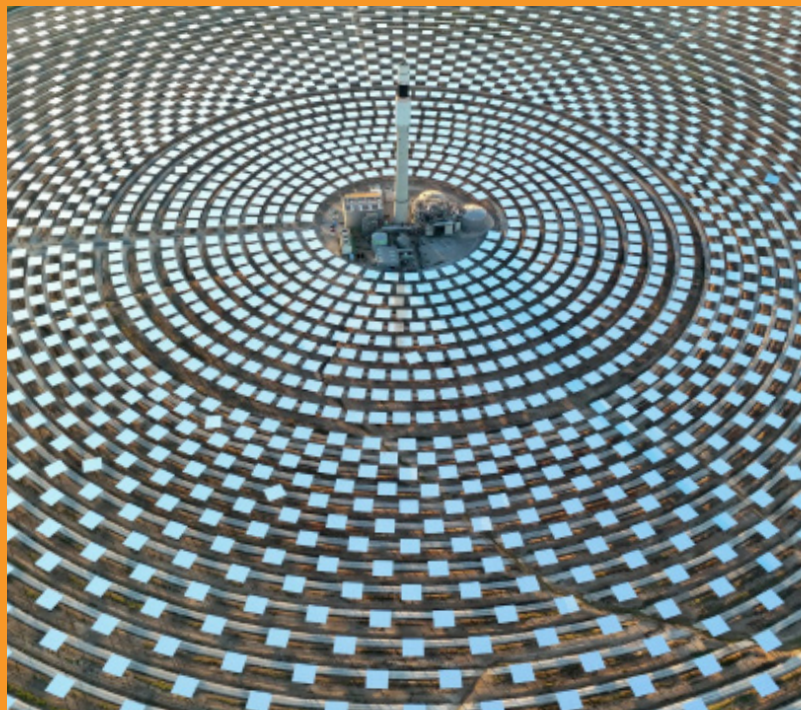




The Timken Company

Corporate Social Responsibility 2024





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Dear Stakeholders,

For more than 125 years, The Timken Company has been solving tough problems and helping the world's industries operate efficiently. As we look ahead, our corporate social responsibility (CSR) focus remains on building a stronger business, improving the lives of employees and communities and operating sustainably.

We're working to reduce our impact on the environment, with a target to cut aggregate Scope 1 and Scope 2 greenhouse gas emissions intensity by 50% by 2030. By the end of 2024, we had already reduced emissions intensity by about 42% compared to our 2018 baseline. We're doing this by investing in energy-efficiency initiatives and renewable energy resources for our global facilities.

We're also enabling the shift to renewable energy. Timken is a key supplier to some of the world's largest wind and solar energy projects. Across our business, we remain focused on creating products and solutions that help our customers and the industries we serve increase energy efficiency and operate more sustainably.

Timken's people are the heart of what we do. We prioritize the health, wellness and safety of all employees. Every member of our team has an opportunity to learn, grow and succeed within a culture that values inclusion. They all have an opportunity to contribute to meaningful, fulfilling work with a deep sense of purpose.

Timken's influence extends beyond our facilities and into the communities where we live and work. We view equal access to basic needs and education, with an emphasis on STEM, as critical to developing stronger individuals, more resilient communities and a better future. Around the world, we're working with schools and organizations to expand access to STEM education and support the next generation of talent. We believe everyone should have the chance to thrive, and we're doing our part to make that happen.

Timken employees collaborate with our customers to solve their most difficult challenges, and together, we are striving to make the world move more efficiently and sustainably. Thank you to our team members for their hard work and dedication. And to all our stakeholders, thank you for supporting Timken. Together, we'll keep creating a better, more sustainable world.

Sincerely,



Richard G. Kyle
President and Chief Executive Officer

ABOUT

The Timken Company

The Timken Company (NYSE:TKR; www.timken.com), a global technology leader in engineered bearings and industrial motion, designs a growing portfolio of next-generation products for diverse industries. For more than 125 years, Timken has used its specialized expertise to innovate and create customer-centric solutions that increase reliability and efficiency. Timken posted $4.6 billion in sales in 2024 and employs approximately 19,000 people globally, operating from 45 countries.

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.

2025 WORLD'S MOST ETHICAL COMPANIES® ETHISPHERE 14-TIME HONOREE

AMERICA'S MOST RESPONSIBLE COMPANIES 2025 Newsweek statista

2024 Business Segment Sales



~66% Engineered Bearings
~34% Industrial Motion

2024 Channel Overview

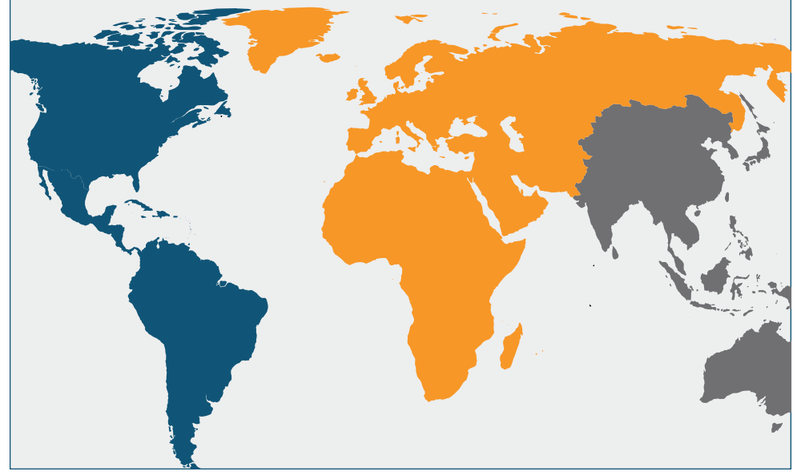


~55% Original Equipment Customers
~45% Distributors / End-Users

2024 Sales by Geography

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

~56% Americas
~24% Europe, Middle East and Africa
~20% Asia Pacific



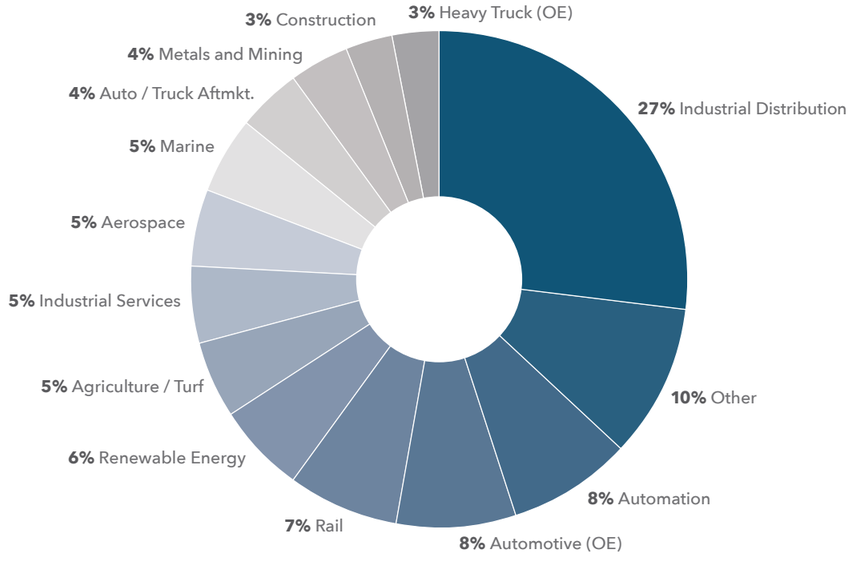
Our Primary Brands

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

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

Total 2024 End-Market / Sector Sales Mix

We keep the world in motion, serving the most attractive end-market mix in the industry, including renewable energy and automation.



CSR Vision

With our 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 program with over 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** and **Product.**

We adhere to the following steps to ensure our CSR program makes a meaningful impact:



Governing Responsibly: CSR at Timken

The Timken Board of Directors, along with its Committees, plays a key role in overseeing CSR initiatives, including human capital management and risk oversight. Board members bring unique expertise and cross-disciplinary knowledge, including experience in guiding public-company CSR and sustainability programs.

The Nominating and Corporate Governance Committee actively monitors industry trends, recommends best practices and drives improvements to ensure strong corporate governance. In line with its charter, the Committee regularly reviews and suggests updates to Timken's CSR and sustainability efforts, reinforcing the company's commitment to responsible leadership.

Managing the Company's CSR Program

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

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

Executive Sponsors
Executive Vice President, General Counsel & Secretary; Vice President and Chief Human Resources Officer; President of Industrial Motion; and Vice President – Corporate Communications provide management oversight and leadership to the CSR Steering Committee.

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.

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

CSR Highlights

~42%
reduction in aggregate Scopes 1 and 2 emissions intensity since 2018

~50K
MT CO_2e avoided by using renewable energy sources in 2024

40%
reduction in annual waste since 2018

88%
diversion rate of waste from landfills at our manufacturing sites

1,164
megaliters of recycled water used in 2024

91%
response rate from salaried staff on Voice of the Employees survey

15X
increase in renewable energy use since 2018

20%
reduction in annual water withdrawal from manufacturing sites from 2018 to 2024



PEOPLE

Innovating Together, Strengthening Communities

For more than 125 years, Timken's employees have driven innovation and served as the foundation of our enduring success. As a global organization, we're committed to attracting top talent and supporting their growth and wellbeing while advancing an inclusive environment that celebrates the diverse experiences and perspectives of our people, suppliers and communities.

Our employees benefit from tailored personal and professional development, while our philanthropy expands access to essential resources and education in our communities.

At the same time, we're proactively addressing the evolving needs of our industry. Through growing global investments in STEM (Science, Technology, Engineering and Mathematics) education and our commitment to increasing awareness of available careers in manufacturing, Timken is helping to cultivate the next generation of innovators and problem solvers worldwide.

We are proud to create opportunities that benefit our employees, strengthen our communities and advance the future of manufacturing.

Acting on Employee Feedback

Our people drive Timken's success, guided by our Core Values. Timken strives to ensure employees feel valued and inspired, and our ongoing efforts promote a purposeful, fulfilling workplace.

In our most recent Voice of the Employees survey, our company achieved an impressive 91% response rate from salaried staff, with employees expressing strong engagement in areas such as career growth and development, social responsibility and leadership that listens. We're also surveying our operative workforce to acknowledge their unique perspectives. More than half of our operative respondents globally have voiced their strong support for Timken's commitment to quality and ethics.

By listening and acting on employee feedback, we create a resilient organization where all can thrive.

91%

of our salaried workforce participated in Timken's most recent employee engagement survey.

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.



Promoting Continuous Learning and Leadership

Timken is dedicated to providing continuous learning and professional growth opportunities across our workforce. Our commitment is to equip employees with the tools, resources and support they need to innovate, excel and shape the future of our business.

Our company focuses on strengthening our workforce by developing critical skills and preparing the next generation of leaders for Timken. We achieve this through internal development programs and strategic partnerships with leading global organizations.

On the following page are a few examples of how we empower our employees to realize their full potential and drive meaningful impact within Timken and beyond.



CONTINUOUS LEARNING AND LEADERSHIP

Fostering a Professional Global Workplace

Our Professional Global Workplace (PGW) is an interactive learning program provided by a human capital consulting company that helps organizations instill core behavioral standards in the workplace. Available virtually or in person, PGW addresses key workplace topics and reflects our code of conduct and leadership principles.

Through PGW, employees and managers gain practical knowledge and tools to:

- Identify and address workplace behaviors that impact individual and organizational success
- Clearly communicate behavioral expectations and demonstrate accountability
- Advance a workplace where ideas and concerns are welcomed
- Maintain behaviors that support a professional, inclusive and productive workplace

PGW empowers our employees to uphold Timken's high standards and values worldwide.



Providing Comprehensive Development Resources

This expansive tool empowers employees to take charge of their careers by offering conversation starters and questions that help initiate meaningful career discussions. Managers also use it to guide and support the growth of their teams, as well as to train, advance and retain diverse talent. The library provides opportunities to explore resources on personal and professional development, goal setting, collaboration, continuous improvement and leadership skills, along with many other topics.

Strengthening Operational Excellence

The Operations Excellence Academy is Timken's premier annual development program, designed to strengthen operations leadership across our global organization. The two-week academy begins at our corporate headquarters with a U.S. plant tour of select manufacturing facilities, offering participants a comprehensive view of our operations to enhance deeper business understanding and systemic thinking.

Each year, 30 high-potential employees across our Engineered Bearings and Industrial Motion businesses are selected to participate, representing a diverse array of global geographies, experiences and perspectives. The program is carefully structured to:

- Enhance leadership skills across our business units and regions
- Deepen understanding of operations, organizational dynamics, business strategy and financial performance
- Provide meaningful exposure to senior leadership and enterprise-wide strategic initiatives
- Enable cross-functional collaboration and the sharing of best practices across our global sites and teams

Through the Operations Excellence Academy, Timken invests in developing future leaders who will drive operational excellence and innovation, ensuring a strong, agile workforce that supports continued growth and success worldwide.



Reimbursing Educational Expenses

Our Educational Reimbursement Program covers tuition for many degree programs, enabling employees to build new skills and advance their careers from their first day of employment.

