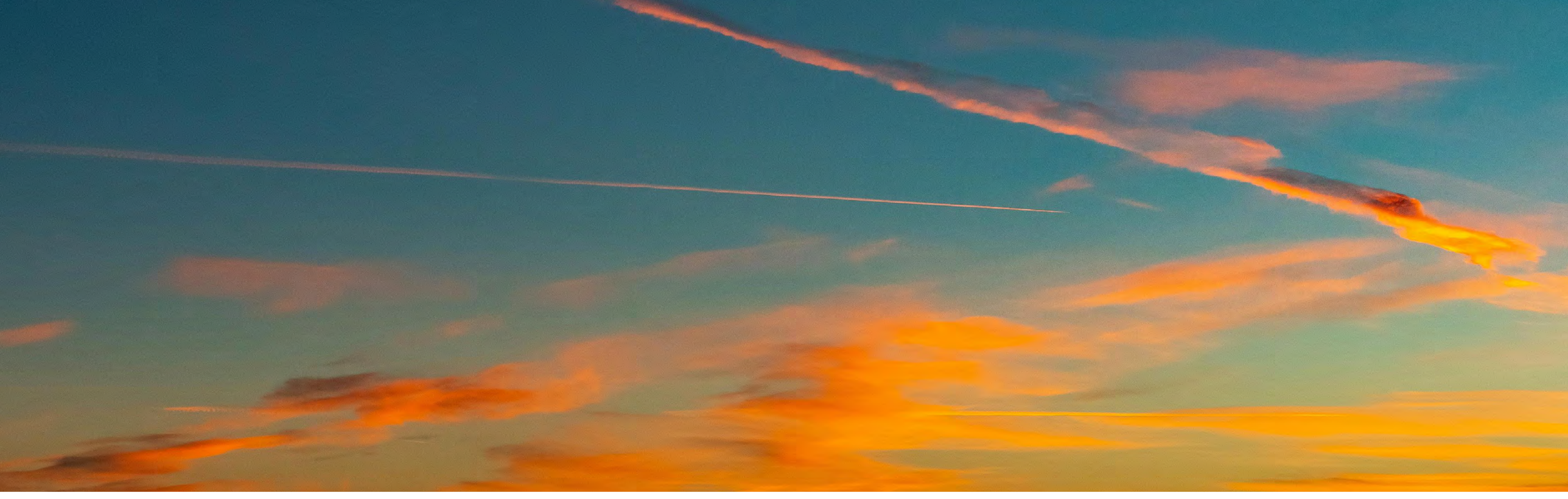
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Dear Stakeholders,

This year, The Timken Company celebrates 125 years since the founding of our business in 1899. Our legacy of achievements is impressive, but it's our specialized expertise and focus on the future that's critical to our continued staying power. Our corporate social responsibility (CSR) vision to improve the lives of individuals and communities, benefit the planet and strengthen our business is an important element of our forward-looking strategy. Timken has exhibited strong stewardship throughout our long history and in this CSR report, we demonstrate how we're building a better and more resilient world for future generations.

We continue to make progress on our target to reduce our aggregate Scope 1 and Scope 2 greenhouse gas emissions intensity by 50 percent by 2030; having decreased our emissions intensity by about 40 percent from our 2018 baseline year through year-end 2023. We also continue to contribute to the global shift to renewable energy production, as one of the leading suppliers to some of the world's most notable wind and solar projects. Our customer-centric innovations focus on sustainable processes and products to serve a wide and growing list of industries, which was integral to *Fast Company* recognizing Timken as one of the World's Most Innovative Companies.

We've also made progress in creating a company culture that helps our people advance as professionals and thrive as individuals. Our efforts resulted in being named one of America's Greatest Workplaces by *Newsweek* and one of the Best Companies to Work For by *U.S. News & World Report*. Both publications cited our commitment to a strong, diverse work culture with a focus on continuous growth and career-development opportunities.

These accomplishments and third-party recognitions belong to our global team of problem solvers who work tirelessly on behalf of our customers, our company and the communities we call home. Social responsibility and environmental sustainability inform our collective efforts – from our global operations to our product innovations to our support of nonprofit organizations.

We view equal access to basic needs and education as critical to developing the next generation of diverse talent, which is why our commitment to providing classroom resources for STEM education is global and growing. Around the world, we are collaborating with industry organizations and non-profit groups to expand the pipeline of qualified workers.

Our deep experience and specialized expertise provide us with a unique perspective and ability to navigate a rapidly changing world together. As we look to the future, our founder Henry Timken's vision of making the world move more efficiently and sustainably remains at the core of our strategy and our approach to CSR.

On behalf of our company's leadership and Board of Directors, I thank our employees for their many contributions. And to all our stakeholders, thank you for your ongoing confidence in The Timken Company. Earlier this year, I announced my plan to retire as president and CEO. It has been an honor to lead Timken for the past 10 years. I welcome my successor, Tarak Mehta, and look forward to supporting his efforts to further our approach and commitment to corporate social responsibility.

For Timken, we view 2024 as the beginning of the next 125 years. We can't predict what new critical engineering questions we'll be asked to answer over the next century, but we will continue to innovate and collaborate with our customers to create tomorrow's solutions for a more sustainable world in motion.

Sincerely,



Richard G. Kyle
President and Chief Executive Officer

ABOUT

Awards

Timken continues to be recognized for the roles we play as a responsible corporate citizen, innovator and employer of choice. We appreciate the external recognition we have received for our CSR-related activities.

Most Innovative Companies 2024 — New in 2024

FORTUNE AMERICA'S MOST INNOVATIVE COMPANIES 2024 statista — 2-time awardee

America's Greatest Workplaces 2024 Newsweek Plant-A Insights Group — New in 2024

America's Most Responsible Companies 2024 Newsweek statista — 3-time awardee

America's Greatest Workplaces for Diversity 2024 Newsweek Plant-A Insights Group — New in 2024

2024 World's Most Ethical Companies® Ethisphere 13-Time Honoree — 13-time awardee

Best Companies to Work For U.S.News & World Report Manufacturing 2024-2025 — New in 2024

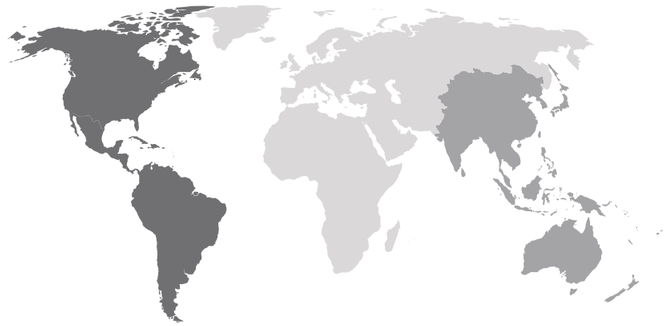
The Timken Company

The Timken Company (NYSE: TKR), a global technology leader in engineered bearings and industrial motion, designs a growing portfolio of products for diverse industries. For 125 years, Timken has used its specialized expertise to innovate and create customer-centric solutions that increase reliability and efficiency. The company posted $4.8 billion in sales in 2023 and employs more than 19,000 people globally, operating from 45 countries.

2023 Sales by Geography

We solve the most complex challenges for global industries by operating where our customers need us.

Americas	**53%**
Asia Pacific	**22%**
Europe, Middle East, Africa	**25%**



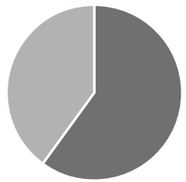
2023 Business Segment Sales

32% Industrial Motion
68% Engineered Bearings



2023 Channel Overview

40% Distribution / End Users
60% Original Equipment Manufacturers



Our Primary Brands

Our growing portfolio of engineered bearings and industrial motion product brands serves our customers' evolving needs.

TIMKEN · GROENEVELD LUBRICATION SYSTEMS · BEKA LUBRICATION SYSTEMS · Cone Drive · SPINEA · PHILADELPHIA GEAR · GGB · ROLLON · DIAMOND · NADELLA · DES-CASE · DRIVES · Lovejoy · PT TECH · TORSION CONTROL PRODUCTS · LAGERSMIT

CSR at Timken

CSR Vision

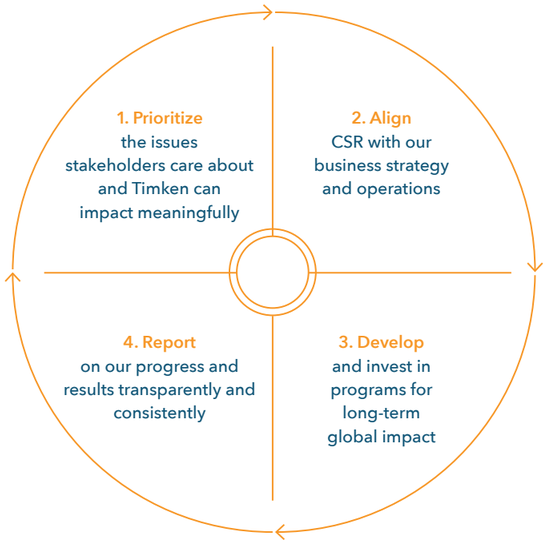
As an engineering culture, we view CSR as an interconnected system of actions to improve the lives of individuals and communities, benefit the planet and strengthen our business.

We align our global programs with our 125 years of engineering expertise to help build a world that is more efficient and more resilient for generations to come.

Our CSR program focuses on three key areas: **People, Planet, Product**

Our Focused Approach

We adhere to the following steps to ensure our investments in our global programs make a meaningful impact and provide the greatest social value possible:

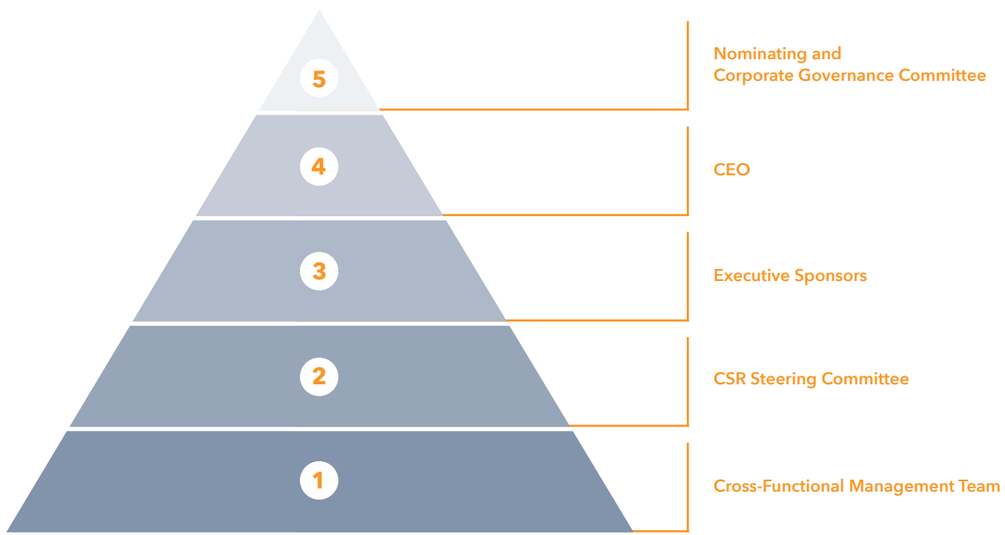


Governing Responsibly: CSR At Timken

The Timken Board of Directors and its applicable Committees play an important oversight role for CSR-related topics, including human capital and risk oversight. Board members bring a wealth of cross-disciplinary knowledge to the company, including experience with management oversight of public-company corporate social responsibility programs or sustainability functions.

The Nominating and Corporate Governance Committee regularly reviews trends, recommends best practices and improvements, and helps maintain Timken's strong corporate governance performance. As outlined in its charter, the Committee reviews and recommends changes to our CSR and sustainability programs.

Managing the Company's CSR Program



1. Cross-Functional Management Team
Consists of leaders in operations, compensation and benefits, HR, communications, legal, environmental, supply chain, finance and other key functional areas.

2. CSR Steering Committee
Led by our designated CSR project team, this cross-functional committee is charged with monitoring and evaluating current and future CSR initiatives, recommending strategies, managing data-collection processes and reporting on Company progress.

3. Executive Sponsors
Vice President, General Counsel & Secretary; Vice President, Human Resources; Vice President, Operations – Engineered Bearings; and Vice President – Corporate Communications provide management oversight and leadership to the CSR Steering Committee.

4. CEO
Champions our CSR efforts and liaises with the Nominating and Corporate Governance Committee on CSR developments.

5. Nominating and Corporate Governance Committee
Provides oversight of our CSR program.

CSR Highlights

~40%

reduction in aggregate Scopes 1 and 2 emissions intensity since 2018



80%

reduction in ergonomic risk-assessment time using AI-enabled motion-capture technology

2x

investment from 2022 to 2023 to increase energy efficiency and reduce emissions

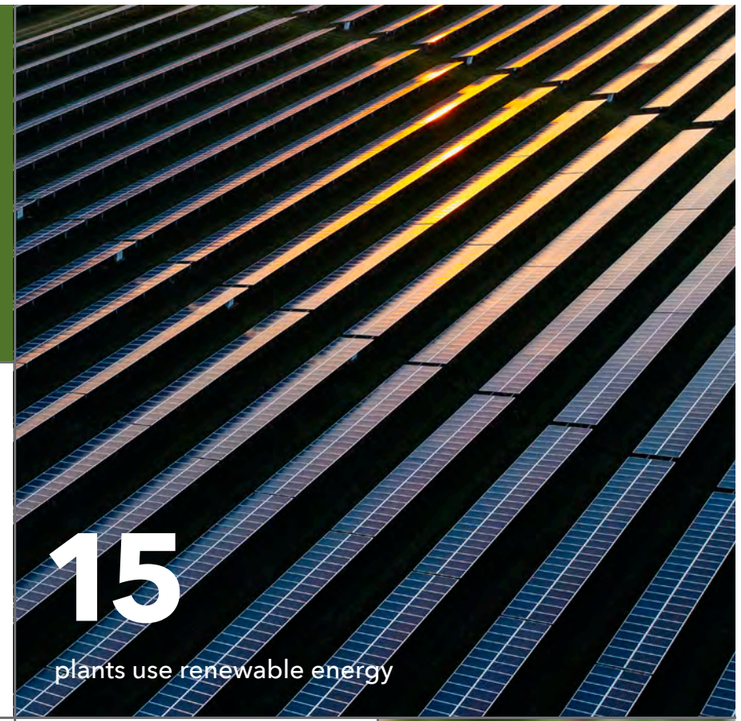


87%

diversion rate of waste from landfills at our manufacturing sites

10%

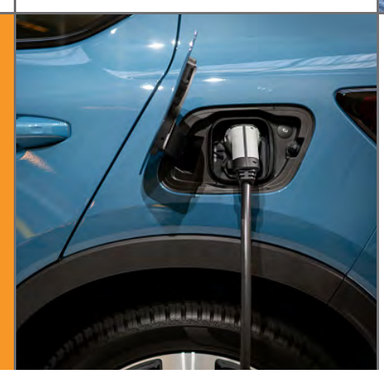
reduction in water withdrawal from manufacturing sites from 2018 to 2023



100%

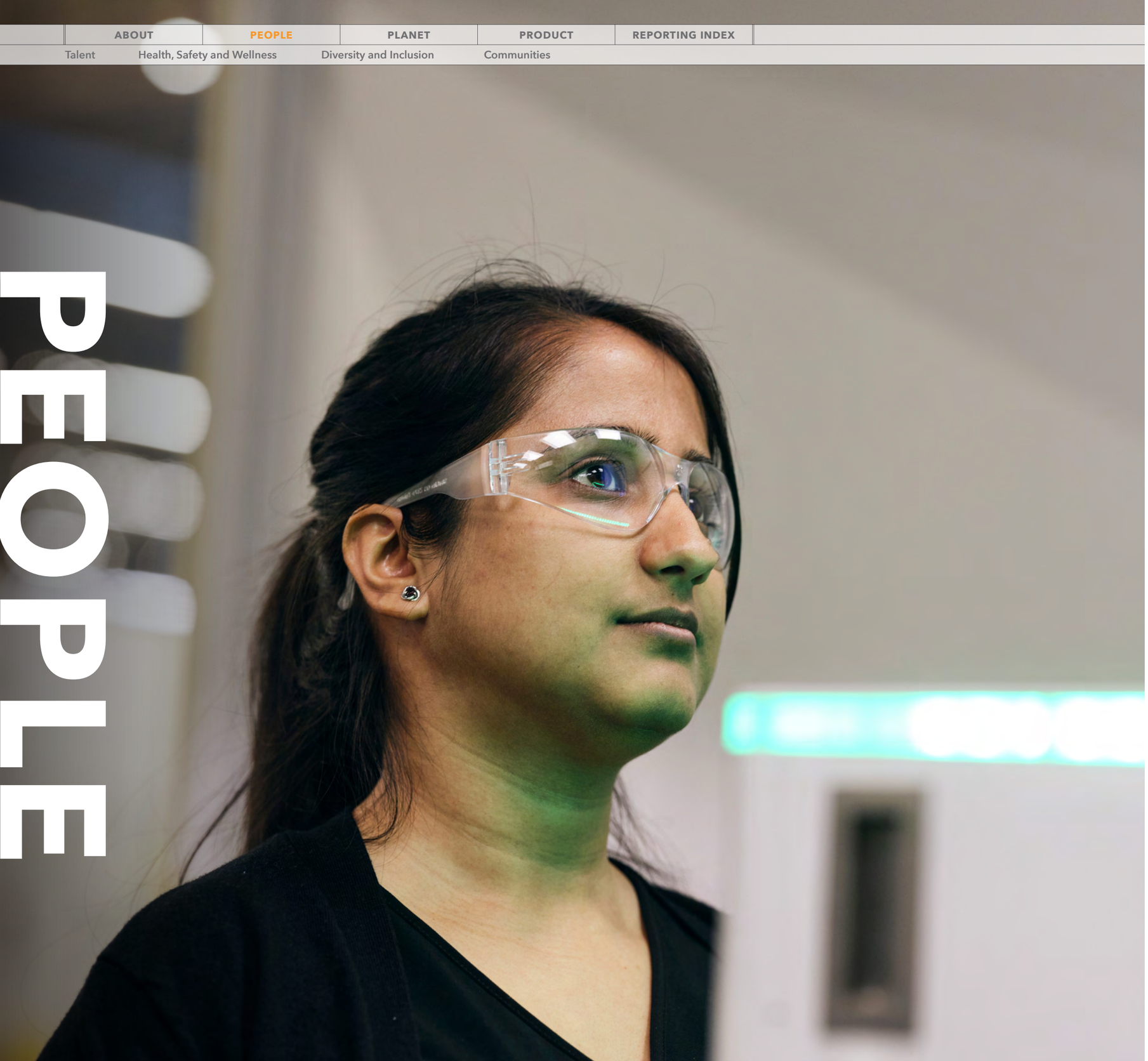
of managers required to participate in inclusive leadership training





R&D

innovating solutions to enable efficient electric vehicles, reliable renewable energy and safer food processing



Enabling a Global Community of Problem Solvers

Throughout our 125 years as a company, Timken employees have been the source of our customer-centric innovations and the catalyst for our sustained success. As a global company, we seek to recruit the best talent available; invest in their development, advancement and wellbeing; and foster an inclusive environment that celebrates and leverages the diversity of our employees, suppliers and communities.

We believe in offering employees access to personal and professional development opportunities that align with their needs and career aspirations, and directing our philanthropic efforts toward ensuring our communities have greater access to basic needs and education. At the same time, we're addressing our industry's needs. Through global giving to support STEM, a new international partnership with *FIRST*® and growing our commitment to the Manufacturing Institute's Women MAKE America initiative, we're helping to build a robust pipeline of future problem solvers all around the globe.

