

The Timken Company

Corporate Social Responsibility 2022







Dear Stakeholders,

As we advance our corporate social responsibility programs, it is evident how interconnected they are. From our global operations to the communities where we live and work, we are pursuing a sustainable CSR strategy with long-term impact.

At Timken, we continually focus on improving our operations. And, with our customers, we are innovating to deliver more efficient and sustainable products – including for the renewable energy industry, our largest end-market sector. Our volunteerism and charitable contributions ensure we address pressing community needs today. None of this would be possible without our global team – our employees put CSR front of mind, identifying better solutions for our customers, streamlining our operations and giving back to our communities.

This dedication has led to meaningful recognition. For the third straight year, *Newsweek* named us one of America's Most Responsible Companies. The Ethisphere Institute honored us as one of the World's Most Ethical Companies® for the 12th time. We were also recognized by *Fortune* as one of America's Most Innovative Companies and *Forbes* as one of America's Best Large Employers. These acknowledgements remind us of how important our commitment to CSR is, as well as how much more we can do.

On behalf of our company's Board of Directors and leadership team, I thank our employees for their many contributions as we continue to build a stronger, more resilient world for the next generation. And to all our stakeholders, thank you for your ongoing confidence in The Timken Company.

Sincerely,



Richard G. Kyle
President and Chief Executive Officer



Timken is a global industrial leader. We own a growing portfolio of engineered bearings and industrial motion products. For more than 120 years, we have contributed to a more sustainable world, using our specialized expertise and customer-centric innovations to deliver increasing reliability and efficiency to global industries.

Our CSR Vision

As an engineering culture, we view corporate social responsibility (CSR) as an interconnected system of actions to improve the lives of individuals and communities, benefit the planet and strengthen our business. We align our global programs with our engineering expertise to build a world that is more efficient and more resilient.

We understand that for The Timken Company to be an effective corporate citizen, our social responsibility and sustainable practices must begin with our own operations.

We have been focused on advancing our target to reduce our aggregate Scope 1 and Scope 2 greenhouse gas emissions intensity by 50 percent by 2030. In this report, we illustrate how we are continually exploring ways to implement more sustainable practices across our global footprint. For more details on this target, see page 9 of this report.

For more than 120 years, sustainability has been at the core of our customer-centric product innovation. Greater efficiency in how we use and reuse materials and energy, reduce maintenance and extend the lives of products is key to how we benefit our customers, and by extension, global communities and the planet. We call it The Timken Company's Sustainable Engineering Process.

The driving force behind this process is Timken R&D. The group creates solutions where they didn't exist before – from automation to electrification to renewable energy and space exploration.

These achievements matter, but they become even more meaningful when paired with the philanthropic impact we make on individuals and in the communities where we live and work.

At Timken, we view equal access to basic needs and education with an emphasis on STEM, as critical to developing stronger individuals and communities and a better future. While our programs are global, our ability to remain flexible and respond to emerging local needs remains.

CSR is a commitment, and our global team of world-class problem solvers continues to define "what's next" in building a more resilient world. In fact, many of the ideas we adopt globally start locally, with an initiative introduced by an individual employee or team.





Sustainability at Timken:
The Pursuit of Efficiency

Our founder, Henry Timken, once said: "Only in efficiency is there progress." To us, the concept of efficiency is sustainability in the modern context.

Today, we continue to drive environmental sustainability in the products we make, throughout our global operations and in the industries we advance. While there are many elements to sustainability, we focus on outcomes in which we have the most control. Therefore, our current initiatives focus on two related areas: sustainable operations and sustainable products.

We innovate with our customers to increase the sustainable attributes inherent in our growing portfolio of engineered bearings and industrial motion products and the systems and applications they support. Efficiencies are present throughout the lifecycle of our products, from recycled content to reduced maintenance and extended service life. See pages 10 and following for more information.

We are also contributing to the global shift to renewable-energy production as a leading supplier to some of the world's most significant wind and solar projects. Many of our bearings and industrial motion products are integral to both renewable energy and electrification projects globally, including future solutions, such as wave power and electric flight. Refer to pages 16 and following for more information on our role in supporting sustainability-focused industries.

Driving Sustainability in Our Operations

As we advance sustainability across our global footprint, we are focused on increasing the efficiencies of our manufacturing processes and our supply chains. We do this in many ways, including making sustainable sourcing decisions, increasing our use of renewable energy, improving our energy efficiency and recycling and reducing our waste to landfills. Taken together, many of these operational efforts contribute to our progress toward The Timken Company's 2030 greenhouse gas emissions reduction target.

The following provides an overview of how we drive environmental sustainability in our operations:

Sustainable Sourcing

Approximately 70 percent of our main suppliers – those who make up nearly 80 percent of our direct material spend globally – actively pursue sustainability programs. Starting in 2024, supplier sustainability will be a key factor in our commodity strategies and sourcing decisions.

On average, our engineered bearing business procures approximately 350,000 metric tons of steel each year. Approximately 70 percent comes from electric arc furnaces that use recycled scrap material to manufacture steel. Compared to traditional blast furnaces, producing steel in electric arc furnaces results in 75 to 85 percent fewer carbon emissions.

Renewable Energy

The amount of renewable energy used in our global operations in 2022 was around 10 times more than it was in 2018. We expect to double our 2022 renewable energy use over the next three to five years through on-site solar arrays and purchase power agreements.





With our commitment to renewable energy sourcing alongside our dedicated energy-efficiency capital program, we reduced our emissions intensity by 25 percent since 2018, bringing us halfway to our 2030 emissions intensity reduction target of 50 percent.

In 2022, we consumed nearly 171,000 gigajoules of renewable energy from both purchased and on-premises sources across our global footprint. We currently have on-site solar installations in Bharuch, Chennai and Jamshedpur, India. Our Chennai and Bharuch facilities also draw power from wind equipment on their premises. Notably, we received two prestigious honors in India – a "Sustainable Organizations" recognition from *The Economic Times* and a "Golden Peacock Award for Energy Efficiency" at our Jamshedpur site.

In addition, we purchased a mix of wind and solar power for three sites in China and solar power at our Jiangyin location. At our Rollon plant in Italy, we consumed 100 percent renewable energy which is a mix of purchased wind, solar and hydro power.

Moving forward, we will continue to explore opportunities to both generate and purchase renewable energy to power more sites across our global operations. In 2023, we allocated an additional $2 million for new solar installations in Romania, Mexico and India.

Energy Efficiency

In each of the last three years, we have doubled our investment in capital projects that improve the energy efficiency of our global plants – from new lighting and air compressors to upgraded chillers and boilers.

In facilities across our footprint, employees work to identify and improve the efficiency of processes, systems and equipment that result in the reduction of energy use and CO_2e emissions. Our Environmental Health and Safety Steering Committee – comprised of leaders from our business units – evaluates employee suggestions against a defined set of criteria. Those criteria include reduction in CO_2e emissions and energy use. The committee evaluates current and projected energy costs, market conditions, government regulations and factors driven by customers and investors to help determine the most effective ways to reduce CO_2e emissions and energy use. When projects are approved, we notify facilities, which have a year to implement the change.

Waste Reduction

Through our innovative waste-management practices, effective recycling systems and collaborative partnerships, we have achieved significant milestones in waste diversion. In 2022 alone, we diverted nearly 90 percent of our waste from landfills and recycled more than 56,000 metric tons of waste.

All of our engineered bearing manufacturing facilities with more than 100 employees operate wastewater treatment systems. These facilities treat water before discharging it and reuse it where feasible. For example, one facility in Ohio reused more than 1,300 megaliters of water for cooling in 2022. To put that in perspective, an olympic- size pool contains approximately 2 megaliters of water.

Today, we also use 90 percent reusable or recyclable packaging in our operations. This means packaging that can be returned to our suppliers or customers. In addition, we use recycled and recyclable corrugated packaging and pallets across our global footprint.

With the help of our talented team, we will continue to identify new opportunities throughout our global footprint to make our operational reuse and recycling efforts even more robust.



The Timken Culture: Focused on Safety and Environmental Sustainability

Timken is committed to operating safely at our global facilities. Our employees influence safety directly through interactions with plant leadership or through joint management-worker safety committees. We also actively engage associates as safety observers through our safety program.

We've established several environmental health and safety management policies to protect our employees. And we encourage everybody to report any potential hazards or risk factors and welcome innovative ideas on how to prevent them.

Safety and environmental training is a critical component of our organization's onboarding process. It serves as the foundation for fostering a culture of safety and environmental stewardship. During this training, new hires are introduced to essential knowledge and skills necessary to work safely while minimizing their environmental impact. This training covers a wide range of topics, including workplace safety procedures, the proper handling of hazardous materials, waste disposal practices and environmental sustainability initiatives. It not only ensures that employees are well-prepared to avoid accidents, but also educates them on our commitment to environmental responsibility.

Many of our employees actively participate in completing safety risk assessments. Their firsthand knowledge of daily operations and the specific challenges they encounter on the job is invaluable, leading to more comprehensive and insightful evaluation of potential hazards. Employee involvement fosters a sense of ownership and responsibility for safety, encouraging them to take an active role in proposing and implementing risk-mitigation strategies. This collaborative approach enhances the overall culture and empowers employees to contribute to a safer, healthier work environment, ultimately reducing accidents and incidents and promoting continuous improvement.

We also continue to take steps to make our operations more sustainable, recognizing that we have opportunities to reduce our impact across our global footprint. To that end, we invest in our technical problem-solving expertise not only to serve customers, but also to advance the sustainability of Timken operations globally.

Cultivating an eco-friendly mindset among our associates is an important contributor. Plant teams have received training and are holding energy and waste walks to help identify everyday savings. They are also submitting ideas for larger efficiency projects that require capital investment.

PROGRESS REPORT

2030 Greenhouse Gas Emissions Target

Timken's 2030 greenhouse gas emissions target is a key component of our CSR vision to protect and benefit the planet, strengthen our business and improve the lives of individuals and communities. We have updated our process this year to align with the Greenhouse Gas Protocol, a widely used global standard and guide for measuring and managing emissions.

In 2022, we also evaluated short- and mid-term risks and opportunities related to climate change. As a result of that review, we finalized and published our 2030 reduction targets.

Specifically, we have identified opportunities to reduce energy consumption and emissions associated with our operations. We expect the majority of future reductions in emissions intensity to come from sourcing, though energy efficiency projects and other initiatives will continue to play a part as well.

Snapshot: 2018 – 2022

25% reduction in our emissions intensity since 2018, bringing us halfway to our 2030 emissions intensity reduction target[2]

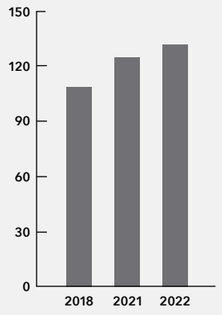
Greenhouse Gas Reduction

Timken's target is to reduce our aggregate Scope 1 and 2 greenhouse gas emissions intensity by 50 percent by 2030. This covers direct emissions from our operations, and indirect emissions from purchased energy. To track our progress, we use 2018 as our baseline year and company revenue as the normalizing factor to track emissions intensity.

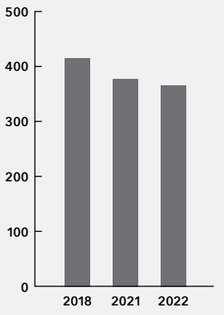
Tracking Our Progress

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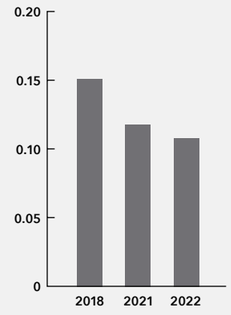
Scope 1[1]



Scope 2[1]



Scope 1 and 2 Intensity[1]

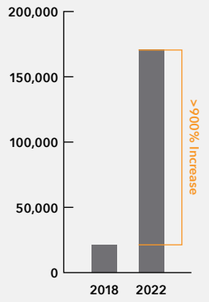


Renewable Energy Sourcing

The amount of renewable energy used in our global operations in 2022 was around 10x more than it was in 2018. We expect to double our 2022 renewable energy use over the next three to five years through on-site solar arrays and use of purchase power agreements.

Renewable Energy[1]

(GJ)



[1] Data from 2018 has been adjusted to align with the Greenhouse Gas Protocol. 2018 data covers facilities that were under The Timken Company's control during that calendar year and does not cover subsequent acquisitions. 2021 and 2022 data was likewise prepared in alignment with the Greenhouse Gas Protocol. 2022 data excludes businesses acquired in 2022 as their full integration was still underway during that calendar year. See page 43 for additional information regarding how our emissions data is calculated.

[2] Please note that the normalizing factor for our GHG emissions intensity calculation is total company revenue. As such our emissions intensity could experience volatility during both recessions and high growth periods for industrial markets.

