



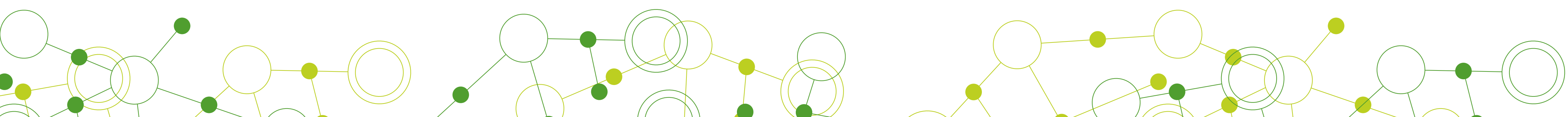
Sustainability Report

2025



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Introduction

The voluntary Sustainability Report of the Algol Group presents a summary of our 2025 sustainability actions, results and targets. For us, sustainability means concrete actions and continuous improvement, which we openly discuss in this report.

During 2025, we have followed closely the European Union’s Omnibus project, which aims to simplify and clarify sustainability reporting requirements. In accordance with the Omnibus project, Algol will continue to report voluntarily in 2025.

The introduction to this report provides an overview of Algol’s operations, history and values. The CEO’s greeting provides background on the importance of sustainability for the company’s business development. After this, our employees describe from their own perspective what sustainability means in their work. The introduction concludes with the Algol Group’s sustainability examples during the reporting year.

After the introduction, the report follows the structure and principles of the European Sustainability Reporting Standards

(ESRS). We believe that ESRS provides the best framework for our sustainability work, as by operating within the same framework with our important partners, we also support the sustainability work of our stakeholders. These standards provide a consistent and comprehensive framework for our work.

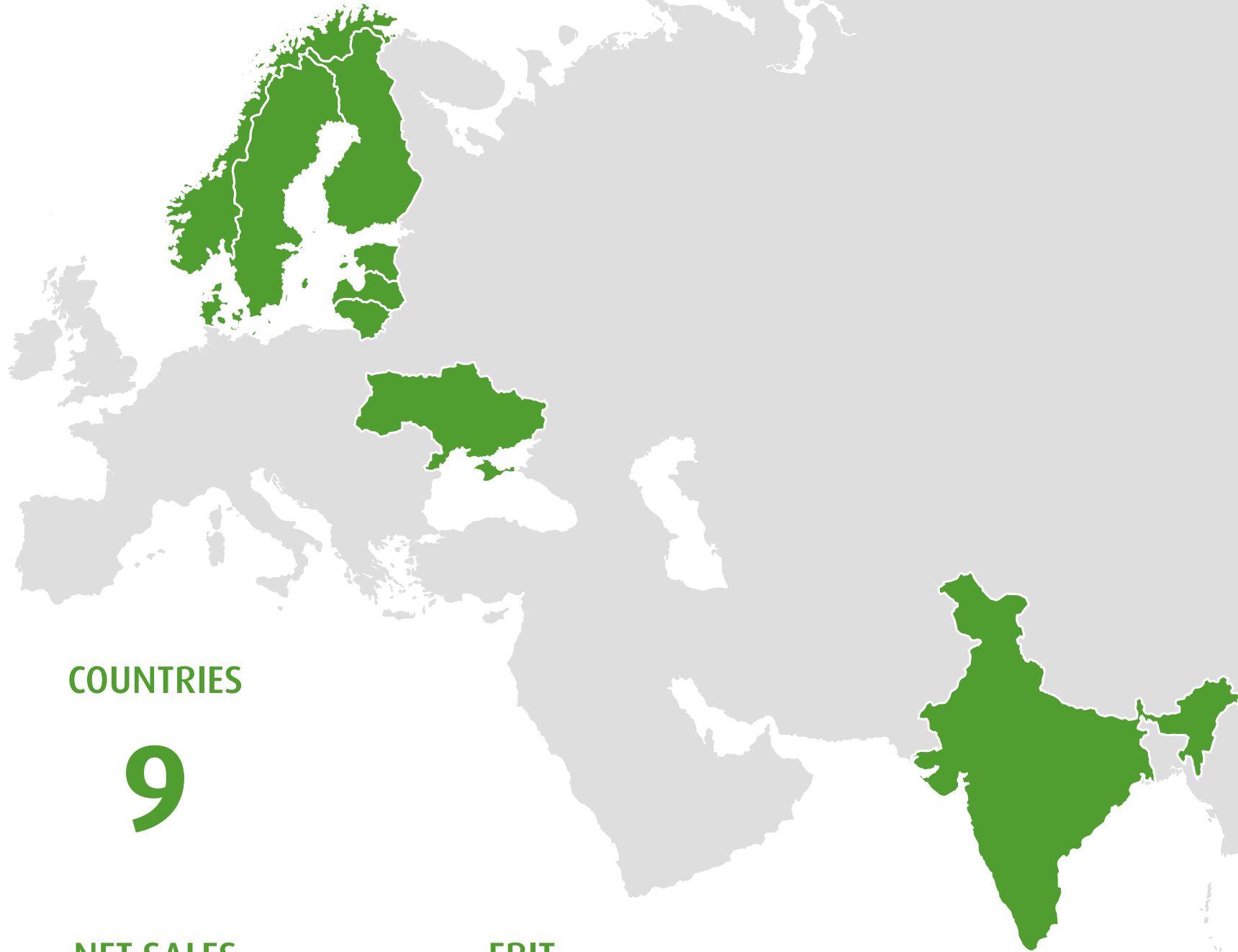
The report is based on double materiality assessments conducted within Group companies, which have identified the Group’s common sustainability themes: climate, own workforce and corporate governance.

Due to the voluntary basis for reporting, this Sustainability Report has not been verified by an independent sustainability reporting auditor. The 2025 financial report will be published in the form of consolidated financial statements, on which an auditor will issue an opinion.



FOUNDED
1894

EMPLOYEES
503



COUNTRIES
9

NET SALES
198
M€

EBIT
6.9
M€



A FAMILY BUSINESS
THAT VALUES CONTINUITY

Algol is a Finnish family business whose roots stretch back to 1894. Algol began operations by importing industrial goods, such as metal products, technical components and chemicals. In 1898, 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 Algol Group is developed with growth, continuity and long-term ownership in mind. The fourth generation of the owner family is represented today by Alexander Bargum, Chair of the Board, and Johannes Bargum, Member of the Board and Manager, Real Estate and Facilities.

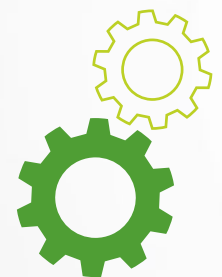
As a multi-branch group, we are building a successful and sustainable future for our partners. Algol employs over 500 skilled personnel in nine countries. Algol Group's business continued to grow in 2025, with net sales amounting to 198 million euros.

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.



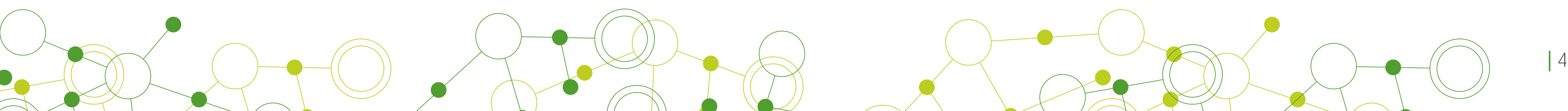
COLLABORATION

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

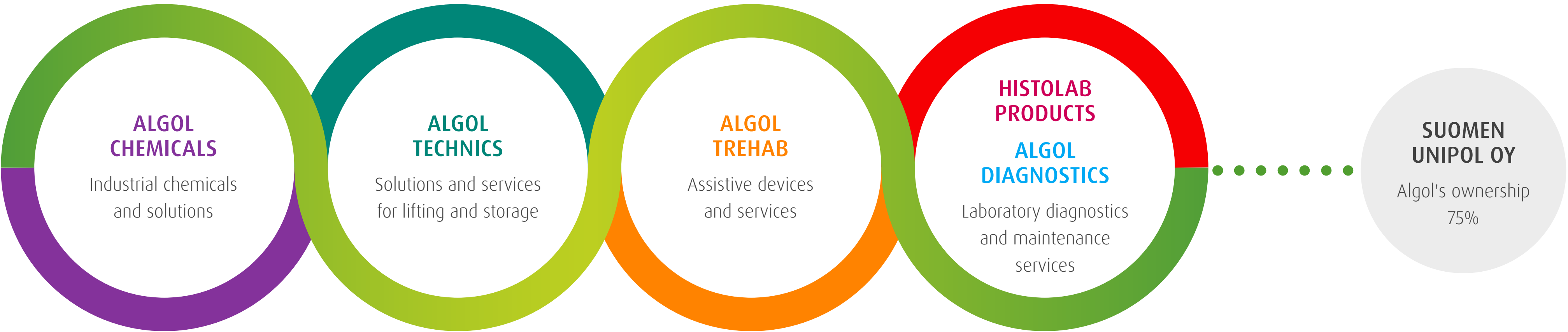


DEVELOPMENT

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



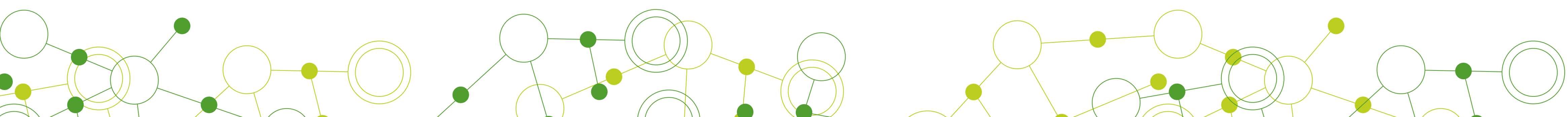
ALGOL GROUP COMPANIES



A MULTI-BRANCH GROUP WITH BROAD EXPERTISE

Algol Group companies import and market products for industry and the healthcare sector. In addition, Group companies offer services related to their business areas, such as design services, tailored delivery solutions, and installation, maintenance and training services. Algol Chemicals also has its own product manufacturing.

This Sustainability Report provides a comprehensive picture of our businesses and how we work with our partners to promote the environment, health and safety.



Greetings from the CEO

The Algol Group's Sustainability Report for the 2025 financial period is our fourth voluntary report. We published our first sustainability report in 2022, and since then we have been systematically developing our sustainability reporting practices. Voluntary reporting reflects our commitment to long-term development and increased transparency.

The reporting process has deepened our expertise and strengthened our systematic management of sustainability. The ESRS framework has structured our work and increased its measurability and comparability. Common definitions and uniform data collection support Group-level steering and help meet the growing expectations of our stakeholders. We will continue voluntary reporting in the coming years.

A key achievement in 2025 was the completion of double materiality assessments at our Group companies. The assessments form a high-quality basis for identifying material impacts, risks and opportunities and developing sustainability work on a business-specific basis. Next, we will set company-specific sustainability targets and develop concrete action plans to achieve them. We are also preparing our participation in the

Science Based Targets climate initiative as part of our climate work.

Our more than 130-year history as a family business reflects continuity, growth and accountability. Algol employs over 500 professionals, whose expertise and commitment are the foundation of our sustainable business. Safety is a vital theme for us: our goal is to ensure that each of our employees goes home after a working day healthy and in good condition.

Developing a responsible and sustainable business is the task of our entire organisation. This report describes our progress and creates the foundation for future development steps.

I would like to express my warmest thanks to all Algol employees and partners for your cooperation and success in 2025.

Joakim Flinck
CEO
Algol Oy



Employees explain what sustainability means in their work



Shilpi Baswal,
HSEQ Manager,
Algol Chemicals, Delhi, India
Sustainability work in India is about building operating models that not only reduce risks and improve performance but also help secure the long-term success of the business. It also means leading by example and supporting teams in their work.



Markku Ekholm,
Managing Director,
Suomen Unipol, Espoo, Finland
Sustainability is a central part of my work and all of Suomen Unipol's operations. We work closely with our principals, partners and customers to find, for example, efficient and environmentally friendly solutions for deliveries and logistics. Sustainability also means paying attention to employees throughout the value chain.



Erkki Moilanen,
Client Manager,
Algol Trehab, Kaarina, Finland
Sustainability in my own work means transparent and sustainable operations together with our health-care clients and other partners. It requires continuous evaluation of our working methods and a desire to develop and change operations to be more agile and sustainable by listening to client needs.



Håkan Svensson,
Logistics Manager, Histolab Products,
Gothenburg, Sweden
Identifying risks and opportunities in the supply chains of our suppliers and supporting them in developing their sustainability work is an increasingly important part of our operations. This work also strengthens our collaboration with customers, as expectations for responsible and sustainable business continue to grow.



