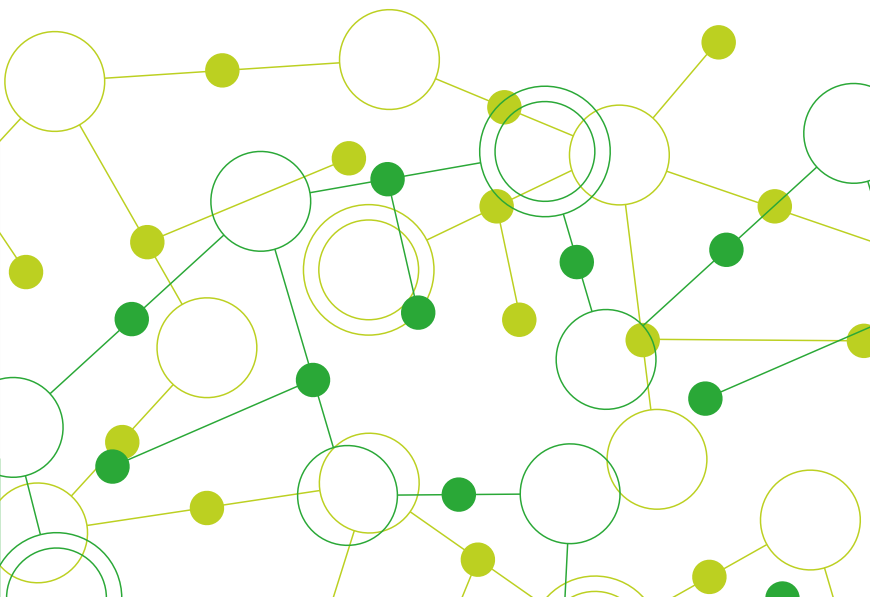


ALGOL GROUP

| 2022



Story and purpose

TRADING INVOLVES responsibility for customers, suppliers, employees and society as a whole. We believe that international trade promotes global understanding, peaceful coexistence and stability. We are active in lines of business in which our own contribution, and that of our partners, can have a positive impact on the environment, on health and on safety.

AS AN ACTIVE OWNER, the Algol Group strives to support and develop its subsidiaries in various lines of business in a sustainable and profitable manner. Reliability and expertise guide us in everything we do. We want our Group companies to be regarded as the most attractive option as suppliers, distributors and places to work. The Group also strives to develop and grow its real estate and other holdings.

WE HAVE LONG TRADITION in the import and wholesale business. However, we are much more than just a link in the distribution chain. We are an independent solutions provider, a responsible partner and an expert innovator. We create value both for our customers and for our suppliers, and their success is always our first priority.

Commitment over many generations

ALGOL'S FOUNDATION was laid in 1894, when Albert Goldbeck-Löwe founded a trade agency in Helsinki. He began by importing metal products, technical components and chemicals. He also complemented the selection with varied items such as bricks, flour, ropes and hemp. In 1899, Albert recruited his cousin Ludolf Bargum, who became a shareholder in 1914. The Algol name was adopted the following year.

OVER THE YEARS operations have expanded to many other countries besides Finland, and they have been complemented by a wide range of services and expertise. Still, our role remains fundamentally unchanged: we serve as a local partner for manufacturers and customers within a global network. Over the years, Algol's operations have gradually formed a multi-branch corporation that includes several subsidiaries in different lines of business, still sharing the same spirit and common values.

REPRESENTATIVES OF THE OWNER FAMILY have always played an active role in Algol's management. Since 2012, the Algol Group has been led by Ludolf Bargum's great-grandson Alexander Bargum. In autumn of 2018, the ownership of the family enterprise was passed on to the fourth generation.

THE OWNERSHIP STRUCTURE of family enterprises is by nature long-term and stable. Continuing ownership within the family demonstrates the commitment and will of the next generation to nurture and develop the company – also for future generations. At Algol we do our best to ensure that these aspirational goals are seen in the way we perform as active and present owners.

Our values

ACCOUNTABILITY

We care about the success of our customers and other business partners.
We take responsibility for our own actions and for Algol's future.

COLLABORATION

We work together, as a team and in relation to all stakeholders,
with enthusiasm, respect and commitment.

DEVELOPMENT

We believe in continuous improvement,
agility and openness to new ideas.