Product Sustainability:
A Customer-Centric Approach

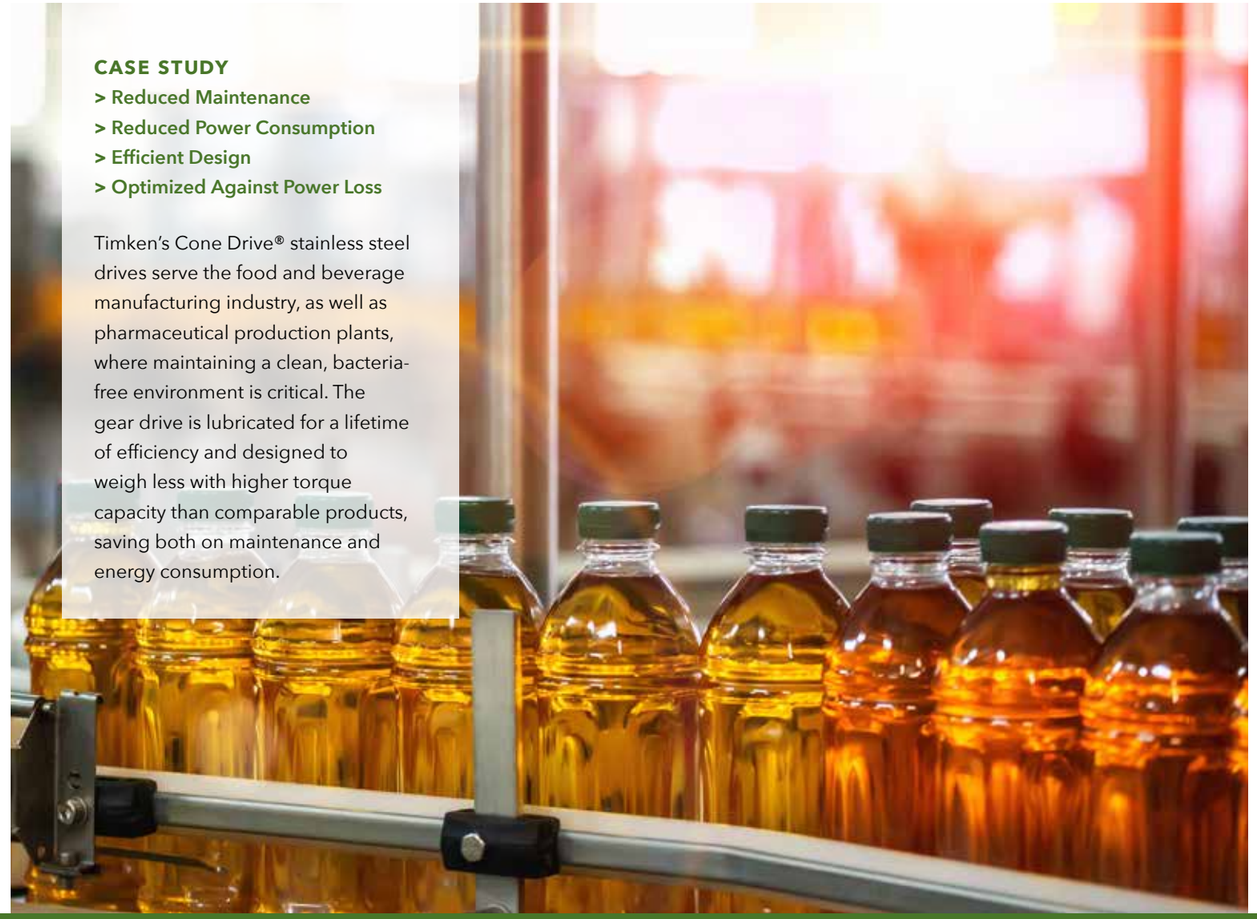
At Timken, innovation starts with our customers. We collaborate closely with them to create technical solutions that didn't previously exist or improve on ones that did. As a result, many of our engineered bearings and industrial motion products develop from our customer-centric approach.

This collaborative and disciplined approach ensures our specialized expertise and deep knowledge are applied in the most effective way possible and are always closely aligned with our customers' needs as well as emerging trends.

The four phases of The Timken Company Sustainable Engineering Process, shown below, guide all stages of our product development process. We constantly explore ways to refine existing solutions or add new attributes to make our products more efficient and sustainable.

Our growing list of sustainable product attributes creates value over the full life of our products, from design to recycling, as shown in the following table and illustrated in the case studies.

In addition to our current product portfolio's attributes, we offer an array of sustainability-optimized options to meet our customers' specific application needs and their companies' CSR goals. On all our projects, we welcome the opportunity to work directly with customers on specific applications that push the boundaries of sustainability in innovative ways to meet their evolving and unique challenges.



CASE STUDY
> Reduced Maintenance
> Reduced Power Consumption
> Efficient Design
> Optimized Against Power Loss

Timken's Cone Drive® stainless steel drives serve the food and beverage manufacturing industry, as well as pharmaceutical production plants, where maintaining a clean, bacteria-free environment is critical. The gear drive is lubricated for a lifetime of efficiency and designed to weigh less with higher torque capacity than comparable products, saving both on maintenance and energy consumption.

Our customer-centric product innovations are informed by our specialized, interrelated expertise:

Friction Management
Understanding and implementing the scientific fundamentals of friction to achieve performance benefits

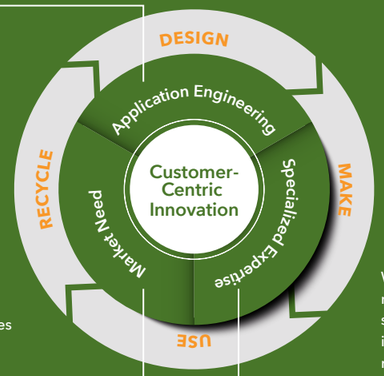
Materials Science
Manipulating and applying the properties of matter that constitute and govern the performance of our products

Mechanical Power Transmission
Efficiently transferring energy through engineered equipment to meet application performance goals

The Timken Company's Sustainable Engineering Process

Our process details how we create and evaluate product sustainability across our portfolio and how we innovate with our customers to advance everyone's CSR objectives. It also helps us identify opportunities at each stage of the process, so we can target additional improvements and progress across the portfolio.

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



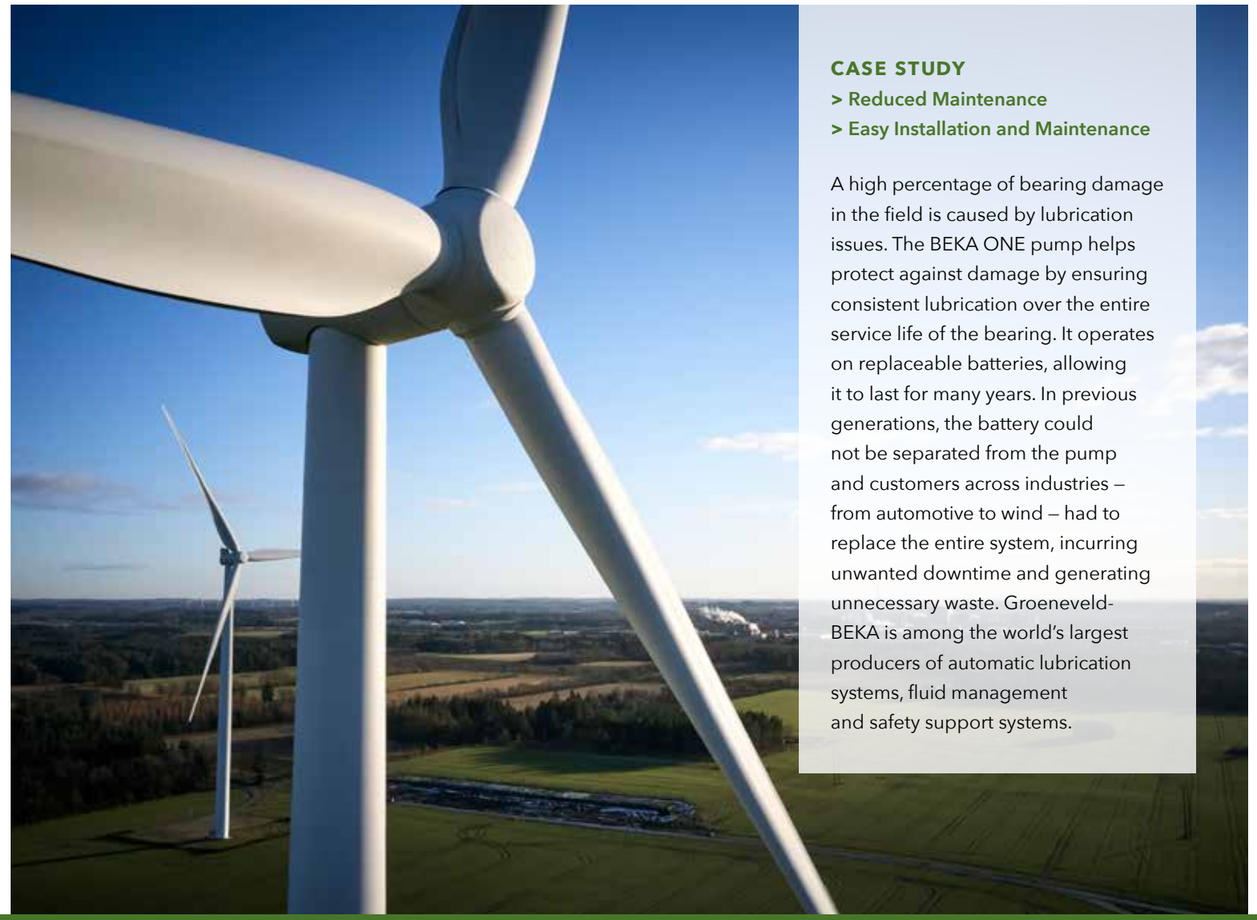
We innovate product and process technologies focused on changing market needs and emerging trends.

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

Design Phase

Addresses customers' application requirements with an emphasis on sustainable solutions and options.

Efficient Design	The size – weight or dimensions – of a product compared to alternative products that accomplish the same task in a given application. Timken designs with the intent to develop the lightest, most power-dense solutions that simultaneously exceed industry performance standards.
Optimized Against Power Loss	A product's predicted energy efficiency or power consumption compared to alternative products that accomplish the same task in a given application. Timken designs with the intent to reduce power loss due to friction, making our products more energy efficient to use than industry standards.
Optimized Manufacturability	The reduction in energy consumed, process steps, or inspections needed to make a product compared to a standard alternative approach. Timken continuously explores opportunities to reduce energy inputs, number of processing steps, and waste while achieving operational excellence. This includes questioning every operation performed on every volume of material to ensure it is necessary to the form, fit or function of the final product for the customer's application.



CASE STUDY

> Reduced Maintenance

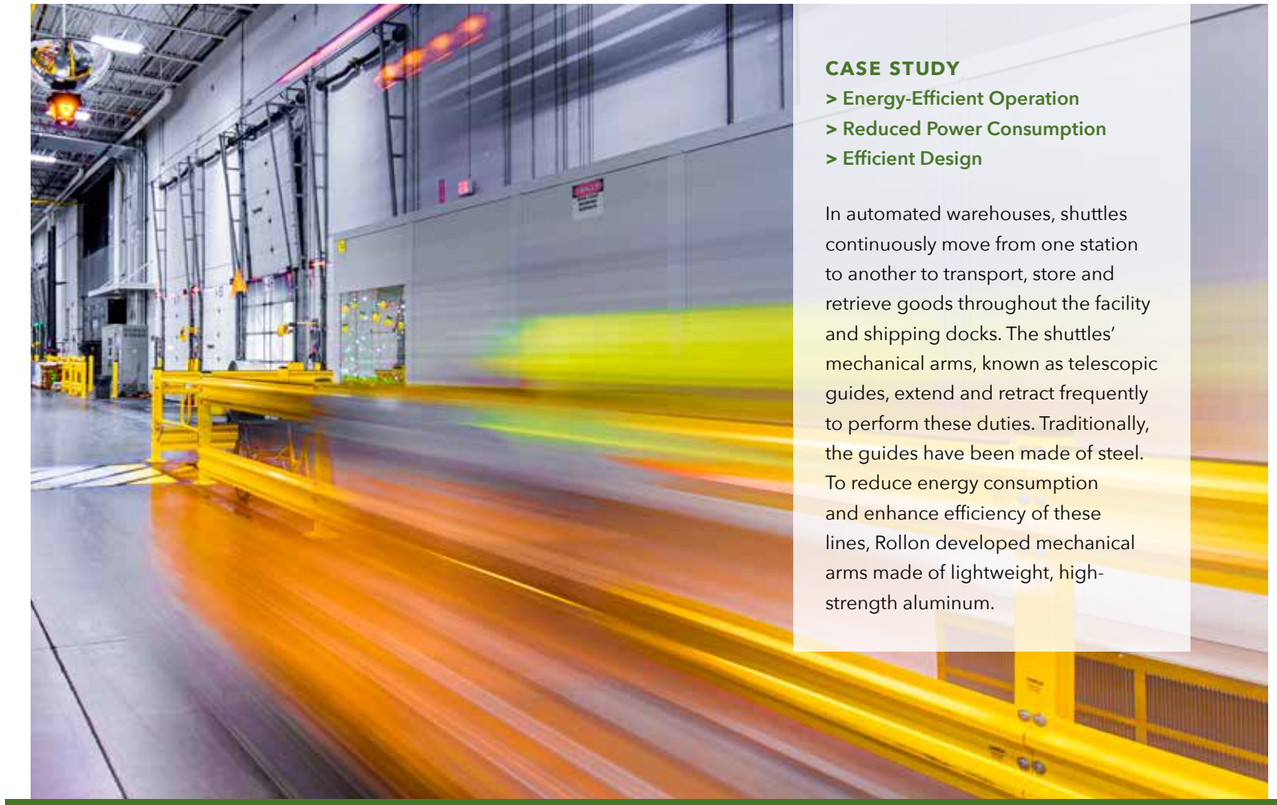
> Easy Installation and Maintenance

A high percentage of bearing damage in the field is caused by lubrication issues. The BEKA ONE pump helps protect against damage by ensuring consistent lubrication over the entire service life of the bearing. It operates on replaceable batteries, allowing it to last for many years. In previous generations, the battery could not be separated from the pump and customers across industries – from automotive to wind – had to replace the entire system, incurring unwanted downtime and generating unnecessary waste. Groeneveld-BEKA is among the world's largest producers of automatic lubrication systems, fluid management and safety support systems.

