



Algol Chemicals Oy (Group)

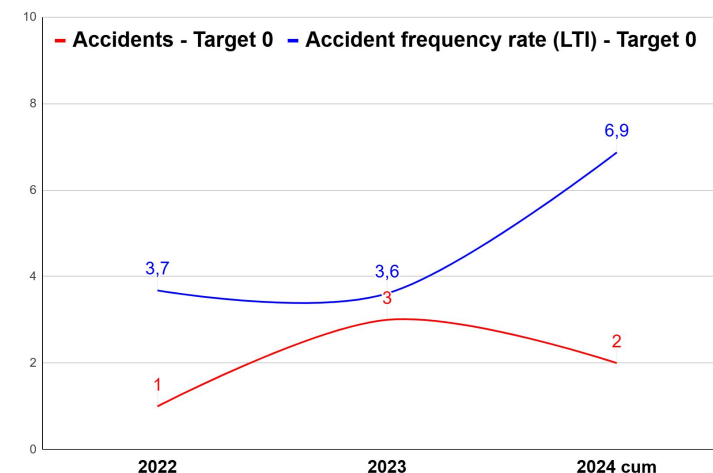
Sustainability performance, development during 2022 - 2024 cum

Algol Chemicals Oy (Group) Sustainability Key Performance Indicators (KPIs)

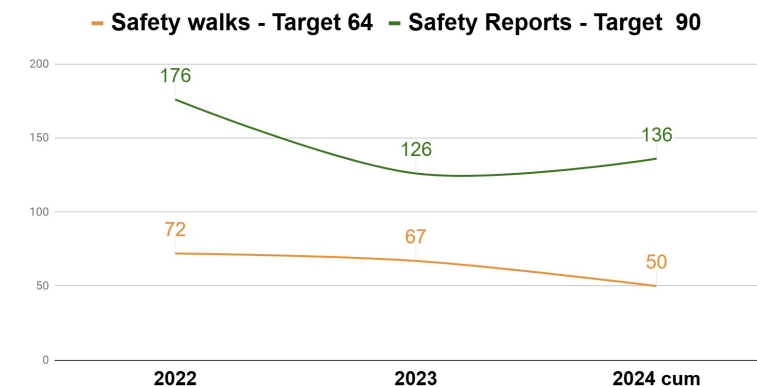
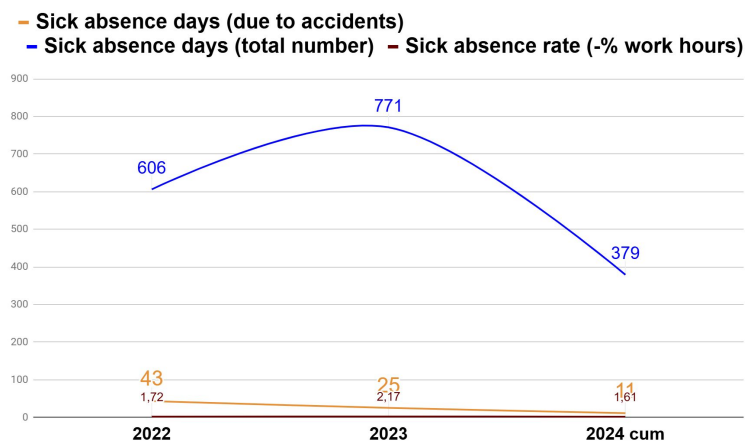
- Health & Safety

KPI:

- Number of Accidents - Target 0
- Accident frequency rate LTI - Target 0
- Number of performed Safety walks - Target 64
- Number of Safety reports (incl. safety observations & close calls) - Target 90
- Sick absence days (total number)
- Sick absence days (due to accidents)
- Sick absence rate (% of work hours)



NOTE: Figures are given as a total number including all Algol Chemicals companies.
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 Target figures are for 2024.