Nina Turku, HR Manager, Algol parent company, Algol Trehab and Algol Diagnostics, Espoo, Finland
In human resources work, sustainability is of the utmost importance and covers several different dimensions. Sustainability is reflected, for example, in the way that we treat all employees and job applicants equally, respectfully and fairly, and we strive to ensure that each employee has an appropriate workload and realistic goals. We ensure psychological and physical safety at work and comply with all the laws and regulations that apply to us in our operations. In short, sustainable HR takes care of people.



Patrik Uschanov,
Maintenance Technician,
Algol Technics, Helsinki, Finland
Sustainability in my work means a commitment to the continuous development of the working environment. In practice, this means regularly assessing occupational safety and wellbeing and addressing any deficiencies that are detected. In my maintenance tasks, I value sustainable work, meaning I prefer long-term, high-quality solutions over temporary repairs.



Proactive safety highlighted in maintenance services provided by Algol Technics for Hartwall

Algol Technics is responsible for the technical maintenance and upkeep of the logistics centre belonging to Finnish beverage company Hartwall in Lahti. The focus of the collaboration between Algol Technics and Hartwall is on systematic and proactive occupational safety work, with the common target of zero accidents.

Occupational safety is promoted through open discussions, anticipating risks and continuous improvements. Algol Technics records safety observations systematically, and safety work is supported through 15-minute safety meetings, safety walks, training and up-to-date instructions, for example. The collaboration with Hartwall is close and goal oriented.

Proactive safety work has yielded results, and no accidents leading to absences occurred at Hartwall's site in 2025.

As part of the latest development measure, a safer harness attachment solution was introduced for working at heights, along with updated safety instructions and training. A common sustainable approach supports both occupational safety and product safety in different parts of the value chain.



Double materiality assessments completed at Algol Trehab, Histolab Products, Algol Diagnostics and Suomen Unipol

Double materiality assessments at Algol Trehab, Histolab Products, Algol Diagnostics and Suomen Unipol were completed in autumn 2025. The assessments covered the impacts, risks and opportunities related to environmental responsibility, social responsibility and corporate governance from both impact and financial perspectives. The results are being used to develop the companies' sustainability programmes, targets and metrics.

The material sustainability topics identified for Algol Trehab were climate change (E1), own workforce (S1), workers in the value chain (S2), customers and end-users (S4) and business conduct (G1). Strengthening climate work in particular emerged as a key development target.

The double materiality assessment for Histolab Products highlighted climate change (E1), own workforce (S1), consumers and end-users (S4) and business conduct (G1).

Algol Diagnostics began its double materiality assessment in spring 2025 and completed it despite Histolab Products AB acquiring Algol Diagnostics Oy in the summer. The assessment identified the same main topics as for Histolab Products, but there were minor differences in emphasis for the sub-topics.

The sustainability topics identified for Unipol Finland were climate change (E1), pollution (E2), own workforce (S1), workers in the value chain (S4) and business conduct (G1).

The assessments were conducted in collaboration between the management of the Group companies, employees and experts within the Group, and stakeholder interviews and surveys were also utilised. The work was based on the ESRS framework, which the Algol Group applies in its voluntary sustainability reporting.

With the completion of these assessments, double materiality assessments have now been implemented at all Algol Group companies.





Algol Chemicals develops its climate work

A precise understanding of the carbon footprint is essential for setting realistic climate targets. Comprehensive emissions data is also a prerequisite for serving customers, as stakeholders increasingly require information on the emissions of delivered products and transport for their own emissions calculations.

The emissions calculations for Algol Chemicals focus on measuring the total emissions of the company's own operations and the entire value chain, as well as providing customers with product-specific emissions data.

The company has reduced direct fossil Scope 1 and 2 emissions from its own operations by switching to renewable electricity and biodiesel at its Turku and Kvarntorp sites.

As a chemical distributor, the biggest challenge for the company involves Scope 3 emissions, which mainly cover purchased products and transportation. Since these indirect emissions arise in the value chain, Algol Chemicals aims to use primary data directly from suppliers and transport companies in its calculations. If primary data is not available, the best possible secondary data is used, although it is sometimes challenging to determine the exact emissions data for chemical mixtures.

Algol Chemicals continues to search for new solutions and work closely with its partners towards an even more climate-friendly future.



ISO 27001 certification awarded to Algol Oy

Algol's parent company has been awarded ISO 27001 Information Security Management System certification. The parent company provides the Group's ICT services centrally, and the aim is to extend the certification to the ICT services of individual Group companies.

ISO 27001 is a management system that helps organisations protect their valuable information systematically and effectively, as well as better identify and manage their information security risks. With the system, Algol can assess potential threats and implement preventive measures. The certificate also covers technical information security and how information security is safeguarded both at the organisational level and in the everyday lives of employees.

By complying with the ISO 27001 standard, we demonstrate to our customers and stakeholders that we are committed to high standards of information security. With the help of the ISO 27001 Information Security Management System, we reduce the likelihood of information security breaches and the costs they cause.

The ISO 27001 standard requires continuous improvement of the organisation's information security expertise and awareness, and for this reason we offer our employees a wide range of training on information security issues.



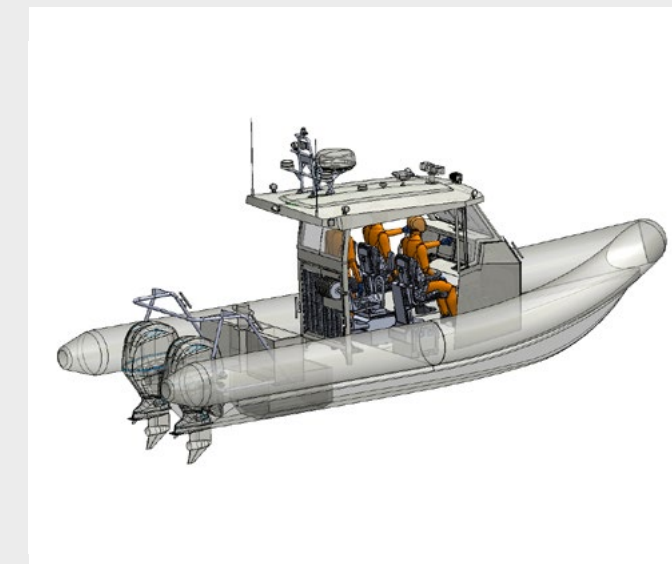
Finnish Lifeboat Institution acquires lifeboat hull with sponsorship from Algol

The Finnish Lifeboat Institution acquired a used Atlantic 85 lifeboat hull in good condition from England with the support of Algol Oy. The Atlantic 85 project combines recycling, extending the boat's lifespan, and professional development.

Algol promotes safety in many different areas, so it is natural and meaningful for the company to participate in the Atlantic 85 project and support the development of the Finnish Lifeboat Institution's operations.

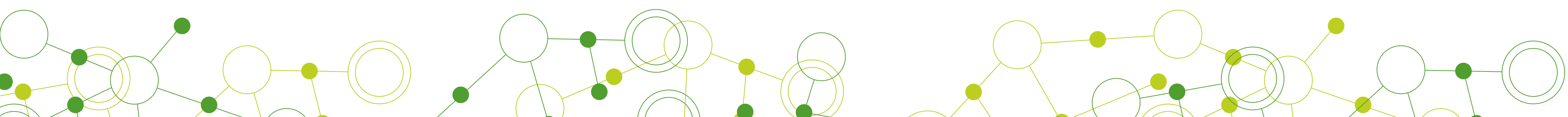
The highly Atlantic 85 lifeboat hull is suitable for a wide range of uses and demanding conditions. The Finnish Lifeboat Institution is converting the lifeboat from an open boat to one with a cabin to be suitable for use by volunteer sea rescuers in Finnish conditions. The design work progressed during 2025 utilising 3D modelling and a full-scale plywood model.

The goal is to conduct test runs of the converted lifeboat in late summer 2026. After this, the boat will be tested at several stations of the Finnish Lifeboat Institution during the 2027 season.



Sustainability Report

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General Disclosures

Algol’s voluntary Sustainability Report is based on double materiality assessments that examined the environmental, social and governance impacts of operations, as well as the related risks and opportunities.

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ESRS 2 BASIS FOR PREPARATION

BP-1 General basis for preparation

Our goal is to apply ESRS standards as comprehensively as possible in our voluntary Sustainability Report for 2025. Due to its voluntary nature, Algol's Sustainability Report has not been verified by a third party.

Our 2025 Financial Statements have been published separately.

The reporting period corresponds to the calendar year and Algol's financial period 1.1–31.12.2025. The information presented in this Sustainability Report covers the Algol Group and all Group companies. The Report 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. Group-level materiality has been determined based on the double materiality assessments conducted within Group companies. This topic is presented in more detail on page 22 of the report.

This Sustainability Report compares data from before 2025 or earlier years, depending on the availability of sustainability data. The report covers Algol's value chain both upstream and downstream to varying degrees based on the data available for materiality, Algol's operating principles, and different stages of the value chain.

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

There were no content changes to the operating principles and policies in 2025. They are available to employees and other stakeholders on our website.

BP-2 Disclosures in relation to specific circumstances

Algol uses the same medium- and long-term definitions as ESRS: medium-term is up to five years and long-term is more

than five years. We do not generally use other time horizons in our reporting, but individual targets may present a more precise annual figure within the specified time horizons.

Algol and its Group companies use both direct and indirect sources to calculate greenhouse gas emissions in the value chain. Indirect emission factors are used in particular for raw materials and other consumables and for calculating emissions from transport. Supplier-specific data is always preferred, but estimates have been used where this is not available.

Algol and its Group companies continuously review value chain data and update it with new data as it becomes available. Our goal is to increase the proportion of direct emissions data in the medium term and thereby make the estimates more accurate.

Algol Group business principles and policies

- Code of Business Conduct
- Supplier Code of Business Conduct
- 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 and GOV-2 Sustainability governance and addressing sustainability issues within Algol

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 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 updating the ownership strategy. This analysis includes key factors in terms of the operating environment and corporate responsibility.

Sustainability aspects are also included in the Group's annual quality, environment and occupational safety audits and information security audits, the findings of which are reviewed by the Board. The Board ensures that the actions required by the audits are implemented throughout the Group.

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

The Algol Group's Board of Directors consisted of the following members from 1 January 2025 to 31 March 2025: Kaj Hedvall (Chair), Alexander Bargum, Johannes Bargum, Kenneth Nystén and Kristina Pentti-von Walzel. At the start of 2025, 60% of Algol's Board of Directors were independent board members.

Members of the Board as of 1 April 2025: Alexander Bargum (Chair, principal owner), Johannes Bargum (Manager, Real Estate and Facilities, principal owner) and Joakim Flinck (Group CEO).

In addition to a strong ownership perspective, the Board has extensive industrial, commercial, financial and legal experience, which gives it the prerequisites to assess Algol's sustainability strategy. As of April, the Group Board members also serve on the boards of all Group companies, giving them a comprehensive view of the operations of the different Group companies.

The Board of Directors and the Sustainability Manager of Algol Group participated in Sustainability for Business Leaders training organised by the Finland Chamber of Commerce. The training covered sustainability regulations and their importance for business development.

Algol Group companies have their own boards of directors, which are responsible for the strategic steering and supervision 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 for Group companies, 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 and product expertise. Boards also have access to the views of internal and external experts on topics related to sustainable development.

