



# 2021 CORPORATE SOCIAL RESPONSIBILITY REPORT



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# ABOUT THIS REPORT

Titan has over 130 years of experience in the off-highway wheel manufacturing business. While delivering high-quality products, we are focused on providing a safe and welcoming workplace for our employees, supporting our communities and minimizing our impact on the environment.

Because a majority of a tire's environmental impact is in product use, our unique position as a complete solutions provider enables us to have a substantial effect on economic sectors that contribute to greenhouse gas emissions, including agriculture, construction and mining.

This is our inaugural report highlighting efforts in the areas of environment, social and governance. This report will cover our journey to this point and will include information from recent years. Future reports will be released every other year.



# A MESSAGE FROM OUR CEO

## Welcome and thank you for your interest in our first Titan corporate social responsibility report.

We faced many new decisions during the past two years of this COVID-19 era. Titan is proud of the important role we played in critical infrastructure around the world during the pandemic, as our plants continued to operate safely in support of the agriculture and construction industries. This “critical” designation also allowed Titan to provide continuous employment to our employee families and support to the local communities where we do business. Looking back, we now have an even deeper appreciation for the strength of our employees and their foundational contribution to our success.

Despite market conditions that were chaotic around us, our business and supply chain remained steady. Our team’s efforts and resilience during a very challenging period resulted in Titan closing 2020 in a good position with strong momentum.

In response, Titan also looked closely at many of our business processes, policies and activities, including the work found in this report. We learned there was room for improvement and set a plan for change. In May 2021, we became a signatory of the United Nations Global Compact, adopting its 10 principles on human rights, labor, the environment and anti-corruption. In addition, we updated governing documents and policies in line with these principles.

## **“TITAN IS COMMITTED TO CONTINUOUS IMPROVEMENT TO LOWER OUR IMPACT ON THE ENVIRONMENT.”**

We revisited our policies on encouraging workplace diversity across many perspectives, including ensuring Board of Directors oversight that reflected our philosophy. In March 2021, we welcomed the addition of Laura K. Thompson as our first female director and will embrace her deep financial and business expertise established over her 35-year career with the Goodyear Tire & Rubber Company.

Titan is committed to continuous improvement to lower our impact on the environment. Whether it is creating tires that reduce soil compaction, helping our customers increase yield, closely tracking our business operations to identify ways to reduce the use of harmful solvents, finding use for recycled materials or discovering new ways to design our facilities more sustainably, we are making strides toward lessening our impact.

In this inaugural report, we demonstrate that Titan is taking action by launching a dedicated portion of our investor relations website to Environmental, Social and Governance (ESG) and reporting how our results align with the Sustainable Accounting Standards Board (SASB), as shown in a table listed at the back of this report. It is early in this journey, and increased activity and reporting are on the horizon.

**Paul G. Reitz**  
President and CEO

# COMPANY OVERVIEW

Titan International, Inc. (NYSE: TWI) traces its roots to the Electric Wheel Company in Quincy, Illinois, which was founded in 1890. Now, we are a global manufacturer of off-highway wheels, tires, assemblies and undercarriages. We are dedicated to designing and manufacturing products that meet the demanding needs of customers in the agricultural, earthmoving/construction and consumer markets. We are also committed to looking out for the best interests of the environment, our employees and the communities where we operate, and investors.

## RECENT HISTORY OF TITAN ACQUISITIONS

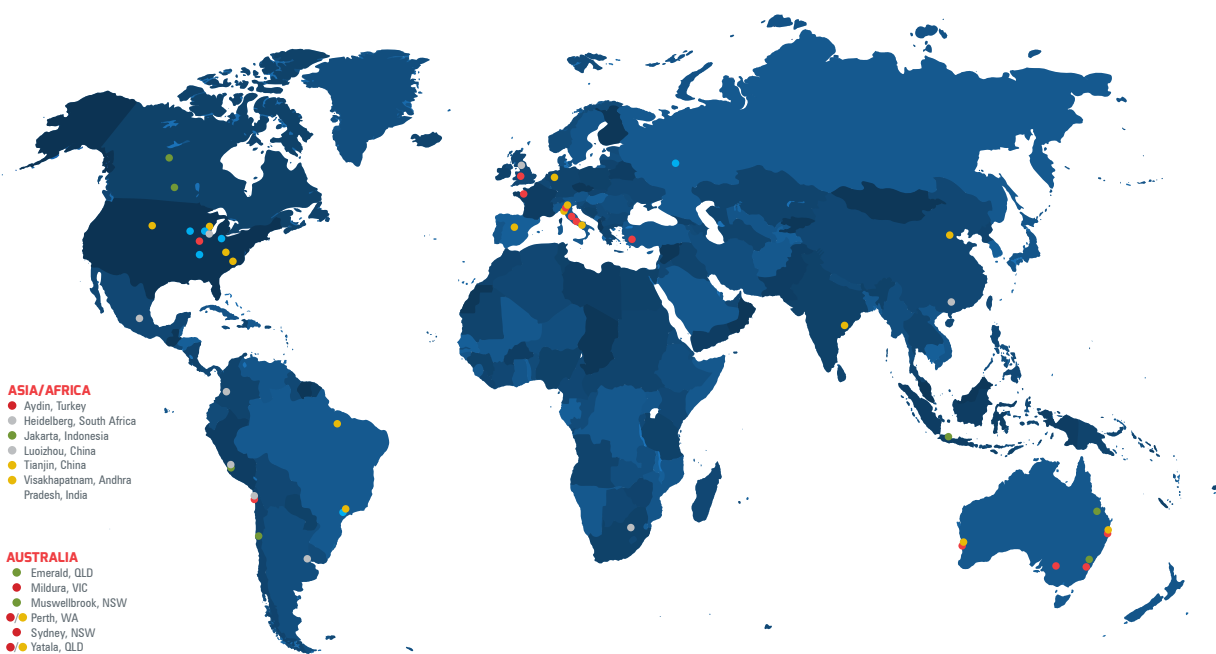
- 2005** — The Goodyear Tire & Rubber Company’s North America farm tire assets
- 2006** — Off-the-road (OTR) tire assets of Continental Tire North America
- 2011** — The Goodyear Tire & Rubber Company’s Latin America farm tire assets
- 2012** — 56% controlling interest in Planet Corporation Group, now known as Titan Australia  
— Titan Europe PLC, which included ITM Group
- 2013/** — A noncontrolling interest in Voltyre-Prom, a leading producer of agricultural and industrial tires, which
- 2014** owns and operates an over 2-million-square-foot manufacturing facility located in Volgograd, Russia
- 2018** — The remaining 44% interest in Titan Australia
- 2019** — An additional 21.4% interest in Voltyre-Prom (from 42.9% to 64.3%), resulting in controlling interest

