

The Timken Company

Corporate Social Responsibility **2020**



“Sustainability has been core to our products for more than 120 years, and we’re extending that same leadership to the way we view our responsibility as a global corporate citizen. Corporate Social Responsibility is a priority for all of us at The Timken Company – from our Board of Directors, to our executive leadership team, to our associates around the globe.”

Dear Stakeholders,

Our global team of engineers and problem solvers is united by a shared commitment to making real-world impact.

Sustainability has been core to our products for more than 120 years, and we’re extending that same leadership to the way we view our responsibility as a global corporate citizen. Corporate Social Responsibility (CSR) is a priority for all of us at The Timken Company – from our Board of Directors, to our executive leadership team, to our associates around the globe.

Engineering provides the tools and perspective necessary to help build a world that is more efficient and resilient. The programs we commit to have the potential to address a tangible problem with an innovative solution, while creating shared value for the stakeholders involved.

Our goal is to create impact in three clearly defined areas: the pursuit and expansion of knowledge, sustainability and leadership. These areas are aligned with our core competencies and focus our efforts towards achieving greater equity and efficiency for a world in motion.

We’ve made good strides, and I am proud others are taking note of our efforts. In 2020, *Newsweek* named us one of America’s Most Responsible Companies. We appreciate that designation but know we’re just beginning this mission, both as a company and as an industry.

On behalf of company leadership and the Board of Directors, I thank our associates for their ongoing commitment to this critical work and our stakeholders for their continued confidence in our company as we continue to engineer solutions for the next generation.

Sincerely,



Richard G. Kyle
President and Chief Executive Officer



VISION STATEMENT

In keeping with our engineering culture, we view Corporate Social Responsibility as a system of efforts that combine to improve the lives of individuals and communities, benefit the planet and strengthen our business. We focus on what we know best and align all our initiatives with our engineering expertise in pursuit of a world that is both more efficient and more resilient.

Knowledge

FOCUS AREAS

Learning and Development
Diversity and Inclusion
Compensation, Benefits and Wellbeing

Delivering the innovative solutions and real-world impact we're known for requires engineering know-how and cross-team collaboration. It also calls for a culture that encourages knowledge sharing and rewarding new ideas.

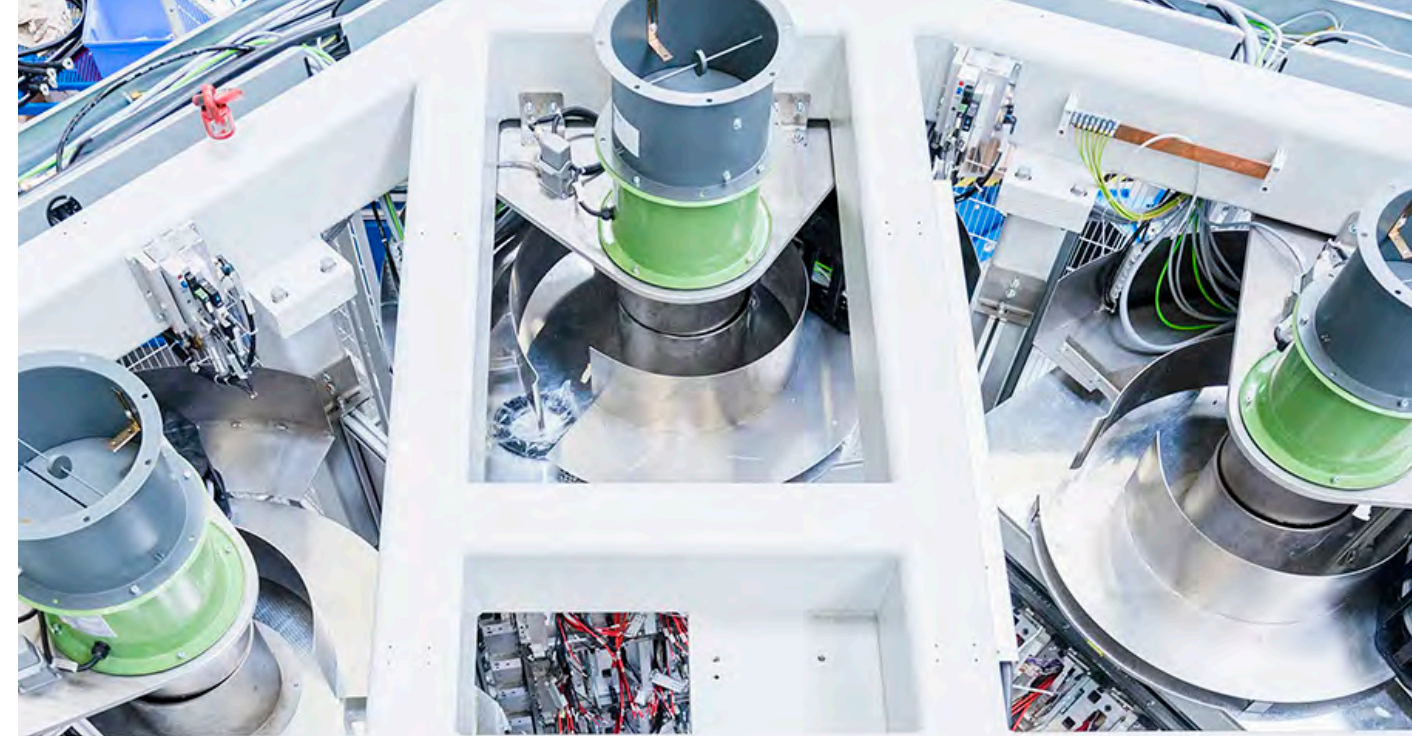
The challenges we face as a global community are great and multifaceted. That's why we focus on what we know best: engineering and systems thinking. But today's knowledge isn't enough. We must challenge and learn from each other in an environment that is both diverse and inclusive.

From our Associate Resource Group members to our Engineering Co-Op students, we're proud of our team's resilience in the face of a global pandemic and their willingness to find new ways to collaborate and explore differing experiences with mutual respect.

We recognize the role we play as a global company in ensuring we meet our associates' evolving needs by engaging with them and expanding the development programs we offer.

We're honored by the recent *Forbes* recognition as one of America's Best Employers overall and for women and new graduates in particular. We are committed to further diversifying our workforce and creating additional opportunities for all stakeholders.

Together, we grow.



At Timken, we strive to be an employer of choice – a place where our associates can apply and grow their knowledge while collaborating with colleagues from different cultures to make a more efficient world. Guided by ethics, quality, teamwork and excellence, we work side by side with each other and our customers to solve the world's most challenging applications.

We're pleased to report that our approach has earned us recognition as a corporate leader alongside many of the world's most respected brands. In the past year, we were honored as:

One of the **World's Most Ethical Companies**® for the 11th time by The Ethisphere Institute;

One of America's **Best Employers**, **Best Employers for New Graduates** and **Best Employers for Women** by *Forbes*

One of America's **Most Responsible Companies** by *Newsweek*

We find these recognitions especially meaningful because they largely reflect the opinions of our own associates and our peers across industries.

Operations Development Program: A Fast Track to Leadership Positions

In the early 2000s, our leadership team anticipated an impending gap in the workforce. To help solve the problem, we created an accelerated training program to increase the internal pool of people prepared to take on our company's leadership positions. Since then, dozens of our associates have graduated from the Operations Development Program (ODP) and quickly moved on to positions of greater responsibility within Timken.

ODP graduates are so successful because the program emphasizes skill diversity, as well as leadership. It includes two years of intensive training broken into four, six-month assignments – one in each of four areas: manufacturing quality advancement, lean manufacturing, supply chain and manufacturing operations supervision.

In the United States, ODP associates split their rotations between two different facilities. We also run programs in Romania and China.

The typical ODP candidate is highly motivated, inquisitive, driven to lifelong learning, and has a strong academic track record. Most candidates find the ODP application process quite rigorous, including extensive interviews and a full day of presenting ideas.

The rigor of the experience makes it clear to successful candidates that they are truly among the cream of the crop. When they make it past the ODP interview process, they know they already have a team of top-tier Timken leaders solidly behind them.

Since it began in 2006, ODP has graduated 44 associates and placed eight in leadership positions.

During the program, ODP associates go through extensive training and then step into roles with significant responsibility for their assigned areas. At the same time, they're given access to a strong network of colleagues and mentors.

We invited three associates to discuss the skills and insights they've gained in the ODP.

Lance Kelly

- Became the third person hired into the ODP in 2008

"You have an opportunity as a new ODP associate to get in front of the top leadership of the company and explain the projects you're working on and the impact you're making," says Kelly. "That sets the stage for accelerated career opportunities."

Kelly set his sights on a plant manager role early on, and he achieved that goal a mere five years after graduating from ODP. Today, he's the general manager of Lovejoy, Timken's coupling business.

It's a prestigious job with significant financial responsibility. Business and plant managers work to create and maintain good local jobs in their communities. They're also the face of Timken within those communities, working to support local schools and nonprofit organizations.



Erin Amarello

- Started ODP in 2015, right after graduating from Rensselaer Polytechnic Institute
- Won the 2020 Step Ahead Emerging Leader award from the Manufacturing Institute – one of just 30 American women to be honored
- Manages the Aurora Bearing business, a recent acquisition

"Having just six months on each rotation puts the focus on your ability to manage up, down and across," says Amarello. "Every time you start a new rotation, there's so much to learn."

Her strategy was to tap into the collective intelligence that awaited her in each position, quickly identifying and surrounding herself with knowledgeable people and then helping them in whatever way she could. "I learned how to draw information out to help me connect the dots," she says.

After a few years of applying her ODP experience to the real world, Amarello says the most important thing she learned was "to know your 'why' and share it." Helping people find meaning in their work is critical to leadership, she says. "When people have purpose and they feel like what they do matters, that's when you achieve the most together."



Stefan Iordache

- Is in his second year of ODP in the Ploiesti, Romania facility
- Met the entire Timken Ploiesti plant leadership team in his first week
- Credits the plant manager and others with mentoring him closely during his ODP rotations

Iordache's first rotation in LEAN manufacturing and continuous improvement impressed on him the need to continually reduce waste, but it was his second assignment that he enjoyed the most. "Supply chain gave me the opportunity to work with Timken's SAP systems and to understand the logic of planning, acquisition, outsourced services and logistics," he says.

He attributes his success to mentorship, as well as an ability to think quickly and flexibly on his feet.

"You have to be agile and adapt to change."



“As a global organization, we represent the communities in which we work and serve. When competing on a global scale, it’s new and different ideas that result in effective and competitive decision-making.”

Natasha Pollock
Vice President of Human Resources

Co-Op Program: A Training Ground for the Next Generation

Through our Timken Engineering Co-Op program, engineering students with diverse backgrounds have the opportunity to work up to five semesters alongside our experienced engineers while completing their bachelor’s degrees.

“Co-op is one of our best training and development programs,” says Natasha Pollock, Timken’s vice president of human resources. “We have company leaders today who began their career at Timken as a co-op student.”

Timken recruits co-op candidates who align with the company’s culture and values and demonstrate a knack for solving problems. We also work with student organizations like the Society of Women Engineers, National Society of Black Engineers, Society of Hispanic Professional Engineers and others to help identify co-op students from a range of backgrounds with varying points of view.

40%
of U.S. bearing
co-op participants
are ethnically or
gender diverse.

The program provides opportunities for our co-op participants to attend and present at weekly Toastmasters meetings to build connections with other team members and develop key skills for leadership. They also engage in experiences with cross-functional teams and diverse leaders. To help them further experience how our values come to life in the places we operate, co-op participants plan a community service project each semester.



I attended the career fair my first semester of college, and when I talked to Timken, it was so easy and welcoming. Even though I was unsure what a bearing was, I knew that the Timken community would help me learn and further my knowledge as an engineer, which is exactly what they’ve done.

Elisabeth Kuebel
Sophomore Co-Op Participant
North Canton, Ohio

I never really felt like I belonged anywhere, but with sales engineering, it’s people who really like learning things and they’re social as well. There’s a nice balance where I actually feel part of a community.

