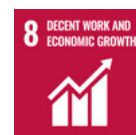


Algol Chemicals Oy (Group) Sustainability Key Performance Indicators (KPIs)

HEALTH & SAFETY

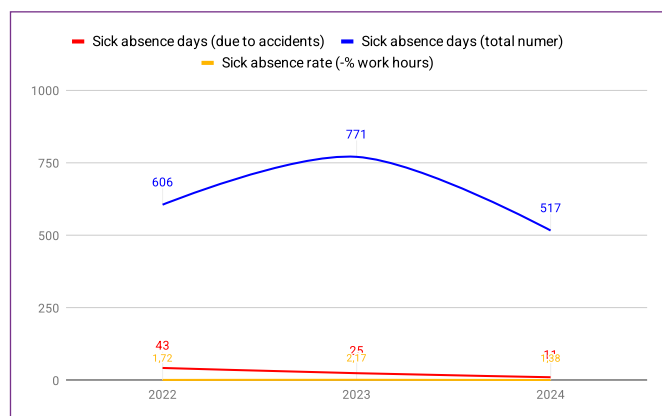
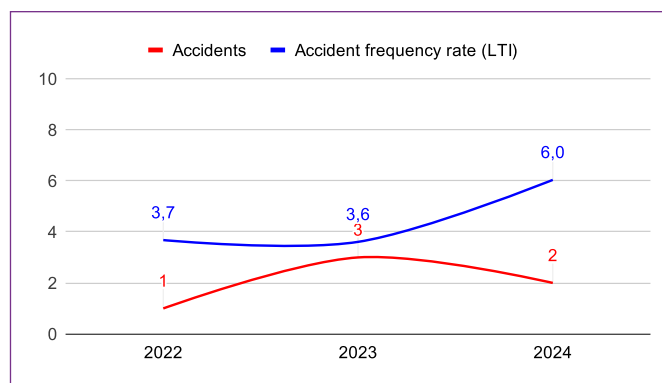
KPI:

- **Number of Accidents** - (Target: 0)
- **Accident Frequency rate LT1** - (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.



ENVIRONMENT

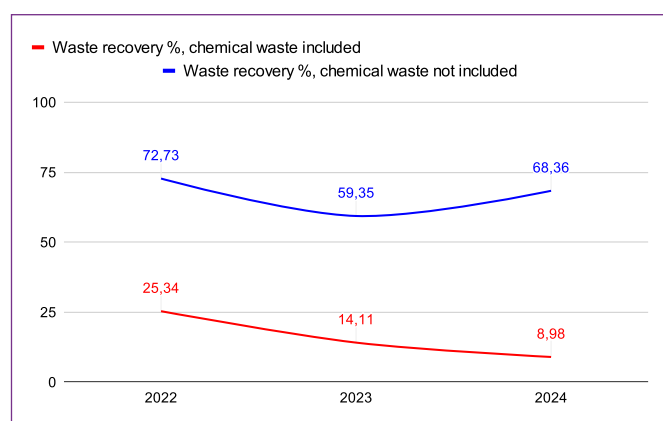
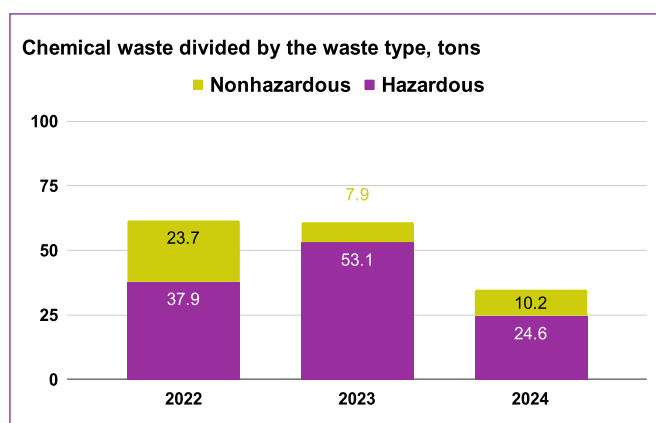
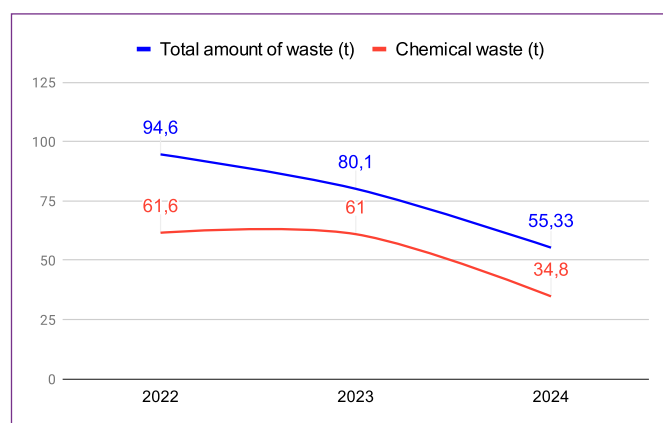
KPI:

- **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)

NOTE:

Figures are given as a total number including all Algol Chemicals companies.

*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.



ENVIRONMENT

KPI:

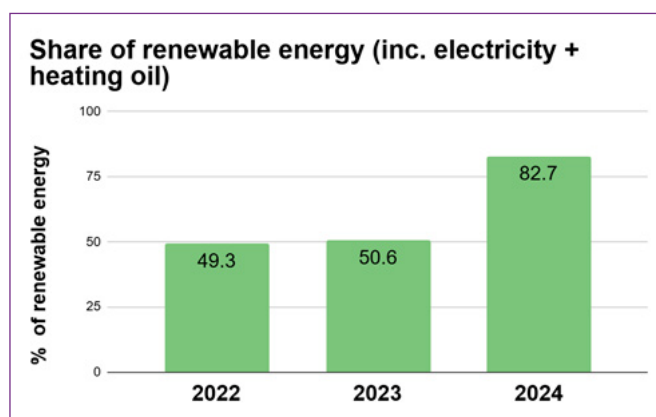
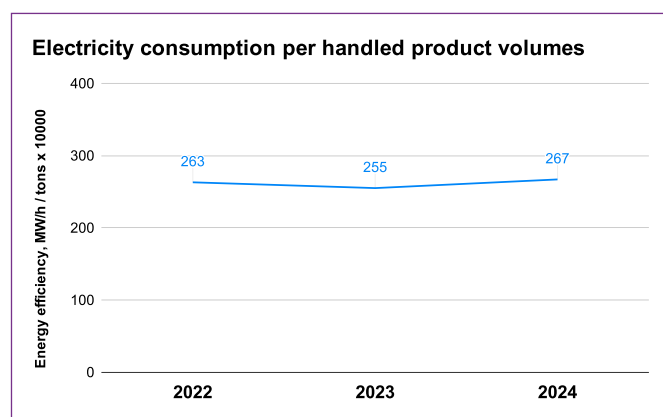
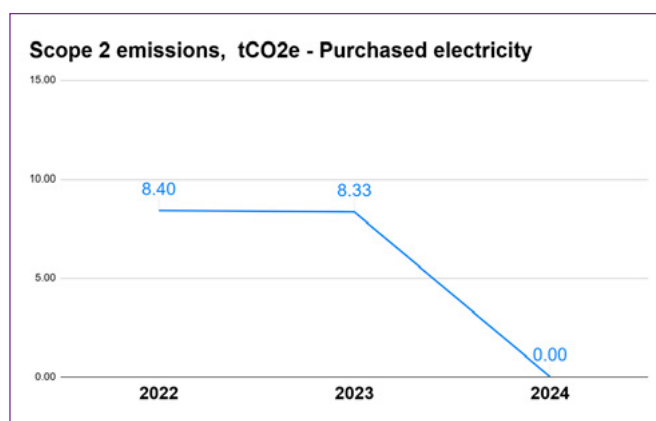
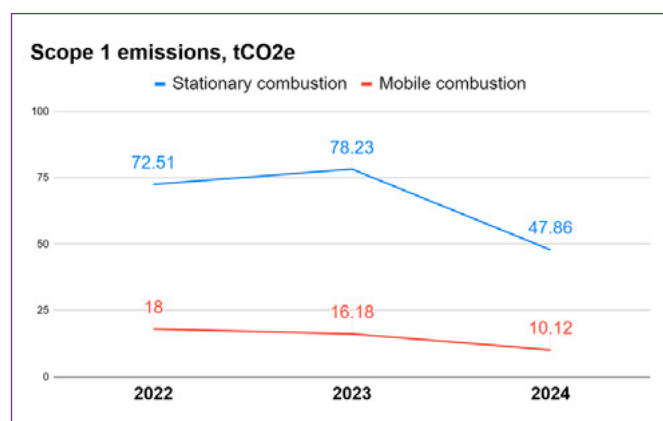
- **Scope 1 emissions*** - (Target: reduce emissions of own vehicles (mobile) and heating (stationary) at the production sites - 10% less than previous year)
- **Scope 2 emissions*** - (Target: reduce emission due to purchased electricity to -10% less than in previous year)
- **Energy efficiency****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