Make Phase

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

Recycled Content	Refers to recycled materials, such as remelted scrap metal. Timken works with suppliers to identify the percentage of scrap material contained in raw material. For example, Timken can often use recycled steel that contains up to 100 percent of remelted material. The percentage is calculated based on the total weight of the product.
Leaner Alloys	Each steel alloy used as raw material for Timken products is carefully selected based on its chemical composition and hardenability. To ensure proper heat treatment, specified microstructure and necessary hardness, Timken assigns each bearing race and rolling element a steel alloy to minimize the wasteful use of unnecessary alloy elements while still delivering excellent application performance.
Efficient Heat Treatment	Methods such as induction hardening, through hardening and carburizing are used in the production of all bearing races and rolling elements. Timken assigns each product the needed core conditions to achieve excellent application performance, utilizing energy-efficient methods such as nesting in furnaces, reduced use of part tooling during heat treatment and optimized metallurgical specifications such as case depth.



CASE STUDY

> Energy-Efficient Operation

> Reduced Power Consumption

> Efficient Design

In automated warehouses, shuttles continuously move from one station to another to transport, store and retrieve goods throughout the facility and shipping docks. The shuttles' mechanical arms, known as telescopic guides, extend and retract frequently to perform these duties. Traditionally, the guides have been made of steel. To reduce energy consumption and enhance efficiency of these lines, Rollon developed mechanical arms made of lightweight, high-strength aluminum.

Regulated Content	The use of alloys and other materials that do not contain restricted elements or hazardous compounds. Timken limits such content to regulated amounts through material design, controlled purchasing and steel supplier auditing.
Single Piece & Automated Manufacturing	This type of manufacturing requires robotics, dedicated automated lines and careful scheduling to achieve the greatest possible efficiencies, which are measured by the volume of product manufactured relative to associate hours required. These techniques also help optimize inventory control and prevent wasteful overproduction or overstocking.
Timken Manufacturing Operating System (TMOS)	TMOS has been designed to advance Timken's customer-focused culture and operational excellence across the company's global footprint to drive performance. Timken identifies and addresses any gaps on an ongoing basis to drive continuous improvement based on customer service and operational excellence metrics. The program applies to all products manufactured by Timken.
Vision Systems	Some products are inspected by an automated system on the production line to ensure high-quality control and to keep up with high production line rates. These systems perform quality inspections of products with higher accuracy than people and run non-stop with the lines to free valuable human resources for more value-added tasks in the plants. Automated vision systems remove humans from performing repetitive operations and help to eliminate the chance for injury.



CASE STUDY

> Easy Installation and Maintenance

> Efficient Design

Heavy washdowns with harsh cleaning chemicals are critical to meeting cleanliness and safety requirements in food and beverage processing and packaging equipment. Timken® hygienic bearings are specifically engineered to perform in applications that need to withstand high-pressure cleanings, high humidity and excessive temperature variations. Our hygienic bearings are lubricated for life with food-grade grease or solid lube options. We developed these solutions at the request of our customers to ensure critical lubricants are retained in the bearings, and even if released under rare circumstances, will not be detrimental to food and beverages, the equipment or the water system.

Use Phase

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

Easy Installation and Maintenance	Product design features that render installation and maintenance easier and less time consuming compared to standard approaches, including easy-to-use tools to get the job done with less effort and energy required. Timken reviews field service engineering and customer feedback on a regular basis to confirm efficacy of our approaches.
Extended Service Life	Denotes longer product life estimations compared to industry standards based on calculations and predictive modeling, validated by R&D physical tests and customer feedback on field performance.
Reduced Maintenance	Improvements in product reliability and dependability reduce the amount of maintenance needed over a product's lifetime. Timken's automatic lubrication system products improve bearing lubrication effectiveness in the field while reducing the need for manual re-lubrication actions. Timken designs products based on customer goals and validates performance both through R&D tests and customer feedback.
Reduced Power Consumption	A product's ability to operate with minimal power loss, including converting energy into waste heat by friction. Timken uses intentional design practices and R&D tests to compare a product's energy efficiency against standard products.



CASE STUDY

> Reconditioning

> Optimized Manufacturability

> Recycled Content

> Recyclable Materials

By purchasing reconditioned Timken products, customers can save up to 60 percent compared to the cost of a new product, reuse steel and keep "gently used" engineered components out of landfills. We recondition, remanufacture, modify and recertify most types of bearings. For drives, electric motors and generators, we also offer emergency repair, upgrade and uprating services that can help restore customers' equipment to "like-new" condition. These services are particularly important in rail and other industrial applications, where new equipment may be expensive and unnecessary and specialty parts are manufactured to order at full production lead times.

Recycle Phase

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

Recyclable Materials	Materials that can be recycled, reconditioned and reused after a product's full-service life. Timken identifies which materials can be recycled after use – whenever practicable, we choose recyclable materials upfront in the product's design stage. Steel is almost always recyclable, while polymer components and lubricants can be recycled in certain instances.
Reusable Dunnage	Dunnage is the packing material required to transport Timken products to customers without damage. Dunnage must effectively prevent product damage and scrap during shipment. In some instances we can reuse it to eliminate waste.
Reconditioning	Timken recertifies, reconditions, remanufactures and modifies most types of bearings. Timken also offers emergency repair, upgrade and uprating services for drives, electric motors and generators, helping restore equipment to "like-new" condition. The cost of reconditioned products can be as much as 60 percent less than new products and the use of reconditioned products is beneficial for the environment.

Sustainable Industries: A Strong Commitment

Timken continues to contribute significantly to the global shift to renewable-energy production, and we are proud to be a leading supplier to some of the world's most significant wind and solar projects. Our largest individual end-market sector, renewable energy, accounted for approximately 10 percent of global sales in 2022.

The Timken R&D team innovates with our customers on an ongoing basis, drawing on its expertise in friction management, materials science, and mechanical power transmission. The team also invests a significant amount of time in surveying the fields for new opportunities and technologies to advance the potential of sectors, including renewable energy and electrification.



Wind Energy

From China to Europe to the U.S., wind is a significant contributor to the renewable energy movement. As corporations declare new sustainability goals, they rely on renewable energy sources to help achieve them. Increasingly larger wind turbines are key to their efforts, because the larger the turbine, the more efficient its power production.

But ultra-large turbines come with their own set of engineering challenges. For example, they are typically fitted with multiple bearings that sustain high and uneven loads throughout their life cycle. The increased load stress of these larger turbines tests conventional bearing designs, particularly in mainshafts. In response to this issue, our application engineers developed the Tapered Double Inner (TDI) mainshaft roller bearing, which is designed to mitigate the problem of excessive downwind wear on spherical roller bearings. Customer-centric approaches to innovations like TDI make us a key solution provider for wind energy turbine builders worldwide.

Solar Energy

Sunbelt regions from Southern California to Africa to the Middle East are constructing solar panel farms that vary in their technologies, yet similarly rely on solar trackers to capture energy from the sun. We have emerged as a leader in precision motion control solutions for these trackers, maximizing solar exposure as they point directly toward the sun all day, every day, for years.

Our leadership in the early stages of solar development has established us as a technical leader in original equipment, and customers know we have the capabilities to support them in the future with service and aftermarket needs as their solar stations mature. We've taken on major solar thermal power system projects from South Africa and Israel to California and the United Arab Emirates.

Wave Power

To meet global sustainability goals in the coming decades, the ocean's waves may rise as a reliable energy source for growing coastal communities.

Shuton is part of Nadella Group, a recent acquisition of ours. Together with a European-based leader in wave power technology, Shuton is working to develop a novel point observer, a type of wave-energy converter technology. A prototype equipped with a highly customized ball screw is being tested off the coast of Portugal.

The current wave energy market size is limited globally. However, unlike solar and wind energy, which can lose capacity when the wind doesn't blow or the sun doesn't shine, ocean waves are always moving. Wave energy has the potential to supplement other energy sources for a more flexible, reliable mix of renewable energy.

Our focus on sustainability goes well beyond renewable energy. Electrification is a growing trend, and we are a go-to provider for electric and hybrid designs, because of our specialized expertise in power transmission, friction management and materials science.

Electric Commercial Vehicles

From public transportation to package delivery, the electric commercial vehicle (CV) market is rapidly expanding across the globe, driven by carbon emissions reduction goals and the explosive rise of e-commerce.

Electric CV manufacturers would previously use off-the-shelf parts, including bearings, to quickly introduce product to the market. Now, after several years of real-world road testing, they are increasingly focused on power-density and fuel-efficiency refinements. Such designs can help produce lighter vehicles with more room for batteries – and increased distances per charge. Given our specialized expertise, we have become an ideal partner to help steer the industry and the European CV market, in particular. For example, we played a key role in supporting a new, all-electric iteration of a popular light-duty commercial utility vehicle, which boasts a 200-kilometer range in city conditions.

Electric Vehicles

For many years, we have also been working on advanced designs for electric vehicles (EVs), creating solutions that are lighter, smaller and more fuel-efficient, yet capable of meeting the unique performance demands of EVs, including higher torque and load requirements.

Electric Flight

Our customer-centric innovations are not limited to land. According to the International Energy Agency, in 2022 aviation accounted for approximately 2 percent of global energy-related CO_2 emissions, and aircraft engineers worldwide are working to turn flying into a cleaner, greener enterprise. Electric flight, however, requires ongoing advancements in two significant areas: lighter, more power-dense batteries and reduced mechanical friction.

There is progress on the battery front in the form of solid-state lithium and graphene batteries. On the friction-reduction front, our recent work on land-based electric vehicle (EV) drive systems and strong aerospace product legacy make us a preferred partner for many leading aircraft manufacturers. Our aerospace product technologies, including special heat treatments, material choices and tribological know-how give us a head start on the friction-reduction problems inherent to electric flight.

At the same time, our new split bearing and ceramic hybrid bearing designs for aerospace are uniquely suited to the tight spaces and weight-reduction standards required for electric aircraft. Switching to ceramic rollers provides a 16 – 17 percent reduction in mass, and they fit in the same space as a traditional bearing.

Our commitment to current and emerging sustainable industries, including electrification, continues, as we explore the possibilities of future solutions with our customers.









The Pursuit of Excellence

"Ethics is one of Timken's four core values, and there is a reason we've been recognized by Ethisphere for the 12th time. We don't just say it, we live it. As a global company, our operations are complex, but our commitment to ethics is unwavering – it guides our employees' actions, no matter the location."

Hansal Patel
Vice President, General Counsel and Secretary

"Sustainability is core to our products which is reflected in The Timken Company's Sustainable Engineering Process. It holds us accountable and drives us to constantly reassess how we design and manufacture our products – innovating every day to optimize performance and reduce waste."

Doug Smith
Vice President, Technology

"Across stakeholders, geographies and generations there is a growing expectation for action. We align all our global CSR platforms with our engineering expertise to build a world that is more efficient and more resilient. Together with our global team, we define the next generation of CSR and where we can make the greatest real-world impact possible."

Nicole DiSalvo
Vice President, Corporate Communications

"Timken R&D was purposefully designed to keep the company at the knowledge frontiers most important to our customers and the business. One of the greatest challenges is focus. It is easy to be distracted by the latest trend, so Timken R&D is extra diligent to conduct innovation activities with anticipated long-term value."

