



Fighting Against Forced Labour and Child Labour in Supply Chains Act Report for the Fiscal Year Ended December 31, 2024

Introduction

This report is filed for the fiscal year ending December 31, 2024, on behalf of Timken Canada LP, Groeneveld-Beka Canada Inc., and Timken Gears & Services, Inc. (collectively, “Company,” “we” or “our”) in compliance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”).

The Company is part of the global corporate group of The Timken Company (“Timken”). Timken, a global technology leader in engineered bearings and industrial motion, designs a growing portfolio of next-generation products for diverse industries. For 125 years, Timken has used its specialized expertise to innovate and create customer-centric solutions that increase reliability and efficiency.

Ethics and integrity are part of Timken’s core values. Timken has been recognized among America’s Most Responsible Companies and America’s Greatest Workplaces for Diversity by Newsweek, the World’s Most Ethical Companies® by Ethisphere and America’s Most Innovative Companies by Fortune. Timken is committed to safeguarding against forced labor and human trafficking in our supply chain.

Structure, Operations and Supply Chain

Our Structure

Timken Canada LP is a limited partnership formed under the laws of the Province of Ontario, and has its principal business location in Mississauga, Ontario. Groeneveld-Beka Canada Inc. is a corporation formed under the laws of the Province of Ontario with a principal business location in Milton, Ontario. Timken Gears & Services, Inc. is a corporation formed under the laws of the State of Ohio. All three entities are wholly owned by The Timken Company, a corporation publicly traded on the New York Stock Exchange (NYSE: TKR), and headquartered in North Canton, Ohio.

Our Operations

Timken designs and manufactures a growing portfolio of engineered bearings and industrial motion products, and related services. With more than a century of knowledge and innovation, Timken continuously improves the reliability and efficiency of global machinery and equipment to move the world forward. The following describes how our products fit within the engineered bearings and industrial motion product portfolio segments:

- Timken Canada LP’s product offerings sit within the engineered bearings business segment. Timken Canada LP’s product portfolio includes housed or mounted bearings;

tapered, spherical and cylindrical roller bearings; plain bearings, metal-polymer bearings and rod end bearings; thrust and specialty ball bearings.

- The Groeneveld® and BEKA® brands fall within the industrial products business segment. Groeneveld-Beka Canada Inc.'s product portfolio features the Groeneveld® and BEKA® lubrication systems and includes a wide variety of automatic lubrication delivery devices, oil management systems and safety support systems designed to reduce operational costs for customers while increasing equipment uptime, productivity and safety.
- Timken Gears & Services Inc. provides a wide range of products, including bearings, transmissions, and gearbox solutions and a comprehensive suite of industrial repair, upgrade and service solutions for the company's product offerings.

Our Supply Chain

Timken is committed to doing business with suppliers who are compliant with applicable laws, including in respect of labor laws and human rights. Timken's supply chains include suppliers of products and services used in its engineered bearings and industrial motion operations.

The principal raw materials used by Timken to make engineered bearings are special bar quality ("SBQ") steel and steel components. SBQ steel is purchased in bar, tube and wire forms, while steel components are commonly purchased as forgings, semi-finished or finished components. Timken purchases a variety of materials and components for its industrial motion operations, such as non-SBQ steel, synthetic rubber, fabrics, castings and plastics.

Approximately, 85% of Timken's overall materials used are sourced regionally/locally to its operations.

How We Work to Ensure Our Supply Chains Are Free of Forced Labor

Policies

Timken's Supplier Code of Conduct ("Code of Conduct") is widely distributed to its supply base and published on its internet site in multiple languages (see www.timken.com/contact-suppliers). The Code of Conduct addresses issues of particular importance in our global supply chain, including the subject of labor abuse and human trafficking. The Code of Conduct requires that suppliers must not use any involuntary or forced labor, and shall comply with all child labor laws. The Code of Conduct is referenced in Timken's standard terms and conditions that are included in every purchase order issued.

Timken expects our suppliers to adhere to this Code of Conduct. Timken reserves the right to access suppliers' facilities and records to verify that suppliers are in compliance with the Code of Conduct. Although certification of compliance to the Code of Conduct is not required by all suppliers, in the event of a failure of a supplier to adhere to the Code of Conduct, Timken will

impose requirements for prompt implementation of a corrective action plan, or other additional consequences, up to and including the termination of the relationship.

Timken has also implemented The Timken Company Human Rights Policy that addresses issues of particular importance, including the subject of child and forced labor in its and its suppliers' operations, and has adopted a Forced Labor and Human Trafficking Statement (see www.timken.com/resources/human-rights-policy/) (see also www.timken.com/wp-content/uploads/2019/09/Timken-Forced-Labor-and-Human-Trafficking-Statement.pdf).

