

A young girl with long brown hair, wearing a blue and white striped long-sleeved shirt, is standing at a kitchen sink. She is holding a clear glass under a running faucet, filling it with water. The background shows a bright kitchen with windows and wooden chairs. A dark blue diagonal overlay covers the left side of the image.

Uponor

Unlocking the potential of water
to protect the place
we call home

Sustainability Review 2022

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Welcome to our Sustainability Review 2022

Uponor's Annual Report 2022 consists of an Annual Review and a Sustainability Review, published as separate documents located on our website at uponorgroup.com.

This document contains the 2022 Uponor Sustainability Review, detailing the ambitions, work, and achievements in sustainability through the year. We also highlight people leading sustainability development in different parts of our organization. The Review has been divided into sections according to our Sustainability Agenda.

Sustainability Highlights 2022



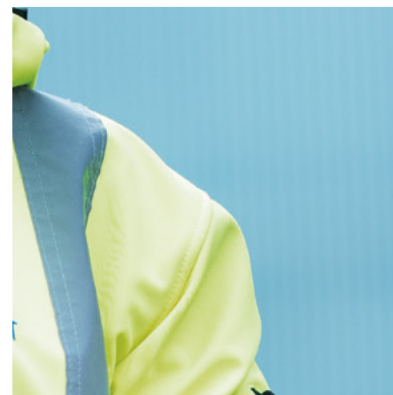
5%
reduction in our water consumption in relation to net sales

6%
of the plastic we used came from recycled materials

18%
females among top leaders
See page 27 ➤

1st
batch of circular PEX pipes produced from own PEX pipe production waste
See page 44 ➤

17%
reduction in our energy consumption in relation to net sales



37
eNPS which is above the 25% top industry benchmark
See page 27 ➤

98%
of our purchased electricity is from renewable sources

4
new Uponor Blue products based on renewable raw materials
See page 25 ➤



45%
reduction in our scope 1 & 2 emissions
See page 39 ➤

83%
reduction in greenhouse gas emission in own operations compared to our base year 2019



83%
of our waste was recycled as material or as energy

THIS IS UPONOR

An International Brand with Strong Innovation Heritage

Uponor is a leading global provider of solutions that efficiently and effectively move water through cities, buildings, and homes. We help customers in residential and commercial construction, municipalities, and utilities to be more productive – and continuously find new ways to conserve, manage and provide water responsibly, unlocking its potential to provide comfort, health, and efficiency. Our safe drinking water, energy-efficient radiant heating and cooling systems, and reliable infrastructure solutions are sold in more than 80 countries.

Our trusted products and project-spanning partnerships build strong businesses while moving water where it needs to go, effortlessly and flawlessly. We're making a difference in the defining issues of our time: conserving water and energy, supporting the future of skilled labour, and creating healthier places to live and work.