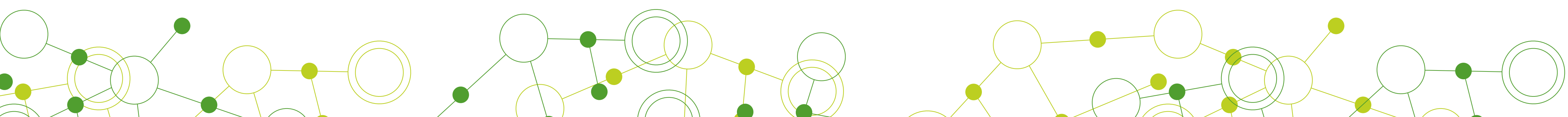
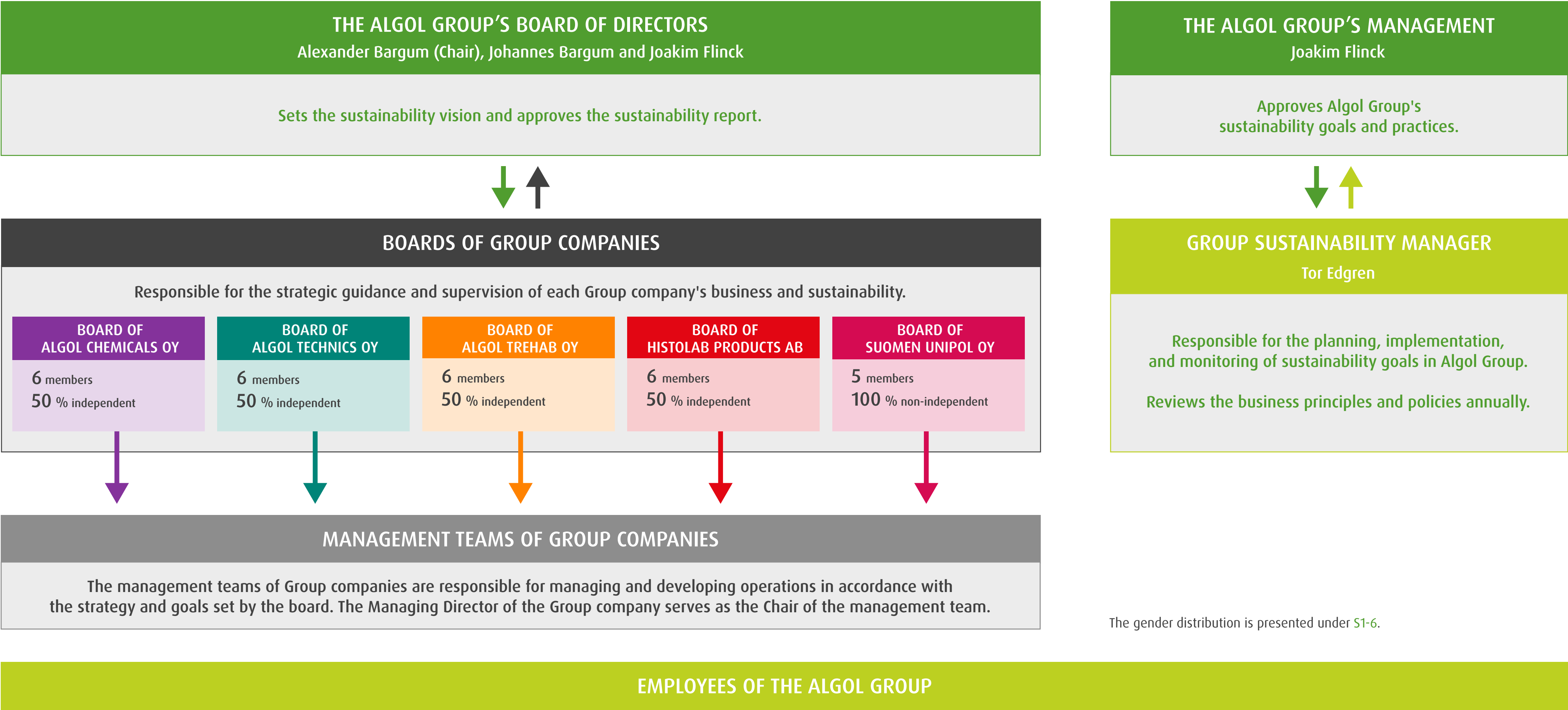
The management teams of Group companies set sustainability targets and lead progress towards them. A managing director appointed by the Board of Directors for each Group company is responsible for implementing sustainability in their respective business operations.

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 CEO. Practical work is done within the HSEQ (Health, Safety, Quality and Environment) organisation, which includes members from all Group companies. Sustainability work is coordinated by the Group Sustainability Manager.

Group companies prepare company-specific reports based on their own sustainability targets and metrics together with the HSEQ team on a monthly basis.



MANAGEMENT OF SUSTAINABILITY WITHIN THE ALGOL GROUP



GOV-3 Integration of sustainability-related recommendations in incentive schemes

The Algol Group's management remuneration currently does not include any targets directly related to sustainability. A successful business cannot, however, succeed financially in the long term without the principles of sustainable development, and this provides a connection to incentives.

GOV-4 Statement on due diligence

At Algol, due diligence regarding human rights and the environment is not legally mandatory. However, we have initiated work through our supplier evaluation process, operating principles and policies.

The Algol Group adheres to operating principles that address human rights and environmental responsibility and that define 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.

In addition, our policies provide guidelines for the equal treatment of people and responsible action in environmental matters.

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. 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. More information about the supplier process is provided under **G1-2**.

GOV-5 Risk management and internal controls in sustainability reporting

Algol's voluntary Sustainability Report is based on the double materiality results of the Group and Group companies. Experts from different areas of responsibility within Group companies have participated in producing the information. The assessment

has been carried out systematically with reference to the ESRS structure.

The Group Sustainability Manager and Communications Manager are responsible for compiling the Sustainability Report. The working group's objective is to provide reasonable assurance that the voluntary report with reference to the ESRS standard is prepared on time and in compliance with applicable laws, regulations and internal requirements.

Group-wide policies, principles and guidelines are available to all Algol employees and stakeholders and guide employees to act in the right way. Matters related to sustainability reporting are communicated to the parties concerned, mainly through regular meetings, Algol's intranet and digital platforms, and by e-mail.

In 2025, Algol introduced a new data bank to manage sustainability reporting efficiently and transparently. The goal for 2026 is to extend the use of the data bank.

In addition, we use spot checks to ensure the accuracy, consistency and comparability of the reported data. Spot

checks are part of Algol's internal report verification and the development of our sustainability reporting. In these checks, the reported data is compared with the original source systems, documentation and calculation bases. Spot checks are carried out randomly during the reporting period by the Sustainability Manager. Any deviations or areas for improvement are documented and responded to with corrective measures, for example by updating guidelines and reporting practices. The operating method introduced for reporting in 2025 will be further developed in the medium term.

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.



STRATEGY

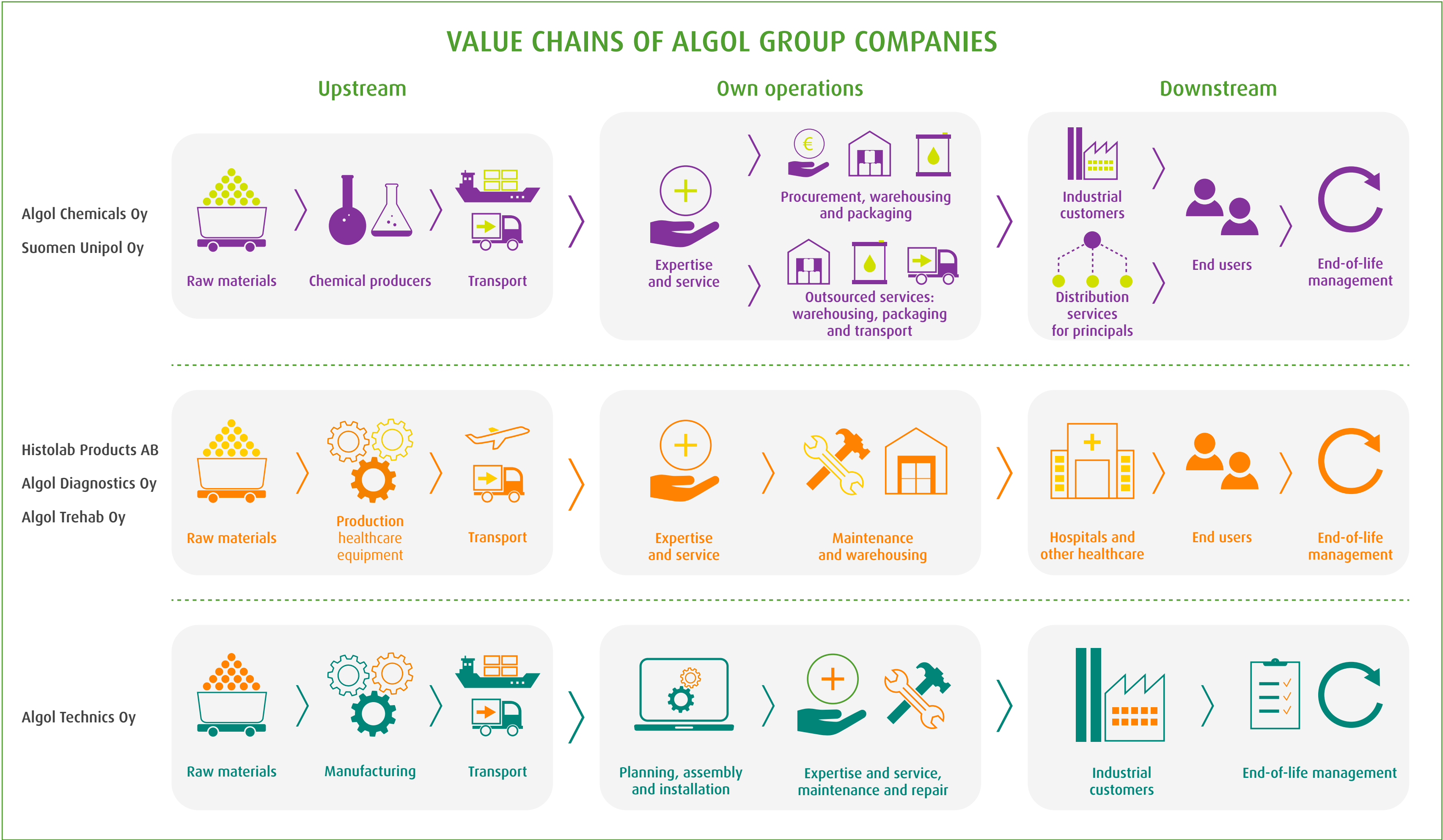
SBM-1 Strategy and business model

Algol’s subsidiaries import, market and manufacture products for industry and healthcare. 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.

As a family-owned business, we develop our Group companies with continuity and long-term ownership in mind. The Bargum family has owned the company since 1914 and currently owns 100% of all company’s shares. The three largest shareholders owned 98% of the shares in 2025.

The Algol Group comprises five subsidiaries: Algol Chemicals Oy, Algol Technics Oy, Algol Trehab Oy, Histolab Products AB and Suomen Unipol Oy. Histolab Products AB acquired Algol Diagnostics Oy in summer 2025.

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.



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, 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. In 2025, the company employed a total of 149 personnel, including 43 in Finland.

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), TOV Algol Chemicals (Ukraine) and Algol Chemicals India Pvt. Ltd. (India). Algol Chemicals exited Belarus in 2025.

The distribution of chemical raw materials 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 aim of Algol Chemicals is to be a strong, local alternative for both existing and new suppliers and customers.

The new strategy of Algol Chemicals, ACE28, will be finalised in 2026 and covers the period up to 2028. The strategy is divided geographically into two focus areas. In Northern Europe, the company will continue to strengthen its position as a leading local distributor in its existing segments through organic growth and acquisitions. An example of this is the business acquisition of Buratec Oy in November 2025, which strengthened Algol Chemicals' position in the market for plastic colourants, additives, compounds and raw materials in Finland and the Baltic region. The second main focus is Asia, where significant growth is sought in the existing Indian market and by expanding into Southeast Asia, for example Vietnam.

The company's four business units, Algol Chemicals Finland, Algol Chemicals Scandinavia, Algol Chemicals Eastern Europe and Algol Chemicals Asia, each have their own market specificities and growth targets. All units aim for operational excellence and growth in operations and profitability. As the operating environment and the demands of its stakeholders evolve, topics such as sustainability, digitalisation and personnel development have been incorporated into the strategy.

The company's sustainability work is guided by a double materiality assessment, which was updated in 2025. As a result of this work, climate, pollution, own workforce and good governance emerged as material topics. In terms of climate work, the company continued to systematically refine its emissions calculations. With the help of processes and high professionalism, the company ensures that no pollution occurs in its

operations during storage, transport or production. In addition, increasing the supply of water purification chemicals, for example, is not only a business opportunity but also a way to support the sustainability work of customers.

Skilled employees are the cornerstone of Algol Chemicals' success, and the company invests in them continuously. In addition to Group-wide training, personnel skills are developed through mandatory strategy training on Algol's eAcademy training portal, which is also part of the new employee orientation programme.

In 2025, Algol Chemicals achieved the Gold rating in the EcoVadis sustainability assessment, which is a testament to the long-term work in developing environmental, social and governance practices.

ALGOL TECHNICS OY delivers industrial material handling and intralogistic solutions in Finland, with the aim of ensuring the continuity of customers' production processes. The company's strategy is based on sustainable growth, technical expertise and long-term partnerships. Sustainable growth refers to expanding the business in a way that does not come at the expense of future generations.

The business model is centered on the lifecycle management of machinery and equipment. Algol Technics implements solutions utilising automation, robotics and crane technology that support the efficiency and safety of work environments.

Maintenance, repair and modernisation services extend the service life of equipment, which in turn reduces resource consumption and improves energy efficiency.

Business operations cover the lifecycle from pre-planning and project deliveries to the maintenance and modernisation of machinery and equipment. In planning and procurement, emphasis is placed on technologies that are long lasting for industrial use. In solution deliveries, operational optimisation and safety standards are taken into account. Maintenance and modernisation are key factors in business operations, as updating existing machinery and equipment saves raw materials and energy compared to new purchases. A local, nationwide service network in Finland enables short transition distances and rapid response, which reduces production downtime and logistics emissions.