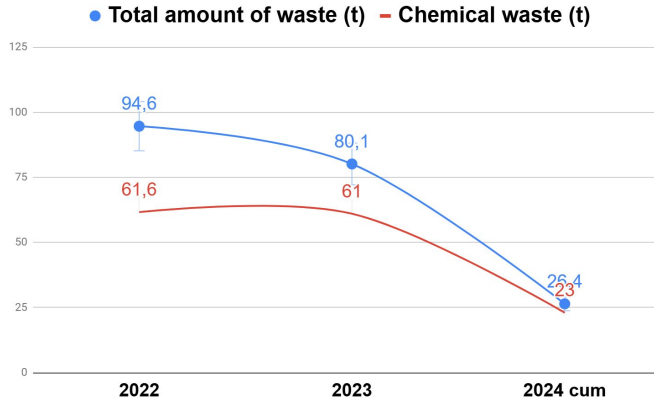


Algol Chemicals Oy (Group) Sustainability Key Performance Indicators (KPIs)

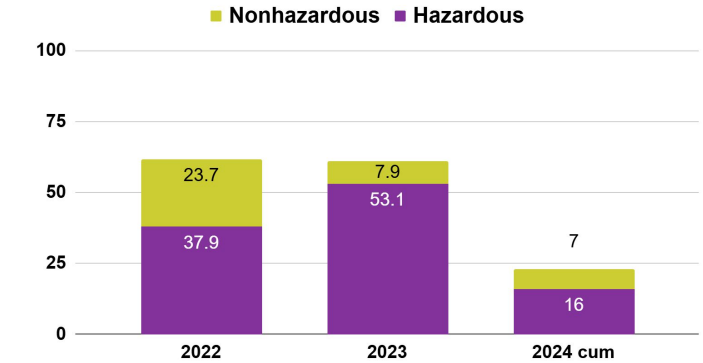
- Environment

KPI:

- (*) Total Amount of waste (t) - Target < 53 t
- (*) Amount of Chemicals waste (t) - Target < 48 t
- Percentage of recycled IBCs increase (%) - Target > 20 %
- (*) Waste recovery (%) - Target: higher than in previous year

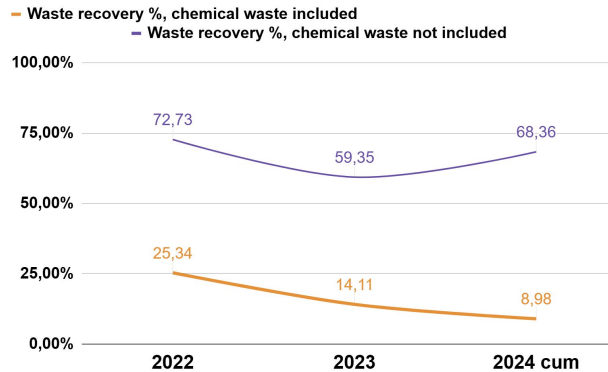


Chemical waste divided by the waste type, tons

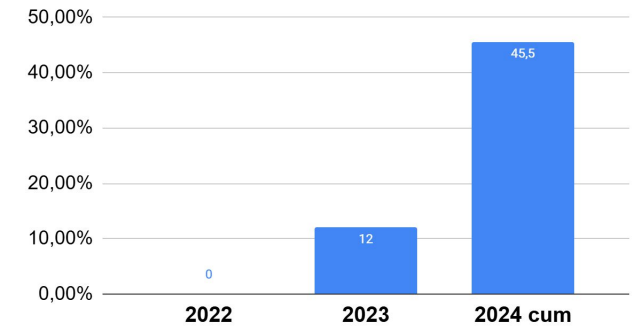


NOTE: Figures are given as a total number including all Algol Chemicals companies. Target figures are for 2024. Figures for 2024 are cumulative till 15.11.2024, not yet final for 2024.

*) Figures are total sums of waste collected in Algol Chemicals production sites in Turku and in Kvarntorp. Other Algol Chemicals sites are rental offices, the waste management is included in the rent.



