



# Sustainability Statement

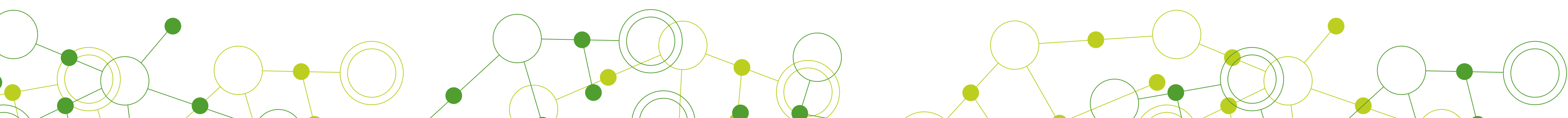
2024





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# Introduction

The voluntary Sustainability Statement of the Algol Group presents a summary of our 2024 sustainability actions, results and targets.

In the previous two years, the Algol Group has published a Sustainability Report based on the GRI (Global Reporting Initiative) framework. Our 2024 Sustainability Statement has been prepared for the first time in accordance with the structures and principles of the European Sustainability Reporting Standards (ESRS). The Statement has not been verified by an independent auditor, as reporting in accordance with the EU's Corporate Sustainability Reporting Directive (CSRD) is still voluntary for Algol. For this reason, our 2024 Financial Statements have been published separately.

The development work that has been undertaken for the 2024 Sustainability Statement will provide the basis for Algol's future sustainability reporting.

## ALGOL IN BRIEF

The Algol Group celebrated its 130th anniversary in 2024. The company's roots stretch back to 1894, when Algol began operations by importing industrial goods, such as metal products, technical components and chemicals. In 1899, the company's founder Albert Goldbeck-Löwe recruited his cousin Ludolf Bargum, who became a shareholder in 1914. The Bargum family has owned Algol ever since.

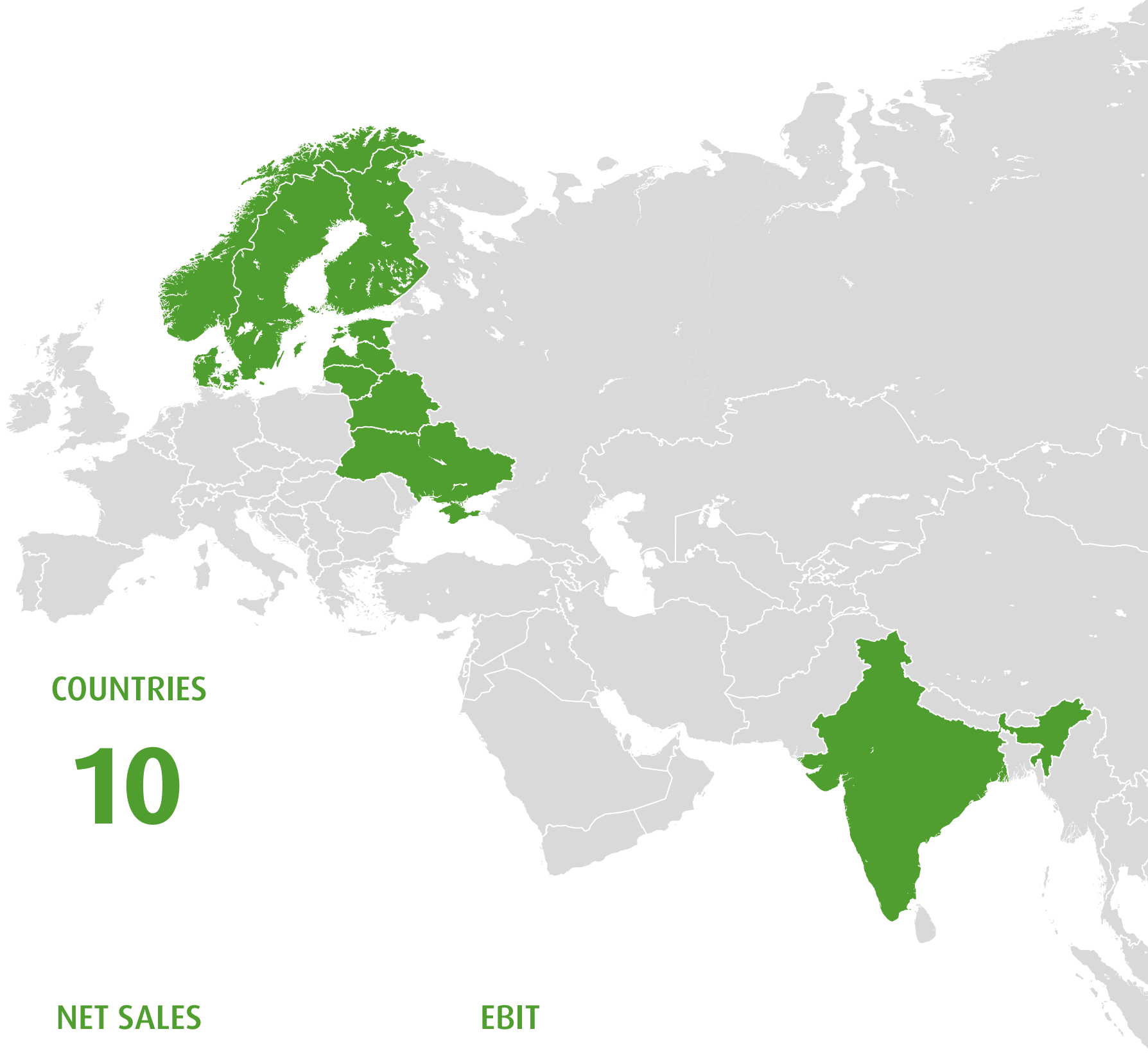
The multi-branch Algol Group is developed with continuity and long-term ownership in mind. Since 2012, the Group has been led by Alexander Bargum, great-grandson of Ludolf Bargum.

In a multi-branch Group, we build success and a responsible future for our partners. Algol employs nearly 500 skilled professionals in ten different countries. The development of the Algol Group's business remained stable in 2024, with revenues amounting to 194 million euros.



FOUNDED

1894



COUNTRIES

10

EMPLOYEES

495

NET SALES

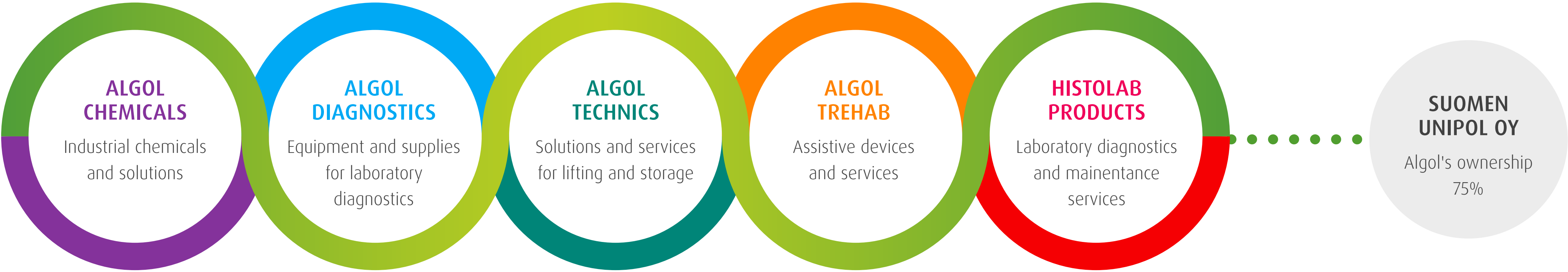
194

M€

EBIT

7.8

M€

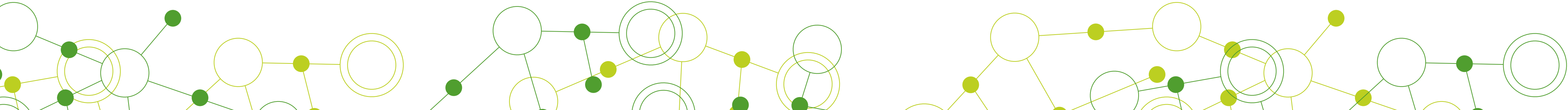


**MULTI-BRANCH ACTIVITIES CREATE OPPORTUNITIES**

Algol Group companies import, market and manufacture products for industry and the healthcare sector. In addition, we offer design services, tailored delivery solutions, and installation, maintenance and training services. We want to be the most attractive option for our customers, suppliers and employees.

Having companies in several different branches of industry enables a controlled level of risk while creating versatile growth opportunities. The Group strategy is based on the operational independence of the business areas combined with the Group's financial support and focused ownership steering.

Our work at Algol is guided by our values – accountability, collaboration and development – which create the basis also for our sustainability work. As a multi-branch partner to international trade, we promote a sustainable and responsible future.





## Greetings from the CEO

The Algol Group's Sustainability Statement for the financial period 1 January–31 December 2024 has been prepared in accordance with the requirements for sustainability reporting in connection with the consolidated financial statements that, according to the current Accounting Act, will apply to Algol for the financial period starting on 1 January 2025. Although preparing the Sustainability Statement is still voluntary for the financial period currently being reported, we have prepared for the upcoming regulation and our partners' expectations regarding compliance. Many of our customers, suppliers and competitors already require sustainability reporting. Therefore, we consider it important that the Algol Group also has a Sustainability Statement that is as comprehensive as possible.

However, the Sustainability Statement presented here does not yet comply in all respects with the requirements set out in the Accounting Act for sustainability reporting, and it has not been verified by an independent auditor. A double materiality assessment has been completed for the largest Group companies, Algol Chemicals and Algol Technics. This work will continue in other Group companies during the current year.

Building a responsible and sustainable business is the task of our entire organisation. Our Sustainability Statement highlights our ongoing work to ensure and develop sustainability. Our values – accountability, collaboration and development – inspire this work even without reporting obligations, as they have done since 1894.



Alexander Bargum  
CEO, Algol Oy





# General Disclosures

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## ESRS 2 BASIS FOR PREPARATION

### BP-1 General basis for preparation

Our goal has been to apply ESRS standards as comprehensively as possible in our 2024 Sustainability Statement. Our 2024 Financial Statements have been published separately.

Algol's voluntary 2024 Sustainability Statement has not been verified in its entirety by an independent sustainability reporting auditor.

The information presented in this Sustainability Statement covers the Algol Group and all Group companies. The Statement is based on double materiality assessments conducted within Group companies, which take into account the impacts, risks and opportunities of each topic for the entire value chain, as applicable. The double materiality assessment of Algol Chemicals was completed in 2023. This will be updated in 2025. The double materiality assessment of Algol Technics was completed in the reporting year. The double materiality assessments of other Group companies began at the end of 2024 and will be completed during spring 2025.

The Algol Group's operating principles, actions, objectives and metrics are described in the sections dealing with topic-specific standards.

### BP-2 Disclosures in relation to specific circumstances

We are publishing Algol's sustainability information as a statement in accordance with the Corporate Sustainability Reporting Directive (CSRD), where applicable. In previous years, Algol's sustainability report has been compiled with reference to the GRI Standards.

In the revised statement, we present some metrics in more detail than before and will refine some of the metrics in the coming years. In addition, in 2024, we have prepared new operating principles that meet the ESRS requirement.