Algol Technics' operations are based on the expertise of 251 professionals, and the company invests in continuous training and occupational safety as prerequisites for sustainable business operations.



ALGOL TREHAB OY aims to provide end users with an easier everyday life. The company's strategy aims to grow and strengthen its market position in the Finnish assistive devices market by developing its product and service portfolio in close collaboration with stakeholders. Business operations are guided by five strategic focus areas: enabling living at home, basic assistive devices, promoting accessibility, developing care, and the private care sector. At the end of 2025, Algol Trehab employed 38 personnel.

The implementation of the company's strategy was accelerated in summer 2025 with the acquisition of Suomen Terveystuote Oy, which strengthened the company's position, especially in the private care sector. The acquisition expanded the company's expertise and range to ergonomic sleeping solutions, such as beds and mattresses.

In 2025, a double materiality assessment was conducted at Algol Trehab, which was approved by the company's Board of Directors.

The double materiality assessment identified the most important asset of the business model to be its expert employees. The company emphasises continuous development and occupational safety. This ensures that its experts are able to implement accessibility projects and installation and maintenance work, as well as meet the requirements of both the public and private care sectors.

The company responds to climate change by offering comprehensive maintenance services. A maintained and long-lasting assistive device extends the product lifecycle, reduces the need for new raw materials and supports the sustainability goals of customers. Optimising logistics in basic assistive device deliveries is also a key way to reduce the carbon footprint of the value chain. Algol Trehab carefully selects its suppliers, emphasising quality and sustainability. Suppliers are required to commit to operating principles that respect the rights of workers.

HISTOLAB PRODUCTS AB specialises in cell diagnostics and tissue analyses instruments, as well as related equipment, chemicals, supplies and services. In the Nordic countries, the company operates as a distributor and sells its own products directly to end customers. In the rest of Europe, Histolab's own products are sold through a network of local distributors.

In addition, Algol Diagnostics Oy, a subsidiary of Histolab Products in Finland, delivers automation, digital and robotics solutions to Finnish healthcare laboratories. The company specialises in clinical pathology and molecular genetics products.

Histolab Products' strategy is to create added value for customers with a comprehensive and high-quality product range. The company aims to streamline its processes by utilising automation, traceability systems and digitalisation. The goal is

to strengthen future competitiveness by positioning itself as a pioneer in digital solutions and AI-based tools.

The digital future is being built by establishing a new "Digital & Innovation" business area, which generates value through AI-based products and services. The merger of Histolab Products AB and Algol Diagnostics Oy has further strengthened the company's presence in the Nordic countries, enabling cross-border cooperation and sharing of expertise.

The company's sustainability work focuses especially on quality control and compliance. The focus is on the implementation and compliance with the ISO 13485 standard, which ensures ethical principles and high quality in operations. ISO 13485 is an international standard that defines the requirements for quality management systems in the medical device industry.

Histolab Products is also investing in internal competence and development, which are prerequisites for high-quality services. One of the cornerstones of the strategy is the transition from individual equipment sales to a more sustainable business model based increasingly on technical services and digital solutions. This change will reduce dependence on individual large purchases and create continuous value for stakeholders. Operations are supported by a strong technical service organisation, which takes care of predictive maintenance, troubleshooting and repairs.

In 2025, double materiality assessments were conducted at Histolab Products and Algol Diagnostics. The key sustainability topics identified were climate, own workforce, customers and end-users, and governance. Histolab Products AB will set sustainability targets related to these topics during 2026.

At the end of 2025, Histolab employed 36 personnel: 25 in Sweden, 2 in Norway, 1 in Denmark and 8 in Finland.

SUOMEN UNIPOL OY offers a wide range of industrial chemicals and plastics in Finland and neighbouring markets. In line with its strategy, the company delivers competitive and sustainable products to customer industries using efficient and low-emission logistics solutions. A significant part of current and future business is focused on green transition industries.

In 2025, Unipol Finland conducted a double materiality assessment in collaboration with the company's CEO, employees and experts within the Algol Group. The company's material topics were identified as climate change, pollution, own workforce, workers in the value chain, and governance.

At the end of 2025, Suomen Unipol employed 3 personnel.



SBM-2 Interests and views of stakeholders

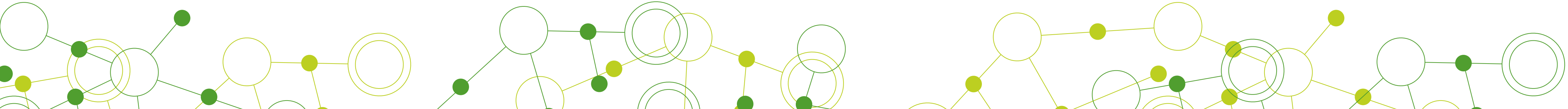
Algol Group’s key stakeholders include customers, our own workforce and suppliers. Understanding the interests and views of our stakeholders helps guide our strategy and business in many ways, whether developing safe solutions together with our customers or creating the conditions for meaningful work and expertise. Active stakeholder cooperation supports sustainable growth.

Stakeholder engagement is carried out both locally at our sites and centrally at the Group level. Issues relevant to sustainability are typically handled with stakeholders by the HSEQ team, HR and finance, legal affairs and management teams.

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 under IRO-1.

ALGOL GROUP’S STAKEHOLDERS

STAKEHOLDER	ENGAGEMENT AND PURPOSE	OUTCOME
CUSTOMERS	We collect feedback through regular meetings and surveys. The purpose of the engagement is to understand customer expectations.	This enables the provision of professional and high-quality services and solutions, as well as rapid response to customer expectations. Engagement promotes, for example, occupational safety.
OWN WORKFORCE	The purpose of engagement is to communicate about the company's operations and understand the views of our own workforce. We promote engagement through, for example, multi-channel communications Meet The Group CEO online meetings, business reviews, target setting discussions, training, an annual employee survey and a whistleblowing channel.	The outcome is the development of occupational safety and the promotion of occupational wellbeing at work. The views of our own workforce are utilised in the planning and development of business operations.
BANKS	We actively maintain contact with our banks regarding, for example, long-term financing, payment transactions, trade financing and wealth management.	Engaging with banks supports the company's financial stability, smooth financing and business continuity.
SUPPLIERS	We engage with our suppliers daily, for example by e-mail and phone, at meetings or during audits. Together we develop safe and functional solutions and are on the path towards a more sustainable value chain. We require our partners to comply with our Code of Business Conduct.	Our principals develop and offer solutions. They increasingly report on sustainability topics. They comply with Algol’s Code of Business Conduct.
OWNERS	The Bargum family owns 100% of the Group’s shares. Two of Algol’s three principal shareholders are represented on the Boards of Directors of the Algol Group and Group companies.	The company is developed with continuity and long-term ownership in mind. Strategies are approved during board work.
AUTHORITIES	We engage in dialogue and cooperation with various authorities. We ensure that we operate in compliance with the rules in all our markets. We also monitor the views of on the development of different business sectors and future needs.	We operate in compliance with guidelines and rules, and we are a reliable partner.
OTHER STAKEHOLDERS	We develop our business together with external certification bodies, experts and service providers. Contact is project-based or ongoing.	We develop our operations on the basis of identified development targets.
OTHER COMMUNITIES	We support humanitarian and environmental charities at home and abroad.	In 2025, 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.



MANAGEMENT OF IMPACTS, RISKS AND OPPORTUNITIES

SBM-3 Material impacts, risks and opportunities

Algol has identified seven topics in its double materiality assessments, which include 29 material topics from the lowest subcategories. The identified impacts, risks and opportunities are taken into account in decision-making and strategies.

The Algol Group aims to develop its climate work to meet the needs of its customers, and exploiting this opportunity is an essential part of the company's sustainable business operations.

Our own workforce is highlighted in all our double materiality assessments, as the role of personnel is central to our business operations. Occupational safety and job satisfaction, as well as competence development, are key priorities for personnel-related risk management.

Algol complies with the principles of good governance. Our policies and operating principles promote the key topics of Algol's corporate culture among various stakeholders.

Further information on the material impacts, risks and opportunities identified in our double materiality assessments is presented at the beginning of each section.

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

Our double materiality assessments in 2025 were conducted under the guidance of the Group Sustainability Manager. The assessments for Group companies utilised the expertise and competence of the management and key personnel within each company. Background information was also collected through external and internal stakeholder interviews and/or surveys. Interview results from 2023 were utilised to update the double materiality assessment of Algol Chemicals.

The Board of Directors of Algol Group assesses the materiality of the parent company together with the Group Sustainability Manager.

The assessments were conducted in workshops covering environmental, social and governance issues. The work progressed through the following stages: mapping and defining the value

chain, identifying and assessing impacts, identifying and assessing economic risks and opportunities, setting thresholds and validating the results.

IRO-2 Coverage of Sustainability Reporting

Double materiality assessments were conducted first for Group companies and then for the parent company. Based on the results of this bottom-up method, the material impacts, risks and opportunities for the entire Group in relation to various sustainability topics were determined.

During 2025, Algol conducted double materiality assessments for Algol Trehab Oy, Histolab Products AB, Algol Diagnostics Oy and Suomen Unipol Oy. Although the share capital of Algol Diagnostics was transferred to Histolab Products in summer 2025, it was decided to complete the double materiality work that had been initiated separately within each company.

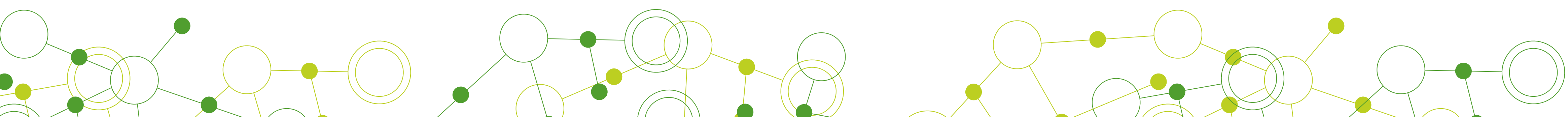
An update of the double materiality assessment for Algol Chemicals was conducted as planned, the original being from 2023. The double materiality assessment for Algol Technics was prepared in full in cooperation with an external partner in 2024.