Investing in Our Talent

Timken Core Values

Ethics & Integrity
Do what's right under all circumstances.

Quality
Deliver consistent quality everywhere products are made.

Teamwork
Collaborate to create unparalleled value.

Excellence
Innovate with passion, relentlessly driving superior results.

At Timken, we recognize that our employees, guided by our Core Values, underpin our longevity and success. We strive to ensure they feel engaged and find a sense of purpose in the meaningful and fulfilling work we offer. Our efforts are working.

In our 2022 Voice of the Employees survey, we achieved a response rate of 93 percent, our highest participation ever. We received strong engagement scores tied to our core company value of teamwork across functions and geographies and scored more favorably than the manufacturing industry norm for trust in management.

The survey is just the beginning of the process. After each survey, we spend time analyzing results and develop visible action plans to improve the employee experience. We look forward to gauging the success of our efforts in our next engagement survey in the second half of 2024.

93% of our salaried non-operative workforce participated in Timken's most recent employee engagement survey, our highest response rate to date.



Enhancing Professional Development

Timken is committed to creating a culture of lifelong learning and professional development. Our goal is to ensure our employees have what they need when they need it to innovate and succeed in their jobs.

We're working to strengthen the skills of our employees and develop future leaders for the company and the manufacturing industry by supporting internal programs and through partnerships with industry-leading organizations across the globe. Here are some examples of our employee development programs.

Development-Driven Leader Program

To help employees excel in their current roles and prepare for future career paths, we're assisting managers and employees in having more impactful development conversations. In response to engagement survey feedback, we launched our Development-Driven Leader Program, which creates touch points throughout the year for human resources, managers and employees to come together for growth discussions and coaching. Managers are reviewed for their commitment to this goal, and impact they have on the development and advancement of their team members. Additionally, we tie employee projects and stretch assignments back to personal growth plans through development goals, learning actions and yearly performance reviews.

Timken University

Our online training platform contains thousands of courses covering a wide range of subjects, including the latest technologies, project management, leadership development, business skills, wellbeing and more. We also offer on-demand training and resources from Harvard ManageMentor® Spark, TED Talks and other respected third-party platforms.

BetterUp

Timken employees preparing for career and leadership advancement have access to BetterUp, a virtual coaching tool aimed at improving performance and wellbeing in areas such as strategic thinking, problem-solving skills and understanding strengths. More than 170 Timken employees across the world have participated in this program that uses science-backed methods to help build long-term mindsets, skills and behaviors.

Talent Management Resource Library

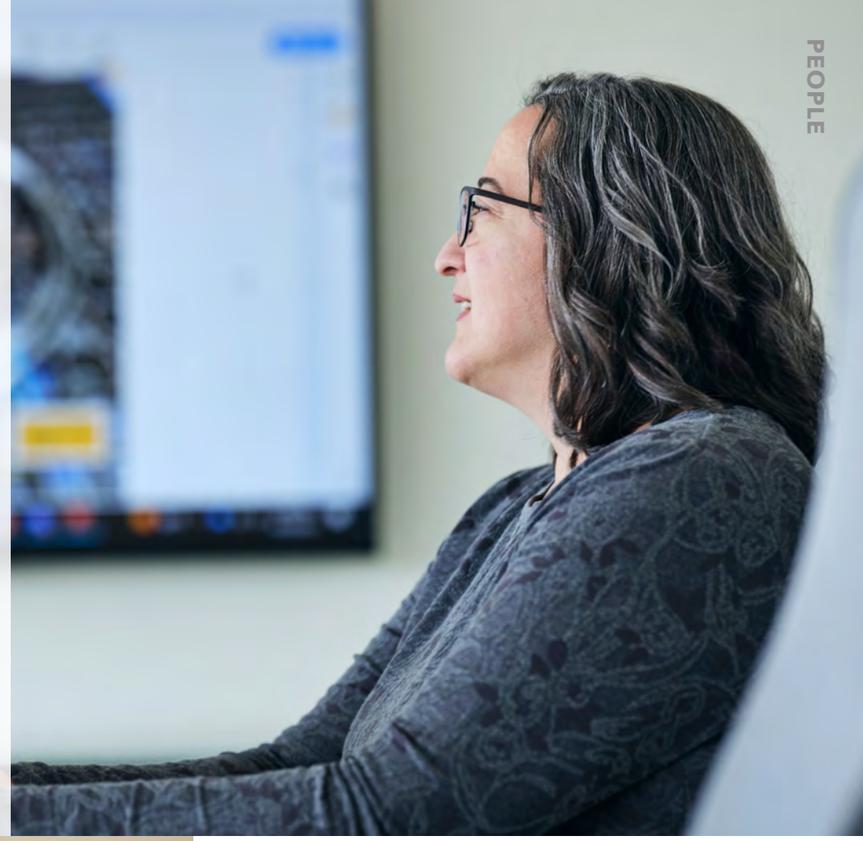
This expansive tool places our employees in the driver's seat of their careers and supports them with discussion starters and questions to kick off career conversations that can be challenging to initiate. It is also a resource for managers to grow and advance the careers of their direct reports and to hire, train and retain diverse talent. The library provides opportunities to explore tools for advancement, personal and professional development, goal setting, collaboration, continuous improvement and leadership skills, among many other resources.

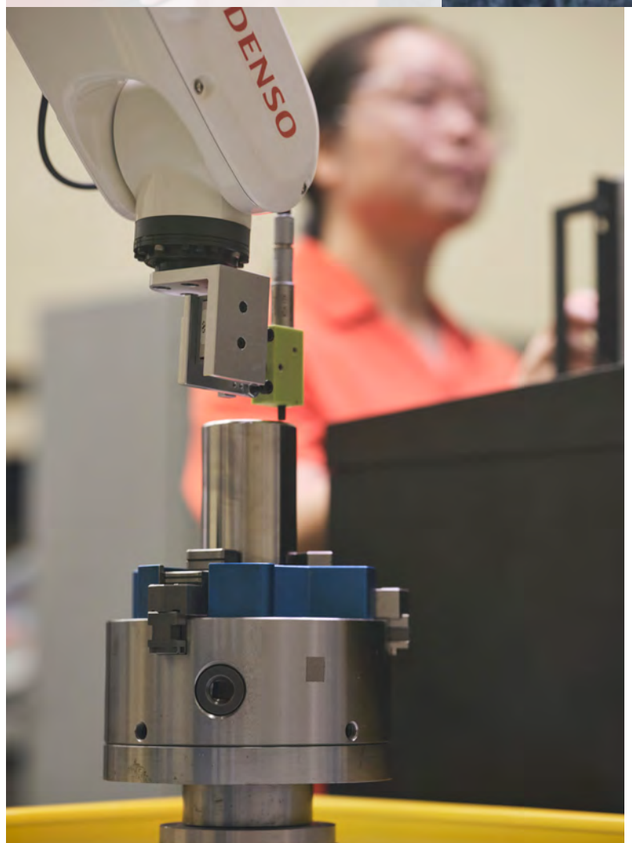
Educational Reimbursement Program

Our Educational Reimbursement Program pays full tuition for many degree programs, enabling employees to develop skills and competencies to advance their careers.

Signature Leaders

Through a decade of partnership with Signature Leaders and their programs, we have empowered women in senior leadership to thrive. Programs provide practical content from real-life business situations for women in leadership to test ideas, receive valuable feedback, and leave with a broadened, cross-industry and geographically diverse network from over 150 companies as they navigate leadership and life. These leaders gain valuable perspectives and training to achieve increasing levels of responsibility as they embrace their strengths and refine their leadership style and voice.





Apprenticeship Opportunities

Timken understands that a college degree may not be right for everyone and that limiting ourselves to hiring university graduates narrows the range of talented, ambitious people who can contribute to our success. That's why we remain invested in directly training students to become the next generation of technical engineering, manufacturing and R&D experts. Our apprenticeship programs help those who prefer a career in the trades to start building a career at Timken as early as high school.

"As a result of my apprenticeship, I completed both associate and bachelor's degrees in engineering while rotating through various work assignments in Timken R&D."

Dane Brahler, Process Development Engineer

Promoting Health, Safety and Wellness

Timken is committed to operating safely and responsibly, every day and everywhere we conduct business. And we are dedicated to furthering the wellbeing of our global workforce through key programs and benefits.

Prioritizing Safety

At Timken, safety is everyone's job. Each of our facilities is required to implement an environmental, health and safety (EHS) management system that aligns with globally recognized standards, underscoring our commitment to protect the safety and wellbeing of our global workforce.

All employees are encouraged to report any potential hazards or other safety risks, and we have put mechanisms in place to enable them to do just that. Many of our employees actively participate in completing formal safety risk assessments. Their firsthand knowledge of daily operations and the specific challenges they encounter on the job is invaluable, leading to a more comprehensive and insightful evaluation of potential hazards. Employee involvement fosters a sense of ownership and responsibility for safety, encouraging them to take an active role in proposing and implementing risk-mitigation strategies.

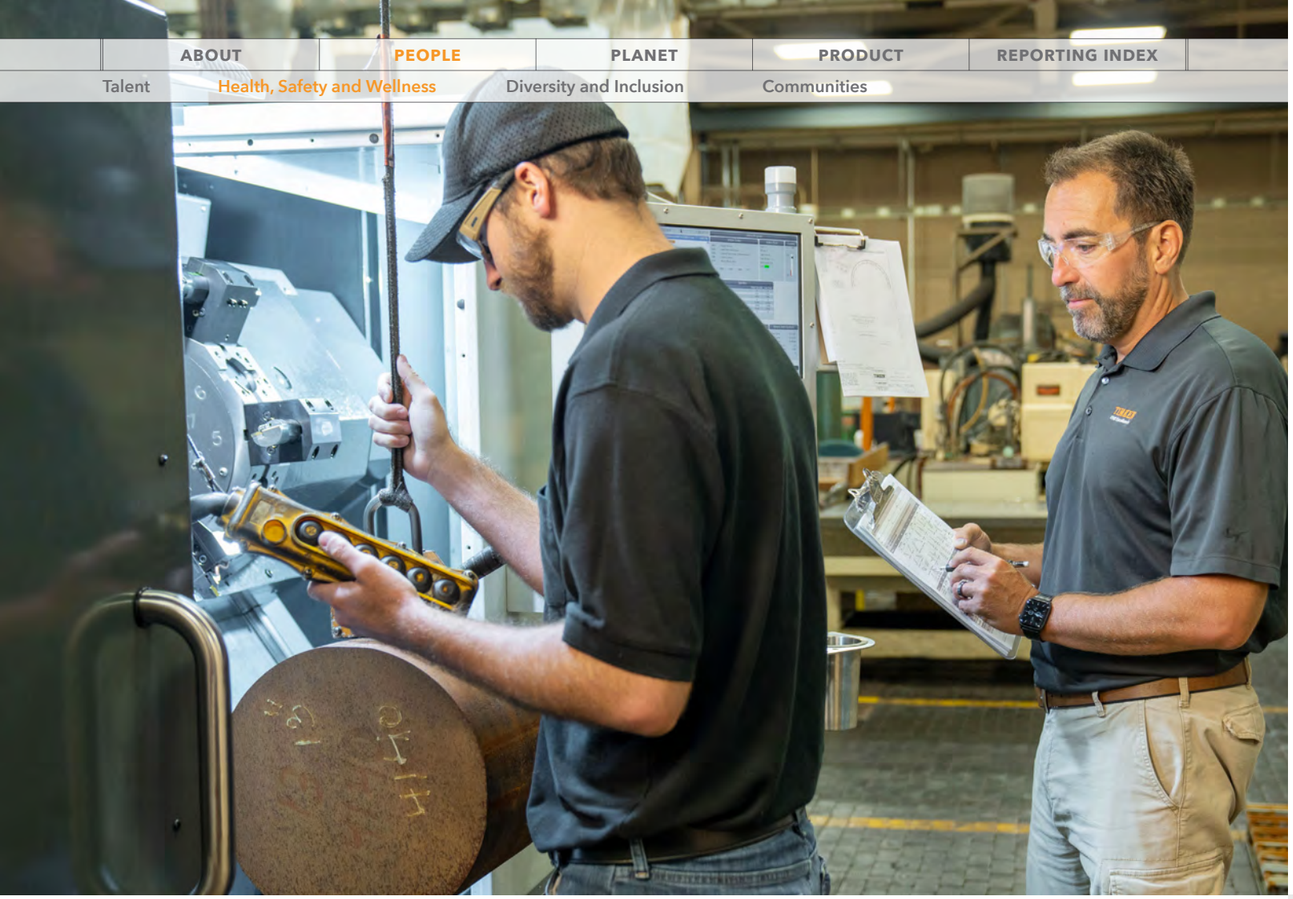
Onboarding Employees

Through comprehensive EHS training during the onboarding process, we introduce new hires to essential knowledge and skills to work safely and in an environmentally sustainable manner. The training covers a wide range of topics, including workplace-safety procedures, proper handling of hazardous materials, waste-disposal practices, environmental sustainability initiatives and more.



Applying a Comprehensive Solution to Optimize Global EHS Efficiency

Timken uses a third-party, cloud-based software solution to enhance operational efficiency across 99 global locations and in eight languages. The system features a comprehensive suite of applications, each tailored to specific functions essential to managing global EHS operations. These tools help manage compliance, record incidents and corrective actions, and monitor and report progress. Additionally, the system supports Timken's efforts to quantify the improvements and savings from sustainability projects by managing data and site-specific and geographic reporting information. This robust system helps to ensure Timken spots trends and refines processes to maintain high global standards of compliance, sustainability and operational excellence.



Leveraging Artificial Intelligence (AI) to Identify Ergonomic Risks

Like many companies with manufacturing operations, ergonomic safety is critical to the wellbeing of our employees. In fact, over half of all work-related injuries at Timken involve ergonomic factors.

Building on our long history of injury-prevention activities, we've recently introduced an innovative way to identify ergonomic risks: motion-capture technology. First, we record a video of an employee performing a task. Then, using AI, the technology analyzes the video and maps out problematic joint angles, awkward postures, frequencies and posture durations. The result is a high-quality ergonomic assessment with a risk matrix that shows risk by body part and an overall risk priority score. Using AI is more accurate and reduces the time it takes to complete an assessment. Since introducing this technology, we've seen an 80-percent reduction in ergonomic risk-assessment time, enabling us to complete more assessments. This technology helps Timken employees identify activities that could cause injury and protect themselves from the wear and tear of everyday stressors.

80%

reduction in ergonomic risk-assessment time since introducing AI-enabled motion-capture technology in our manufacturing operations, which increases assessment accuracy and efficiency.

Benefiting Employee Wellness

Timken remains focused on supporting our employees' holistic health and wellbeing by enhancing benefits to meet their needs and those of their families. In 2023, we upgraded some key elements of our wellness benefits, based on location.

- Expanded on-site preventative care visits
- Enhanced our fertility healthcare benefits
- Implemented a digital musculoskeletal/physical therapy benefit

Where available, we offer these programs and a variety of other health-oriented benefits to our employees, including programs that support Type 2 diabetes reversal, tobacco cessation, weight loss and management, and a company-sponsored wellness program.

Providing Assistance to Employees Globally

Our Employee Assistance Program (EAP) offers live and online services to employees and their families that are free, confidential and available 24/7. Included in this benefit are mental and behavioral health counseling and coaching to help our employees navigate life's events and challenges, such as parenting, relationships and dealing with stress, as well as legal and financial advice. Our EAP reflects our commitment to the wellbeing of our global workforce.

Please visit our website for more information on our employee benefits programs.

Accelerating Wage Availability

To support the financial wellbeing of our employees, Timken introduced an early-wage-access benefit for workers in the U.S., enabling them to secure a portion of their earned wages before their scheduled payday. This benefit is designed to assist employees in meeting immediate or unexpected expenses.



Embracing Diversity and Inclusion



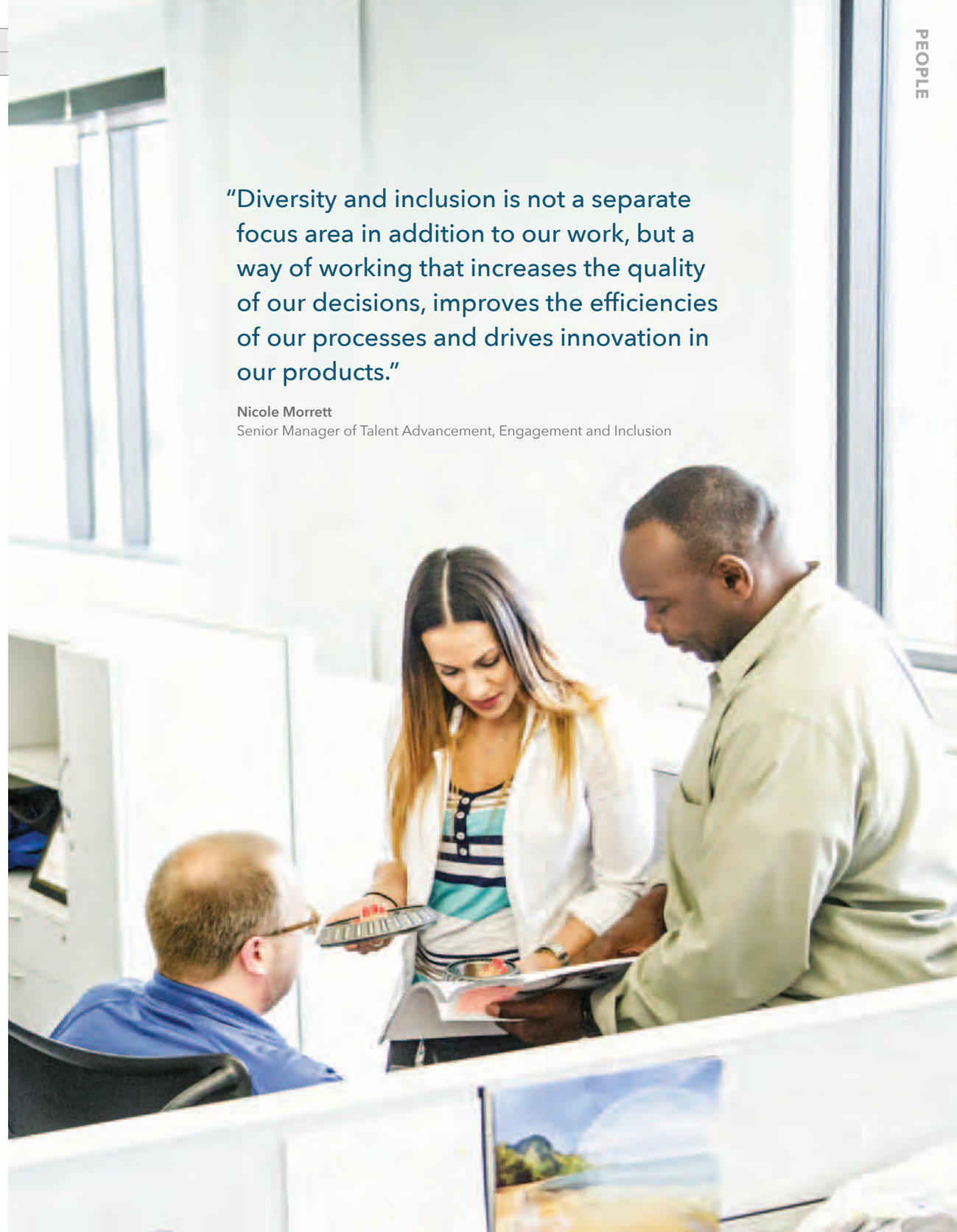
Timken was recognized among *Newsweek's* America's Greatest Workplaces for Diversity.