Algol's Sustainability Statement is based on double materiality assessments conducted within Group companies. Some of the double materiality assessments will be completed only in the first half of 2025, but the results have been utilised in the 2024 Sustainability Statement, where applicable.

The double materiality assessments of Group companies highlight climate as a common factor. In 2024, greenhouse gas emissions were calculated for Algol Group for Scope 1 and Scope 2. Scope 3 emission calculations have been initiated at Algol Chemicals. The results of the Scope 3 emissions calculation are based on collected primary and secondary data. Accordingly, the Algol Group has more greenhouse gas emission data than previously.

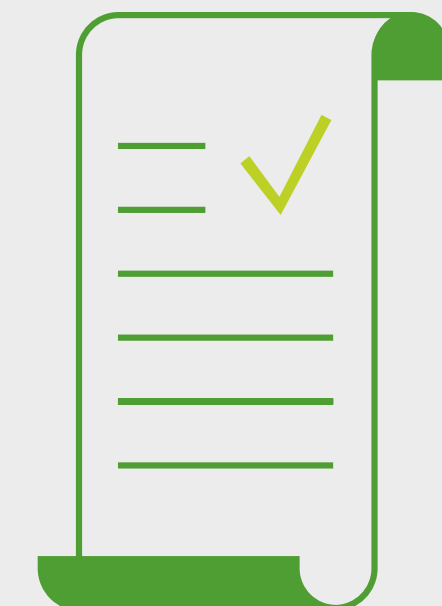
An error was found on page 36 of Algol's 2023 Sustainability Report regarding the group's energy consumption. The figures published in the report were 2047 MWh for 2023 and 2031 MWh for 2022, but the correct figures are:

- year 2023: **2019 MWh**
- year 2022: **2011 MWh.**

The error was due to an oversight in the calculation, in which one figure was calculated twice.

### Algol Group policies

- Anti-Corruption Policy
- Diversity, Equity and Inclusion Policy
- Health, Safety and Environment Policy
- Human Rights Policy
- Information Security and Data Protection Policy
- Quality Policy



GOVERNANCE

GOV-1 Sustainability governance at Algol

GOV-2 Addressing sustainability matters

The Group has a Board of Directors, whose task is to make strategic decisions, oversee the company's operations and ensure long-term success, taking into account both business and sustainability goals and the values of the family business. The Group's Board of Directors as a whole is responsible for monitoring sustainability issues, and this task is reflected in the Board's rules of procedure and the annual report. The Board of Directors reviews the strategic risks related to the Group's business operations and their development once a year in connection with the ownership strategy. This analysis includes, in particular, key factors and forces of change in terms of the operating environment and corporate responsibility.

Sustainability aspects are also included in the Group's annual quality, environment and occupational safety audit, the findings of which are reviewed by the Board. In addition, in 2024, a data security audit was conducted for the first time in the Algol Group with the aim of obtaining data security certification. The Board ensures that the actions required by the audits are implemented throughout the Group.

A monthly report on the financial indicators of Group companies is submitted to the Board, and as sustainability metrics and reporting are developed, the aim is to include these metrics in future monthly reports where applicable.

In addition, the Algol Group's Board of Directors receives information on the sustainability targets, actions and material impacts, risks and opportunities of Group companies at least twice a year through reviews by their Managing Directors.

In 2024, 60% of Algol's Board of Directors were independent board members and 80% were male.

The Chairman of the Board of the Algol Group was Kaj Hedvall D.Sc. (Econ.), M.Sc. (Tech.). The other members were Alexander Bargum, LL.M., Johannes Bargum, QBA, Kenneth Nystén, B.Sc. (Econ.), MBA, and Kristina Pentti-von Walzel, MSc (Econ.), M.Soc.Sc.

The Board has extensive industrial, commercial and legal experience, which gives it the prerequisites to assess and monitor the implementation of sustainability objectives that apply to Algol.

Algol Group companies have their own Boards of Directors, which are responsible for the strategic steering and supervision

Management of Sustainability within the Algol Group





of their business operations and sustainability. They align their operations with the goals of the parent company and the family business strategy, while ensuring the operational independence of Group companies and the development of their market position. When selecting board members, emphasis is placed on competence and experience from different perspectives that are key to the operations of each company. For example, a customer perspective is often a significant selection criterion, as is experience in managing similar business operations and models, knowledge of supply chains or product expertise.

The management teams of Group companies set sustainability targets and lead progress towards them. The Managing Directors of Group companies are responsible for implementing sustainability in their business operations.

The Group Sustainability Manager is responsible for developing and coordinating the Group's sustainability work and supports Group companies in their own sustainability issues. The Group Sustainability Manager reports to the Group's Deputy CEO.

Practical work is done within the sustainability organisation, which includes members from all Group companies. Sustainability work is coordinated by the Group Sustainability Manager.

The Managing Directors of Group companies prepare reports based on their specific sustainability targets and metrics together with the HSEQ team on a monthly basis, and these reports are submitted to the Group's Board of Directors as needed.

### GOV-3 Integration of sustainability-related performance in incentive schemes

The Algol Group's management remuneration currently does not include any performance targets directly related to sustainability.

### GOV-4 Statement on due diligence

Due diligence in terms of human rights and the environment is not yet mandatory for Algol, but we have started work to comply with it in the future.

The Algol Group identifies current and potential adverse human rights impacts through a supplier evaluation process. Significant new suppliers and subcontractors are required to sign the Group's Supplier Code of Business Conduct, which addresses human rights and environmental responsibility. In addition, new suppliers are required to provide information on human rights and environmental impacts during the supplier selection process. The process also includes a risk assessment that takes into account, for example, country risks. The supplier evaluation also applies to suppliers with whom a contract has been concluded before the selection processes were introduced in 2021.

Human rights are part of the Group's Code of Business Conduct and Human Rights Policy. The Algol Group adheres to a Code of Business Conduct that defines ethical guidelines for the operations of all units and employees. Throughout our value chain, we comply with human rights as defined in the UN Declaration of Human Rights, which include, among others, freedom of thought, conscience and religion, equality among people, and the prohibition of discrimination.

### GOV-5 Risk management and internal controls over sustainability reporting

Algol's sustainability reporting is subject to the risk of errors, which may be due to human error or incomplete data. Any errors in reporting are addressed in the Group's audit processes and corrected accordingly. Our goal is to introduce a data bank in 2025 that would increase the monitoring, transparency and traceability of, for example, environmental, governance and social data.

Algol's voluntary 2024 Sustainability Statement has not been verified in its entirety by an independent sustainability reporting auditor.





STRATEGY

SBM-1 Family-owned business and multi-branch group

Algol Oy is a family-owned business and multi-branch group with more than 130 years of experience in international trade. Our companies import, market and manufacture products for industry and the healthcare sector. In addition, Algol Group companies offer services related to their business areas, such as design services, tailored delivery solutions, and installation, maintenance and training services.

The Bargum family has owned the company since 1914, and currently it owns 100% of all the company's shares. The three largest shareholders owned 98% of the shares in 2024.

The Algol Group comprises six companies: Algol Chemicals Oy, Algol Diagnostics Oy, Algol Technics Oy, Algol Trehab Oy, Histolab Products AB and Suomen Unipol Oy. These Group companies operate in several different branches of industry, which enables a controlled level of risk while creating versatile growth opportunities. The Group strategy is based on the operational independence of the business areas combined with the Group's financial support and focused ownership steering. As a family-owned business, we develop our Group companies with continuity and long-term ownership in mind. The parent company Algol Oy employed 29 personnel in Finland in 2024.

Algol's 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.



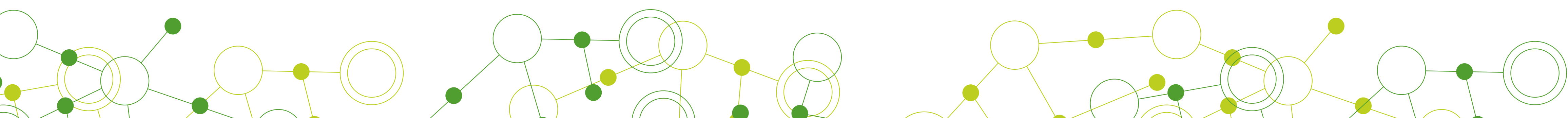
COLLABORATION

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.





**ALGOL CHEMICALS OY** offers a wide range of industrial and specialty chemicals, as well as related services, to industrial production processes. The company provides its services to over 3000 industrial companies in Finland, Scandinavia, the Baltics, Belarus, Ukraine and India. The products of its global partners are supplied to customers from local warehouses or from the company's own production plants in Turku, Finland, and Kvarntorp, Sweden.

Algol Chemicals has subsidiaries in several countries. These subsidiaries follow not only common operating procedures but also the legislation of the country in question. The subsidiaries of Algol Chemicals are Algol Chemicals AB (Sweden), Algol Chemicals AS (Norway), Algol Chemicals ApS (Denmark), Algol Chemicals OÜ (Estonia), Algol Chemicals SIA (Latvia), UAB Algol Chemicals (Lithuania), IOOO Algol Chemicals (Belarus), TOV Algol Chemicals (Ukraine) and Algol Chemicals India Pvt. Ltd. (India). In 2024, the company employed 38 personnel in Finland and 106 personnel outside Finland.

The main markets of Algol Chemicals are Finland, Scandinavia, the Baltics and India. Distribution is increasingly focused either on large, strong actors who cover, for example, the entire European region, or on regional actors whose market extends, for example, to all of Northern Europe. In addition, there are large global players in the market. The chemical raw materials market continues to experience a long-term consolidation trend, with large players acquiring local or regional players.

The current strategy of Algol Chemicals is to strengthen its position as a local distributor in Northern Europe. In addition, the company's strategic goal is to achieve significant growth in the Indian market. We want to be a strong, local alternative for both existing and new suppliers and customers. This will be achieved through continuous active development of operations and personnel in collaboration with suppliers and customers.

The current strategy of Algol Chemicals, ACE26, was published in 2023 and covers the period 2024–2026. As the operating environment and the requirements of suppliers and customers evolve, focus areas such as sustainability, digitalisation and personnel development have been incorporated into the company's strategy. The strategy comprises major themes and numerous projects under them that aim to achieve operational excellence growth in operations and profitability. In addition, the company's individual business functions have their own strategies. In terms of sustainability, Algol Chemicals has invested in the themes covered by the EcoVadis sustainability assessment, in which the company has achieved a Gold rating.

Algol Chemicals has a strategy training course on the Algol training portal that is mandatory for the company's personnel. The training is also part of the orientation programme.

**ALGOL DIAGNOSTICS OY** imports and delivers automation, digital and robotics solutions to Finnish healthcare laboratories. The company specialises in clinical pathology and molecular

genetics products. The company represents the leading international brands in their fields in Finland and also provides expert services, user training and maintenance services for the equipment it supplies throughout the country.