Robin Batsuli
First-Semester Co-Op Participant
North Canton, Ohio

My father guided me to engineering and helped me realize how much I like being the best in everything I do. When I received the opportunity to work as a student for Timken, I realized that being the best can lead to professional as well as personal development.

Elena-Manuela Marinescu
Senior Product Design Engineer and
Former Co-Op Participant
Ploiesti, Romania

Associate Resource Groups: A Commitment to Global Diversity and Inclusion

Our founder, Henry Timken, said, “If we all thought the same way, there would be no progress.”

Those words are as true today as they were when he spoke them more than a century ago. The unique backgrounds, experiences and abilities of our associates are core to who we are. We work hard to attract, develop, engage and retain a high-performing workforce. And we listen to each other and learn to increase our understanding of the individuals who fuel our collective strength.

Our associate resource groups (ARGs) help us identify and deliver opportunities to demonstrate how diversity and inclusion advance our collective knowledge. We currently have three ARGs that are open to

all associates, regardless of race, ethnicity, gender identity or age:

Women’s International Network (WIN):

Promotes the advancement of women in more strategic roles, responsibilities and leadership. Enables women at Timken to reach their full potential. Embraces ideas that create diversity of thought, full participation and a culture of inclusion.

Multicultural Association of Professionals (MAP):

Provides opportunities to share various backgrounds, perspectives and cultures that help us work more effectively together. Offers a forum and network for multicultural associates to foster personal and professional development, share best practices, and promote cultural and global diversity and inclusion in order to facilitate business excellence at The Timken Company.

“Every country has its own cultural blind spots. There is only so much reading one can do to understand other perspectives. We must engage in conversation.”

Trayce Harris
Cultural Lead, World Headquarters MAP and U.S. Southeast Region YPN since 2021

Young Professionals Network (YPN):

Offers emerging leaders opportunities to network and develop skills to help them excel in current and future roles. Helps to position Timken as a preferred employer with a culture that inspires young professionals to continuously improve themselves, the company and the greater community.

Trayce Harris
Cultural Lead, World Headquarters MAP and U.S. Southeast Region YPN since 2021

Trayce came to Timken as part of our Engineering Co-Op program, which offers college undergraduates the opportunity to work up to five semesters while completing a bachelor’s degree in engineering. Starting in her sophomore year, she took night classes every other semester so she could work at the company full time.

She credits her experience as a student manager at the University of Akron for giving her the confidence to accept her leadership roles with the ARGs so early in her career.

Her motto: “It’s okay to make mistakes as long as you learn from them.”

Loves: Listening to the Ologies podcast



Lizzie Parsons
Senior Product Engineer
Co-Chair, World Headquarters YPN

Before joining Timken, Lizzie lived in Nantes, France, for a semester. Studying abroad helped her better understand the differences between cultures and how those differences can impact our work. At the same time, she also learned how those differences can benefit a global company like ours in how we approach problems and design our products.

She says YPN is all about making connections to bring associates together and find the value in different perspectives.



Her motto: “Be open to new opportunities, continue to learn and develop yourself.”

Looks forward to: Mentoring children in the I PROMISE School’s Makerspace

Her motto: “Believe in yourself, lay a sound foundation to reach your goal, appreciate and enjoy the success.”

Recommends: Ilma Afroz’s *Turn Obstacles into Opportunities*



Mayuri Rachamadugu
Senior Project Leader
Co-Chair, WIN India

Mayuri pursued her education in different parts of Andhra Pradesh, a state in India, where she interacted with people from different communities, acquiring critical networking skills. She credits these early experiences for her rapid progress at Timken and her ability to effectively collaborate with global, cross-functional teams.

To her, WIN is simply an extension of what she likes best – networking and collaborating across teams, geographies and cultures.

Rohit Voothaluru
Product Development Specialist
Co-Chair, World Headquarters MAP

Rohit spent most of his formative years in India before moving to the U.S. His mindset is one of celebrating unity in diversity. He says understanding and celebrating our differences are great first steps to knowing each other better.

He also says his work as a researcher in Timken’s R&D division makes him a more effective ARG leader. He likes to consult data to guide and chart MAP’s progress at World Headquarters.



His motto: “Seek commitment, not absolute compliance.”

Inspired by: Paul Kalanithi’s, *When Breath Becomes Air*

New ARG Programming in 2020 and Beyond

Throughout 2020, our ARGs developed strategic programming to develop skills and foster deeper understanding of vital issues, including:

An inspirational presentation hosted by MAP from the first-ever African-American to hold a citywide government position in Canton, Ohio, in celebration of Black History Month.

Powerful stories from women around the globe hosted by WIN to celebrate International Women's Day.

An innovation series hosted by YPN exploring the importance of diversity of thought.

Other ARG-driven activities throughout the year included mentorship meetings that partnered senior leaders with early-in-their-career associates, Earth Day and sustainability challenges, our Juneteenth celebration and insider looks into the activities of different departments throughout the company. We remain engaged with our associates to identify opportunities for future ARG presence, and we are prioritizing efforts to broaden the reach of our ARGs around the globe.

Showcasing Diverse and Inclusive Perspectives

Regular, formal training and development activities leveraging reputable sources and factual information are critical to advancing our associates' diverse and inclusive perspectives. Examples of these activities include:

Harvard ManageMentor® Diversity, Inclusion and Belonging course for managers, which is designed to help sharpen awareness of what diversity is and, among other goals, interrupt bias in hiring, managing and developing teams.

Timken associates hold leadership team positions on the **Ohio Diversity Council's Northeast Ohio chapter**. The Ohio Diversity Council coordinates events, such as the National Black Men in Leadership Summit, Woman in Leadership Symposiums, LGBTQ+ Unity Summit, National Latino Leadership Conference and other diversity-focused programming.

Aperian Global, which gives us access to current cultural competency data, articles and guides to increase cultural awareness, teamwork, collaboration and productivity globally. For example, associates have access to information that gives them context around cultural practices and celebrations.

Our **Engaged Leader** program, which provides learning opportunities to further our culture of connectedness and growth through consistent conversations and team meetings. This approach enables leaders to support, guide and develop a diverse workforce.

Gender equality presentations with corresponding actions we can take to reflect inclusion in all facets of our lives. Presentations were provided by several speakers and panels, including Dr. Michael Kimmel, professor of sociology and gender studies at Stony Brook University.

Since 2014, we've collaborated with **The Signature Program** to augment development and support Timken female leaders through the enrichment of their leadership capabilities. These leaders are engaged in a candid, peer-based learning process with reinforcement through real-world scenarios.

Our gender and ethnic diversity development programs engage and invest in our high-potential associates. These programs define an intentional and sustainable talent framework and processes to create a more diverse leadership group and inclusive culture. We do this by partnering associates with mentors and sponsors, assigning growth experiences, and providing education and training that enable development and career progression.

At Timken, our goal is to cultivate an inclusive team environment where everyone feels valued, respected and heard.



Representation Matters

At Timken, diverse perspectives make a difference. We continuously aim to increase the representation of diverse employees across our global workforce, tapping into the talent pipeline at universities and leveraging recruiting firms and job-posting sites with expertise in this area. Further, we strive to amplify the voices of our diverse employee populations to ensure they are heard and represented fairly and equitably.

We also prioritize inclusion through our talent development programs. Whether it's through personalized plans, talent assessments, coaching and mentoring, experiential job assignments or our gender and ethnicity initiatives, Timken is committed to ensuring all employees are included and have ample opportunities to grow.

TOTAL WORKFORCE	17,709* (FULL TIME >95%; PART TIME <5%)
REGION	PERCENTAGE OF WORKFORCE
Americas	41%
Asia Pacific	32%
Europe, Middle East, Africa	27%
GENDER	
Female	22%
Male	78%
AGE	
< 30	19%
30 – 50	50%
> 50	31%

Information provided is as of December 31, 2020, with the exception of information regarding the executive leadership team and the Board of Directors, which is as of September 1, 2021.

TOTAL U.S. WORKFORCE	6,471*
	PERCENTAGE OF U.S. WORKFORCE
Ethnically Diverse	16%
Female	25%
EXECUTIVE LEADERSHIP TEAM	16
	PERCENTAGE OF EXECUTIVE LEADERSHIP TEAM
Ethnically Diverse	25%
Female	6%
BOARD OF DIRECTORS	12
	PERCENTAGE OF BOARD OF DIRECTORS
Ethnically Diverse	8%
Female	33%

Providing Well-Paying Jobs

Timken values the direct, positive impact we deliver in areas where we have a large operational presence. We take pride in supporting the economic vitality of local communities by providing stable, well-paying jobs. For example, we're one of the largest and longest-standing employers in Northeast Ohio, home of our World Headquarters.

We're also committed to providing competitive and equitable compensation based on the local markets in which we operate. Our pay practices for U.S.-based associates result in:

A median annualized base salary for full-time employees (both salaried and hourly) that is 18% higher than the median annualized base salary for all occupations in the U.S.*

A median hourly wage for full-time hourly employees that is nearly triple the federal minimum wage.

An hourly wage for 2020 for our lowest-paid employee that was over 1.5 times higher than the federal minimum wage.

Timken supports employee health and provides programs that benefit our associates' and their families' total wellbeing. We conduct market studies around the world to ensure full-time associates receive competitive benefits relative to the markets where they work. While benefits vary by market, full-time associates at Timken's significant U.S.

Our median hourly wage for U.S.-based full-time hourly employees is nearly triple the federal minimum wage.

Our lowest U.S.-based hourly wage for 2020 was over 1.5 times higher than the federal minimum wage.

operations can choose from a variety of medical plans and supplemental benefits. These include additional life insurance, personalized health coaching, work-life balance programs and paid maternal and paternal leave, among others.

Timken is committed to continuous investment in associate wellness, and we expanded our offerings in 2021, including support to improve physical health and financial consulting at certain locations.

* Based on May 2020 estimates provided by the U.S. Bureau of Labor Statistics available at: <https://www.bls.gov/oes/tables.htm>

Listening, Acting on Associate Input

We continuously listen to our associates and act on their recommendations. In 2020, we reached out directly to our workforce through an Engagement Pulse Survey focused on COVID-19, and their response exceeded our expectations. In fact, 92 percent of recipients weighed in with their opinions and submitted more than 5,000 comments.

Across the organization, we required our managers to not only share team results with their associates, but partner with them to develop targeted action plans to address the input.

In 2021, Timken earned a spot on *Forbes'* list of America's Best Employers, Best Employers for New Graduates and Best Employers for Women. Honors like these underscore the importance of employee engagement and reinforce our commitment to a culture that values ethics, integrity, quality, teamwork and excellence.