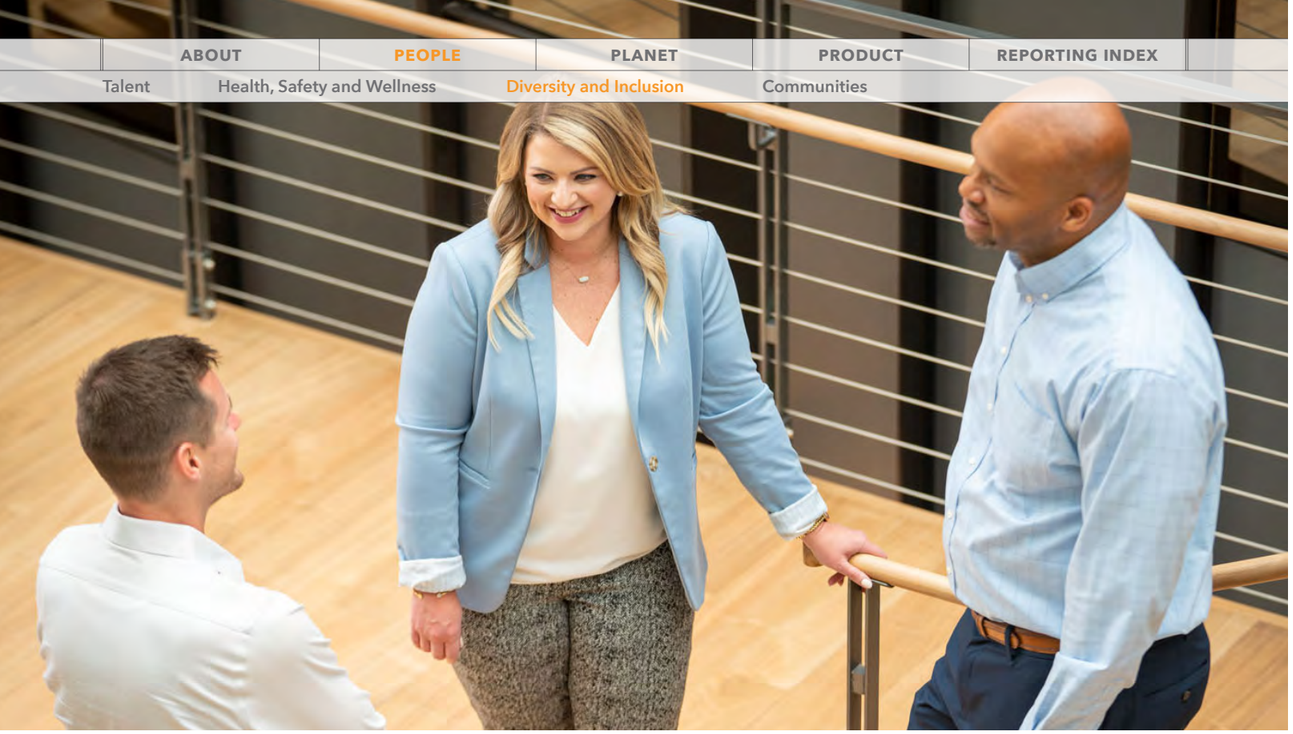
Timken values the variety of perspectives that a diverse global workforce brings to our company and our ability to continually innovate the best solutions for our customers. In 2024, Timken was recognized among *Newsweek's* America's Greatest Workplaces for Diversity. We appreciate that diversity extends beyond gender, race/ethnicity and sexual orientation to include age and many other lived experiences, such as military service, education and socioeconomic levels.

Our diverse workforce is driving us forward by collaborating and contributing their many and varied points of view. And with more than half of our global workforce represented by the millennial and Generation Z cohorts, we're working to ensure continuity across generations. We're strengthening our succession-planning efforts to enable robust knowledge sharing, comprehensive development planning, formal and informal coaching and mentoring so we are prepared to take on the challenges of the future.

"Diversity and inclusion is not a separate focus area in addition to our work, but a way of working that increases the quality of our decisions, improves the efficiencies of our processes and drives innovation in our products."

Nicole Morrett
Senior Manager of Talent Advancement, Engagement and Inclusion





Fostering Diversity and Inclusion Worldwide

"If you want to make a difference, to effect real change, ERGs are a great place to start."

Natasha Pollock
Vice President of Human Resources

Our employee resource groups (ERGs) are sponsored by executives, enabling them to influence company policy from the very top. Employees around the world contribute input to ERGs, which are growing globally. Women's International Network (WIN) and the Young Professionals Network (YPN) now have chapters at Timken facilities in India, China, France, Poland, Germany, Italy, Romania and a growing number of locations across our global footprint. Other ERGs, such as the Multicultural Association of Professionals (MAP), are beginning that globalization process.

As global teams, ERGs collaborate on hybrid and virtual events, unifying employees across geographies. These forums and celebrations include an overview on career advancement, International Women's Day, Chinese New Year, Juneteenth, Diwali and others.

Environments for employees to network, share diverse and different perspectives, and build community are central to ERG programming. Timken Pride Network (TPN) Unity Cafés, Veteran Engagement at Timken (VET) experiential events and other themed ERG activities offer opportunities for open dialogue and bridges to deeper understanding and stronger workplace relationships.

Timken leaders place great emphasis on contributing to the local communities where the company operates, so volunteerism also plays an important role in ERG work.

YOUNG PROFESSIONALS NETWORK ypn

VETERAN ENGAGEMENT AT TIMKEN VET

TIMKEN PRIDE NETWORK TPN

MAP MULTI-CULTURAL ASSOCIATION OF PROFESSIONALS

WIN WOMEN'S INTERNATIONAL NETWORK

Positively Impacting Our Company and Employees: Timken ERGs

These groups have a profound, positive influence within our company through their efforts to:

Include
Enable a sense of belonging for all people at Timken regardless of gender, nationality, age identity or creed.

Educate
Provide education and resources that help further diversify our team worldwide, transforming our differences into strengths.

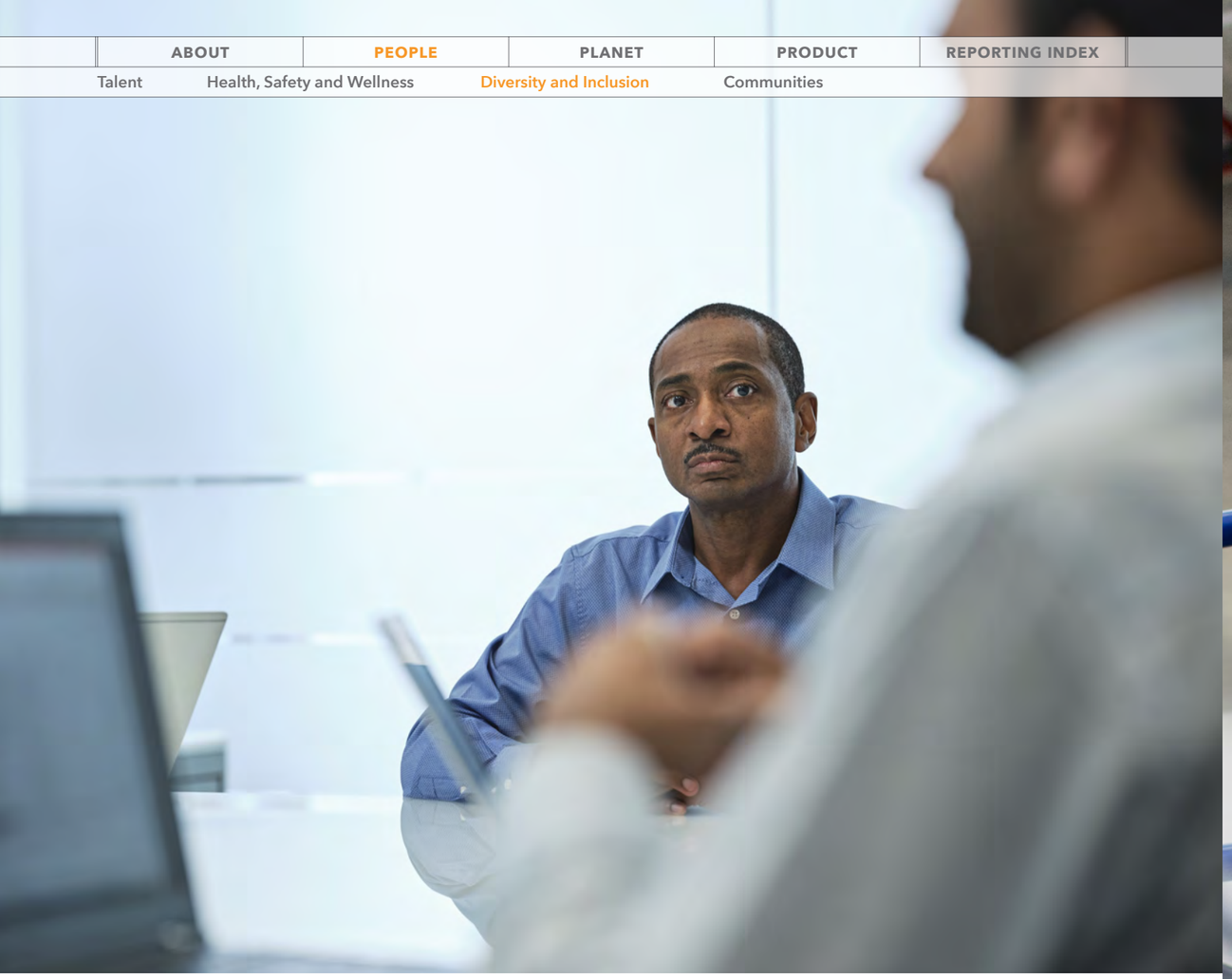
Influence
Surface content that's important to our global workforce, share feedback to help us build on our successes and address emerging trends that impact our workplace, together.

Serve
Engage in relationships with our partners to make our communities a better place to live, learn and work.

Recruit
Help attract, recruit and retain the next generation of talent reflective of our diverse customers and communities.

"My direct reports are all young engineers, so I bring YPN into my daily management practice, suggesting mentors for them and offering professional training to help them achieve their career goals."

Li Da, YPN Yantai Chair, China



Embedding Diversity and Inclusion in Recruitment, Training and Development

Timken requires all managers to participate in trainings on inclusive leadership so they can be more well-rounded leaders and harness the power of diverse experiences and thinking. As managers make hiring decisions, they also complete an inclusive hiring training to challenge and address bias. We are committed to recruiting talent that reflects the communities where we operate, including partnering with universities to recruit for our internship and co-op programs and fill entry-level positions. Our diversity and inclusion efforts are also embedded in our talent-advancement processes and development plans.

Procuring a Diverse Supplier Base

In addition to promoting diversity and inclusion within our company, Timken understands the value that a diverse supply chain brings to our company and society at large. During our procurement process, we are continuing to expand contracts with small businesses, as well as veteran- and woman-owned businesses.

Strengthening Our Communities

There are many ways in which we support communities around the world – from volunteering to partnerships. We also have a vested interest in addressing the many gaps that exist, such as access to basic needs and education with an emphasis on STEM, as well as gender parity in manufacturing. These are issues that affect us all, both as a global company and a society.

We seek well-rounded involvement in our communities, not only through the support we provide as a corporation, but through the volunteer efforts of our employees. In addition to being great for our communities, volunteerism also has a meaningful impact on our work culture. According to Galaxy Digital, employees are five times more engaged in companies with volunteer programs.

We focus on the areas where we can have the greatest impact and have aligned our company with a diverse mix of global and regional strategic partners, such as the Manufacturing Institute, Feeding America, *FIRST* and many others. From addressing food insecurity to responding to disasters, we are there to provide support for our neighbors across our global footprint. We also continue to invest in the development of future generations of problem solvers and welcome the opportunity to increase our global commitment to STEM education in celebration of our 125th anniversary.

Volunteering and Providing Resources in Support of Basic Needs

Timken is committed to supporting communities where we live and work with basic needs like shelter, food and financial resources. Giving back and volunteerism are rooted in our core values, with some community partnerships dating back more than a century. In 2024, we are celebrating our 25th year of support for Habitat for Humanity, helping to ensure individuals and families have access to housing.

Launching Tomorrow's STEM Talent, Today

Timken supports STEM education around the globe through partnerships with a range of highly respected organizations. Here are some of the programs and partners we work with regionally and globally.

NASA

Timken and NASA have similar philosophies when it comes to STEM access. The agency believes in equitable access to quality STEM learning experiences, and so do we. High-quality STEM education is critical for developing the innovations that will help us navigate our technology-rich society, solve complex local and global challenges, and drive economic opportunities.

Annually, Timken provides grants for K–12 educators to participate in programming offered through the Office of STEM Engagement at NASA's Glenn Research Center. One recipient is the Greater Cleveland Neighborhood Centers Association (NCA). The grant helps NCA integrate NASA-developed curriculums into its after-school programs.

Skyward Experimental Rocketry in Milan

Rollon, a Timken business, has enjoyed an ongoing collaboration with Skyward Experimental Rocketry in Milan. Since 2022, members of the Skyward student engineering group have designed and entered a rocket into the Portuguese Space Agency's prestigious European Rocketry Challenge (EuRoC).

For each rocket, Rollon has provided free technical consultation and linear motion solutions to Skyward as part of its commitment to championing the community and STEM careers.

> "We're helping students and supporting rocketry, which isn't an application we see every day."
>
> **Alberto De Giorgi,** Business Development Specialist, Rollon

Thrive Scholars

In 2023, Timken launched a partnership with Thrive Scholars to help high-achieving, underrepresented students from economically disadvantaged communities get into and graduate from top colleges so they can pursue and achieve their full career potential. This is just one example of the kinds of programs we support that provide scholarships and wrap-around services for first-generation college students.



FIRST®

To mark our 125th anniversary, we are engaging in a new collaboration with *FIRST*, the world's leading youth-serving nonprofit advancing STEM education. Our initial engagement will provide funding for the *FIRST*® LEGO® League (pre-K to 8th grade), *FIRST*® Tech Challenge (grades 7–12) and *FIRST*® Robotics Competition (grades 9–12) in parts of the U.S. and China with disparities of resources. To date, *FIRST* has reached more than 3.2 million youth across 106 countries. We consider this the beginning of a partnership with great potential.

Closing the Gap

Timken has been working with the Manufacturing Institute (MI) to inspire women to pursue a career in manufacturing and advance solutions to build the workforce of the future. We currently collaborate on two MI initiatives:

Women MAKE America Initiative to help close the gender gap in manufacturing through recognition, research and leadership opportunities for aspiring female talent.

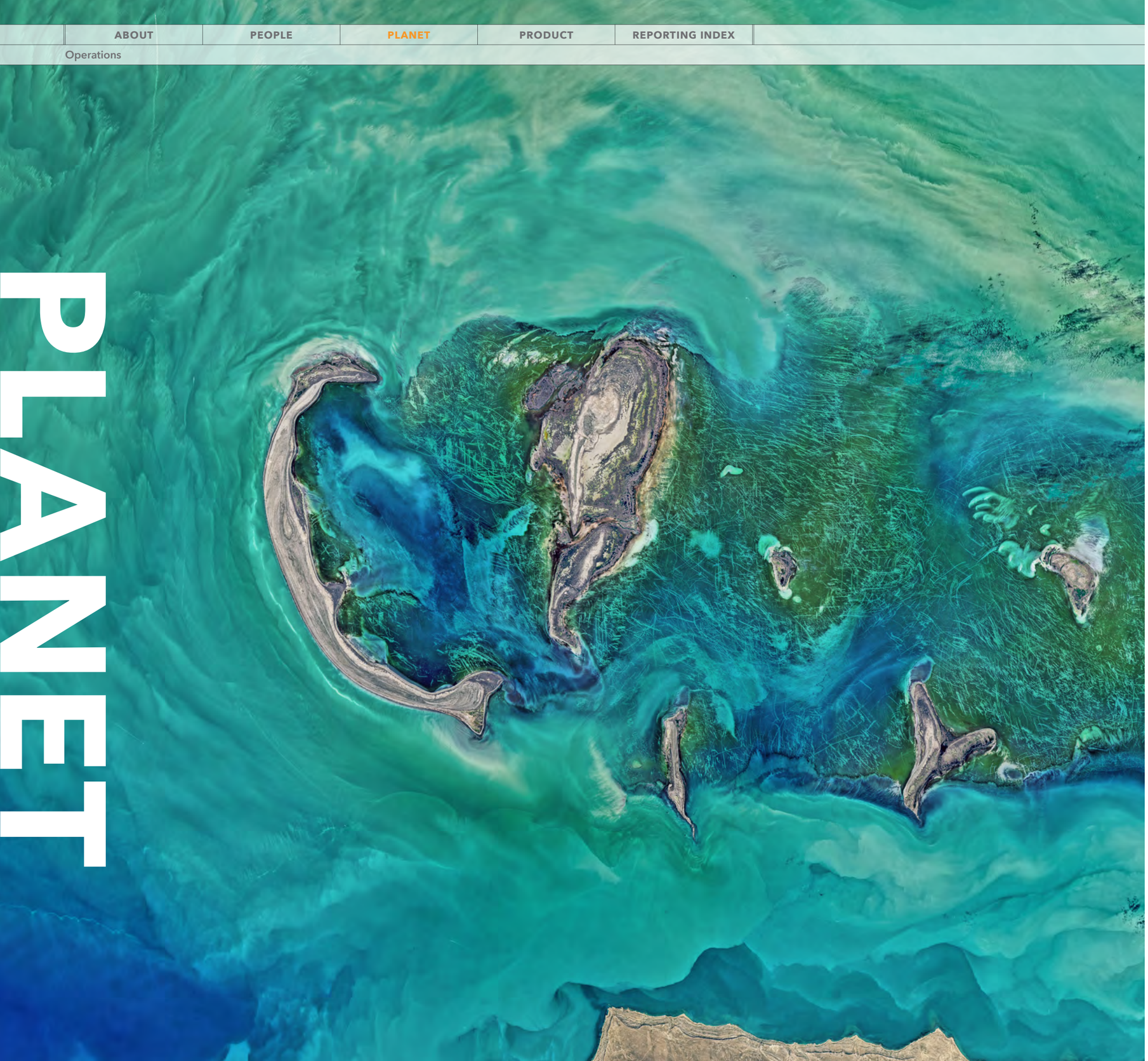
35 X 30 campaign to increase female representation in manufacturing to 35 percent by 2030 by adding a half million women to the workforce.

> "The Women MAKE America Initiative provides individuals and companies with tools and resources to attract and retain a ready pipeline of women looking for a rewarding career in manufacturing while inspiring the next generation. With generous investments from The Timken Company, this initiative will continue to expand and broaden our reach."
>
> **Carolyn Lee**
> President and Executive Director, Manufacturing Institute

Currently, the manufacturing industry has an average of 600,000 open jobs – every month. Meanwhile, women hold less than one-third of manufacturing positions. Timken female employees joined a number of panel discussions, hosted by the MI, to inspire women to learn about career opportunities and simultaneously help address the talent needs and reduce the gender gap in manufacturing.



Natasha Pollock, Vice President of Human Resources, discusses Timken's inclusive and diverse culture during the Manufacturing Institute's 2023 Workforce Summit event in Atlanta.
Image by Paul Morse.



Building on a Vision Inspired By Efficiency

Our founder imagined a future in motion, made possible by technology advancements, driving more efficient movement. One hundred and twenty-five years later, Timken's vision is both time-honored and more relevant than ever.