## EMPLOYEES

**7,500** Total number of employees\*

## GLOBAL FOOTPRINT\*

- NORTH AMERICA**
  - Quincy, IL
  - Bryan, OH
  - Des Moines, IA
  - Elkhorn, WI
  - Freeport, IL
  - Fort McMurray, AB, Canada
  - Gillette, WY
  - Holden, WV
  - Jefferson, GA
  - Querétaro, Mexico
  - Saskatoon, SK, Canada
  - Union City, TN
  - West Chicago, IL
  - (Corporate Headquarters)
  - Winston-Salem, NC
- LATIN AMERICA/ SOUTH AMERICA**
  - Atibaia, Brazil
  - Buenos Aires, Argentina
  - Cali, Colombia
  - Iquique, Chile
  - Lima, Peru
  - Parauapebas, Pará, Brazil
  - São Paulo, Brazil
  - Santiago, Chile
- EUROPE/RUSSIA**
  - Ceprano, Italy
  - Fanano, Italy
  - Finale Emilia, Italy
  - Flers, France
  - Gevelsberg, Germany
  - Jesi, Italy
  - Kidderminster, UK
  - Monreal del Campo, Spain
  - Potenza, Italy
  - St. Helens, UK
  - Valsamoggia, Italy
  - Volgograd, Russia



- ASIA/AFRICA**
  - Aydin, Turkey
  - Heidelberg, South Africa
  - Jakarta, Indonesia
  - Luozhou, China
  - Tianjin, China
  - Visakhapatnam, Andhra Pradesh, India
- AUSTRALIA**
  - Emerald, QLD
  - Mildura, VIC
  - Muswellbrook, NSW
  - Perth, WA
  - Sydney, NSW
  - Yatala, QLD

\*Effective as of December 31, 2021.

# OUR ESG JOURNEY

Titan is committed to being a positive force in the lives of our employees and customers and in the communities where we work and live.

## NEW AND REVISED POLICIES

We've made significant progress on environmental, social and governance (ESG) efforts by creating and updating enterprise wide policies: **Human Rights, Labor Management, Occupational Health & Safety, Diversity & Inclusion, Environmental, and Conflict Minerals Policies.**

## IMPROVED MONITORING

We have **Environmental Management Systems (EMS)** in place monitoring operational energy consumption, waste management, pollution prevention, and emission control. Additionally, 52% of our locations are certified to ISO 14001, the international standard for environmental management.



## INTERNATIONAL PARTNERSHIPS

In 2021, Titan solidified these values with a signature to the **United Nations Global Compact** containing principles focused on human rights, labor, the environment, and anti-corruption.

# TITAN INTERNATIONAL OVERVIEW: ESG

*Titan's strong commitment to ESG*

Environmental	Social	Governance
Titan is developing a life cycle assessment (LCA) to enhance the new product development process. Initial implementation will be with the North America tire division with plans to expand across other divisions	Policies supporting diversity and inclusion, including Board commitment to increase diversity	Increased Board diversity in 2021
Actively developing environmental policies and guidelines	Committed to make diversity a focus in recruitment process	Highly independent Board; all committee chairs independent
Committed to responsible sourcing and keeping our supply chain free of conflict minerals	Actively implementing policies and programs focused on employee health and safety, labor management and human rights	Nominating committee charter amended to include social oversight
Committed to protecting the environment on both the individual employee level and the organizational level where practical	Became a signatory to UN Global Compact in 2021	Separate Chairman of the Board and CEO roles





# ENVIRONMENTAL

The protection of the environment is a core value at Titan. We are dedicated to the continual improvement of environmental performance of our global operations and to reducing or eliminating, wherever practical, adverse environmental impacts through proper energy management, waste reduction, recycling/reuse, pollution prevention and emissions control.