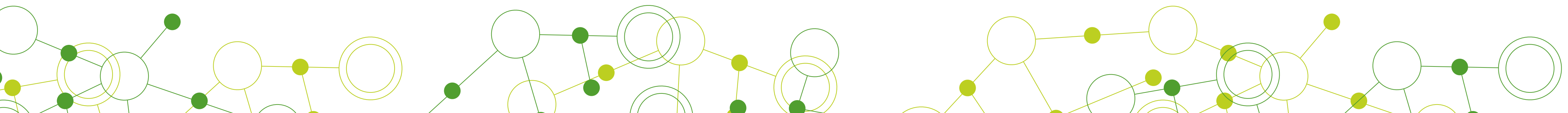
Algol Diagnostics is committed to sustainable business and operates in accordance with our shared values. We want to be a sustainable and reliable choice for our customers and partners. The laboratory diagnostics market is witnessing extensive cost-cutting measures, and the concentration of laboratory operations is expected to continue. The market is expected to grow as a result of the aging population, which will increase demand for diagnostic samples. At the same time, the shortage of personnel in the healthcare sector is creating pressure to utilise automation. In addition to automation, digitalisation and artificial intelligence will facilitate laboratory workflows and support the refinement of personalised care in the future. The company employed seven personnel in Finland in 2024.

In accordance with its strategy, Algol Diagnostics aims to further strengthen its position in the field of laboratory diagnostics in Finland by bringing to market the latest innovations in the field. At the same time, the company strives to promote sustainable solutions that support customer operations from the perspectives of economic, environmental and social sustainability. We also invest in the development of our personnel and ensure that the solutions and services offered to our customers meet the constantly evolving needs of the operating environment.

**ALGOL TECHNICS OY** offers comprehensive maintenance services and solutions for industrial material handling. In addition to maintenance services, the company offers a wide range of after-sales, repair and modernisation services, especially for cranes and other industrial equipment. Following the company's acquisition of Roltex in 2024, operations expanded to include also industrial doors, loading bay products and their maintenance.

The company's intralogistics solutions are based on tailored solutions that utilise our extensive expertise in automation, robotics, cranes and conveyors. Its services cover both project deliveries and after-sales and maintenance services, ensuring the long lifecycle and reliability of the solutions.

Algol Technics employed 253 personnel in Finland in 2024. The company's strategy is based on sustainable and profitable growth. The company invests in strong and skilled personnel with the aim of being a customer-oriented and responsible partner.





**ALGOL TREHAB OY** offers a wide selection of assistive devices from leading manufacturers, in addition to which it offers training to improve the work ergonomics of care staff. Installation and maintenance services for assistive devices are also an essential part of business operations. Algol Trehab serves customers in both the public and private sectors, and it also implements complete projects for both of these sectors.

Through genuine interactions, the company helps ensure an independent life for everyone based on their own abilities. For the company, high-quality service and customer focus mean above all that our team is professional and easy to reach and that our product selection offers the best products on the market.

The ongoing social and healthcare reform and cost-cutting measures in the wellbeing services counties, which is currently strongly visible in the Finnish market, are creating challenges in the operating environment. Small actors are disappearing from the market as they merge into larger ones or become part of larger companies. This trend is expected to continue.

Algol Trehab's strategy is to strengthen its position in the assistive devices market by expanding its product portfolio and

service offering. We are constantly developing our operations together with our customers and other stakeholders. Competent personnel and a functioning work community play a key role. The company is committed to sustainable business operations, and we operate in accordance with the shared values of the Algol Group. Algol Trehab is also a member of Sailab – MedTech Finland ry and is committed to the ethical guidelines of the industry. The company employed 30 personnel in Finland in 2024.

**SUOMEN UNIPOL OY** is owned 75% by Algol Oy. Suomen Unipol offers a wide range of inorganic and organic chemicals and plastics for industrial production and water treatment in Finland, Scandinavia, the Baltics and neighbouring regions. Our main products include soda ash, sodium bicarbonate and liquid lye. The company employed three personnel in 2024.

In our sustainability work, we focus on, for example, the recyclability and recovery of packaging materials and look for new ways to reduce waste. Large volumes and careful planning enable cost-effective and high-quality operations while minimising losses during transportation and storage.

We help our suppliers and customers find effective solutions for the optimised and low-emission logistics of industrial chemicals.

All our suppliers are well-known, ISO-certified operators. Our principals are committed to long-term and sustainable operations to reduce their carbon footprint. In spring 2025, after completing our double materiality assessment, we will begin collecting more systematic sustainability data across our entire value chain. Responsibility and sustainable development are an important and constantly evolving part of our business.

**HISTOLAB PRODUCTS AB** specialises in tissue analysis instruments, chemicals, supplies and services. In the Nordic countries, the company sells its own products and the product range it represents directly to end customers. In the rest of Europe, Histolab's own products are sold through local distributors.

Histolab's business focuses on several strategic areas to ensure growth and business continuity. One of the key priorities is quality and organisational capability with the goal of obtaining ISO 13485 certification and developing the expertise of our employees.

In sales, the focus is on strengthening supplier cooperation, expanding the product portfolio and streamlining procurement processes. These support existing and new business operations.

The laboratory sector today is evolving at an accelerating pace, driven by artificial intelligence and automation. Histolab's strategy includes the development of a new business area with a focus on digitalisation, artificial intelligence and innovation. The goal is to create value for customers by offering new products, services and suppliers.

We are also investing in close collaboration between the technical department and the sales organisation, as well as in developing service agreements. As part of the strategy, we are also exploring acquisition opportunities to support our expansion.

Histolab employed 23 personnel in Sweden, 3 in Norway and 1 in Denmark in 2024.





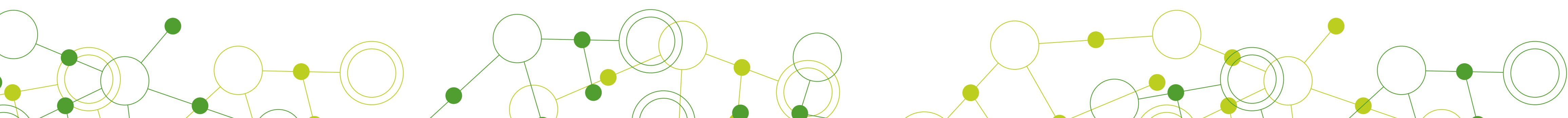
SBM-2 Interests and views of stakeholders

At Algol, we actively engage with our stakeholders to ensure sustainable growth in both the short and long term. Understanding the interests and views of our stakeholders helps guide our strategy and business in many ways, whether developing safe solutions together with our customers or creating meaningful work to support our sustainable growth strategy.

Sustainability issues are typically addressed with stakeholders by the Group’s Sustainability Team, Human Resources and Financial Administration, Legal Department and Management Board.

The table on the right outlines how we engage with our key stakeholders, the purpose of these engagements and their outcomes. The views of stakeholders guide our double materiality assessments, which are further described in [IRO-1](#).

ALGOL GROUP’S STAKEHOLDERS		
STAKEHOLDER	ENGAGEMENT AND PURPOSE	OUTCOME
Customers	We engage closely with our customers. We offer solutions that promote safety and sustainable productivity.	Efficient and safe solutions for the needs of our customers and end-users.
Own workforce	Our goal is to create a good working atmosphere and meaningful work assignments. We promote engagement with our employees through multi-channel communication, training, review and target setting discussions, an annual employee survey and an anonymous reporting channel.	Taking into account the views of employees within the Algol Group in order to understand the material impacts, risks and opportunities. Strengthening and clarifying business practices through new policies.
Banks	We actively maintain contact with our banks regarding, for example, long-term financing, payment transactions, trade financing and wealth management.	Securing financing.
Suppliers	We engage with our suppliers every day. Together we develop safe and functional solutions and are on the path towards a lower carbon value chain. We require our partners to comply with our Code of Business Conduct.	Our principals provide safe and high-quality solutions. They increasingly report ESG data on their products. They comply with Algol’s Code of Business Conduct.
Owners	The Bargum family owns 100% of the company’s shares. Two of Algol’s three main shareholders are represented on the Algol Group’s Board of Directors.	The Board of Directors approves Algol’s Sustainability Statement. The company is developed with continuity and long-term ownership in mind.
Authorities	We comply with the guidelines and rules of the authorities.	We ensure that Algol operates in compliance with the rules in all its markets.
Other communities	We support humanitarian and environmental charities at home and abroad.	In 2024, recipients of donations by Algol included the John Nurminen Foundation, the Finnish Lifeboat Institution, the Finnish Red Cross, UNICEF, the Crisis Management Initiative, Folkhälsan and Finnish War Veterans.





### SBM-3 Material impacts, risks and opportunities

Algol Chemicals' double materiality assessment of its material impacts, risks and opportunities was conducted in 2023. The purpose of the double materiality assessment was to determine how the company's current business impacts society, the environment and people, and how the operating environment triggers risks and opportunities that affect Algol Chemicals' ability to generate and protect its value. The material impacts, risks and opportunities of our companies relate to climate change (ESRS E1), pollution (ESRS E2), resource use and circular economy (ESRS E5), its own workforce (ESRS S1), workers in the value chain (ESRS S2), customers and end-users (ESRS S4) and business conduct (ESRS G1).

Algol Chemicals' biggest impacts are related to social responsibility, such as its own workforce and a sustainable value chain, and to a lesser extent to the environment in its role as a distributor through logistics operations. Algol Chemicals positively contributes to its sustainability goals by providing more environmentally friendly raw materials and product alternatives, as well as by ensuring recycling and the safe packaging of products.

Algol Technics conducted a double materiality assessment of the company's key impacts, risks and opportunities in 2024. The company's strategy emphasises sustainability, especially the wellbeing of its own workforce and sustainable cooperation with selected suppliers.

Algol Technics' material impacts, risks and opportunities relate to climate change (ESRS E1), its own workforce (ESRS S1), customers and end-users (ESRS S4) and business conduct (ESRS G1).

Automation solutions increase the level of automation in the operations of its customers, reduce manual work and promote work ergonomics. Through modernisations, we extend the life cycle of products, which reduces waste and costs. We promote the wellbeing of our employees in accordance with leadership principles defined together with supervisors. We invest in developing competence by offering career paths, new areas of responsibility and regular training.

According to Histolab's preliminary double materiality assessment results, the biggest environmental risks in its business operations are related to the handling of chemicals. Histolab's employees are responsible for the suitability of processes, utilising the guidelines and standards of the ISO 14001 certificate. Histolab

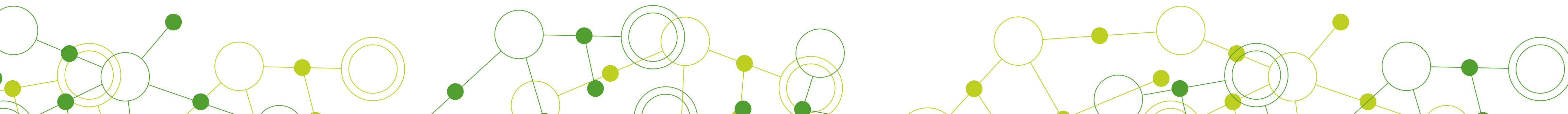
also causes environmental impacts through the transportation of its goods, which is also addressed in the ISO 14001 environmental management system.

Risks include challenges in finding new suppliers, monitoring and auditing new and existing suppliers, and rising production costs. Recruiting skilled employees is also a significant risk, as the competition for labour continues to intensify.

EU regulations have a significant impact on Histolab's business. The transition period for the In Vitro Diagnostic Regulation (IVDR) will end in stages by 2028, depending on the product category.