Sustainability

FOCUS AREAS

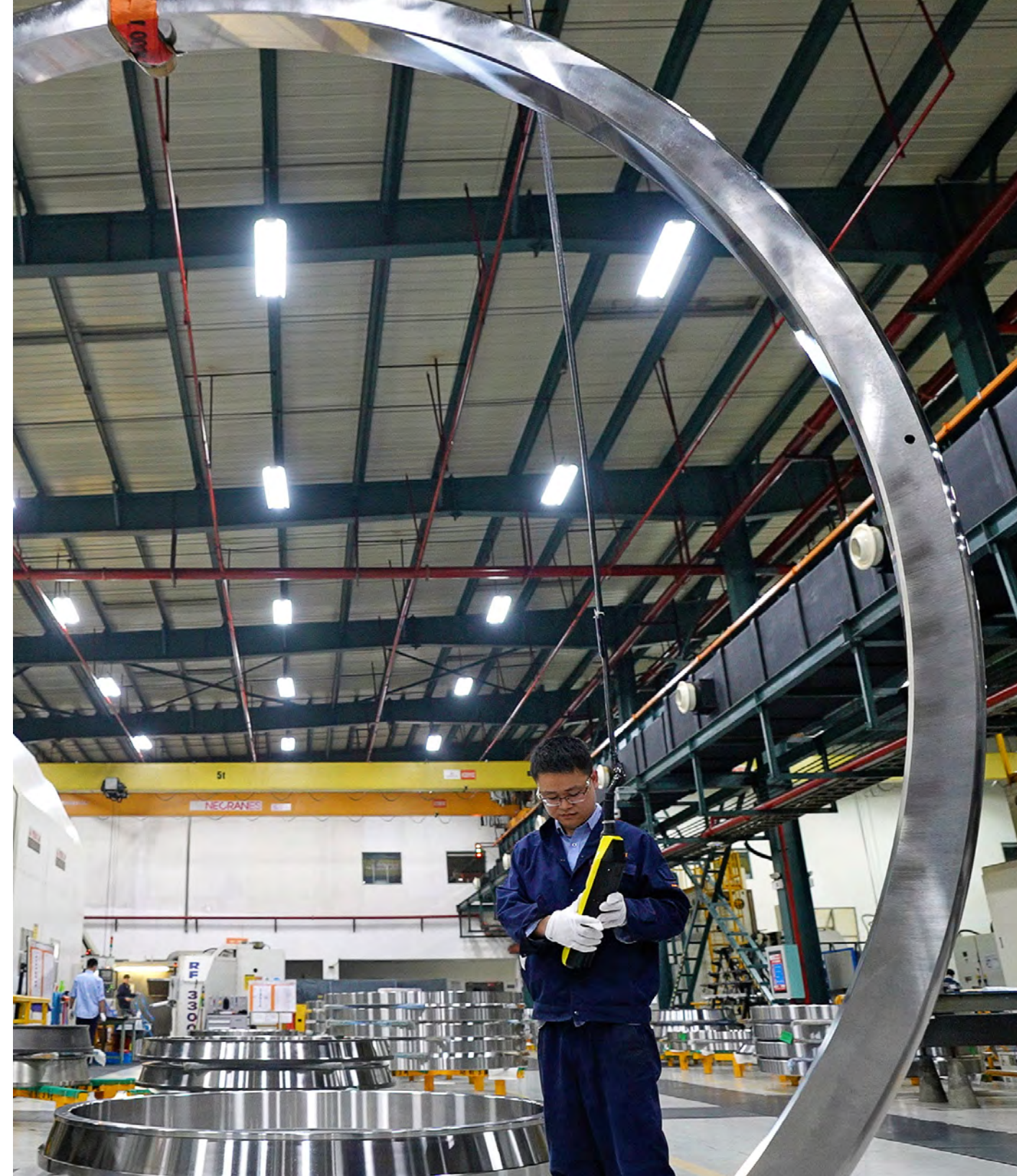
Product Stewardship
Energy, Emissions and Waste
Health, Safety and Mitigation

For more than 120 years, our portfolio of engineered bearings and power transmission products has set the industry standard for quality, performance and efficiency. Today, we continue to apply this experience on behalf of our global customer base while extending our technical problem solving to our own operations and the communities we serve.

The global trend towards sustainability inspires us, and the challenges we face together motivate our team to reach for the next generation of innovative solutions and real-world impact.

A case in point: as of December 31, 2020, renewable energy is now The Timken Company's largest individual end-market sector. We have committed \$75 million in capital investments through early 2022 to expand our capabilities in renewables across our global footprint. This commitment includes our Xiangtan manufacturing plant in China, where there is a rapidly increasing customer base and an early adoption of wind power as an alternative source of energy.

We have advanced efforts to further reduce our reliance on plastic packaging and to lessen energy consumption and emissions. While doing this, our global team of associates went beyond the call of duty to do what was necessary to sustain essential industries throughout the pandemic.



"With global demand on the rise for renewable energy sources, our customers' success depends on designing larger, more powerful and efficient wind turbines. As wind turbine manufacturers continue to push the limits on performance, designing and manufacturing bearings for them is increasing in complexity. Timken's long history of technical problem solving and engineering innovation for the world's most challenging applications continues to be a significant advantage for our customers in the wind energy industry."

Andreas Roellgen
Vice President, Europe, Asia, Africa

Solar Energy: Key Infrastructure for a More Sustainable Future

Our products, technologies and applied engineering expertise continue to support and benefit from the global trends towards sustainability. We've invested heavily in research and development and built strong capabilities in both the United States and China. In addition, we've made targeted investments to increase production capacity, broaden our product range and improve productivity for precision drives used in the solar energy industry.

Our acquisition of Cone Drive in 2018 firmly established our presence in the solar energy industry. Over the last three years, we've helped power industry-leading growth for solar energy customers. In fact, since our acquisition of Cone Drive, we've tripled the size of our solar energy business and played

a role in more than one-third of the world's utility-scale solar projects.¹ For example, the Al Maktoum Solar Park in Dubai utilizes Cone Drive's precision technology to position the heliostats for its power tower system. The solar park will have the capacity to generate 600 MW of clean energy using concentrated solar power (CSP) and an additional 2,200 MW from photovoltaic (PV) technology.


For comparison, the average American household consumes between 10 and 11 MWh of electricity per year, according to the U.S. Energy Information Administration.

Cone Drive's high-precision drives provide tracking and positioning capabilities for both PV and CSP applications. The company's precision technology can improve stability and enable systems to handle the specific

In 2020, renewable energy became Timken's single-largest end-market sector.

requirements of solar applications. All Cone Drive facilities are also ISO-quality standard certified, and our solar products are manufactured with robust quality controls.

But this is only the beginning; we'll continue to build our growing renewable energy business and commitment to sustainability with capital investments of \$75 million by early 2022.



We've played a role in more than one-third of the world's utility-scale solar projects.



IMPACT NOW

Reimagining Energy Use

At Timken, we're always looking for ways to operate in a more efficient and environmentally friendly manner. A case in point:

In Sosnowiec, Poland, we've installed new air compressors in our facility that not only function as vital components of our manufacturing operation, but also help heat the building.

"Basically, we capture the heat generated by the compressors and redistribute it throughout the facility during cold-weather months," said Jamie Milobar, manager of global environmental affairs. "Doing this reduces the facility's annual greenhouse gas output generated by heating by 17 percent."

These new compressors also use less electricity, further reducing the site's carbon footprint by more than 0.5 percent. Additionally, they are cooled by air, not water like their predecessors, resulting in less water usage.

We are exploring the possibility of implementing this program at other Timken locations as we continuously seek new and creative ways to reduce energy consumption and greenhouse gas emissions in locations across our global footprint.

¹ Based on company estimates and IHS Markit and Wood Mackenzie data.

Reconditioning Bearings, Drives and Motors: A Virtuous Cycle

With more than a century of combined experience remanufacturing bearings, drives, electric motors and generators, we contributed to the circular economy long before it had a name.

Today, we offer a complete line of services that consumes significantly less raw material than manufacturing new products. **Through our industrial repair and service business, we help reduce environmental impact by recycling more than 1,000 tons of steel and 75 tons of copper each year from service parts that can't be reused.**

As part of our contribution to the circular economy, we recertify, recondition, remanufacture and modify 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. Taking advantage of these services and our industry-leading warranty can save customers up to 60 percent compared to the cost of a new product while keeping reusable materials and parts out of landfills.

Customers typically send out-of-service parts to us to conduct a detailed inspection and restoration process and return like-new bearings, drives and motors in often significantly less time than it takes to manufacture new products.

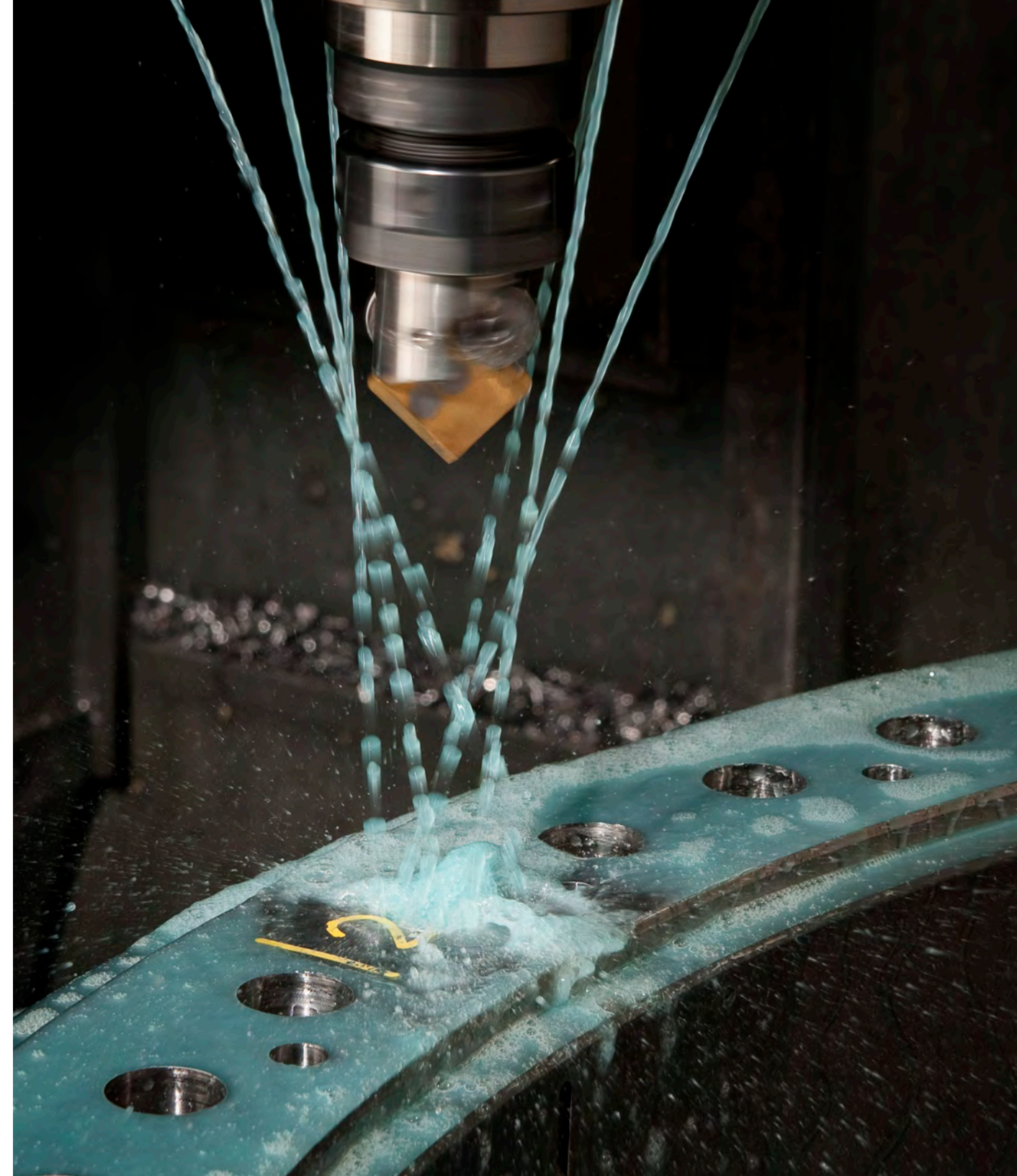
Many customers also keep repaired parts as spares. When a damaged part needs to be replaced, they can pull from their own inventory, send the damaged unit to us to be repaired or rebuilt and continue the cycle of sustainability with minimum downtime. In many cases, parts can be repaired multiple

We recycle more than 1,000 tons of steel and 75 tons of copper each year from service parts that can't be reused.

times without sacrificing quality, safety or performance.

Our broad electromechanical knowledge and capabilities transcend any single service category to create a differentiated offering. By using our services, customers save money and contribute to the circular economy by extending the lives of mission-critical equipment and parts that are essential to keeping the world in motion.

It's a win-win for our customers and the environment.



"Greater efficiency has always been core to our operations and product innovations. We continuously leverage our engineering expertise to develop more sustainable solutions that extend the life of these essential machine parts, while reducing their cost, waste and carbon footprint. Keeping high-quality steel in the recycling loop protects the environment and contributes to the circular economy."