Responsibility

THE ALGOL GROUP'S RESPONSIBILITY TARGETS for 2021 focused on employees, the environment and responsible business. From these, we formed five Group-level themes: zero accidents, a healthy and well-functioning work community, minimising the environmental impact of our operations, the efficient consumption of resources and energy, and improving the quality of operations.

IN SETTING THE TARGETS, we took into account the results of a stakeholder survey we conducted in autumn 2020. In addition, we have also reflected on which UN Sustainable Development Goals we at Algol can influence, either directly or indirectly.

DURING 2021 our subsidiaries began systematic work on defining the sustainability targets that are essential to their own business. This work also took into account the results of the stakeholder survey, which highlighted how issues such as product safety and supply chain traceability have become increasingly important to the customers of Algol Group companies. During the year, we introduced a new Supplier Code of Business Conduct together with a supplier evaluation process for all Group companies.

THE GROUP'S VALUES define the way we conduct our business on a day-to-day basis. Our health, safety and environmental policy together with our quality policy guide our employees in practical responsibility work.

FIND OUT MORE about our responsibility indicators on the back of this brochure or on our website: www.algol.fi.

PERSONNEL

The number of personnel by the end of 2021 was

487

MEN

362

WOMEN

125

TURNOVER



181 M€

EBIT

6.7 M€

EBITDA

9.4 M€

21.8 %

ROE

Return on equity.

17.4 %

ROI

Return on investment.

4.4 M€

NET DEBT

UTILISATION OF WASTE



RECYCLED

35.3 %



RECYCLED AS ENERGY

64.4 %



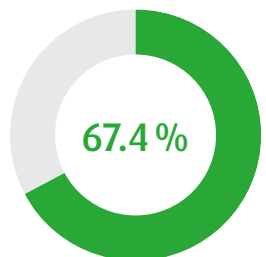
LANDFILL WASTE

0.3 %

ISO CERTIFIED SITES



Total number of sites **43**, certified **29**.



More responsibility indicators are found on our website.

THE AVERAGE AGE
OF EMPLOYEES

43



CUSTOMERS

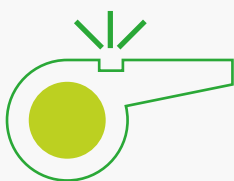
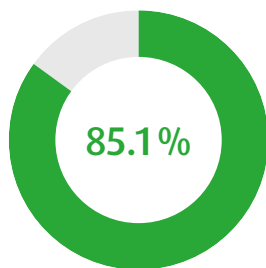
The amount of Algol Group's
active customers in 2021

4415

CODE OF BUSINESS CONDUCT TRAINING RATE %



Target for the year 2022:
100% of the personnel to
undergo the training.



WhistleB CASES

1

Average handling time **5** days.

ACCIDENT RATE, LTIF

0.97



2020 (1,2)

THE AMOUNT OF SAFETY OBSERVATIONS

1686



The amount includes safety observations
during the safety walks.

Number of safety walks **129**.

CO₂ EMISSION VALUE

Our target in 2021 was
less than 160 g/km.

135^{*} g/km



*The figure includes passenger cars.

Your supplier of value

ALGOL CHEMICALS offers a wide range of specialty chemicals and raw materials, as well as related services to industrial production processes. The company serves various industries in Scandinavia, the Baltics, Ukraine, Belarus and India. www.algolchemicals.com

ALGOL DIAGNOSTICS imports and delivers automation and robotics solutions, as well as digital solutions, to healthcare laboratories. The company specialises in clinical pathology and molecular genetics products. In addition, Algol Diagnostics provides user training, as well as expert and maintenance services for the equipment it supplies. www.algoldiagnostics.fi

ALGOL TECHNICS offers solutions and products for material handling and industrial automation. Comprehensive maintenance and inspection services are also available for the solutions provided by the company. www.algoltechnics.fi

ALGOL TREHAB offers a wide selection of assistive devices from leading manufacturers. The company also offers maintenance services for assistive devices. We train and serve customers in both the public and private sectors. www.algoltrehab.fi

HISTOLAB PRODUCTS is one of the leading Nordic suppliers of solutions for cell diagnostics research and clinical laboratories. The company supplies equipment and chemicals primarily to pathology and immunohistology laboratories. www.histolab.se/en