We think about the efficiency of motion in the context of: effectiveness, design, lifespan, energy consumption, performance, quality, productivity, and ultimately, sustainability. All are integral to how we approach our pursuit across our global operations and our product innovations.

Our Global Energy Council, comprised of leaders across the company, helps us prioritize projects that align with our business strategy, as well as contribute to our emissions-reduction target and a cleaner world. We view energy efficiency as a companywide effort and continually look to identify ways in which we can share best practices. Our operations team and our R&D group are in constant contact, informing and inspiring each other with new ideas and approaches.

We've made significant progress toward our 2030 GHG emissions-intensity targets thanks, in part, to our commitment to renewable energy. By doubling our capital budget in this area from 2022 to 2023, reducing emissions and choosing suppliers who share our commitment to sustainability, we continue to strengthen our program.

Operating More Sustainably

By employing more efficient processes throughout our operations, embracing renewable energy and increasing our automation capabilities, we're reducing greenhouse gas (GHG) emissions, waste generation and water use while making more sustainable sourcing decisions to drive our business forward.

Energizing Our Emissions-Reduction Goals

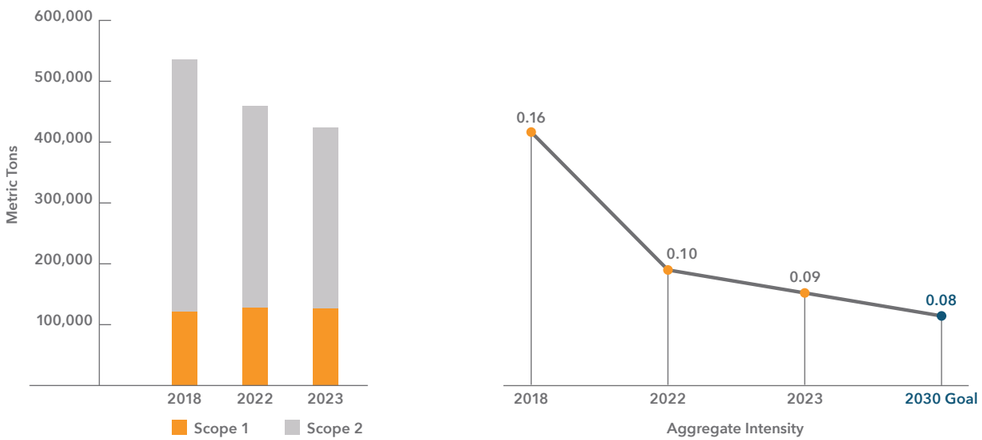
All Timken facilities, regardless of size or type, contribute to our overarching GHG reduction targets, and we're taking incremental steps to drive down our emissions.

Since our 2018 baseline year, we've reduced aggregate Scope 1 and Scope 2 emissions intensity by about 40 percent, as we strive for 50-percent emissions intensity reduction in our operations by 2030. This meaningful achievement is the result of a deliberate energy strategy and the deployment of efficiencies across our enterprise.

~40%

reduction in aggregate Scopes 1 and 2 intensity since 2018

CO_2e Reduction





Sourcing Renewable Energy

Timken is collaborating with external partners to generate renewable energy on site at our facilities and implementing power purchase agreements. Fifteen of our plants currently use renewable energy, such as biomass, on-site or purchased solar, wind or hydropower.

In 2023, for example, we completed the following solar energy projects at Timken facilities around the world:

Bharuch, India
A new 1,000 kWh solar roof installation is expected to avoid 1,020 metric tons of CO_2e per year.

San José Iturbide, Mexico
New trackers on solar panels will help reduce more than 500 metric tons of CO_2e annually.

Prahova, Romania
A solar panel installation and electric vehicle charging station will avoid 900 metric tons of CO_2e per year.

Timken's Use of Renewables
FAST FACTS 2023

100%
renewable electricity powered Timken's Rollon plant in Vimercate, Italy

27K+
metric tons of CO_2e avoided at Timken facilities, through use of renewable energy

12x
increase in on-site renewable energy and power purchase agreements since 2018

Investing in Energy-Efficient Projects

Timken doubled our capital investments from 2022 to 2023 to fund projects aimed at increasing energy efficiency and reducing emissions in our plants. This outlay yielded a mix of both new innovations and greater adoption of best practices across our facilities. And we're working towards doubling our annual investment once again for new projects to be implemented in 2024.

Energy-saving and emissions-reduction ideas come from employees in our manufacturing facilities as part of our business planning process. In 2023, we expanded our Global Energy Council consisting of leaders across the company to help prioritize projects that align with our business strategy and contribute to our GHG targets.

We are quadrupling our planned capital investments from 2022 to 2024 to increase energy efficiency and reduce emissions.





Reducing Energy Consumption in India

Timken's Chennai plant in India is a world-class facility that manufactures and exports large-bore bearings and advanced products, such as matched bearing assemblies. At this plant, we achieved energy savings of nearly 20 percent by upgrading conventional air-handling units in the HVAC system with energy-efficient fan technology. We expect to achieve an additional 5-percent reduction in energy consumption through technology that improves the efficiency of air-cooled screw compressor chillers.

The Chennai plant earned ISO 50001:2018 Energy Management System certification, which specifies requirements for establishing, implementing, maintaining and improving an energy-management system. The plant was also named Best Energy Efficiency Organization by The Confederation of Indian Industry, which works to create and sustain an environment conducive to the development of India.

Installing Energy-Saving Equipment Around the World

Cooling and heating are critical to our production activities and contribute significantly to our energy use. Our teams strive to reduce energy consumption and save costs by identifying opportunities to implement the latest energy-efficient equipment, such as these projects:

Jamshedpur, India

In 2023 and 2024, a variety of HVAC, variable-frequency drive (VFD), and furnace projects will reduce CO_2e by more than 1,700 metric tons per year. A VFD controls speed and torque by varying the frequency of electricity input, which can help reduce energy consumption.

Ploiesti, Romania

In 2023, a new water heat pump and air compressor were estimated to reduce GHG emissions by 275 metric tons of CO_2e annually.

Lincolnton, North Carolina

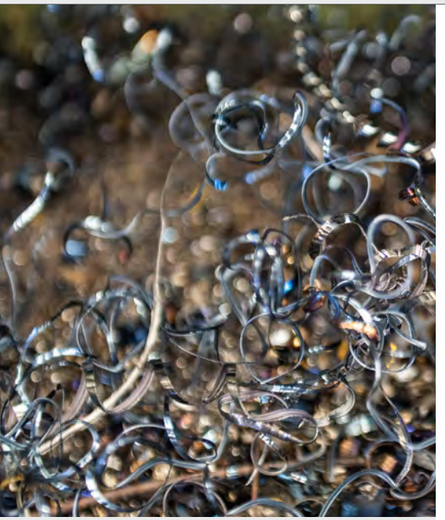
With an original chiller plant past its useful life, reliability and high-energy costs had become a challenge. In 2024, a new chiller will be installed with minimal disruption to manufacturing and is expected to avoid nearly 2,400 metric tons of CO_2e per year.

Sosnowiec, Poland

In 2023, modernizing a heating process and implementing a heat recovery project at this plant will avoid nearly 650 metric tons of CO_2e annually. Additionally, the facility received approval to replace 30 coolant filtration pumps with more efficient pumps, which will reduce CO_2e emissions by over 845 metric tons annually.

Wuxi, China

Two new chillers were installed at one of our top energy-consuming facilities. These will help reduce more than 660 metric tons of CO_2e annually. The facility will continue to make upgrades to its chilled water system in 2024, avoiding an additional 200 metric tons of CO_2e per year.



Making Swarf Recycle-Ready

Swarf is a byproduct of machining processes that consists of metallic particles and abrasive fragments resulting from cutting or grinding. Coolant used to reduce and remove the heat buildup of these activities is also present in swarf. The combination of moisture levels and difficulty handling the mixture makes swarf unattractive to scrap recyclers.

To address this challenge and recoup valuable materials, we continue to install briquetting equipment designed to press solids into a briquette for recycling while recovering the drained coolant.

Our facility in Lincolnton, North Carolina, recently launched this process, which will result in recycling more than 800 tons of swarf with an off-site recycler and reusing or treating 25,000 gallons of the coolant on-site annually.

Improving Waste Management

Timken made significant progress in reducing our waste footprint. Our first priority is to minimize generating waste altogether. When that's not possible or practical, we recycle and reuse materials to divert them from landfills. Our facilities embrace innovative waste management practices, effective recycling systems and collaborative partnerships to achieve waste reduction.

In 2023, we diverted nearly 87 percent of our waste from landfills through various methods, including recycling or reusing more than 65,000 metric tons of materials. Timken regularly identifies new opportunities, with the help of our talented team members throughout our global footprint, to continuously improve our efforts.

87%
of waste at our manufacturing sites was diverted from landfills in 2023

33%
reduction in waste generated at our manufacturing sites from 2018 to 2023

Reducing Waste and Water Use

As part of our commitment to operating more sustainably, Timken works to avoid waste generation, increase recycling and lower our global water withdrawal. Through innovative waste management practices, effective recycling systems, wastewater treatment platforms and collaborative partnerships, we've achieved significant milestones in our elimination of waste and reduction in water usage.

Reducing Water Use in New Hampshire

At our facility in Lebanon, New Hampshire, we've reduced water consumption by 50 percent since 2018. Several actions led to this reduction. We installed digital water meters on all process lines, which measure and document the effluent from each line. With this data, we are able to pinpoint unnecessary and/or high-water use. We also added spring return ball valves to make users hold the valve open to get the water they need. The targets for these improvements were continuous rinse tanks, reducing the overall flow and automatically turning off the rinse when the lines are not in use.

Conserving Water in Our Operations

Timken's engineered bearing manufacturing facilities with more than 100 employees operate wastewater treatment systems. These facilities treat water before discharging it and reuse it where feasible. Through these practices, our facility in Bucyrus, Ohio, recycled more than 1,200 megaliters[1] of water in 2023.

[1] A megaliter is the equivalent to the volume of water in an Olympic-size swimming pool.

10%
reduction in global water withdrawal from 2018 to 2023

~460 megaliters[1]
less water used by our manufacturing facilities in 2023 compared to 2018

Sourcing More Sustainably

Timken's sourcing strategies and decisions prioritize suppliers that share our commitment to operating more sustainably. Suppliers representing almost half of our global spend have active CSR programs.

Our Supplier Code of Conduct addresses issues of particular importance in our global supply chain, including the requirement to comply with all applicable environmental laws and regulations. We expect our suppliers around the world to adhere to this Code as we work together for mutual success.

Onboarding New Suppliers

Timken chooses to work with suppliers that share our values. All new direct material suppliers are subject to a stringent onboarding process that can include on-site visits to evaluate quality, capacity, risk management and corporate social responsibility.



Embracing Sustainable Design

We evaluate sustainable design for all projects by considering LEED principles when constructing or modifying buildings. LEED is the most widely used green building rating system and provides a framework for healthy, highly efficient and cost-saving green buildings, which offer environmental, social and governance benefits.

Timken's world headquarters is LEED certified.



Advancing Our Commitment to Product Sustainability

Our sustainable engineering process and tangible impact on global industries, including renewable energy, were key reasons *Fast Company* named Timken one of the World's Most Innovative Companies in 2024.

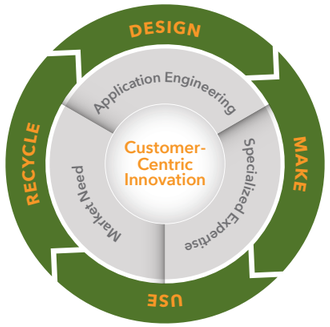
We continually invest in engineering efficient and sustainable products that help customers save energy and improve efficiency – from design to recycling. Our sustainable engineering process informs how we create and evaluate product sustainability across our portfolio and how we innovate with our customers to help advance their CSR objectives. It also provides a framework to identify opportunities at each stage of the process, so we can target additional improvements and progress.

Engineering Sustainably

While the four phases of The Timken Company's Sustainable Engineering Process remain constant, we work with our customers to expand and deepen our products' sustainability attributes every year.

We continuously collaborate with our global customer base to meet and exceed their needs, which inform our ongoing quest for more sustainable solutions, benefiting all our customers worldwide.

The Timken Company's Sustainable Engineering Process



Application Engineering
We develop customer-focused solutions for the next generation of the world's most challenging problems and applications.

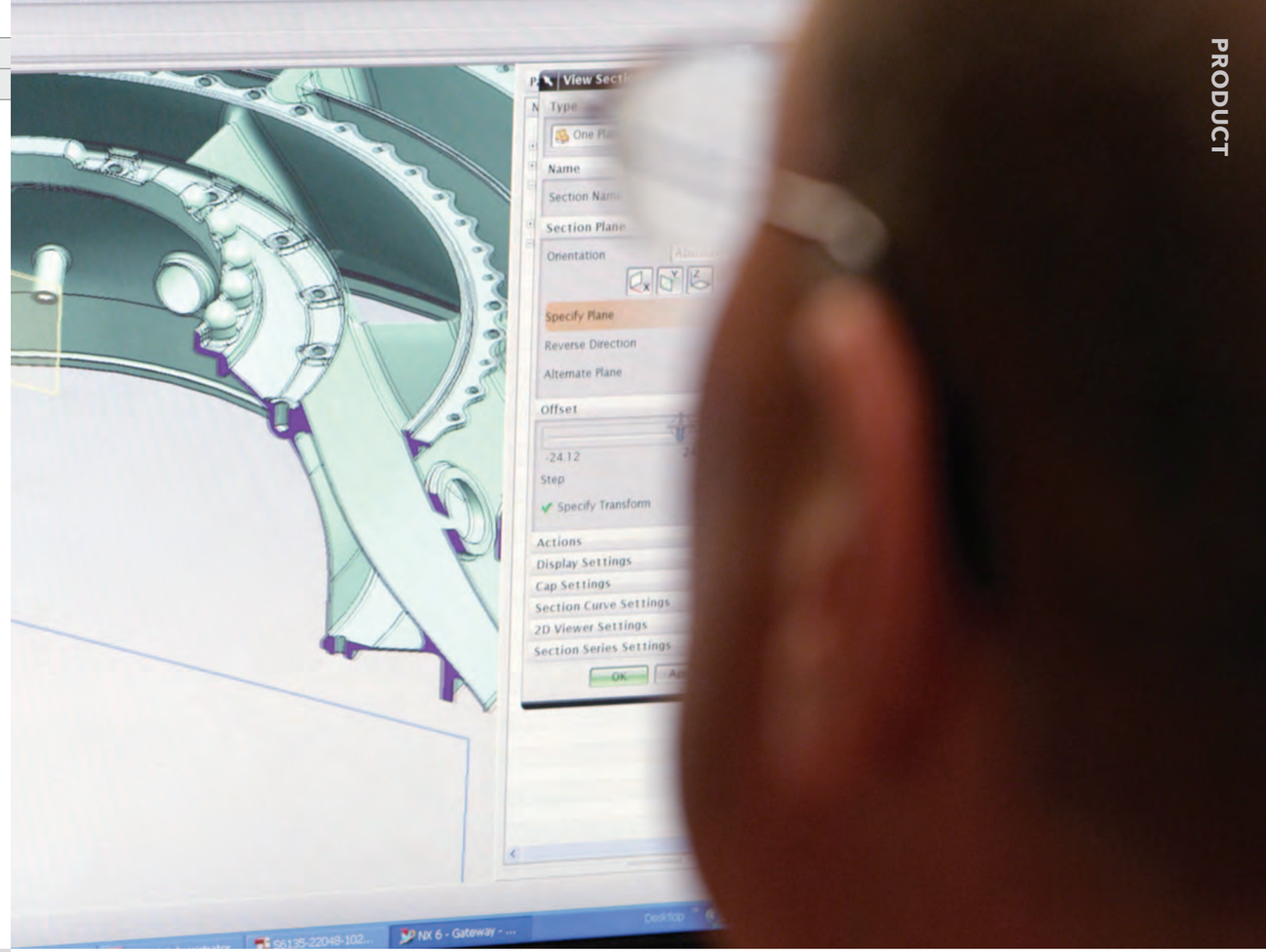
Specialized Expertise
We are globally recognized for our specialized expertise in friction management, materials science and power transmission.

Market Need
We innovate product and process technologies focused on changing market needs and emerging trends.

DESIGN PHASE

Addressing customer application requirements with an emphasis on sustainable solutions and options.

Efficient Design	Timken designs products with the intent to develop the lightest, most power-dense solutions that simultaneously exceed industry standards and customer performance expectations – minimizing the use of natural resources and the manufacturing carbon footprint.
Optimized Against Power Loss	Timken designs with the intent to reduce power loss due to friction, making our products more energy efficient to use than industry standards. The product consumes less fuel – cradle to cradle.
Optimized Manufacturability	Timken continuously explores opportunities to reduce energy inputs, number of processing steps and waste while achieving operational excellence. This includes questioning operations performed on material to ensure it is necessary to the form, fit or function of the final product for the customer's application – reducing the use of natural resources and generation of greenhouse gases.



Finding the Right Solution

DESIGN: Efficient Design, Optimized Against Power Loss

Timken's Syber Bearing System Analysis software platform is known for its ability to specify the optimal bearing for just about any type of mechanical power transmission system. With Syber, application engineers can take information about a customer application – a gear drive, an axle center, a wheel end, a pump – and model those details to analyze how the bearings and the rest of the system work together. Through that analysis, they can predict bearing life, power loss, heat generation, deflection and internal stresses to identify the most effective and efficient Timken product alternatives for a given system. That work may also inform the customer of potential non-bearing improvements achievable in their system, adding engineering value beyond bearing specification.

MAKE PHASE

Taking a comprehensive, sustainability-minded approach to materials and manufacturing methods.

Recycled Content	Timken works with suppliers to identify the percentage of recycled material incorporated in new raw material. For example, Timken can often use recycled steel that contains up to 100 percent remelted scrap material. The percentage is calculated based on the total weight of the product, reducing the use of natural resources and generation of greenhouse gases. Timken steel products can often be recycled and reused multiple times in a circular fashion to make future products.
Leaner Alloys	Each steel alloy used as raw material for Timken products is carefully selected based on its chemical composition and hardenability. To ensure proper heat treatment, specified microstructure and necessary hardness, Timken assigns each bearing race and rolling element a steel alloy to minimize the wasteful use of unnecessary alloy elements while still delivering excellent application performance. Leaner alloys reduce the use of prime natural resources as well as the cost for customers while also achieving design expectations.
Efficient Heat Treatment	Methods such as induction hardening, through hardening and carburizing are used in the production of all bearing races and rolling elements. Timken assigns each product the needed core conditions to achieve excellent application performance, utilizing energy-efficient methods such as nesting in furnaces, reduced use of part tooling during heat treatment and optimized metallurgical specifications such as case depth. Engineered heat treatment reduces the consumption of natural resources and generation of greenhouse gases.
Regulated Content	Timken limits the use of alloys and other materials with restricted elements or hazardous compounds to regulated amounts through material design, controlled purchasing and steel supplier auditing. This diligence supports environmental requirements, protects human rights and reduces the use of prime natural resources.
Single Piece and Automated Manufacturing	Modern manufacturing requires robotics, dedicated automated lines and careful scheduling to achieve the greatest possible efficiencies, which are measured by the volume of product manufactured relative to associate hours required. These techniques also help optimize inventory control, prevent wasteful overproduction or overstocking, improve product consistency, on-time delivery and associate health, safety and wellbeing.
Timken Manufacturing Operating System (TMOS)	TMOS advances Timken's customer-focused culture and operational excellence across the company's global manufacturing footprint to deliver high-quality products to customers. Timken identifies and addresses temporary issues on an ongoing basis to drive continuous improvement based on customer service and operational excellence metrics. The program applies to all products manufactured by Timken, reducing scrap, rework and a product's carbon footprint.
Vision Systems	Automated vision systems on production lines help ensure quality control and allow plants to maintain high production line rates. These systems perform quality inspections of products with higher accuracy than people and run non-stop with the lines to free valuable human resources for more value-added tasks in the plants. Automated vision systems reduce the use of hazardous chemicals and a product's lifetime carbon footprint, remove humans from performing repetitive operations and improve associate safety and wellbeing.