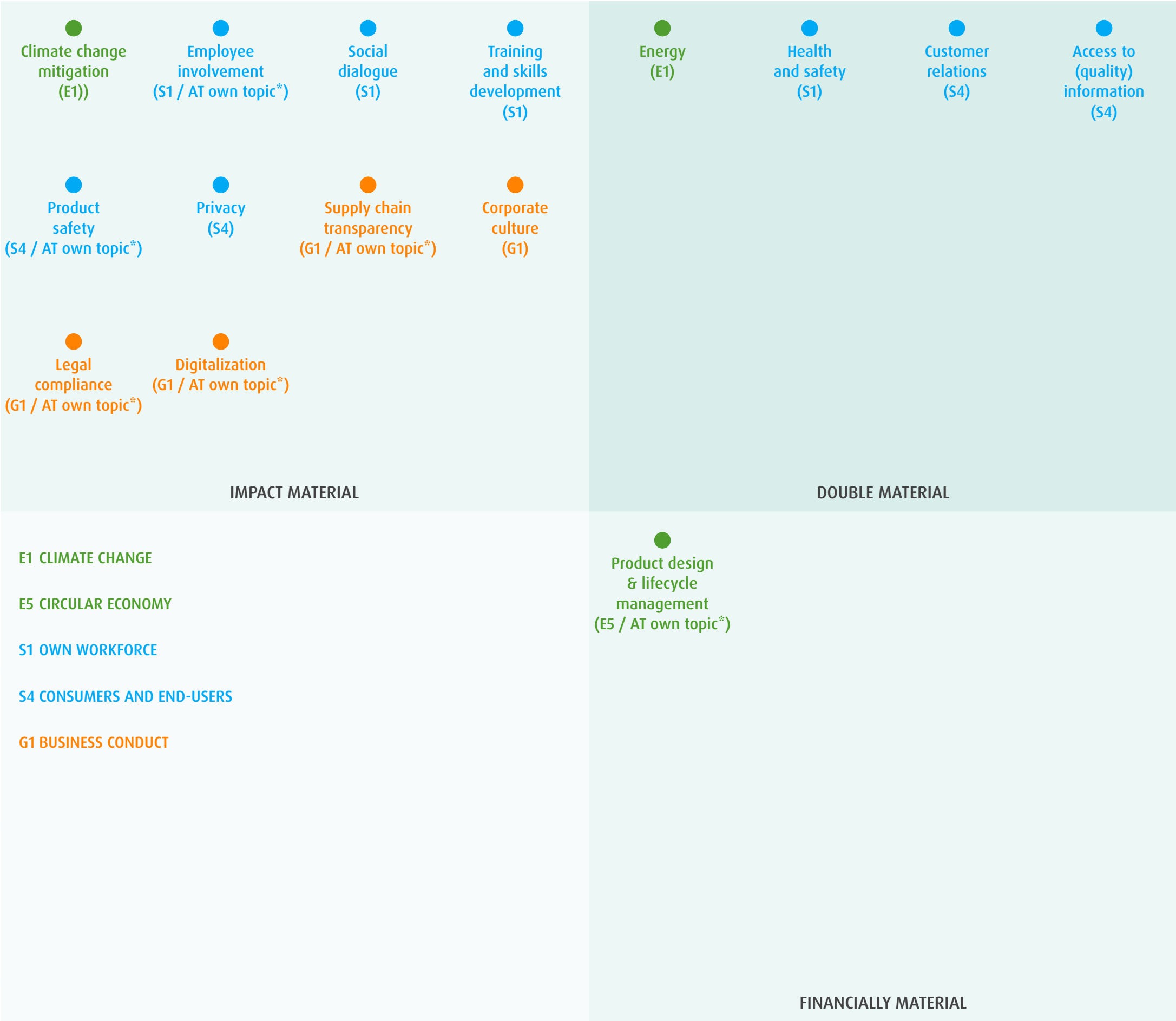
ALGOL CHEMICALS' MATERIALITY MAP BASED ON DOUBLE MATERIALITY ASSESSMENT



ALGOL DIAGNOSTICS' MATERIALITY MAP BASED ON DOUBLE MATERIALITY ASSESSMENT

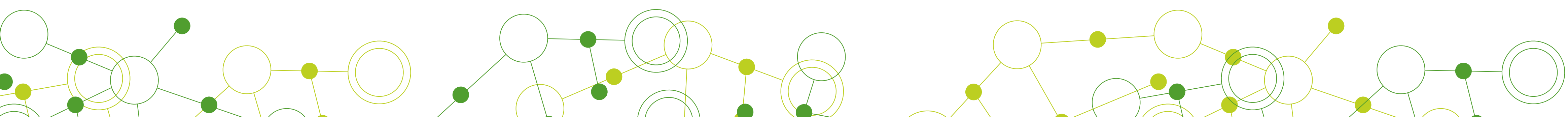


ALGOL TECHNICS' MATERIALITY MAP BASED ON DOUBLE MATERIALITY ASSESSMENT



*AT own topic refers to Algol Technics company-specific topic.

ALGOL TREHAB'S MATERIALITY MAP BASED ON DOUBLE MATERIALITY ASSESSMENT

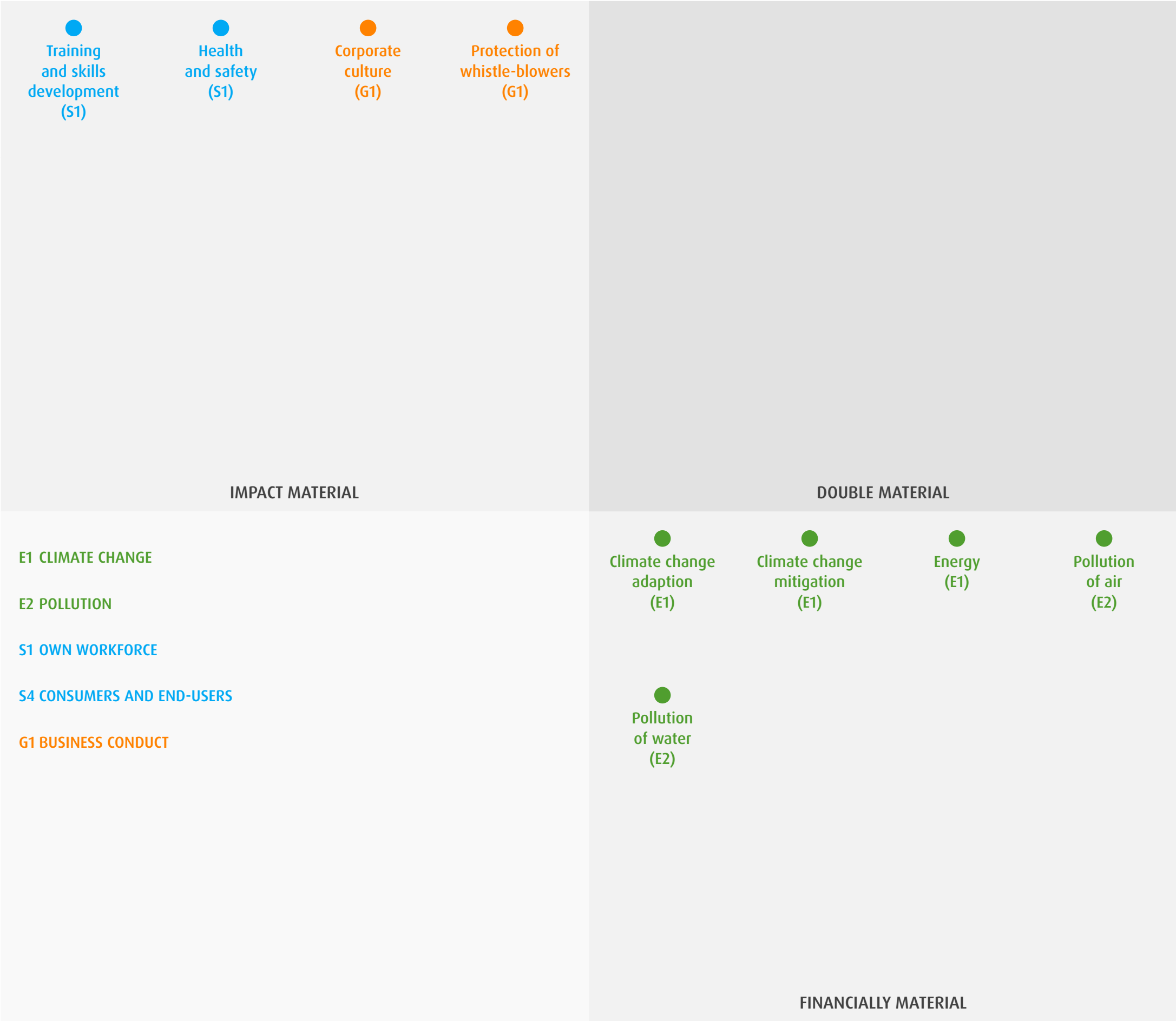


HISTOLAB PRODUCTS' MATERIALITY MAP BASED ON DOUBLE MATERIALITY ASSESSMENT

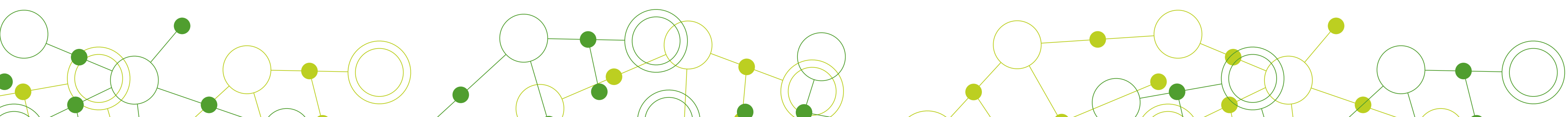


● ENVIRONMENT ● SOCIAL ● GOVERNANCE

SUOMEN UNIPOL'S MATERIALITY MAP BASED ON DOUBLE MATERIALITY ASSESSMENT



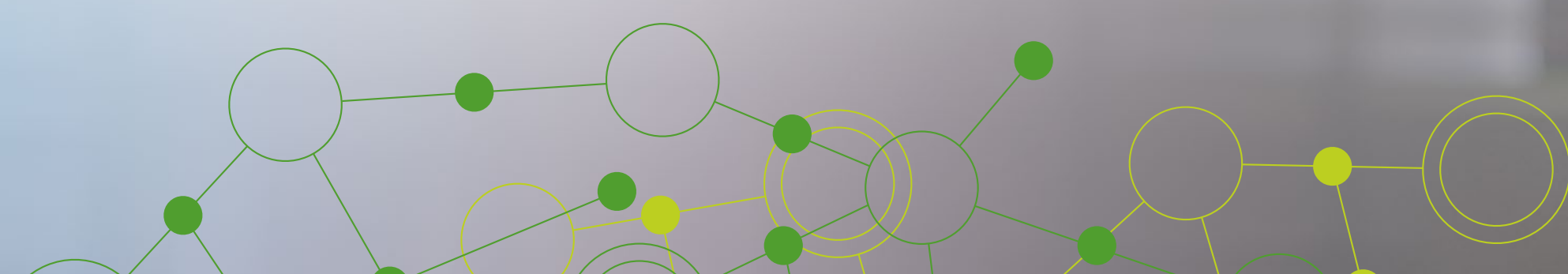
● ENVIRONMENT ● SOCIAL ● GOVERNANCE



Environmental Responsibility

Algol Group companies promoted climate work by expanding the mapping of Scope 3 emissions, for example. We also introduced software that improves the reliability and transparency of emissions calculations.

E1 Climate change	27
E2 Pollution	31
E5 Resource use and circular economy	32



E1 CLIMATE CHANGE

SBM-3 Mapping of climate emissions has begun

Algol has begun mapping its total emissions, and the additional time provided by the Omnibus proposal allows for more thorough preparation. Although collecting data from the entire value chain has proven challenging, we will continue to work systematically to ensure that the total emissions estimate is as accurate and reliable as possible.

E1-1 Transition plan for climate change mitigation

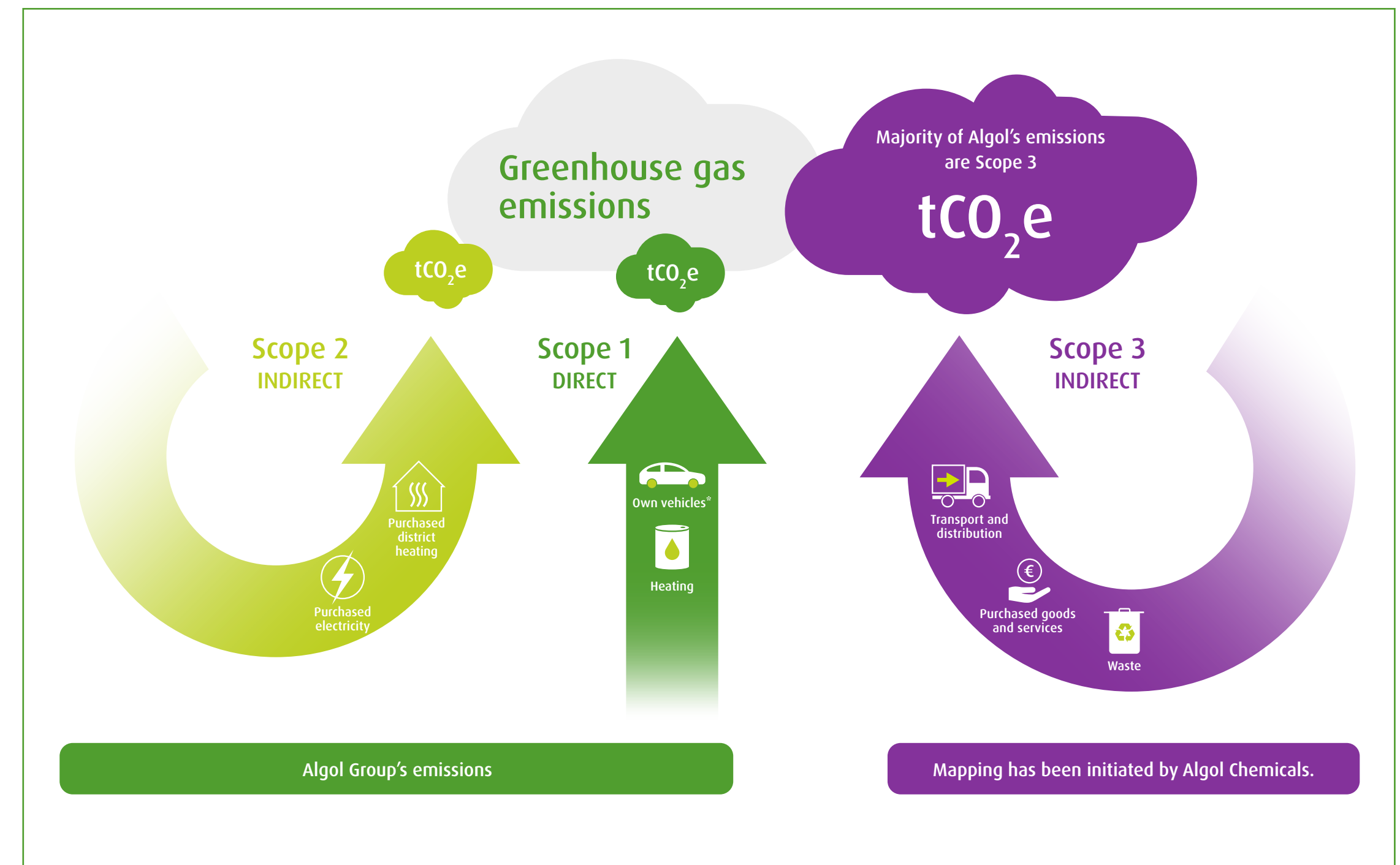
Within the Algol Group, we have identified that the biggest challenges in our sustainability work are related to measuring the carbon emissions of the value chain. Double materiality assessments have been used to assess the operations of our Group companies to map climate impacts, risks and opportunities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

The mapping of the Group's Scope 1 and 2 climate emissions was introduced in 2021 and has been systematically refined year

by year both in the parent company and Group companies. In 2025, Scope 1 and 2 emissions calculations were implemented comprehensively for the entire Group.