Increase (%) of purchased recycled IBCs



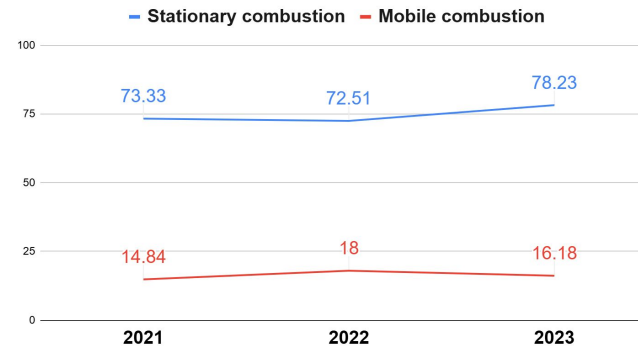
Algol Chemicals Oy (Group) Sustainability Key Performance Indicators (KPIs)

- Environment

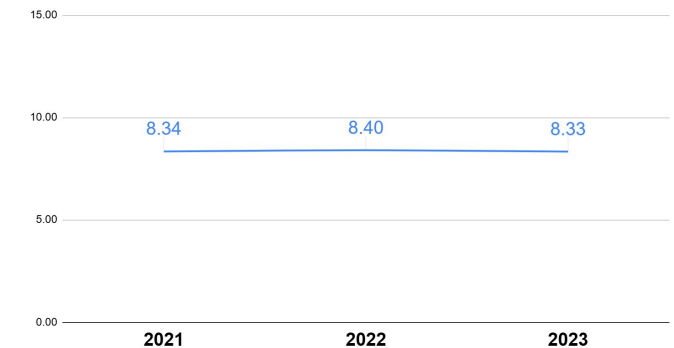
KPI:

- (*) Scope 1 emissions - Target: reduce emissions due to own vehicles (mobile) and heating (stationary) at the production sites - 10 % less than previous year, Carbon neutral by 2045.
- (*) Scope 2 emissions - Target: reduce emission due to purchased electricity to - 10 % less than in previous year, Carbon neutral by 2045.
- (***) Energy efficiency - Target: energy used 10 % less than in previous year
- (***) Share of purchased renewable energy (%) of all purchased energy
- Target: 100 %

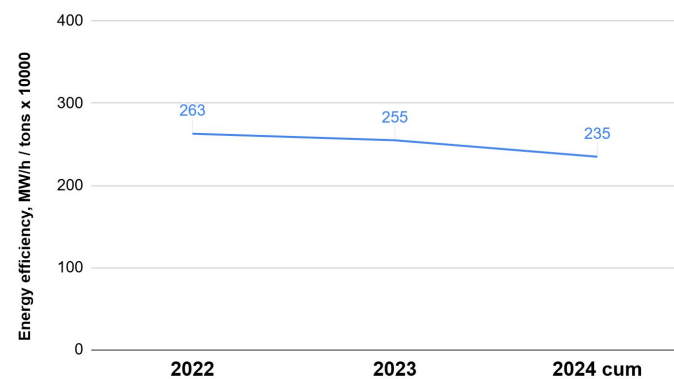
Scope 1 emissions, tCO2e



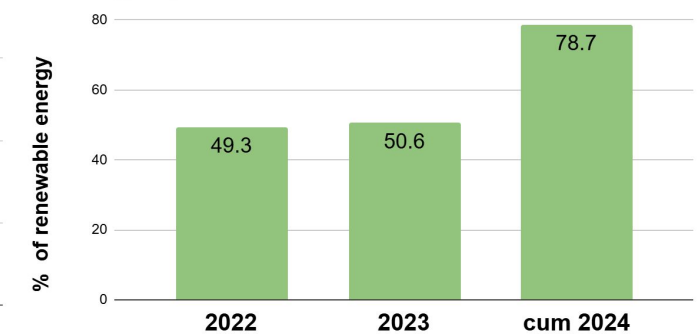
Scope 2 emissions, tCO2e - Purchased electricity



Electricity consumption per handled product volumes



Share of renewable energy (inc. electricity + heating oil)



NOTE:

(*) Figures are total sums of production sites in Algol Chemicals AB/Kvarntorp, Algol Chemicals Oy/Turku. Other Algol Chemicals' sites are office only, Scope 1 emissions = 0, Scope 2 emissions are excluded due to being insignificant. Figures for 2024 are not available yet.