CASE STUDY

Extending Equipment Life

MAKE/RECYCLE: Reconditioning, Recycled Content, Recyclable Materials

In 2023, Timken's reconditioning business – one of the only services in North America that repairs both bearings and complex gear systems – grew by 15 percent. Customers across industries – from aerospace to marine, rail, renewable energy and water infrastructure – increasingly favor restoring existing equipment to "like-new" condition, rather than replacing it. Our repair and reconditioning services often align with our customers' CSR goals, too. We also recondition mounted motor brakes, used on hoisting cranes, that service both wind turbines and ships. Not only are these brakes more power dense and able to handle higher loads, but they are also designed to be rebuilt. In addition, they are made of metals, including aluminum and copper, which are recyclable. On average, mounted motor brakes have a 60-year lifespan, similar to a ship.

Sustainability objectives inform our operations as well. A growing number of our plants leverage renewable energy, motion lighting, battery packs and other means to reduce our environmental impact.

USE PHASE

Provides minimized impact and maximized performance in response to customer applications and sustainability expectations.

Easy Installation and Maintenance	Timken employs product design features that render installation more accurate, maintenance easier and performance more efficient compared to standard approaches, including easy-to-use tools and less energy required. Timken reviews field service engineering and customer feedback on a regular basis to confirm efficacy of our approaches.
Extended Service Life	Timken products have longer product life estimations compared to industry standards based on calculations and predictive modeling, validated by R&D physical tests and customer feedback on field performance. Extended service life results in reduced ongoing maintenance, less greenhouse gas emissions and waste.
Reduced Maintenance	Improvements in reliability and dependability lessen the amount of maintenance needed over a product's lifetime, reducing greenhouse gas emissions and waste. Timken's automatic lubrication system products improve bearing lubrication effectiveness in the field while reducing the need for manual re-lubrication actions. Timken designs products based on customer goals and validates performance both through R&D tests and customer feedback.
Reduced Power Consumption	Timken uses intentional design practices and R&D tests to compare a product's energy efficiency against standard products. Such products contribute to lower frictional power losses within a machine, allowing it to consume less fuel and have a reduced carbon footprint.

RECYCLE PHASE

Providing customers the opportunity to recycle products at the end of their service life and minimize waste.

Recyclable Materials	Timken prefers materials that can be recycled, reconditioned and reused after a product's full-service life, reducing its carbon footprint and the use of prime natural resources. Timken identifies which materials can be recycled after use – whenever practicable, we choose recyclable materials up front in the product's design stage. Steel is almost always recyclable, while polymer components and lubricants can be recycled in certain instances.
Reusable Dunnage	Dunnage is the packing material required to transport Timken precision products to customers without damage. Dunnage must effectively prevent product damage and scrap during shipment. In some instances, it can be reused, reducing the consumption of prime natural resources and waste.
Reconditioning	Timken recertifies, reconditions, remanufactures and modifies most types of bearings. Timken also offers emergency repair, upgrade and uprating services for gear drives, electric motors and generators, helping restore equipment to "like-new" condition. The cost of reconditioned products can be less than half the cost of new products and the use of reconditioned products is beneficial for the environment, reducing Timken's Scope 3 carbon footprint, the use of prime natural resources and a product's carbon footprint.
Unit Recycling	Returned product components that are not able to be refurbished are recycled within Timken's waste and recycling network, ensuring that damaged hardware is not simply dumped in landfills. Timken's technical ability to determine the alloy content in the recycled units also allows for a smarter recycling pathway, avoiding inefficient mixing of valuable alloy steel with common metallic scrap.
Replacement Parts	Within its reconditioning services, Timken uses replacement parts, as needed, to return the product to its operational state. By using only the replacement parts that are required to return to service, scrap is minimized as compared to discarding the whole returned product. This minimizes energy expended in scrapping hardware, remelting steel and producing all brand-new product components.



Harnessing Tidal Power

MAKE/RECYCLE: Extended Service Life, Reduced Maintenance, Recyclable Materials

In some parts of the world, including Asia, tidal energy – which is produced by the rise and fall of ocean tides – is gaining momentum as an alternative to traditional energy sources, including coal. Our Lagersmit business has been developing the sealing solutions inside tidal turbines. These turbines feed into the onshore power conversion unit, generating electricity for communities. The turbines are outfitted with environmental monitoring equipment to assess the interaction between them and the marine environment, including marine mammals.





CASE STUDY

Optimizing Machine Maintenance

USE/RECYCLE: Extended Service Life, Reduced Maintenance, Recyclable Materials

Some of Europe's and North America's most well-known mobile off-road applications, construction equipment companies and wind turbine operators prefer the Twin pump from our Groeneveld-BEKA business to help them reduce operational costs. The Twin is an ideal solution for larger machines often used under extreme operating conditions. Designed and produced according to Europe's stringent sustainability and compliance standards, the Twin benefits OEMs with an average life cycle of up to 15 years, outperforming standard lubrication systems, reducing operational costs while increasing equipment uptime, productivity, efficiency and safety. Manufactured in plants that run on 100-percent renewable energy, the Twin requires minimal greasing. While recycling of lubrication systems is in its infancy, Groeneveld-BEKA currently repurposes the brass contained in its systems and is exploring other potential opportunities as well.

In the future, the Twin can be monitored via Wi-Fi, even by non-technical staff, ensuring less downtime and improved efficiency.

Driving Efficiency in Shipping

RECYCLE: Recyclable Materials, Reusable Dunnage

Rollon, one of the world's leading linear motion providers for customized product solutions and digital services, collaborates with global companies that are looking to make their shipping processes more efficient. To do so, Rollon is providing customized actuators for incline machines that "build" the packaging to fit the item (rather than the other way around). Optimizing box sizes provides several environmental benefits, including less packing material used, improved container utilization, less carbon emissions and less material in landfills. However, packaging is also an operational concern for Rollon. In response, Rollon is exploring better packaging solutions that don't rely on plastics. In addition, Rollon is constantly looking for new ways to make its operations more sustainable; today, many of Rollon's plants run on 100-percent renewable energy.

CASE STUDY

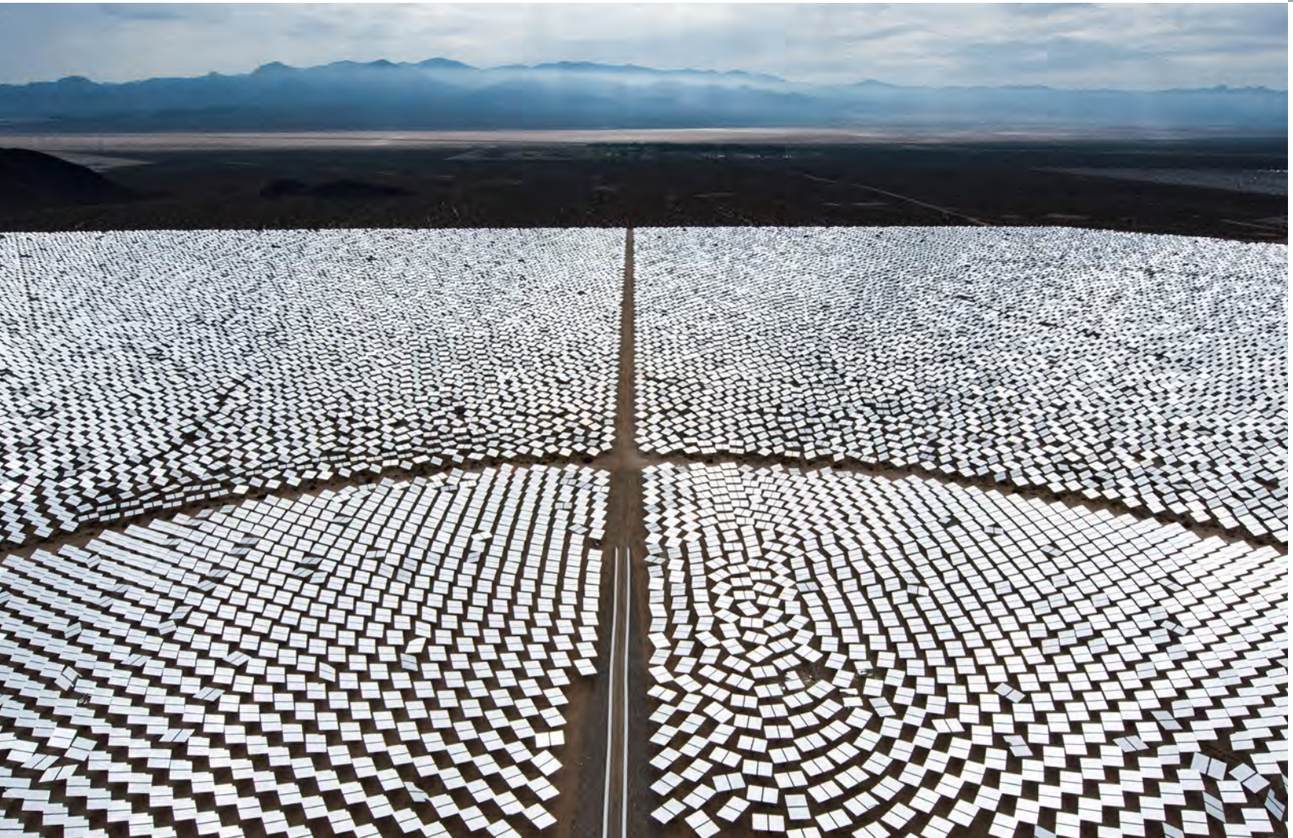
Moving the World's Industries More Sustainably

Timken is contributing significantly to a more sustainable world. We innovate with our customers on an ongoing basis, drawing on our expertise in friction management, materials science and power transmission. We also invest significantly in the search for new opportunities and technologies to further advance industries through our growing portfolio of engineered bearings and industrial motion products and services – helping to power renewable energy sources, moving transportation forward efficiently, and enabling safe and secure food production.



Contributing to Wave Energy

Timken developed one of the world's largest ball screws to support CorPower Ocean's newest innovation for clean energy. The ball screw, currently deployed off the coast of Portugal, helps compensate tidal variation cycles and keeps the device in an optimal position in the water. The energy of ocean waves, which are always moving, has the potential to supplement other energy sources, including solar and wind, for a more flexible, reliable mix of renewable energy.



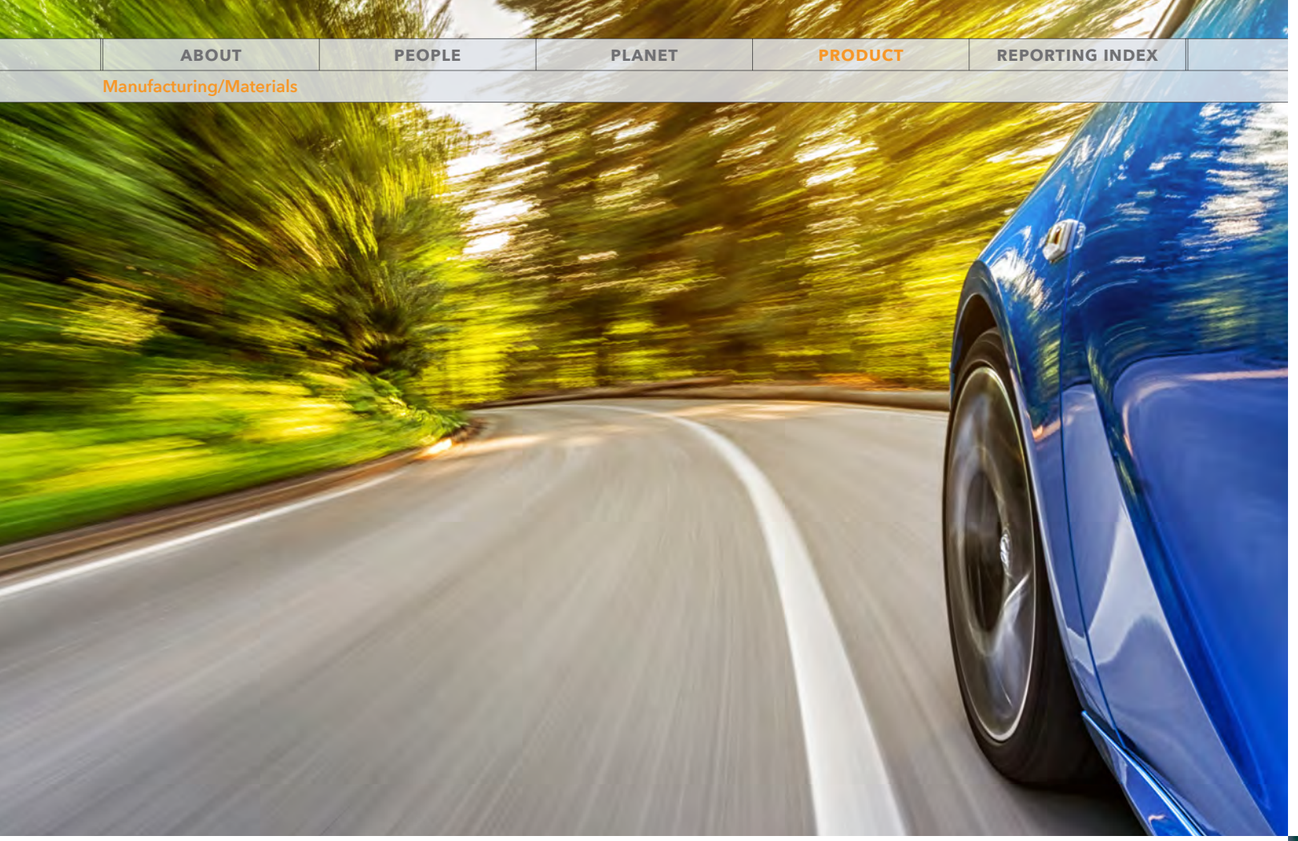
Driving Solar Energy

Timken has emerged as a leader in precision motion control solutions for tracker drives that point directly toward the sun all day, every day, to capture the energy for conversion to electricity. Timken played a role in some of the world's most significant utility-scale solar tracking system projects, including Al Dhafra PV2, the world's largest single-site solar power plant; South Africa's Redstone Solar Thermal Power project; Al Maktoum Solar Park in Dubai; and PowerChina's Jiangxi Electric project.

Leading Innovation in Wind Energy

Timken's work with wind turbines dates back decades. When smaller wind turbine bearings were experiencing premature wear and damage, the issue was addressed by applying our nanocomposite ceramic coatings to the rollers. This worked to delay wear and minimize maintenance requirements. Going forward, Timken expects to have a leading role in wind turbine bearing design, material selection and manufacturing to provide innovative solutions to customers.

Rolling element bearings are circular components that consist of an outer ring and inner ring, including rolling elements (e.g. rollers or balls) interspersed all around and in between the two rings, supporting rotation between the two rings around the same moving mainshaft axis. In the case of wind turbines, bearings have grown as large as 4 meters in diameter around the outer ring. For these gigantic wind turbines, Timken developed a solution that employs two tapered roller bearings, separated by some distance along the mainshaft, to effectively share the load. This solution contributed to *Fast Company* naming Timken one of the World's Most Innovative Companies in 2024.



Elevating Efficiency in Electric Vehicles

A Research and Markets report predicts that more than 1.8 million electric commercial vehicles (EVs) will be on the road worldwide by 2025. However, experts expect lithium battery costs to remain high for up to a decade. To get more miles from a charge, manufacturers look for power-dense, fuel-efficient power train solutions, so that EVs can be lighter, with room for bigger battery packs.

EV challenges for bearing designers include harsher thermal environments and lower viscosity lubricants that don't provide lubricity typical for high-pressure bearing and gear contacts. Operating temperatures in EV gear drives also tend to be quite high. It's a challenge to make bearings last longer in these aggressive environments. To help drive EV applications forward, Timken engineers designed the electric, power-dense, fuel-efficient (ePDFE) tapered roller bearing product line, building on knowledge they acquired over years of making PDFE bearings for conventional and hybrid vehicles. Timken ePDFE tapered roller bearings provide a smaller solution, compared to ball bearings, so that customers can downsize shafts and housings to build more power-dense gear drives. ePDFE bearings can also help reduce noise, vibration and harshness – an important factor in vehicles lacking the background rumble of an internal combustion engine.

Increasing Efficiency in Flight

Our aerospace product technologies give us a head start on the friction-reduction problems inherent to flight. Specifically, we've developed split bearing and ceramic hybrid bearing designs for aerospace that are uniquely suited to the tight spaces and weight-reduction needs for aircraft. Switching to ceramic rollers provides a 16 –17 percent reduction in mass, and they fit in the same space as a traditional bearing.

Solving Food and Beverage Challenges

When it comes to processing and packaging food and beverage products, hygiene is a matter of public health. Equipment and machinery undergo high-pressure, high-temperature washdowns. Constant exposure to potential water ingress not only can cause operational malfunctions but also serious food contamination risks. The food and beverage industry increasingly adopts products rated as "IP69K," the highest designation, including the bearings used in everything from conveyor systems to slicers, mixers, blenders and grinders to bottling and canning machinery. The operating conditions – characterized by extreme temperatures and use of aggressive chemicals in addition to routine high-pressure washdowns – make for a bearing environment as formidable as those in hydropower plants or aerospace applications. Timken engineers are well versed in designing bearings for challenging applications, drawing on their cross-industry expertise from agriculture to wind energy to robotics.



REPORTING



About This Report

The Timken 2023 Corporate Social Responsibility Report includes information focused primarily on data collected and activities that occurred during calendar year 2023, except where indicated. This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards 2021, except where expressly indicated. While we have historically produced this report annually, we are currently analyzing the impacts of new regulations in Europe, India and elsewhere regarding sustainability reporting and proposed rules in the United States that may impact the timing, nature and frequency of our reporting.

Report Scope

Demographic information regarding our global employees covers all locations worldwide. Safety data includes all operations regardless of size. Our emissions data has been gathered in accordance with the GHG Protocol and includes estimates for all our manufacturing, warehouse and office locations where actual data was not collected. Waste and water data includes only manufacturing facilities, regardless of size. For manufacturing sites where waste and water data was not available, estimates were used. No waste and water data from acquisitions made in the third or fourth quarters of 2023, including Des-Case, Rosa Sistemi, iMECH and Lagersmit, has been included in this report, as the full integration of these businesses is still underway. All other data in this report covers Timken's and all its subsidiaries' significant locations of operations worldwide, defined as sites employing 100 or more people, unless otherwise noted.

Environmental Data Collection Process

Select 2018 and 2022 energy, emissions, waste and water data in this report has been restated to reflect improvements in data collection and analysis following Timken's internal review and audit processes. The 2022 waste and water data now includes all manufacturing sites, regardless of employee count. The 2022 energy and emissions data has been revised to include all 2022 acquisition data. Timken utilizes third-party reporting software and third-party consultants to assist in its environmental data collection efforts. Each in-scope facility reports its own environmental information on a quarterly basis. The Timken corporate environmental team, in coordination with each individual site, conducts an annual review of the data provided by our facilities to identify discrepancies and ensure the quality of reporting. Information provided in prior years is also reviewed and verified as part of this process.