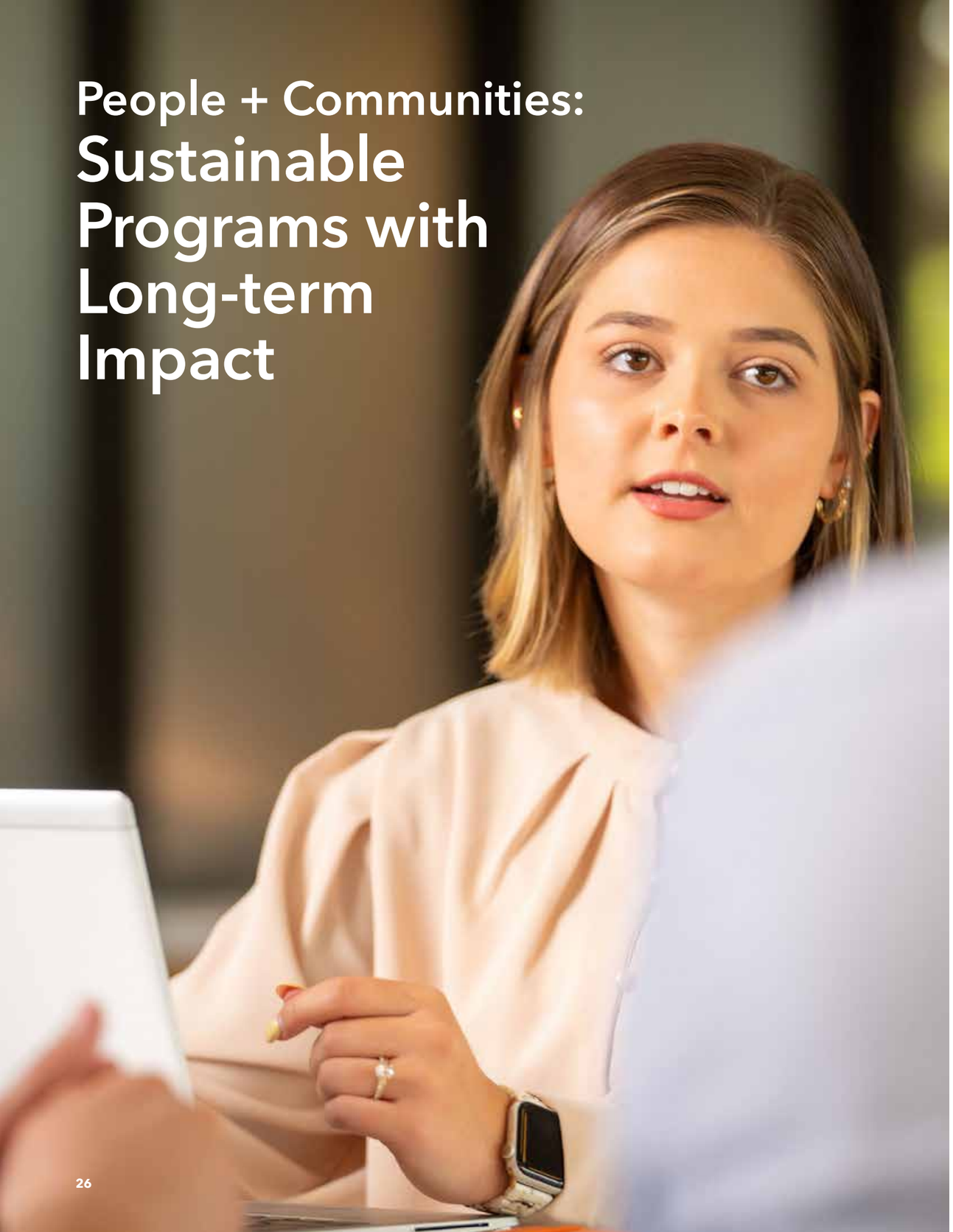
Ryan Evans
Director, R&D

"At Timken, we continuously drive environmental sustainability in the products we make, throughout our global operations and in the industries we advance. We realize there are many factors at play and our greatest ability to control outcomes is internal and in support of our 2030 greenhouse gas emissions reduction target."

Tim Graham
Vice President, Operations – Engineered Bearings

"Our employees around the world play key roles in exploring space, advancing renewable energy, ensuring reliable transportation and secure food production, as well as many other processes that are vital to our global society. It's a privilege to witness their work – not only at Timken but also in the community where they inspire the next generation in STEM."

Natasha Pollock
Vice President, Human Resources



People + Communities: Sustainable Programs with Long-term Impact

At Timken, 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. And for those who pursue careers with Timken, we offer meaningful, fulfilling work with a deep sense of purpose.

We also believe in empowering our employees to engage with and strengthen the communities in which they live and work. Our employees contribute their time, financial support and leadership to drive positive change and we provide them with resources and support to do so. While our programs are global and focused on lasting impact, we remain flexible and respond to emerging local needs whenever and wherever they arise.

Supporting Workforce Wellbeing and Developing Well-Rounded Leaders

We know that partnership combined with purpose creates greater impact. We are committed to strengthening the skills and broadening the perspectives of our current and future workforce and next-generation leaders. We also provide employees with the necessary support to thrive and become leaders who understand the needs and desires of the global workforce of today and tomorrow.

As we focus on attracting and developing the next generation of world-class problem solvers, we have partnered with a range of industry-leading, global organizations. Below are just a few of these programs.

The Signature Program is designed to support the next generation of women in leadership. More than 140 global companies partner with the program. Since 2014, we have connected current and future leaders with successful senior female executives through in-depth immersion sessions, ongoing mentorship and a vast and supportive peer network. The curriculum covers a wide range of topics, including:

- Authentic leadership
- Communication savvy and presence
- Creating a personal vision
- Building trusted relationships
- Influence leadership
- Engineering and sustaining high performance
- Coaching others and yourself

The program provides participants with valuable external perspectives as they develop the skills and capabilities needed to achieve next-level leadership. The goal is to help the next generation of women in leadership embrace their personal strengths and develop their own authentic leadership style.

BetterUp, a world-class coaching platform we first piloted in 2021, offers focused and specialized coaching for Timken employees who are interested in advancing their career and aspire to lead others to advance our company's growth. The coaching program provides practical and personalized solutions to improve performance and wellbeing, as well as ways to enhance their decision-making and strategic thinking.

Since the pilot debuted, more than 100 employees around the globe have taken part in individualized coaching sessions that cover topics both in and outside of work – from developing better sleep and nutrition habits to communicating more effectively and navigating uncertainty. BetterUp's science-backed solutions help our employees build long-term mindsets, skills and behaviors.

Our global **Employee Assistance Programs** (EAP) deliver 24/7, free, confidential services – both live and digitally – to employees and members in their households to help them navigate life's events and challenges.

Through these programs, we provide mental and behavioral health counseling and coaching for subjects ranging from parenting and relationships to work stress and other issues in support of their holistic wellbeing, as well as legal and financial guidance.

The EAP resources cover timely topics and emerging issues, including on-demand trainings, interactive assessments, and tutorials. They also reflect our commitment to further the wellbeing of our global workforce.

THE unique backgrounds, experiences and abilities of our employees are core to who we are today and help us prepare the next generation to lead. The work of our Employee Resource Groups (ERGs) is critical to our success as a global company and a corporate citizen. Following are some of their unique perspectives, in their own words.

"Having worked in a variety of operations roles, it is very important to me to break down boundaries between different departments – from plants to offices. ERG events have greatly contributed to creating a warm and welcoming environment for everybody and increased engagement across functions."

Sébastien Imhoff
Chair, WIN France
Manager Global Quality

"We recently conducted an online survey to learn about our employees' current needs to develop an updated business plan for our ERG. Taking this approach showed employees that their opinions matter and the results speak for themselves – engagement is greater than ever."

Martyna Lorek
Co-Chair, YPN Poland
Timken Customer Service

"Greater global impact through regional plans and actions as well as innovation through productive diversity are key outcomes we aim to achieve with our work."

Agustin Caminoa
Chair, MAP WHQ
Portfolio Manager, TRB < 12"

"Timken has grown greatly by acquisition. Our ERGs are crucial in connecting the many geographically dispersed teams that are now all part of the company. An increased sense of belonging is critical to strengthening the collaborative, global team spirit that defines Timken."

Feliz Himmel
Chair, YPN Germany
Sales Engineer





"From a recruiting and retention standpoint, ERGs are crucial. They may make the difference when evaluating job offers, but they also create a sense of belonging, which is more important than ever."

Mathew Wharmby
Chair, VET WHQ
Senior Financial Analyst, Operations Finance

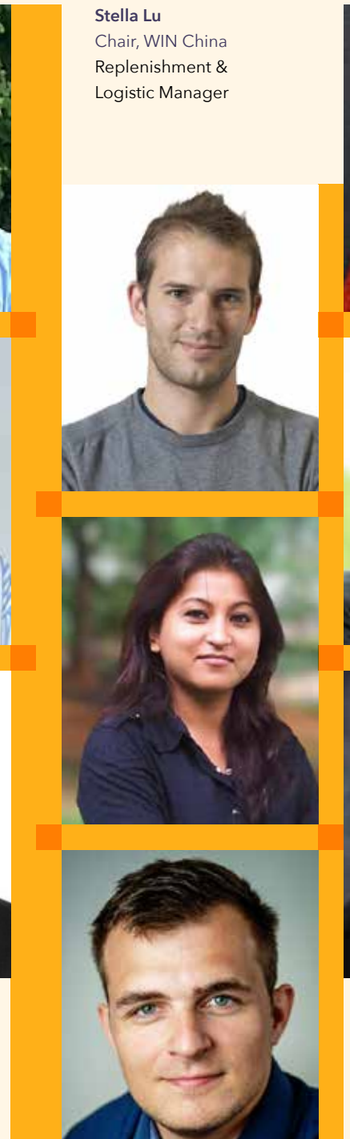


"ERGs signal to our global workforce that Timken appreciates and invests in its employees. I've never held another job where the company made that commitment."

Davide Bianchi Bazzi
Chair, YPN Italy
Production Planning Customer Care and Warehouse Manager

"Our main focus is to encourage women to reach their full potential through active involvement in the ERG."

Stella Lu
Chair, WIN China
Replenishment & Logistic Manager



ERG	**Employee Resource Group**
MAP	**Multi-Cultural Association of Professionals**
TPN	**Timken Pride Network**
VET	**Veteran Engagement at Timken**
YPN	**Young Professional Network**
WIN	**Women's International Network**

"Our ERGs play a key role in attracting and retaining the diverse talent we need to continue to thrive as a global company."

Oluwaseun Craig
Co-Chair, MAP
Account Manager



"Timken's ERGs are integrated into the business. We are looking to elevate Timken's core value of teamwork through our board structure and the initiatives we develop. To extend on the notion of teamwork, we continue to evaluate our events and identify opportunities to make them globally inclusive."

Joanna Hallisy
Chair, YPN WHQ
Application Engineer II

"Our priority is the advancement of women. We continue to use feedback from Timken employees – most recently the *2022 Voice of Employees* survey – to develop programming that positions Timken as a preferred employer for women and gives women the tools and relationships they need to thrive here."

Jessica Minor
Co-Chair, WIN WHQ
Senior Sales Analyst

"YPN France is deeply involved in STEM. Timken volunteers hold events, such as "Talk to an Engineer" and plant tours to engage students, so they experience first-hand what working in engineering means and envision a future in STEM for themselves."

Laurent Castanier
Co-Chair, YPN France
HR Manager

"YPN provides employees with the tools and context necessary to thrive in an increasingly complex world by exposing them to ideas that go beyond their job description. We all play a role in advancing the company, our customers and communities globally."

Cezar Cretu
Chair, YPN Romania
Manufacturing Advancement Manager

"CSR is an important part of the WIN India calendar every year. For example, we support non-profits that work with women who have fallen on hard times."

Subarana Das
Chair, WIN India
Lead Analyst, Global Enterprise Services

"Early achievements include creating visibility and advocacy for our community. More important, recent hires say the Timken Pride Network compelled them to accept a position with Timken. They feel safe and assured that they can be themselves at work."

Jen Stamp
Chair, TPN WHQ
Product Manager



"Timken understands the need for our society to prioritize access to fresh, nutritious food, and they are helping to address it through the products they provide and the gifts that they give."

Lauren Biedron
Senior Vice President of Corporate Partnerships
Feeding America

A Focus on Food Disparity and Safety

At Timken, our applications play a critical role in increasing the world's capacity to produce food and address nutritional disparities. At the same time, our company and our employees actively contribute to efforts to tackle hunger in our local communities.

Collaborating with the Food & Beverage Industry

On the product side, the food and beverage market represents one of the fastest-growing parts of our business. We work closely with food producers to help solve their equipment challenges with the goal of improving safety, hygiene, reliability and efficiency.

We offer engineered bearings that are designed to deter dust and bacteria contamination, prevent rust and reduce maintenance costs. They are not only safe, but tough enough to handle chemical washdowns, high temperatures, fast throughput and the many other challenges faced by those in the food and beverage industry. We also provide industrial motion products like automatic lubrication systems, drives, linear guides, telescopic rails and actuators to help further support sanitation in production settings.

Addressing Food Insecurity

Meanwhile, as a supporting partner of Feeding America®, we contribute to a nationwide network of food banks, food pantries and community-based organizations working to end hunger by providing food and support to millions of people in the U.S. According to the organization, food insecurity is a nationwide issue with 100 percent of counties facing some level of it. In 2022, 49 million people in the U.S. alone turned to food banks and community programs for help putting food on the table.

"At Feeding America, we need funds, food and friends to help overcome hunger in our communities," said Lauren Biedron, senior vice president of Corporate Partnerships at Feeding America. "As one of our partners, Timken supports all three of those things for us. Our friends at Timken understand the need for our society to prioritize access to fresh, nutritious food, and they are helping to address it through the products they provide and the gifts that they give."

Tackling Food Insecurity Worldwide

From Europe to Asia – our Employee Resource Groups are collaborating with local food drives and planning partnerships with national charity events, such as The Noble Box in Poland.

According to the U.S. Department of Agriculture, the number of food-insecure people worldwide in 2022 is estimated at 1.3 billion. Given this staggering statistic, food disparity and safety continues to be a priority at Timken, both from a business and a community perspective.