Carl Rapp
Timken Group Vice President

Parting Ways with Plastic Packaging

To help solve the world’s plastic problem, we’ve been eliminating certain forms of single-use plastic, including the bubble dunnage packing material used to help protect our products during shipping.

Working with supplier Ranpak – a global leader in environmentally friendly packaging – we’re replacing plastic bubble with rigid paper dunnage that can be reused and recycled. Since 2019, we’ve eliminated the use of 2.7 million feet of plastic packaging. And over the last four years, our manufacturing facilities have implemented several programs recycling more than 1,000 metric tons of plastic.

“Considering the world produces more than 400,000 million tons of plastic annually, and plastic packaging accounts for half of all plastic waste, we’ve prioritized this initiative,” said Kim Rudy, manager of global packaging. “We want to do our part to reduce waste and keep plastics out of landfills, oceans and waterways.”

So far, we’ve converted eight U.S. Timken facilities to sustainable paper packaging. We’re currently working on extending the program to our international facilities, newly acquired companies and supplier operations. We’re also in the process of identifying our next initiative to further reduce the use of single-use plastics.



Since 2019, we’ve eliminated the use of 2.7 million feet of plastic packaging.

Keeping Our Associates Safe

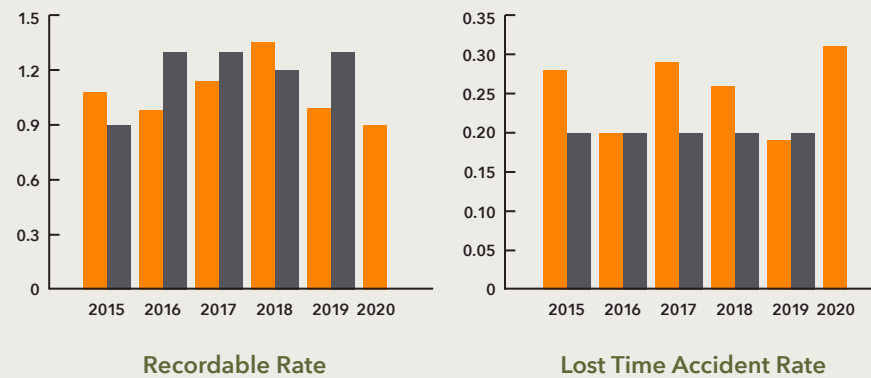
Across the globe, we’re committed to operating safely and responsibly every day. We strive for an accident-free, safe work environment, which we all play a role in achieving.

We consistently communicate our environmental, health and safety management policies with our associates and expect full compliance. Every month, we compile the number (and rate) of work-related injuries and illnesses, and share them with the leadership team. In 2020, we had 143 recordable instances of work-related illness and injury, and no fatalities.

In 2019, we made improvements to our data-collection software, allowing us to begin gathering more detailed safety metrics.

Injury Rates as Calculated Based on OSHA Guidelines

- Timken
- Top Quartile, U.S. Metal Manufacturing



Innovating Ergonomic Solutions

Every year, Timken teams assess potential ergonomic risks in their facilities to develop and implement solutions that improve safety and productivity across our global operations. We select the teams with the best solutions to participate in our annual Timken Ergo Cup Competition. The winner then advances to represent Timken at the Industrial and Systems Engineers’ (IISE) Ergo Cup® international event.

“Focused environmental, health and safety initiatives like Ergo Cup have helped us achieve world-class safety results at our facilities over the last decade.”

Tim Graham, Vice President of Bearing Operations

In 2020, we celebrated our 10th Ergo Cup Competition and received 65 entries. A team of internal judges determined finalists by evaluating each entry based on innovation, simplicity, cost savings, ergonomic risk reduction and presentation quality. Then, a panel of external experts selected the winner – a team from Standard Machine, part of Timken Power Systems, in Saskatoon, Canada.

Standard Machine helps manufacture main reduction gears used in ships built for the U.S. Navy. The production team performs rough turning, milling and teeth cutting for the main gears before sending them off to another Timken facility for finishing. The winning team devised a new fixture that dials in gears using only a wrench, reducing ergonomic risks for the hands, neck, shoulder and back. Beyond the ergonomics benefits, the solution also improves productivity and customer responsiveness.

Other 2020 Timken Ergo Cup finalists included solutions designed by our teams in Chennai, India; Northampton, United Kingdom; and Tyger River, S.C.

Wind Energy: The Power of the Future

China continues to outpace other countries' renewable energy use by large margins and has set a target of fulfilling 20 percent of the country's energy needs with renewables by 2030. Our bearing plant in Xiangtan, China, plays a key role in serving the country's growing demand and wind energy customer base.

As wind turbines continue to increase in size, the bearings they require must also get bigger. Many bearings built in Xiangtan are now 3.5 meters, requiring more than 30 days to manufacture. That's why, in 2021, we're investing to increase staff, the plant's footprint and production capacity.

"The Xiangtan plant delivers a broad wind portfolio," says Wini Wang, general manager.

"We see significant and growing demand in the Chinese energy sector, especially for larger wind turbines that require our ultra-large-bore bearings for their mainshafts. Extending Xiangtan's capacity is critical for us to continue serving Chinese wind energy customers."

At the same time, the LEED-certified plant also focuses on reducing its own energy consumption and waste. "As a major player in the renewable energy sector, we're constantly improving our energy strategy," says Wang.

The team also relies heavily on the kind of teamwork that only a global company can offer. "We rely on support from our global engineering teams to optimize Xiangtan manufacturing processes," she says.

Wang is proud of the Xiangtan plant's role in a more efficient world and looks forward to supporting the continued growth of the wind energy sector in China. "As the world continues to transition to renewable energy sources, we'll see continued investment in the Xiangtan facility," she says. "Quality is our calling card. We proudly put Timken on every bearing we make – it's a commitment to our customers that we're delivering reliable bearings that help them power the future sustainably and long-term."



About Wini Wang General Manager, Xiangtan Facility

Wini Wang was first approached by a recruiter in 2008 who was searching for a finance manager for our new manufacturing facility in Xiangtan, China. Wang accepted the position because it was both a personal and professional challenge – she had to learn about wind energy, manufacturing and a new company culture all at once. But she was more than up to the task.

To excel in her role, Wang grew her knowledge through hands-on experiences. In addition, she took advantage of Timken's training and development programs, including the China Operations Academy, Timken Manufacturing Academy and The Signature Program. She feels the Operations Development Program (ODP) is particularly effective in championing future manufacturing leaders (see Knowledge section for more info on ODP).

Eventually, Wang added human resources to her job description. She credits the dual responsibility for becoming a better leader. In her words: "Finance is about data. Human resources – that's pure artistry. The former requires aligning the team around common goals. The latter ensures we have the right people in the right place to accomplish our common goals."

Wang was so successful in learning the ins and outs of Timken that she was asked to spend a year sharing her skills at our facility in Ballarat, Australia. While there, she particularly enjoyed how diversity of thought was explicitly welcomed. After returning to China, she began to create that kind of open environment at the Xiangtan facility.

In 2015, Wang became general manager of the Xiangtan facility, where she's now overseeing the plant's rapid growth.

Wang's career trajectory certainly proves her personal credo: "Don't limit yourself based on your professional background. You can grow in any direction as long as you're dedicated to learning."

IMPACT NOW

In 2020, we continued upgrading our operations to make our facilities more environmentally friendly. While production slowed at our global locations throughout the pandemic, we stayed focused on reducing our impact and utilizing sustainable alternatives, such as solar energy.

EFFLUENTS AND WASTE ⁷	2020 ²	2019 ³		2020 ²	2019 ³
Total from all sources Hazardous waste (1,000 metric tons)	5.69	6.23	Total from all sources Nonhazardous waste (1,000 metric tons)	55.25	73.25
Reuse	-	-	Reuse	-	-
Recycling	2.54	2.46	Recycling	43.58	49.47
Composting	-	-	Composting	.04	-
Energy Recovery	.61	.61	Energy Recovery	.41	.61
Incinerations	1.44	1.11	Incinerations	.40	.33
Deep Well Injection	-	-	Deep Well Injection	-	-
Landfill	.28	1.07	Landfill	7.17	7.76
On-site Storage	-	-	On-site Storage	-	-
Other (oily water recycle)	.81	.98	Other (oily water recycle)	3.65	15.09
TRANSPORT/TREATMENT OF HAZARDOUS WASTE (1,000 metric tons)					
Hazardous waste transported				5.69	6.23
Hazardous waste imported				0	0
Hazardous waste exported				0	0
Hazardous waste treated				N/A	N/A
Percentage of hazardous waste shipped internationally				0	0

- 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 intensity includes electricity, natural gas, fuel oils, propane and solar energy and reflects only energy consumption within the company.
- 2 2020 data includes 32 sites in scope. 2019 data reflects information from 31 sites in scope.
- 3 Certain data in the foregoing charts has been revised since the publication of the 2019 Corporate Social Responsibility Report to reflect immaterial corrections made as a result of Timken's internal review processes.
- 4 Intensity metric estimates provided above are overreported. Sales value of production ("SVOP") is not reported by all in-scope facilities and sites that do not report SVOP are factored into our intensity metrics with an SVOP value of \$0 to avoid underreporting our intensity metrics. In 2019, 6 of 31 sites in scope did not report SVOP. In 2020, 6 of 32 sites did not report SVOP.

ENERGY CONSUMPTION ¹		2020 ²	2019 ³
Energy Consumption within the Organization 1,000 gigajoules	Total from non-renewable and renewable sources	4,210.67	4,421.28
	Total from non-renewable sources	4,199.05	4,409.88
	Natural Gas	1,690.49	1,743.43
	Electricity	2,300.55	2,452.90
	No. 6 Fuel Oil	-	.01
	No. 2 Fuel Oil	.06	.09
	Propane	99.90	103.89
	Diesel	5.38	4.67
	Recovered Fuel	.58	1.83
	Purchased Steam/Hot Water	101.30	101.97
	Gasoline	.79	1.09
	Total from renewable sources	11.62	11.40
	Solar Energy	11.62	11.40
Biodiesel	-	-	
Energy Intensity Estimates ⁴	Total	3.26	3.12

- 5 Water consumption data obtained from utility records and internal meters and logs. Change in water storage not identified as significant.
- 6 Baseline year for company emissions tracking: 2018. MTCO₂ e = metric tons of CO₂ equivalent. Gases included in Scope 1 emissions: CO₂, CH₄ and N₂O; no biogenic emissions. Source of emission factors for US data: Federal Register EPA, 40 CFR Part 98, e-CFR, June 13, 2017, Table C-1, C-2, AA-1, USEPA e-Grid 2018, March 2020 and for international data: carbonfootprint.com: Country Specific Electricity Grid Greenhouse Gas Emission Factors, as updated in June 2019. Market-based emissions not included in Scope 2 emissions.
- 7 Waste data collected from vendors, invoices and transportation records.

WATER CONSUMPTION ⁵		2020 ²	2019 ³
Water Withdrawal megaliters	Total from all sources	2,954	2,938
	Ground Water	1,752	1,721
	Surface Water	-	-
	Seawater	-	-
	Produced Water	-	-
	Third-Party Water	1,202	1,217
GREENHOUSE GAS EMISSION ESTIMATES ⁴			
Direct (Scope 1) emissions; natural gas and fuel 1,000 MTCO ₂ e		91.49	94.46
Indirect (Scope 2) emissions; electricity 1,000 MTCO ₂ e		316.64	336.55
GHG emission intensity (Scope 1 and Scope 2) 1,000 MTCO ₂ e per SVOP		0.32	0.30



FOCUS AREAS

Ethics and Corporate Governance
STEM and Mentorship
Community and Charitable Giving

Succeeding in a rapidly changing world requires a constant drive to innovate and perform for all stakeholders involved. We must champion today's thought leaders as well as the next generation of science, technology, engineering and math (STEM) talent.