Due Diligence Process

Timken conducts a risk assessment audit as part of its due diligence when choosing potential suppliers. Many factors are considered as part of the process, including risk of forced labor and slavery. All new direct material suppliers are subject to a stringent on-boarding process that is compliance 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. Timken personnel and management are experienced in conducting risk assessment, and accordingly Timken does not employ a third party to conduct the risk assessment.

Employee Training

Timken provides periodic training to its employees responsible for procurement on a number of topics, including forced labor. Future training will include human trafficking and slavery issues and the mitigation of such risks in its supply chains.

How We Monitor Ourselves and Suppliers

Timken requires all salaried employees, including those involved in the supply chain, to sign and adhere to the Company's Standards of Business Ethics. The Standards of Business Ethics are available in multiple languages, and outlines the workplace standards and business practices that are consistent with our core values of ethics and integrity and addresses, among other things, compliance with laws regarding forced and child labor (see www.timken.com/about/ethics-and-integrity/).

The Standards of Business Ethics make clear that any violations of Timken's policies can result in disciplinary action up to and including discharge. Employees are encouraged to report any concerns regarding business ethics, including human rights concerns, to Timken through our ethics reporting resources, including our Ethics and Compliance Office and the Timken Helpline (via toll-free local telephone numbers or online), and such reports will be investigated thoroughly.

Risk Assessment in Our Supply Chain

Timken does not believe the risk of forced labor in its supply chain is significant. The IATF standard referenced above also outlines continual compliance audits required based on risk

assessments of the supplier. As part of any quality audits conducted on-site at suppliers' facilities by Timken, Timken does require the auditor to watch for and confirm that there are no red flags that could indicate a concern with regards to forced labor. We do not condone or permit human trafficking, the use of child, forced, indentured or involuntary labor in any of our operations or our suppliers' operations.

Remediation of Any Reported Risks or Use of Force Labor

We are not aware of any violations of forced or child labor in Timken or its suppliers' operations in the applicable period. As noted above, in the event Timken identifies a failure of a supplier to adhere to Timken's Code of Conduct, Timken will impose requirements for prompt implementation of a corrective action plan, or other additional consequences, up to and including the termination of the relationship.

Timken intends to initiate or continue taking steps that are designed to further ensure that our supply chains are free of forced labor and comply with child labor laws.

Attestation:

In accordance with the requirements of the Act, and in particular section 11 thereof, the undersigned attest that they have reviewed the information contained in the report for the applicable entity listed above. Based on their knowledge, and having exercised reasonable diligence, they attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

May 21, 2025

Timken Canada LP



I have authority to bind Timken Canada LP

Philip D. Fracassa
Director of Timken Canada GP, ULC,
the General Partner

_____, 2025

Groeneveld-Beka Canada Inc.

I have authority to bind Groeneveld-Beka Canada Inc.

Tim Wynia
Chief Executive Officer

May 29, 2025

Timken Gears & Services, Inc.



I have authority to bind Timken Gears & Services, Inc.

Hansal N. Patel
Secretary and Treasurer/Director

assessments of the supplier. As part of any quality audits conducted on-site at suppliers' facilities by Timken, Timken does require the auditor to watch for and confirm that there are no red flags that could indicate a concern with regards to forced labor. We do not condone or permit human trafficking, the use of child, forced, indentured or involuntary labor in any of our operations or our suppliers' operations.

Remediation of Any Reported Risks or Use of Force Labor

We are not aware of any violations of forced or child labor in Timken or its suppliers' operations in the applicable period. As noted above, in the event Timken identifies a failure of a supplier to adhere to Timken's Code of Conduct, Timken will impose requirements for prompt implementation of a corrective action plan, or other additional consequences, up to and including the termination of the relationship.

Timken intends to initiate or continue taking steps that are designed to further ensure that our supply chains are free of forced labor and comply with child labor laws.

Attestation:

In accordance with the requirements of the Act, and in particular section 11 thereof, the undersigned attest that they have reviewed the information contained in the report for the applicable entity listed above. Based on their knowledge, and having exercised reasonable diligence, they attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

_____, 2025

Timken Canada LP

I have authority to bind Timken Canada LP

Philip D. Fracassa
Director of Timken Canada GP, ULC,
the General Partner

MAY 29th, 2025

Groeneveld-Beka Canada Inc.



I have authority to bind Groeneveld-Beka Canada Inc.

Tim Wynia
Chief Executive Officer

_____, 2025

Timken Gears & Services, Inc.

I have authority to bind Timken Gears & Services, Inc.

Hansal N. Patel
Secretary and Treasurer/Director