The Next Generation of STEM

A more efficient world depends not only on machinery, but the people who build it. We recognize that our workforce and talent pool needs to get deeper and wider, for better and more innovative problem solving. That is why we are focusing our investments on strategic partnerships and STEM education, increasing the impact we make in developing the next generation of diverse engineering talent.

Diverse Manufacturing Workforce

To demonstrate how rewarding a career in manufacturing can be, we have entered into a strategic collaboration with the Manufacturing Institute, which is strongly aligned with Timken's desire to support students and unlock their potential as we build the workforce of tomorrow. We currently support two of the Insitute's initiatives:

CREATORS WANTED

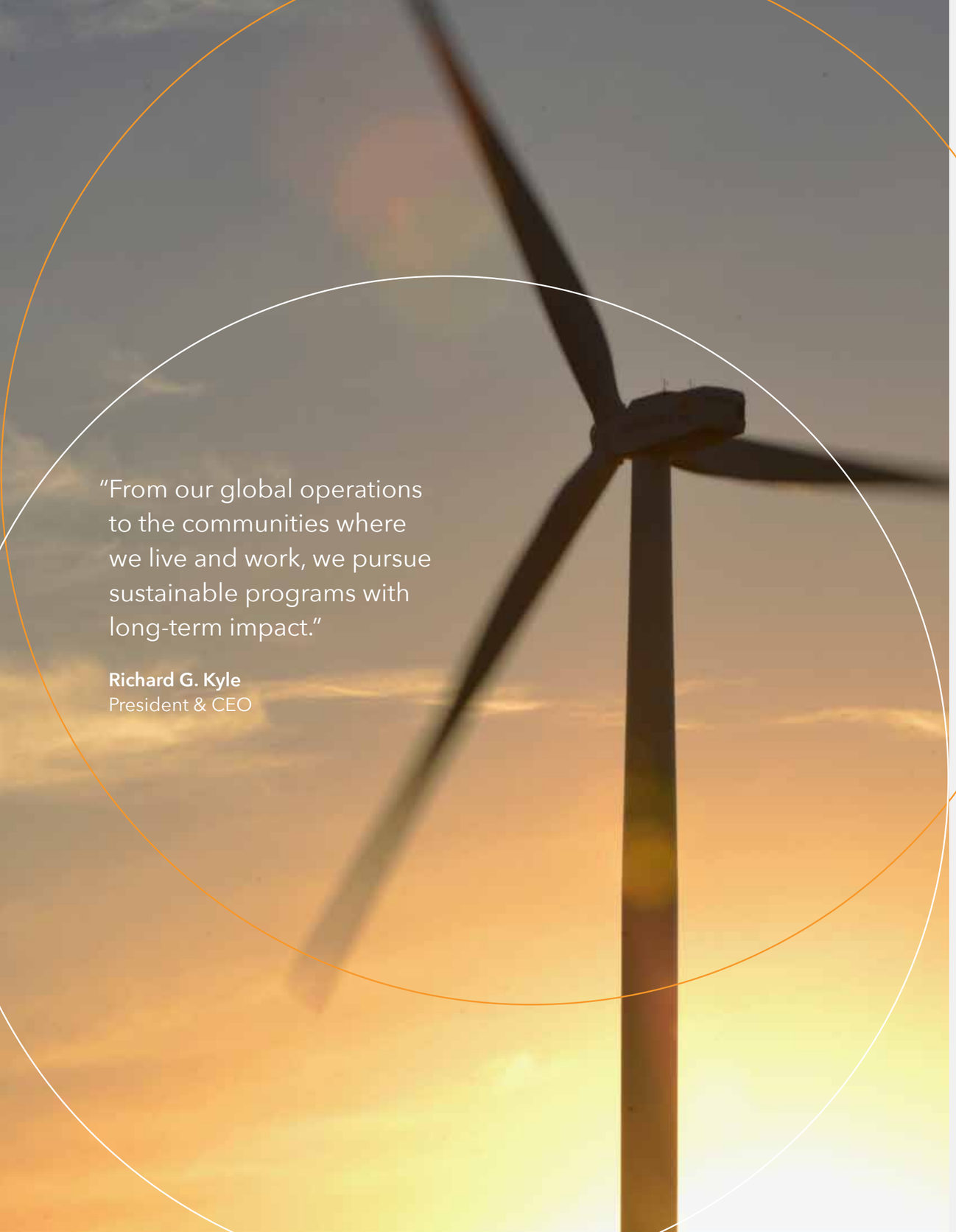
WOMEN MAKE AMERICA

Creators Wanted
The manufacturing industry's largest effort to attract and build the workforce of tomorrow, Creators Wanted aims to recruit 600,000 new workers by 2025.

Women MAKE America
This program works to close the gender gap in manufacturing by empowering and inspiring women in the industry through recognition, research and leadership.

Diverse Talent Pool

We also continue to grow our commitment to STEM opportunities for underserved and at-risk students worldwide. In collaboration with national partners, such as the LeBron James Family Foundations' I PROMISE School, Maison pour la Science and NASA, we introduce an increasing number of students from China to Europe, India and the U.S. to careers in STEM. Focused on demystifying engineering, we are offering hands-on programs, including STEM Summer Camps, Engineer for a Day and STEM Nights.



Reporting

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Stakeholder Engagement

Sustainability Accounting Standards Board

Task Force on Climate-Related Financial Disclosures

About this Report

The Timken 2022 Corporate Social Responsibility Report includes information focused primarily on data collected and activities that occurred during calendar year 2022, except where indicated. This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards 2021. 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 which may impact the timing, nature, and frequency of our reporting.

Report Scope

Quantitative data related to operations and facilities of businesses that were acquired by Timken in calendar year 2022, Spinea and GGB, are excluded from this report, as the full integration of these businesses was still underway. Demographic information regarding our global associates covers all locations worldwide. Our emissions data has been gathered in accordance with the GHG Protocol and includes estimates for all our locations where actual data was not collected. Waste and water data includes all manufacturing facilities, world headquarters and other sites employing more than 100 people. All other data in this report cover Timken's and all of its subsidiaries' significant locations of operations worldwide, defined as locations employing 100 or more people, unless otherwise noted.

Environmental Data Collection Process

Select 2021 waste and water data in this report has been restated to reflect improvements in data collection and analysis following Timken's internal review processes and to add nine additional sites into scope. 2021 energy and emissions data has been revised to add all company sites into scope in accordance with the GHG Protocol which we implemented this year. 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, associates 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 40 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 for the Industrial Machinery & Goods market and the United Nations Sustainable Development Goals, to aggregate the topics into a list of material topics. We also reviewed customer, supplier and peer CSR reports to further inform our view of additional topics relevant to our industry. The resulting material topics were reviewed and approved by Timken's executive management. Timken's material topics include: Diversity and Equal Opportunity, Emissions, Energy, Financial Performance, Health and Safety, Human Rights, Regulatory Compliance, Retention, Compensation and Benefits, Training and Education and Waste.

For definitions, boundaries, management approaches and other information for each of our material topics, please see Page 60 of this report.

Certain statements in this report (including statements regarding the company's beliefs, estimates, and expectations) that are not historical in nature are "forward-looking" statements within the meaning of the Private Securities Litigation Reform Act of 1995. In particular, the statements related to Timken's sustainability and diversity plans, developments, targets, goals and expectations are forward-looking. Timken cautions that actual results may differ materially from those projected or implied in forward-looking statements due to a variety of important factors, including those discussed in the company's filings with the Securities and Exchange Commission, including the company's Annual Report on Form 10-K for the year ended December 31, 2022, 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 at "material" should not be construed as a statement or determination by Timken that such items are material for purposes of U.S. securities laws.

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

Keeping Our Information Secure

Timken has instituted an enterprise-wide information security program with oversight from our Audit Committee. Recognizing that this is an evolving and complex space, we perform regular assessments of our information security program. Specific features include:

- Industry-leading cyber-prevention, detection and response tools
- Annual third-party system penetration testing
- Annual information security training for all our associates – topics include identifying phishing attacks and insider threats, among other items
- The purchase of both first- and third-party cyber liability insurance

The Audit Committee or Board receives reports on cyber security threats and trends at least annually and regular updates on our information security program. In addition, we actively work to comply with various government frameworks and certifications. We're in the process of obtaining our Cybersecurity Maturity Model Certification for the United States Department of Defense and the Cyber Essentials for the United Kingdom's National Cyber Security Centre to demonstrate our compliance. Timken has not experienced any material information security breaches within the past three years.

Corporate Governance

The Timken Company's commitment to strong corporate governance is evidenced by the following practices.

Board Independence

9 of 11 current Directors are independent

Independent Chair of the Board

Director Elections

Commitment to Board refreshment and diversity – 6 new Directors (representing over half of our current Board) added in the past decade

2 of 3 of the committee chairs are ethnically or gender diverse

All committee members are independent

Declassified Board with annual Board elections

Directors are elected by a majority of votes cast, and our Majority Voting Policy requires any Director who fails to receive a majority of the votes cast in favor of his or her election to submit his or her resignation to the Board

Board Practices

Stock ownership requirements for nonemployee Directors (5x cash retainer)

At each Board meeting, the independent Directors have the opportunity to conduct executive sessions

Annual Board, committee and Director evaluations

Over-boarding policy limits the number of public company boards a Director can serve on

Shareholder Rights

Shareholder proxy access with 3/3/20/20 parameters

Special meetings may be called by shareholders holding 25% of the Company's common shares

No "supermajority" voting requirements

Other Best Practices

Annual advisory vote on our named executive officer compensation with consistently strong shareholder support over the past five years

4 of 11 current Directors are ethnically or gender diverse

Code of Conduct for Directors, officers and employees

Strong focus on shareholder engagement – over 400 interactions with investors in 2022

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

Nominating and Corporate Governance Committee provides oversight for Corporate Social Responsibility ("CSR") program

82%
Independence

36%
Gender and Ethnic Diversity

2/3
Committee Chairs are Gender or Ethnically Diverse

>1/2
Board Refreshed within the Last Decade

Board of Directors

Representative Skills and Attributes of the Board

Members of our Board bring a wealth of cross-disciplinlinary knowledge to the table, enabling us to analyze any given opportunity critically and fully.



Leadership and Governance
Senior leadership experience at a large organization, including current or former service as a public company officer (CEO, CFO, etc.) or military general, or other public company board service leading to valuable insight on corporate governance matters

Manufacturing and Environmental Management
Expertise in manufacturing operations and logistics and environmental management to drive operating performance through sustainable means

Global Operations
Service in a leadership role with multinational companies or in global markets, leading to a deep knowledge of global industry dynamics and international supply chain management

Marketing and Sales
Expertise in marketing, sales and customer service at a scale relevant to the company's global business

Human Capital Management
Expertise in talent management, public company compensation structures, key employee development and retention, and executive succession planning

Risk Management
Experience with risk management and compliance oversight relevant to the exercise of fiduciary responsibilities

Information Security
Expertise in managing the information security and data privacy functions of complex organizations

Corporate Social Responsibility
Experience with management oversight of a public-company corporate social responsibility program or sustainable function

Financial Reporting and Capital Allocation
Experience in the finance function of an enterprise, including an in-depth understanding of financial management, financial reporting and capital allocation processes

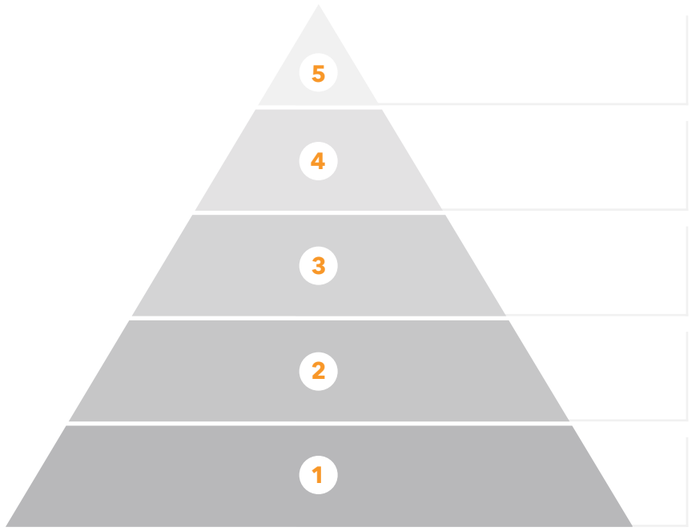
Governmental and Regulatory Affairs
Insight into managing governmental and regulatory affairs relevant to the company's business operations

Strategy and M&A
Responsibility for driving growth through innovative strategic initiatives, acquisitions and other business combinations

CSR Oversight

The Nominating and Corporate Governance Committee also provides oversight of our CSR program, though the full Board of Directors as well as its other standing committees also play a role in advising on certain CSR-related topics such as human capital initiatives and risk oversight.

Oversight and Management of the Company's CSR Program



1. Cross Functional Management Team
Leaders in operations, compensation and benefits, HR, communications, legal, environmental, supply chain and other key functional areas

2. CSR Steering Committee
Cross-functional team charged with monitoring and evaluating current and future CSR initiatives, recommending strategies, managing data collection processes, and reporting on Company progress

3. Executive Sponsors
Provide management oversight and leadership to the steering committee

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

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

The Timken Company

The Timken Company (NYSE: TKR; timken.com) designs a growing portfolio of engineered bearings and industrial motion products. With more than a century of knowledge and innovation, we continuously improve the reliability and efficiency of global machinery and equipment to move the world forward. Timken posted $4.5 billion in sales in 2022 and currently employs more than 19,000 people globally, operating from 46 countries.