# SUSTAINABILITY IN PRODUCTION

## CLEANER PERFORMANCE



Protecting the environment is a core value at Titan, and we are dedicated to the continual improvement of the environmental performance of our global operations.

As part of this commitment, Titan has Environmental Management Systems in place, which include environmental monitoring across our global operations. Our systems monitor and track energy consumption, waste management, pollution prevention, emissions control and overall environmental health throughout our footprint, which enables us to measure and continuously improve environmental performance. We also conduct routine internal environmental assessment audits at our facilities. Currently 15 of our locations are ISO 14001 certified, making up 52% of our facility footprint. We continue to strive for efficiency and operational improvements to lessen our impact on the environment.

Looking forward, Titan will work with our global business units to collect data on environmental practices aligning with the Sustainable Accounting Standards Board (SASB) framework. Please refer to the SASB table found at the end of this report.

## ECO DESIGN

Our commitment to sustainability extends across our operations, from the products we design to efficiency in our manufacturing process. We continuously seek to reduce our impact on the environment by adopting eco-design principles.

## WHEELS

As modern agriculture equipment continues to increase in size and weight, wheel design becomes increasingly important. It's the reason we work side by side with original equipment manufacturers (OEMs) to develop innovative solutions for a variety of agriculture, construction, forestry and mining equipment. Wheel designs and their associated weight have a direct impact on the overall performance, fuel efficiency and longevity of the machine. Part of that collaborative effort is to meet the design, strength and sustainability goals for both Titan and the OEMs, who are interested not only in utilizing eco-friendly processes, but in improving equipment performance.

Titan has been powder coating all our earthmover and construction wheel loose components since 1993 to enhance product longevity with corrosion resistance and anti-chipping properties. In 2002, Titan transitioned to waterborne paint technology for all of our agricultural wheels. This conscientious change removed the need for solvents with high volatile organic compounds (VOC) concentration from all of our wheel factories. The switch offers superior quality while significantly reducing hazardous waste and air pollutants. Since 2007, the powder coat process has been expanded to include all of our small and medium-sized agricultural wheels, and in 2012 a new state-of-the-art powder coat facility was built for finishing large agricultural wheels. Our current waterborne urethane and powder production paints do not require solvents in their application, and powder coating decreases remnant paint waste.



We also inspect circumferential weld joints using X-ray and ultrasound systems prior to applying paint. These steps help to ensure we are producing the highest-quality wheels to hold up to the harsh working environments and rigorous applications for our customers, regardless of distribution channel.

The energy used to produce steel wheels creates significantly less carbon dioxide emissions than producing a comparable set of aluminum wheels. Titan purchases a significant amount of the steel it consumes from mini mills that are using mostly recycled steel material versus integrated mills that produce steel from raw iron ore. Although there are some OEMs looking into aluminum wheel options, we believe that steel wheel production is the more energy-efficient, eco-friendly option with simpler and less energy-intensive recycling options at the end of a product's life cycle.

We are committed to advancing our design and production methods while keeping our customers' needs in mind. We believe we can achieve our sustainability goals and continue to support our customers with durable and high-quality products that withstand the harsh conditions of the agriculture, construction, forestry and mining industries.

## TIRES



Beginning in 2009, Titan has aimed to stay one step ahead in eco-design and compliance by eliminating any potential problematic chemicals in our rubber compounds. Further, Titan incorporates recycled ground rubber in the rubber compounds used in our tires. In 2021, 3.3 million pounds of ground rubber were used in our Union City, Tenn., facility and distributed to all three of our North American plants.

Environmental and social gains can go beyond tire production as well. One example is our Low Sidewall Technology® (LSW®) tires, where the assembly features a smaller tire sidewall and larger wheel. LSW significantly reduces power hop, road lope and soil compaction, which improves safety and equipment performance. LSW tires allow for the tractor to carry the same weight at 40% lower inflation pressures than a standard tire, significantly reducing soil compaction, which can potentially result in greater crop yields. When there is less soil compaction, the end-user farmers become better stewards of the land because they can implement lessened deep tillage during field preparations which also reduces fuel and energy use. See page 10 for further information.

In 2021, we released our AgraEDGE™ tire line, which reduced tire weight by 7% compared to previous models. This full-line tire offering was released to replace old models, with Titan expecting to reduce materials used by 1.1 million pounds annually. The success has prompted additional product evaluation in other tire lines.

# SUSTAINABILITY IN PRODUCTION

The North American tire product development and strategy team is also creating a life cycle assessment process to evaluate new products prior to market launch. The life cycle assessment takes into consideration Titan's commitment to sustainability across multiple criteria throughout the product development process, from idea and product inception to production and product release. In the early stages of product development, a new product proposal is written and a reduction in environmental impact compared to the current product the new tire may replace will be evaluated. The importance for that same impact will also be reviewed for both new tire lines and tire line expansions. Within the new product proposal there will be sustainability criteria that will each have ratings assigned and assessed. These criteria will fall into the following categories: 1) product weight and longevity; 2) fuel consumption and soil compaction; 3) recycled materials use and recyclability of product; 4) ride comfort, safety and potential noise reduction.