But for us, leadership also means we contribute meaningfully to the communities we work and live in, through charitable contributions, volunteering, mentoring or strategic partnerships.

The common denominator in all we do is our commitment to ethics and integrity. Our company and corporate governance are built on this commitment; we believe trust and transparency are key to creating equitable relationships and lasting impact.

In 2020, the disparities across the globe for at-risk and underrepresented students and communities became more evident than ever. This compelled us to focus the majority of our global efforts on education, because an investment in the next generation is an investment in our shared future.



“With Timken’s support, we’re able to design and outfit the Makerspace with interactive tools and educational resources that will take the students’ learning to a whole new level. We’re also excited about the curriculum the I PROMISE School staff is creating alongside Timken’s team of experts. It will drive the Project Based Learning lessons we’ll teach inside the Makerspace this coming school year. We love Timken’s hands-on approach to our kids and families and are excited about everything we’re building together to create invaluable learning experiences for our students.”

Michele Campbell
Executive Director
LeBron James Family Foundation

Learn more about our partnership with the I PROMISE School on page 32.

Since 2007, Ethisphere has selected the World's Most Ethical Companies® based on excellence in five categories: culture of ethics, ethics and compliance programs, environmental and societal impact, governance, and leadership and reputation. This year, Timken earned the distinction for the 11th time.

Ethics: A Commitment to Equitable Relationships

"While we don't behave ethically to win accolades, third-party recognitions are good benchmarks for us," says Angel Olivas, manager, Ethics and Compliance & Global Data Privacy. "They illustrate that our commitment to doing the right thing is not a fad, but a reflection of who we are and how we create strong relationships. In fact, The Timken Company has been built on ethics and integrity, earning us our global reputation."

For Olivas, our reputation as a good corporate citizen is based on four principles, which exemplify our core value of ethics and integrity:

1. Honesty

Honesty means being transparent with associates, customers, shareholders and communities even when times are tough and conversations are difficult.

"The last year was challenging as business conditions and public health recommendations were constantly changing," Olivas says. "We rely on local leaders to keep associates informed about what decisions are being made and why. We rely on associates to ask questions and point out gaps when something doesn't seem quite right. Honesty is a very strong part of what makes our ethics and compliance program work. Our associates know that they can candidly express their concerns and trust that they will be taken seriously."

2. Fairness

Timken is committed to earning business based on merit and treating associates with fairness. This is reinforced through decision-making and actions that avoid conflicts of interest.

"Sometimes, people want to do the right thing but may overlook our policies and processes when trying to solve problems," he says. "While there may not be ill intent, we must always follow our guidelines to avoid issues for the company. We take our responsibility to ensure compliance seriously. I always remind our associates that our policies and processes are important and in place for a reason."

3. Responsibility

From actions that reinforce our corporate social responsibility to ensuring that customers get what they need when they need it, responsibility takes many forms.

"When we set up associates to work remotely, we knew we needed extra protection for our assets, including our technical, commercial

and personal data," he says. "We were proactive in communicating our global data privacy policy and delivering additional training to identify phishing attacks and tips to safeguard company resources to help associates understand how to protect the data entrusted to us in a work-from-home environment."

4. Respect

During a time when it can seem challenging to find common ground, our company is even more committed to maintaining an environment of respect where diversity of thought is celebrated.

"We respect everyone's input and while we may have different opinions, we always treat each person with dignity and unite as a team to achieve our common goals. I'm relatively new to Timken, but looking back at how the company has reacted to different crises over a century, it has been respect for each other and our values that guided us. We don't know all the challenges we will face, nor what all the right decisions will be, but if we are honest, fair, responsible, and respectful, I know that we're going to get through it."



Angel Olivas

**Timken Manager,
Ethics and Compliance &
Global Data Privacy**

Born in Northern Mexico, Angel Olivas earned his law degree at the Universidad Autónoma de Ciudad Juárez and his certificate in International Health Care Compliance and Ethics at the University of Miami. Olivas appreciates the advantages of having lived in many places both in Mexico and the U.S.

To him, being a non-native and embracing change have been key experiences, influencing both his personal and professional life. Olivas says his work involves collaborating with different people across geographies and business units and understanding local laws and regulations. He explains that recognizing and acknowledging the differences helps build trust in our ethics program.

Olivas also notes that change is necessary and often inevitable, particularly in his line of business, because of new laws or to prevent new risks. Being comfortable with change has prepared him well to help others, even entire organizations.

LeBron James Family Foundation: A Partnership for the Next Generation of STEM



In 2020, we committed to being a STEM partner for a school that serves inner-city students near our Timken World

Headquarters. The I PROMISE School, a collaboration between the LeBron James Family Foundation (LJFF) and Akron Public Schools, gives hundreds of students in need access to additional educational support; groundbreaking academic intervention; wraparound services for their entire families; and a STEM curriculum that can change the course of their lives. This holistic approach has worked; in the school's first year, 2018, 90 percent of students met or exceeded their expected growth in math and reading.

As part of our partnership with the LJFF, we sponsor the school's "Makerspace" – a lab and library where students can cultivate innovative thinking through hands-on exploration. Stocked with supplies to build a robot, create art, or go on adventures through reading, resources like these can help inspire children who may have struggled academically or faced challenges at home.

Mike Leftwich, J.D., Timken associate relations specialist and LJFF Advisory Board member, feels a strong connection to the I PROMISE School for two reasons: he sees the real impact it makes in his own community, and he considers it an investment in the future growth of STEM fields regionally and globally.

"This year, we'll connect students with Timken associates who specialize in various technical disciplines like mechanical engineering, materials science and the science of interactive surfaces during relative motion, aka tribology," Leftwich says. "Our associates can share how they work with each other and with customers to solve real-world technical problems."

While the pandemic has slowed our progress some, the blueprints for the Makerspace are ready for implementation, and we are exploring opportunities to expand the program with LJFF as well as similar partnerships in communities around the world.



"It's an opportunity for Timken to share our resources, knowledge and passion with these kids so they are inspired to go into a STEM-related field. For me, the biggest full-circle moment would be if – in the future – we interview a former I PROMISE student for a position at Timken. It's about encouraging the next wave of talent – whether they end up here, or anywhere, innovating for the future."

Mike Leftwich
Associate relations specialist and Timken representative on the LeBron James Family Foundation Advisory Board

Spotlight On China: A Focused Vision for Community Relations

Our company's presence in China has been growing for 30 years. Today, we employ more than 3,600 associates across the country and, as Lance Yu, president of Timken China, says: "There are many ways in which we can enrich lives and give back to our community, so we turned to our team to clearly define our efforts."

Our associates' feedback was very clear. They believe disadvantaged and disabled people need help the most, and we should focus our support in three ways: 1) education to reinforce lifelong learning; 2) basic needs to give individuals access to health and human services; and 3) community building to enhance the quality of life where we live and work.

While the program is in its infancy, the China team has made good progress, putting in place three STEM-focused initiatives for 2021 (for more information see page 37).

Below, Lance Yu discusses why the STEM initiatives matter and how they have been received so far.

In your opinion, why do STEM-focused initiatives matter in China?

As a manufacturing giant, our country has an increasing need for STEM talent. Through our initiatives, we can help cultivate the next generation's interest in science and technology, inspire them to innovate and guide them in their career choices. At the same time, we care deeply about providing equal education opportunities to youth, particularly those from underserved areas. We believe our efforts can open more doors for them and hopefully change lives.

How has it been going so far?

All three initiatives have kicked off successfully, and several of our associates have been volunteering in the classroom, sharing their experience with students and serving as mentors.

What are the participants saying?

We've received encouraging feedback from this year's participants. Even though they join the classes in their spare time, they are already asking if the initiatives will continue in the coming years. Same with teachers, they would like to see these initiatives become permanent.

What about your associates? Are they excited and engaged?

Yes, I wrote a letter to all our associates in China earlier this year to introduce our 2021 initiatives and encourage them to participate. They were excited that we're acting on their input and prioritizing STEM education.



"Through our initiatives, we can help cultivate the next generation's interest in science and technology, inspire them to innovate, and guide them in their career choices. At the same time, we care deeply about providing equal education opportunities to youth, particularly those from underserved areas. We believe our efforts can open more doors for them and hopefully change lives."

Lance Yu
President of Timken China



At-Risk and Underrepresented Students: A Global Approach

As a company comprised of engineers and problem solvers, we come to work every day to devise solutions for challenging applications and design and build products to make a more efficient world. It's only natural for us to extend that thinking beyond the products we're known for to the challenges and issues facing the communities where we operate. After all, realizing a more efficient world depends not only on machinery, but the people who build it.

In keeping with our promise to promote leadership, we recognize that the talent pool of next-generation problem solvers needs to get deeper and more diverse. That's why we're increasing our investments in education, with a focus on STEM opportunities for at-risk and underrepresented students around the globe.

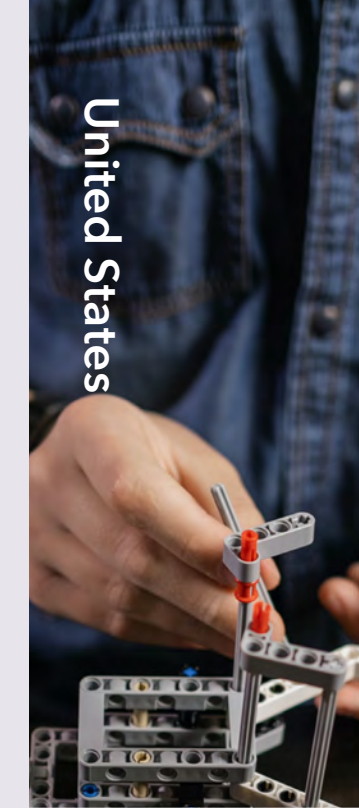
While education has been a long-standing focus for us, we've made good progress with current and emerging community partnerships our associates have helped forge – many as recent as within the past 12 months.

We support efforts like these to inspire students to explore STEM-based careers. We believe that more aid is needed to overcome the disparities in resources from school district to school district and household to household. That's why we are committed to expanding programs like these around the globe.

Sponsorship of the Makerspace Learning Lab at the LeBron James Family Foundations' I PROMISE School, a real-world learning lab and a library, where Timken associates share their engineering expertise with the school's students.

STEM Collaborations with NASA, providing grants for K–12 educators from 12 different schools and programs to participate.

Great Lakes Science Center Camp Curiosity, sponsoring 2020 STEM summer camp for nearly 200 at-risk and diverse youth, underwriting the full cost of the camp, before and after care and healthy meals; developed curriculum for sessions on renewable energy.



United States



China

STEM for Children of Migrant Workers improves the scientific knowledge of 9 to 12-year-olds through popular science lectures, courses and tours.

STEM Literacy for Teenagers cultivates and develops teens' potential by leveraging professional science and innovation training courses.

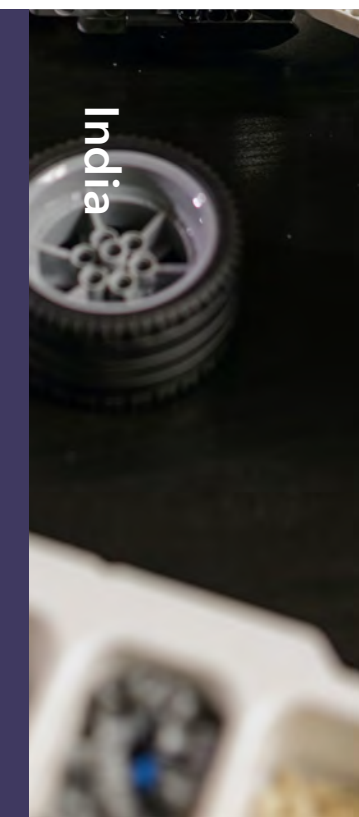
Science and Innovation Camp for Teenagers provides students in underdeveloped areas access to science and technology and promotes educational equity in urban and rural areas.

