

General Disclosures			
1. Trelleborg and its reporting practices			
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2-3	Reporting period, frequency and contact point		117, 169
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2. Activities and workers			
2-6	Activities, value chain and other business relationships		4-5, 16-20, 26-31, 123
2-7	Employees		11, 24-25, 75, 144-151
2-8	Workers who are not employees	<i>During 2024, both definitions and reporting process regarding workers who are not employees were improved and refined, therefore there is no relevant historic comparison.</i>	145
3. Governance			
2-9	Governance structure and composition		34-39, 42-45, 119-120
2-10	Nomination and selection of the highest governance body		36-39
2-11	Chair of the highest governance body		36-39
2-12	Role of the highest governance body in overseeing the management of impacts		119-120
2-13	Delegation of responsibility for managing impacts		119-120
2-14	Role of the highest governance body in sustainability reporting		119-120
2-15	Conflicts of interest		42-44, 156-159
2-16	Communication of critical concerns	The Board reviews material sustainability-related matters as they occur. Moreover, Whistleblower cases are reported to the Board's Audit Committee on a regular basis. For continuing operations in 2024, a total of 39 matters were reported via the whistleblower system and other channels, concerning alleged harassment, safety deficiencies, injustices, or conflicts of interest. Relevant action was taken where necessary.	119-120, 157
2-17	Collective knowledge of the highest governance body		42-43, 119
2-18	Evaluation of the performance of the highest governance body		34-39
2-19	Remuneration policies		46-47, 121
2-20	Process to determine remuneration		46-49, 121
2-21	Annual total compensation ratio	Trelleborg does not report compensation ratios, instead we provide comprehensive coverage of supporting information: (1) data covering employee benefits, other remuneration and payroll overheads, is reported in Note 10 on p.75; (2) details of Group management remuneration are disclosed on p.45.	46-49
4. Strategy, policies and practices			
2-22	Statement on sustainable development strategy		7, 22-25
2-23	Policy commitments	Most of Trelleborg's steering documents (policies, directives) are internal. Group Code of Conduct and Environmental Policy are available on trelleborg.com.	119, 131, 139, 141, 146,149, 152, 157-158
2-24	Embedding policy commitments		119, 131, 139, 141, 146,149, 152, 157-158
2-25	Processes to remediate negative impacts		128-159
2-26	Mechanisms for seeking advice and raising concerns		124, 144-145, 153,157
2-27	Compliance with laws and regulations		139, 156-159
2-28	Membership associations		124, 141, 154
5. Stakeholder engagement			
2-29	Approach to stakeholder engagement		124
2-30	Collective bargaining agreements	Trelleborg applies the following principle: for companies with no collective bargaining agreement, best practice for collective bargaining agreement relevant for the specific country should be applied.	145
6. Material topics			
3-1	Process to determine material topics		126-127, 129, 138, 140, 144, 146, 148, 152, 158
3-2	List of material topics		125-127, 129, 138, 140, 144, 146, 148, 152, 156
Material topics			
Economic performance			
201-2	Financial implications, risks and opportunities due to climate change		125, 129-139
Anti-corruption			
205-2	Communication and training about anti-corruption policies and procedures	Trelleborg reports an aggregated outcome on Group level only, not specifically per governance body or region. Data is provided for the target group defined in the report, as well as for the share of managers who have performed the trainings.	156-159
205-3	Confirmed incidents of corruption and actions taken		159
Anti-competitive behavior			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		156-159
Energy			