## UNDERCARRIAGES



Through continuous product development and customer support, ITM, a Titan subsidiary, produces undercarriages that perform in extreme, severe conditions. ITM is in the process of certifying its Energy Management System according to the ISO 50001: 2018 Standard.

Since 2002, ITM has been utilizing a biodegradable lubricant in large and medium-size rollers. Because it is biodegradable, it does not permanently contaminate the soil if there is a leakage in the field. ITM continues to test alternative lubricant solutions to improve the performance of the product while limiting soil contamination.

Since 2004, ITM has been using microalloyed steel in shaft production for idlers and rollers. The chemical composition of this steel guarantees the required mechanical properties without the traditional quench and temper process. This translates into significantly lower energy consumption and gas emissions. ITM's engineering team is currently evaluating whether to expand the use of this steel to other components and looking at the potential of new types of microalloyed steel that would require no heat treatment, thus reducing energy consumption and gas emissions even further.

- In our Brazil plant, ITM utilizes a direct quenching process on most of the components. This eliminates one heating step and the resulting energy usage and gas emissions.
- In 2020, ITM joined IMDS® (International Material Data System). This database allows the traceability of materials used by the automotive industry.
- For paver and milling frames, ITM is mainly applying track shoes with so-called "Bolt on Pads." These kind of rubber and polyurethane coated track shoes allow the reuse of the main steel plate, reducing steel waste by more than 80%.

A Corporate Social Responsibility report specific to ITM is planned for release later this year.

See our annual report for additional plant-level environmental efforts.



# TIRES THAT REDUCE CARBON EMISSIONS

## CONNECTION BETWEEN COMPACTION AND CARBON



Tilling, in which soil is turned to prepare for planting, releases carbon from the ground and results in increased carbon dioxide emissions. The more soil is compacted, the greater the need for tillage. Thus, by reducing soil compaction, farmers can reduce carbon emissions. Our Low Sidewall Technology (LSW) Tires can significantly reduce compaction, the need for tillage, and thereby — carbon emissions.

## THE PINCH ROW COMPACTION PROBLEM

Estimates show that up to 80% of total compaction is caused by the tractor. Pinch row soil compaction is a result of running standard dual tire setups that are commonly installed on new equipment. The pressure of the narrow duals causes rutting between the tires, and over time, that problem is only compounded with every pass across the field.



▲ **DUAL SETUP COMPACTION**



▲ **COMPOUNDED COMPACTION OVER TIME**



▲ **SUPER SINGLE SETUP COMPACTION**

## THE TITAN SOLUTION — LSW SUPER SINGLES

By switching to our exclusive LSW tires in Super Single sizes, the weight of the tractor is spread over a larger footprint and at a lower ground-bearing pressure, thereby reducing compaction, the need for tillage, and ultimately — carbon emissions.



### ▲ **NARROW DUALS**

480/80R50 duals on the rear and 420/85R34 duals on the front results in the following:

- Total contact area: 2,488 in<sup>2</sup>
- 26 psi rear/20 psi front



### ▲ **GOODYEAR SUPER SINGLES**

Goodyear LSW1100/45R46 singles on the rear and LSW1000/40R32 singles on the front results in the following:

- Total contact area: 3,652 in<sup>2</sup> (30% improvement)
- 15 psi rear/12 psi front



# TIRES THAT REDUCE CARBON EMISSIONS

## TIRES VS. TRACKS: THE CHOICE IS CLEAR

Many farmers believe track machines are the best option for reduction of soil compaction and are willing to pay as much as \$100,000 more for a track machine as compared to a wheeled machine. With the introduction of our LSW1400/30R46 — the world's largest farm tire — Titan now offers a tire that can compete at a fraction of the cost and with significant environmental benefits. Let's take a look.

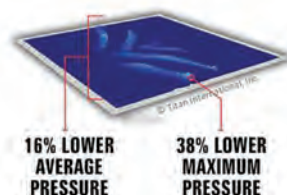
### FUEL SAVINGS ▲ 15% WITH LSW1400/30R46

#### SOIL COMPACTION

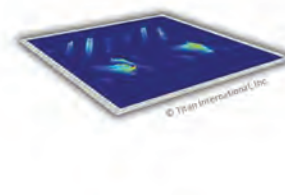
Titan also conducted a test comparing the ground-bearing pressure of the LSW1400 tires on a John Deere 9620R versus a John Deere 9RX track machine, using Tekscan™ pressure mapping technology to record more than 100,000 data points on the two machines.

Titan found the ground-bearing pressure with the LSW1400s was an average of 16% lower than tracks, with the tire's maximum recorded pressure being 38% lower than the maximum pressure of tracks, demonstrating that LSW1400 tires may have soil compaction benefits versus tracks.

**LSW 1400/30R46  
ON JOHN DEERE 9620R**

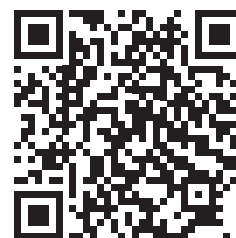


**JOHN DEERE 9RX  
TRACK FOOTPRINT**



## TIRES VS. TRACKS FIELD TEST

Scan the QR code to watch as we put a John Deere 9RX track machine head to head with a John Deere 9620R featuring our LSW1400 tires.

