



SEE SOMETHING? SAY SOMETHING! TOGETHER, WE'RE AT OUR BEST.

Whether you need guidance about a work-related situation or you personally experience an event involving others that you don't believe is right, it's important to speak up. Our ethics reporting resources are available at all locations around the world to help you resolve issues and concerns. Resources are:

- Your supervisor or manager
- A member of the human resources team
- Any member of management or company leadership
- The ethics and compliance office at ethics@timken.com
- The Timken HelpLine

Remember, you should never fear retaliation for raising a question or reporting a concern. We do not tolerate acts of retaliation against those who make good-faith reports or participate in an investigation.

When Should I Speak Up?

Anytime you have a question or need guidance about a workplace situation, or if you are aware of a situation that may involve:

- Discrimination or harassment
- Threats or bullying
- Health or safety concerns
- Drug or alcohol abuse
- Quality issues
- Accounting or financial concerns
- Conflicts of interest
- Inappropriate gifts
- Any questionable, illegal or improper conduct

Timken HelpLine — timkenhelpline.com or dial 000-117, then pause. At the prompt, dial 800-846-5363.

The Timken HelpLine is answered by an external third party, and reports are investigated by an independent representative from our company. All reports will be kept confidential to the maximum extent possible.

For a complete listing of HelpLine numbers, visit timken.com/ethics.

In exceptional cases you may contact Chairman of the TIL Audit Committee @ ps.dasgupta@ndlo.in