In India, we have a long history of supporting projects focused on providing educational resources and STEM including:

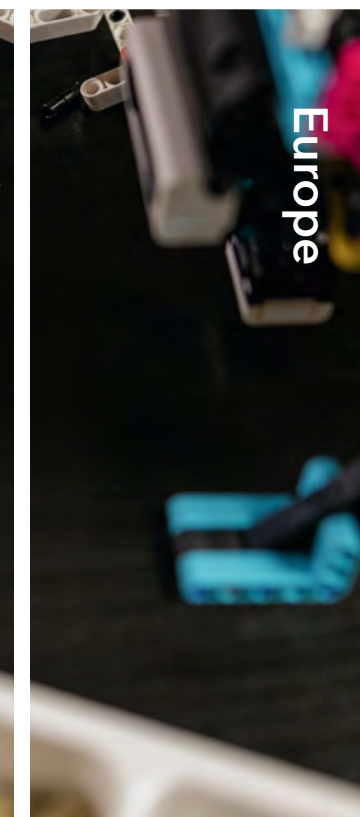
Scholarships provided through the Vidyasaarathi Samast Mahajan Trust

Establishment of an artificial intelligence lab for students at the Indian Institute of Science

Classroom support provided through the Sri Sri Vidya Mandir and Shakti Kendra trusts



India



Europe



Maison pour la Science provides a laboratory of ideas, innovation practices and technical equipment designed to support underprivileged children and aimed at improving the quality of science teaching in schools. The effort consists of science teachers, university professors, engineers, other scientists and advisors who implement, supervise and train teachers and students.

COVID-19: Supporting Our Communities in a Time of Global Crisis

In 2020 and into 2021, the COVID-19 pandemic affected every community where we operate, prompting many of our neighbors to seek out charities and other sources for food, financial assistance and basic needs. To help fill the void, Timken responded around the world with both financial and in-kind donations to provide immediate support for those with the greatest need.

As the pandemic reached its peak in the United States, many turned to food banks to feed their families. We donated \$175,000 to Feeding America®, which supports 200 food banks, pantries and meal programs that serve 40 million people across the country. And we contributed to the United Way COVID-19 Impact Fund to help residents in need with rent and mortgage payments, temporary shelter, food, clothing and medical supplies.

In other parts of the world, we contributed to pandemic relief in a number of ways. Our team in China sent excess masks and other personal protective equipment (PPE)

to regions that had a significant need. In Romania, our team donated sanitizing products to a school, which used them to help prevent the spread of COVID-19 while students attended special training to prepare for graduation exams. And, in India, we donated to the Electronics City Industries Association Trust to provide food for those in need and PPE for frontline healthcare workers.

Additionally, Timken associates contributed in many individual ways, assisting our communities in protecting and recovering from the impacts of the pandemic, including making donations to our Timken matching-gift program.

Finally, at the time of publication, many of the world's poorest countries are struggling to get access to COVID vaccines. To help fund equitable COVID-19 vaccine distribution around the globe, Timken donated \$75,000 to UNICEF USA in support of the COVAX initiative, which is sending supplies to 92 developing countries.

COVAX

Donated \$75,000 to UNICEF USA in support of the COVAX initiative, which is sending supplies to 92 developing countries to help fund equitable COVID-19 vaccine distribution around the globe.



Contributed to the United Way COVID-19 Impact Fund to help residents in need with rent and mortgage payments, temporary shelter, food, clothing and medical supplies.



Donated \$175,000 to Feeding America, to support 200 food banks, pantries and meal programs that serve 40 million people across the country.



From our boardroom to our factory floors, ethics and integrity guide our actions. Every day, we conduct business with a commitment to honesty, fairness, respect and responsibility. These are expectations we share – from our leadership team to our more than 17,000 associates around the globe – and a promise we make to all of our stakeholders, everywhere we do business.

Corporate Governance Highlights

Board Independence, Refreshment, Diversity and Experience

Strongly independent Board (10 of 12 Directors are independent)

Independent Chairman of the Board

Commitment to Board refreshment and diversity – 7 new Directors (representing over half of our Board) added in the past decade

3 Audit Committee financial experts

6 current or former public company Chief Executive Officers currently serve on the Board

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

Additional Governance Practices

Declassified Board – all Directors elected annually

Annual Board, Committee and Director evaluations

Majority Voting Policy that 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

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

“Clawback” provisions permits clawback of executive compensation if an executive engages in conduct that is detrimental to the Company and results in restatement of financial results

Stock ownership requirements for Directors and executive officers

Strong focus on shareholder engagement – over 500 interactions with investors in 2020

Board Composition

(at the time of publication)

83%

Independence

42%

Gender and Ethnic Diversity

>50%

More than half of the Board refreshed within the last decade

97%

shareholder support of named executive officer compensation at our 2021 annual meeting

Our compensation program is designed to link pay and performance, which we believe has been demonstrated by the strong level of shareholder support we have received for our named executive officer compensation program over the last few years. A significant portion of the compensation of our named executive officers is equity based, which we believe aligns our executives' interests with the interests of our shareholders.

IMPACT NOW

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:

Annual third-party 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.

IMPACT NOW

Respecting, Promoting and Protecting Human Rights

We apply internationally recognized human rights principles to our global operations and in the communities where we operate. Amongst other topics, our enterprise-wide human rights policy covers the company's:

Stance against human trafficking and forced labor

Care for the health and safety of our associates and others

Embrace of diversity and intolerance of discrimination

Commitment to competitive and equitable pay

Respect for the principles of freedom of association and collective bargaining

Promotion of the development of our communities

Support for access to clean water

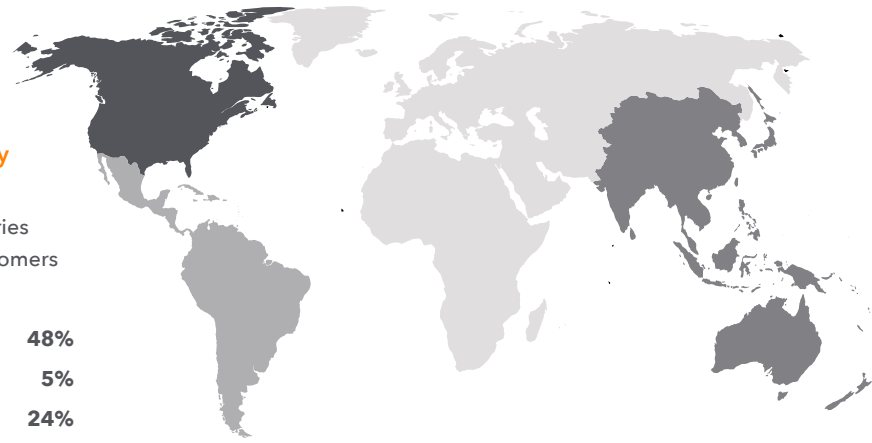
Our full policy and statement is available at <https://www.timken.com/resources/human-rights-policy/>

The Timken Company (NYSE: TKR; www.timken.com) designs a growing portfolio of engineered bearings and power transmission 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 \$3.5 billion in sales in 2020 and employs more than 17,000 people globally, operating from 42 countries.

2020 Sales by Geography

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

North America	48%
Latin America	5%
Europe, Middle East, Africa	24%
Asia Pacific	23%

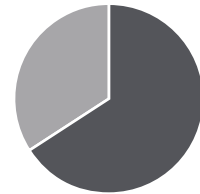


2020 Business Segment Sales



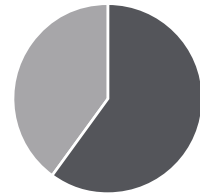
48% Mobile Industries
52% Process Industries

2020 Product Offering Sales



34% Power Transmission Products
66% Engineered Bearings

2020 Channel Overview



40% Distribution / End Users
60% Original Equipment Manufacturers

Our Flagship Brands

Our growing portfolio of engineered bearings and power transmission product brands serve our customers' evolving needs.



Reporting

About this Report

The Timken 2020 Corporate Social Responsibility Report includes information focused primarily on data collected and activities that occurred during calendar year 2020, except where indicated. We believe that this report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards 2020, Core option. We currently expect to update this report annually.

Report Scope

Quantitative data related to operations and facilities of businesses that were acquired by Timken in calendar year 2020 are excluded from this report, as the full integration of these businesses was still underway. Environmental data also excludes certain operations from our recent BEKA®, Diamond Chain®, and Cone Drive® acquisitions as the impacts of COVID-19 limited our team's ability to fully integrate those sites into our environmental systems. In some cases, travel restrictions limited our environmental team's ability to conduct onsite reviews of those locations' environmental practices. Such onsite reviews are an important part of our environmental integration plans and are needed to provide a complete verification of their environmental data. Otherwise, data in this report cover

Timken's and all of its subsidiaries' significant locations of operations worldwide, defined as owned locations employing 100 or more people, unless otherwise noted.

Environmental Data Collection Process

Select 2019 environmental data in this report have been restated to reflect improvements in data collection and analysis following Timken's internal review processes. Timken utilizes third-party reporting software 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. Our CSR Steering Committee is comprised of subject matter experts and senior leaders tasked with moving our corporate social responsibility program forward.

The CSR Steering Committee 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 61.

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, 2020, quarterly

reports on Form 10-Q and current reports on Form 8-K. Except as required by the federal securities laws, the company undertakes no obligation to publicly update or revise any forward-looking statement, whether as a result of new information, future events or otherwise. The characterization of items identified throughout this report as "material" should not be construed as a statement or determination by Timken that such items are material for purposes of U.S. securities laws.

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

GRI Standards Index

GENERAL DISCLOSURES		
DISCLOSURE	TITLE	EXPLANATION OR LOCATION
102-01	Name of the organization	The Timken Company
102-02	Activities, brands, products, and services	timken.com: About (Product Brand Portfolio) Timken 2020 Form 10-K: Item 1
102-03	Location of headquarters	North Canton, Ohio, United States
102-04	Location of operations	Timken 2020 Form 10-K: Item 2
102-05	Ownership and legal form	The Timken Company is publicly traded on the New York Stock Exchange (NYSE: TKR).
102-06	Markets served	Timken 2020 Form 10-K: Item 1
102-07	Scale of the organization	Timken 2020 Form 10-K: Item 1 and Item 6
102-08	Information on employees and other workers	See table on Page 14 (Representation Matters).
102-09	Supply chain	Timken 2020 Form 10-K: Item 1
102-10	Significant changes to the organization and its supply chain	Timken 2020 Form 10-K: Item 1 and Item 7
102-11	Precautionary Principle or approach	Timken is committed to being a good steward of the environment. We embrace energy efficiency, pollution prevention, waste management and recycling, and we have the structures in place to ensure success, including our Global EHS Policy and EHS Management System governing the actions of Timken leadership and associates alike. We recognize that we must remain focused on reducing risks, improving safe behaviors and strengthening our health and safety management systems. Our plant managers are required to report all significant incidents to our CEO, and all associates are instructed to report concerns to the leadership team or by calling the Timken HelpLine.
102-12	External initiatives	Timken continues to make progress to meet its corporate goal to have in place or implement an environmental management system (EMS) based on the principles of the ISO 14001 standard at each of our major manufacturing facilities* worldwide. Twenty-one facilities are currently certified to ISO 14001. Timken also has two U.S. Green Building Council® (USGBC) Leadership in Energy & Environmental Design™ (LEED) certifications for its world headquarters in North Canton, Ohio, U.S., and its plant in Xiangtan, China. Both locations are certified as LEED Gold by USGBC. *Defined as manufacturing facilities where we employ more than 100 people.