2022 Sales by Geography

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

North America	**48%**
Asia Pacific	**23%**
Europe, Middle East, Africa	**22%**
Latin America	**7%**



2022 Business Segment Sales



31% Industrial Motion
69% Engineered Bearings

2022 Channel Overview



40% Distribution / End Users
60% Original Equipment Manufacturers

Our Flagship Brands

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

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

Targeting Lower Emissions

We continue to make progress in our efforts to operate in a more environmentally friendly manner. Across our global footprint, we're taking deliberate actions to reduce our impact. This includes decreasing our greenhouse gas emissions intensity. In 2022, we announced our target to reduce our aggregate Scope 1 and Scope 2 GHG emissions intensity by 50 percent by 2030, off of our baseline year of 2018, including aligning our process with Greenhouse Gas Protocol, a widely used global standard and guide for measuring and managing emissions.

ENERGY CONSUMPTION[1]		2022	2021
Energy Consumption within the Organization 1,000 gigajoules	Total from non-renewable and renewable sources	5,624.39	5,575.05
	Total from non-renewable sources	**5,453.50**	**5,425.92**
	Electricity	2,821.44	2,898.50
	Purchased steam/hot water	74.26	114.85
	Natural Gas	2,274.60	2,127.45
	Propane	137.14	135.10
	Recovered Fuel	11.12	22.37
	#6 Fuel	1.98	.83
	Diesel	59.82	20.77
	#2 Fuel	2.09	1.20
	Gasoline	59.39	88.58
	Jet Fuel	11.67	8.24
	Total from renewable sources	**170.89**	**149.13**

WATER CONSUMPTION[2]		2022	2021
Water Withdrawal megaliters	Total from all sources	4,270.13	4,641.96
	Ground Water	1,610.78	1,867.57
	Surface Water	1,337.23	1,440.31
	Seawater	–	–
	Produced Water	–	–
	Third-Party Water	1,322.12	1,334.08

GREENHOUSE GAS EMISSIONS ESTIMATES[3]	2022	2021
Direct (Scope 1) emissions; natural gas and fuel[4] 1,000 MTCO2e	133.36	126.03
Indirect (Scope 2) emissions; electricity[4] 1,000 MTCO2e	374.05	387.76
GHG emission intensity (Scope 1 and Scope 2)[4] 1,000 MTCO2e / $MM revenue	0.113	0.124

EFFLUENTS AND WASTE[5]	2022	2021	2022	2021
	From all sources hazardous waste (1,000 metric tons)		From all sources nonhazardous waste (1,000 metric tons)	
Total	**7.44**	**6.62**	**63.61**	**73.09**
Reuse	–	–	–	–
Recycling	4.31	3.67	52.10	60.70
Composting	–	–	0.03	0.02
Energy Recovery	1.28	1.26	2.11	2.27
Incinerations	1.73	1.47	0.54	0.71
Deep Well Injection	–	–	–	–
Landfill	0.12	0.22	8.83	9.39
On-site Storage	–	–	–	–

TRANSPORT/TREATMENT OF HAZARDOUS WASTE (1,000 metric tons)		
Hazardous waste transported	7.44	6.62
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	–	–

Certain data in the foregoing charts has been revised since the publication of the 2021 Corporate Social Responsibility Report to reflect corrections made as a result of Timken's internal review processes, to add more sites into scope, and to align with the GHG Protocol. The scope of emissions reporting reflected in the foregoing charts covers all offices, distribution/warehouse, research, and manufacturing facilities owned/operated by Timken.

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

2 Water consumption data obtained from utility records and internal meters and logs. Change in water storage not identified as significant.

3 Base year for company GHG emissions tracking: 2018. $MTCO_2e$ = metric tons of CO_2 equivalent. Gases included in Scope 1 emissions: CO_2, CH_4 and N_2O; no biogenic emissions. Source of Scope 1 emissions factors: stationary and mobile fuel combustion from USEPA GHG Emission Factors Hub. Source of market-based Scope 2 emissions factors for U.S. facilities: 1) utility-specific data where available; 2) Green-e residual mix emissions factors where no utility-specific emission factors were available. Source of Scope 2 market-based emissions factors for non-U.S. facilities: 1) utility-specific data where available; 2) residual mix emission factors sourced from Carbon Footprint LTD; 3) national or regional total grid average factors from Carbon Footprint LTD, for countries that do not publish residual mix factors. Energy consumption estimates were done for any facilities that do not have metered, validated energy consumption data, using the building square footages along with building type average energy intensities from U.S Energy Information Administration data: https://www.eia.gov/consumption/commercial/data/2018/index.php?view=consumption

4 Waste data collected from vendors, invoices and transportation records. Timken has decided to eliminate the category detailing oily water recycled off-site in the above charts given the success of its reduction efforts applicable to that category of waste and the increasingly small amount of waste processed in such a manner. Oily water recycled off-site is now included in the general categories of non-hazardous waste recycled or hazardous waste recycled where applicable.

5 Select 2021 waste and water data in this report has been restated to reflect improvements in data collection and analysis following Timken's internal review processes.

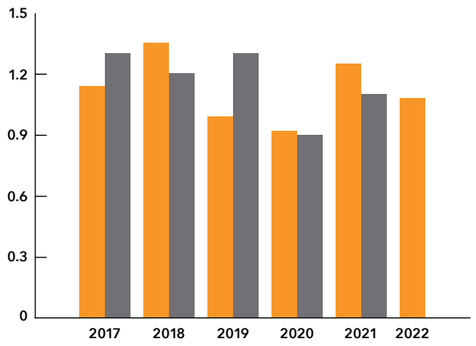
Prioritizing Safe Work Environments

Timken is committed to operating safely and responsibly, every day and everywhere we conduct business. We strive to eliminate injuries in the workplace by educating our employees and putting effective preventive measures in place. Protecting the health and safety of our employees, partners, customers and others who engage with our operations is our top priority.

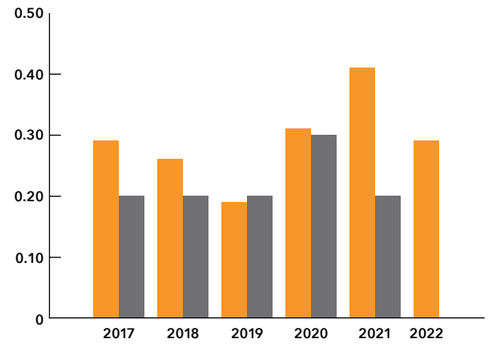
Injury Rates as Calculated Based on OSHA Guidelines

● Timken ● Top Quartile, U.S. Metal Manufacturing NAICS 332

Recordable Rate



Lost Time Accident Rate



* Data provided in these charts is our recordable and lost time rates as of June 30, 2023. These rates are subject to change if injury and illness cases are reclassified.

Attracting and Retaining Diverse Talent

We are dedicated to actions to eliminate bias and reduce barriers to allow us to cultivate diverse talent interested in beginning or advancing their careers with Timken. To find the right candidates, we partner with recruiting firms that specialize in locating diverse individuals and work closely with universities to identify promising graduates. Once they become members of the Timken family, employees can take part in talent-development programs that deliver personalized plans, talent assessments, coaching and mentoring as well as experiential job assignments. We work to ensure all employees actively contribute to our ongoing efforts to innovate and solve our customers' most complex challenges.

TOTAL WORKFORCE[1]		19,618*
REGION	**PERCENT**	**COUNT**
Americas	39%	7,651
Asia Pacific	31%	6,048
Europe, Middle East, Africa	30%	5,919
GENDER	**PERCENT**	**COUNT**
Undeclared	0%	25
Female	23%	4,495
Male	77%	15,051
Others	0%	45
Unknown	0%	2
AGE	**PERCENT**	**COUNT**
< 30	18%	3,498
30 – 50	50%	9,819
> 50	32%	6,301

[1] All data is as of December 31, 2022.

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

TOTAL U.S. WORKFORCE[1]		6,892
	PERCENT	**COUNT**
Ethnically Diverse[1]	17%	1,180
Female	26%	1,785
EXECUTIVE LEADERSHIP TEAM[1]		**14**
	PERCENT	**COUNT**
Ethnically Diverse[2]	29%	4
Female	7%	1
BOARD OF DIRECTORS[1]		**12**
	PERCENT	**COUNT**
Ethnically Diverse[3]	8%	1
Female	33%	4

[1] 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.

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

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

GRI Standards Index

Statement of use	The Timken Company has reported with reference to the GRI Standards for the period beginning on January 1, 2022 and ending on December 31, 2022.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI sector standards	GRI 2: General Disclosures 2021; GRI 3: Material Topics 2021, except where explicitly identified in this index.

GENERAL DISCLOSURES

DISCLOSURE	DISCLOSURE TITLE	EXPLANATION OR LOCATION
2-1	Organizational details	Name of Organization: The Timken Company Location of Headquarters: North Canton, Ohio, United States Location of Operations: Timken operates through a number of subsidiaries around the world. Please see our subsidiaries listed in our annual report on 10-K. The Timken Company is a corporation publicly traded on the New York Stock Exchange (NYSE: TKR). For questions regarding the report, please contact us at CSR@timken.com.
2-2	Entities included in the organization's sustainability reporting	(Partially Reported) Please see our subsidiaries listed in our annual report on 10-K.
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, 2022 and ending on December 31, 2022 unless otherwise specified. This report was published on Sept. 28, 2023.
2-4	Restatements of information	*About this Report*, Page 36
2-5	External assurance	Other than content that references our 2022 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	Timken 2022 Form 10-K: Item 1 and Item 7
2-7	Employees	(Partially reported) See table on Page 45.
2-9	Governance structure and composition	Timken 2023 Proxy Statement, Page 2 (Director Nominees), Page 3 (Board Composition Overview), Page 4 (Representative Skills and Attributes of the Board), Page 13 (Nominees), and Page 22 (Board Committees)
2-10	Nomination and selection of the highest governance body	Timken 2023 Proxy Statement, Page 12 (Proposal No. 1: Election of Directors) and Page 22 (Board Committees)
2-11	Chair of the highest governance body	Our independent Chairman John M. Timken, Jr. is not a senior executive in the organization.
2-12	Role of the highest governance body in overseeing the management of impacts	(Partially Reported) Timken 2023 Proxy Statement, Page 22 (Board Committees), Page 26 (Oversight and Management of the Company's CSR Program), and Page 29 (Risk Oversight). The CSR Steering Committee communicates and consults with stakeholders regarding CSR issues through one-on-one contacts with customers, suppliers and shareholders, related conferences and events, third-party reports, and ongoing dialogue with political and community leaders where Timken operates around the globe. See also Timken 2023 Proxy Statement, Page 29 (Shareholder Engagement in 2022)
2-13	Delegation of responsibility for managing impacts	Timken 2023 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 Timken's CSR report. The Nominating and Corporate Governance Committee, the Board Committee responsible for CSR, reviews and provides feedback on Timken's CSR report.
2-15	Conflicts of interest	(Partially Reported) Website: Ethics and Integrity Standards of Business Ethics: Our Code of Conduct, Page 30 (Conflicts of Interest)
2-16	Communication of critical concerns	(Partially Reported) To help protect our company's values and reputation, all employees are asked to speak up if something doesn't seem right or when they have a question. Customers, suppliers and other third parties may contact Timken's ethics reporting resources, which include: • Any company leader • Our ethics and compliance office • The Timken HelpLine The Timken HelpLine is answered by an external third party, and reports are not traced or recorded. All reports are kept confidential to the maximum extent possible under local law. This allows our 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
2-17	Collective knowledge of the highest governance body	(Partially Reported) Timken 2023 Proxy Statement, Page 4 (Representative Skills and Attributes of the Board), Page 22 (Board Committees), Page 26 (Oversight and Management of the Company's CSR Program), and Page 29 (Risk Oversight).
2-18	Evaluation of the performance of the highest governance body	Timken 2023 Proxy Statement, Page 24 (Nominating and Corporate Governance Committee). See also, our Board of Directors General Policies and Procedures.

DISCLOSURE	DISCLOSURE TITLE	EXPLANATION OR LOCATION
2-19	Remuneration policies	Timken 2023 Proxy Statement, Page 20 (Director Compensation); and Page 34 (Compensation Discussion and Analysis).
2-20	Process to determine remuneration	Timken 2023 Proxy Statement, Page 20 (Director Compensation); Page 22 (Compensation Committee); and Page 34 (Compensation Discussion and Analysis).
2-21	Annual total compensation ratio	(Partially reported) Timken 2023 Proxy Statement, Page 73 (CEO Pay Ratio)
2-22	Statement on sustainable development strategy	CEO Letter, Page 1
2-23	Policy commitments	(Partially Reported) Four core values guide our approach to business – Ethics & Integrity, Quality, Teamwork and Excellence. At Timken, everyone is responsible for turning ethics into action. Our Standards of Business Ethics Policy, our code of conduct, provides the foundation for our commitment, outlining how each employee, officer and Director of the company and its subsidiaries should conduct Timken business activities. Our code of conduct is available in all languages in which we conduct business. Website: Ethics and Integrity See also our Human Rights Policy
2-25	Processes to remediate negative impacts	(Partially Reported) To help protect our company's values and reputation, all employees are asked to speak up if something doesn't seem right or when they have a question. Customers, suppliers and other third parties may contact Timken's ethics reporting resources, which include: • Any company leader • Our ethics and compliance office • The Timken HelpLine The Timken HelpLine is answered by an external third party, and reports are not traced or recorded. All reports are kept confidential to the maximum extent possible under local law. This allows our employees to report freely any concerns they may have if they are uncomfortable directly approaching management. These reports are investigated by specified individuals trained to deal with sensitive situations. Our policy prohibits retaliation following any good faith report. Website: Ethics and Integrity
2-26	Mechanisms for seeking advice and raising concerns	
2-27	Compliance with laws and regulations	(Partially Reported) 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.