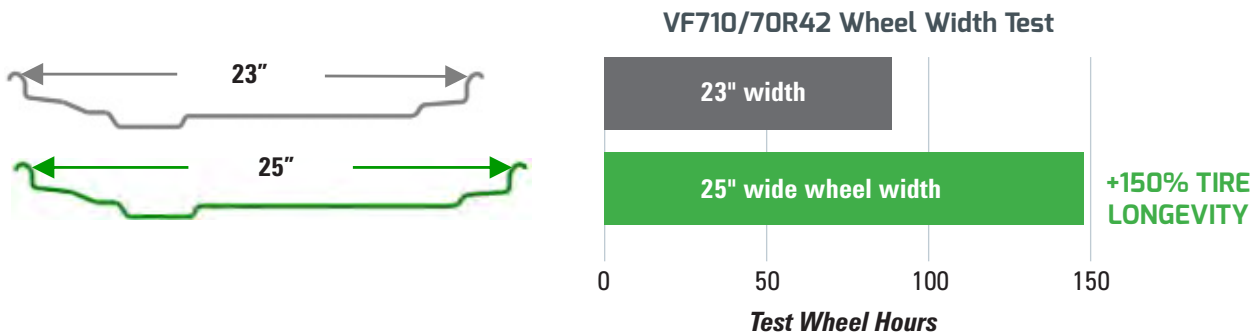


# PRODUCT LONGEVITY

The lifespan of a product is a major factor in its environmental impact. The longer our tires last, the less of an impact we make. In this regard, Titan has some major advantages versus competitors.

## WIDER WHEEL PROLONGS LIFE BY 150%

As a manufacturer of both wheels and tires, Titan is able to innovate in ways our competitors can't. In testing the impact of a wider 25-inch wheel compared to the standard 23-inch wide wheel in a VF710/70R42 tire, we proved that we can prolong tire life by 150%.



## FORESTRY TIRES THAT LAST 2-3x LONGER

In partnership with a Louisiana tire dealer, Titan conducted field testing of our Goodyear® Logger Lug tires against competitors including Maxam, Primex and Firestone at a single test site for apples-to-apples comparison of tire performance in a consistent work environment. All calculations are based on a 6,000-hour timeframe.



**GOODYEAR TIRES  
LASTED ON AVERAGE  
2-3x LONGER**

**COMPETITOR TIRES  
REQUIRED ANYWHERE FROM  
3-5x MORE  
SERVICE CALLS**

## STUBBLE-RESISTANT TIRES

Innovations that prolong tire life are nothing new to Titan. For more than a decade, we've been leading the way in compound formulations that protect against damage from today's tougher corn hybrid stalks and dramatically increase the lifespan of tires.



### STANDARD PLANTER TIRE

Used to plant 2,139 acres  
Significant visible damage  
6 flat repairs in one season

### TITAN STUBBLE GUARD TIRE

Used to plant 2,307 acres  
No visible damage  
No flat repairs



# SOCIAL

We are more than just a business. We are members of the communities that we live and operate in. And as such, we dedicate our time and effort to organizations and projects that strive to make a positive contribution in those communities. Our staff has volunteered their time over the years to make an impact and we will continue to do so in the years ahead.





# SUPPORTING OUR PEOPLE

Titan's ability to stay in business for over 130 years is inherently tied to our values of providing dependable products to our consumers, treating every employee with respect and dignity and investing in our workforce.

Titan has worked to update or add a series of policies to underscore our alignment with the United Nations Global Compact:

- HUMAN RIGHTS POLICY
- LABOR MANAGEMENT POLICY
- OCCUPATIONAL HEALTH & SAFETY POLICY
- DIVERSITY & INCLUSION POLICY
- ENVIRONMENTAL POLICY
- CONFLICT MINERALS POLICY

## SUSTAINABLE DEVELOPMENT GOALS



### BENEFITS LEADERSHIP

We aim to have one of the strongest benefits packages in the industry. Full-time Titan employees are eligible for medical, dental, vision and retirement plans; life and disability insurance; and employee discounts.

### FREE DOCTOR VISITS

One of our most distinctive offerings is the Titan Family Wellness Center in Quincy, which provides employees visits to a doctor dedicated solely to their treatment and care — free of charge. In 2019, we expanded the reach of this service for full-time employees by partnering with Blessings Health System, whose Be Well at Work program includes three clinics that also have exercise facilities.

### TUITION ASSISTANCE

We offer employee growth opportunities with an undergraduate tuition assistance program and through training and development.

### EMPLOYEE ENGAGEMENT

We hold regular town hall meetings with employees to provide an open and frequent line of communication.

### EMPLOYEE SAFETY TRAINING

Safety has always been a priority at Titan and continues to be an incredibly important employee training initiative throughout all of our global operations. Safety awareness training and reducing stress-related absences has led to increased production levels and improved mental health of our employees across the organization.