Histolab's business opportunities include market growth, currency appreciation, and acquisitions.

The double materiality assessment of Algol Diagnostics, Algol Trehab, and Unipol Finland will be completed in 2025.





MANAGEMENT OF IMPACTS, RISKS AND OPPORTUNITIES

IRO-1 Description of the process to identify and assess material impacts, risks and opportunities

IRO-2 The coverage of Sustainability Reporting

Algol's resilience and scenario analysis will be conducted during 2025.

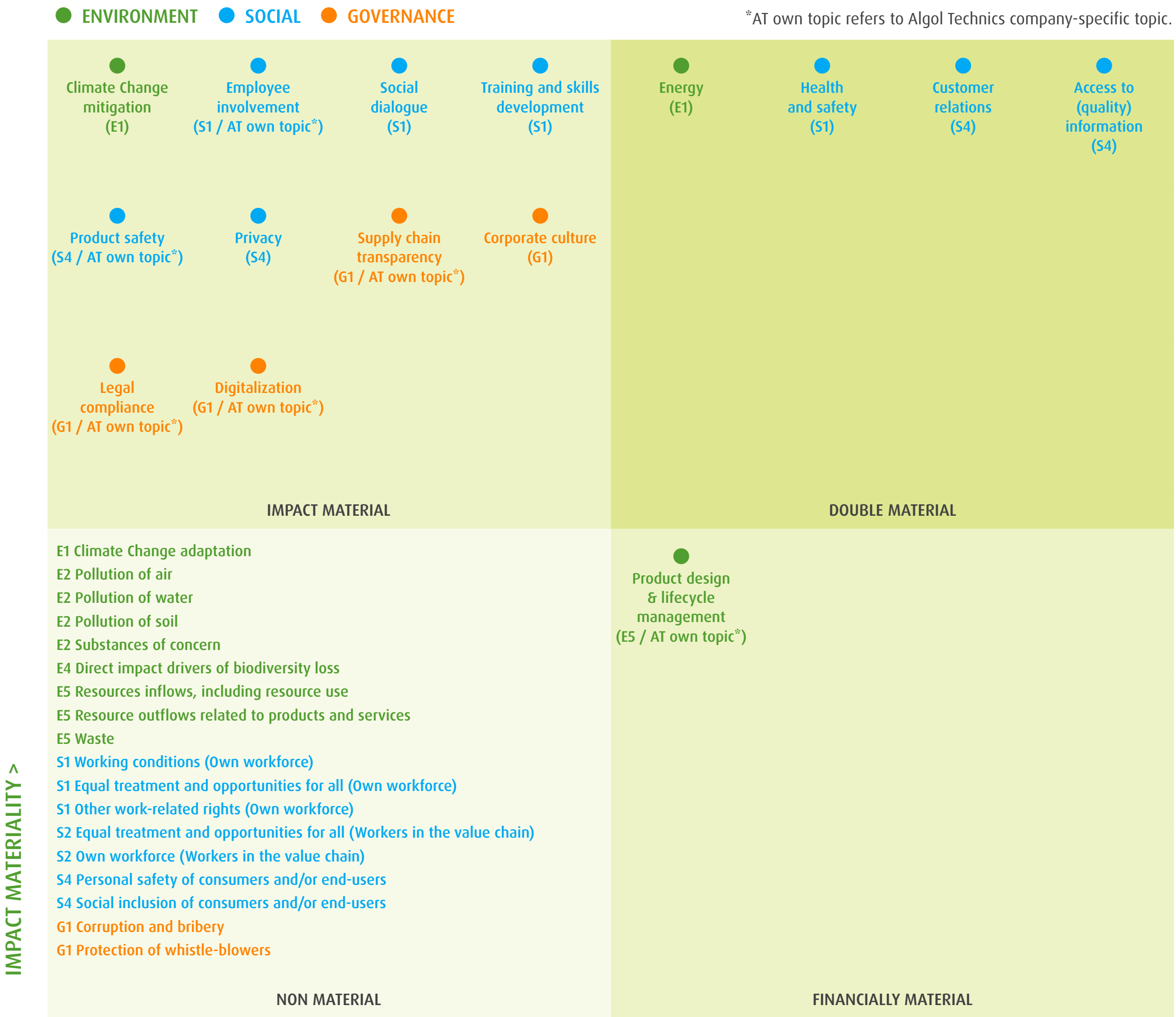
In 2023, Algol Chemicals was the first Group company to conduct a double materiality assessment. The assessment included identifying material issues and scoring impacts, risks and opportunities in accordance with the then-current guidelines. The results are presented in a separate section for each standard. Algol Chemicals’ double materiality assessment will be updated in early 2025 in accordance with the latest EFRAG implementation guidance documents. It is assumed that the updated guidance will clarify and support the work already underway.

Algol Technics’ double materiality assessment was conducted in 2024 in accordance with the latest EFRAG guidelines. These results are also presented in the relevant section for each standard.

The double materiality assessments for Algol Chemicals and Algol Technics were conducted in collaboration with an external partner. The work involved the companies' experts, managing directors, and members of their management teams together with Group experts. In connection with the analyses, stakeholder interviews and surveys were also conducted, targeting both internal and external partners. The results of the double materiality assessments have been presented to the companies’ Boards of Directors.

The assessments of other Group companies will be conducted internally. The work will involve the companies’ experts, managing directors, and members of the management teams together with Group experts in spring 2025. The assessments are based on stakeholder interviews and surveys, which were conducted for both internal and external partners in late 2024.

ALGOL TECHNICS’ MATERIALITY MAP BASED ON DOUBLE MATERIALITY ASSESSMENT.

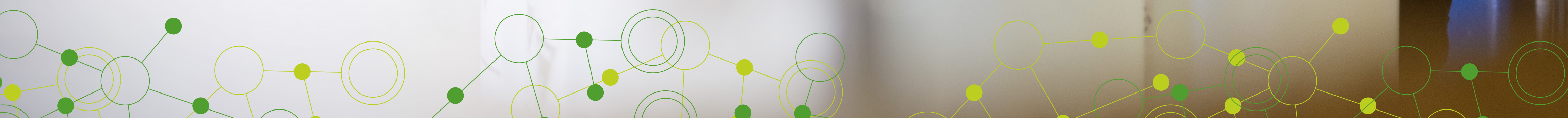


The materiality maps of other Group companies will be presented in the 2025 Sustainability Statement.



# Environmental responsibility

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## E1 CLIMATE CHANGE

### E1-1 Transition plan for climate change mitigation

Within the Algol Group, we have identified that the biggest challenges in our sustainability work are related to measuring and allocating the carbon emissions of the products we purchase across the entire value chain. Double materiality assessments have been used to assess the operations of our Group companies to map climate impacts, risks and opportunities across the entire value chain in the short, medium and long term.

The majority of emissions in our operations are generated as indirect emissions (Scope 3 of the GHG protocol), the mapping of which began in 2023. Together with our suppliers, we strive to find sensible and effective ways to reduce our carbon footprint. Scope 1 and 2 emissions have already been mapped in our company. The mapping of these emission categories began in 2021.

Algol will ensure that all Group companies have first mapped their emissions, climate targets and plans, after which the Group-wide long-term plan to limit global warming to 1.5 °C in

line with the Paris Agreement will be defined. During 2025, the Algol Group will also review the Science Based Targets initiative (SBTi) target as part of advancing the transition plan.

In the Algol Group, Scope 1 and Scope 2 emissions have been calculated since 2021.

The carbon footprint assessment for Scope 3 emissions has been initiated, led by Algol Chemicals. In 2024, we mapped emissions from the supply chain, for example from subcontracted transport and emissions related to the manufacturing of our suppliers' products. The calculation uses carbon footprint data from product suppliers and existing databases. Algol Chemicals aims to define a carbon emissions transition plan during 2026, which will reduction methods and targets in accordance with the Paris Agreement of 1.5 °C.

Algol Technics began Scope 1 and 2 emission calculations in 2022. In 2025, the company will focus on Scope 3 emissions calculations. After the mapping, the goal is to determine the means, targets and transition plan for reducing carbon emissions.

Other Group companies will begin mapping climate emissions and preparing transition plans after their double materiality assessments are completed in spring 2025.

### SBM-3 Mapping of climate emissions has begun

Our goal is to implement climate resilience analyses and related scenario analyses in Algol Group companies by 2025. These will cover, for example, likely climate risks and uncertainties in business operations.

Algol Chemicals and Algol Technics have already identified that material climate impacts and risks in the value chain arise in production facilities and transportation. As part of the Scope 3 mapping, an assessment of the indirect impacts of operations across the entire supply chain will be conducted. This will allow the companies to identify the impacts, opportunities and risks of operations throughout the supply chain.

Algol Chemicals has the opportunity to develop its Green portfolio, which offers a significant step towards more climate and environmentally friendly solutions.

Algol Technics has identified that future products and services could provide solutions for climate change mitigation. Algol Technics' products and technologies, such as industrial robots and automated warehouse systems, help reduce greenhouse gas emissions. The company's modernisation services extend

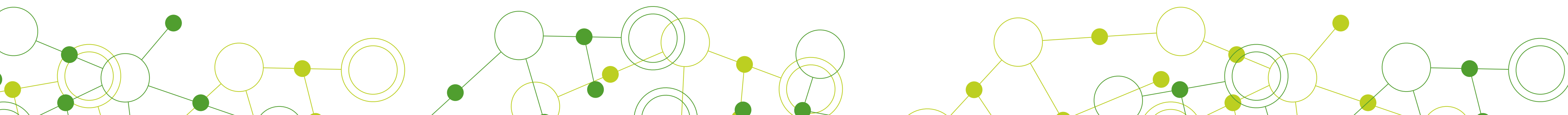
the life cycle of products, which reduces the value chain's climate emissions compared to manufacturing a new product.

Other Group companies will begin mapping climate emissions and preparing transition plans after their double materiality assessments are completed in spring 2025.

### IRO-1 Climate aspects taken into account in double materiality assessments

Algol's double materiality assessments of its Group companies also comprehensively considered climate aspects.

Algol Chemicals' largest environmental impacts were attributed to its carbon footprint, pollution, and resource use and recycling. Algol Technics' double materiality assessment highlighted climate change mitigation, as well as product design and life cycle management.





## E1-2 Policies related to climate change mitigation and adaptation

The Algol Group is committed to the UN Sustainable Development Goal 13, which calls for urgent action to combat climate change and its impacts. In addition, Algol's Health, Safety and Environment Policy states that Algol Group strives to minimise the environmental impact of its operations and to use natural resources efficiently. Our Code of Business Conduct states that we continuously analyse our carbon footprint with the goal of achieving carbon neutrality. We require business partners to conduct their business in a manner consistent with these principles.

Algol's policies and principles are general in nature and more detailed statements regarding climate change mitigation, adaptation, energy efficiency and renewable energy are currently lacking. We will refine our operating principles regarding climate change mitigation in the coming years.

## E1-3 Actions and resources in relation to climate change policies

Algol Group has a Sustainability Manager who is responsible for monitoring legislation, the Group's general Code of Business Conduct, and the climate work and targets of Group companies. The Sustainability Manager reviews the HSE Policy annually.

