



TRELLEBORG



Our  
Core Values



**Responsibility**

**Innovation**

**Performance**

**Customer focus**

**In a global Group such as Trelleborg,  
characterized by individual and cultural  
diversity, our system of shared values  
is particularly important.**

Our core values – customer focus, performance, innovation and responsibility – are long-term commitments, which, when coupled with the business concept, goals and strategies guide us in making decisions and conducting business. The values make Trelleborg unique compared with our competitors. We are proud to be different.

In order to utilize the values as guidelines in our daily work, we must reflect on their significance to our business and activities. Working on our values is a continuous process.

In this brochure, we will tell you what Trelleborg stands for.

A handwritten signature in blue ink, appearing to read 'Peter Nilsson', is positioned above the printed name.

*Peter Nilsson, President and CEO*

# How it is all interconnected.

**The Trelleborg Group's business concept is to offer solutions that seal, damp and protect in demanding industrial environments throughout the world.**

Our vision is to be the customers' first choice in our selected market segments, creating value through high-performance solutions.

Our values, Code of Conduct and rules for corporate governance provide principles for how we conduct business and, in doing so, a framework for our operations.

The aim of our strategies is to ensure leading positions in selected segments through differentiation. With our focus on excellence, growth and innovation, we are committed to solving our customers' challenges. Our leadership is the link between strategies and action.

**VISION** We shall be the customers' **first choice** in our selected market segments, **creating value** through **high-performance solutions**.

**BUSINESS CONCEPT** We **seal, damp and protect** critical applications in demanding environments. Our customers can rely on engineered solutions based on leading polymer technology and unique applications know-how.

**LEADERSHIP** We create a high-performance culture in a global environment through shared values and target-oriented leadership. Leadership is the link between strategy and action and ensures that we make use of the strength of the organization, drive developments in the right direction, ensure that action is taken and correctly allocate our resources.

**VALUES, CODE OF CONDUCT AND CORPORATE GOVERNANCE**

Values, code of conduct and corporate governance provide a framework for our operations and create a stable, responsible and sustainable Group that benefits all of Trelleborg Group's stakeholders.





**CORE  
CAPABILITIES**

Application  
Expertise

Polymer  
Engineering

Customer  
Integration

Local Presence  
Global Reach

Business  
Accelerator

**MARKET AND APPLICATIONS EXPERTISE**

Trelleborg  
Coated Systems

Trelleborg  
Industrial Solutions

Trelleborg  
Offshore & Construction

Trelleborg  
Sealing Solutions

Trelleborg  
Wheel Systems

Seal  
Damp  
Protect

**SELECTED SEGMENTS IN:**



Offshore oil & gas



Transport equipment



Agriculture



Infrastructure  
construction



Aerospace



General industry



Light vehicles



**Customer focus**





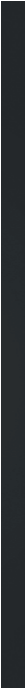
**We shall be the solution provider of first choice in our selected markets. All of our decisions are taken with the customer in focus. Working in partnership, we aim to add value for our customers, as well as for Trelleborg.**

On a daily basis, we demonstrate Customer Focus by:

- researching and fully understanding our selected markets
- working with customers to build long-term partnerships for mutual benefit
- understanding the impact on our customers of our business decisions
- providing class-leading solutions with excellent service and quality
- delivering on our promises and commitments



**Performance**




**We shall perform better than our competitors. “Performance” is not only about the results we achieve but how we achieve them.**

On a daily basis, we demonstrate Performance by:

- taking individual responsibility for personal objectives and results
- continuously improving our performance and delivering on commitments
- encouraging a culture of continuous improvement in the short as well as medium and long term
- doing what we have decided to do
- setting clear objectives and measuring performance and providing continuous feedback



**Innovation**


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**We promote an innovative culture and attitude. We think differently and strive to apply innovative thinking and creativity to everything we do. Innovation is a key driver for our growth.**

On a daily basis, we demonstrate Innovation by:

- developing innovative solutions to customer problems
- differentiating through creative material, product, process and service developments
- being proactive in initiating change and improvement
- sharing knowledge and experience through teamwork
- continuously challenging and asking “why?”



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**We all share responsibility for our company as a whole and for its results. We have a social responsibility and we carefully protect the positive image of our company.**

On a daily basis, we demonstrate Responsibility by:

- respecting the culture, custom and rules of the countries in which we operate
- communicating openly and accurately with all stakeholders
- having the courage to express our opinion
- taking personal responsibility for our actions
- performing our duties to the best of our ability and with integrity

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**Belongs to:**



[www.trelleborg.com](http://www.trelleborg.com)