

The Nomination Committee's reasoned statement regarding proposals for the Board of Directors of Trelleborg AB (publ) for adoption at the 2025 Annual General Meeting.

In accordance with the Principles for the appointment of the Nomination Committee adopted by the Annual General Meeting, the Chairman of the Board contacted Trelleborg's five largest shareholders at the end of August to request that they each appoint one member to the Nomination Committee ahead of the 2025 Annual General Meeting.

The Nomination Committee subsequently had the following composition:

- Ragnar Lindqvist, Dunker Foundations
- Per Trygg, Lannebo Funds
- Anna Sundberg, Handelsbanken Funds
- Ulrik Grönwall, Swedbank Robur Funds
- Erik Granström, Folksam

The Nomination Committee proposes that the Board of Directors should comprise seven members with no deputies (unchanged) and the re-election of the members of the Board of Directors.

1. Johan Malmquist
2. Gunilla Fransson
3. Monica Gimre
4. Henrik Lange
5. Peter Nilsson (President)
6. Anne Mette Olesen
7. Jan Ståhlberg

Furthermore, it is proposed that Johan Malmquist be re-elected as Chairman of the Board.

Ahead of the Annual General Meeting, the Nomination Committee held three minuted meetings and interviewed two Board members and the CEO, and studied the Chairman's report on the evaluation of the work of the Board. The Nomination Committee also maintained regular internal contact. The Nomination Committee's assessment is that the Board functioned effectively during the year, and that the Chairman and the Board members are pursuing the Board work in a motivated, structured and dedicated manner.

To assess the demands imposed on the Board as a consequence of the company's current position and future direction, the Nomination Committee has considered the size and composition of the Board in terms of industry experience, expertise, international experience, sustainability experience and diversity. An important basis for the assessment has been the principle that the composition of the Board shall reflect and allow scope for the various skills and experiences required for a company of Trelleborg's size, international presence and technical breadth and depth.

The Nomination Committee has also assessed each Board member's possibility to allocate the necessary time and commitment to the Board assignment, considering that it is advantageous for a Board member, to a limited extent, to have other board assignments, allowing them to better devote their expertise, external experiences and networking experience for the benefit of Trelleborg. The Nomination Committee has noted that the Board members have a high meeting attendance and that they are well prepared ahead of the meetings.

The Nomination Committee is of the opinion that the proposed Board of Directors corresponds well with these requirements and will be able to allocate the necessary time to the Board assignment and thus continue to pursue efficient and dedicated Board work.

The Nomination Committee also considers that its proposal to the Board satisfies requirements pursuant to Chapter 4 of the Swedish Corporate Governance Code. In drafting its proposal, the Nomination Committee has applied Code rule 4.1 as its Diversity Policy. This states that the Board of Directors is, considering the company's operations, stage of development and conditions in general, to have a suitable composition, characterized by diversity and breadth as regards expertise, experience and background. It is also stated that gender balance is to be pursued. Excluding the President, three of the six proposed Board members are women (50 percent) and including the President, three of the seven proposed Board members are women (42.8 percent).

The Nomination Committee considers the Board members Johan Malmquist, Monica Gimre, Anne Mette Olesen and Jan Ståhlberg to be independent of the company, company management and the company's major shareholders. The Committee has also noted that Peter Nilsson is dependent in relation to the company and that Henrik Lange and Gunilla Fransson are dependent in relation to the company's largest shareholder, the Dunker Foundations.

Stockholm, February 2025

Nomination Committee of Trelleborg AB (publ)