Cultivating Development-Driven Leadership

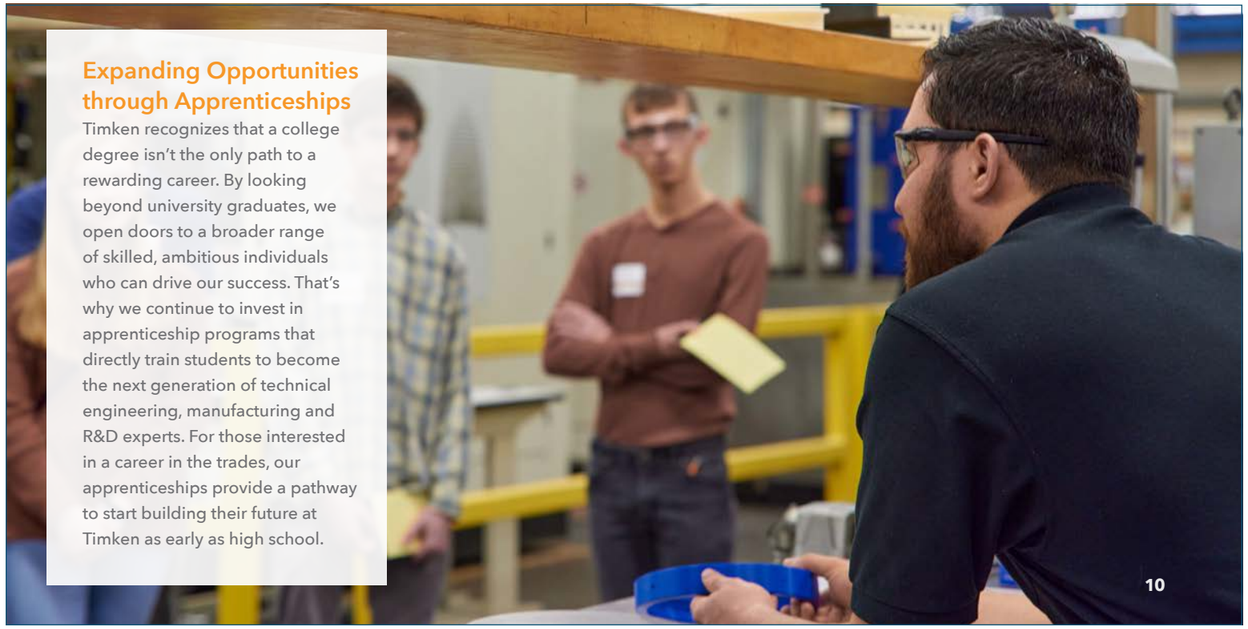
To help employees excel in their current roles and prepare for future career opportunities, we empower managers and employees to have more meaningful development conversations. Responding to engagement survey feedback, we introduced our Development-Driven Leader Initiative throughout 2023 and 2024, reigniting growth-focused discussions and coaching through practical tools and everyday actions that drive success.

Managers are accountable for continuous development through annual evaluations of the tangible impact they have on their teams' growth and advancement. Additionally, we align employee projects and assignments with individual growth plans, connecting them directly to development goals, learning actions and annual performance reviews. This approach ensures every team member feels ownership of their career, and has clear, actionable pathways to achieve their professional aspirations.

Empowering Growth with Timken University

Our online training platform gives employees access to thousands of courses spanning the latest technologies, project management, leadership development, business skills, wellbeing and more. Timken also provides on-demand training and resources through Harvard ManageMentor® Spark, TED Talks and other leading third-party platforms, empowering our teams to learn and grow whenever and wherever they choose.

In May 2025, we rolled out an enhanced version of Timken University featuring updated content partners, an improved user experience, new certification opportunities and seamless integration with Aperian Global. Aperian is an innovative program that enables employees to leverage its GlobeSmart tool to learn about their natural working styles and make more intentional work connections with team members across our global footprint, driving stronger collaboration and results.

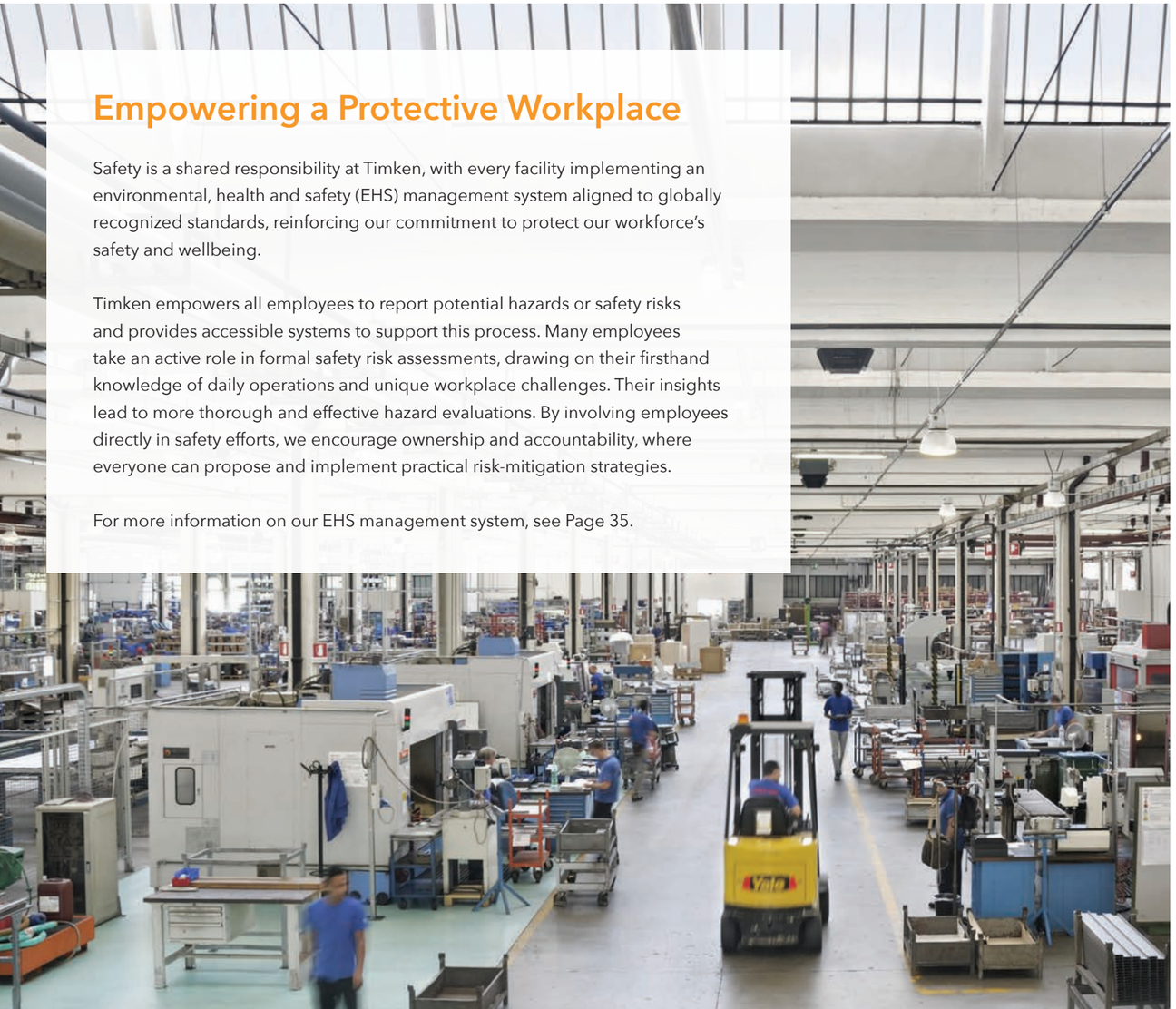


Expanding Opportunities through Apprenticeships

Timken recognizes that a college degree isn't the only path to a rewarding career. By looking beyond university graduates, we open doors to a broader range of skilled, ambitious individuals who can drive our success. That's why we continue to invest in apprenticeship programs that directly train students to become the next generation of technical engineering, manufacturing and R&D experts. For those interested in a career in the trades, our apprenticeships provide a pathway to start building their future at Timken as early as high school.

Prioritizing Safety and Wellbeing Globally

Timken is committed to safe and responsible operations every day, in every location where we do business. We actively promote the wellbeing of our global workforce by offering essential programs and benefits that support their health, safety and overall quality of life.



Empowering a Protective Workplace

Safety is a shared responsibility at Timken, with every facility implementing an environmental, health and safety (EHS) management system aligned to globally recognized standards, reinforcing our commitment to protect our workforce's safety and wellbeing.

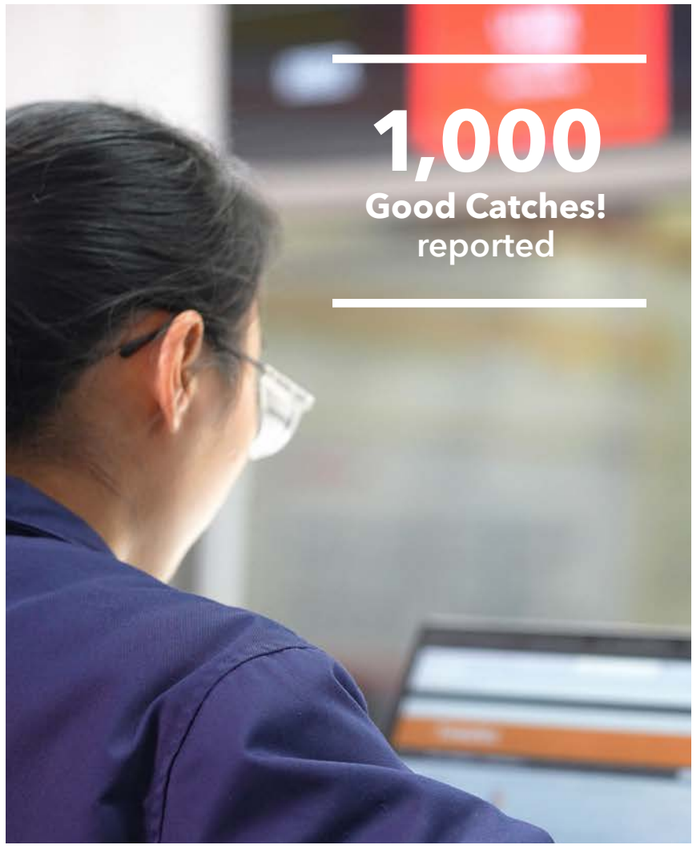
Timken empowers all employees to report potential hazards or safety risks and provides accessible systems to support this process. Many employees take an active role in formal safety risk assessments, drawing on their firsthand knowledge of daily operations and unique workplace challenges. Their insights lead to more thorough and effective hazard evaluations. By involving employees directly in safety efforts, we encourage ownership and accountability, where everyone can propose and implement practical risk-mitigation strategies.

For more information on our EHS management system, see Page 35.

Providing EHS Training from Day One

Timken equips new hires in our plants with essential safety and sustainability knowledge through comprehensive EHS training as part of our onboarding process. This training covers workplace safety procedures, proper handling of hazardous materials, waste disposal practices and our environmental sustainability initiatives. In addition, employees receive annual training to refresh their knowledge and reinforce the importance of workplace safety. By providing a strong foundation and reinforcing safe workplace practices, we ensure our employees are prepared to work safely and responsibly from day one.





Enhancing Safety and Sustainability Across Timken

A safer workplace and cleaner environment start with a single observation. After a successful pilot last year in North America, we're in the process of expanding our **Good Catch!** initiative companywide, empowering employees to report EHS concerns before they become incidents.

Through the first three months of the program, employees reported 1,000 **Good Catches!**, preventing potential injuries and environmental impacts through quick action. These observations are transforming safety vigilance into measurable improvements in workplace safety.

Every observation helps us build a stronger culture of care, teamwork and continuous improvement.



Improving Performance with Advanced Technology

Timken leverages a third-party, cloud-based software platform to drive efficiency and consistency. This robust system offers a comprehensive suite of applications designed to manage all aspects of EHS operations worldwide. The platform enables us to efficiently track compliance, investigate incidents, establish corrective action plans and monitor progress through detailed reporting tools.

In addition, the system supports our sustainability initiatives by providing accurate data management and site-specific, geographic reporting. This capability allows us to quantify improvements and savings from sustainability projects more effectively. By identifying trends and refining our processes, we maintain the highest global standards of compliance, sustainability and operational excellence.

Taking a Holistic Approach to Employee Wellness

Timken remains committed to continuously enhancing our health and wellness programs and resources to provide our employees and their families with the tools, support and opportunities they need to thrive. We aim to empower our employees in all aspects of their lives, physically, mentally and emotionally. Our holistic approach to health aims to provide employees with access to the resources and care they need to lead balanced, fulfilling lives, both at work and at home.



Accepting the Challenge to Improve Safety

Each year, the Timken Ergo Cup Challenge celebrates excellence in ergonomic innovation and teamwork. From a record 82 entries, the 2024 award went to our employees in the H&N Electric business in Pasco, Wash., for a stator rewind solution.

Facing the challenge of manually rotating heavy motor stators – which caused physical strain – the team engineered a motor-driven fixture to automatically position the stator for rewinding. This innovation improves safety and saves 2,000 labor hours annually.