**) Figures include Algol Chemicals Oy/Turku and Algol Chemicals AB, which purchase energy by themselves. For other Algol Chemicals sites the figure is 0, because energy is part of the office rental agreement, not available or insignificant. Figures for 2024 are cumulative until the end of October.



Algol Chemicals Oy (Group) Sustainability Key Performance Indicators (KPIs)

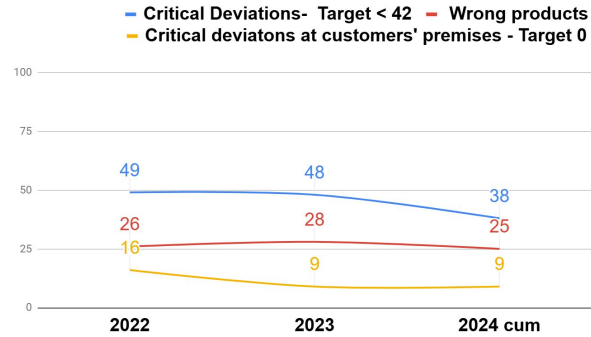
- Operational quality & Supply chain performance

KPI:

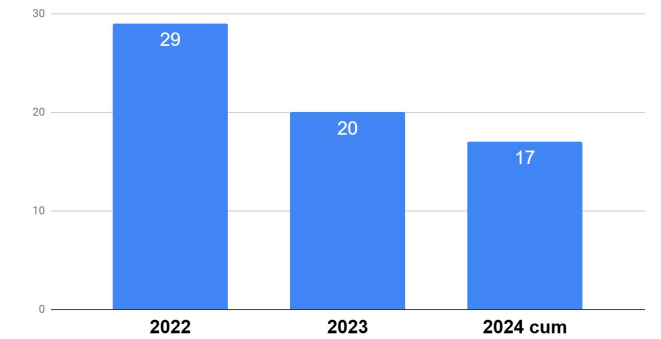
- Number of critical deviation cases (all types) - Target < 42
- Number of critical deviations at customer premises, which could have had safety and/or environmental impact on the customer - Target 0
- Sales deviations resolution time in days - Target < 20 days
- Number of evaluated existing suppliers - Target 20
- Received signed Supplier CoBCs - Target 90 % (of sent requests)
- (*) Signed new supplier approval templates - Target 100 % (% of all new suppliers)
- Number of wrong product deviation cases (purchase, sales)
- Supplier evaluations, total number (includes both existing and new suppliers)

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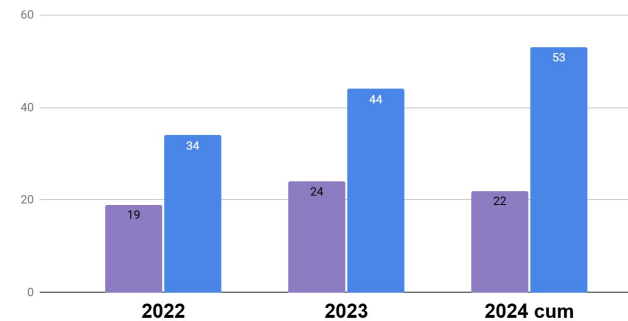
(*) Figures exclude TOV Algol Chemicals, Algol Chemicals India, IOOO Algol Chemicals.



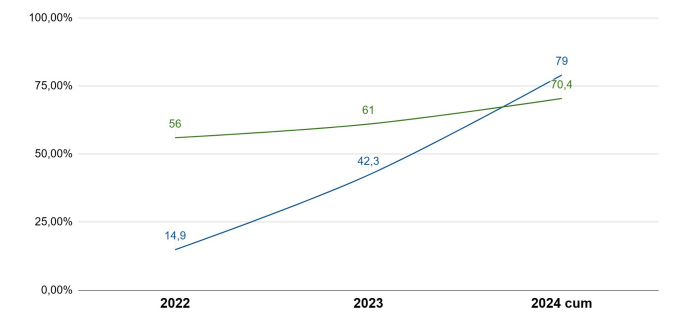
Sales deviation resolution time in days - Target < 20 days