The Group uses the audited international environmental management standard ISO 14001, which focuses on the continuous development of processes and operating models. During 2025, we will map the possibilities of SBTi (Science Based Targets initiative) to promote climate work towards the carbon neutrality goal and climate plan. In 2024, we started to map various sustainability reporting tools that include Scope 1-3 greenhouse gas emission calculations. The selection and implementation of the tool will be carried out in 2025.

Algol Chemicals' sustainability team was expanded in spring 2024 with the recruitment of a Sustainability Manager. In other Group companies, HSEQ managers promote climate work together with their Managing Directors.

## E1-4 Targets related to climate change mitigation and adaptation

We continuously analyse our carbon footprint with the goal of achieving carbon neutrality. However, Algol Group has not yet set a specific target for climate change mitigation and adaptation. Algol Chemicals aims to achieve carbon neutrality by 2045.

## E1-5 Energy consumption and mix

Since 2024, Algol's own locations have used 100% renewable energy. The energy consumption of all Group locations was 2074 MWh (2019 MWh in 2023). The energy consumption at Algol's

head office was 937 MWh (963 MWh in 2023) and the district heating consumption was 1962 MWh (2285 MWh in 2023).

Energy consumption at our location in Turku amounted to 277.1 MWh and at our Kvarntorp location 608.6 MWh in 2024 (Scope 2). In Turku, 26.3 m<sup>3</sup> of heating oil was used (Scope 1).

The Algol Group does not have its own production, apart from the small-scale production of Algol Chemicals in Turku and Kvarntorp. Production emissions are mainly generated from energy use. During 2024, Turku switched to using renewable heating oil.

Algol's head office in Espoo is heated with district heating and we are following the Espoo district heating transformation journey, according to which heat production will be carbon neutral by 2030.





E1-6 GHG emissions, Scope 1-3

The Scope 1 calculation takes into account heating oil at Algol Chemicals’ Turku location and forklift fuels in both Turku and Kvarntorp. These constitute the Group’s Scope 1 climate emissions. The Scope 2 calculation only takes into account the emissions of purchased energy at our own locations, which consist of purchased electricity and district heating.

The Scope 3 emissions calculation has been initiated by Algol Chemicals, and the results are presented in the table. According to the results, the largest impacts of Algol Chemicals’ value chain on greenhouse gas emissions consist of purchased goods and services, as well as value chain transportation (upstream and downstream).

E1-7 GHG removals and GHG mitigation projects financed through carbon credits

The Algol Group does not have any GHG removals or GHG mitigation projects financed through carbon credits.

E1-8 Internal carbon pricing

The Algol Group does not use internal carbon pricing.

SCOPE 1-3 GROSS AND TOTAL GHG EMISSIONS			
ENERGY AND CLIMATE INFORMATION	2024	2023	2022
GHG EMISSIONS (tCO <sub>2</sub> e)			
Scope 1 GHG emissions			
Scope 1 gross GHG emissions (tCO <sub>2</sub> e)	58	94	91
Percentage of Scope 1 GHG emissions covered by regulated emissions trading schemes (%)	0	0	0
Scope 2 GHG emissions			
Scope 2 gross location-based GHG emissions (tCO <sub>2</sub> e)	NA	NA	NA
Scope 2 gross marked-based GHG emissions (tCO <sub>2</sub> e)	172	625	572
Material emissions <sup>1, 2, 3</sup>			
Scope 3 gross indirect GHG emissions (tCO <sub>2</sub> e) total	38 856	-	-
1 Purchased goods and services <sup>4</sup>	37 204	-	-
4 Upstream transportation and distribution <sup>5</sup>	1 392	-	-
9 Downstream transportation and distribution <sup>5</sup>	260	-	-
Total GHG emissions			
Total location-based GHG emissions (tCO <sub>2</sub> e)	NA	-	-
Total market-based GHG emissions (tCO <sub>2</sub> e)	39 086	-	-

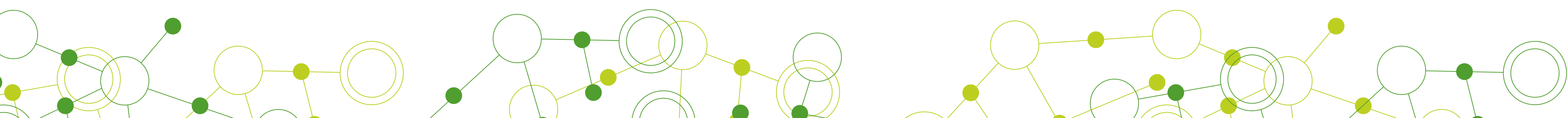
<sup>1</sup> Scope 3 emissions from categories 2, 3, 5, 6, 7, 8, 10, 11, 12, 15 were not calculated for the Group in our first calculation. Category 14 is irrelevant for the Group and was therefore not calculated.

<sup>2</sup> Scope 3 emissions were calculated for the first time in 2024. The calculation does not include India, Belarus and Ukraine in the first phase.

<sup>3</sup> 68% of published Scope 3 purchased services and goods emissions have been calculated using primary data sources.

<sup>4</sup> The Scope 3 emissions calculation for purchased goods and services covers 78% of Algol Chemicals’ purchasing volume. India, Belarus and Ukraine are not included in the calculation.

<sup>5</sup> The emissions from upstream (Scope 3.4) and downstream (Scope 3.9) transportation in the supply chain have been calculated using a distance-based method.





## E2 POLLUTION

### E2-1 Policies related to pollution

The Algol Group's HSE Policy states that the Group is committed to preventing pollution and monitoring pollution-related policies. We prevent environmental pollution and minimise environmental impacts by promoting recycling and reducing waste. We use a safety management system to prepare for emergencies and train for various possible accident scenarios.

Pollution emerged as a material theme in Algol Chemicals' double materiality assessment. The operating principles related to pollution prevention are described in the safety reports for Algol Chemicals' Turku and Kvarntorp locations. These cover, for example, potential major accident scenarios and preparedness. For Algol Chemicals, pollution prevention focuses on preventing chemical leaks, for example into sewers, soil or waterways.

Regular safety rounds, risk assessments and training to minimise pollution risks are conducted at our Turku and Kvarntorp locations. In addition, these locations have embankment areas and spill basins to prevent soil or water pollution caused by possible chemical spills.

### E2-2 Actions and resources related to pollution

The Algol Group uses the audited international environmental management standard ISO 14001, which focuses on the continuous development of processes and operating models. In our operations, we are constantly looking for more sustainable products and solutions to develop our range together with suppliers and customers.

### E2-3 Targets related to pollution

The Algol Group's HSE Policy states that the Group is committed to preventing pollution and monitoring pollution-related policies. We are committed to preventing environmental pollution and minimising environmental impacts by promoting recycling and reducing waste.

At Algol Chemicals, we take care of the infrastructure of our facilities and maintaining the operating environment. We carry out preventive maintenance on our equipment to avoid pollution. We use preventive maintenance tools. We also follow and monitor emissions from our operations in accordance with legal requirements. We offer our employees continuous training that promotes the development of our business to be even

more environmentally friendly. New employees are trained in ammonia handling, for example, and we also offer training to our customers. The training is organised both in the classroom and in practical exercises.

Comprehensive training plans have been prepared for our Turku and Kvarntorp locations. These also include training and exercises related to pollution risks, such as preparing for situations involving spills.

### E2-4 Pollution of air, water and soil

Algol Chemicals monitors the amount of chemicals sent for disposal. The company's processes do not handle substances of very high concern according to the CLP Regulation. At Kvarntorp, our processes handle a small amount of substances of concern, which amounted to 220 litres in 2024. At our Turku location, no substances of concern were handled.

Any potential leaks at our Turku location are routed to neutralisation and are not discharged directly into the sewerage network. The product handling area at Kvarntorp is located in a closed area of the sewerage network, and the area is

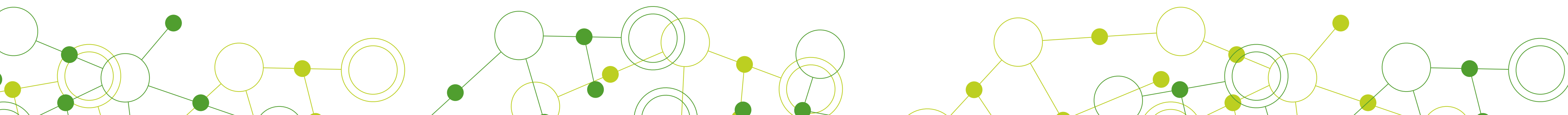
mainly paved with asphalt. These locations are not situated in groundwater or protected areas.

Algol Chemicals' Kvarntorp location uses a scrubber to clean ammonia emissions. This reduces emissions and improves air quality. Emissions are reported annually and monitored by continuous measurement. Emissions amounted to 380 kg in 2024 (344 kg in 2023).

At our Turku location, a scrubber is used to neutralise gases generated from the packaging of acid products. The amount of lye used for neutralisation was small, amounting to 600 litres in 2024, which was the same as the previous year.

### E2-5 Substances of concern and substances of very high concern

Algol Chemicals' own production in Turku and Kvarntorp does not handle substances of concern or very high concern. Algol Chemicals' outsourced warehouse, which is managed by a subcontractor, handles a variety of substances, some of which are of concern or very high concern. Our partners have access to safety data sheets for all products to ensure safe storage. Products are not opened during storage.





E5 RESOURCE USE AND CIRCULAR ECONOMY

E5-1 Policies related to resource use and circular economy

In our double materiality assessments, we have assessed the impacts, risks and opportunities related to resource use and the circular economy. Where possible, we also aim to reduce the amount of waste at the end of the value chain through efficient recycling.

Several sections of Algol’s HSE Policy address resource use and the circular economy. We are committed to ensuring environmental safety and the safe storage, transportation and handling of our products. We comply with environmental protection legislation and regulations, strive to minimise the environmental impact of our operations, and utilise natural resources efficiently. Our goal is to prevent environmental pollution and reduce the environmental impact of our operations by promoting recycling and waste reduction.

E5-3 Targets related to resource use and circular economy

Algol Chemicals aims to reduce the amount of chemical waste going to landfill by 20% compared to the previous year. The

company also aims to increase the recycling of IBCs by 20% compared to the previous year and increase the number of IBCs recycled by 35%. These targets were achieved in 2024.

E5-4 Resource inflows

Algol Group companies import a wide range of products and raw materials, which include various materials such as chemicals, steel, aluminium and plastic. Our products are packaged in primary, secondary and tertiary packaging materials, such as cardboard, plastic and wood.

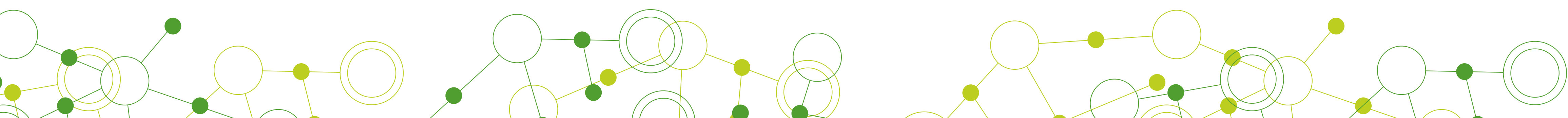
E5-5 Resource outflows

Efficient waste sorting, recycling and recovery saves natural resources and increases the cleanliness and appeal of the environment. We have instructed our employees on the correct procedures for sorting waste. The Group currently systematically monitors the handling and amount of waste at its locations in Finland.