“The Ergo Cup Challenge fosters collaboration and real-world impact for our people and business,” says Jamie Milobar, senior manager – global EHS. “The Pasco team’s solution exemplifies team-driven problem solving with lasting benefits.”

Since 2011, nearly 900 implemented projects have advanced safety and efficiency across Timken’s global operations, reflecting our ongoing commitment to employee wellbeing and innovation.



Supporting Mental Health: A Cornerstone of Wellbeing at Timken

Mental health is central to wellbeing at Timken. We take a comprehensive approach to health, treating physical, mental and emotional wellbeing as interconnected and equally important.

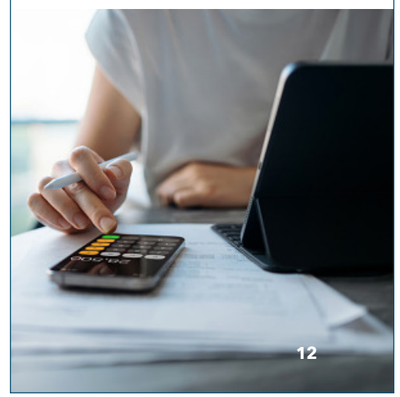
Timken offers a wide range of resources designed to help employees and their loved ones thrive. Our global Employee Assistance Program (EAP) is a cornerstone of this commitment. This free, confidential program is available 24/7 and provides support on a variety of issues, including wellbeing coaching, mental and physical health counseling, financial and legal advice and resources for childcare and elder care. Whether employees need guidance on parenting, support during periods of stress or simply someone to talk to, the EAP is there to help.

Everyone faces challenges. Seeking support and focusing on mental health reflects strength, not weakness. We support open conversations about wellbeing and encourage proactive care.

As we continue to hear positive testimonials from colleagues around the world, we are reminded that these resources make a real difference. Together, we’re building a workplace where everyone feels valued, supported and empowered to reach their full potential.

Offering Early Wage Access

To support our employees’ financial wellbeing, Timken offers an early wage access benefit for U.S. workers. This program allows employees to access a portion of their earned wages before their regular payday, helping them manage immediate or unexpected expenses with greater flexibility and confidence.



Valuing an Inclusive Culture

Timken values the wide range of perspectives and experiences that our global workforce contributes.

We are committed to an inclusive work environment where every individual is valued and empowered to contribute fully. And with more than half of our global workforce represented by Millennials and Generation Z, we're working to ensure continuity of knowledge and achievements across generations. We're strengthening succession plans, comprehensive development planning, formal and informal coaching and mentoring so we are prepared to take on the challenges of the future.



Inviting Collaboration and Understanding

Employees around the world join our employee resource groups (ERGs), which are growing globally and open to all employees. 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 also driving the globalization process.

As global teams, ERGs collaborate on hybrid and virtual events open to all, unifying employees across geographies. Our ERGs engage employees around the globe with resources to advance their skills and careers, drive meaningful discussions that improve teamwork and provide information sharing on new technologies and tools to work more effectively – individually and together.

Forums for employees to network, share a wide range of perspectives and build community are central to ERG programming. Veteran Engagement at Timken's (VET) experiential events, Timken Pride Network's (TPN) Unity Cafés 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 positively impacting the communities where we live and work. Volunteerism is a key component of this commitment and plays an integral role in ERG activities – strengthening community ties, supporting local initiatives and fostering a culture of service and shared purpose.

ERGs: Empowering Employees and Driving Positive Change

These groups make a significant, positive impact across our company by:

Including
Enabling a sense of belonging for all people at Timken.

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

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

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

Influencing
Contributing content that's important to our global workforce, sharing feedback to help us build on our successes and addressing emerging trends that impact our workplace, together.

YOUNG PROFESSIONALS NETWORK ypn
VETERAN ENGAGEMENT AT TIMKEN VET
MAP MULTI-CULTURAL ASSOCIATION OF PROFESSIONALS
TIMKEN PRIDE NETWORK TPN
WIN WOMEN'S INTERNATIONAL NETWORK
CAN CELEBRATING ABILITIES NETWORK

Lifting Communities, Shaping Tomorrow

Timken supports communities worldwide through a range of initiatives, from hands-on volunteering to impactful partnerships. We are committed to supporting STEM education and basic needs in the communities where we operate.

Our approach to community involvement is well-rounded, combining corporate support through the Timken Charitable and Educational Fund with the volunteer efforts of our employees. Volunteerism not only strengthens the communities we serve, but also enriches our workplace.

We focus our efforts where we can make the greatest impact, aligning with strategic partners like the Manufacturing Institute, Habitat for Humanity, Red Cross, Feeding America and many others. Whether addressing food insecurity or responding to disasters, we stand ready to support our neighbors across our global footprint.

Timken is dedicated to investing in the next generation of innovators by expanding access to STEM education. We continue to strengthen our global commitment to empowering future problem solvers and driving positive change in the communities we call home.

Building Futures: Timken's Timeless Commitment

At Timken, supporting the communities where we live and work is an integral part of who we are. Our long-standing partnership with Habitat for Humanity exemplifies this commitment, addressing the essential need for safe, affordable housing. Since 1999, Timken employees have contributed thousands of volunteer hours to Habitat projects, building homes and hope both locally and globally.

Each year, Timken's World Headquarters partners with Habitat for Humanity of East Central Ohio to build two homes, with employees involved at every stage – from framing and siding to painting and finishing touches. Since the partnership began, Timken teams have completed 35 homes. Our efforts extend beyond new construction to include critical home repairs, ensuring a holistic approach to community support.

Timken's impact reaches beyond the United States. At our Ploiesti Plant in Romania, employees have partnered with Habitat Romania since 2008, helping build 60 homes and rehabilitate 30 more. These projects provide stability, security and a fresh start for families in need.

As we celebrate more than 125 years of strengthening communities, Timken remains dedicated to making a lasting difference – one home, one family and one future at a time.

60

Habitat for Humanity homes built by Timken volunteers in Romania since 2008.







Inspiring the Next Generation of STEM Leaders: Timken & Girl Scouts

Women represent nearly half the workforce but hold just 28% of STEM jobs.[1] Through a dynamic partnership with Girl Scouts of North East Ohio (GSNEO), Timken invests in STEM education and creates hands-on learning opportunities to inspire girls to become future engineers and innovators.

In 2025, GSNEO launched its STEM Center of Excellence – a regional hub for STEM learning. Timken played a vital role, donating CNC milling equipment, control simulators and other tools to help students experience engineering in action.

These resources allow participants to engage directly with engineering concepts, gaining real-world experience and insights into careers they might not have otherwise considered.

"Partnerships like this give girls the opportunity to be empowered and discover their strengths, think critically and grow into confident problem solvers and future leaders in an industry they may not be as familiar with," said Shayla Rose Brown, section manager at Timken and former Girl Scout.

For Brown, the initiative is deeply personal, as she recalled having limited access to STEM programming as a child.

"I love that we're changing that narrative and making manufacturing something girls can see themselves in," she said.

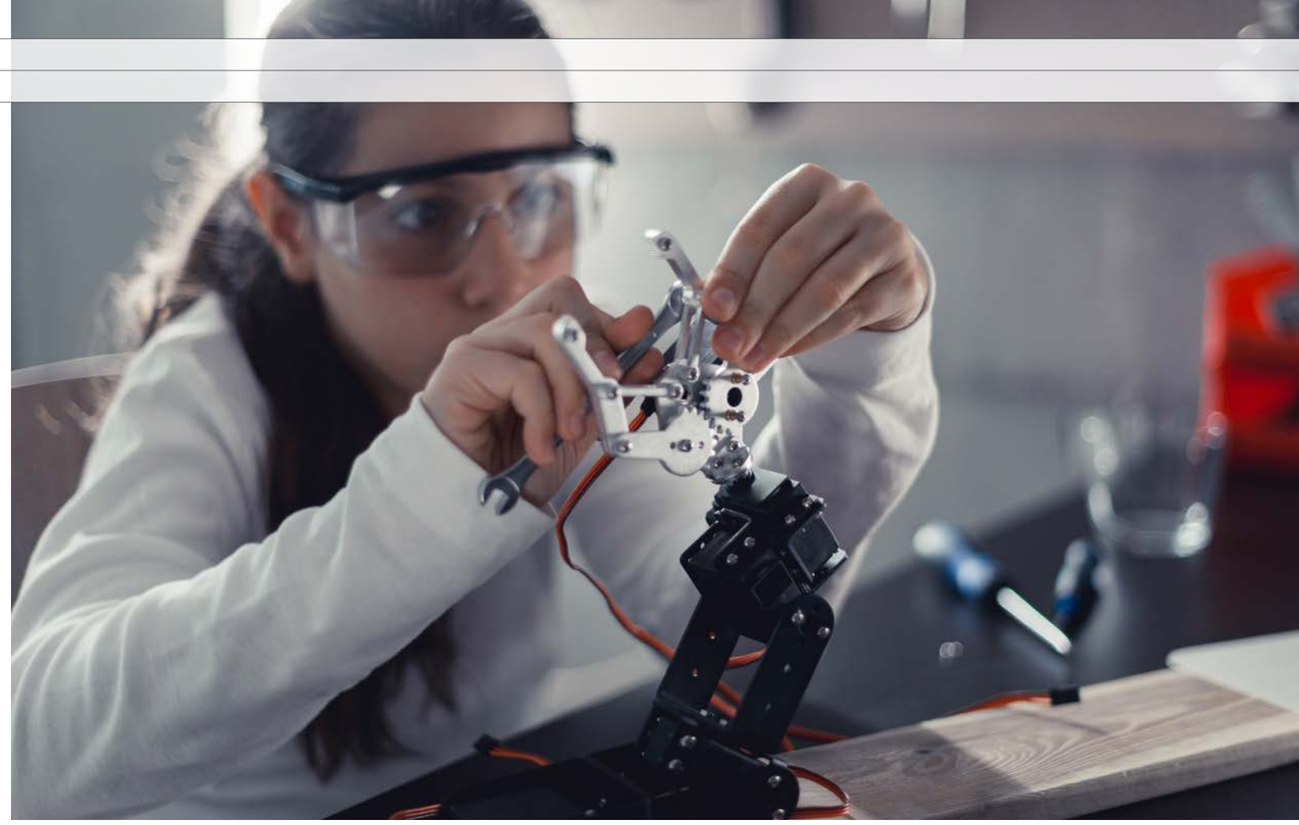
The partnership aims to reach students before they lose interest in STEM, providing them with the tools, exposure and support to stay engaged. Timken's multi-year commitment includes continued investment, mentorship and long-term engagement with Girl Scout programs.

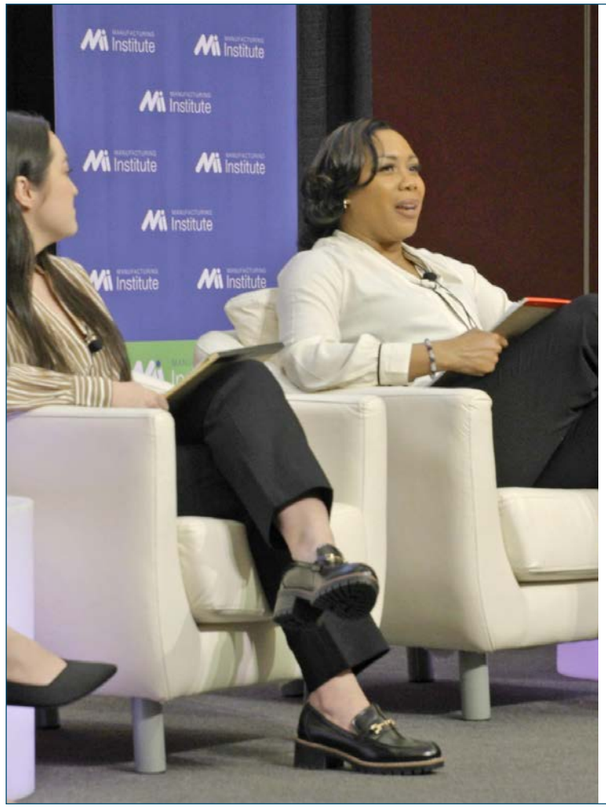
"The earlier we expose girls to STEM, the better," said Angel Williams, Timken's manager – sales training and GSNEO board member. "If they can see it, they can be it. Our goal is to help them build confidence, take risks and understand that STEM is for them."

By championing women in STEM – on the shop floor, in leadership and through community partnerships – Timken is helping build a pipeline of future talent and innovators.

[1] "Women in the Workplace: The Gender Gap in 2024," World Economic Forum, June 2024. https://www.weforum.org/stories/2024/06/women-work-gender-gap-2024/

> "Partnerships like this give girls the opportunity to be empowered and discover their strengths, think critically and grow into confident problem solvers and future leaders in an industry they may not be as familiar with."
>
> **Shayla Rose Brown**
> section manager at Timken and former Girl Scout





Building the Future Workforce: Timken Hosts Female-Focused Career Event

In March 2024, Timken collaborated with the Manufacturing Institute to host an all-day career development and networking event at North Carolina State University for students, young professionals and manufacturing industry representatives. The event offered students a valuable opportunity to hear from industry leaders, network with professionals and learn best practices for career success.

