



Employee Development Policy

PERFORMANCE MANAGEMENT AND PERSONAL DEVELOPMENT

Algol Chemicals is committed to people development and strives to offer career growth. We believe that a dedicated, progressive approach to both short-term development that improves one's performance, as well as long-term development in preparation for future roles, optimises the interests of employees and of the company.

Algol Chemicals emphasises a meaningful personal development plan agreed between the employee and his/her manager, as an essential component for on-going growth and development. In essence, every employee should have a plan to support his or her professional growth and competency requirements.

Employees are responsible for driving their own development while managers guide and support employee development and career growth, and HR provides the framework and needed support.

COMPETENCE DEVELOPMENT

Competence requirements are connected to the specific job profile. Managing competence supports the strategic goals and action plans of Algol Chemicals. Existing and required competences per role are agreed and discussed as part of the performance management process.

Competence development has the following targets:

- To make sure that the company has relevant competences to achieve its goals
- To ensure company's ability to adapt to market changes
- To build a culture of a learning organisation according to our company values
- To keep employees motivated.

LEARNING AND TRAINING

Most of all learning happens at work, either learning by doing, sharing knowledge, through discussions or via self-study. Learning is accelerated by engaging in out of the comfort zone tasks and projects and by striving towards stretched targets.

Some learning happens via internal or external training, participating in different events, external networking etc. The actual training requirement should always be a win-win solution between organisation's and individual's needs and connected to the role of the employee.

Training events up to 5k€ per person are approved by the applicable ACMT member. A higher cost requires approval from the AC CEO.

Completed training should be added to Sympa by the employees themselves.

COMPULSORY TRAINING

Algol Chemicals has defined a set of internal learning modules as compulsory, which need to be completed by every employee within three months from the start of employment. They are considered as bonus cutters in case not completed and are found on our learning platform eAcademy.

TARGET HOURS FOR PERSONAL DEVELOPMENT

Target hours of learning activities for the whole company is set annually and measured as part of the performance management process.

The Employee Development policy is reviewed and evaluated by Algol Chemicals HR Manager on a yearly basis. It is applicable to the whole Algol Chemicals group.

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Kalle Kettunen
CEO of Algol Chemicals