## CUSTOMER OPERATOR WORKING CONDITIONS

At Titan, we haven't forgotten about the people who get the job done and keep the world moving everyday — farmers. There are several Titan technologies and products that enhance the working conditions of our end-user customers. First, tires designed with our LSW Technology improve a user's safety and comfort by reducing road lops and power hop. Smoother transport and dampened recoil not only improve driver comfort, but also increase safety, keeping tires on the ground in the control of the operator. Second, farmers will also find improved conditions resulting from the innovative hybrid tread design of the Goodyear R14T, made by Titan. In transport mode on hard surfaces, vibration is reduced compared with both R-1 and R-4 designs, thanks to the interlocking center tread blocks. In muddy soil conditions, the R14T retains excellent traction characteristics, as the high void outside edges provide excellent clean-out. Both tire technologies improve the working conditions of our customers.

## DIVERSITY AND INCLUSION

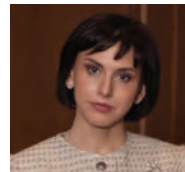
Titan is committed to increasing our diversity, and we have undertaken efforts to identify diverse talent. Consistent with the industry, our workforce has historically been male dominated; however, we are making strides in increasing gender diversity in various regions worldwide, and we're proud to highlight that three of our business units are led by women.

### WOMEN-LED BUSINESS UNITS

We're proud that three of our business units are led by women, including Aros De Pacifico S.A., Voltyre-Prom and Italtractor ITM SpA Group. Including the women shown on the right, there are nearly 40 women in key leadership positions across our Titan global entities.



**DAFNE ROJAS**  
Commercial Director  
Aros del Pacifico S.A.

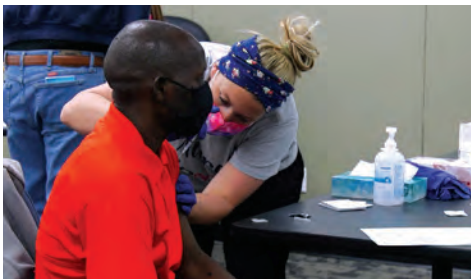


**OLGA SHILINA**  
General Manager  
Voltyre-Prom



**CECILIA LA MANNA**  
Chief Executive Officer  
Italtractor ITM SpA Group

## COVID-19 RESPONSE



Since the start of the pandemic, Titan has operated with the twin goals of keeping our employees safe and providing farmers and construction professionals with products they need to perform their essential work. Early in the pandemic, the U.S. Department of Homeland Security issued guidelines on workers who should keep normal schedules because they were in a "critical infrastructure industry" affecting public health and safety, the economy and national security. That included employees engaged in the manufacture and maintenance of equipment and other infrastructure necessary to agricultural production and distribution.



Our plants have remained operational, and our Coronavirus Response Team has developed safety plans that include a quick and easy health screening employees take before coming to work, temperature checks, enhanced cleaning and additional precautions as recommended by the World Health Organization, Centers for Disease Control and Prevention and local governments.

In early 2021, we worked with health professionals in Illinois and Iowa to offer vaccinations free of charge to employees in our Quincy, Freeport and Des Moines locations. We have also worked with local health organizations to set up vaccination clinics at other locations across our global footprint.

# GIVING BACK

## SUPPORT OF FARM RESCUE



Titan values the American farming community and is grateful to them for choosing to purchase American-made tires.

To show our gratitude, we have a long-standing partnership with Farm Rescue, a nonprofit that assists farmers in times of need. In 2019, Titan donated money to the organization to assist farmers who were victims of catastrophic spring floods in the Midwest. In 2020, our Farm Rescue donations helped the U.S. ag industry and farmers during the pandemic.



In 2021 we launched our Flags Over the Harvest campaign in which we gave away free American flags to farmers to display on their equipment during harvest season. For each flag requested, \$5 was donated by Titan to Farm Rescue.

***“WE’RE PROUD TO SUPPORT ORGANIZATIONS LIKE FARM RESCUE THAT SHARE OUR VALUES AND GIVE BACK TO DESERVING AMERICAN FARMERS.”***

***— PAUL REITZ, TITAN PRESIDENT AND CEO***

## ANTIQUE TRACTOR RESTORATION PROGRAM



We’re proud to support the National FFA Organization (FFA), 4-H and the restoration of antique tractors. Members of FFA or 4-H can register to qualify for a donation of front and rear Titan or Goodyear Farm Tire branded antique tractor tires.

We feel there is nothing more important than supporting the future of agriculture — the young men and women who will carry on this country’s proud farming legacy. That is why we have awarded thousands of free tires to student-led tractor restorations every year since 1996.



## TWO DECADES OF FFA SUPPORT



For more than 20 years, Titan has held tire auctions at various farm shows where the public can purchase Titan and Goodyear Farm Tires with 100 percent of proceeds going to support their state FFA organization. This ongoing support has amounted to more than \$1 million raised to support and develop future leaders in agriculture.

## RIDE TO A CURE



Ride to a Cure is an event Titan holds every October in Des Moines to raise money for cancer awareness. In 2021, the Titan team raised over \$32,700 and gave 100% of the proceeds to a local cancer center.