The manufacturing industry faces an ongoing talent shortage, with an average of more than 800,000 open jobs each month. Despite women making up nearly half the workforce, they hold fewer than one-third of manufacturing positions. The Manufacturing Institute aims to increase female representation in the industry to 35% by 2030, adding a half million women to the workforce to fill a growing number of open manufacturing positions.

Timken played a key role in the event, serving on a panel to share career highlights and discuss career opportunities in manufacturing. Timken offers a wide range of roles at facilities around the globe, supporting industries from aviation and automation to renewable energy and robotics.

Events like these empower students to explore manufacturing careers and help address the industry's talent shortage.



Inspiring Future STEM Leaders in Romania and China

As manufacturers worldwide face the need to build a robust pipeline of next-generation talent, Timken is stepping up through its global partnership with *FIRST*® (For Inspiration and Recognition of Science and Technology). This partnership is already creating meaningful opportunities for young people in communities like Ploiesti, Romania, and Shanghai, China.

In Romania, Laurentiu Udroiu, manager of industrial bearings product design, was inspired by his daughter's passion for robotics to become a mentor for the local BraveBots team. With limited STEM opportunities in the region, Timken's financial support enabled the team to secure educational kits, a CNC machine and a 3D printer – enabling students to design, prototype and build their own competition robot. Under Laurentiu's mentorship, the BraveBots won second place at the Romanian national championship, while students gained hands-on experience and confidence.

"I'm energized working with students to solve environmental and societal problems," Laurentiu said. "*FIRST* competitions allow me to rediscover engineering through the eyes of bright, young minds."

In Shanghai, Timken employees supported the 2025 *FIRST* Robotics Competition (FRC) Regional that brought together nearly 1,000 students from the United States, China and Australia. Seven employees participated as judges and volunteers, and our China HR director delivered a keynote at the opening ceremony. The 2025 challenge, Reefscape, tasked students with building robots to restore marine ecosystems – highlighting technical skills and environmental awareness. Five teams advanced from the Shanghai regional competition to the world championship in Houston.

Around the world, Timken employees are inspiring future STEM leaders and empowering the problem solvers of tomorrow.

Expanding Timken's Global Support of STEM Education

Timken is committed to advancing STEM education in communities worldwide. In South Africa, Timken has partnered with Tomorrow Trust since 2016, providing scholarships for orphaned and vulnerable youth. In 2024, this partnership expanded to focus on STEAM (Science, Technology, Engineering, Arts and Mathematics) and holistic educational support.

A key feature of Tomorrow Trust is its SHIFT Program – Skills, Holistic, Innovation, Future, Transformation – which empowers children from Tsakane Township (Grades 3 and 4) through STEAM-focused holiday and weekend classes. These sessions cover mathematics, life sciences, physical science, English and art, ensuring access to quality education.

The SHIFT Program specifically introduces students to digital skills, including robotics, coding, artificial intelligence and virtual reality, while providing necessary devices and data. By bridging the digital divide, SHIFT prepares learners for future careers in technology.

Timken's long-term vision is to support these students annually through high school. Employees also volunteer, with two events held in 2024, reinforcing Timken's dedication to empowering the next generation of innovators.

Empowering Communities: Timken India's Local Impact

Timken's global commitment to community comes to life through our sustained efforts across India, where we strive to improve lives in the regions surrounding our facilities. Our approach is holistic and responsive, investing in projects that address the most pressing needs across education, healthcare, livelihood and social inclusion.

Nurturing Progress in Bharuch

Our efforts in Bharuch are making a meaningful difference, particularly among historically underserved populations. The region faces unique challenges, including limited access to quality education, healthcare and sustainable livelihoods. Timken's employee resource groups have taken the lead in supporting these communities through targeted initiatives.

A standout example is our partnership with the Royal Commonwealth Society for the Blind (Sightsavers India), through which we launched a mobile eye care initiative for truck drivers, who comprise a vital workforce in Bharuch's industrial hub. Over the past year, dozens of screening camps have provided free eye checks and prescription glasses to more than 2,000 drivers, helping safeguard their health and livelihoods.

We've also contributed to the establishment of a therapy center for children with mental disabilities and funded the expansion of a local hospital. These projects not only address immediate needs, but also lay the foundation for long-term community well-being. While our impact is growing, these early efforts reflect Timken's commitment to creating lasting, positive change.

Decades of Support in Jamshedpur

Timken's first facility in India, Jamshedpur has been a center for community engagement for over three decades. Our legacy here includes more than a hundred projects – building schools, colleges, hospitals, sports facilities and community kitchens – uplifting underprivileged and tribal communities. Our most recent initiatives focus on healthcare and education: building a rest house for cancer patients and attendants traveling for treatment, expanding a charitable school to offer education from primary through higher secondary levels and constructing a new college building to equip rural youth with marketable skills. Timken's ongoing work has empowered local communities to grow, thrive and lead healthier lives.

Empowering the Underserved in Bangalore

As Timken India's headquarters for nearly two decades, Bangalore has been at the heart of our community engagement. Our initiatives address critical needs – safe shelter, access to education, healthcare and livelihood support – especially for the rural and economically disadvantaged. Last year, Timken supported the construction of a new retirement home, providing comfort to elderly residents. Additionally, our long-running scholarship program supported 135 students in 2024.

Timken's impact extends beyond infrastructure and scholarships, with employees volunteering for community outreach, safety awareness and emergency relief efforts. Our contributions have helped create stronger, more resilient communities.

Looking Ahead

Our partnerships with local organizations and targeted interventions ensure that Timken's projects deliver meaningful, sustainable outcomes. Timken India remains dedicated to building healthier, more inclusive communities. Together – with our employees, partners, and neighbors – we are creating opportunities and empowering people to reach their full potential.









PLANET

Increasing Efficiency through Innovation, Operational Excellence

Timken is committed to leveraging innovation and operational excellence to drive progress in our sustainability program. Our focus on energy efficiency and responsible resource management is propelling us toward a more sustainable future.

Our global facilities lead our greenhouse gas (GHG) reduction efforts by expanding renewable energy use, investing in energy efficiency and sharing sustainable practices across regions. Each project is closely aligned with our strategic goals and emissions-reduction targets to ensure maximum impact.

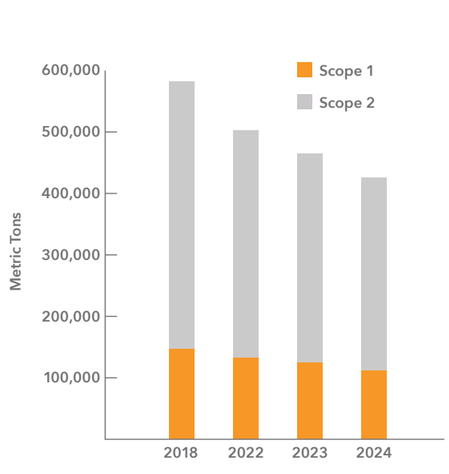
By prioritizing active collaboration between our operations and R&D teams, we foster an environment where innovation thrives. Together, they engage in joint project development, pilot programs and continuous improvement cycles. This synergy facilitates knowledge sharing and the integration of cutting-edge technologies into our operations, resulting in optimized energy use, increased renewable power sourcing and reduced waste and water consumption.

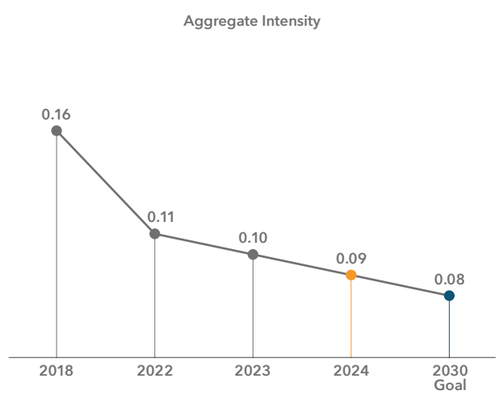
These initiatives are accelerating our progress toward achieving our 2030 emissions-intensity targets. By integrating operational excellence with environmental stewardship, Timken is demonstrating that sustainability is an essential aspect of our success and identity as a company.

Operating with Purpose: Embedding Sustainability in Our Operations

By optimizing processes, increasing renewable energy use and expanding automation, Timken is reducing GHG emissions, waste and water use, while moving our business forward.

Enhancing Our Emissions-Reduction Efforts





Every Timken facility plays a critical role in achieving our ambitious GHG-reduction goals. Since our 2018 baseline, we've cut aggregate Scope 1 and 2 emissions intensity by about 42%, putting us well on track for a 50% reduction by 2030 – a testament to our deliberate energy strategy and enterprise-wide efficiencies.

~50K MT
CO_2e avoided at Timken facilities globally

100%
renewable electricity at sites in Vimercate and Valmadrera, Italy; Pegnitz, Germany; and Sučany, Slovakia

15X
increase in renewable energy use since 2018

Investing in Energy Efficiency

From 2023 to 2024, we committed nearly $8 million to capital projects aimed at improving energy efficiency and reducing CO_2e emissions – double our investment from the previous year. We're continuing to invest in such efforts in 2025, leveraging employee-driven ideas and prioritizing high-impact projects.

4X
increase in spending on capital improvements since 2022 to enhance energy efficiency and cut emissions

Making Progress with Renewable Energy

We're expanding on-site energy generation and entering into more power purchase agreements. Today, 16 Timken plants use renewables like biomass, solar, wind and hydropower. In 2024, we completed global solar projects at our facilities in Wuxi and Xiangtan, China, each avoiding hundreds of metric tons of CO_2e emissions and generating substantial annual cost savings.

Upgrading Equipment for Sustainability

Cooling and heating are energy-intensive, so we're installing the latest energy-efficient equipment across our global sites. Here are some examples:

Lincolnton, North Carolina

A cross-functional team replaced aging chillers and cooling towers at this plant with modern, energy-efficient systems. The old equipment relied on costly, outdated refrigerants and required frequent maintenance. The site installed a new chiller and two cooling towers in 2024, with full system completion planned for 2026. Once operational, this upgrade will reduce annual emissions by 6,900 metric tons of CO_2e – equivalent of taking 900 homes off the grid – while lowering energy costs and supporting increased productivity. This project highlights our commitment to making sustainability a core consideration.

Lebanon, New Hampshire

This facility, which manufactures precision bearings for aerospace applications, has advanced its sustainability goals through technology and smart upgrades. Since 2018, the plant has reduced water consumption about 70% by installing systems that monitor and control flow across process lines. Since 2018, energy use has dropped 21% thanks to upgrades in lighting, HVAC and air compressors, cutting costs and reducing the site's environmental footprint.

Sosnowiec, Poland

At this plant, where we manufacture tapered roller bearings for industrial markets, our targeted modernization efforts are paying off. Through process and pump upgrades, we've lowered annual CO_2e emissions by 1,750 metric tons, with another 270 metric tons expected to be saved through ventilation improvements in 2025.

Ploiesti, Romania

By upgrading heating and cooling systems, we've cut annual energy use at this facility by more than 850 MWh and reduced emissions by nearly 180 metric tons of CO_2e. A new variable-speed compressor provides more than 660 MWh per year in additional savings, lowering CO_2e emissions by over 140 metric tons. These investments boost operational efficiency and environmental performance.

Wuxi, China

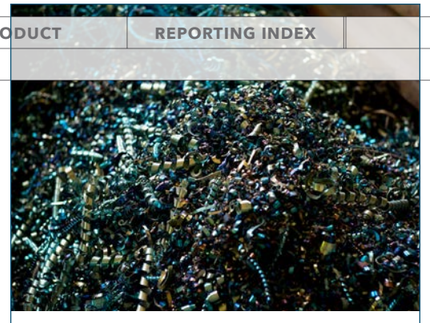
We've implemented multiple solutions to cut energy consumption at this plant, which produces a range of engineered bearings. New chillers have reduced electricity use by more than 476,000 kWh annually, while repurposing waste heat from furnaces to warm the facility saves over 305,000 kWh a year. These steps contribute to lower operational costs and a smaller environmental footprint.

Reducing Waste for a Healthier Planet

We're committed to minimizing waste and maximizing recycling. In 2024, we diverted 88% of our waste from landfills by recycling or reusing over 59,000 metric tons of materials. We've reduced total annual waste generation by 40% since 2018, due to innovative approaches from our global teams.

88%
of waste diverted from landfills in 2024

40%
reduction in annual waste generated since 2018



Making Swarf Recyclable

Machining byproducts like swarf – metallic particles mixed with coolant – are tough to recycle. We're installing briquetting equipment to press swarf into recyclable briquettes and recover coolant, recapturing valuable resources.

Our Philadelphia Gear team in Houston installed a briquetter in 2024, allowing the plant to recover about 4% more of its cutting oil and fully recycle its swarf, eliminating a fire risk in the process.

Sourcing Responsibly for a Sustainable Supply Chain

We prioritize suppliers who share our commitment to sustainability – nearly half our total spend is with suppliers running active CSR programs. Our rigorous Supplier Code of Conduct and onboarding process ensure all new suppliers meet our standards for quality, capacity and corporate responsibility.