DISCLOSURE	TITLE	EXPLANATION OR LOCATION
2-28	Membership associations	Timken President and CEO Richard Kyle has served as a board member of the National Association of Manufacturers (NAM) since 2017. The NAM board comprises more than 200 of the nation's top manufacturing executives, representing large and small companies alike, across all industrial sectors. Board members provide national and global perspectives on the impact of federal government action on their companies' ability to grow and prosper. In addition, board members contribute their leadership and expertise to NAM's policy-development process. Timken supports NAM's position on a number of issues important to manufacturers, including taxes, free trade, energy, infrastructure and workforce development. Timken is a member of the following trade associations, which we view as strategic to our business: National Association of Manufacturers (USA); American Bearing Manufacturers Association (USA); North Carolina Chamber of Commerce (USA); North Carolina Manufacturers Alliance (USA); South Carolina Manufacturers Alliance (USA); Canton Regional Chamber of Commerce (USA); Bearing Specialists Association (USA); The Ordre des ingénieurs du Québec (Canada); Ohio Chamber of Commerce (USA); American Chamber Shanghai (China); US-China Business Council (USA/China); Foreign Investors Council (Romania); American Chamber of Commerce (Romania); Prahova Chamber of Commerce (Romania); Metal Employer Federation (France); Black Country Chamber of Commerce (UK); Northamptonshire Chamber of Commerce (UK); FEDERTEC (Italy); American Chamber of Commerce (India); 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	See *Stakeholder Engagement* on Page 62.
2-30	Collective bargaining agreements	(Partially Reported) Approximately 25% of the total employee population were covered by a collective bargaining agreement or agreements with works councils during the reporting year.
3-1	Process to determine material topics	(Partially Reported) See *About this Report* on Page 36.
3-2	List of material topics	See *About this Report* on Page 36; see also *Management Approach* on Page 60.
3-3	Management of material topics	(Partially Reported) See *Management Approach* on Page 60.

DISCLOSURE	TITLE	EXPLANATION OR LOCATION
ECONOMIC PERFORMANCE		
201-1	Direct economic value generated and distributed	Timken 2022 Form 10-K: Item 8
201-2	Financial implications and other risks and opportunities due to climate change	See *Task Force on Climate-related Financial Disclosures* on Page 66.
201-3	Defined benefit plan obligations and other retirement plans	(Partially reported) Timken maintains a competitive defined contribution retirement program for its employees in the United States. We believe the defined contribution plan to be above market and the plan includes an employer match along with a non-elective contribution. The program has high participation with over 90% of the eligible population participating in the plan. To maintain high participation, we provide training and education sessions, one-on-one financial counseling, retirement planning, and make updates to the plans to maintain the program as one of the more competitive plans among US manufacturing companies. Timken also offers five additional defined contribution plans for six separate bargaining unit populations. In the United States, Timken offers four defined benefit plans. All four plans have been closed to new members for some time and are sufficiently funded to meet obligations. Internationally, Timken offers a variety of retirement programs consistent with the legal requirements in the countries in which our facilities are located.
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' starting salaries are typically well above applicable minimum-wage requirements.

DISCLOSURE	TITLE	EXPLANATION OR LOCATION
INDIRECT ECONOMIC IMPACTS		
203-1	Infrastructure investments and services supported	Timken's corporate philanthropy focus areas include basic needs, education, STEM and community building. In 2022, 14 percent of our total corporate giving went toward community-building efforts, with the majority of our giving devoted to basic needs, education and STEM initiatives.
203-2	Significant indirect economic impacts	(Partially reported) Timken 2022 charitable giving in the U.S. totaled more than $2 million, supporting basic needs, education, STEM and community-building programs. In India, giving totaled approximately $1 million for basic needs and education projects. Giving in France (~$67,000) and China (~$67,000) provided teacher resources and materials for STEM learning labs. Also, our employees in those countries were active participants in classrooms, encouraging the next generation of STEM leaders. Timken employees also donate thousands of volunteer hours with charities they choose to support and via company-sponsored opportunities with our charitable partners. They also provide leadership through a commitment to serve on non-profit boards. The company's matching-gift program provides a dollar-for-dollar match to employee contributions (up to certain limits) to 501(c)(3) organizations. Timken education initiatives are aimed at creating education opportunities globally. Timken funds scholarships for first-generation and underrepresented students to provide a pathway to pursue college degrees. The company is also part of an initiative aimed at providing scholarships for minority engineers to increase diversity in STEM fields. Timken partners with America's largest hunger-relief organization to volunteer and fund foodbanks serving every county in America to help overcome the disparity in food resources. Timken employees volunteer to build homes for local residents in the United States, Europe and Asia Pacific through our long-standing partnership with Habitat for Humanity.
PROCUREMENT PRACTICES		
204-1	Proportion of spending on local suppliers	Of the approximately 400,000 tons of steel that Timken purchases annually, about 320,000 tons, or 80%, are 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 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.

DISCLOSURE	TITLE	EXPLANATION OR LOCATION
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 in such reports.
ANTI-COMPETITIVE BEHAVIOR		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	During the reporting period, Timken was not identified as a participant in any legal actions alleging anticompetitive behavior or violations of anti-trust and monopoly legislation that rose to the level of materiality that would have required disclosure in our periodic reports filed with the SEC other than as disclosed in such reports.
TAX		
207-1	Approach to tax	Timken is headquartered in the U.S. and operates in 46 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	(Partially reported) See Disclosure 207-1.

DISCLOSURE	TITLE	EXPLANATION OR LOCATION
ENERGY		
302-1	Energy consumption within the organization	See table on Page 42.
WATER		
303-3	Water withdrawal	See table on Page 42.
303-5	Water consumption	See table on Page 42.
EMISSIONS		
305-1	Direct (Scope 1) GHG emissions	See table on Page 42.
305-2	Energy indirect (Scope 2) GHG emissions	See table on Page 42.
305-4	GHG emissions intensity	See table on Page 42.
EFFLUENTS AND WASTE		
306-2 (2016)	Waste by type and disposal method	See table on Page 43.
306-3 (2016)	Significant spills	During the reporting period, Timken experienced no spills that rose to the level of materiality that would have required disclosure in our periodic reports filed with the SEC other than as disclosed in such reports.
SUPPLIER ENVIRONMENTAL ASSESSMENT		
308-1	New suppliers that were screened using environmental criteria	All new direct material suppliers are subject to a stringent onboarding process. This can include on-site visits ensuring systems and processes are in place covering areas such as quality, capacity, risk management and corporate social responsibility topics. Environmental and social expectations are also outlined in Timken's Supplier Code of Conduct including violation reporting procedures and expectations up to and including termination of the business relationship.
EMPLOYMENT		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Less than 5% of employees are considered part-time, and while some do receive the same level of benefits as full-time employees, most do not. We conduct market studies around the world to ensure full-time employees receive competitive benefits relative to the markets where they work. While benefits vary around the world, Timken offers benefit programs consistent with the legal requirements in the countries in which our facilities are located, and in many cases, Timken offers programs that we believe are above market. In the United States, Timken provides its full-time employees with a variety of medical plans and programs, a vast menu of supplemental benefits (from basic and supplemental life insurance to paid parental leave), and a number of wellbeing and work-life balance programs. Both full-time and part-time employees are eligible to participate in defined contribution (401(k)) retirement plans, and some full-time employees are rewarded with stock ownership as part of our long-term incentive plan.

DISCLOSURE	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.
OCCUPATIONAL HEALTH AND SAFETY		
403-1	Occupational health and safety management system	All of Timken manufacturing facilities must implement an effective EHS management system in accordance with our corporate EHS standards and procedures, which are regularly reviewed and updated to conform with ISO Standard 45001 (occupational health and safety). All plant employees and temporary workers are covered by our EHS management systems. Facility-level management systems consider regulatory requirements, customer specifications, facility performance, hazards and risks, and integration of new acquisitions. Third-party certification must be obtained when required by customers or regulatory agencies, or if approved by Corporate EHS.
403-2	Hazard identification, risk assessment, and incident investigation	(Partially reported) Timken assesses health and safety risks and opportunities by using established methodologies and criteria defined with respect to their scope, nature and timing to ensure they are proactive rather than reactive and are used in a systemic way to improve the health and safety management system. Triggers for risk assessment include: new designs and redesigns; change management; routine tasks; infrequent, one-time or first time tasks; high risk tasks; hazardous processes and equipment; incidents/mishaps; serious near misses; abnormal or upset conditions; emergencies; chemical exposures; worker concerns; physical agents and at-risk observations.
403-3	Occupational health services	Timken takes great care to protect the health of both employees and temporary employees at work. Around the world, all of our manufacturing plants have a designated occupational health clinic to handle on-the-job injuries and designated first responders on-site. Many of our larger facilities feature nurses on-site. We also take preventative measures by requiring preemployment medical screenings to be performed for employees, and we have provisions for addressing health concerns when they arise for existing employees.
403-4	Worker participation, consultation, and communication on occupational health and safety	(Partially reported) Timken employees influence safety directly through interactions with plant leadership or through joint management-worker safety committees. Workers' union representatives, where they exist, are typically included as well. We also actively engage employees as safety observers through our Precaution Based Safety (PBS) program.
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	TITLE	EXPLANATION OR LOCATION
403-6	Promotion of worker health	Timken is committed to improving the health and lives of our employees and their families around the globe. We believe in the power of innovation and approach wellbeing through a holistic lens. Powered by our partnerships with industry leading health and wellness companies, we offer dynamic and impactful benefits and resources that ensure we continue to move forward together. In the United States, Timken offers a robust wellness program, unlimited 1:1 health coaching, a Tobacco Cessation Program, point solutions for weight management and diabetes reversal, telemedicine, a 24/7 Work-Life Balance program, and much more. Domestic employees have access to biometric screenings, in person and virtual exercise classes, dieticians, registered wellness nurses, onsite clinical mental health counselors, occupational nurses, and a fully equipped Fitness Center located at World Headquarters. U.S. employees and spouses on Timken sponsored medical plans can earn a discount on their monthly medical plan premiums by completing the Better Health Program, which is designed to encourage improved health through education, empowerment, and action. Outside of the United States, we offer a variety of locally managed wellness programs, and our objective is to expand our comprehensive wellbeing programs to our locations throughout the world. We are proud to announce the launch of our Global Employee Assistance Program, which provides equitable in-country access to highly qualified mental health counseling, 1:1 wellbeing coaching, work-life support, and so much more, all in local languages, for our employees and their families, all around the world. Our overall goal is to develop and drive the implementation of diverse, inclusive, and accessible health and wellbeing solutions for our employees, their families, and the communities in which they live and work anywhere in the world.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Employees are instructed to report safety concerns to the leadership team or by calling the Timken HelpLine. Suppliers are expected to adhere fully to all applicable governmental laws and regulations to protect the health and safety of their workers. All materials used in product manufacture shall satisfy current government and safety constraints on restricted, toxic and hazardous materials.
403-8	Workers covered by an occupational health and safety management system	All plant employees and temporary workers are covered by our EHS management systems.
403-9	Work-related injuries	(Partially reported) See table on Page 44. 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) See table on Page 44. NOTE: Regarding this indicator, Timken does not distinguish between injuries and ill health. Injury and accident rates are calculated based on 200,000 hours worked.