The majority of emissions in our business sectors are indirect emissions under the Scope 3 classification. The calculation of these emissions was introduced in 2023 under the leadership of Algol Chemicals. In 2024 and 2025, these calculations were expanded, and this work will be continued in phases in the coming years in other Group companies. To date, we have mapped, for example, emissions from Algol Chemicals' supply chain, including subcontracted transportation and climate emissions related to the manufacturing of our suppliers' products. These calculations utilise carbon footprint data from our product suppliers and existing databases.

Algol will ensure first that all Group companies have mapped their emissions, climate targets and plans, after which we will explore the possibility of developing a Group-wide long-term plan for our own value chain emissions that is in line with the Paris Agreement. The Paris Agreement aims to limit global warming to below to 1.5 °C. Our goal is to define long-term climate targets and plans in the medium term.



The majority of the Algol Group's emissions are indirect emissions under the Scope 3 classification.

*Own vehicles include finance leased vehicles (Scope 1).

During 2026, we will promote the targets of the Science Based Targets initiative (SBTi). In the first phase, we will review the Group's Scope 1 and 2 emissions calculations and climate targets. The SBTi targets will be approved by the Group's Board of Directors after being presented by the Group Sustainability Manager.

Algol Group does not yet have a voluntary climate change mitigation transition plan in line with ESRS. The Group is developing emissions accounting and assessing climate-related risks and opportunities as part of its strategic decision-making.

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 (HSE) 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 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 medium term.

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

In spring 2025, we acquired software that compiles emissions data into a single system and calculates them in accordance with the GHG protocol. This improves the transparency and comparability of calculations. The system will be gradually implemented in Group companies in the medium term.

Algol's own production sites use 100% carbon-neutral electricity.

Algol Chemicals has defined Green Portfolio products with the aim of offering customers more sustainable and environmentally friendly alternatives. Although the share of Green Portfolio products in the total product range is currently still small, the company is committed to its continuous development and expansion. No separate Green Portfolio targets have been set for sales yet, but Algol Chemicals actively monitors the demand for these products as part of its overall sustainability development.

The electrification of Algol Technics' fleet of vehicles began with a pilot trial in autumn 2025, when an electric service vehicle was put into trial use in the Kokkola region. Based on the feedback received from the trial, the suitability of electric vehicles for service operations, where driving distances can vary and driving is done in demanding weather conditions, will be assessed.

The 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 job description of Algol Technics' HR Manager was expanded in spring 2025 to cover HR and sustainability management. In early 2026, an employee of Algol Technics will begin mapping climate emissions as part of his master's thesis.

In 2025, the development and monitoring of Algol Chemicals' climate work was divided between the Director, Sustainability and HSEQ, the Chief Financial Officer and the HSEQ team.

In other Group companies, the HSEQ team members promote climate work together with the Managing Director. At Suomen Unipol, the Managing Director is responsible for this task.



E1-4 Targets related to climate change mitigation and adaptation

The Algol Group has not yet set a Group-level target for climate change mitigation and adaptation. These targets will be defined in the medium term, with all Group companies first mapping their emissions, climate targets and climate plans, after which a long-term climate plan for the entire Group will be drawn up.

However, among Group companies, Algol Chemicals has already set its own target of achieving carbon neutrality by 2045. The transition phase will emphasise authentic information and data.

Algol Chemicals has divided its climate roadmap into two phases. The company launched systematic data collection in 2024. The focus on accumulating baseline data and ensuring transparency is particularly on Scope 3 emission categories 3.1, purchased goods and services, and 3.4, upstream transportation and distribution. This work will continue intensively in 2026.

In addition, during 2026, Algol Chemicals will map the origin of product carbon footprint (PCF) data, by which the company will determine how much of its product portfolio already has primary data based on supplier declarations. Based on this analysis and the accumulated data, precise, numerical emission

reduction targets for Scope 3.1 and 3.4 emissions will be set in late 2026 in accordance with the SBTi guidelines.

Algol Chemicals aims to achieve 95% coverage of primary data by 2030. An evidence-based approach helps target impactful climate action to real sources of emissions.

E1-5 Energy consumption and mix

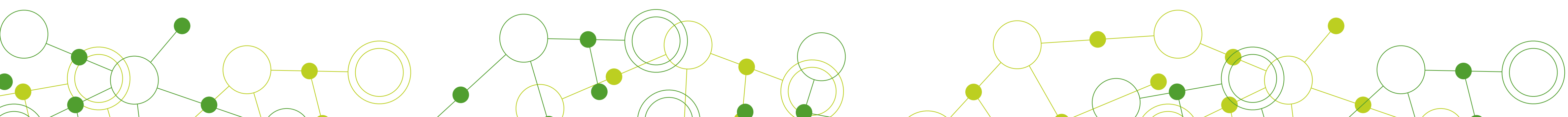
Since 2024, sites owned by Algol have used 100% carbon neutral electricity.

The Algol Group does not have its own production, apart from the small-scale production of Algol Chemicals in Turku in Finland and Kvarntorp in Sweden. Climate emissions from production are mainly generated from energy use. Since 2024, the Algol site in Turku has been 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 2029. In the future, carbon-neutral district heating will be produced using renewable energy sources and by utilising waste heat.

ALGOL CHEMICALS’ PLAN TO ACHIEVE CARBON NEUTRALITY

CATEGORY	2024-2026	2030 (interim target)	2045 (main target)
Scope 1	Carbon neutral (100% renewable fuel)	Maintain level 0	Net zero
Scope 2	Carbon neutral (carbon neutral electricity)	Maintain level 0	Net zero
Scope 3.1	Mapping of PCF data	95% primary data	Net zero
Scope 3.4	Mapping of partners and examination of data	95% of transport data shipment specific	Net zero



E1-6 GHG emissions, Scope 1-3

The Group’s Scope 1 emissions in 2025 amounted to 23 tonnes of carbon dioxide equivalent. The Group's Scope 1 emissions include both its own vehicles and finance leased vehicles. Algol's vehicles on maintenance leasing are reported in the Scope 3 calculation over the medium term.

The Group's Scope 2 emissions in 2025 amounted to 75 tonnes of carbon dioxide equivalent. The Scope 2 calculation only takes into account emissions from purchased energy at our own sites, which consist of purchased electricity and district heating.

The calculation of Scope 3 emissions was initiated by Algol Chemicals in 2024. The calculation will be expanded to other Group companies during 2026, and we will report on the results in the 2026 report.

The majority of Algol's total greenhouse gas emissions are Scope 3 emissions. The results are presented in the adjacent table. According to the results, the largest impacts of the value chain on greenhouse gas emissions consist of purchased goods and services, as well as value chain transportation (upstream and downstream).

Algol uses precise emission factors in its calculations when available. Secondly, we use industry average data collected from various databases.

SCOPE 1-3 GROSS AND TOTAL GHG EMISSIONS

ENERGY AND CLIMATE INFORMATION	2025	2024	2023	2022
GHG EMISSIONS (tCO ₂ e)				
Scope 1 GHG emissions				
Scope 1 gross GHG emissions (tCO ₂ e)	23	58	94	91
Percentage of Scope 1 GHG emissions covered by regulated emissions trading schemes (%)	0	0	0	0
Scope 2 GHG emissions				
Scope 2 gross location-based GHG emissions (tCO ₂ e)	NA	NA	NA	NA
Scope 2 gross marked-based GHG emissions (tCO ₂ e)	75	172	625	572
Material Scope 3 GHG emissions* / ** / ***				
Scope 3 gross indirect GHG emissions (tCO ₂ e) total	67 250	38 856	-	-
1 Purchased goods and services****	55 550	37 204	-	-
4 Upstream transportation and distribution***** / *****	10 207	1 392	-	-
9 Downstream transportation and distribution*****	1 493	260	-	-
Total GHG emissions				
Total location-based GHG emissions (tCO ₂ e)	NA	NA	-	-
Total market-based GHG emissions (tCO ₂ e)	67 348	39 086	-	-

* 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.

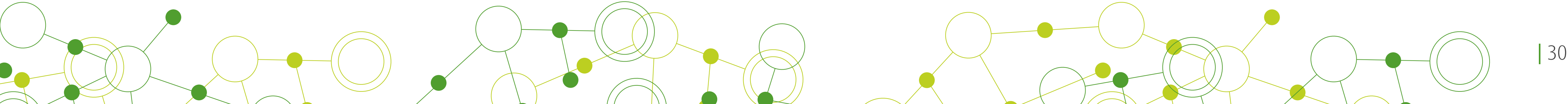
** Scope 3 emissions were calculated for the first time in 2024. The calculation does not include India and Ukraine in the first phase.

*** 57% of published Scope 3 emissions have been calculated using primary data sources.

**** The Scope 3 emissions calculation for purchased goods and services covers 94% of Algol Chemicals’ purchasing volume.

***** 33% of published Scope 3.4 emissions have been calculated using primary data sources.

***** Transportation emissions have been calculated using a hybrid method, combining actual data from transportation partners and calculated estimates based on distance and cargo weight (tonne-kilometres).



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 principles. 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 topic in the double materiality assessments for Algol Chemicals and Suomen Unipol, so the following paragraphs discuss only the activities of these companies unless otherwise stated.

The operating principles related to pollution prevention are described in the safety reports for Algol Chemicals’ Turku and Kvarntorp sites. 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 walks, risk assessments and employee training to minimise pollution risks are conducted at our Turku and Kvarntorp sites. In addition, these sites 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.

Algol Chemicals takes care of the infrastructure of its facilities and maintaining the operating environment. It carries out preventive maintenance on machinery and equipment, and it uses preventive maintenance tools to avoid pollution. The company also monitors emissions from its operations in accordance with legal requirements.

The company offers employees continuous training that promotes the development of its business to be even more environmentally friendly. New employees are trained in ammonia handling, for example, and training is also offered to customers. The training is organised both in the classroom and in practical exercises.

Particularly comprehensive training plans have been prepared for the Turku and Kvarntorp sites. These also include training and exercises related to pollution risks, such as preparing for situations involving spills.

E2-3 Targets related to pollution

Algol Chemicals aims to ensure that no chemical leaks occur during transportation or at its own production sites.

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 the company’s Turku site, no substances of concern were handled.

Any potential leaks at the Turku site are all 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 sites are not situated in groundwater or protected areas.

Algol Chemicals’ Kvarntorp site uses a scrubber to clean ammonia emissions. This reduces emissions and improves air quality. Emissions are reported annually and monitored by continuous measurement.

At the Turku site, a scrubber is used to neutralise gases generated from the packaging of acid products. The amount of lye used for neutralisation was small in 2025, amounting to 500

AMMONIA EMISSIONS AT THE KVARNTORP SITE

2025	2024	2023
708 kg	380 kg	344 kg

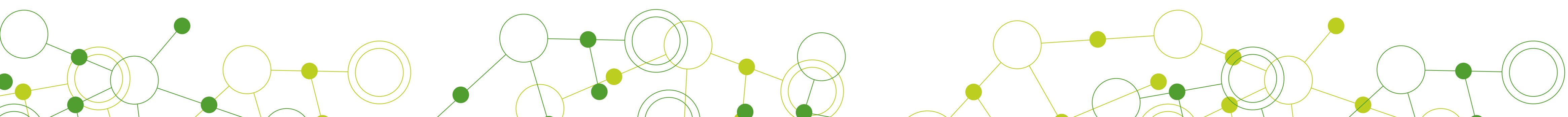
The amount of ammonia emissions is affected by many factors, such as the annual production cycle and related weather conditions, as well as the quality of purchased production water.

AMOUNT OF LYE USED AT THE TURKU SITE

2025	2024	2023
500 l	600 l	600 l

litres. Acid waste neutralised with lye is sent to the local water plant for further processing.

The production processes of products sold by Algol Chemicals and Suomen Unipol may generate emissions to air and water. On the other hand, the intended use of the end products can contribute to reducing environmental pollution, for example when the products are utilised in waste and water treatment plants.



E5 RESOURCE USE
AND CIRCULAR ECONOMY

E5-1 Policies related to resource use
and circular economy

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.

Resource use and the circular economy emerged as a key topic in the double materiality assessment for Algol Chemicals.