Supplier evaluations (existing suppliers)- Target 20
Supplier evaluations, total (incl. existing and new)



Signed Supplier approval templates % (of all new suppliers) - target 100 %
Received signed Supplier CoBC (% per requests)- Target 90 %



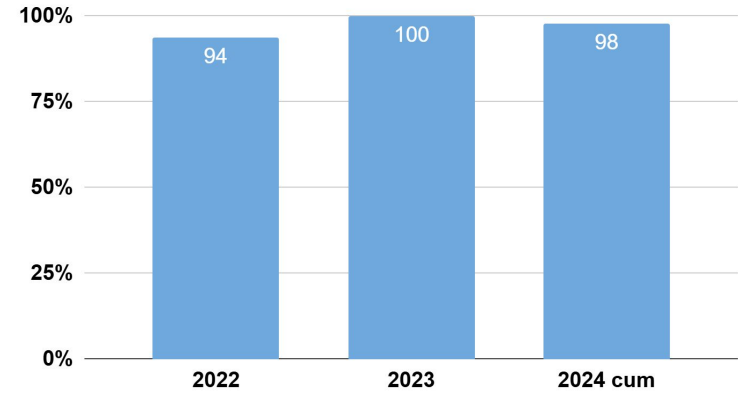
Algol Chemicals Oy (Group) Sustainability Key Performance Indicators (KPIs)

- Ethics

KPI:

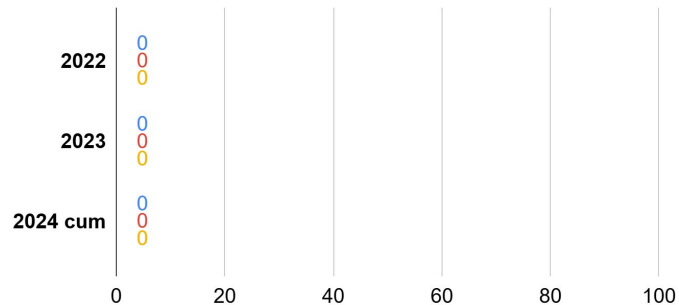
- Education on Ethics (CoBC), % of personnel completed the course - Target 100 %
- Number of confirmed information security incidents - Target 0
- WhistleB cases total concerning Algol Chemicals companies - Target 0
- WhistleB cases concerning corruption connected to Algol Chemicals companies - Target 0
- WhistleB cases concerning discrimination connected to Algol Chemicals - Target 0

Education on Ethics (CoBC) conducted, % personnel

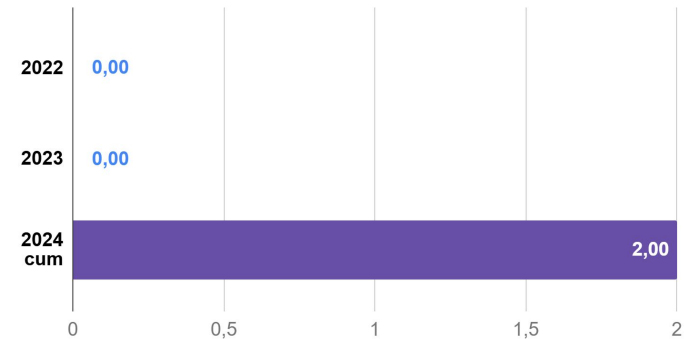


Number of reported WhistleB cases

■ WhistleB cases concerning corruption
 ■ WhistleB cases concerning discrimination ■ WhistleB cases totally