Materiality Assessment

In 2019, we conducted a materiality assessment to inform much of the content in this report and guide Timken's strategy and programs going forward. The topics considered in the materiality assessment were developed by reviewing the GRI Standards in the Economic, Environmental and Social categories, which were classified into 17 key subtopics to allow for a more focused assessment. Internal stakeholders, including a cross-section of Timken executives, employees and the CSR Steering Committee, completed a ranking exercise to determine how topics should be prioritized based on their importance to Timken and its external stakeholders.

The CSR Steering Committee, which is defined on Page 9 of this report, assessed the correlation between the ranked topics and external standards, such as the industry-specific reporting standards from the Sustainability Accounting Standards Board (SASB) for the Industrial Machinery & Goods market and the United Nations Sustainable Development Goals to aggregate the topics into a list of material topics. We also reviewed customer, supplier and peer CSR reports to further inform our view of additional topics relevant to our industry. The resulting material topics were reviewed and approved by Timken's executive management. Timken's material topics include: Diversity and Equal Opportunity, Emissions, Energy, Financial Performance, Health and Safety, Human Rights, Regulatory Compliance, Retention, Compensation and Benefits, Training and Education, and Waste.

For definitions, boundaries, management approaches and other information for each of our material topics, please see Page 81 of this report.

Certain statements in this report (including statements regarding the company's beliefs, estimates and expectations) that are not historical in nature are forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. In particular, the statements related to Timken's sustainability and diversity plans, developments, targets, goals and expectations are forward-looking. Timken cautions that actual results may differ materially from those projected or implied in forward-looking statements due to a variety of important factors, including those discussed in the company's filings with the Securities and Exchange Commission, including the company's Annual Report on Form 10-K for the year ended Dec. 31, 2023, quarterly reports on Form 10-Q and current reports on Form 8-K. Except as required by the federal securities laws, the company undertakes no obligation to publicly update or revise any forward-looking statement, whether as a result of new information, future events or otherwise.

The characterization of items identified throughout this report as "material" should not be construed as a statement or determination by Timken that such items are material for purposes of U.S. securities laws.

Timken® is a registered trademark of The Timken Company. All other registered trademarks are the property of their respective owners.

Stakeholder Engagement

We engage with a variety of stakeholders based on their genuine interest in Timken and their potential to impact our business, our employees and the communities where we live and work. Stakeholder interaction takes many forms, with the intent being to better understand stakeholder priorities and how they factor into our operational decisions. Timken currently does not have a centralized mechanism for tracking the full range of feedback we receive from all of our various stakeholders, but Timken personnel are available to address stakeholder feedback on specific topics related to their functional areas.

STAKEHOLDER GROUP	TYPE OF ENGAGEMENT		TOPICS RAISED/COMPANY RESPONSE	
Communities	• Memberships in and/or support of community organizations	• Site visits/tours • Local governments	• Community development • Economic development	• Employment opportunities
Customers	• timken.com • Satisfaction surveys	• In-person and virtual meetings • Plant tours	• Advancing sustainable solutions • Product safety and sustainability • Supply chain management	• Training • Industry conference and trade shows • Social media • E-stores
Suppliers	• Supplier surveys • Industry initiatives • Supplier days	• Bilateral talks • Training sessions	• Supplier surveys • Industry initiatives • Supplier days	• Bilateral talks • Training sessions
Employees	• Intranet site • Satisfaction and engagement surveys • Training and development • Social media	• Union representatives • Employee calls/webcasts • Town Hall meetings • Quarterly business performance reviews	• Benefits • Diversity and inclusion • Development opportunities • Engagement	• Satisfaction • Safety, health and wellness • Environmental sustainability
Investors	• SEC filings • Quarterly earnings communications • Annual shareholders' meeting • investors.timken.com	• Perception studies • Conference presentations, roadshow investor meetings and proactive investor calls	• Business results • Company strategy • Governance practices • Board composition	• Environment/ Sustainability • Risk management
Regulators/ National and Regional Governments	• Lobbying • Proposals for funded research • Participation on standards councils and committees		• Taxes and other revenue sources • Job creation • Human rights • Infrastructure investments • National security • Ethics • Environment • Health	• Education and workforce development • International trade • Energy supply, security and affordability • New technology development projects • Standardization
Universities	• In-person engagement • Conference presentations • Networking • Publications		• Partnerships, collaboration, sharing and cross training to advance our industry	• R&D and new product development • Student recruitment

Cybersecurity and Data Privacy

Timken has an enterprise-wide information security program with oversight from the Audit Committee of the Board of Directors. We are focused on:

- Continuously assessing cybersecurity trends and potential gaps
- Deploying industry-leading tools
- Training employees in information security and global data privacy
- Conducting system penetration tests
- Complying with various government regulations, frameworks and certifications
- Implementing policies that are closely aligned to relevant security-control frameworks and standards, such as NIST and ISO, to support the Cybersecurity Maturity Model Certification for the United States Department of Defense

We are committed to protecting the sensitive data shared with us from clients. We have purchased first- and third-party cyber liability insurance and have not identified any material information security breaches within the past three years.

The Audit Committee or Board receives reports on cybersecurity threats and trends at least annually and regular updates on our information security program.

Reducing Our Environmental Impact

Our efforts to operate in a more environmentally friendly manner are ongoing and impactful. Everywhere we operate, we continue to see progress from our actions, including our target to decrease Timken's aggregate Scope 1 and Scope 2 GHG emissions intensity by 50 percent by 2030, off our baseline year of 2018.

ENERGY CONSUMPTION[1]		2023	2022
Energy Consumption within the Organization 1,000 gigajoules	Total from non-renewable and renewable sources	5,296.69	5,550.59
	Total from non-renewable sources	**5,103.74**	**5,374.96**
	Electricity	2,669.42	2,718.12
	Purchased steam/hot water	57.36	74.69
	Natural Gas	1,937.81	2,090.78
	Propane	129.55	138.58
	Recovered Fuel	–	96.39
	#6 Fuel	1.38	1.99
	Diesel	132.38	61.80
	#2 Fuel	2.72	1.87
	Gasoline	51.41	60.30
	Jet Fuel	11.25	11.67
	Other Fuel Sources	110.44	118.78
	Total from renewable sources	**192.94**	**175.63**

GREENHOUSE GAS EMISSIONS ESTIMATES[2]	2023	2022
Direct (Scope 1) emissions; natural gas and fuel[2] 1,000 $MTCO_2e$	126.07	131.37
Indirect (Scope 2) emissions; electricity[2] 1,000 $MTCO_2e$	300.86	310.00
GHG emission intensity (Scope 1 and Scope 2)[2] 1,000 $MTCO_2e$ / $MM revenue	0.090	0.098

1 Timken's energy consumption includes electricity, natural gas, fuel oils, propane and renewable energy, and reflects only energy consumption within the company. Energy consumption is tracked using energy utility records and internal logs. Conversion of fuel consumption to gigajoules is based on information from U.S. Energy Information Administration and Abraxas Energy Consulting, LLC. No energy was sold by Timken during the reporting period.

For offices, warehouses, and small manufacturing sites that do not have metered, validated energy consumption data, energy consumption estimates were done using the building square footages along with U.S. average energy intensities by building type from U.S. Energy Information Administration data.

WASTE[3]	2023	2022	2023	2022
	From all sources: hazardous waste (1,000 metric tons)		From all sources: nonhazardous waste (1,000 metric tons)	
Total	**9.49**	**8.93**	**70.92**	**72.60**
Reuse	–	–	–	–
Recycling	6.72	4.90	58.67	58.98
Composting	–	–	0.02	0.03
Energy Recovery	1.25	1.28	0.58	0.67
Incinerations	1.10	1.79	2.02	2.29
Deep Well Injection	–	–	–	–
Landfill	0.42	0.96	9.63	10.71
On-site Storage	–	–	–	–
TRANSPORT/TREATMENT OF HAZARDOUS WASTE (1,000 metric tons)				
Hazardous waste transported			9.49	8.93
Hazardous waste imported			–	–
Hazardous waste exported			–	–
Hazardous waste treated			N/A	N/A
Percentage of hazardous waste shipped internationally			–	–
Percentage of hazardous waste shipped internationally			–	–

WATER CONSUMPTION[3]		2023	2022
Water Withdrawal megaliters	Total from all sources	4,301.35	4,345.21
	Ground Water	1,480.11	1,599.04
	Surface Water	1,293.31	1,337.22
	Seawater	–	–
	Produced Water	–	–
	Third-Party Water	1,527.93	1,408.95

2 Base year for company Scope 1 and 2 GHG emissions tracking: 2018. $MTCO_2e$ = metric tons of carbon dioxide equivalent. Gases included in Scope 1 and 2 GHG emissions: CO_2, CH_4 and N_2O. Source of Scope 1 emissions factors: stationary and mobile fuel combustion from USEPA GHG Emission Factors Hub. Sources of market-based Scope 2 emissions factors for U.S. facilities: 1) utility-specific data where available; 2) Regional average residual mix emissions factors from Green-e, where no utility-specific emission factors were available. Sources of Scope 2 market-based emissions factors for non-U.S. facilities: 1) utility-specific data where available; 2) National average residual mix emission factors sourced from Carbon Footprint LTD (which compiles emission factors from various sources for countries); 3) national or regional total grid average factors sourced from Carbon Footprint LTD, for countries that do not publish residual mix factors.

3 Water consumption data is obtained from utility records and internal meters and logs. Waste data includes disposal records, and internal logs where available. When direct measurements could not be obtained, estimates were derived based on data from similar plants or historical data from previous years.

Attracting and Retaining Diverse Talent

We embrace diverse perspectives and backgrounds at Timken. Our intentional focus on diversity has propelled our business forward, fostering innovation and resilience. We deliver programs and initiatives centered on diversity and inclusion to ensure that opportunities are accessible to all and enrich our teams with a wealth of perspectives.

TOTAL WORKFORCE[1]		19,614*
REGION	**PERCENT**	**COUNT**
Americas	40%	7,940
Asia Pacific	29%	5,620
Europe, Middle East, Africa	31%	6,054
GENDER	**PERCENT**	**COUNT**
Female	23%	4,475
Male	77%	15,098
Others	0%	6
Undeclared	0%	29
Unknown	0%	6
AGE	**PERCENT**	**COUNT**
< 30	17%	3,336
30 – 50	49%	9,660
> 50	34%	6,618

[1] All data is as of December 31, 2023.

* Includes all full-time and part-time Timken employees only.

TOTAL U.S. WORKFORCE[1]		6,914
	PERCENT	**COUNT**
Ethnically Diverse[2]	18.8%	1,298
Female	25.8%	1,785
EXECUTIVE LEADERSHIP TEAM[1]		**16**
	PERCENT	**COUNT**
Ethnically Diverse[3]	31%	5
Female	6%	1
BOARD OF DIRECTORS[1]		**11**
	PERCENT	**COUNT**
Ethnically Diverse[4]	9%	1
Female	27%	3

[2] Ethnically diverse is defined for our U.S. workforce as any employee that would be considered ethnically diverse relative to the United States population. Includes full-time, part-time, hourly, salary, salary-nonexempt types. All unknown ethnicities have been excluded from these totals.

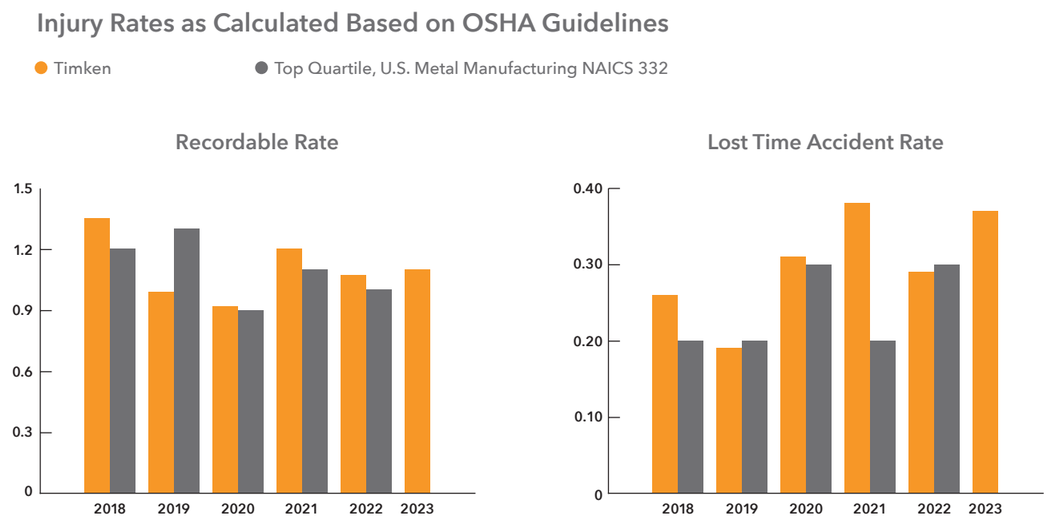
[3] Ethnically diverse is defined for our Executive Leadership Team as any employee that would be considered ethnically diverse relative to the United States population.

[4] Ethnically diverse is defined for our Board of Directors as any director that would be considered ethnically diverse relative to the United States population.

Keeping Our Workplaces Safe

Timken is committed to operating safely and responsibly across our global footprint. Our goal is to eliminate workplace injuries by educating employees and implementing effective preventative measures. We prioritize protecting the health and safety of our employees, partners, customers and all others who engage in our operations.

Injury Rates as Calculated Based on OSHA Guidelines



* Data provided in these charts represents our recordable and lost time rates as of June 30, 2024. These rates are subject to change if injury and illness cases are reclassified.

GRI Standards Index

GENERAL DISCLOSURES		
DISCLOSURE	**DISCLOSURE TITLE**	**EXPLANATION OR LOCATION**
2-1	Organizational details	Name of Organization: The Timken Company The Timken Company is publicly traded on the New York Stock Exchange (NYSE: TKR). Headquarters: North Canton, Ohio, United States The Timken Company 2023 Form 10-K; Exhibit 21 (Subsidiaries: Countries of Operations)
2-2	Entities included in the organization's sustainability reporting	(Partially reported) The Timken Company 2023 Form 10-K; Exhibit 21 (Subsidiaries)
2-3	Reporting period, frequency and contact point	Timken currently expects to continue to publish its CSR report on an annual basis. The information in this report covers the period beginning on January 1, 2023, and ending on December 31, 2023 unless otherwise specified. This report was published on Aug. 29, 2024.
2-4	Restatements of information	The Timken Company CSR Report 2023; Page 60 (About This Report)
2-5	External assurance	Other than content that references The Timken Company 2023 Form 10-K, this report has not been externally assured. Timken may consider seeking external assurance for some report data in the future.
2-6	Activities, value chain and other business relationships	The Timken Company 2023 Form 10-K; Item 1 (Business)
2-7	Employees	The Timken Company CSR Report 2023; Page 66 (Attracting and Retaining Diverse Talent)
2-9	Governance structure and composition	The Timken Company 2024 Proxy Statement; Page 2 (Director Nominees), Page 3 (Board Nominee Composition Overview), Page 4 (Representative Skills and Attributes of the Board), Page 13 (Nominees), Page 22 (Board Committees)
2-10	Nomination and selection of the highest governance body	The Timken Company 2024 Proxy Statement; Page 12 (Proposal No. 1: Election of Directors), Page 22 (Board Committees)
2-11	Chair of the highest governance body	Our independent Chairman John M. Timken, Jr. is not a senior executive in the organization.
2-12	Role of the highest governance body in overseeing the management of impacts	(Partially reported) The Timken Company 2024 Proxy Statement; Page 22 (Board Committees), Page 26 (Oversight and Management of the Company's CSR Program), Page 29 (Risk Oversight)
2-13	Delegation of responsibility for managing impacts	(Partially reported) The Timken Company 2024 Proxy Statement; Page 22 (Board Committees), Page 26 (Oversight and Management of the Company's CSR Program), Page 29 (Risk Oversight)
2-14	Role of the highest governance body in sustainability reporting	CEO Rich Kyle formally reviews and approves the Timken CSR report. The Nominating and Corporate Governance Committee, which is the Board Committee responsible for CSR, reviews and provides feedback on Timken's CSR report.
2-15	Conflicts of interest	(Partially Reported) Website: Ethics and Integrity Standards of Business Ethics: Our Code of Conduct; Page 30 (Conflicts of Interest)
2-16	Communication of critical concerns	(Partially reported) To help protect our company's values and reputation, all employees are asked to speak up if something doesn't seem right or when they have a question. Customers, suppliers and other third parties may contact Timken's ethics reporting resources, which include: • Any company leader • Our ethics and compliance office • The Timken HelpLine The Timken HelpLine is answered by an external third party, and reports are not traced or recorded. All reports are kept confidential to the maximum extent possible under local law. This allows our employeess to report freely any concerns they may have if they are uncomfortable directly approaching management. These reports are investigated by specified individuals trained to deal with sensitive situations. Our policy prohibits retaliation following any good faith report. See also website: Ethics and Integrity
2-17	Collective knowledge of the highest governance body	(Partially reported) The Timken Company 2024 Proxy Statement; Page 4 (Representative Skills and Attributes of the Board)
2-18	Evaluation of the performance of the highest governance body	The Timken Company 2024 Proxy Statement; Page 24 (Nominating and Corporate Governance Committee) See also our Board of Directors General Policies and Procedures
2-19	Remuneration policies	The Timken Company 2024 Proxy Statement; Page 20 (Director Compensation), Page 34 (Compensation Discussion and Analysis)
2-20	Process to determine remuneration	The Timken Company 2024 Proxy Statement; Page 20 (Director Compensation), Page 22 (Compensation Committee), Page 34 (Compensation Discussion and Analysis)
2-21	Annual total compensation ratio	(Partially reported) The Timken Company 2024 Proxy Statement; Page 73 (CEO Pay Ratio)
2-22	Statement on sustainable development strategy	The Timken Company CSR Report 2023; Page 3 (CEO Message)
2-23	Policy commitments	(Partially reported) Four core values guide our approach to business – Ethics & Integrity, Quality, Teamwork and Excellence. At Timken, everyone is responsible for turning ethics into action. Our Standards of Business Ethics Policy, our code of conduct, provides the foundation for our commitment, outlining how each employee, officer and director of the company and its subsidiaries should conduct Timken business activities. Our code of conduct is available in all languages in which we conduct business. Website: Ethics and Integrity See also Human Rights Policy

DISCLOSURE	DISCLOSURE TITLE	EXPLANATION OR LOCATION
2-25	Processes to remediate negative impacts	(Partially reported) To help protect our company's values and reputation, all employees are asked to speak up if something doesn't seem right or when they have a question. Customers, suppliers and other third parties may contact Timken's ethics reporting resources, which include: • Any company leader • Our ethics and compliance office • The Timken HelpLine The Timken HelpLine is answered by an external third party, and reports are not traced or recorded. All reports are kept confidential to the maximum extent possible under local law. This allows our employees to report freely any concerns they may have if they are uncomfortable directly approaching management. These reports are investigated by specified individuals trained to deal with sensitive situations. Our policy prohibits retaliation following any good faith report. Website: Ethics and Integrity
2-26	Mechanisms for seeking advice and raising concerns	
2-27	Compliance with laws and regulations	During the reporting period, Timken identified no noncompliance with laws and/or regulations that rose to the level of materiality that would have required disclosure in our periodic reports filed with the SEC other than as disclosed in such reports.
2-28	Membership associations	Timken President and CEO Richard Kyle has served as a board member of the National Association of Manufacturers (NAM) since 2017. The NAM board comprises more than 200 of the nation's top manufacturing executives, representing large and small companies alike, across all industrial sectors. Board members provide national and global perspectives on the impact of federal government action on their companies' ability to grow and prosper. In addition, board members contribute their leadership and expertise to NAM's policy-development process. Timken supports NAM's position on a number of issues important to manufacturers, including taxes, free trade, energy, infrastructure and workforce development. Timken is a member of the following trade associations, which we view as strategic to our business: National Association of Manufacturers (USA); American Bearing Manufacturers Association (USA); North Carolina Chamber of Commerce (USA); North Carolina Manufacturers Alliance (USA); Ohio Chamber of Commerce (USA); South Carolina Manufacturers Alliance (USA); Canton Regional Chamber of Commerce (USA); Bearing Specialists Association (USA); The Ordre des ingénieurs du Québec (Canada); American Chamber of Commerce Shanghai (China); US-China Business Council (USA/China); Foreign Investors Council (Romania); American Chamber of Commerce (Romania); Prahova Chamber of Commerce (Romania); Metal Employer Federation (France); French Employer Federation – MEDEF (France); Chamber of Commerce and Industry – CCI (France); Black Country Chamber of Commerce (UK); Northamptonshire Chamber of Commerce (UK); FEDERTEC (Italy); Mechanical Engineering Industry Association - VDMA (Germany & China); Netherlands Maritime Technology – NMT (Netherlands); FME (Netherlands); American Chamber of Commerce (India); and Engineering Export Promotion Council (India). The above nonexhaustive list represents our most material trade association memberships and excludes memberships entered into by recent acquisitions.
2-29	Approach to stakeholder engagement	The Timken Company CSR Report 2023; Stakeholder Engagement, Page 62. We engage with a variety of stakeholders based on their genuine interest in Timken and their potential to impact our business, our employees and the communities where we live and work. Stakeholder interaction takes many forms, with the intent being to better understand stakeholder priorities and how they factor into our operational decisions. Timken currently does not have a centralized mechanism for tracking the full range of feedback we receive from all of our various stakeholders, but Timken personnel are available to address stakeholder feedback on specific topics related to their functional areas.