E5-3 Targets related to resource use
and circular economy

Algol has ensured progress in resource use and circular economy issues through actions, policies, monitoring and key performance indicators. We state in our HSE Policy that our goal is to prevent environmental pollution and reduce the environmental impact of our operations by promoting recycling and waste reduction.

Algol Chemicals has set a target of reducing its total waste by 10 percent. In addition, the company aims to increase the efficiency recycling intermediate bulk containers (IBCs) by 20 percent compared to the previous year and increase the number of IBCs recycled by 25 percent.

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

We have instructed our employees on the correct procedures for sorting waste. The Group systematically monitors the handling and amount of waste at its sites 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 assume responsibility for the recovery and recycling of packaging. The implementation is supervised by the Finnish Supervisory Agency.

INTERMEDIATE BULK CONTAINERS (IBCs) AT ALGOL CHEMICALS

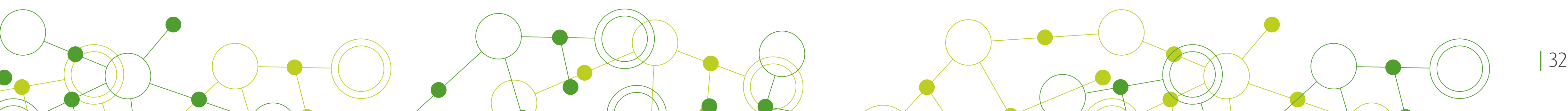
	2025	2024	RELATIVE CHANGE (%)
Recycled IBCs	1 608	1 201	34
New IBCs	1 359	1 524	-11

WASTE FRACTION AMOUNTS AT ALGOL CHEMICALS

AMOUNT OF WASTE FRACTIONS (tn)	2025	2024	2023	2022
Hazardous	18.1	24.6	53.1	37.9
Non-hazardous	22.9	10.2	7.9	23.7
Total	41	34.8	61	61.6

WASTE AMOUNTS AT THE ALGOL GROUP

SOLID WASTE (tn)	2025	2024	2023	2022
Hazardous waste, chemicals	19.9	24.9	53.1	37.9
Hazardous waste, other	5.8	6.7	23.1	1.6
Total hazardous waste	25.6	31.6	76.3	39.5
Non-hazardous waste, chemicals	22.9	10.2	7.9	23.7
Energy waste	59.4	50.8	66.9	53.4
Material recovery	46.2	30	41.8	49.4
Landfilling	3.3	1	0.2	0.2
Total non-hazardous waste	131.9	92	116.8	126.6
Total amount of waste	157.5	123.6	193.1	166.1



Social Responsibility

Algol promotes financial and social wellbeing by directly employing over 500 people and indirectly employing people through its value chain around the world.

S1 Own workforce	34
S2 Workers in the value chain	41
S4 Customers and end-users	42



S1 OWN WORKFORCE

SBM-3 Material impacts, risks and opportunities related to own workforce

Algol's goal is to be an excellent and desirable partner for all its stakeholders. In our business operations, the role of our 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 create the foundation on which the company's goals and sustainable growth plans are built, also in terms of social responsibility.

In this report, own workforce refers to Algol's own employees. The gender distribution of our boards is also presented under **S1-6**.

In addition to working at our own sites, Algol employees work in design, maintenance, customer and installation tasks, for example in production facilities, warehouses, construction sites, healthcare facilities and home visits. In addition, our employees can work remotely if the nature of the work allows it.

Occupational safety is a key prerequisite for our operations, so we ensure it through clear targets and operating principles.

We recognise that occupational safety risks are increased for employees working in certain conditions. These include, for example, working near moving machinery and equipment, working at height, exposure to chemical substances or unpredictable situations during healthcare home visits.

The risks and opportunities related to our own workforce are connected to Algol's business operations. Reducing potential and actual adverse impacts helps reduce business risks. In addition, committed and skilled employees create a competitive advantage by providing customers with high-quality solutions and good service, as well as by helping identify new opportunities.

S1-1 Policies related to own workforce

The Algol Group is committed to promoting work ability, occupational wellbeing and occupational safety of its employees. Throughout our value chain, we comply with human rights as defined in the ILO and UN declarations of human rights, including freedom of opinion and religion, equality and the prohibition of child labour and discrimination.

Algol's Code of Business Conduct provides ethical guidelines for the operations of all Group companies and employees in all countries. Algol's policies complement our Code of Business Conduct.

In our Diversity, Equity and Inclusion (DEI) Policy, we commit to fostering a diverse and inclusive workplace that values and respects the unique perspectives, experiences and contributions of our employees. Algol strives to provide equal employment opportunities to all employees and applicants regardless of race, ethnicity, colour, religion, gender, sexual orientation, gender identity, national origin, age, disability, political opinion and other grounds of discrimination prohibited by law.

Algol's recruitment practices comply with DEI principles, and our recruitment advertisements use gender-neutral terms. In accordance with these principles, all applicants are treated equally, and the criteria used for reviewing applications are based on the types of skills, qualifications, experience, language competencies and personal qualities are 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.

The development and management of occupational health and safety are guided by our Health, Safety and Environment (HSE) Policy and Quality Policy. Algol is committed to promoting a safe and healthy work environment and reducing the environmental impact of our operations. We act responsibly, comply with applicable legislation and continuously develop our practices to prevent accidents, support occupational wellbeing and protect the environment throughout the value chain.

Our Quality Policy states that Algol's goal is to provide its customers with reliable, high-quality and value-added solutions. Quality is based on customer focus, strong expertise and continuous improvement, and it is guided by uniform operating models, certified management systems and responsible cooperation with partners.

Our occupational health and safety management system covers all employees who work at our ISO 45001-certified sites. Algol Chemicals sites in India and Ukraine, as well as the Suomen Unipol, are not ISO 45001 certified. Within Histolab Products, only its subsidiary Algol Diagnostics is ISO 45001 certified.

S1-2 Processes for engaging with own workers and workers' representatives about impacts

Employee satisfaction surveys are conducted annually within the Algol Group. A survey is not conducted within Suomen 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 survey is divided into various topics, such as



workload factors, interaction, and work ability and occupational wellbeing.

The survey response rates in 2025 varied among Group companies from 64% to 100%. The lowest response rate in the previous year was 72%. Employees are encouraged to respond to the survey through effective communications and the work of our supervisors.

Our employees perceive the Group’s strengths as, among other things, the support of their colleagues and supervisors, the meaningfulness of their work and the opportunity to develop their skills. 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. For example, one team used work community coaching to map the team’s current situation and challenges, as well as to improve the work atmosphere and job satisfaction.

Group companies with the exception of Suomen Unipol also determined their employee Net Promoter Score (eNPS). The eNPS measures satisfaction and willingness to recommend with the help of a single question. In 2025, 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 engagement and continuous communication.

Employee wellbeing and job satisfaction are ensured through regular review and target setting discussions and with the help of supervisors, who record these discussions in Algol’s human resources management system. They also maintain close contact with their teams, utilising the early intervention model when necessary. The targets and impacts of review and target setting discussions are described under [S1-5](#).

Algol uses the Granite risk management system to record safety deviations, from near misses to accidents. Within Histolab Products AB, the Granite system is used only for its subsidiary Algol Diagnostics Oy. The Granite system is not used within Suomen Unipol.

All Algol employees have an obligation to report any occupational safety observations. Accidents and safety

NET PROMOTER SCORE (eNPS)

Year	Algol Oy	Algol Chemicals Oy	Algol Diagnostics Oy	Algol Technics Oy	Algol Trehab Oy	Histolab Products AB
2025	42	9	29	27	73	4
2024	52	21	43	36	75	46
2023	33	36	14	16	79	25

The results for Histolab AB and Algol Diagnostics Oy are presented separately, as the surveys were conducted in spring 2025 before the acquisition.

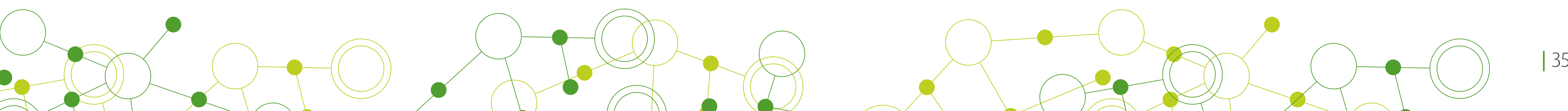
observations in Algol must be investigated immediately, but no later than two weeks after the incident. Risk assessment and safety reports are reviewed by the management teams of each company.

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. Participants have the opportunity to provide open feedback during each online course.

Strategies and business goals are discussed at employee info briefings and sales meetings within each Group company. At the same time, current sustainability 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.

In 2025, the Algol Group organised three info briefings led by the Group CEO. It was possible to send anonymous questions in advance to these online events, and participants could ask questions directly or using the chat function. The info briefings were also recorded, making it possible to watch the material at another time.



In Finland, communication with supervisors is maintained in part through a newsletter, which was sent out three times during 2025. The newsletter has been well received, as according to a survey conducted in the autumn, 75 percent of respondents hope to continue receiving newsletters in the future. Based on the feedback, the newsletters will include current legal themes related to the work of supervisors.

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.

Algol recruits summer workers each year to strengthen its business activities while providing young people with meaningful experiences in working life. We also offer internships and apprenticeships for students, who provide experienced employees with new perspectives.

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. Employee representatives also advise and support employees as needed in matters related to working life and change situations and in resolving potential problem situations.

Algol implements company-specific, annual work community development plans in companies 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

In 2025, we launched a human rights training course on our eAcademy portal, which provides concrete examples of how everyone in their own role can promote non-discrimination and equality. The training teaches why respecting human rights is essential for sustainable business and everyday cooperation.

We also launched a project at the beginning of 2025 with the aim of creating a remuneration system that meets the requirements of the EU Pay Transparency Directive. The new remuneration system aims to increase the transparency of remuneration and ensure equal pay for equal work. The development project applies to the entire Group with the exception of Algol Technics and Suomen Unipol. In addition to HR, the project involves personnel and management representatives from all participating companies, and an external expert is used



PARTICIPATION IN REVIEW AND TARGET SETTING DISCUSSIONS IN ALGOL GROUP
(target 100%)

2025	2024	2023	2022
98.4%	97.2%	94.2%	91.5%

for assistance. By the end of 2025, the new system was ready to be finalised, and its implementation is planned for spring 2026.

Algol Technics complies with industry-specific collective agreements or utilises otherwise defined wage bases to ensure fair pay.

We published monthly safety bulletins on our Finnish intranet, which covered current safety topics, such as traffic safety. We also held an occupational safety week in May, when employees were offered emergency first aid training and lectures on cognitive brain health, safe driving, and occupational safety and accidents. As part of the information campaign, first aid kits were distributed for all of the Group's company cars in Finland.

We conduct safety walks occupational health and safety risk assessments, and our own and customer audits at our sites.

In addition, we introduced information security training, which is implemented in the form of short info briefings and exercises via e-mail. This training is offered in all Algol Group companies with the exception of Histolab Products and Suomen Unipol. Employees at Algol Diagnostics, however, are included in the training. Information security training helps employees to identify and avoid cyber threats, protect the company's data and systems, and reduce the risk of human error.

Algol has a substitute work model in place, according to which an employee can temporarily perform other work that is suitable for their health condition instead of being absent from work due to illness. The goal is to support work ability, shorten absences, and facilitate a return to normal work tasks. In the model, substitute work is always agreed on a case-by-case basis with the employee, their supervisor and, if necessary, occupational healthcare. Substitute work can involve, for example, lighter work tasks or competence development.

EMPLOYEE HEADCOUNT BY GENDER

	Algol Oy	Algol Chemicals Oy	Algol Diagnostics Oy	Algol Technics Oy	Algol Trehab Oy	Histolab Products AB	Suomen Unipol Oy	Total
Women	12	69	3	15	14	15	2	130
Men	14	80	5	236	24	13	1	373
Total	26	149	8	251	38	28	3	503

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. Our permanent goal is to achieve zero occupational injuries and accidents throughout the Group.

The wellbeing and job satisfaction of employees is maintained by regular review and target setting discussions and feedback from employee surveys.

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. In 2025, 98.4% of employees had participated in review and target setting discussions (97.2% in 2024). 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 to achieve a 100% completion rate for mandatory training. Training information is presented in more detail under **S1-13**.

Our target is zero whistleblowing reports leading to action per year. One report was submitted to the whistleblowing channel that led to action being taken in 2025.

S1-6 Characteristics of the undertaking's employees

In 2025, the total number of employees who left the company during the reporting period was 67, corresponding to a turnover rate of 13.4%. This figure includes summer workers, temporary employees and retirees.