In accordance with Finnish legislation and the European packaging and packaging waste directive, Algol is responsible for the recovery of packaging it supplies to the domestic market. In Finland, we have entered into an agreement with Finnish Packaging Recycling RINKI Ltd and thereby assume our responsibility for the recovery and recycling of packaging.

WASTE FRACTION AMOUNTS AT ALGOL CHEMICALS			
Amount of waste fractions (tn)	2024	2023	2022
Hazardous	24.6	53.1	37.9
Non-hazardous	10.2	7.9	23.7
Total	34.8	61.0	61.6

WASTE AMOUNTS AT THE ALGOL GROUP			
Solid waste (tn)	2024	2023	2022
Hazardous waste - chemicals	24.9	53.1	37.9
Hazardous waste - other	6.7	23.1	1.6
Total hazardous waste	31.6	76.3	39.5
Non-hazardous waste - chemicals	10.2	7.9	23.7
Energy waste	50.8	66.9	53.4
Material recovery	30.0	41.8	49.4
Landfilling	1.0	0.2	0.2
Total non-hazardous waste	92.0	116.8	126.6
Total amount of generated waste	123.6	193.1	166.1





# Social responsibility

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## S1 OWN WORKFORCE

### SBM-2 **Excellent partner**

Algol's goal is to be an excellent and desirable partner for all its stakeholders. The role of its own workforce is particularly significant. As a family business, we foster entrepreneurship, straightforward collaboration, and the ability to respond rapidly. Algol's Code of Business Conduct and policies guide the company's strategic decisions and operating methods, ensuring responsibility and consistency at all levels. They create the foundation on which the company's goals and sustainable growth plans are built, also in terms of social responsibility.

Algol adheres to its Code of Business Conduct, which provides ethical guidelines for the operations of all Group companies and employees in all countries. Throughout our value chain, we comply with human rights as defined in the UN Declaration of Human Rights, which include, among others, freedom of thought, conscience and religion, equality among people, and the prohibition of discrimination.

Our Code of Business Conduct is complemented by our Human Rights Policy, which was published in November 2024. In this policy, we respect the rights and dignity of all people and comply with all laws and regulations to ensure fair and safe employment.

We have considered the views of various stakeholders and our own workforce in the double materiality analyses of our Group companies.

### SBM-3 **Occupational safety and transparency**

The Algol Group complies with laws and agreements regarding occupational health and safety and actively takes measures to promote and ensure health and safety. In addition, we offer our employees various benefits that support coping and wellbeing at work. A high level of occupational health and safety reduces work-related accidents, occupational diseases and stress, while promoting both physical and mental wellbeing.

Algol Chemicals' double materiality assessment highlighted occupational safety and a healthy balance between work and occupational wellbeing. Algol Chemicals complies with legislation in all its operations and invests in a proactive occupational safety culture in different areas. The most important social impacts were related to working conditions in the supply chain, equal treatment of people, and the safe storage and handling of chemical substances.

Algol Technics' double materiality assessment focused on occupational safety and a healthy working environment, which are important for all employees. Installation and maintenance work is carried out in a variety of working environments, some

of which may present risks of accidents. Occupational health and safety measures are reflected in positive occupational wellbeing and low sickness absences.

Continuous development of a safety culture and preventive measures play a key role in risk management in all work tasks. In addition, the analysis highlighted the importance of an open discussion culture, which strengthens employee commitment and improves the employer image.

Other Group companies will begin mapping work after the completion of their double materiality analyses in spring 2025.

### S1-1 **Policies related to own workforce**

Algol's Code of Business Conduct and Human Rights Policy include a statement that we comply with the ILO Declaration and the UN Guiding Principles and enable reporting and complaints related to these.

Our occupational health and safety management system covers all employees who work at our ISO 45001-certified locations. The locations of Algol Chemicals in India, Ukraine and Belarus, as well as the locations of Histolab Products, are not ISO 45001 certified.

At the end of 2024, Algol published a Diversity, Equity and Inclusion Policy, in which the Algol Group is committed to promoting a diverse and inclusive workplace that values and respects the unique perspectives, experiences and inclusion of employees.

The development and management of occupational health and safety is guided by our Health, Safety and Environment Policy and Quality Policy. Safety work is carried out primarily to prevent accidents.

The development and management of occupational health and safety are guided by our Health, Safety and Environment Policy and Quality Policy. Safety work is primarily done to prevent accidents.

The Group Sustainability Manager reviews the Code of Business Conduct and policies annually, and the company's CEO approves them. The Code of Business Conduct applies to all our employees.

In our Human Rights Policy, we state that we apply appropriate measures and controls to ensure that all workers in our supply chain have the right to freedom from modern slavery, forced labour and indentured servitude. This means that all forms of slave labour and bonded labour, such as paying recruitment fees to workers, are against our principles. Employers are also not





allowed to withhold personal documents from workers, such as passports, without the worker’s permission. The worker must have access to personal documents and the right to have them returned at any time.

We respect the special rights of children. Our supply chain operations must not have a detrimental impact on children’s right to education, development and health. Working conditions for young workers must comply with laws and regulations and strive to be fair and favourable.

In addition, our Code of Business Conduct states that under no circumstances do we employ children under the legal minimum age for employment. If no such age is specified, the minimum age is the age at which the child has completed compulsory education. Children over the minimum age cannot be hired for dangerous work or work that may be detrimental to the child’s personal development.

The Algol Group’s Human Rights Policy states that we do not tolerate conduct that violates human rights. Harassment of any kind is not permitted. Algol’s Diversity, Equity and Inclusion Policy aims to create an inclusive workplace with equal opportunities. The Algol Group provides equal employment opportunities to all employees and applicants regardless of their ethnic background and race, skin colour, religion, gender, sexual orientation, gender identity, national origin, age, disability and political opinions, also taking into account other grounds of discrimination prohibited by law.

Algol’s recruitment practices comply with DEI principles. Our recruitment advertisements use gender-neutral terms. All applicants are treated equally, regardless of gender, age, nationality, health status, disability, religion, sexual orientation or marital status. All applicants are assessed based on predefined criteria. The criteria are based on the type of skills, qualifications, experience and language skills and personal qualities required to perform the job. An interview framework based on these criteria is used in each interview. To ensure objectivity in the selection process, all applicants are interviewed by at least two people.

Algol has no other commitments besides the ILO Declaration and the UN Declaration of Human Rights.

**S1-2 Impacts for engaging with own workforce and workers’ representatives**

Algol and its Group companies conduct annual employee satisfaction surveys. A survey is not conducted within Unipol, however, as the company has only three employees. The survey is based on a model prepared by Varma Mutual Pension Insurance Company that is supplemented for each company. The survey is repeated annually with standard questions, making comparability easy not only within the Group but also between Varma’s reference companies. In addition, repeating the survey makes it possible to determine whether the selected development measures have led to improved results. The

NET PROMOTER SCORE (eNPS) IN 2024 AND 2023						
Year	Algol Oy	Algol Chemicals Oy	Algol Diagnostics Oy	Algol Technics Oy	Algol Trehab Oy	Histolab Products AB
2024	52.0	21.0	43.0	36.0	75.0	46.0
2023	33.3	35.5	14.3	16.1	78.9	25.0

survey is divided into various topics, such as workload factors, interaction, and work ability and occupational wellbeing.

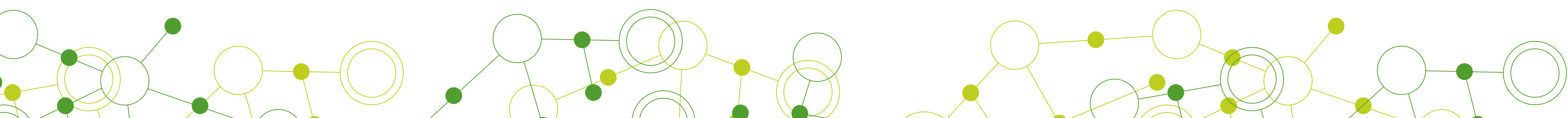
In 2024, the survey response rates varied among Group companies from 72% percent to 100%. The lowest response rate in the previous year was 70%. Response rates increased compared to the previous year due to more effective communications and the work of our supervisors. Our employees perceive the Group's strengths as, among other things, the meaningfulness of their work and the support of their colleagues. On average, the most emphasized development areas were the results of the statements regarding workload, workload and urgency. The results have been reviewed with the teams and development plans have been drawn up not only for the company but also for each team.

Our employees perceive the Group’s strengths as, among other things, the meaningfulness of their work and the support of

their colleagues. On average, the development areas that were highlighted most were in the responses to claims regarding stress, workloads and urgency. The results have been reviewed by our teams, and development plans have been drawn up not only for each company but also for each team.

Group companies also determined their employee Net Promoter Score (eNPS). This was not determined within Unipol, however, as the company has only three employees. The eNPS measures satisfaction and willingness to recommend with the help of a single question. In 2024, there was quite a large dispersion in the score between different Group companies and also between their units. The results were reviewed in each company, and measures were taken as necessary.

We encourage our employees to engage in continuous dialogue and to make a difference by developing tools and methods that ensure openness. Our intranet channel provides all employees with information about the company’s policies and goals, as





well as topical news. The ability to comment on news and blog posts promotes interactivity and continuous communication.

Algol uses the Granite risk management system to record safety deviations, from near misses to accidents. The Granite system is not used within Histolab or Suomen Unipol.

All Algol employees have an obligation to report any occupational safety observations. Accidents and safety observations in Algol must be investigated immediately, but no later than two weeks after the incident. Risk assessment and safety reports are reviewed by the management teams of each company.

The Algol Group's intranet channel has an initiative box that is open to all employees. Initiatives are processed by an expert, an expert group or the management team of the Group company in question.

Algol employees have access to our eAcademy digital learning environment. This online portal offers several courses and training modules in various subjects, some of which are mandatory.

Strategies and business goals are discussed at employee info briefings and sales meetings within each Group company. At the same time, current topics and projects related to the agreed goals are presented. These events are interactive, and employees

have the opportunity to present their own ideas and comments, which supports an inclusive corporate culture. Employee info briefings are organised 2-4 times a year, depending on the company.

Employee wellbeing and job satisfaction are ensured through regular review and target setting discussions. These discussions are documented in Algol's human resources management system.

Within Algol, an employee representative always participates in any possible change negotiations. In addition, Algol Technics promotes continuous dialogue within its Cooperation Committee, where employee and employer representatives meet four times a year.

In several countries, Algol has occupational safety delegates or representatives who are familiar with the company's health and safety issues and regulations. They also encourage employees to pay attention to occupational safety and make suggestions for improving safety.

Supervisors maintain regular contact with their teams. One tool for supervisors is the early intervention model. Supervisor training on the topic was organised in Finland in November 2024, and a recording was available for viewing later. The training covered, for example, what warning signs supervisors

should respond to and how, and the roles and responsibilities of the various parties (employee, supervisor, occupational healthcare, HR).