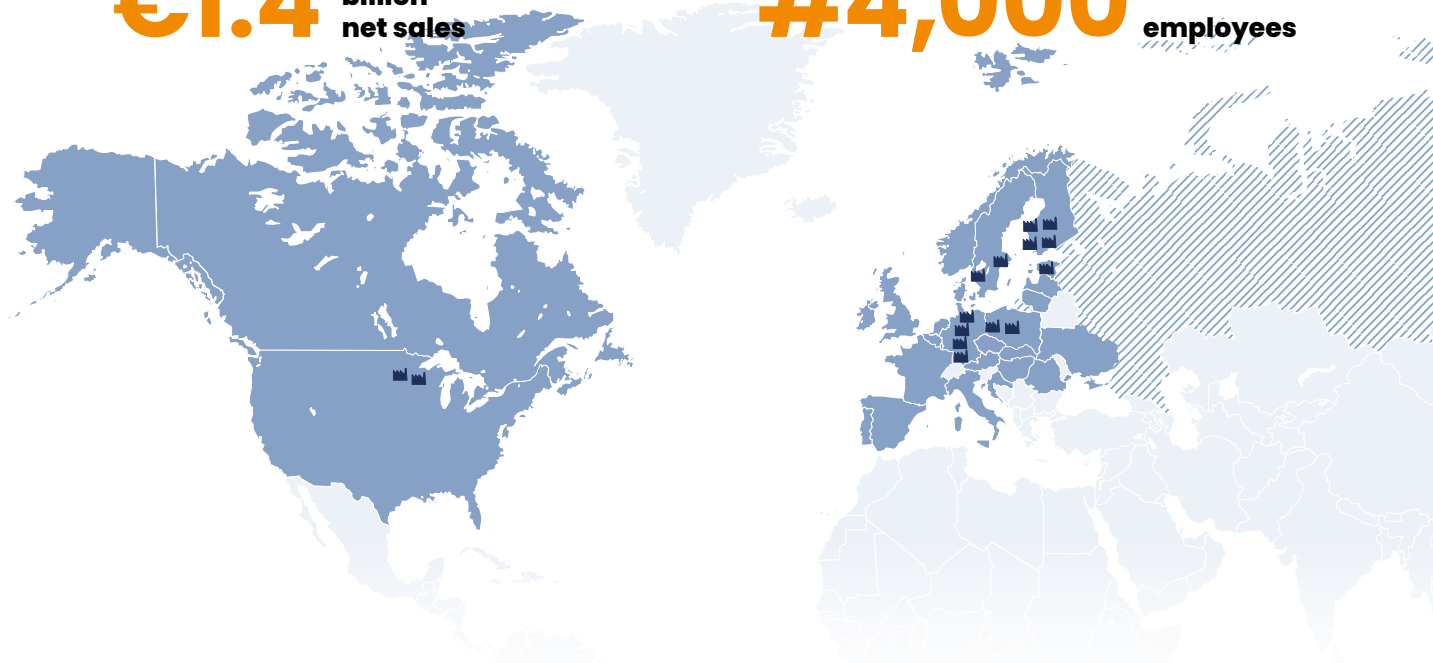
Uponor employs about 4,000 professionals in 26 countries in Europe and North America. In 2022, the company's net sales totalled approximately €1.4 billion. Uponor Corporation is based in Finland and listed on Nasdaq Helsinki. www.uponorgroup.com

#1 in Nordic and selected core European sub divisions

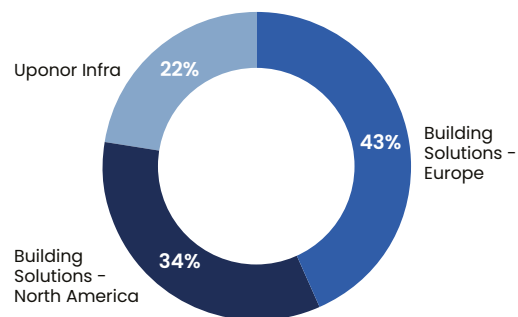
~80 countries where our products are sold

€1.4 billion net sales

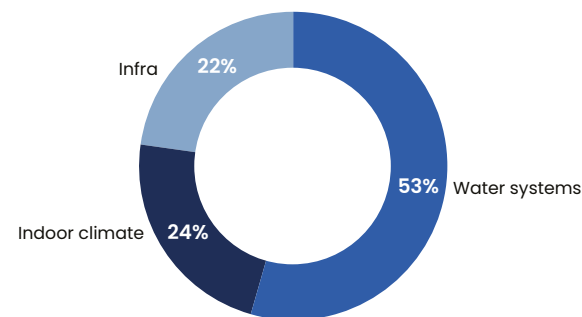
#4,000 employees



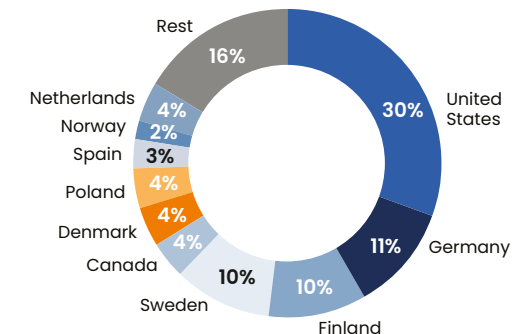
Balanced divisional mix (%)



Attractive end-market exposure (%)



Balanced geographical exposure (%)



SOLUTIONS

Our Sustainable Solutions for Water, Indoor Climate and Infrastructure

Uponor's product portfolio covers systems for water, indoor climate, and infrastructure. Our solutions are suitable both for new builds as well as for renovation projects.