AGE DISTRIBUTION OF EMPLOYEES

	Women	Men	Total	%
Under 30 years old	11	71	82	16
30–50 years old	65	174	239	48
Over 50 years old	54	128	182	36

GENDER DISTRIBUTION AT TOP MANAGEMENT LEVEL

	Women		Men	
	Headcount	%	Headcount	%
Boards	13	21	50	79
Management Teams	9	31	20	69
Total	22		70	

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

EMPLOYEE HEADCOUNT BY CONTRACT TYPE AND GENDER *

Contract type	Women	Men	Total
Total number of employees	130	373	503
Number of permanent employees	127	357	484
Number of temporary employees	2	1	3
Number of employees with non-guaranteed hours	1	15	16

*headcount / full-time equivalent.

EMPLOYEE HEADCOUNT BY COUNTRY

Country	Women	Men	Total
Finland	68	301	369
Sweden	25	23	48
Norway	2	2	4
Denmark	0	2	2
Estonia	6	1	7
Latvia	4	6	10
Lithuania	7	2	9
Ukraine	5	5	10
India	13	31	44
Total	130	373	503

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

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

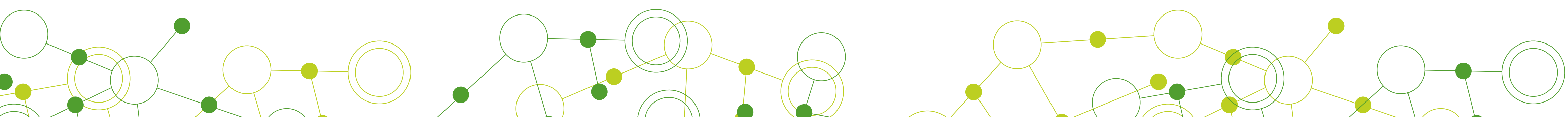
S1-9 **Diversity metrics**

Algol does not permit any form of discrimination, and this principle applies to the equal treatment of all individuals.

Algol’s HR systems currently use only two categories, male and female. Diversity is also measured on the basis of age distribution.

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. In 2026, we will further investigate adequate wage levels by region and possible related targets.



S1-13 Training and skills development metrics

We offer 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.

Algol’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. Review and target setting discussions are also included in the Group’s sustainability targets. Read more under [S1-5](#).

The target for completing mandatory training is 100% with the exception of Suomen Unipol.

In October 2025, Algol switched to a practice by which Code of Business Conduct training must be renewed every two years. After the change was implemented, only some employees managed to renew the training, as a result of which the

completion rate for this training decreased from 98.7 percent to 66.3 percent. The new requirement was communicated through several channels, such as e-mail reminders, intranet and through supervisor communication. This communication will continue in 2026, as regularly renewing training strengthens skills and ensures that information remains up to date.

Values training was completed by 97.3% of employees (98.5% in 2024).

An important part of improving information security is increasing general understanding and knowledge of it. 97.3% (97.6% in

2024) of our employees completed the mandatory information security course on our training portal in 2025.

Information security and introductory GDPR courses are not mandatory for Algol Chemicals employees in India and Ukraine or for Histolab Products employees.

GDPR training covers the basics of the General Data Protection Regulation, including the rights and obligations of the controller and the data subject. This training was completed by 97.3% of employees covered by mandatory training in 2025 (98.4%

in 2024). The target for both information security and GDPR training is a 100% completion rate.

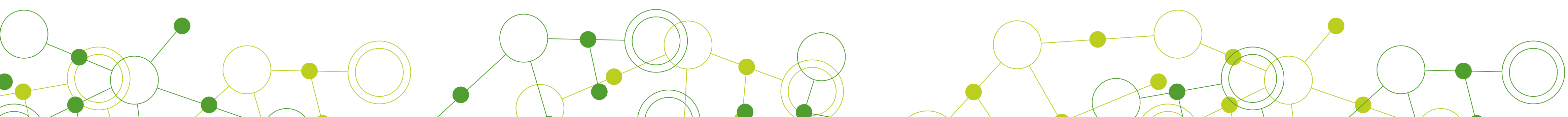
In addition, it is mandatory for Finnish employees to complete the introductory occupational safety course. Algol Chemicals and Algol Technics have mandatory strategy training courses on the portal for their own employees.

At the end of 2025, we introduced new Human Rights training in our learning environment. The training is mandatory for all Algol employees.

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	Suomen Unipol Oy*	Total
Code of Business Conduct**	72	85.7	75	54.6	40	92.9	-	66.3
Values	100	94.3	100	98.4	100	96.4	-	97.3
GDPR 1	100	97.8	100	98.4	100	-	-	98.5
ICT Security	100	93.9	100	98.4	100	-	-	97.3
Occupational Safety (only FI)	100	100	100	98.4	100	-	-	98.9
Human Rights	68	77.1	50	42.3	30	92.9	-	56.2

*Mandatory training does not currently apply to Suomen Unipol.
** As of 2025, Code of Business Conduct training must be renewed every two years.



S1-14 **Health and safety metrics**

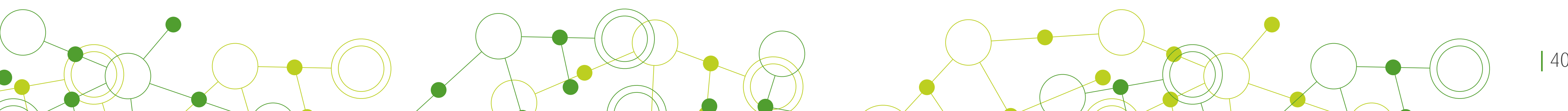
SAFETY WALKS AND SAFETY OBSERVATIONS 2023-2025

2025	Algol Oy	Algol Chemicals Oy	Algol Diagnostics Oy	Algol Technics Oy	Algol Trehab Oy	Total
Safety walks	3	68	2	85	2	160
Safety observations	32	170	6	1 886	8	2 102
2024						
Safety walks	2	66	2	90	2	162
Safety observations	25	160	8	2 052	17	2 262
2023						
Safety walks	4	67	2	100	2	175
Safety observations	38	126	10	2 074	14	2 262

ACCIDENTS 2023-2025

Accidents 2025	Algol Oy	Algol Chemicals Oy	Algol Diagnostics Oy	Algol Technics Oy	Algol Trehab Oy	Histolab Products AB	Total
LTA1*	0	0	0	6	0	0	6
LTA0**	1	0	0	2	2	1	6
Total	1	0	0	8	2	0	12
Accidents 2024							
LTA1*	0	2	0	6	0	0	8
LTA0**	0	0	0	8	2	0	10
Total	0	2	0	14	2	0	18
Accidents 2023							
LTA1*	0	1	0	8	0	0	9
LTA0**	0	2	0	11	0	2	15
Total	0	3	0	19	0	2	24

*Lost time accidents 1 (accidents resulting in absence).
**Lost time accidents 0 (accidents not resulting in absence).



S2 WORKERS IN THE VALUE CHAIN

S2-1 Policies related to value chain workers

Workers in the value chain emerged as a key theme in the double materiality assessments of Algol Trehab and Suomen Unipol. However, in the update of the double materiality assessment for Algol Chemicals, workers in the value chain were no longer identified as a material topic to be reported on.

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.

Our Human Rights Policy is based on respecting the rights and dignity of all people and complying with laws and regulations to ensure fair and safe employment. We 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 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 Processes for engaging with value chain workers about impacts

Feedback from workers in the value chain is acknowledged through various levels of collaboration meetings, supplier surveys and supplier audits.

When workers in the value chain are engaged at Algol sites, they have the opportunity to utilise various initiative systems through which the feedback received is taken into account in development work.

S2-3 Processes to remediate negative impacts and channels for value chain workers to raise concerns

Our whistleblowing channel enables anonymous feedback and promotes dialogue. The channel is available on the Algol website to all stakeholders. The channel and its processes are described in more detail under [S1-3](#).

Workers in the value chain can also raise concerns via the feedback form on our 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

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. The primary goal is to resolve any deficiencies through cooperation.

If this is not successful, the procurement relationship may be terminated.

Algol is currently not aware of any serious human rights violations that may have occurred in the different stages of the value chain.

S2-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Algol Trehab and Suomen Unipol have not yet set a target for workers in the value chain. We will expand our supplier audits during 2026, 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

S4-1 Policies related to consumers and end-users

Consumers and end-users emerged as a key theme in the double materiality assessments of Algol Technics, Algol Trehab and Histolab Products.

The Algol Group has a Supplier Code of Business Conduct that applies to both suppliers and subcontractors. Algol requires its customers and end-users to conduct responsible business, comply with applicable legislation, and respect ethical principles.

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's 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.

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

We collect customer feedback through direct contact with customer contacts, regular meetings and surveys. The purpose of engaging is to understand customer expectations.

In addition, Algol has a direct communication channel with customers and end-users through each company's website, where feedback forms and contact information are available. Group companies are responsible for ensuring that feedback is taken into account in business practices and that necessary corrective measures are implemented.

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 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

Algol's whistleblowing channel is available on the Algol website to all consumers and end-users. The channel is described in more detail under [S1-3](#).

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

S4-4 Taking action on manage impacts and pursue opportunities

Algol Technics, Algol Trehab and Histolab Products operate as distributors, and product safety is a key factor. These companies ensure that the labelling of their products complies with applicable legislation. The careful selection and assessment of suppliers is essential to ensure high-quality products for end-users.

The majority of Algol's relationships with suppliers and service providers 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.

Algol emphasises the importance of data protection, as it is considered to protect the company's reputation and strengthen customer trust. During 2025, Algol developed information security training for employees. Further information on this topic is provided under [S1-5](#).

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. To manage business risk, we strive to show our customers how high-quality and safe solutions generate savings throughout the product's life cycle, even if the initial investment is higher than cheaper alternatives.

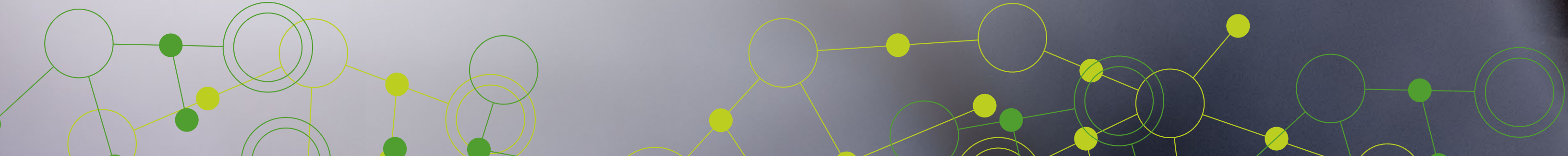


Corporate Governance

Algol’s governance aims to promote the sustainable development of business and corporate culture. Algol employees are expected to act in accordance with Algol’s values, code of business conduct and policies.

G1 Business conduct

44



G1 BUSINESS CONDUCT

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, and all employees must comply with our principles and rules and commit to them in their daily work.

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's senior management also plays an important role: they act as role models and communicate the importance of ethical practices and compliance with laws and regulations. Status reports of our Group companies highlight topics that are

integral to corporate culture and conducting business in a sustainable manner.

The Code of Business Conduct and Anti-Corruption Policy are approved by the Group CEO, and their implementation is monitored by the Group Sustainability Manager.

G1-2 Management of 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 process is applied for all suppliers with an annual contract value exceeding €10,000, but it can also be applied for other smaller suppliers. 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 under [S1-3](#).

Algol Chemicals is strengthening its anti-corruption capabilities in Asia based on internal audits and regional risk assessments. In addition, online anti-corruption training will be created in the learning environment for all Algol Chemicals employees in 2026.

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 2025, no convictions or fines were imposed for violations of laws related to corruption and bribery.

In 2025, a thorough external audit was conducted at the India unit of Algol Chemicals, which revealed violations of our Code of Business Conduct. The results of the audit have been discussed

with the local organisation, while emphasising the company's absolute requirement for compliance with the Code of Business Conduct.

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 2025. 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.

Algol does participate in lobbying activities, for example through the Confederation of Finnish Industries (EK), the Finnish Commerce Federation, the Association of Finnish Technical Traders and the Chamber of Commerce. In addition, Algol Trehab is a member of Sailab - MedTech Finland ry.



Contact information

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Algol Chemicals OÜ, Estonia
Algol Chemicals India Pvt. Ltd., India
Algol Chemicals SIA, Latvia
UAB Algol Chemicals, Lithuania
Algol Chemicals AS, Norway
Algol Chemicals AB, Sweden
TOV Algol Chemicals, Ukraine

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Histolab ApS, Denmark
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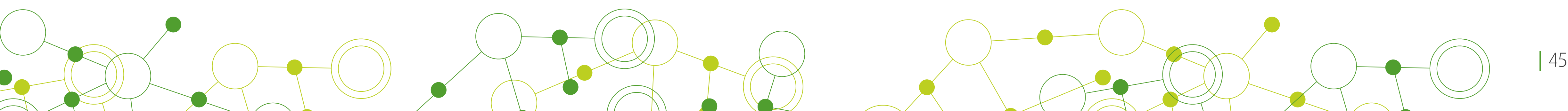
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