Number of confirmed information security incidents per year



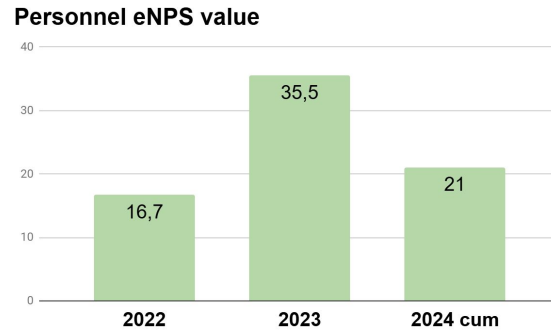
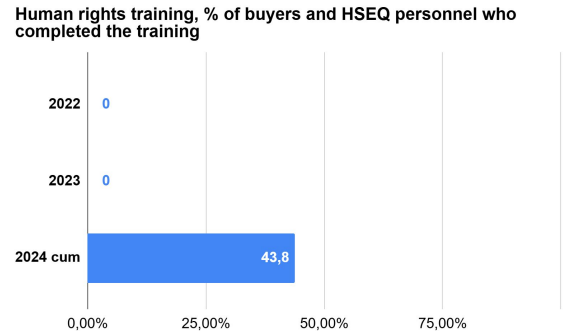
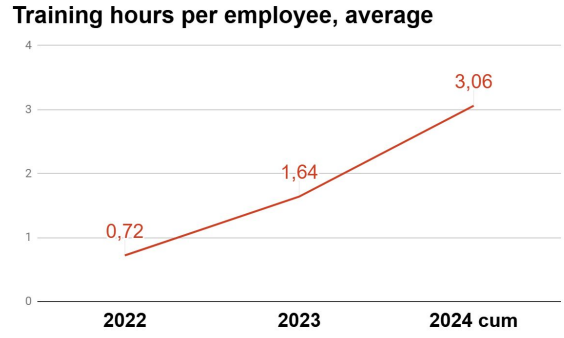
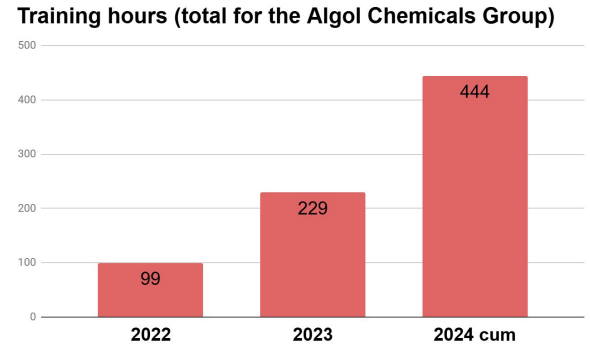
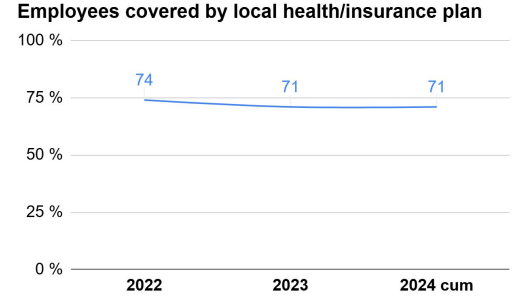
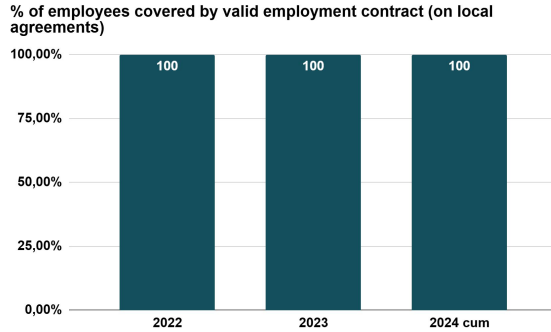
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Algol Chemicals Oy (Group) Sustainability Key Performance Indicators (KPIs)

- Labor & Human rights

- KPI:**
- Employees covered by local health/insurance plan - Target 100 % (of personnel)
 - Total hours of provided skill enhancing training - Target > 300 h
 - Training hours of provided skill enhancing training per employee - Target > 2 h
 - Personnel eNPS value - Target > 36
 - Human rights training (% of buyers & HSEQ who completed it) - Target 100 %
 - Employees covered by valid employment contract (on local agreements) - Target 100 %



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Right Chemistry - Always