Designing for a Greener Future

New construction and facility modifications are evaluated using LEED principles to help ensure our buildings are efficient, sustainable and supportive of environmental, social and governance goals.

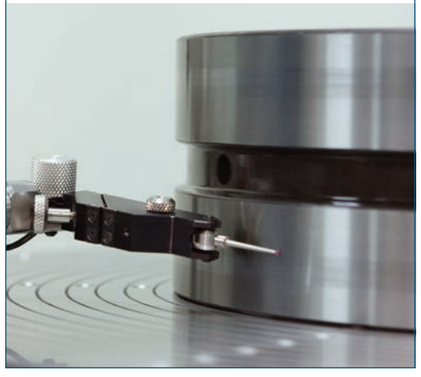
Conserving Water across Our Operations

Timken bearing plants operate wastewater treatment systems to treat and reuse water. Across our footprint, we reused nearly 1,164 megaliters of water in 2024 and have achieved a 20% reduction in global water withdrawal since 2018.



Modeling Sustainability in India

Our Chennai, India, plant introduced a zero-liquid discharge system to cut freshwater consumption by 12 kiloliters daily. By installing energy-efficient HVAC fans and chillers, the site also achieved a 25% reduction in energy use, making the plant a model for holistic environmental stewardship in manufacturing.



Expanding Sustainable Manufacturing in India

At Timken's newly expanded plant in Bharuch, India, sustainability is integral to the facility's design, featuring solar rooftop panels, zero liquid discharge systems, rainwater harvesting and energy-efficient HVAC and lighting. We've also planted over 900 trees on site, underscoring our commitment to environmental stewardship.



PRODUCT

Creating a Better Future with Sustainable Engineering Processes and Products

Timken is furthering sustainability and innovation through our cutting-edge research and development (R&D) efforts and well-established engineering processes. We combine advanced technology with sustainable practices to deliver impactful results throughout a product's lifecycle – from design phase to the time it's recycled.

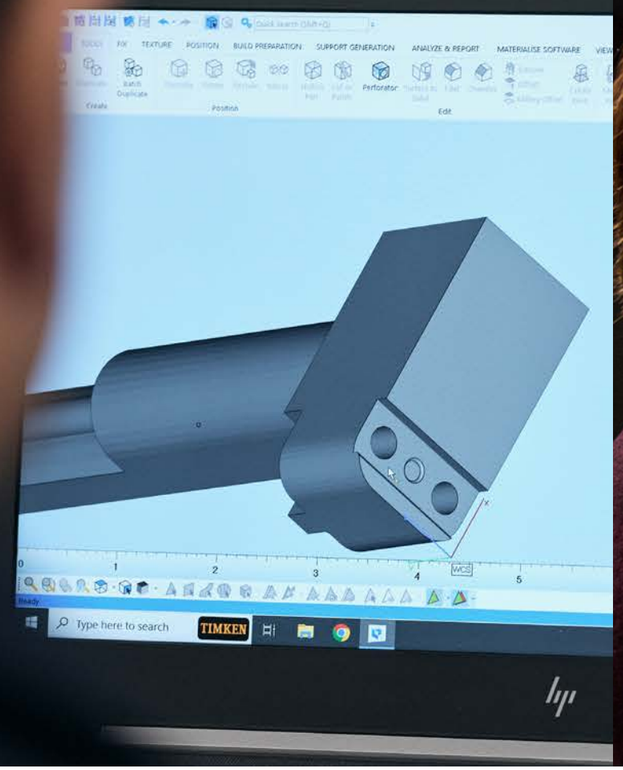
By leveraging our specialized technical expertise, collaborating with customers and partners and integrating the capabilities of our recent acquisitions, we deliver customer-focused solutions that reduce environmental impact, improve efficiency and solve real-world challenges across industries.

Our goal is to propel tomorrow's developments and help our customers lead their industries into a more sustainable future.

Partnering to Propel Industry Transformation

Timken collaborates with world-class institutions like Purdue University, Oak Ridge National Laboratory and Aachen University in Germany to advance sustainability and accelerate our R&D efforts. These partnerships provide us with access to the latest technologies, specialized expertise and state-of-the-art facilities. For example, Oak Ridge's Spallation Neutron Laboratory helps us develop more efficient and sustainable solutions by offering deeper insights into material performance.

These partnerships help to ensure we remain a leader in innovation. Our work with Purdue University, for example, has resulted in advanced bearing dynamic analysis models that enable customers to optimize energy efficiency and performance. Additionally, collaborations in rheology have driven the development of sustainable approaches to lubrication.





Developing Sustainable Alloys

We are developing leaner, high-performance alloys, a critical initiative for addressing the environmental challenges associated with rare earth elements and hazardous chemicals, which are used in industrial and technological applications.

Rare earth elements are essential for many industries but their extraction can lead to environmental degradation, including deforestation, water contamination and greenhouse gas emissions. By developing alternatives, we promote positive sourcing practices and reduce environmental harm.



Realizing Sustainability through Rheology Research

Our rheology lab, which studies how materials like lubricants flow and behave under different conditions, is advancing lubrication science to optimize machinery efficiency, reduce energy consumption and support a more sustainable future.

By exploring the tribology of innovative solutions, such as water-based lubricants, we seek to replace petroleum-based lubricants with biodegradable alternatives that minimize environmental impact. These lubricants not only improve the efficiency of industrial machinery but also support cleaner operations across industries.

In the rapidly evolving electric vehicle (EV) sector, our rheology research addresses the unique challenges posed by EV systems. Electric drivetrains require specialized lubrication to manage higher speeds, lower torque and unique thermal conditions compared to traditional internal combustion engine drivetrains. Our bearings for these applications are designed to enhance energy efficiency, extend component lifecycles and reduce wear, ensuring that EVs operate more sustainably throughout their service life.

Our rheology lab exemplifies our commitment to maximizing the performance of hardware and lubricant systems with an eye on environmental impact, delivering solutions that not only meet the performance needs of today but also pave the way for a cleaner, more efficient future.



Transforming Manufacturing for Efficiency, Safety

Automation is revolutionizing manufacturing, and we are integrating advanced technologies into our operations. Across our global footprint, we invest in digital tools, automated guided vehicles (AGVs), machine vision systems and collaborative robots (cobots) to drive greater operational efficiency, employee safety and environmental sustainability.

We have deployed cobots to automate line loading for bearing production. These cobots use advanced vision systems to identify and handle individual parts from a stack of pallets, loading them onto a conveyor for an automated production line. By taking over this ergonomically challenging task, cobots reduce repetitive strain on employees and allow them to focus on higher-value operations.

This deployment is part of our broader strategy to integrate automation technologies that enhance both employee experiences and operational outcomes. As we continue to advance these initiatives, we aim to demonstrate how technology can support a more sustainable and socially responsible manufacturing future.

Leading to a Future of Sustainable Innovation

Our R&D efforts exemplify our commitment to innovation and sustainability. By utilizing techniques and technologies such as additive manufacturing, automation and AI-driven systems, we're helping customers achieve their sustainability goals while driving industry transformation.

"Our work is focused on solving real-world challenges while advancing sustainability," said Ryan Evans, Director of R&D. "We aim to lead the future of manufacturing into a more efficient and environmentally responsible era."



Incorporating Additive Manufacturing

We are using additive manufacturing (3D printing) to create components that minimize waste, shorten supply chains and enhance design flexibility. Techniques like Laser Powder Bed Fusion and Direct Energy Deposition enable us to produce high-precision, lightweight components where reducing weight improves fuel efficiency and lowers emissions.

SUSTAINABILITY HIGHLIGHTS

> Reduced Waste
Our additive manufacturing processes use only the material required, minimizing waste.

> Lightweight Design
Optimized component mechanical structures reduce weight and boost efficiency.

> Localized Production
Shortened supply chains reduce transportation emissions and inventory requirements.



Innovating Heat Treatment Techniques

Heat treatment is a vital process in manufacturing that enhances the strength, durability and performance of materials. However, traditional methods are energy-intensive and emit significant greenhouse gases. Our facilities are transforming heat treatment with energy-efficient and environmentally friendly solutions.

Our Advancements in Heat Treatment

Electrified Processes
We utilize induction hardening, which uses electricity on demand to heat materials quickly and in precise locations, reducing greenhouse gas emissions and improving energy efficiency.

Batch Processing
Our batch processing systems treat multiple components simultaneously, optimizing energy use and minimizing waste.

These innovations ensure we produce high-performance materials with a reduced environmental footprint, aligning with our broader commitment to sustainability.

Driving Sustainability across Global Industries

Timken is actively shaping a more sustainable future for global industries. By partnering with our customers, we continuously innovate – leveraging our expertise in friction management, materials science and power transmission. We also invest in emerging opportunities and technologies to advance our expanding portfolio of engineered bearings and industrial motion products and services. Whether supporting renewable energy, enabling efficient transportation or contributing to safe and reliable food production, Timken is committed to powering a more sustainable world.

Reducing Energy Consumption with EnviroSpexx™ Bearings

Our EnviroSpexx™ roller bearings are built to drive efficiency and sustainability across industrial applications.

With advanced engineering and optimized geometries, EnviroSpexx bearings are designed to help reduce the energy required to keep industrial systems running. By decreasing friction and minimizing rotational resistance, these bearings offer a practical way for companies to address rising energy costs and support their decarbonization strategies – without requiring major changes to existing equipment.

The positive impact goes beyond energy savings. Cooler operating temperatures and reduced component wear can lead to greater system reliability and longer equipment lifespans, further contributing to resource conservation and waste reduction. These benefits are supported by rigorous laboratory testing over several years, demonstrating the value of even small upgrades in core machine components.

Implementing EnviroSpexx bearings is a simple yet meaningful step for companies striving to increase efficiency and meet their sustainability targets. Timken remains dedicated to helping our customers and partners drive measurable progress toward a more sustainable industrial future.

SUSTAINABILITY HIGHLIGHTS

- Designed to reduce power consumption by lowering friction and rotational resistance.
- Designed to extend service life through cooler operating temperatures and reduced wear.
- Supports decarbonization strategies without major equipment changes.
- Supported by laboratory testing for long-term sustainability impact.





Collaborating to Produce Sustainable Solutions

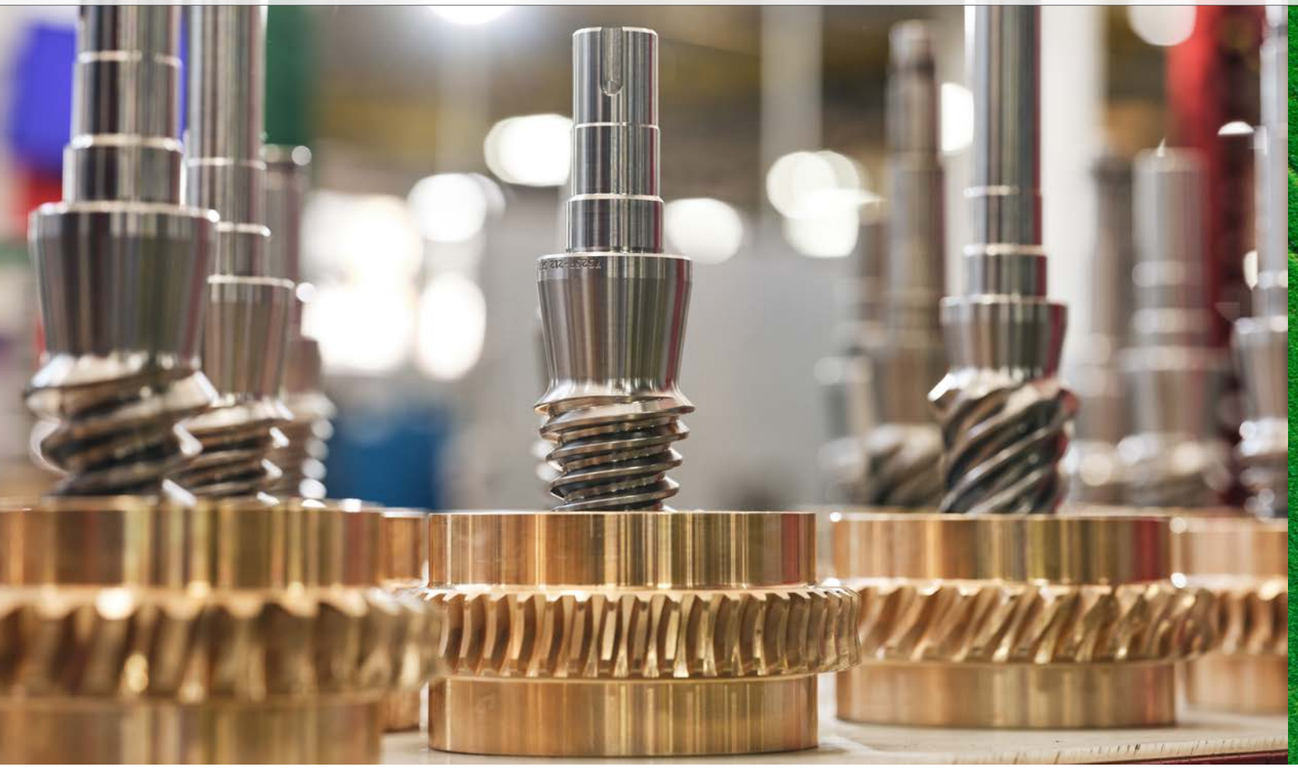
By optimizing materials, extending component life and reducing operational waste, collaborations between our Cone Drive, Spinea and Timken Engineered Bearings businesses are supporting sustainability in harmonic gearhead applications.