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 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.



OPERATIONAL QUALITY & SUPPLY CHAIN PERFORMANCE

17 PARTNERSHIPS
FOR THE GOALS



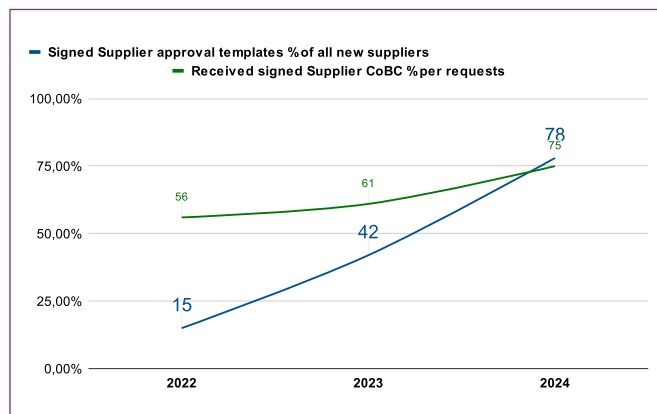
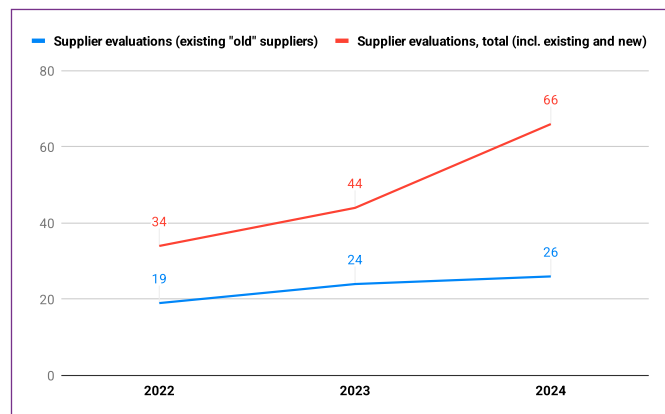
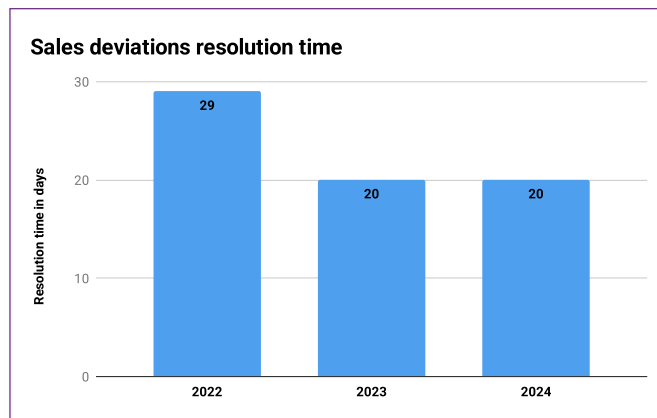
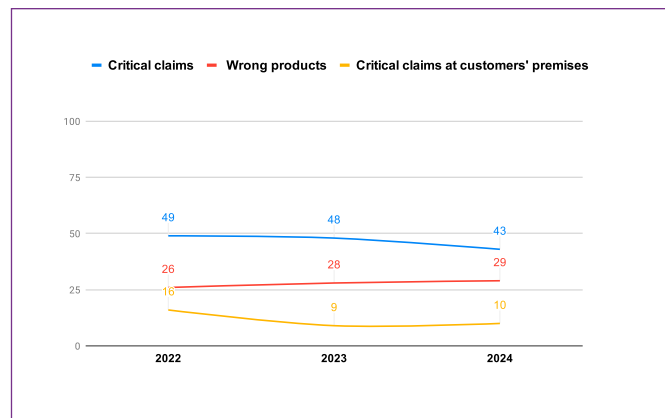
KPI:

- 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)

NOTE:

Figures are given as a total number including all Algol Chemicals companies.

* Figures exclude TOV Algol Chemicals, Algol Chemicals India, I000 Algol Chemicals.



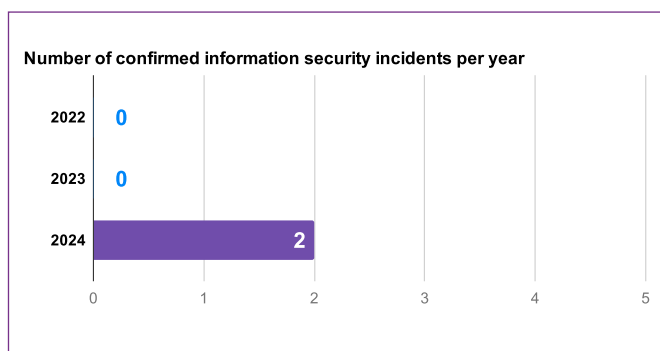
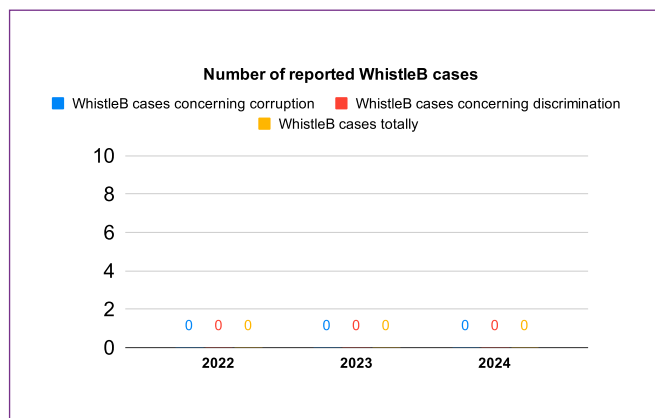
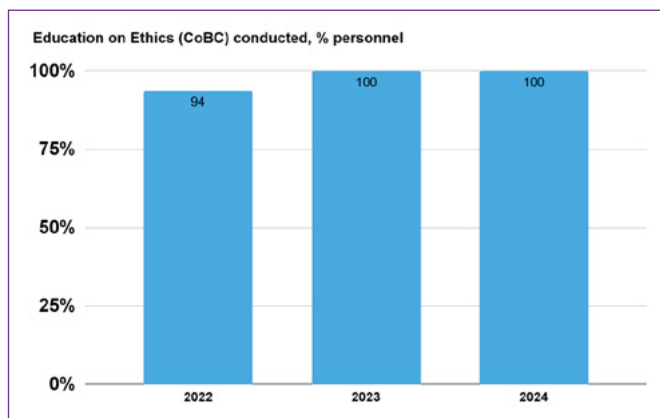
ETHICS

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)

NOTE:

Figures are given as a total number including all Algol Chemicals companies.



LABOR & HUMAN RIGHTS

KPI:

- 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%)

NOTE:

Figures are given as a total number including all Algol Chemicals companies.