Algol recruits summer workers each year to strengthen its business activities while providing young people with meaningful experiences in working life. We have participated in the Oikotie Responsible Summer Job of the Year campaign for several years. In 2024, Algol was named the third most responsible summer employer in the category for large businesses in which 49 organisations participated. Summer workers praised Algol especially for the meaningfulness of their tasks, as well as the orientation and guidance they received. The overall satisfaction of our summer workers was also at a high level. Algol's responsibility index was 4.76 on a scale of 1-5. The average score among all organisations that participated in the survey was 4.49.

### S1-3 Processes to remediate negative impacts and channels for own workforce to raise concerns

We strive to maintain an open atmosphere and high ethical standards in our business activities, emphasising safety and respect for all parties in all our companies. In case of suspected misconduct, we encourage employees to inform their supervisor

at Algol or the HR manager of the Group company in question without delay.

Alternatively, concerns can be raised anonymously through our whistleblowing channel, which can be used to report incidents that violate our values and Code of Business Conduct. This system serves as an early warning tool to manage risks and maintain trust. The channel is maintained by an external partner who guarantees data protection. All reports are reviewed confidentially, and a link to the channel can be found on our website. Reports are processed together by a management representative of the Group company in question, the Group Sustainability Manager and Algol's legal representative. The channel allows each report to be discussed anonymously with the employee in question, and the first response is provided no later than seven days after the report is submitted. Algol is committed to protecting whistleblowers from any negative consequences.

The occupational safety delegate is a representative elected by employees from among themselves who acts as the voice of the employees in occupational safety cooperation within the workplace and in cooperation with occupational safety authorities. In addition, the occupational safety delegate can be contacted if an employee is concerned about occupational health or safety. Algol has occupational safety delegates in Finland and Sweden. In addition, Algol Chemicals, for example,





has a safety coordinator in the Baltic countries who promotes safety in the work community.

Our occupational health services offer comprehensive support to the entire work community in accordance with local practices and regulations.

In addition, Algol Oy, Algol Chemicals and Algol Technics have elected employee representatives who represent employees in cooperation with the employer. They ensure that employees are treated fairly and equally. They also advise and support employees in matters related to working life and change situations and in resolving potential problem situations as needed.

Since 2022, Algol has implemented company-specific, annual work community development plans within the scope of the Act on Cooperation in Undertakings. At Algol Chemicals, this is known as the People Plan. Work community development plans include an equality and non-discrimination plan. These plans are based on Algol's Code of Business Conduct.

#### S1-4 Taking action on material impacts on own workforce

At Algol, employee-related risks are identified as part of the company-level risk assessment and in several business

or function-specific risk assessments. The most significant risks identified are risk assessments and surveys related to occupational health and safety. Risk assessments are utilised for planning measures.

Algol monitors, for example, the number of review and target setting discussions and the results of employee surveys, including the development of our employee Net Promoter Score (eNPS). Development plans are drawn up based on the ideas raised in job satisfaction surveys and are reviewed together with employees.

In 2024, in addition to the annual job satisfaction survey, a separate survey was conducted out at the Algol head office in Espoo, Finland, in which employees were able to express their opinions on the renovated premises completed in 2023. Based on this, the need for more workstations was identified. This led to measures, and two of the three coffee rooms were converted into workspaces. The positive impact for our employees in Espoo was significant.

Training on preventing inappropriate conduct in the workplace is available on our eAcademy portal. This material is intended for all employees to promote a safe and respectful work environment.

#### S1-5 Targets related to material impacts, risks and opportunities

Occupational health and safety are an integral part of our operations, and the topic is also strongly reflected in our sustainability targets. The results of double materiality analyses are used in setting targets for each company. Health and safety metrics are presented in section S1-14.

The wellbeing and satisfaction of employees is maintained by regular review and target setting discussions and feedback from employee surveys. In 2024 97,2% of employees had participated in review and target setting discussions (94.2% in 2023). The target is to increase this figure to 100 percent.

Negative impacts identified in employee satisfaction surveys are discussed in HR and teams, and based on these, the actions needed to remedy the situation are agreed upon.

Our target is zero whistleblowing reports per year. One report was submitted to the whistleblowing channel in 2024 (2023: 0).

Data protection and information security are key aspects of sustainability at Algol. In 2024, our goal was to obtain ISO 27001 certification for our information security management system, which we achieved. The purpose of information security is to develop and secure the Group's operating environment in

such a way that the effects of human error, technical failure or intentional harm, for example, can be limited and operations restored to a normal situation as quickly as possible. In addition, the purpose is to harmonise the Group's data protection, information security and cybersecurity practices. The Information Security and Data Protection Policy applies to every employee, supplier, partner and stakeholder representative of the Group who, within the scope of their work or assignment, processes information that is owned or managed by Algol.

Remote working has highlighted new aspects of information security. The purpose of data protection measures is to protect the personal data of customers, employees and other stakeholders in the best possible way. We have an absolute obligation to ensure the appropriateness and processing of the data of all our stakeholders.

A key aspect of strengthening information security is to improve our general understanding about everything it involves and develop our skills accordingly. In 2024, 97.6% of our employees (93.5% in 2023) attended the compulsory basic training course in information security on our online eAcademy platform. GDPR training covers the basics of the General Data Protection Regulation and the rights and obligations of the data controller and the data subject. In 2024, 98.4% of employees (98% in 2023) attended this training. The target for both training courses is 100% attendance.





EMPLOYEE HEADCOUNT BY GENDER	
GENDER	NUMBER OF EMPLOYEES
Male	366
Female	129
Total	495

EMPLOYEE HEADCOUNT BY REGION	
REGION	NUMBER OF EMPLOYEES
Finland	360
Scandinavia	54
Baltics and Eastern Europe	33
India	48

EMPLOYEE HEADCOUNT BY CONTRACT TYPE AND GENDER (HEADCOUNT / FULL-TIME EQUIVALENT)			
CONTRACT TYPE	FEMALE	MALE	TOTAL
Total number of employees	129	366	495
Number of permanent employees	126	347	473
Number of temporary employees	3	6	9
Number of employees with non-guaranteed hours	0	13	13

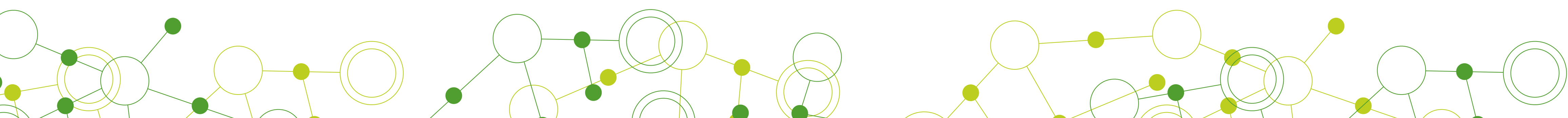
S1-6 **Characteristics of the undertaking’s employees**

Algol’s HR systems currently use only two categories, male and female. Regardless of the calculation method, Algol does not permit any kind of discrimination, and this principle applies to the equal treatment of all individuals.

Algol had a total of 495 permanent employees at the end of 2024 (470 in 2023).

According to this Standard, this reporting applies only for EEA countries in which the undertaking has 50 or more employees representing at least 10% of its total number of employees. Accordingly, Algol should report only for Finland, where 360 employees worked in 2024. However, the table presents the number of employees in all our operating areas in order to illustrate Algol's international expertise.

In 2024, the total number of employees who left the company during the reporting period was 48. This figure does not include those who retired. The employee turnover rate was 9.98%.





GENDER DISTRIBUTION AT TOP MANAGEMENT LEVEL				
	MALE		FEMALE	
	Headcount	%	Headcount	%
Boards	55	85	10	15
Management teams	23	64	13	36
Total	78	77	23	23

The figures include all members of the Boards of Directors and Management Teams of the Algol Group and its companies combined.

AGE DISTRIBUTION OF EMPLOYEES		
	Number of employees	%
Under 30 years old	89	18.0
30–50 years old	223	45.1
Over 50 years old	183	37.0

**S1-8 Collective bargaining coverage and social dialogue**

All employees in Finland (100%) are covered by collective bargaining agreements. This represents 72.6% of Algol’s total workforce.

Social dialogue gives employees the opportunity to influence their own working conditions, such as wages, working hours and occupational safety, and to increase job satisfaction and occupational wellbeing. Successful dialogue promotes mutual understanding between the employer and employees. It increases trust, which in turn reduces tensions and enhances overall wellbeing.

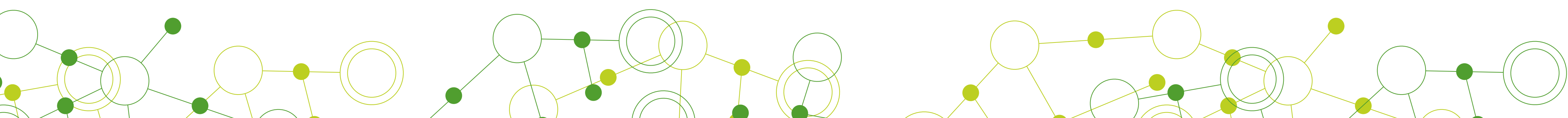
The company does not oppose organising, and employees are free to join a trade union of their choice.

**S1-9 Diversity metrics**

Algol’s HR systems currently use only two categories, male and female. Regardless of the calculation method, Algol does not permit any kind of discrimination, and this principle applies to the equal treatment of all individuals.

**S1-10 Adequate wages**

In accordance with our Code of Business Conduct, we comply with the provisions of national legislation or applicable collective agreements on minimum wage and overtime compensation. We also require the same from our suppliers.





S1-13 Training and skills development metrics

At Algol, the ability of employees to produce value for customers and other stakeholders is a key factor for our business success and achieving goals. The Group offers employees versatile work tasks and opportunities to develop their professional skills.

We encourage the development of personal skills and a healthy work-life balance. The work atmosphere at Algol supports new learning, and employee skills are developed through both internal and external training, which includes product expertise and special skills requirements.

Since 2022, the Group has taken measures to collect training information more systematically. The company’s HR management system has its own section for recording trainings, but updating the information still requires the activeness of employees and the encouragement of supervisors.

The development needs of employees are assessed through regular review and target setting discussions and development plans. All employees within the Group must attend an annual review and target setting discussion with their supervisor. These discussions are documented in Algol’s HR management system. Review and target setting discussions are also included in the Group’s sustainability goals. Read more in [S1-5](#).

We offer our employees eAcademy training on our Human Rights Policy, which will become mandatory for our employees in 2025. The Code of Business Conduct (CoBC) and Values courses must be renewed every two years.

The Code of Business Conduct (CoBC) and Values courses are mandatory for all Group employees.

Introductory ICT Security and GDPR courses are mandatory for all Group employees with the exception of a few Group companies. In addition, all Algol employees in Finland must complete the Occupational Safety course.

Algol Chemicals and Algol Technics have mandatory strategy training for their own employees on the portal.

S1-14 Health and safety metrics

Our permanent goal is to reduce the number of occupational accidents and injuries within the entire Group to zero.