## BROAD SUPPORT FOR NONPROFITS

In addition to these efforts, our North American facilities supported nearly 200 organizations in 2021, including:



## COMMUNITY SUPPORT WORLDWIDE

Our employees play an active role in their local communities across the globe. Here are a few examples of their charitable giving.



### CLOTHING DRIVE

Our Latin America team donated 1,300 articles of clothing and shoes in 2021 to organizations that help the needy.

### TRANSPORTATION ASSISTANCE

Titan Europe and ITM, our undercarriage business, support PMG Italia SpA and its Guaranteed Mobility project in Italy. This initiative provides specially equipped vehicles to transport the elderly, disabled and anyone else with special needs.

### SUPPORTING CANCER RESEARCH

ITM made donations to two cancer organizations, Ageop Ricerca and AIRC. Ageop Ricerca supports scientific research in the fight against childhood cancer. Funds raised by AIRC support cancer research across Italy.



### LOCAL SPONSORSHIPS

Titan Europe supports various charitable organizations and sponsors local sports teams throughout the continent as a way to give back to the communities where employees work and live.





# GOVERNANCE

The Board of Directors oversees the progress made toward ESG commitments. Recently, they approved several updates to social policies relating to human rights, health and safety, labor management, and diversity and inclusion. In addition, the Nominating Committee specifically oversees the racial and gender diversity commitments of the board.

# GOVERNANCE OVERVIEW

Titan values good corporate governance practices. Since going public in 1993 and as Titan has continued to grow, our governance has accommodated change. The Board of Directors firmly believes that good corporate governance is essential in driving the Company's long-term success. More recently, the Board has changed several processes and updated governance documents to ensure an appropriate level of oversight on ESG topics.

## GOVERNANCE SNAPSHOT

NUMBER OF  
DIRECTORS

**8**

SEPARATE  
CHAIR/CEO

**YES**

BOARD  
INDEPENDENCE

**75%**

COMMITTEE  
INDEPENDENCE

**100%**

PERCENTAGE OF  
WOMEN ON BOARD

**13%**

AVERAGE DIRECTOR TENURE

**12.75 YEARS**

# BOARD OVERSIGHT

Titan is making a strong commitment to increasing our disclosure of ESG data and enhancing related practices. The Board of Directors reviewed and updated Titan's policies and governance documents to ensure an appropriate level of oversight to complement the strategic consideration of ESG.

**The Board of Directors approved the following new and revised policies:**

- Human Rights Policy
- Labor Management Policy
- Occupational Health & Safety Policy
- Diversity & Inclusion Policy
- Environmental Policy
- Conflict Minerals Policy

**Oversight was added to the following committee charters:**

- The Audit Committee Charter was amended to include updated language ensuring that the lead external auditor rotated at least every five years, along with additional policies to maintain integrity of reporting.
- The Nominating Committee Charter was amended to embed diversity, encouraging the committee to consider a number of perspectives, including gender, race and ethnicity, as well as diversity of organizational experience, professional experience, education, cultural and other background, viewpoint, skills and other personal qualities and attributes that are believed to enhance the Board's ability to manage and direct, in an effective manner, the affairs and business of the Company.

# BOARD DIVERSITY

In 2021, the Titan Board of Directors expanded to add Laura Thompson. Ms. Thompson is a global business executive with deep financial and business expertise established over a 35-year career with The Goodyear Tire & Rubber Company. Thompson served as Executive Vice President of Goodyear until her retirement in March 2019, and from 2013 to 2018 she served as Executive Vice President and Chief Financial Officer. She also served in various finance and business roles, including Vice President Finance North America, Vice President Business Development and Director Investor Relations. Ms. Thompson is also a Director at Parker Hannifin Corporation and WESCO International Inc. Ms. Thompson earned an undergraduate degree in accounting and an MBA in finance from the University of Akron.

The Nominating Committee considers candidates skills, experiences, financial or business acumen and diversity. Titan seeks to add to its Board individuals of high integrity and good judgment who have a record of accomplishment in their chosen fields, and who display the independence of mind and strength of character needed to effectively represent the best interests of all stockholders and provide practical and diverse perspectives. The addition of Ms. Thompson exemplifies these candidate considerations.



# RESOURCES

## REPORT SCOPE

This report covers information from recent years. Data referenced will be noted with individual date and location details. Future reports will be released every other year.

## POLICIES

Titan has worked to update or add a series of policies to underscore its alignment with the United Nations Global Compact. These and all our policies can be found on the ESG tab of our investor relations website.

- Human Rights Policy
- Labor Management Policy
- Occupational Health & Safety Policy
- Diversity & Inclusion Policy
- Environmental Policy
- Conflict Minerals Policy

## BUSINESS OWNERSHIP NOTE

As of March 31, 2022, Titan International, Inc., finalized an agreement for the sale of its Australian wheel business.