DISCLOSURE	TITLE	EXPLANATION OR LOCATION
TRAINING AND EDUCATION		
404-2	Programs for upgrading employee skills and transition assistance programs	Timken University, Timken's online training platform contains approximately 12,000 courses in a diverse range of subjects, providing employees with access to instructor led learning activities, as well as a broad range of on-demand courses and other learning opportunities. Timken also offers position-specific training ranging from 20-week to two-year programs. To support employees in developing skills and competencies to grow their career, Timken also offers an Educational Reimbursement Program that pays full tuition for many degree programs. At Timken, many employees who involuntarily leave the company due to workforce reductions or who are retiring have access to third-party assistance to help them plan and learn new skills for the next phase of their careers or personal lives.
404-3	Percentage of employees receiving regular performance and career development reviews	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.
DIVERSITY AND EQUAL OPPORTUNITY		
405-1	Diversity of governance bodies and employees	See table on Page 45. Timken 2023 Proxy Statement, Page 2 (Director Nominees), Page 3 (Board 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.
NON-DISCRIMINATION		
406-1	Incidents of discrimination and corrective actions taken	We do not report on the total number of alleged incidents of discrimination and any corrective actions taken as this is Timken confidential information. Timken does not tolerate any form of discrimination and embraces diversity and inclusion.
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Timken respects the right of employees to join unions and be represented by these unions in accordance with the applicable national or local laws and practices. Timken does not have any known issues at operations in sectors or geographical areas that constitute a risk to the right to exercise freedom of association. See also, Forced Labor and Human Trafficking Statement and The Timken Company Human Rights Policy

DISCLOSURE	TITLE	EXPLANATION OR LOCATION
CHILD LABOR		
408-1	Operations and suppliers at significant risk for incidents of child labor	Timken Supplier Code of Conduct, Section A, Paragraph 3; The Timken Supplier Code of Conduct addresses issues of particular importance in our global supply chain. It outlines the workplace standards and business practices that are consistent with our core values of ethics and integrity and our own employee code of conduct. We expect our suppliers around the world to adhere to this code as we work together for mutual success. The issue of child labor is included in the Timken Supplier Code of Conduct in Section A, paragraph 3, which is reviewed with new incoming suppliers and referenced on every Timken purchase order via our terms and conditions (see also www.timken.com/contact-suppliers). In 2022, 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
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 www.timken.com/contact-suppliers). In 2022, no violations of forced labor were identified in Timken or suppliers' operations. See also, Forced Labor and Human Trafficking Statement
SECURITY PRACTICES		
410-1	Security personnel trained in human rights policies or procedures	All Timken employed security personnel follow the company Standards of Business Ethics and complete all company mandated training on such topics. In addition, Timken security personnel cover topics such as human rights, search and seizure rules, and illegal detainment laws in their annual training. For third-party security services, Timken contracts with reputable, certified security providers whose personnel are trained in accordance with local laws. These 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

DISCLOSURE	TITLE	EXPLANATION OR LOCATION
HUMAN RIGHTS ASSESSMENT		
412-1 (2018)	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 (2018)	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 (2018)	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Our standard terms and conditions of purchase references The Timken Supplier Code of Conduct. The Timken Supplier Code of Conduct addresses issues of particular importance in our global supply chain. It outlines the workplace standards and business practices that are consistent with our core values of ethics and integrity and our own employee code of conduct. We expect our suppliers around the world to adhere to this code as we work together for mutual success. Human rights issues are included in the Timken Supplier Code of Conduct in Section A, which is reviewed with new incoming suppliers and referenced on every Timken purchase order via our terms and conditions (see also www.timken.com/contact-suppliers). In 2022, no violations of human rights were identified in Timken or suppliers' operations. See also, Forced Labor and Human Trafficking Statement; Timken Supplier Code of Conduct, Section A, Paragraph 4; and The Timken Company Human Rights Policy

DISCLOSURE	TITLE	EXPLANATION OR LOCATION
LOCAL COMMUNITIES		
413-1	Operations with local community engagement, impact assessments, and development programs	(Partially reported) With 126 manufacturing facilities and service centers in 46 countries, Timken is an active member of global communities. We engage with our neighbors in various ways and empower our facility leaders to develop relationships that enable them to understand and best meet the needs of the local communities. In and around Northeast Ohio, home to our global headquarters, we financially support local groups dedicated to expanding economic development in the region. When Timken is developing a new manufacturing facility or expanding our presence in a community, we work with local officials and community leaders to assess and mitigate potential negative impacts on local infrastructure, the environment and the economy.
413-2	Operations with significant actual and potential negative impacts on local communities	(Partially reported) With 126 manufacturing facilities and service centers in 46 countries, Timken's operations have the potential to impact local communities positively and negatively. Positive impacts include providing good-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	Our new supplier evaluation process looks at a number of criteria which includes social impact and risk. Environmental and social expectations are also outlined in Timken's Supplier Code of Conduct including violation reporting procedures and expectations up to and including termination of the business relationship. See also, Forced Labor and Human Trafficking Statement
414-2	Negative social impacts in the supply chain and actions taken	We are not aware of any negative social impacts in the supply chain or actions taken during the reporting period.
CUSTOMER HEALTH AND SAFETY		
416-1	Assessment of the health and safety impacts of product and service categories	We aim to prevent and address identified health and safety issues in all our product categories.
416-2	Incidents of noncompliance concerning the health and safety impacts of products and services	During the reporting period, Timken identified no new incidents of noncompliance with regulations and/or voluntary codes concerning the health and safety impacts of Timken products and services that rose to the level of materiality that would have required disclosure in our periodic reports filed with the SEC other than as disclosed in such reports.
MARKETING AND LABELING		
417-2	Incidents of noncompliance concerning product and service information and labeling	During the reporting period, Timken identified no new incidents of noncompliance with regulations and/or voluntary codes concerning the health and safety impacts of Timken products and services that rose to the level of materiality that would have required disclosure in our periodic reports filed with the SEC other than as disclosed in such reports.

Management Approach

MATERIAL TOPIC	DEFINITION	LOCATION/RESPONSE	BOUNDARY	SASB*	U.N. SDGs*
Diversity and Equal Opportunity	Promoting equal employment opportunities, non-discrimination policies and practice in the workplace, and the value of diversity in the workforce	See Page 45. See also Disclosure 406-1.	Internal/ External		X
Financial Performance	Promoting responsible economic growth	Timken 2022 Form 10-K: Item 7 See also Disclosure 201-1 and 201-2.	Primarily Internal		X
Health and Safety	Offering workplace conditions, support systems, and policies to promote the well-being, health, and safety of our employees	Global EHS Policy See also Disclosures 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 Governance Documents Global EHS Policy See also Disclosures 205-1 and 205-2.	Internal/ External		X
Emissions	Working to track and reduce greenhouse gas emissions associated with our footprint	See Page 42. Global Environmental Health and Safety (EHS) Policy and Processes Global EHS Policy	Internal/ External	X	X
Energy	Working to reduce our energy use and continuing to produce more energy efficient products	See Page 42. Global Environmental Health and Safety (EHS) Policy and Processes Global EHS Policy	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 Disclosures 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 well-being and to help attract and retain talented individuals and maintain healthy labor relations	See also Disclosures 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	See Page 27. See also Disclosures 404-2 and 404-3.	Primarily Internal		X
Waste	Sustainably managing waste at our facilities, including through waste reduction efforts, reuse, and recycling	See Page 43. Global Environmental Health and Safety (EHS) Policy and Processes Global EHS Policy	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.

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.

See the chart on the following page.

STAKEHOLDER GROUP	TYPE OF ENGAGEMENT	TOPICS RAISED/COMPANY RESPONSE
Communities	• Memberships in and/or support of community organizations • Site visits/tours • Local governments	• Community development • Economic development • Employment opportunities
Customers	• timken.com • Satisfaction surveys • In-person meetings • Plant tours	• Advancing sustainable solutions • Product safety and sustainability • Supply chain management • Training • Industry conference and trade shows • Social media • E-stores
Suppliers	• Supplier surveys • Industry initiatives • Supplier days • Bilateral talks • Training sessions	• Supplier surveys • Industry initiatives • Supplier days • Bilateral talks • Training sessions
Employees	• Intranet site • Satisfaction and engagement surveys • Training and development • Social media • Union representatives • Employee calls/webcasts • Town Hall meetings	• Benefits • Diversity and inclusion • Development opportunities • Engagement • Satisfaction • Safety, health and wellness
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

Sustainability Accounting Standards Board

Consistent with our ongoing approach to engagement with our shareholders, we have been monitoring the Sustainability Accounting Standards Board (SASB) framework as a means to assess the financial materiality of environmental, social and governance risks to our company. In 2019, we utilized the SASB Materiality Map® and the risks identified by SASB for companies in the Industrial Machinery and Goods industry under SASB's Sustainable Industry Classification System® as part of Timken's materiality assessment. The SASB Materiality Map informed, in part, Timken's assessment of what certain third party stakeholders viewed as material topics for Timken. That said, Timken conducted its materiality assessment within the context of producing a report that was prepared with 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 order to try to make our report easier to navigate for SASB users, Timken put together a chart showing the risks that SASB has identified as likely material for companies in the Industrial Machinery and Goods industry alongside the relevant SASB standards. We then identified responses to those standards with references to where similar information (where available) is provided in our public disclosures. The responses and references provided in the chart below are for information purposes only and their inclusion is not an admission that the underlying topics are material to Timken. By providing the information below, Timken is not representing that the responses below 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		
SASB METRIC	**DESCRIPTION**	**RESPONSES/REFERENCES**
RT-IG-000.A	Number of units produced by product category	(Partially Responsive) 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 Timken 2022 Form 10-K: Item 7
RT-IG-000.B	Number of employees	See table on Page 41.
RT-IG-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	(Partially Responsive) See Page 42.
RT-IG-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR)	(Partially Responsive) See Page 44.
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 Responsive) 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 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 TCFD, that the underlying data has been gathered in accordance with TCFD methodology, or that the underlying topics are material to Timken. In addition, certain disclosures below are only partially responsive to the referenced request.

	RECOMMENDED DISCLOSURE	COMMENT
GOVERNANCE		
Disclose the organization's governance around climate-related risks and opportunities.	Describe the board's oversight of climate-related risks and opportunities.	The Nominating and Corporate Governance Committee (the "NCGC") of our Board of Directors provides primary oversight for our Corporate Social Responsibility ("CSR") program, of which climate change impacts and sustainability are substantial components, and the full Board of Directors as well as its other standing committees also play a role in advising on certain CSR-related topics such as human capital initiatives and risk oversight. The committee reviews and approves our CSR report each year and has approved our 2030 emissions reduction targets. Our Vice President, General Counsel & Secretary provides regular updates to the NCGC regarding trends and best practices as well as ongoing CSR initiatives.
	Describe management's role in assessing and managing climate-related risks and opportunities.	Our President and Chief Executive Officer champions our CSR efforts and liaises with the NCGC on CSR developments. Four members of our executive leadership team (our Vice President, General Counsel & Secretary, Vice President Human Resources, Vice President, Operations – Engineered Bearings, and Vice President – Corporate Communications) provide management oversight and leadership to our CSR steering committee. The steering committee is a cross functional team charged with monitoring and evaluating current and future CSR initiatives (including those meant to address climate-related risks and opportunities), recommending strategies, managing data collection processes, and reporting on our progress. Two members of our steering committee, our Vice President, Operations – Engineered Bearings and Manager – Global Environmental, Health & Safety are specifically charged with driving sustainability-related initiatives and tracking performance towards our climate-related goals.
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 targets, which are detailed on page 42 of this report. We have also identified various opportunities to reduce energy consumption and GHG emissions associated with our operations (including potentially sourcing a higher percentage of our energy use from renewables) which we will look to implement in the coming years to help us meet our targets. We plan to provide updates regarding how we are tracking to our 2030 emissions target on an annual basis in our yearly CSR report or through other disclosures. 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.
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 impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	Renewable energy has been our single largest end-market sector in terms of sales since 2020. More restrictive emissions regulations could lead to increased demand for renewable energy in turn leading to increased demand for certain of our products. Timken has responded to this opportunity by continuing to invest in our renewable energy business with announced capital investments of approximately $145 million announced since 2020 to expand the company's renewable energy capacity in Europe and Asia.
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	By committing to our emissions reduction targets and continuing to make investments to support the renewable energy end-market sector, Timken has fostered a resilient business strategy, taking into consideration various climate-related scenarios.
RISK MANAGEMENT		
Disclose how the organization identifies, assesses, and manages climate-related risks.	Describe the organization's processes for identifying and assessing climate-related risks.	Timken is responding to climate-related risks by continuing our investment in building and maintaining resilient operations and supply chains, while also expanding upon our capabilities to serve our renewable energy customers. We have also implemented certain energy-efficient strategies such as upgrades to HVAC systems, boilers, lighting as well as heat recovery. We are exploring sourcing a greater percentage of our energy use through renewables in the future.
	Describe the organization's processes for managing climate-related risks.	Potential initiatives designed to help manage climate-related risks are evaluated annually as part of Timken's business planning process and are reviewed and approved by our Environmental, Health and Safety (EHS) Steering Committee, which is comprised of various business leads and members of senior management. Recently, our short-term initiatives have been primarily comprised of energy efficiency projects. As a medium-to-long-term objective, Timken is currently considering sourcing a higher percentage of its energy use from renewables.
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Timken has an established enterprise risk management (ERM) process which is aligned with the Committee of Sponsoring Organizations framework. This process includes risk identification from a universe of major risks, risk assessment, and the prioritization and development of risk mitigation plans and actions. ERM plans are monitored and adjusted as needed from a continuous improvement perspective. The ERM process is lead by the company's Vice President – Auditing and governed by the executive leadership team and the Board of Directors. Risks and associated risk mitigation actions related to climate change, natural disasters, and changing customer behaviors are considered and evaluated throughout the ERM process.

METRICS AND TARGETS		
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	See Pages 9 and 42 – 43.
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 emissions, and the related risks.	See Pages 42 – 43.
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	See Pages 9 and 42 – 43.

TIMKEN

TIMKEN

GROENEVELD LUBRICATION SYSTEMS

BEKA LUBRICATION SYSTEMS

Cone Drive

SPINEA

PHILADELPHIA GEAR

GGB

ROLLON

DIAMOND

NADELLA

DRIVES

Lovejoy

PTTECH

TORSION CONTROL PRODUCTS

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