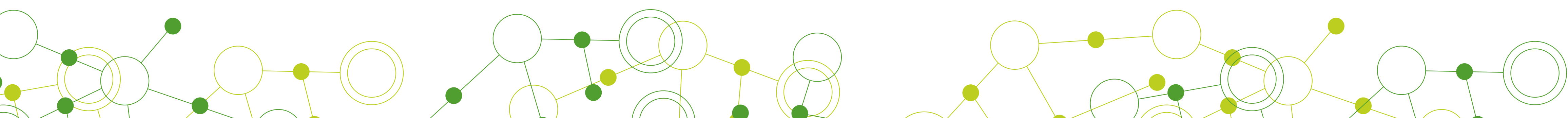
Algol uses the Granite risk management system to record all safety deviations, from near misses to accidents. All Algol employees have an obligation to report any occupational safety observations using the system. Accidents and safety observations in Algol must be investigated immediately, but no later than two weeks after the incident.

In 2024, the accident frequency rate within the entire Group was 9,05, which was lower than the previous year (10.96 in 2023). The sickness absence rate was 1,62%, which was lower than the

previous year (2.54 in 2023), the target being under two percent within the Algol Group.

In 2024, a total of 162 safety rounds (175 in 2023) were conducted at all Group locations. The total number of safety observations in 2024 was 2262 (2262 in 2023). The number of accidents within the entire Group in 2024 was 18 (24 in 2023), of which 10 were zero lost time injuries (LT10). The average investigation time for accidents was 8.14 days.

MANDATORY TRAINING COMPLETION RATE IN ALGOL BY COMPANY (%)							
Training	Algol Oy	Algol Chemicals Oy	Algol Diagnostics Oy	Algol Technics Oy	Algol Trehab Oy	Histolab Products AB	Total
Code of Business Conduct	100.0	100.0	100.0	98.8	100.0	88.9	98.7
Values	100.0	100.0	100.0	98.4	100.0	88.9	98.5
GDPR	100.0	100.0	100.0	97.2	100.0	-	98.4
Information security	100.0	100.0	100.0	98.0	100.0	-	97.6
Occupational safety	100.0	100.0	100.0	98.4	100.0	-	98.9



## S2 WORKERS IN THE VALUE CHAIN

### SBM-2 Interests and views of stakeholders

Workers in the value chain emerged as a key theme in Algol Chemicals' double materiality work in 2023. Only a few stakeholder representatives were interviewed in this double materiality work, as a result of which the views of workers in the value chain have not been widely taken into account in this first report compiled according to sustainability standards.

### SBM 3 Promoting sustainable business in the supply chain

Algol Chemicals monitors and reports the occupational accidents and operational deviations of external actors in its value chain, such as transport companies and warehouse personnel, that are related to Algol Chemicals' operations. The root causes of the

deviations are investigated, and corrective actions are recorded with the same accuracy as for its own workforce. In addition, efforts are made to promote proactive safety, for example through training.

### S2-1 Sustainable procurement

The Algol Group's Supplier Code of Business Conduct is binding on all organisations and individuals who supply products or services to Group companies. The commitment also covers the supplier's own supply chain.

We require suppliers to comply with all applicable laws and other legislation, regulations, general and specific obligations, agreements, guidelines and good business practices in all their activities. Suppliers must adhere to the UN Declaration of Human Rights, which include freedom of opinion and religion, equality and the prohibition of discrimination. Suppliers must never use forced labour or child labour under any circumstances.

### S2-2 Hearing the value chain workers' views

### S2-3 Channels for raising concerns confidentially and seeking remediation

Our whistleblowing channel enables anonymous feedback and promotes dialogue. The channel is available on the Algol website to all stakeholders. The channel is described in more detail in Section **S1-3**.

Claims and deviations concerning value chain workers, as well as their root causes and corrective actions, are recorded and reported in Algol Chemicals' customer relationship management system.

Value chain workers can also raise concerns via the feedback form on the website. This feedback is forwarded to the appropriate customer service department. In accordance with our Quality Policy, deviations are handled promptly,

constructively and responsibly. At the same time, correcting deviations forms the basis for learning and developing operations.

### S2-4 Violation of principles will lead to actions

Algol Chemicals is currently not aware of any serious human rights violations that may have occurred in the different stages of the value chain. We assess our suppliers and subcontractors in accordance with our Code of Business Conduct and take necessary actions if we detect violations that are contrary our principles.

### S2-5 Expanding supplier audits

Algol Chemicals has not yet set a target for value chain workers. We will expand our supplier audits during 2025, which will also promote the reporting of potential violations. The audits will take into account, for example, country-specific risks.





## S4 CUSTOMERS AND END-USERS

### SBM-2 Interests and views of stakeholders

Customers and end-users emerged as a key theme in the double materiality assessments of Algol Chemicals and Algol Technics. Only a few stakeholder representatives were interviewed in this double materiality work, as a result of which the views of customers and end-users have not been widely taken into account in this first report compiled according to sustainability standards.

### SBM-3 Systematic development work

Both Group companies monitor and report customer satisfaction and review claims. The feedback from these is processed to develop operations. Risk management is also conducted systematically.

### S4-1 Policies related to consumers and end-users

### S4-2 Processes for engaging with consumers and end-users

The Algol Group has a Supplier Code of Business Conduct that applies to both suppliers and subcontractors.

Our Anti-Corruption Policy states that special attention must be paid to compliance with anti-corruption measures when third parties are used in business transactions.

Algol maintains its own information security and data protection and that of its customers. Our Data Protection and Information Security Policy takes into account the requirements of the ISO 27001 standard.

Our Quality Policy states that we provide our customers with high-quality services based on a genuine interest in and understanding of the needs and requirements of our customers. We strive to build long-term relationships with our customers, suppliers and business partners based on mutual trust.

Consumers and end-users have several ways to contact us regarding GDPR and data protection matters. They can call our switchboard, send an email to [gdpr@algol.fi](mailto:gdpr@algol.fi) or send a letter addressed to Algol Oy, Inspection Request, Karapellontie 6, FI-02610 Espoo. We aim to respond to any questions raised as quickly as possible. The main responsibility for communication lies with our Sustainability Manager, who is supported by other experts if necessary.

### S4-3 Processes to remediate negative impacts

Our whistleblowing channel is available on the Algol website to all consumers and end-users. The channel is described in more detail in Section **S1-3**.

Group companies collect customer feedback and have processes for handling feedback.

### S4-4 Taking action on manage impacts and pursue opportunities

Algol Chemicals operates as both a manufacturer and distributor of products, and product safety is a key factor. The company does not sell its products directly to consumers. Algol Chemicals ensures that the safety data sheets and labelling of its products comply with applicable legislation. According to its double materiality assessment, the supply chain and related activities pose a significant risk to the company. Therefore, the careful selection and assessment of suppliers is essential to ensure high-quality products for end-users.

Algol Technics' products, services and projects help customers to develop their occupational safety, ergonomics and positive environmental impacts. The highest quality selection may be more expensive than cheaper alternatives. Business risks are particularly highlighted when price is the customer's primary selection criterion.

The double materiality assessment of Algol Technics states that good ICT security protects the company's reputation and strengthens customer trust. However, ICT security requirements may require various actions that increase the administrative burden and costs and may slow down decision-making.

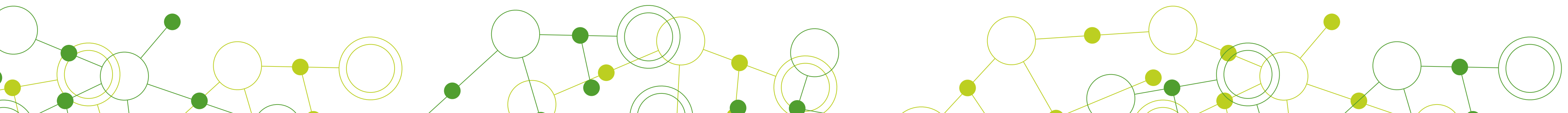
The majority of Algol Technics' supplier relationships are long-term. Smooth cooperation is based on processes that are

supported by the necessary documentation in accordance with Algol's principles and standards. Appropriate documentation ensures the correct and safe use of the delivered products throughout their entire life cycle. Documentation requires resourcing and possible changes to information systems.

### S4-5 Targets related to customers and end-users

Algol Chemicals measures the number of critical deviations. The target is to reduce the number by five percent compared to the previous year. The target was missed by one incident. In addition, Algol Chemicals measures the processing time for deviations, with a target of 20 days. This target was achieved.

Algol Technics has set a new target of zero GDPR complaints. Reporting will start in 2025.





# Governance

G1 Business conduct

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## G1 BUSINESS CONDUCT

### SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

The business environment, supplier relationships and corporate culture were highlighted in the double materiality analyses of Algol Chemicals and Algol Technics.

#### G1-1 Business conduct policies and corporate culture

Algol acts in all cases in accordance with its Code of Business Conduct, respecting the law and regulations, contracts and other obligations, and good business practices. Algol's values and principles guide daily operations and decision-making. Our corporate culture is developed in cooperation with employees.

Our Anti-Corruption Policy defines the principles, responsibilities and measures that Algol Group has in place to prevent and address corruption and bribery throughout the organisation

and with external partners. The policy ensures compliance with applicable anti-corruption laws and promotes ethical practices in all business activities.

Algol has a whistleblowing channel. The channel is described in more detail in Section **S1-3**.

#### G1-2 Relationships with suppliers

The Algol Group has a Supplier Code of Business Conduct that applies to both suppliers and subcontractors. Suppliers and subcontractors must commit to these principles by signing them.

In addition, Algol has a supplier evaluation process. The process is applied both in the selection of major new suppliers and in the evaluation of existing suppliers. We evaluate our suppliers from a sustainability perspective and select suppliers for our products who also meet the sustainability requirements of our customers. The supplier evaluation process is based on four separate risk categories that take into account both the supplier's country of origin (origin of products) and the type of

product. An ethical risk evaluation is conducted primarily on a supplier basis, not on a product basis.

#### G1-3 Prevention and detection of corruption and bribery

Algol's Anti-Corruption Policy ensures compliance with applicable anti-corruption legislation and promotes ethical practices. Its aim is to prevent corruption and bribery in all operations.

In addition, Algol has a whistleblowing channel that is described in more detail in Section **S1-3**.

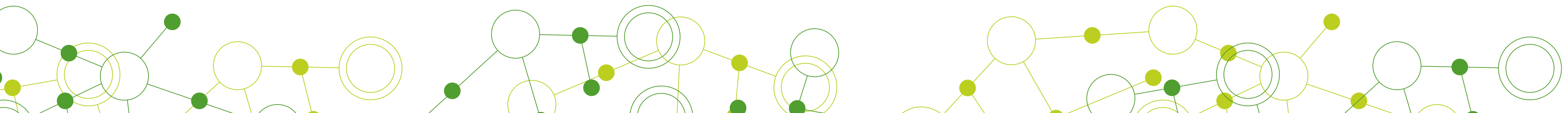
#### G1-4 Incidents of corruption or bribery

Algol's goal is to ensure that there is no corruption or bribery in its operations regarding customers, suppliers or other stakeholders. In 2024, no such cases were identified, and no convictions or fines were imposed for violations of laws related to corruption and bribery.

#### G1-5 Political influence and lobbying activities

Algol's Anti-Corruption Policy states that Group companies are prohibited from making direct donations to political parties, party officials and individuals. The Algol Group did not make any direct contributions to political parties in 2024.

We only make charitable donations if they comply with local laws and ethical standards. All charitable donations and sponsorships are permitted only with the prior approval of the CEO.





# Contact information

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Your supplier of value

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