DISCLOSURE	DISCLOSURE TITLE	EXPLANATION OR LOCATION
2-30	Collective bargaining agreements	(Partially reported) Approximately 25% of the total employee population were covered by a collective bargaining agreement or agreements with works councils during the reporting year.
3-1	Process to determine material topics	(Partially reported) The Timken Company CSR Report 2023; Page 60 (About This Report)
3-2	List of material topics	The Timken Company CSR Report 2023; Page 60 (About This Report); Page 81 (Management Approach)
3-3	Management of material topics	(Partially reported) The Timken Company CSR Report 2023; Page 81 (Management Approach)
ECONOMIC PERFORMANCE		
201-1	Direct economic value generated and distributed	The Timken Company 2023 Form 10-K: Item 8 (Financial Statements and Supplementary Data)
201-2	Financial implications and other risks and opportunities due to climate change	The Timken Company CSR Report 2023; Page 85 (Task Force on Climate-related Financial Disclosures)
201-3	Defined benefit plan obligations and other retirement plans	Timken maintains a competitive defined contribution retirement program for its employees in the United States. Industry benchmarking indicates the defined contribution plan is above market. The plan has an employer matching contribution of up to 4.5% with an additional nonmatching contribution of up to 4.5%. The program boasts high participation, with over 88% of the eligible population participating in the plan and contributing an average of 8%. To prepare employees for retirement, we provide training and education sessions, one-on-one financial counseling, financial and retirement planning tools, and continuously improve plan designs to maintain the program as one of the strongest among U.S. manufacturing companies. Our plans include auto-enrollment and auto-escalation features that facilitate greater participation and higher participant contributions. Timken offers two additional defined contribution plans for nonbargaining employees and six defined contribution plans for seven separate bargaining unit populations. In the United States, Timken offers four defined benefit plans. All four plans have been closed to new members for some time and are sufficiently funded to meet obligations. Internationally, Timken offers a variety of statutory retirement programs consistent with the legal requirements in the countries in which our facilities are located, as well as supplemental retirement programs in select countries. For more information on Timken's global defined benefit plans, refer to The Timken Company 2023 Form 10-K; Note 17-Retirement Benefit Plans.
MARKET PRESENCE		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	(Partially reported) We are committed to providing equal pay for equal work. Globally, our employees are paid according to their abilities, responsibilities, qualifications and experience rather than their gender. And while Timken operates in multiple locales and jurisdictions that have varying minimum-wage requirements, employees are paid at or above the applicable minimum-wage requirements.

DISCLOSURE	DISCLOSURE TITLE	EXPLANATION OR LOCATION
INDIRECT ECONOMIC IMPACTS		
203-1	Infrastructure investments and services supported	(Partially reported) Timken's 2023 charitable giving in the U.S. supports basic needs, education, STEM and community-building programs. In India, giving supports basic needs and education projects. Giving in France and China provides teacher resources and materials for STEM learning labs. Also, our employees in those countries are active participants in classrooms, encouraging the next generation of STEM leaders. Timken employees also donate thousands of volunteer hours with charities they choose to support and via company-sponsored opportunities with our charitable partners. They also provide leadership through a commitment to serve on non-profit boards. The company's matching-gift program provides a dollar-for-dollar match to employee contributions (up to certain limits) to 501(c)(3) organizations. Timken education initiatives are aimed at creating education opportunities globally. Timken funds scholarships for first-generation and underrepresented students to provide a pathway to pursue college degrees. The company is also part of an initiative aimed at providing scholarships for minority engineers to increase diversity in STEM fields. Additionally, Timken collaborates with a leading industry organization on initiatives aimed to increase female representation in manufacturing and grow student interest in manufacturing careers. The company also partners with America's largest hunger-relief organization to volunteer and fund foodbanks serving every county in America to help overcome the disparity in food resources. Timken employees volunteer to build homes for local residents in the United States, Europe and Asia Pacific through our long-standing partnership with Habitat for Humanity.
203-2	Significant indirect economic impacts	(Partially reported) Timken's 2023 charitable giving in the U.S. supports basic needs, education, STEM and community-building programs. In India, giving supports basic needs and education projects. Giving in France and China provides teacher resources and materials for STEM learning labs. Also, our employees in those countries are active participants in classrooms, encouraging the next generation of STEM leaders. Timken employees also donate thousands of volunteer hours with charities they choose to support and via company-sponsored opportunities with our charitable partners. They also provide leadership through a commitment to serve on non-profit boards. The company's matching-gift program provides a dollar-for-dollar match to employee contributions (up to certain limits) to 501(c)(3) organizations. Timken education initiatives are aimed at creating education opportunities globally. Timken funds scholarships for first-generation and underrepresented students to provide a pathway to pursue college degrees. The company is also part of an initiative aimed at providing scholarships for minority engineers to increase diversity in STEM fields. Additionally, Timken collaborates with a leading industry organization on initiatives aimed to increase female representation in manufacturing and grow student interest in manufacturing careers. The company also partners with America's largest hunger-relief organization to volunteer and fund foodbanks serving every county in America to help overcome the disparity in food resources. Timken employees volunteer to build homes for local residents in the United States, Europe and Asia Pacific through our long-standing partnership with Habitat for Humanity.
PROCUREMENT PRACTICES		
204-1	Proportion of spending on local suppliers	Of steel that Timken purchases annually, about 80% is purchased regionally/locally, which is defined as the ability to be shipped without crossing open seas. Approximately 85% of our overall materials used are sourced regionally/locally.

DISCLOSURE	DISCLOSURE TITLE	EXPLANATION OR LOCATION
ANTI-CORRUPTION		
205-1	Operations assessed for risks related to corruption	(Partially reported) The risk assessment for corruption is conducted on an enterprisewide basis. While the Audit Committee of the Board of Directors is ultimately responsible for the oversight of Timken's anti-corruption program, our Vice President, General Counsel & Secretary provides the highest level of executive oversight for that program.
205-2	Communication and training about anti-corruption policies and procedures	Timken's anti-corruption policies and procedures have been communicated to all Board members, and all Board members have received training on anti-corruption. Timken's anti-corruption policies and procedures have been communicated to all salaried employees, and all salaried employees are assigned mandatory training on anti-corruption. Timken has a Supplier Code of Conduct, which is available on our website and communicated to suppliers. The Supplier Code of Conduct addresses anti-corruption.
205-3	Confirmed incidents of corruption and actions taken	During the reporting period, Timken did not experience any incidents of corruption that rose to the level of materiality that would have required disclosure in our periodic reports filed with the SEC other than as disclosed therein.
ANTI-COMPETITIVE BEHAVIOR		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	During the reporting period, Timken was not identified as a participant in any legal actions alleging anticompetitive behavior or violations of anti-trust and monopoly legislation that rose to the level of materiality that would have required disclosure in our periodic reports filed with the SEC other than as disclosed in such reports.
TAX		
207-1	Approach to tax	Timken is headquartered in the U.S. and operates in 45 countries around the world. We contribute to the communities in which we operate through the taxes we pay. We are a current income tax payer both within and outside the U.S., bringing value to the countries in which we operate. Our global tax strategy closely follows our financial and ethical policies and guidelines. We observe all applicable tax rules, regulations and disclosure requirements in the jurisdictions where we have a tax presence. We emphasize internal controls and strive to achieve the appropriate transparency with local governments and tax authorities. We are also compliant with country-by-country reporting, as required under the Organization for Economic Co-operation and Development's action plan to address base erosion and profit shifting. We have tax procedures in place to ensure our senior management understands the tax consequences of all material company transactions, audit settlements and other material tax matters, globally. Timken does not undertake aggressive tax planning or use artificial tax arrangements intended for tax avoidance. We implement tax planning strategies that have business purpose and commercial substance, but will enhance tax efficiency through the use of available tax incentives that are within the scope of normal business activity. Our dedicated tax professionals partner with the business to provide proactive and efficient tax services to satisfy all tax reporting and filing obligations in accordance with laws and regulations and to develop and implement tax strategies that support business goals and deliver long-term value. There are clear management responsibilities and technical reviews by skilled tax professionals, and where necessary, the tax function is supported by external tax advisors. Tax risk is mitigated as far as possible through thoughtful implementation and documentation, as well as transparent audit programs with tax authorities. All dealings with the tax authorities are conducted in a collaborative, courteous and timely manner in an effort to minimize uncertainty in tax matters.
207-2	Tax governance, control and risk management	See Disclosure 207-1

DISCLOSURE	DISCLOSURE TITLE	EXPLANATION OR LOCATION
ENERGY		
302-1	Energy consumption within the organization	The Timken Company CSR Report 2023; Page 64 (Reducing Our Environmental Impact)
302-3	Energy intensity	The Timken Company CSR Report 2023; Page 64 (Reducing Our Environmental Impact)
WATER AND EFFLUENTS		
303-3	Water withdrawal	The Timken Company CSR Report 2023; Page 65 (Reducing Our Environmental Impact)
WATER		
303-5	Water consumption	The Timken Company CSR Report 2023; Page 65 (Reducing Our Environmental Impact)
EMISSIONS		
305-1	Direct (Scope 1) GHG emissions	The Timken Company CSR Report 2023; Page 64 (Reducing Our Environmental Impact)
305-2	Energy indirect (Scope 2) GHG emissions	The Timken Company CSR Report 2023; Page 64 (Reducing Our Environmental Impact)
305-4	GHG emissions intensity	The Timken Company CSR Report 2023; Page 64 (Reducing Our Environmental Impact)
WASTE 2020		
306-2 (2020)	Waste by type and disposal method	The Timken Company CSR Report 2023; Page 65 (Reducing Our Environmental Impact)
EFFLUENTS AND WASTE		
306-3 (2016)	Significant spills	During the reporting period, Timken experienced no spills that rose to the level of materiality that would have required disclosure in our periodic reports filed with the SEC other than as disclosed in such reports.
SUPPLIER ENVIRONMENTAL ASSESSMENT		
308-1	New suppliers that were screened using environmental criteria	All new direct material suppliers are subject to a stringent onboarding process. This can include on-site visits ensuring systems and processes are in place covering areas such as quality, capacity, risk management and corporate social responsibility topics. Environmental and social expectations are also outlined in Timken's Supplier Code of Conduct, including violation reporting procedures and expectations up to and including termination of the business relationship.
EMPLOYMENT		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Less than 5% of employees are considered part-time, and while some receive the same level of benefits as full-time employees, most do not. We conduct market studies around the world to ensure full-time employees receive competitive benefits relative to the markets where they work. While benefits vary around the world, Timken offers benefit programs that, at a minimum, comply with the legal requirements in the countries in which our facilities are located and, in many cases, offer supplemental benefit programs that enhance Timken's strong global benefits posture. In the United States, Timken provides its full-time employees with a variety of medical plans and programs and a vast array of supplemental benefits (from basic and supplemental life insurance, to Type 2 diabetes reversal and weight loss programs, paid parental leave, an employee assistance program, and several other wellbeing offerings). Both full-time and part-time employees are eligible to participate in defined contribution (401(k)) retirement plans, and some full-time employees are rewarded with stock ownership as part of our long-term incentive plan.

DISCLOSURE	DISCLOSURE TITLE	EXPLANATION OR LOCATION
LABOR/MANAGEMENT RELATIONS		
402-1	Minimum notice periods regarding operational changes	Timken complies with the local legal and regulatory requirements in the locations where we operate. This includes providing proper notice to employees who are impacted by business and operational changes. Notice periods relating to significant operational changes are agreed on at a local level by management, human resources and when applicable, employee representatives or unions. We do not track this information centrally, but all of our operations are required to abide by the legal and regulatory requirements of their jurisdiction as part of our Standards of Business Ethics. See also website: Ethics and Integrity
OCCUPATIONAL HEALTH AND SAFETY		
403-1	Occupational health and safety management system	All of Timken manufacturing facilities must implement an effective EHS management system in accordance with our corporate EHS standards and procedures, which are regularly reviewed and updated to conform with ISO Standard 45001 (occupational health and safety). All plant employees and temporary workers are covered by our EHS management systems. Facility-level management systems consider regulatory requirements, customer specifications, facility performance, hazards and risks, and integration of new acquisitions. Third-party certification must be obtained when required by customers or regulatory agencies, or if approved by Corporate EHS.
403-2	Hazard identification, risk assessment, and incident investigation	(Partially reported) The Timken Company CSR Report 2023; Page 20 (Leveraging Artificial Intelligence [AI] to Identify Ergonomic Risks) Timken assesses health and safety risks and opportunities by using established methodologies and criteria defined with respect to their scope, nature and timing to ensure they are proactive rather than reactive and are used in a systemic way to improve the health and safety management system. Triggers for risk assessment include: new designs and redesigns; change management; routine tasks; infrequent, one-time or first-time tasks; high-risk tasks; hazardous processes and equipment; incidents/mishaps; serious near misses; abnormal or upset conditions; emergencies; chemical exposures; worker concerns; physical agents and at-risk observations.
403-3	Occupational health services	Timken takes great care to protect the health of both employees and temporary employees at work. Around the world, all of our manufacturing plants have a designated occupational health clinic to handle on-the-job injuries and designated first responders on-site. Many of our larger facilities feature nurses on-site. We also take preventative measures by requiring preemployment medical screenings to be performed for employees, and we have provisions for addressing health concerns when they arise for existing employees.
403-4	Worker participation, consultation, and communication on occupational health and safety	(Partially reported) Timken employees influence safety directly through interactions with plant leadership or through joint management-worker safety committees. Workers' union representatives, where they exist, are typically included as well. We also actively engage employees as safety observers through our Precaution Based Safety (PBS) program.

DISCLOSURE	DISCLOSURE TITLE	EXPLANATION OR LOCATION
403-5	Worker training on occupational health and safety	Anyone working for or on behalf of Timken (including employees, temporary employees and, as applicable, contractors and suppliers) must be made aware of the Global EHS Policy, as well as EHS risks and considerations relevant to their occupation and the location where they will be working. All compliance training is completed according to national, regional, state and local regulations. We also have an extensive suite of function-specific EHS training requirements.
403-6	Promotion of worker health	Timken is committed to improving the health and lives of our employees and their families around the globe. We believe in the power of innovation and approach wellbeing through a holistic lens. Powered by our partnerships with industry-leading health and wellness companies, we offer dynamic and impactful benefits and resources that ensure we continue to move forward together. In the United States, Timken offers a robust wellness program, unlimited one-on-one health coaching, a Tobacco Cessation Program, point solutions for weight management and diabetes reversal, telemedicine, a 24/7 work-life balance program and much more. Domestic employees have access to biometric screenings, in-person and virtual exercise classes, dieticians, registered wellness nurses, on-site clinical mental health counselors, occupational nurses and a fully equipped fitness center located at World Headquarters. U.S. employees and spouses on Timken-sponsored medical plans can earn a discount on their monthly medical plan premiums by completing the Better Health Program, which is designed to encourage improved health through education, empowerment and action. Outside of the United States, we offer a variety of locally managed wellness programs, and our objective is to expand our comprehensive wellbeing programs to our locations throughout the world. Our overall goal is to develop and drive the implementation of diverse, inclusive and accessible health and wellbeing solutions for our employees, their families and the communities in which they live and work anywhere in the world.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Employees are instructed to report safety concerns to the leadership team or by calling the Timken HelpLine. Suppliers are expected to adhere fully to all applicable governmental laws and regulations to protect the health and safety of their workers. All materials used in product manufacture shall satisfy current government and safety constraints on restricted, toxic and hazardous materials.
403-8	Workers covered by an occupational health and safety management system	All plant employees and temporary workers are covered by our EHS management systems.
403-9	Work-related injuries	(Partially reported) The Timken Company CSR Report 2023; Page 67 (Keeping Our Workplaces Safe) NOTE: Regarding this indicator, Timken does not distinguish between injuries and ill health. Injury and accident rates are calculated based on 200,000 hours worked.
403-10	Work-related ill health	(Partially reported) The Timken Company CSR Report 2023; Page 67 (Keeping Our Workplaces Safe) NOTE: Regarding this indicator, Timken does not distinguish between injuries and ill health. Injury and accident rates are calculated based on 200,000 hours worked.

