

	<b>SECTION:</b> <b>SUBJECT:</b> <b>ISSUE DATE:</b>	<b>GLOBAL POLICIES</b> <b>DIVERSITY &amp; INCLUSION POLICY</b> <b>MARCH 2, 2021</b>
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**TITAN INTERNATIONAL INC.**

**Diversity & Inclusion Policy**

**Introduction**

Titan International Inc. and its subsidiaries (“Titan”) are committed to maintaining a diverse, equitable, inclusive, and safe workplace, where employees feel comfortable and encouraged to bring their whole selves to work. We value having a diverse range of backgrounds, talents, perspectives, cultures, and experiences and believe it enables us to make connections and understand our customer needs across the globe.

Titan does not tolerate discrimination of any kind, including discrimination related to race, color, religion, age, sex, sexual orientation, gender, social or national origin, disability, or any other classification protected by applicable law. We are committed to providing a workplace where all Titan employees work without fear of discrimination or harassment and are confident that all employment decisions are based entirely on individual merit. This policy is in line with our Code of Business Conduct and Supplier Code of Conduct and has been approved by Titan’s senior management and Board of Directors.

**Scope**

This policy applies to all entities worldwide in which Titan has a controlling ownership interest or management responsibility. This includes subsidiaries, joint ventures, affiliated companies, and distributors.

**Titan’s Diversity Vision**

Titan believes that genuine diversity drives strategic advantage and contributes to the achievement of our corporate objectives. It enables Titan to attract people with the best skills and attributes, and to develop a workforce selected from all available talent, whose diversity reflects that of the customers and communities in which we serve.

Our diversity vision entails:

- Creating an environment in which all employees are treated with fairness and respect and have equal access to opportunities at work
- Continuing to develop practices, programs, and initiatives to support and assist with improving diversity at all levels of the business
- Ensuring a supportive, harassment-free, and inclusive workplace
- Developing a corporate culture that embraces diversity, and in which differences are valued, respected, and fostered
- Maintaining workplace structures, systems, policies, and procedures that help employees balance their work, family, and other responsibilities

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- Embracing diversity in recruitment activities at all levels, and attracting a workforce population that is reflective of the communities we operate within
- Ensuring all employees have the ability to contribute and access opportunities based on merit

### **Diverse Recruitment**

Titan is committed to increasing the diversity of our workforce to better reflect the communities in which we operate and as such we have undertaken efforts to identify diverse talent. These efforts include enlisting recruiting firms, employing job-posting sites, and engaging with diversity-focused recruiting programs through universities. As we track our progress, we will review and adapt our initiatives as needed to diversify our workforce globally.

### **Creating an Inclusive Environment**

As explained in Titan’s Code of Business Conduct, all employees undergo mandatory training around diversity and inclusion, harassment, and discrimination to aid employees in creating a safe and inclusive culture.

### **Monitoring Diversity Progress**

Internationally, Titan records the breakdown of employees by gender and age for both management and non-management positions. In the United States, we annually track the breakdown of our employees by gender, age, race, and ethnicity for management and non-management positions. Additionally, in accordance with the UK Equality Act, Titan Steel Wheels Limited annually measures and discloses the pay gap between all male and all female employees – that is the difference in average wages between male and female employees.

Beyond tracking our demographics, Titan’s Board of Directors will annually reassess our diversity vision and oversee the progress we make toward its achievement.