DISCLOSURE	TITLE	
102-13	Membership of associations	<p>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.</p> <p>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); American Chamber of Commerce (Russia); Rail Machinery Association (Russia); Black Country Chamber of Commerce (UK); Northamptonshire Chamber of Commerce (UK); FEDERTEC (Italy); Confindustria Brescia (Italy); American Chamber of Commerce (India); Confederation of Indian Industry (India); Engineering Export Promotion Council (India); NASSCOM (India); Heavy Duty Manufacturers Association (India).</p> <p>The above non-exhaustive list represents our most material trade association memberships and excludes memberships entered into by recent acquisitions.</p>
102-14	Statement from senior decision-maker	CEO Letter, Page 1
102-15	Key impacts, risks, and opportunities	Timken 2020 Form 10-K: Item 1A
102-16	Values, principles, standards, and norms of behavior	<p>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 associate, 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.</p> <p>timken.com: Ethics and Integrity See also our Human Rights Policy.</p>

DISCLOSURE	TITLE	
102-17	Mechanisms for advice and concerns about ethics	<p>To help protect our company's values and reputation, all associates 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:</p> <ul style="list-style-type: none"> Any company leader Our ethics and compliance office The Timken HelpLine <p>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 associates 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.</p> <p>timken.com: Ethics and Integrity</p>
102-18	Governance structure	<p>timken.com: Board of Directors</p> <p>timken.com: Committee Composition</p> <p>timken.com: Governance Documents (Committee Charters, Board Policies and Procedures, Amended Regulations)</p> <p>Timken 2021 Proxy Statement, Page 25 (Corporate Governance and Social Responsibility Highlights).</p>
102-19	Delegating authority	At the direction of our CEO and the Nominating and Corporate Governance Committee of the Timken Board of Directors, Timken created a cross-functional CSR Steering Committee.
102-20	Executive-level responsibility for economic, environmental, and social topics	Comprising senior leaders and subject matter experts, the CSR Steering Committee is charged with monitoring and evaluating current CSR activities, developing a cohesive CSR program, recommending strategies and reporting on our progress. The CSR Steering Committee reports its activities to the Executive Strategy Team (consisting of our executive officers, head of strategy and business development, and head of legal) and the Board of Directors, specifically the Nominating and Corporate Governance Committee.
102-21	Consulting stakeholders on economic, environmental, and social topics	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.
102-22	Composition of the highest governance body and its committees	Timken 2021 Proxy Statement , Page 3 (Board Composition Overview), Page 12 (Nominees), Page 22 (Board Committees).
102-23	Chair of the highest governance body	Since 2014, the Chair of the Board has been independent. timken.com: Board of Directors
102-24	Nominating and selecting the highest governance body	Timken 2021 Proxy Statement , Page 24 (Nominating and Corporate Governance Committee), Page 19. (Board and Committee Meetings, Board Leadership Structure), Page 19 (Director Compensation), Page 22 (Board Committees).
102-25	Conflicts of interest	timken.com: Ethics and Integrity Standards of Business Ethics: Our Code of Conduct, Page 30 (Conflicts of Interest).

DISCLOSURE	TITLE	
102-26	Role of highest governance body in setting purpose, values, and strategy	Timken 2021 Proxy Statement , Page 22 (Board Committees). timken.com: Governance Documents
102-27	Collective knowledge of highest governance body	See Disclosures 102-19 through 102-21. timken.com: Governance Documents
102-28	Evaluating the highest governance body's performance	Timken 2021 Proxy Statement , Page 24 (Nominating and Corporate Governance Committee) timken.com: Governance Documents
102-29	Identifying and managing economic, environmental, and social impacts	See Disclosures 102-19 through 102-21.
102-30	Effectiveness of risk management processes	Timken 2021 Proxy Statement , Page 27 (Risk Oversight).
102-31	Review of economic, environmental, and social topics	See Disclosures 102-19 through 102-21.
102-32	Highest governance body's role 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.
102-33	Communicating critical concerns	See Disclosure 102-17.
102-35	Remuneration policies	Timken 2021 Proxy Statement , Page 19 (Director Compensation); Page 32 (Compensation Discussion and Analysis).
102-36	Process for determining remuneration	Timken 2021 Proxy Statement , Page 19 (Director Compensation); Page 32 (Compensation Discussion and Analysis).
102-37	Stakeholders' involvement in remuneration	Timken 2021 Proxy Statement , Page 36 (2020 Compensation Decisions and Actions).
102-38	Annual total compensation ratio	(Partially reported) Timken 2021 Proxy Statement , Page 69 (CEO Pay Ratio).
102-40	List of stakeholder groups	See Page 63.
102-41	Collective bargaining agreements	Approximately 25% of the total employee population were covered by a collective bargaining agreement or agreements with works councils during the reporting year.
102-42	Identifying and selecting stakeholders	See Page 63.

DISCLOSURE	TITLE	
102-43	Approach to stakeholder engagement	See Page 63. In 2020, Timken engaged in various forms of shareholder outreach, including participating in nine investor conferences, nine non-deal roadshows, and a significant number of individual investor meetings. In total, Timken completed over 500 interactions with investors during 2020, up over 20% from 2019.
102-44	Key topics and concerns raised	See Page 63.
102-45	Entities included in the consolidated financial statements	Timken 2020 Form 10-K: Exhibit 21 (Subsidiaries of the Registrant).
102-46	Defining report content and topic Boundaries	About this Report, Page 44; see also Page 61.
102-47	List of material topics	About this Report, Page 45; see also Page 61.
102-48	Restatements of information	About this Report on Page 44.
102-49	Changes in reporting	None
102-50	Reporting period	Calendar year 2020
102-51	Date of most recent report	November 2020
102-52	Reporting cycle	The Timken Company 2020 Corporate Social Responsibility Report includes information focused primarily on data collected and activities that occurred during calendar year 2020, except where indicated. We currently expect to update this report annually.
102-53	Contact point for questions regarding the report	CSR@timken.com
102-54	Claims of reporting in accordance with the GRI Standards	We believe this report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards 2020, Core option. See also: About this Report on Page 44.
102-55	GRI content index	Pages 46 through 60 of this 2020 CSR Report Supplement – Indices, Approach, and Engagement.
102-56	External assurance	Other than content that references our 2020 Form 10-K, this report has not been externally assured. Timken may consider seeking external assurance for some report data in the future.

DISCLOSURE	TITLE	EXPLANATION OR LOCATION
ECONOMIC PERFORMANCE		
201-1	Direct economic value generated and distributed	Timken 2020 Form 10-K: Item 8
201-2	Financial implications and other risks and opportunities due to climate change	Mitigating climate change presents significant opportunities for Timken due to increasing demand for renewable energy and energy efficiency. Many of our products support the burgeoning wind and solar power industries, two of our fastest-growing end-market sectors. We not only design products that use less energy and reduce greenhouse gas emissions, we develop solutions to help increase the efficiency and affordability of renewable-energy options. Our innovative products are helping to advance solar and wind energy; increase fuel efficiency in farm equipment, trains and other vehicles; and support the rising demand for electric vehicles. Risks to our business relative to climate change are primarily regulatory. Tighter emissions controls could potentially increase our operational costs, and waning government subsidies for renewable power in the United States could negatively impact wind and solar installations. Severe weather associated with a changing climate could potentially impact our operations as well. In 2020, renewable energy became our single largest end-market sector in terms of total sales, evidencing our commitment to sustainability. Our products, technology and innovation continue to support the global trend towards sustainability and meet customers’ evolving requirements for optimized reliability and performance. In addition, we recently announced more than \$75 million in capital investments through early 2022 to increase our renewable energy capabilities across our global footprint. These investments will include implementation of advanced automation and manufacturing technologies designed to support long-term growth in this space.
201-3	Defined benefit plan obligations and other retirement plans	Timken maintains a competitive defined contribution retirement program for its associates in the United States. The program has an enormously high participation rate with over 90% of the eligible population participating in the plan. In order to keep participation high, we provide training and education sessions, one-on-one financial counseling, and make updates to the program to maintain it as one of the most competitive plans in the industry. 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 retirement programs consistent with the requirements outlined by national law in our respective locations.
MARKET PRESENCE		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	We are committed to providing equal pay for equal work. Globally, our associates 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, associates’ 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 giving focus areas include associate giving, basic needs, education, and reputation and community building. In 2020, 6% of our total corporate giving went toward community building efforts as the majority of our giving was devoted towards basic needs while the effects of the COVID-19 pandemic were at their height.
203-2	Significant indirect economic impacts	<p>Our associates donate thousands of volunteer hours supporting personal charities and company-sponsored events, as well as fulfilling community leadership roles and sitting on the boards of various charitable organizations. Our matching gift program provides a dollar-for-dollar match (up to certain limits) to 501(c)(3) organizations championed by our associates.</p> <p>The Timken Grant Program contributes to nonprofit charitable organizations in our local communities. Our corporate giving focus areas include associate giving, basic needs, education, and reputation and community building.</p> <p>Timken Charitable and Education Fund, U.S. Giving in 2020:</p> <ul style="list-style-type: none"> Basic Needs: \$952,603 Education: \$570,685 Community Building: \$95,268 <p>Our international giving approach mirrors our efforts in the United States. In India, our giving totaled \$626,448 to help local residents with basic needs, education and community building.</p>
PROCUREMENT PRACTICES		
204-1	Proportion of spending on local suppliers	<p>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.</p> <p>Approximately 85% of our overall materials used are sourced regionally/locally.</p> <p>Significant locations of operations is defined as locations employing 100 or more people.</p>
ANTI-CORRUPTION		
205-1	Operations assessed for risks related to corruption	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	<p>Timken’s anti-corruption policies and procedures have been communicated to all Board members, and all Board members have received training on anti-corruption.</p> <p>Timken’s anti-corruption policies and procedures have been communicated to all salaried associates, and all salaried associates are assigned mandatory training on anti-corruption.</p> <p>Timken has a <u>Supplier Code of Conduct</u>, which is available on our website and communicated to suppliers. The Supplier Code of Conduct addresses anti-corruption.</p>

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 therein.
ANTI-COMPETITIVE BEHAVIOR		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	During the reporting period, Timken was not identified as a participant in any legal actions alleging anticompetitive behavior or violations of anti-trust and monopoly legislation that rose to the level of materiality that would have required disclosure in our periodic reports filed with the SEC other than as disclosed in such reports.
TAX		
207-1	Approach to tax	<p>Timken is headquartered in the U.S. and operates in 42 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.</p> <p>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 Organisation 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.</p> <p>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.</p> <p>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.</p>
207-2	Tax governance, control and risk management	See Disclosure 207-1.
ENERGY		
302-1	Energy consumption within the organization	See table on Page 27.
302-3	Energy intensity	See table on Page 27.

DISCLOSURE	TITLE	EXPLANATION OR LOCATION
303-3	Water withdrawal	See table on Page 27.
303-5	Water consumption	See table on Page 27.
305-1	Direct (Scope 1) GHG emissions	See table on Page 27.
305-2	Energy indirect (Scope 2) GHG emissions	See table on Page 27.
305-4	GHG emissions intensity	See table on Page 27.
306-2	Waste by type and disposal method	See table on Page 26.
306-3	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.
306-4	Transport of hazardous waste	See table on Page 26.
307-1	Noncompliance with environmental laws and regulations	During the reporting period, Timken identified no noncompliance with environmental 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.
308-1	New suppliers that were screened using environmental criteria	All new direct material suppliers are subject to a stringent onboarding process that is compliant with International Automotive Task Force (IATF) standards. This includes on-site visits ensuring systems and processes are in place covering areas such as quality, capacity, risk management and corporate social responsibility topics. The IATF certification also outlines continual compliance audits required based on risk assessments of the supplier. 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 associates are considered part-time, and while some do receive the same level of benefits as full-time associates, most do not. We conduct market studies around the world to ensure full-time associates receive competitive benefits relative to the markets where they work. While benefits vary a little to best suit each local market, Timken provides all its full-time associates with a variety of medical plans and programs, a vast pool of supplemental benefits (from basic and supplemental life insurance to paid parental leave), and a number of wellness and work-life balance programs. Full-time associates are also eligible for 401(k) retirement plans and some are rewarded with stock ownership as part of our long-term incentive plan. timken.com: Benefits

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	See Occupational Health and Safety . 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 associates 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	See Occupational Health and Safety . 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	See Occupational Health and Safety . Timken takes great care to protect the health of both associates 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 associates, and we have provisions for addressing health concerns when they arise for existing associates.
403-4	Worker participation, consultation, and communication on occupational health and safety	See Occupational Health and Safety . Timken associates 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 associates as safety observers through our Precaution Based Safety (PBS) program. In 2020, over 33,000 associate observations were completed by PBS teams, with more than 8,000 opportunities identified to coach associates on safe behaviors.