Specifically, Cone Drive and Timken worked together to produce input bearings with improved performance and longer lifespan, as well as a more efficient harmonic grease that reduces maintenance needs and environmental impact. Cone Drive also collaborated with Spinea on an innovative cross-roller bearing design that has cut lead times and costs, supporting greater resource efficiency in manufacturing.

These advancements enable customers to benefit from more reliable, longer-lasting products with a lower total cost of ownership and a smaller environmental footprint. Our partnership remains focused on further enhancing product sustainability and efficiency for customers and the industry as a whole.

SUSTAINABILITY HIGHLIGHTS

- Optimizes materials and extends component life in harmonic gearhead applications.
- Reduces maintenance needs and environmental impact with efficient grease.
- Cuts lead times and costs, promoting resource efficiency in manufacturing.



Driving Operational Efficiency with End-of-Line Testing

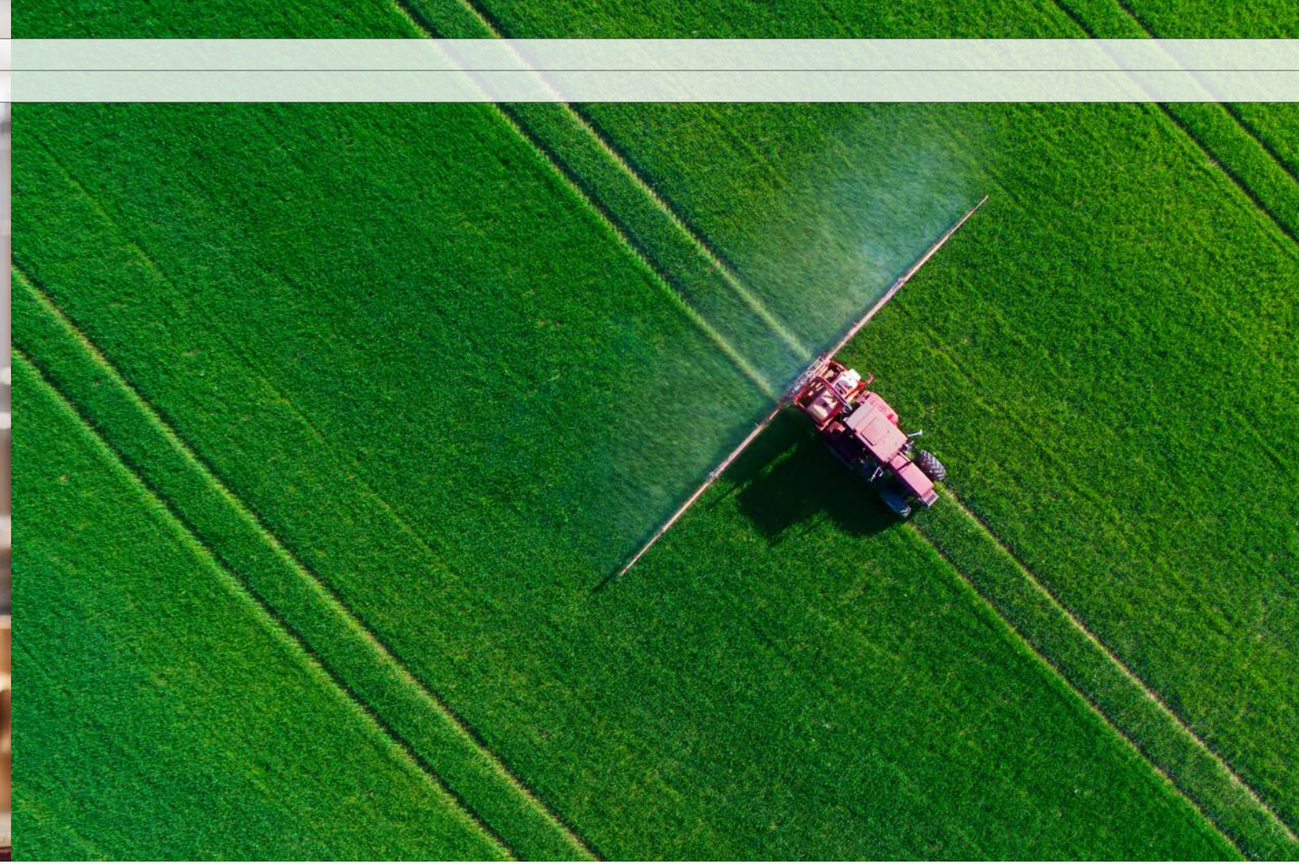
Our Cone Drive business is automating End-of-Line (EOL) testing to advance sustainability by reducing waste, optimizing energy and material use and streamlining resource consumption.

The new automated EOL tester for the harmonic product line is designed to enhance data quality and traceability while minimizing manual intervention and error rates. Upgraded fixturing simplifies setup and changeovers, further supporting efficient operations. By increasing throughput and improving consistency, Cone Drive is able to deliver high-quality products more efficiently and with a lower environmental footprint.

This initiative reflects our ongoing commitment to operational excellence and resource optimization, helping to guide future automation across Cone Drive's manufacturing operations.

SUSTAINABILITY HIGHLIGHTS

- Reduces waste and optimizes energy and material use through automation.
- Enhances data quality and traceability, minimizing manual errors.
- Increases throughput and product consistency, lowering environmental impact.
- Supports future automation to optimize resource consumption.



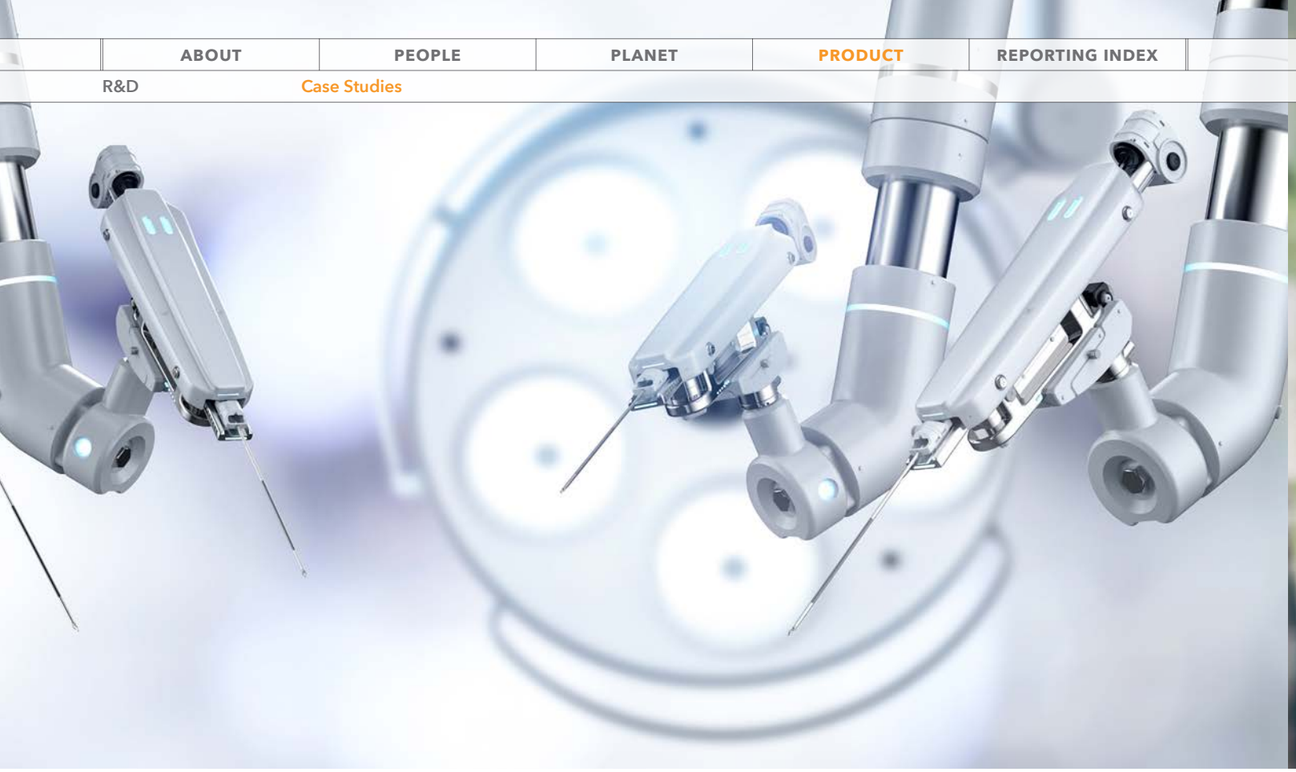
Moving Sustainable Agriculture Forward

Timken is driving sustainability in agriculture by powering the next generation of precision spraying technology for high-value crops. Through a collaboration between a leading agricultural machinery provider and an innovator in unmanned spraying systems, semi-autonomous sprayers equipped with Timken® bearings, couplings, clutches and belts are transforming operations in vineyards, orchards and other demanding environments.

By enabling remote control of multiple sprayers and integrating advanced software for precise application rates, these machines ensure liquids are delivered only where needed, significantly reducing waste and environmental impact. This automation not only addresses labor shortages and rising costs but also minimizes operator error and operational expenses. Most importantly, targeted spraying can achieve a reduction in chemical and water usage, protecting natural resources while enhancing yield and crop quality.

SUSTAINABILITY HIGHLIGHTS

- Reduces water use with precision spraying technology.
- Addresses labor shortages and minimizes operational expenses.
- Enhances crop yield and quality while protecting natural resources.



Supporting Health and Wellness through Precision Motion in Medical Robotics

Timken's 2024 acquisition of CGI, a leader in precision gear solutions, is contributing to the fast-growing field of medical robotics, strengthening our commitment to health, wellness and innovation.

CGI has a long legacy of engineering excellence, developing miniature gear solutions that power critical applications from surgical robots to artificial hearts. Now part of Timken's global industrial motion portfolio, CGI's expertise enables the creation of advanced miniaturized drive systems as small as 10 mm, ideal for the tight spaces and rigorous demands of medical devices.

CGI gear solutions are integral to next-generation surgical robots, which support minimally invasive procedures that mean faster patient recovery and earlier diagnosis of diseases such as lung cancer. Since 2022, over 14 million surgeries – including the world's first remote operation spanning 5,000 miles – have relied on CGI-enabled robots. CGI's technology also supports automation in lab test equipment and powers artificial hearts, extending life for people with advanced heart failure.

By supporting breakthrough medical technologies, Timken and CGI are helping improve patient outcomes and demonstrating the positive impact of industrial innovation on society.

SUSTAINABILITY HIGHLIGHTS

> Supported over 14 million surgeries since 2022, including remote operations.

> Advances automation in lab test equipment and artificial hearts.

> Improves patient outcomes and expands access to quality healthcare.



Advancing Efficiency and Sustainability in Vertical Farming

Vertical farming is transforming agriculture by enabling the cultivation of plants – and alternative proteins like insects – in vertically stacked, climate-controlled environments. This method slashes land and water usage by up to 80%, reduces pesticides and lowers transportation emissions by bringing production closer to urban centers. As the sector grows, the need for reliable automation in demanding environments becomes critical.

Our Rollon business provides specialized linear motion solutions tailored to the unique challenges of vertical and insect farming – such as high humidity, contaminants and uneven loads. Rollon's compact rail and monorail linear guides offer corrosion resistance, precise movement and the ability to compensate for misalignment, ensuring robust and reliable performance.

For one customer, Rollon automated the stacking and unstacking of insect bins for protein production, delivering consistent operation even in dusty, residue-heavy environments. For another, our technology enabled full automation of a mealworm processing line, from bin handling to palletizing and transfer, supporting continuous-duty cycles for animal feed and organic fertilizer production.

By equipping vertical farms with advanced motion systems, Rollon helps customers reduce resource consumption, emissions and operational costs – supporting a more sustainable, efficient and secure food supply for the future.

SUSTAINABILITY HIGHLIGHTS

> Reduces land and water usage by up to 80% with vertical farming methods.

> Lowers transportation emissions by localizing food production.

> Supports continuous-duty cycles, reducing resource consumption and costs.



Sustainably Boosting Efficiency of Industrial Applications

Our Groeneveld-BEKA business continues to make progress in sustainability with its innovative lubrication systems and pumps. The brand recently introduced five new products, four of which run on oil instead of grease, cutting waste and boosting efficiency in industrial applications.

The Simplex pump stands out as a prime example of this commitment to sustainability. It now takes 30% less time to manufacture, and its components have been simplified and reduced by 40%. Over the next few years, Groeneveld-BEKA plans to make similar design updates to other models.