302-1	Energy consumption within the organization	Trelleborg reports total volumes of own-generated energy from solar panels. The share sold to the grid is not separated from these volumes.	133
302-3	Energy intensity		133, 166
302-4	Reduction of energy consumption		22, 132-133
Emissions			
305-1	Direct (Scope 1) GHG emissions	Biogenic emissions are not included in Trelleborg's science-based climate targets. CO2 emissions and removals related to biomass feedstock are estimated to be netting out to 0. Trelleborg does not apply global warming potential (GWP) rates.	134
305-2	Energy indirect (Scope 2) GHG emissions		118, 134
305-3	Other indirect (Scope 3) GHG emissions	During 2024, both the underlying data and CO2 factors related to Scope 3 have significantly improved, affecting the base year value for 2021. Trelleborg will update the base year value in 2025 in accordance with the guidelines in the SBTi.	134
305-4	GHG emissions intensity		165
305-5	Reduction of GHG emissions		22, 118, 132-133
Waste 2020			
306-1	Waste generation		138-142
306-2	Waste-related impacts management		138-142
306-3	Waste generated		142
306-5	Waste directed to disposal		142
Effluents and waste			
306-3	Significant spills		139
Environmental compliance			
307-1	Non-compliance with environmental laws and regulations		139
Supplier environmental assessment			
308-2	Negative environmental impacts in the supply chain and actions taken	The goal is to only work with suppliers who adhere to applicable sections of Trelleborg's Code of Conduct. During 2024, no significant actual and potential negative environmental impacts have been identified and no supplier relationships have been terminated.	121, 152-154
Occupational health and safety			
403-1	Occupational health and safety management system		146-147
403-8	Workers covered by an occupational health and safety management system	Trelleborg reports only on the total number of manufacturing units certified according to ISO 45001, as well as the share of manufacturing units with a local safety committee. The reported data covers both employees and workers who are not employees.	147
403-9	Work-related injuries	Data included in the Annual Report 2024 covers the number and rate (per 100 employees) of work-related injuries and ill health. The rate is calculated using the number of hours worked as well as the total of 200 000 worked hours. The data covers both own employees as well as sub-contractors.	147
403-10	Work-related ill health	Data included in the Annual Report 2024 covers the number and rate (per 100 employees) of work-related injuries and ill health. The rate is calculated using the number of hours worked as well as the total of 200 000 worked hours. The data covers both own employees as well as sub-contractors.	147
Training and occupation			
404-2	Programs for upgrading employee skills and transition assistance programs		24-25
Diversity and equal opportunity			
405-1	Diversity of governance bodies and employees		39, 42-43, 145, 151
Non-discrimination			
406-1	Incidents of discrimination and corrective actions taken	The number of incidents disclosed in the Annual Report is related both to reported and reviewed incidents.	151
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		121, 152-154
Child labor			
408-1	Operations and suppliers at significant risk for incidents of child labor	A supply chain due diligence framework is under development, including a more detailed analysis of risks at direct suppliers. The development of the framework, which will also comply with the requirements of the upcoming CSDDD legislation, started in 2024 and will continue in 2025: 1 A comprehensive risk analysis based on countries and industry segments where Trelleborg's suppliers operate will be performed. 2 In-depth analyses of individual suppliers based on purchase value, geographical location and industry/product category will be performed. The analyses will be performed with an external system and evaluated by the purchasing organization. The next step will be to define further levers in the roadmap (dialogue with suppliers, support with an action plan, possible visits and, as a last resort, termination of the relationship).	121, 152-154
Forced or compulsory labor			

409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<p>A supply chain due diligence framework is under development, including a more detailed analysis of risks at direct suppliers.</p> <p>The development of the framework, which will also comply with the requirements of the upcoming CSDDD legislation, started in 2024 and will continue in 2025:</p> <p>1 A comprehensive risk analysis based on countries and industry segments where Trelleborg's suppliers operate will be performed.</p> <p>2 In-depth analyses of individual suppliers based on purchase value, geographical location and industry/product category will be performed. The analyses will be performed with an external system and evaluated by the purchasing organization. The next step will be to define further levers in the roadmap (dialogue with suppliers, support with an action plan, possible visits and, as a last resort, termination of the relationship).</p>	121, 152-154
Supplier social assessment			
414-1	New suppliers that were screened using social criteria	Trelleborg's Supplier SAQ covers all supplier relationships, both new and existing, corresponding to 90% of the relevant purchasing value.	152-154
414-2	Negative social impacts in the supply chain and actions taken	A supply chain due diligence framework is under development, including a more detailed analysis of risks at direct suppliers	121, 152-154
Socioeconomic compliance			
419-1	Non-compliance with laws and regulations in the social and economic area		156-159

TCFD	SR
Management of climate issues	119-123 (governance, due diligence, remuneration), 125-127 (double materiality analysis)
Climate strategy	123 (value chain), 144-151 (own workforce)
Climate change mitigation: risks and actions	50-53 and 122 (climate risks), 130 (transition plan), 135-137 (resilience analysis and climate scenarios)
Climate-related metrics	133-134 (energy consumption and CO2)
Climate-related targets	130 and 132 (climate-related targets)