DISCLOSURE	TITLE	EXPLANATION OR LOCATION
403-5	Worker training on occupational health and safety	See Occupational Health and Safety . Anyone working for or on behalf of Timken (including associates, temporary employees and, as applicable, contractors and suppliers) must be made aware of the Global EHS Policy, as well as EHS risks and considerations relevant to their occupation and the location where they will be working. All compliance training is completed according to national, regional, state and local regulations. We also have an extensive suite of function-specific EHS training requirements.
403-6	Promotion of worker health	See Occupational Health and Safety . Timken encourages associate health in a number of ways, including by providing frequent health education presentations on topics ranging from healthy eating to the importance of an active lifestyle to attaining and maintaining good mental health. We offer biometric screenings and one-on-one access to dietitians, registered wellness nurses, and on-site clinical mental health counselors at the Timken Health and Wellness Center, which is the focal point for programs that reach our entire U.S. workforce. Associates also have access to our new fully equipped Fitness Center at our headquarters, which offers in person group exercise classes, personal training, and more. The Fitness Center also offers live virtual group exercise classes that associates anywhere in the world can enjoy in the comfort of their own homes. Additional wellness programs are offered at Timken locations around the world and we are continuously working to expand the reach of all of the above-mentioned programs to all our associates everywhere in the world. The company also employs a wellbeing expert whose job is, among other things, to develop and drive the implementation of wellness programs all over the world to further improve the physical and mental health of all our associates. U.S. associates and eligible spouses on Timken medical insurance plans can earn a discount on their monthly medical plan premium for taking a biometric screening, meeting with their primary care physician, and satisfying other simple criteria as part of the Better Health Program, which is a wellness program designed to encourage improved health. Timken also offers a weight loss program, paid for by the company, which is designed to help associates and eligible spouses to lose weight and change their lifestyle habits to maintain a healthy weight. Conversely, Timken associates (and eligible spouses) who smoke are subject to a surcharge on the cost of their medical coverage. However, that surcharge will be fully waived if the associate or spouse quits or completes the company's free smoking-cessation program at any point during the year. Timken uses state of the art technology to ensure all protected health and financial information is secure and safe, as well as requiring associates to take annual security training.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Associates 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 associates and temporary workers are covered by our EHS management systems.
403-9	Work-related injuries	Partially reported – See table on Page 23 (Keeping our Associates Safe). NOTE: Regarding this indicator, Timken does not distinguish between injuries and ill health. Injury and accident rates are calculated based on 200,000 hours worked.

DISCLOSURE	TITLE	EXPLANATION OR LOCATION
403-10	Work-related ill health	Partially reported – See table on Page 23 (Keeping our Associates Safe). NOTE: Regarding this indicator, Timken does not distinguish between injuries and ill health. Injury and accident rates are calculated based on 200,000 hours worked.
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 associates 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 associates 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 associates 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 associates, 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 14 (Representation Matters). Timken 2021 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 associates are paid according to their abilities, responsibilities, qualifications and experience rather than their gender. Significant locations of operations is defined as locations employing 100 or more people.
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	<p>Timken Supplier Code of Conduct, Section A, Paragraph 3;</p> <p>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.</p> <p>The issue of child labor is included in the Timken Supplier Code of Conduct in Section A, paragraph 3, which is referenced on every Timken purchase order via the terms and conditions as well as published on the internet (www.timken.com/contact-suppliers). In 2020, no violations of child labor were identified in Timken or its suppliers' operations.</p> <p>See also, Forced Labor and Human Trafficking Statement and The Timken Company Human Rights Policy.</p>
FORCED OR COMPULSORY LABOR		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<p>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.</p> <p>The issue of forced labor is included in the Timken Supplier Code of Conduct in Section A, paragraph 4, which is referenced on every Timken Purchase Order via the terms and conditions and is published on the internet (www.timken.com/contact-suppliers). In 2020, no violations of forced labor were identified in Timken or suppliers' operations.</p> <p>See also, Forced Labor and Human Trafficking Statement and The Timken Company Human Rights Policy.</p>
SECURITY PRACTICES		
410-1	Security personnel trained in human rights policies or procedures	<p>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 detention 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.</p> <p>Complaints or potential violations can be reported through the standard company process or corporate HelpLine and are investigated accordingly.</p> <p>See also, Forced Labor and Human Trafficking Statement.</p>
RIGHTS OF INDIGENOUS PEOPLES		
411-1	Incidents of violations involving rights of indigenous peoples	<p>Timken promotes development of our local communities and always seeks to obtain free, prior informed consent when transacting with indigenous peoples.</p> <p>Timken is also not aware of any incidents involving indigenous rights violations.</p> <p>See also, The Timken Company Human Rights Policy.</p>

DISCLOSURE	TITLE	EXPLANATION OR LOCATION
HUMAN RIGHTS ASSESSMENT		
412-1	Operations that have been subject to human rights reviews or impact assessments	<p>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.</p> <p>See also, Forced Labor and Human Trafficking Statement and The Timken Company Human Rights Policy.</p>
412-2	Employee training on human rights policies or procedures	<p>(Partially Reported) Timken is committed to ensuring all of our associates 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 associates can call (anonymously if they choose) and voice concerns relating to human rights without fear of retaliation.</p> <p>See also, Forced Labor and Human Trafficking Statement and The Timken Company Human Rights Policy.</p>
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	<p>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.</p> <p>Human rights issues are included in the Timken Supplier Code of Conduct in Section A, paragraph 4, which is referenced on every Timken Purchase Order via the terms and conditions and is published on the internet (www.timken.com/contact-suppliers). In 2020, no violations of human rights were identified in Timken or suppliers' operations.</p> <p>See also, Forced Labor and Human Trafficking Statement; Timken Supplier Code of Conduct, Section A, Paragraph 4; and The Timken Company Human Rights Policy.</p>
LOCAL COMMUNITIES		
413-1	Operations with local community engagement, impact assessments, and development programs	<p>With 127 manufacturing facilities and service centers in 42 countries, Timken is an active member of many communities around the world. We engage with our neighbors in various ways and empower our individual facility leaders to develop relationships that enable them to understand and best meet the needs of the local communities.</p> <p>In and around the Northeast Ohio, home to our global headquarters, we financially support several local groups dedicated to expanding economic development in the region.</p> <p>When Timken is developing a new manufacturing facility or other significant presence in a community, we work with local officials and community leaders to assess potential impacts on local infrastructure, the environment, the economy and more.</p>

DISCLOSURE	TITLE	EXPLANATION OR LOCATION
413-2	Operations with significant actual and potential negative impacts on local communities	With 127 manufacturing facilities and service centers in 42 countries, Timken's operations have the potential to impact the local community both positively and negatively. Positive impacts include providing jobs, enhancing local economies, paying local taxes as applicable and, in many cases, supporting community education and other philanthropic efforts. 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 including safety management, pollution prevention, community awareness and emergency response planning.
SUPPLIER SOCIAL ASSESSMENT		
414-1	New suppliers that were screened using social criteria	All new direct material suppliers are subject to a stringent onboarding process that is compliant with International Automotive Task Force (IATF) standards. This includes on-site visits ensuring systems and processes are in place covering areas such as quality, capacity, risk management and corporate social responsibility topics. The IATF certification also outlines continual compliance audits required based on risk assessments of the supplier. 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 in the last year.
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.
SOCIOECONOMIC COMPLIANCE		
419-1	Noncompliance with laws and regulations in the social and economic area	During the reporting period, Timken identified no noncompliance with laws and/or regulations in the social and economic area 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

Disclosure 103-1 & 103-2					
MATERIAL TOPIC	DEFINITION	2020 LOCATION/RESPONSE	BOUNDARY	SASB*	U.N. SUSTAINABLE DEVELOPMENT GOALS (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 14 (Representation Matters). See also Disclosure 406-1.	Internal/External		X
Financial Performance	Promoting responsible economic growth	Timken 2020 Form 10-K: Item 6 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 associates	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 associates, officers, and directors practice sound ethics, that we establish sound governance standards, and that we comply with law and applicable regulations	Standards of Business Ethics timken.com: 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 27. See 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 27. See Global Environmental Health and Safety (EHS) Policy and Processes . Global EHS Policy	Internal/External	X	X

MATERIAL TOPIC	DEFINITION	2020 LOCATION/RESPONSE	BOUNDARY	SASB*	U.N. SUSTAINABLE DEVELOPMENT GOALS (SDGs)*
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 associates that help ensure their well-being and to help attract and retain talented individuals and maintain healthy labor relations	See Page 15 (Providing Well-Paying Jobs). See also Disclosures 402-1 and 407-1.	Primarily Internal		X
Training and Education	Supporting ongoing training and education for associates	See Pages 6 – 13. See also Disclosures 404-2.	Primarily Internal		X
Waste	Sustainably managing waste at our facilities, including through waste reduction efforts, reuse, and recycling	See Page 26. See Global Environmental Health and Safety (EHS) Policy and Processes . Global EHS Policy	Internal/External		

* 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.

GRI 102-40, 102-42, 102-43, 102-44			
STAKEHOLDER GROUP	TYPE OF ENGAGEMENT		TOPICS RAISED/COMPANY RESPONSE
Communities	<ul style="list-style-type: none"> Memberships in and/or support of community organizations 	<ul style="list-style-type: none"> Site visits/tours Local governments 	<ul style="list-style-type: none"> Community development Economic development Employment opportunities
Customers	<ul style="list-style-type: none"> timken.com Satisfaction surveys 	<ul style="list-style-type: none"> In-person meetings Plant tours 	<ul style="list-style-type: none"> Advancing sustainable solutions Product safety and sustainability Supply chain management Training Industry conference and trade shows Social media E-stores
Suppliers	<ul style="list-style-type: none"> Supplier surveys Industry initiatives Supplier days 	<ul style="list-style-type: none"> Bilateral talks Training sessions 	<ul style="list-style-type: none"> Supplier surveys Industry initiatives Supplier days Bilateral talks Training sessions
Employees	<ul style="list-style-type: none"> Intranet site Periodic satisfaction and engagement surveys Training and development 	<ul style="list-style-type: none"> Social media Union representatives Employee calls/webcasts Town hall meetings 	<ul style="list-style-type: none"> Benefits Diversity and inclusion Development opportunities Engagement Satisfaction Safety, health and wellness
Investors	<ul style="list-style-type: none"> SEC filings Quarterly earnings communications Annual shareholders' meeting 	<ul style="list-style-type: none"> investors.timken.com Perception studies Conference presentations, roadshow investor meetings and proactive investor calls 	<ul style="list-style-type: none"> Business results Company strategy Governance practices Board composition Environment/Sustainability Risk management
Regulators/ National and Regional Governments	<ul style="list-style-type: none"> Lobbying Proposals for funded research 	<ul style="list-style-type: none"> Participation on standards councils and committees 	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> In person engagement Conference presentations 	<ul style="list-style-type: none"> Networking Publications 	<ul style="list-style-type: none"> 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 in accordance with the Global Reporting Initiative (GRI) Standards 2018, Core option 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 initial 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 in no way represents that the responses below have been prepared in accordance with SASB standards or that the underlying data has been gathered in accordance with SASB methodology. 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 2020 Form 10-K: Item 7 .
RT-IG-000.B	Number of employees	See table on Page 14.
RT-IG-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	(Partially Responsive) See Page 27.
RT-IG-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR)	(Partially Responsive) See Page 23.
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 more than 1,000 tons of steel and 75 tons of 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.

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