Sustainability efforts at Groeneveld-BEKA go beyond product innovation. The company powers its Italian and German plants with renewable energy. It also focuses on selecting vendors and managing its supply chain with sustainability in mind.

Through ongoing innovation and responsiveness to customer needs, Groeneveld-BEKA creates a future where sustainability and performance work together seamlessly, paving the way for a cleaner and more resource-efficient world.

SUSTAINABILITY HIGHLIGHTS

- Cuts waste by using oil instead of grease in lubrication systems.
- Simplifies and reduces component manufacturing time and resources.
- Powers plants with renewable energy, ensuring sustainable operations.



Promoting Environmental Responsibility with Lagersmit's Sustainable Seal Solutions

Lagersmit, which Timken acquired in 2023, makes specialty maritime propulsion seals that help customers reduce their environmental footprint and meet rising global standards for ocean and ecosystem protection.

By offering the Supreme Ventus® air-type seal, Lagersmit enables safer maritime operations as the oil-to-water interface is eliminated, helping to avoid oil spillage. The advanced designs maintain durability and performance with mineral oils – avoiding harmful leaks into marine environments.

As regulations evolve, Lagersmit innovations help to ensure customers can proactively safeguard ecosystems while aligning with sustainability requirements, reflecting Timken's commitment to responsible engineering and environmental stewardship.

SUSTAINABILITY HIGHLIGHTS

- Helps prevent oil spillage with innovative seal design.
- Maintains performance while avoiding harmful leaks into marine environments.
- Aligns with evolving global sustainability regulations.

REPORTING

About This Report

The Timken 2024 Corporate Social Responsibility Report includes information focused primarily on data collected and activities that occurred during calendar year 2024, 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.

Environmental Data Collection Process

Select 2023 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 2023 waste and water and energy and emissions data has been revised to include all 2023 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 6 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: Emissions, Energy, Financial Performance, Health and Safety, Human Rights, Inclusion, Regulatory Compliance, Retention, Compensation and Benefits, Training and Education and Waste.

Additional Information

For definitions, boundaries, management approaches and other information for each of our material topics, please see Page 39 of this report.

Our EEO-1 2024 Employer Information Report is available here.

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 inclusive culture 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, 2024, 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.

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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 • Discussions with 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	• Timken.com • Surveys	• In-person meetings • Training	• 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 • Inclusive culture • 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 in more than three years.

The Audit Committee or Board receives quarterly reports on cybersecurity threats and trends, including an annual in-person update, as well as regular briefings on our information security program.

Reducing Our Environmental Impact*

Our efforts to operate in a more environmentally sustainable manner are ongoing. 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]		2024	2023
Energy Consumption within the Organization 1,000 gigajoules	Total from non-renewable and renewable sources	4,828.81	5,174.32
	Total from non-renewable sources	**4,605.31**	**5,001.18**
	Electricity	2,387.21	2,620.06
	Purchased steam/hot water	70.53	57.36
	Natural Gas	1,662.54	1,930.60
	Propane	111.80	127.13
	Recovered Fuel	99.52	–
	#6 Fuel	4.33	1.38
	Diesel	98.32	119.98
	#2 Fuel	2.47	2.60
	Gasoline	47.04	45.03
	Jet Fuel	11.32	11.32
	Other Fuel Sources	110.24	85.71
	Total from renewable sources	**223.50**	**173.14**

GREENHOUSE GAS EMISSIONS ESTIMATES[2]	2024	2023
Direct (Scope 1) emissions; natural gas and fuel[2] 1,000 $MTCO_2e$	111.83	124.77
Indirect (Scope 2) emissions; electricity[2] 1,000 $MTCO_2e$	313.10	339.66
GHG emission intensity (Scope 1 and Scope 2)[2] 1,000 $MTCO_2e$ / $MM revenue	0.093	0.097

EFFLUENTS AND WASTE[3]	2024	2023	2024	2023
	From all sources: hazardous waste (1,000 metric tons)		From all sources: nonhazardous waste (1,000 metric tons)	
Total	**9.01**	**9.64**	**63.19**	**71.05**
Reuse	–	–	–	–
Recycling	5.81	6.71	53.76	58.79
Composting	–	–	0.02	0.02
Energy Recovery	1.36	1.27	0.34	0.72
Incinerations	1.18	1.24	1.01	1.88
Deep Well Injection	–	–	–	–
Landfill	0.65	0.43	8.07	9.64
On-site Storage	–	–	–	–
TRANSPORT/TREATMENT OF HAZARDOUS WASTE (1,000 metric tons)				
Hazardous waste transported			9.01	9.64
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]		2024	2023
Water Withdrawal megaliters	Total from all sources	3,825.63	4,183.97
	Ground Water	1,110.10	1,480.86
	Surface Water	1,163.99	1,293.54
	Seawater	–	–
	Produced Water	–	–
	Third-Party Water	1,551.54	1,409.56

* Select 2023 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.

[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.

[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 Carbon Database Initiative (which compiles emission factors from various sources for countries); 3) national or regional total grid average factors sourced from Carbon Footprint LTD Carbon Database Initiative, 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 Strong Talent

We embrace diverse perspectives and backgrounds at Timken. Our focus on inclusion has propelled our global business forward, fostering innovation and resilience. We deliver programs and initiatives to enable an inclusive organizational culture and ensure that professional growth opportunities are accessible to all.

TOTAL WORKFORCE[1]		18,970*
REGION	**PERCENT**	**COUNT**
Americas	41%	7,873
Asia Pacific	29%	5,425
Europe, Middle East, Africa	30%	5,672
GENDER	**PERCENT**	**COUNT**
Female	23%	4,378
Male	77%	14,549
Others	0%	3
Undeclared	0.2%	36
Unknown	0%	4
AGE	**PERCENT**	**COUNT**
< 30	16%	3,098
30 – 50	49%	9,318
> 50	35%	6,554

TOTAL U.S. WORKFORCE[1]		6,781
	PERCENT	**COUNT**
Ethnically Diverse[2]	20.5%	1,388
Female	25.7%	1,743
EXECUTIVE LEADERSHIP TEAM[1]		**15**
	PERCENT	**COUNT**
Ethnically Diverse[3]	40%	5
Female	7%	1
BOARD OF DIRECTORS[1]		**12**
	PERCENT	**COUNT**
Ethnically Diverse[4]	8%	1
Female	33%	4

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

[1] All data is as of December 31, 2024, except data for our executive leadership team and directors, which is current as of the date of this report.

[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.

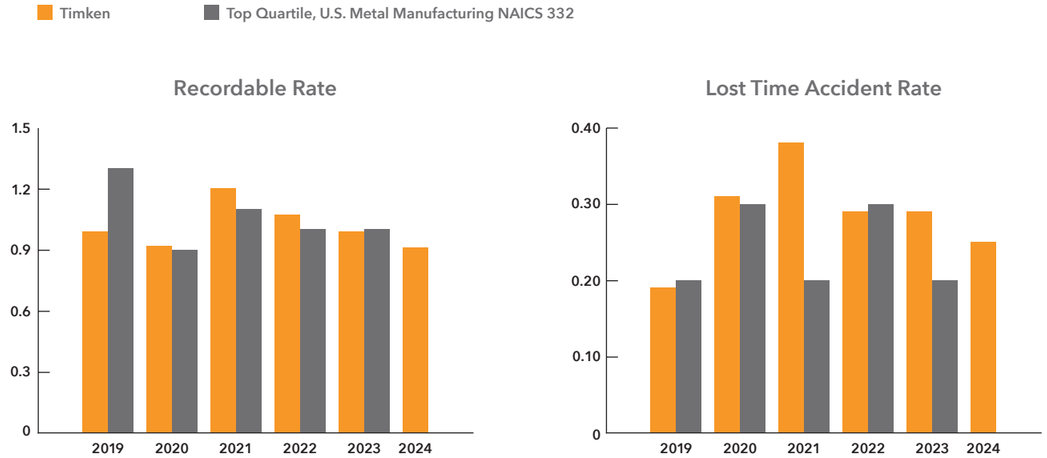
[3] Ethnically diverse is defined for our Executive Leadership Team as any employee that would be considered ethnically diverse relative to the United States population.

[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 maintain incident rates that align with the Top Quartile of U.S. Metal Manufacturing (U.S. Bureau of Labor) and eliminate workplace injuries. 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, 2025. These rates are subject to change if injury and illness cases are reclassified.

GRI Standards Index

The Timken Company has reported with reference to the GRI Standards for the period beginning on January 1, 2024 and ending on December 31, 2024. GRI 1: Foundation 2021

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 2024 Form 10-K; subsidiaries, Exhibit 21
2-2	Entities included in the organization's sustainability reporting	The Timken Company 2024 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, 2024 and ending on December 31, 2024 unless otherwise specified. This report was published on August 19, 2025.
2-4	Restatements of information	The Timken Company CSR Report 2024; Page 28 (About this Report).
2-5	External assurance	Other than content that references The Timken Company 2024 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 2024 Form 10-K; Item 1.
2-7	Employees	The Timken Company CSR Report 2024; Page 31 (Employee Data Table).
2-9	Governance structure and composition	The Timken Company 2025 Proxy Statement; Page 2 (Director Nominees), Page 3 (Board Nominee Composition Overview), Page 4 (Representative Skills and Attributes of the Board), Page 11 (Nominees), and Page 21 (Board Committees)
2-10	Nomination and selection of the highest governance body	The Timken Company 2025 Proxy Statement; Page 10 (Proposal No. 1: Election of Directors), Page 21 (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	The Timken Company 2025 Proxy Statement; Page 21 (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	The Timken Company 2025 Proxy Statement; Page 26 (Oversight and Management of the Company's CSR Program).
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 HR team • 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. See also, Website: Ethics and Integrity.
2-17	Collective knowledge of the highest governance body	(Partially reported) The Timken Company 2025 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 2025 Proxy Statement; Page 23 (Nominating and Corporate Governance Committee). See also, our Board of Directors General Policies and Procedures.
2-19	Remuneration policies	The Timken Company 2025 Proxy Statement; Page 19 (Director Compensation), Page 34 (Compensation Discussion and Analysis).
2-20	Process to determine remuneration	The Timken Company 2025 Proxy Statement; Page 19 (Director Compensation), Page 22 (Compensation Committee), Page 34 (Compensation Discussion and Analysis).
2-21	Annual total compensation ratio	(Partially reported) The Timken Company 2025 Proxy Statement; Page 73 (CEO Pay Ratio).
2-22	Statement on sustainable development strategy	The Timken CSR Report 2024; Page 3 (CEO Letter).
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 major languages in which we conduct business. See also, disclosures under 412-1 through 412-3 herein. 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 HR team • 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 Executive Vice President and CFO Philip Fracassa joined the board of the National Association of Manufacturers (NAM) in September 2024. 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); Bearing Specialists Association (USA); Association of High Tech Distributors (USA); The Ordre des ingénieurs du Québec (Canada); National Association of Brazilian Auto Parts Manufacturers (Brazil); Brazilian Machinery and Equipment Industry Association – ABIMAQ (Brazil); Foreign Investors Council (Romania); Metal Employer Federation (France); Movement of the Enterprises of France (France); French Aerospace Industries Association – GIFAS (France); FEDERTEC (Italy); Assolombarda (Italy); Mechanical Engineering Industry Association – VDMA (Germany & China); Power Transmissione Distributors Association – EPTDA (Germany); Netherlands Maritime Technology – NMT (Netherlands); FME (Netherlands); American Chamber of Commerce Shanghai (China); US-China Business Council (USA/China); American Chamber of Commerce (India); and Engineering Export Promotion Council (India). The above non-exhaustive 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 2024; Stakeholder Engagement, Page 29. 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.
2-30	Collective bargaining agreements	(Partially reported) Approximately 27% of the total employee population were covered by a collective bargaining agreement or agreements with works councils during the reporting year.