DISCLOSURE	DISCLOSURE TITLE	EXPLANATION OR LOCATION
TRAINING AND EDUCATION		
404-2	Programs for upgrading employee skills and transition assistance programs	The Timken Company CSR Report 2023; Page 14 (Investing in Our Talent) At Timken, many employees who involuntarily leave the company due to workforce reductions or who are retiring have access to third-party assistance to help them plan and learn new skills for the next phase of their careers or personal lives.
404-3	Percentage of employees receiving regular performance and career development reviews	The Timken Company CSR Report 2023; Page 14 (Investing in Our Talent) All salaried employees, including both managers and nonmanagers, receive annual performance reviews to guide their career paths and provide important feedback for personal growth.
DIVERSITY AND EQUAL OPPORTUNITY		
405-1	Diversity of governance bodies and employees	The Timken Company CSR Report 2023; Page 66 (Attracting and Retaining Diverse Talent) The Timken Company 2024 Proxy Statement; Page 2 (Director Nominees), Page 3 (Board Nominee Composition Overview)
405-2	Ratio of basic salary and remuneration of women to men	(Partially reported) We are committed to providing equal pay for equal work. Globally, our employees are paid according to their abilities, responsibilities, qualifications and experience rather than their gender. This is supported by analysis of employees and remuneration.
NON-DISCRIMINATION		
406-1	Incidents of discrimination and corrective actions taken	We do not report on the total number of alleged incidents of discrimination and any corrective actions taken as this is Timken confidential information. Timken does not tolerate any form of discrimination and embraces diversity and inclusion.
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Timken respects the right of employees to join unions and be represented by these unions in accordance with the applicable national or local laws and practices. Timken does not have any known issues at operations in sectors or geographical areas that constitute a risk to the right to exercise freedom of association. See also Forced Labor and Human Trafficking Statement
CHILD LABOR		
408-1	Operations and suppliers at significant risk for incidents of child labor	Timken Supplier Code of Conduct; Section A, Paragraph 3: The Timken Supplier Code of Conduct addresses issues of particular importance in our global supply chain. It outlines the workplace standards and business practices that are consistent with our core values of ethics and integrity and our own employee code of conduct. We expect our suppliers around the world to adhere to this code as we work together for mutual success. The issue of child labor is included in the Timken Supplier Code of Conduct in Section A, Paragraph 3, which is reviewed with new incoming suppliers and referenced on every Timken purchase order via our terms and conditions (see also www.timken.com/contact-suppliers). In 2023, no violations of child labor were identified in Timken or its suppliers' operations. See also Forced Labor and Human Trafficking Statement and The Timken Company Human Rights Policy

DISCLOSURE	DISCLOSURE TITLE	EXPLANATION OR LOCATION
FORCED OR COMPULSORY LABOR		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	The Timken Supplier Code of Conduct addresses issues of particular importance in our global supply chain. It outlines the workplace standards and business practices that are consistent with our core values of ethics and integrity and our own employee code of conduct. We expect our suppliers around the world to adhere to this code as we work together for mutual success. The issue of forced labor is included in the Timken Supplier Code of Conduct in Section A, Paragraph 4, which is reviewed with new incoming suppliers and referenced on every Timken purchase order via our terms and conditions. See also website: Contact-Suppliers. In 2022 no violations of forced labor were identified in Timken or suppliers' operations. See also Forced Labor and Human Trafficking Statement
SECURITY PRACTICES		
410-1	Security personnel trained in human rights policies or procedures	All Timken-employed security personnel follow the company Standards of Business Ethics and complete all company-mandated training on such topics. In addition, Timken security personnel cover topics such as human rights, search and seizure rules, and illegal detainment laws in their annual training. For third-party security services, Timken contracts with reputable, certified security providers whose personnel are trained in accordance with local laws. These service providers are managed by local Timken leadership and are required to follow the legal, regulatory and Timken Global Security Standards in the locations in which they serve. Complaints or potential violations can be reported through the standard company process or corporate HelpLine and are investigated accordingly. See also Forced Labor and Human Trafficking Statement
RIGHTS OF INDIGENOUS PEOPLES		
411-1	Incidents of violations involving rights of indigenous peoples	Timken promotes development of our local communities and always seeks to obtain free, prior informed consent when transacting with indigenous peoples. Timken is also not aware of any incidents involving indigenous rights violations. See also The Timken Company Human Rights Policy
HUMAN RIGHTS ASSESSMENT		
412-1	Operations that have been subject to human rights reviews or impact assessments	All our operations are subject to reviews or assessments that deal with human rights, as well as broader reviews addressed by our Standards of Business Ethics. Furthermore, we have established a global HelpLine, which all violations against our Standards of Business Ethics can be reported, including violations of human rights. See also Forced Labor and Human Trafficking Statement and The Timken Company Human Rights Policy

DISCLOSURE	DISCLOSURE TITLE	EXPLANATION OR LOCATION
412-2	Employee training on human rights policies or procedures	(Partially reported) Timken is committed to ensuring all of our employees understand our stance on human rights. This is a key component of our Standards of Business Ethics, which has been translated in multiple languages and distributed to all offices, plants and locations around the world. As part of this, we recognize the importance of promoting individual health and welfare and watch for indicators of exploitations of children, physical punishment or abuse and involuntary servitude of any person. We do not condone or permit human trafficking, the use of child, forced, indentured or involuntary labor in any of our operations. We expect our suppliers and other third parties to uphold these same standards (as set forth in our Supplier Code of Conduct). In addition, we provide various training and awareness opportunities worldwide. To further combat violations of human rights, such as discrimination and harassment, we provide a companywide HelpLine that employees can call (anonymously if they choose) and voice concerns relating to human rights without fear of retaliation. See also website: Ethics and Integrity See also Forced Labor and Human Trafficking Statement and The Timken Company Human Rights Policy
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Our standard terms and conditions of purchase references the Timken Supplier Code of Conduct. The Timken Supplier Code of Conduct addresses issues of particular importance in our global supply chain. It outlines the workplace standards and business practices that are consistent with our core values of ethics and integrity and our own employee code of conduct. We expect our suppliers around the world to adhere to this code as we work together for mutual success. Human rights issues are included in the Timken Supplier Code of Conduct in Section A, which is reviewed with new incoming suppliers and referenced on every Timken purchase order via our terms and conditions (see also www.timken.com/contact-suppliers). In 2022, no violations of human rights were identified in Timken or suppliers' operations. See also Forced Labor and Human Trafficking Statement and The Timken Company Human Rights Policy
LOCAL COMMUNITIES		
413-1	Operations with local community engagement, impact assessments, and development programs	(Partially reported) With 142 manufacturing facilities and service centers in 45 countries, Timken is an active member of global communities. We engage with our neighbors in various ways and empower our facility leaders to develop relationships that enable them to understand and best meet the needs of the local communities. In and around Northeast Ohio, home to our global headquarters, we financially support local groups dedicated to expanding economic development in the region. When Timken is developing a new manufacturing facility or expanding our presence in a community, we work with local officials and community leaders to assess and mitigate potential negative impacts on local infrastructure, the environment and the economy.
413-2	Operations with significant actual and potential negative impacts on local communities	(Partially reported) With 142 manufacturing facilities and service centers in 45 countries, Timken's operations have the potential to impact local communities positively and negatively. Positive impacts include providing well-paying jobs, enhancing local economies, paying local taxes and, in many cases, providing access to education resources and other philanthropic efforts. Our facility leaders work closely with local leaders to minimize negative impacts wherever possible. Potential negative impacts include wear and tear on roadways, traffic congestion, noise, emissions and other safety impacts. Timken employs a variety of measures to keep employees, visitors and communities safe. They include safety management, pollution prevention, community awareness and emergency-response planning.

DISCLOSURE	DISCLOSURE TITLE	EXPLANATION OR LOCATION
SUPPLIER SOCIAL ASSESSMENT		
414-1	New suppliers that were screened using social criteria	(Partially reported) Our supplier evaluation process looks at a number of criteria which includes social impact and risk. Environmental and social expectations are also outlined in Timken's Supplier Code of Conduct including violation reporting procedures and expectations up to and including termination of the business relationship. See also Forced Labor and Human Trafficking Statement
414-2	Negative social impacts in the supply chain and actions taken	We are not aware of any negative social impacts in the supply chain or actions taken during the reporting period.
CUSTOMER HEALTH AND SAFETY		
416-1	Assessment of the health and safety impacts of product and service categories	We aim to prevent and address identified health and safety issues in all our product categories.
416-2	Incidents of noncompliance concerning the health and safety impacts of products and services	During the reporting period, Timken identified no new incidents of noncompliance with regulations and/or voluntary codes concerning the health and safety impacts of Timken products and services that rose to the level of materiality that would have required disclosure in our periodic reports filed with the SEC other than as disclosed in such reports.
MARKETING AND LABELING		
417-2	Incidents of noncompliance concerning product and service information and labeling	During the reporting period, Timken identified no new incidents of noncompliance with regulations and/or voluntary codes concerning the health and safety impacts of Timken products and services that rose to the level of materiality that would have required disclosure in our periodic reports filed with the SEC other than as disclosed in such reports.

Management Approach

MATERIAL TOPIC	DEFINITION	LOCATION/RESPONSE	BOUNDARY	SASB*	UN SDGs*
Diversity and Equal Opportunity	Promoting equal employment opportunities, non-discrimination policies and practice in the workplace, and the value of diversity in the workforce	The Timken Company CSR Report 2023; Page 22 (Embracing Diversity and Inclusion) See also GRI 406-1	Internal/ External		X
Financial Performance	Promoting responsible economic growth	Timken 2023 Form 10-K: Item 7 (Management's Discussion and Analysis of Financial Condition and Results of Operations) See also GRI 201-1 and 201-2	Primarily Internal		X
Health and Safety	Offering workplace conditions, support systems, and policies to promote the wellbeing, health, and safety of our associates	Global EHS Policy and Processes See also GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7 and 403-8	Primarily Internal/ Partially External	X	X
Regulatory Compliance	Ensuring that all associates, officers, and directors practice sound ethics, that we establish sound governance standards, and that we comply with law and applicable regulations	Standards of Business Ethics Website: Governance Documents Global EHS Policy and Processes See also GRI 205-1 and 205-2	Primarily Internal/ Partially External		X
Emissions	Working to track and reduce greenhouse gas emissions associated with our footprint	The Timken Company CSR Report 2023; Page 36 (Operating More Sustainably) Global EHS Policy and Processes	Internal/ External	X	X
Energy	Working to reduce our energy use and continuing to produce more energy efficient products	The Timken Company CSR Report 2023; Page 36 (Operating More Sustainably) Global EHS Policy and Processes	Internal/ External	X	X
Human Rights	Prohibiting the use of child, forced, or compulsory labor and promoting general human rights	Timken Supplier Code of Conduct Forced Labor and Human Trafficking Statement Human Rights Policy See also GRI 408-1, 409-1, 412-1 and 412-2	Primarily External		X

MATERIAL TOPIC	DEFINITION	LOCATION/RESPONSE	BOUNDARY	SASB*	UN SDGs*
Retention, Compensation and Benefits	Offering benefit and compensation packages to our employees that help ensure their wellbeing and to help attract and retain talented individuals and maintain healthy labor relations	See GRI 202-1, 401-2, 402-1, 403-6, 405-2 and 407-1	Primarily Internal		X
Training and Education	Supporting ongoing training and education for employees	The Timken Company CSR Report 2023; Page 14 (Investing in Our Talent) See also GRI 404-2 and 404-3	Primarily Internal		X
Waste	Sustainably managing waste at our facilities, including through waste reduction efforts, reuse, and recycling	The Timken Company CSR Report 2023; Page 36 (Operating More Sustainably) Global EHS Policy and Processes	Internal/ External	X	

* The SASB and UN SDGs references are to indicate the material topics to which they relate. We are not claiming that this report fulfills any specific SASB indicator or that it demonstrates progress against specific UN SDG targets or indicators.

Sustainability Accounting Standards Board

Consistent with our ongoing approach to engagement with our shareholders, we have been monitoring the Sustainability Accounting Standards Board (SASB) framework to assess the financial materiality of environmental, social and governance risks to our company. In 2019, we utilized the SASB Materiality Map® and the risks identified by SASB for companies in the Industrial Machinery and Goods industry under SASB's Sustainable Industry Classification System® as part of Timken's materiality assessment. The SASB Materiality Map informed, in part, Timken's assessment of what certain third-party stakeholders viewed as material topics for Timken. That said, Timken conducted its materiality assessment within the context of producing a report that was prepared in reference to the Global Reporting Initiative (GRI) Standards and not using SASB methodology.

While we utilized the SASB Materiality Map as part of our materiality assessment, this report has not been prepared in accordance with the SASB framework. However, we understand that certain of our stakeholders utilize the SASB framework and find it helpful for identifying certain information that they may determine to be particularly relevant about a company from a sustainability perspective.

In an attempt to make our report easier to navigate for SASB users, Timken developed a chart showing the risks that SASB has identified as likely material for companies in the Industrial Machinery and Goods industry alongside the relevant SASB standards. We then identified responses to those standards with references to where similar information (where available) is provided in our public disclosures. The responses and references provided in the chart below are for information purposes only, and their inclusion is not an admission that the underlying topics are material to Timken. By providing the information below, Timken is not representing that the response has been prepared in accordance with SASB standards, that the underlying data has been gathered in accordance with SASB methodology, or that the underlying topics are material to Timken. In addition, certain disclosures below are only partially responsive to the applicable standards.

SASB METRIC	DESCRIPTION	RESPONSES/REFERENCES
RT-IG-000.A	Number of units produced by product category	(Partially reported) Sales and revenue information broken out by segment is provided in Timken's reports to shareholders on Forms 10-K and 10-Q and is regularly communicated to investors on our quarterly earnings calls. See The Timken Company 2023 Form 10-K: Item 7 (Management's Discussion and Analysis of Financial Condition and Results of Operations)
RT-IG-000.B	Number of employees	The Timken Company CSR Report 2023; Page 66 (Attracting and Retaining Diverse Talent)
RT-IG-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	The Timken Company CSR Report 2023; Page 64 (Reducing Our Environmental Impact)
RT-IG-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR)	The Timken Company CSR Report 2023; Page 67 (Keeping Our Workplaces Safe)
RT-IG-410a.1	Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles	Given the diverse variety of applications in which our various products are used, Timken does not calculate sales-weighted fuel efficiency or emissions in this manner.
RT-IG-410a.2	Sales-weighted fuel efficiency for non-road equipment	
RT-IG-410a.3	Sales-weighted fuel efficiency for stationary generators	
RT-IG-410a.4	Sales-weighted emissions of: (1) nitrogen oxides (NOx) and (2) particulate matter (PM) for: (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium- and heavy-duty engines, and (d) other non-road diesel engines	
RT-IG-440a.1	Description of the management of risks associated with the use of critical materials	(Partially reported) Form SD and Conflict Minerals Report
RT-IG-440b.1	Revenue from remanufactured products and remanufacturing services	Timken does not currently collect or report revenue information in accordance with this standard. However, Timken has more than a century of combined experience remanufacturing bearings, gear drives, electric motors and generators. The company offers a complete line of services that consume significantly less raw material than manufacturing new products. Through its industrial repair and service business, Timken helps reduce the environmental impact by recycling numerous tons of steel and copper each year from service parts that can't be reused. As part of its contribution to the circular economy, Timken recertifies, reconditions, remanufactures, and modifies most types of bearings. For gear drives, electric motors and generators, the company also offers emergency repair, upgrade and uprating services that can help restore customers' equipment to "like-new" condition.

Task Force on Climate-related Financial Disclosures

We recognize that certain stakeholders have found recommendations from the Task Force on Climate-related Financial Disclosures ("TCFD") to be a useful framework for evaluating climate-related financial information, and we hope that the following information is helpful for such stakeholders. Timken is not representing that the following disclosures, responses, and information have been prepared in accordance with the framework set forth by TCFD, that the underlying data has been gathered in accordance with TCFD methodology, or that the underlying topics are material to Timken. In addition, certain disclosures below are only partially responsive to the referenced request.

	RECOMMENDED DISCLOSURE	COMMENT
GOVERNANCE		
Disclose the organization's governance around climate-related risks and opportunities	Describe the board's oversight of climate-related risks and opportunities	The Nominating and Corporate Governance Committee (the "NCGC") of our Board of Directors provides primary oversight for our CSR program, of which climate change impacts and sustainability are substantial components, and the full Board of Directors, as well as its other standing committees, also play a role in advising on certain CSR-related topics such as human capital initiatives and risk oversight. The NCGC reviews and approves our CSR report each year and has approved our 2030 emissions reduction targets. Our Vice President, General Counsel & Secretary provides regular updates to the NCGC regarding trends and best practices, as well as ongoing CSR initiatives.
	Describe management's role in assessing and managing climate-related risks and opportunities	Our President and Chief Executive Officer champions our CSR efforts and liaises with the NCGC on CSR developments. Four members of our Executive Leadership Team (our Vice President, General Counsel & Secretary, Vice President Human Resources, Vice President, Operations – Engineered Bearings, and Vice President – Corporate Communications) provide management oversight and leadership to our CSR Steering Committee. The Steering Committee is a cross-functional team charged with monitoring and evaluating current and future CSR initiatives (including those meant to address climate-related risks and opportunities), recommending strategies, managing data collection processes and reporting on our progress. Two members of our CSR Steering Committee (our Vice President, Operations – Engineered Bearings and Manager – Global Environmental, Health & Safety) are specifically charged with driving sustainability-related initiatives and tracking performance toward our climate-related goals.

	RECOMMENDED DISCLOSURE	COMMENT
STRATEGY		
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	In 2022, we engaged a third-party consultant to help identify short- and medium-term risks and opportunities related to climate change. As a result of that review, we finalized and published our 2030 GHG emissions reduction targets, which are detailed on Page 36 of this report. We have also identified various opportunities to reduce energy consumption and GHG emissions associated with our operations (including potentially sourcing a higher percentage of our energy use from renewables), which we will look to implement in the coming years to help us meet our targets. We plan to provide updates regarding how we are tracking to our 2030 emissions target on an annual basis in our yearly CSR report. Timken also regularly works with our insurance carriers to identify and mitigate severe weather-related risks that could potentially impact our operations. With respect to long-term opportunities, we believe that more restrictive regulations regarding emissions could lead to increased demand for renewable energy, which could in turn increase demand for our products that support the renewable energy end-market sector.
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning	Renewable energy has been our single largest end-market sector in terms of sales since 2020. More restrictive emissions regulations could lead to increased demand for renewable energy, in turn leading to increased demand for certain of our products. Timken has responded to this opportunity by continuing to invest in our renewable energy business with capital investments of approximately $145 million announced since 2020 to expand the company's renewable energy capacity in Europe and Asia.
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	By committing to our emissions-reduction targets and continuing to make investments to support the renewable energy end-market sector, Timken has fostered a resilient business strategy, taking into consideration various climate-related scenarios.

	RECOMMENDED DISCLOSURE	COMMENT
RISK MANAGEMENT		
Disclose how the organization identifies, assesses, and manages climate-related risks	Describe the organization's processes for identifying and assessing climate-related risks	Timken is responding to climate-related risks by continuing our investment in building and maintaining resilient operations and supply chains, while also expanding upon our capabilities to serve our renewable energy customers. We have also implemented certain energy-efficient strategies, such as upgrades to HVAC systems, boilers, lighting as well as heat recovery. We are exploring sourcing a greater percentage of our energy use through renewables in the future.
	Describe the organization's processes for managing climate-related risks	Potential initiatives designed to help manage climate-related risks are evaluated annually as part of Timken's business planning process and are reviewed and approved by our Environmental, Health and Safety ("EHS") Steering Committee, which is comprised of various business leads and members of senior management. Recently, our short-term initiatives have been primarily comprised of energy efficiency projects. As a medium-to-long-term objective, Timken is currently considering sourcing a higher percentage of its energy use from renewables.
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	Timken has an established enterprise risk management ("ERM") process, which is aligned with the Committee of Sponsoring Organizations framework. This process includes risk identification from a universe of major risks, risk assessment, and the prioritization and development of risk mitigation plans and actions. ERM plans are monitored and adjusted, as needed, from a continuous improvement perspective. The ERM process is lead by the company's Vice President – Auditing and governed by the Executive Leadership Team and the Board of Directors. Risks and associated risk-mitigation actions related to climate change, natural disasters, and changing customer behaviors are considered and evaluated throughout the ERM process.
METRICS AND TARGETS		
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	The Timken Company CSR Report 2023; Page 36 (Energizing Our Emissions-Reduction Goals)
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 emissions, and the related risks	The Timken Company CSR Report 2023; Page 64 (Reducing Our Environmental Impact)
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	The Timken Company CSR Report 2023; Page 36 (Energizing Our Emissions-Reduction Goals)

TIMKEN

TIMKEN
GROENEVELD LUBRICATION SYSTEMS
BEKA LUBRICATION SYSTEMS
Cone Drive
SPINEA
PHILADELPHIA GEAR
GGB
ROLLON
DIAMOND
NADELLA
DES-CASE
DRIVES
Lovejoy
PTTECH
TORSION CONTROL PRODUCTS
LAGERSMIT

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