## AWARDS, CERTIFICATIONS & RECOGNITION

### Environmental, Quality and Health & Safety Certifications

Country	Location	ISO 14001 <sup>1</sup>	ISO 9001 <sup>2</sup>	ISO 16949 <sup>3</sup>	ISO 45001 <sup>4</sup>	ASCC <sup>5</sup>
UNITED STATES	Quincy, IL		✓			
UNITED STATES	Bryan, OH		✓			
UNITED STATES	Des Moines, IA		✓			
UNITED STATES	Freeport, IL		✓			
UNITED STATES	Union City, TN		✓			
UNITED STATES	Jefferson, GA		✓			
UNITED STATES	Elkhorn, WI		✓			
UNITED STATES	Holden, WV		✓			
UNITED STATES	Winston-Salem, NC		✓			
BRAZIL	Atibaia, SP	✓	✓			
BRAZIL	Paraupebas, PA	✓	✓			
BRAZIL	São Paulo, SP	✓	✓			
ITALY	Ceprano	✓	✓			
ITALY	Fanano	✓	✓			
ITALY	Potenza	✓	✓			
ITALY	Valsamoggia	✓	✓			
ITALY	Finale Emilia	✓	✓		✓	
ITALY	Jesi	✓	✓		✓	
SPAIN	Monreal del Campo	✓	✓			
GERMANY	Gevelsberg	✓	✓			
CHINA	Tianjin		✓			
INDIA	Visakhapatnam, AP		✓			
TURKEY	Aydin	✓	✓			
FRANCE	Flers	✓	✓			
UNITED KINGDOM	Kidderminster	✓	✓			
CHILE	Iquique		✓			✓
CHILE	Santiago		✓			✓
PERU	Lima		✓			
RUSSIA	Volzhsky	✓	✓	✓	✓	

<sup>1</sup>ISO 14001: Environmental Management System

<sup>2</sup>ISO 9001: Quality Management System

<sup>3</sup>ISO 16949: Quality Management System

<sup>4</sup>ISO 45001: Occupational Health & Safety Management System

<sup>5</sup>ASCC: Activity Supervisor Clearance Certificate

# RESOURCES

## 2021 SUSTAINABLE ACCOUNTING STANDARDS BOARD (SASB) TABLE

Initially, Titan will disclose data only for its locations in the United States. Data from our other locations will be provided in the future as we enhance our data collection and standardization procedures. Titan is also collecting data on energy management across our operations and expect to disclose such data in the coming years.

We are reporting in line with two SASB standards: Industrial Machinery Goods and Auto Parts.

TOPIC	ACCOUNTING METRIC	CODE	DISCLOSURE
<b>ENERGY MANAGEMENT</b>	1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	RT-IG-130a.1 TR-AP-130a.1	We are currently collecting and verifying data from all our locations regarding energy use.
<b>EMPLOYEE HEALTH &amp; SAFETY</b>	1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR)	RT-IG-320a.1	(1) 7.98 (2) 0 (3) 1.84
<b>MATERIALS SOURCING</b>	Description of the management of risks associated with the use of critical materials	RT-IG-440a.1 TR-AP-440a.1	Titan International is a conflict minerals free company. Conflict minerals are neither purchased nor do they enter any Titan products. Conflict minerals are not necessary to the functionality or production of any item manufactured by Titan Tire, Titan Wheel, or any other subsidiary of Titan, as they are not part of any formulation or recipe of any product manufactured by Titan.  For more information, please refer to our Conflict Minerals Policy.
<b>WASTE MANAGEMENT</b>	(1) Total amount of waste from manufacturing, (2) percentage hazardous, (3) percentage recycled	TR-AP-150a.1	We are currently collecting and verifying data from all our locations regarding waste.
<b>PRODUCT SAFETY</b>	Number of recalls issued, total units recalled	TR-AP-250a.1	Titan did not issue a recall of products over the past five years.
<b>DESIGN FOR FUEL EFFICIENCY</b>	Revenue from products designed to increase fuel efficiency and/or reduce emissions	TR-AP-410a.1	USD 0.00
<b>MATERIALS EFFICIENCY</b>	Percentage of products sold that are recyclable	TR-AP-440b.1	21.45%
	Percentage of input materials from recycled or remanufactured content	TR-AP-440b.2	8.23%
<b>COMPETITIVE BEHAVIOR</b>	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulation	TR-AP-520a.1	USD 0.00

TOPIC	ACCOUNTING METRIC	CODE
<b>NUMBER OF UNITS PRODUCED BY PRODUCT CATEGORY</b>	RT-IG-000.A	Agriculture: 1,739,849 Earthmoving/Construction: 945,651 Mining: 402,519
<b>NUMBER OF EMPLOYEES<sup>1</sup></b>	RT-IG-000.B	Approx. 2,300
<b>NUMBER OF PARTS PRODUCED</b>	TR-AP-000.A	3,075,529
<b>WEIGHT OF PARTS PRODUCED</b>	TR-AP-000.B	148,239 Metric Tons
<b>AREA OF MANUFACTURING PLANTS<sup>2</sup></b>	TR-AP-000.C	Owned: 2,323,969.54 m <sup>2</sup> (25,015,000 sq feet) Leased: 225,382.77 m <sup>2</sup> (2,426,000 sq feet) Total: 2,549,352.32 m <sup>2</sup> (27,441,000 sq feet)

<sup>1</sup>Considering all locations worldwide, Titan International has approximately 7,500 employees.

<sup>2</sup>These data points cover all our locations worldwide, not only the U.S. ones.



**2021 CORPORATE SOCIAL  
RESPONSIBILITY REPORT**