DISCLOSURE	DISCLOSURE TITLE	EXPLANATION OR LOCATION
3-1	Process to determine material topics	(Partially reported) The Timken Company CSR Report 2024; Page 28 (About This Report).
3-2	List of material topics	The Timken Company CSR Report 2024; Page 28 (About This Report); Page 39 (Management Approach).
3-3	Management of material topics	(Partially reported) The Timken Company CSR Report 2024; Page 39 (Management Approach).
ECONOMIC PERFORMANCE		
201-1	Direct economic value generated and distributed	The Timken Company 2024 Form 10-K: Item 8.
201-2	Financial implications and other risks and opportunities due to climate change	The Timken Company CSR Report 2024; Page 41 (Task Force on Climate-related Financial Disclosures).
201-3	Defined benefit plan obligations and other retirement plans	Timken offers an array of competitive defined contribution programs that empower our U.S. workforce to secure their financial futures with confidence. Our plan features an employer matching contribution of up to 4.5%, complemented by an additional above market non-matching contribution of up to 4.5% – both fully vested from day one. Designed with auto-enrollment and auto-escalation features, the program boasts high levels of participation and encourages meaningful employee contributions. Over 92% of eligible employees actively participate, contributing an average of 8% to their retirement savings. To prepare employees for retirement, we deliver a comprehensive suite of resources, including training and education sessions, personalized one-on-one financial counseling, and comprehensive financial and retirement planning tools. Our commitment to our employees drives us to continuously refine our retirement plan designs, to position Timken as a retirement benefits leader among U.S. manufacturing companies. Beyond our primary plan, we offer two additional defined contribution plans tailored for select non-bargaining employees and six specialized plans serving seven distinct bargaining unit populations, ensuring inclusivity across our diverse workforce. In addition to our defined contribution offerings, Timken maintains four defined benefit plans in the United States, though they have been closed to new entrants for some time. These plans remain well funded. Internationally, Timken offers a variety of statutory retirement programs consistent with the legal requirements in the countries in which our facilities are located. In select regions, we elevate our offerings with supplemental retirement programs, including stock ownership plans, reinforcing our dedication to the financial wellbeing of our international workforce. For specifics on Timken's global defined benefit plans, see The Timken Company 2024 Form 10-K, Note 17.
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 2024 charitable giving in the U.S. supported basic needs, education, STEM and community-building programs. In India, giving supported basic needs and education projects. Giving in Europe supported STEM learning and basic needs and in China we provided teacher resources and materials for STEM learning. Also, our employees were active participants in classrooms, encouraging the next generation of STEM leaders. Timken employees also donate money and 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 nonprofit 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. In 2024, Timken launched a global STEM education partnership with FIRST® (For Inspiration and Recognition of Science and Technology), whose mission is to inspire and engage young people in mentor-based programming. The company also partners with America's largest hunger-relief organization to volunteer and fund foodbanks 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	See Disclosure 203-1.
PROCUREMENT PRACTICES		
204-1	Proportion of spending on local suppliers	Of the 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.
ANTI-CORRUPTION		
205-1	Operations assessed for risks related to corruption	(Partially reported) The risk assessment for corruption is conducted on an enterprise wide basis. While the Audit Committee of the Board of Directors is ultimately responsible for the oversight of Timken's anti-corruption program, our Executive 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.

DISCLOSURE	DISCLOSURE TITLE	EXPLANATION OR LOCATION
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 anti-competitive 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 review 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
ENERGY		
302-1	Energy consumption within the organization	The Timken Company CSR Report 2024; Page 30 (Data Tables).
302-3	Energy intensity	The Timken Company CSR Report 2024; Page 30 (Data Tables).
WATER AND EFFLUENTS		
303-3	Water withdrawal	The Timken Company CSR Report 2024; Page 30 (Data Tables).
WATER		
303-5	Water consumption	The Timken Company CSR Report 2024; Page 30 (Data Tables).

DISCLOSURE	DISCLOSURE TITLE	EXPLANATION OR LOCATION
EMISSIONS		
305-1	Direct (Scope 1) GHG emissions	The Timken Company CSR Report 2024; Page 30 (Data Tables).
305-2	Energy indirect (Scope 2) GHG emissions	The Timken Company CSR Report 2024; Page 30 (Data Tables).
305-4	GHG emissions intensity	The Timken Company CSR Report 2024; Page 30 (Data Tables).
WASTE 2020		
306-2 (2020)	Waste by type and disposal method	The Timken Company CSR Report 2024; Page 30 (Data Tables).
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	At Timken, our workforce is predominantly comprised of full-time employees, with less than 5% classified as part-time. While a select group of part-time team members enjoy access to the same benefits as their full-time counterparts, most receive a distinct benefits package tailored to their status. Timken is committed to supporting the health and wellbeing of its global workforce. We offer a variety of supplemental health and welfare programs designed to meet the diverse needs of our employees. These programs are customized to align with local standards and regulations and are available in select countries. Though our offerings naturally vary across regions, Timken maintains compliance with local legal requirements in every country where we have a presence. In the United States, Timken provides full-time employees with choice and access to quality medical plans and an array of supplemental health and welfare benefits and wellbeing programs. From foundational offerings like basic and supplemental life insurance to targeted solutions such as our type-2 diabetes reversal program, virtual physical therapy, and earned wage access, we strive to address the full range of employee needs. As part of our commitment to supporting the health and wellbeing of our workforce, we recently launched personalized healthcare navigation services to help employees and their families access the right care, understand their benefits, and make informed healthcare decisions. Both full-time and part-time employees are eligible to participate in our industry-leading defined contribution (401(k)) retirement plans, ensuring broad access to financial security. Moreover, select full-time employees are recognized with stock ownership opportunities through our long-term incentive compensation plan, a testament to our investment in those who drive our success.

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	(Partially reported) Timken's EHS Global Standards mandate that all manufacturing facilities implement an effective Environmental, Health and Safety (EHS) management system in accordance with established corporate procedures. These procedures are aligned with the international standards ISO 14001 (Environmental Management Systems) and ISO 45001 (Occupational Health and Safety Management Systems). Conformance to these standards is evaluated through internal Corporate EHS audits. Where required by customers, regulatory agencies, or as approved by Corporate EHS, facilities must also obtain third-party certification to these standards.
403-2	Hazard identification, risk assessment, and incident investigation	(Partially reported) All Timken manufacturing facilities conduct health and safety risk assessments using established methodologies and criteria with respect to their activity, equipment and regulatory obligations. The assessments are proactive and used in a systemic way to improve EHS risk management. 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 have 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 actively engage employees in identifying EHS concerns and addressing minor issues through our Good Catch! initiative, along with other facility-specific inspection and engagement programs.
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.

DISCLOSURE	DISCLOSURE TITLE	EXPLANATION OR LOCATION
403-6	Promotion of worker health	Timken remains committed to supporting the health and wellbeing of our global workforce and their families. In the United States, Timken offers a wellness program to all full-time employees and spouses, which includes access to unlimited one on one health coaching, a tobacco cessation program, and digital tools and resources. Timken also offers targeted solutions for weight management, a type-2 diabetes reversal program, virtual physical therapy, an employee assistance program, and onsite biometric and health screening opportunities at many of our locations. Outside of the United States, Timken provides our employees and their families with 24/7 access to our employee assistance program and offers a variety of locally tailored wellness programs and offerings. Timken is committed to the continual offering of impactful and data-driven health and wellbeing solutions to our employees.
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	(Partially reported) 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 2024; Page 31 (Data Tables). 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 2024; Page 31 (Data Tables). 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.
TRAINING AND EDUCATION		
404-2	Programs for upgrading employee skills and transition assistance programs	The Timken Company CSR Report 2024; Page 9 (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. Timken, together with our vendor partners, delivers financial and retirement planning resources, featuring tools, engaging financial education sessions, and personalized one-on-one counseling, empowering employees to confidently strategize and secure their retirement future.
404-3	Percentage of employees receiving regular performance and career development reviews	The Timken Company CSR Report 2024; Page 9 (Talent). All salaried employees, including both managers and non-managers, received annual performance reviews to guide their career paths and provide important feedback for personal growth.

DISCLOSURE	DISCLOSURE TITLE	EXPLANATION OR LOCATION
INCLUSIVE CULTURE		
405-1	Diversity of governance bodies and employees	The Timken Company CSR Report 2024; Page 31 (Attracting and Retaining Diverse Talent). The Timken Company 2025 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 an inclusive culture.
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 and The Timken Company Human Rights Policy.
CHILD LABOR		
408-1	Operations and suppliers at significant risk for incidents of child 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 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 2024, 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. Timken Supplier Code of Conduct; Section A, Paragraph 3.
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 2024 no violations of forced labor were identified in Timken or suppliers' operations. See also, Forced Labor and Human Trafficking Statement.

DISCLOSURE	DISCLOSURE TITLE	EXPLANATION OR LOCATION
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 services 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 (2020)	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.
412-2 (2020)	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, Forced Labor and Human Trafficking Statement and The Timken Company Human Rights Policy.
412-3 (2020)	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 2024, 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.

DISCLOSURE	DISCLOSURE TITLE	EXPLANATION OR LOCATION
LOCAL COMMUNITIES		
413-1	Operations with local community engagement, impact assessments, and development programs	(Partially reported) With 124 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 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 124 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.
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	(Partially reported) 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*
Inclusive Culture	Promoting equal employment opportunities, non-discrimination policies and practice in the workplace, and the value of inclusion in the workforce	The Timken Company CSR Report 2024; Page 13 (Valuing an Inclusive Culture). See also, GRI 406-1	Internal/ External		X
Financial Performance	Promoting responsible economic growth	Timken 2024 Form 10-K: Item 7 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 employees	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 employees, 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	See also, GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, and 403-8. 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 2024; Page 18 (Operating with Purpose: Embedding Sustainability in Our Operations). 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
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 also, 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 2024; Page 9 (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 2024; Page 18 (Operating with Purpose: Embedding Sustainability in Our Operations). 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

INDUSTRY STANDARD | VERSION 2023-12

Consistent with our ongoing approach to engagement with our shareholders, we are assessing the financial materiality of environmental, social and governance risks to our company. As part of this process, we have monitored the Sustainability Accounting Standards Board (SASB) framework, acknowledging that the International Sustainability Standards Board (ISSB) assumed responsibility for the SASB Standards in 2022 and that the SASB Standards have been incorporated into the International Financial Reporting Standards (IFRS) General Requirements for Disclosure of Sustainability-related Financial Information (IFRS 1).

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 stakeholder audiences, Timken developed a table showing the risks that the SASB Standards have 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 table below are for informational 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 responses have 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 2024 Form 10-K; Item 7.
RT-IG-000.B	Number of employees	The Timken Company CSR Report 2024; Page 31 (Data Tables).
RT-IG-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	The Timken Company CSR Report 2024; Page 30 (Data Tables).
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 2024; Page 31 (Data Tables).
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 Timken Company's ("Timken's" or "our") Nominating and Corporate Governance Committee (the "NCGC") of the Board of Directors (the "Board") provides primary oversight for our Corporate Social Responsibility ("CSR") program, of which climate change impacts and sustainability are substantial components. The full Board 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 (details of which are set forth below). In addition, the Board primarily relies on its Audit Committee for oversight of risk management. The Audit Committee regularly reviews issues that present particular risks to Timken and their impacts on planning, strategy, budgets and business plans including CSR-related risks such as operations and supply chain; environmental, health and safety; climate-related impacts; and other matters. The full Board and other committees also review certain of these issues as appropriate. The Board believes that this approach, supported by our leadership structure, provides appropriate checks and balances against undue risk taking with respect to CSR-related matters. Our Executive Vice President, General Counsel & Secretary as well as other members of management provides regular updates to the NCGC, full Board or other committees, as applicable, regarding trends and best practices, ongoing CSR initiatives, monitoring implementation and performance, and progress towards CSR-related goals and targets (including our 2030 emissions reduction target). Due to various factors including size, location, and industry, our typical acquisition target does not have readily available energy or emissions data to provide as part of the due diligence review process. However, acquisitions are typically added to our energy and emissions reporting and reduction programs within one year of acquisition.
	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. Five members of our executive leadership team (our Executive Vice President, General Counsel & Secretary, Vice President and Chief Human Resources Officer, President, Industrial Motion, Vice President – Information Technology and Vice President – Corporate Communications) provide management oversight and leadership to our CSR Steering Committee. The CSR 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 President, Industrial Motion and Senior Manager – Global Environmental, Health & Safety are specifically charged with driving sustainability-related initiatives and tracking performance towards 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 greenhouse gas ("GHG") emissions reduction target, which is detailed below. 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 renewable sources) which we will look to implement in the coming years to help us meet our target. We have historically provided updates regarding how we are progressing towards our 2030 emissions target on an annual basis in our global CSR report (posted on our website) and plan to continue to do so. Timken also regularly works with our insurance carriers to identify and mitigate severe weather-related risks which 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 which support the renewable energy end-market sector. For additional information, please see our disclosure under *Describe the organization's processes for identifying and assessing climate-related risks* below.
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning	Renewable energy has been one of our largest end-market sectors 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 announced capital investments to expand our renewable energy capacity in Europe and Asia. Timken has committed about $12 million in capital expenditures to support energy effiicency and emission reduction efforts in the last two years.
	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 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 led by our 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 and on an ongoing basis.
	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. 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 and lighting, as well as heat recovery. We are exploring sourcing a greater percentage of our energy use through renewables in the future. In addition, Timken regularly works with our insurance carriers to identify and mitigate severe weather-related risks which could potentially impact our operations. Recently, our short-term initiatives have been primarily comprised of energy efficiency projects. As short, medium and long-term objectives, Timken is looking to continue improving on 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.	Please see our disclosures under *Describe the organization's processes for identifying and assessing climate-related risks* and *Describe the organization's processes for managing climate-related risks* above.
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	See About This Report, Page 28.
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 emissions, and the related risks	See The Timken Company CSR Report 2024; Page 30 (Data Tables).
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	Timken has set a target to reduce our aggregate Scope 1 and Scope 2 GHG emissions intensity by 50 percent by 2030 off of a 2018 baseline year. Timken uses total company revenue as the normalizing factor for its intensity calculations.

TIMKEN

TIMKEN
GROENEVELD LUBRICATION SYSTEMS
BEKA LUBRICATION SYSTEMS
Cone Drive
SPINEA
PHILADELPHIA GEAR
GGB
ROLLON
DIAMOND DRIVES
DES-CASE
NADELLA
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