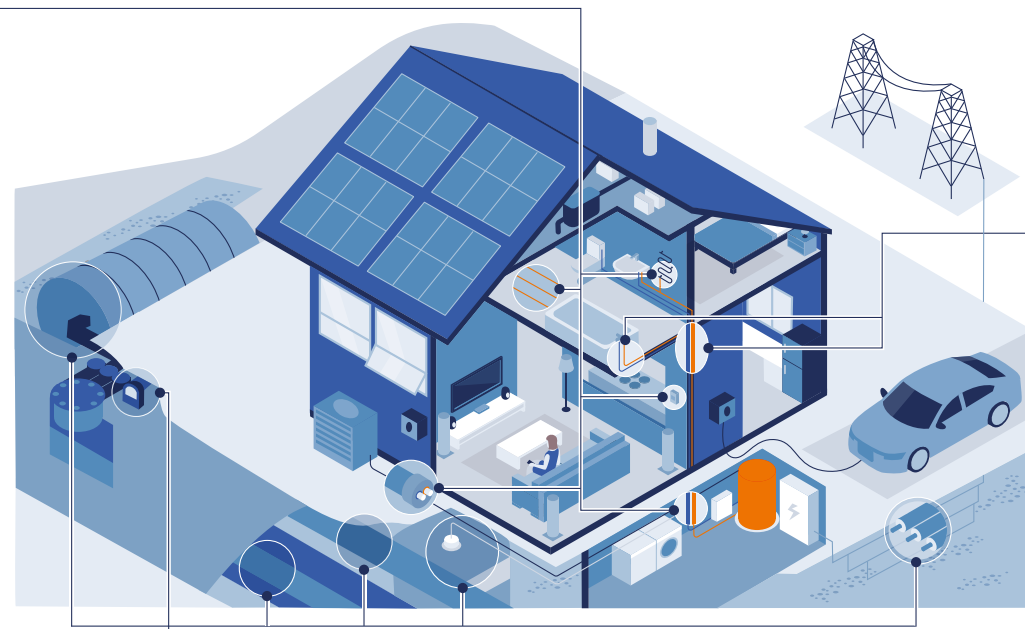
Water and indoor climate solutions

For the residential market, we offer a range of solutions that enable pleasant living conditions in homes. Our solutions also help to increase the efficiency of a building, whether it is a single-family home or a large multi-family high-rise.

Our solutions for hygienic drinking water delivery and energy-efficient heating and cooling are also available for the commercial market for all sorts of buildings from offices to hotels and

Indoor climate

- Underfloor heating and cooling
- Smart controls
- Digital energy monitoring
- Heat interface units
- Local heat distribution pipes
- Manifolds



Plumbing and water systems

- Plumbing pipes
- Rises
- Sewage

Infra

- Sewer
- Storm water management
- Waste water management
- District energy
- Cable protection
- Pressure systems
- Designed solutions

sports centers to hospitals and large industrial facilities. These solutions ensure a pleasant working environment and enable lower installation, operation, and maintenance costs. For hotels, our solutions allow guests to adjust the living conditions of their own rooms. At hospitals, our solutions meet the highest standards in hygiene, without compromising comfort and energy efficiency.

Our prefabricated solutions for the commercial segment are designed to make the building and maintenance processes more efficient. The preassembled plumbing and underfloor heating manifolds and prefabricated technical walls speed up construction or renovation projects, while making operation and maintenance faster and easier.

Infrastructure solutions

For municipalities and utilities, we offer solutions for the safe and effective distribution and management of water. Our infrastructure solutions cover systems for energy, stormwater management, sewer, potable water, underground ventilation, wastewater and gas distribution, as well as cable and telecom solutions. We also have a project service business that provides turnkey designed solutions for municipalities and utilities, as well as commercial and industrial customers.

For more information about Uponor's products and services, visit Uponor's website at uponorgroup.com.

STRATEGY

Sustainability Embedded in Our Purpose, Vision and Strategy

The company's vision is to be the leader in sustainable water solutions, with the purpose of unlocking water's potential to protect the place we call home. Water is the catalyst that allows us to innovate energy-efficient systems for moving water safely and intelligently, while minimizing the use of energy and maximizing comfort. We aim to reach our strategy by maximizing the opportunities in our core business, accelerating growth through a step

change in innovation, and driving an engaged performance-based People First culture, while leading the construction industry towards net zero. While executing our long-term growth strategy, we are constantly improving our agility and resilience.

OUR STRATEGIC CORNERSTONES



Max the Core

We will drive growth by leveraging our strong position and accelerating growth in our core categories through a systematic 4C approach and M&A.



Innovation

We will drive growth through a step change in innovation and new technology development and create synergies across our divisions and categories.



Net zero

We will lead the construction industry towards net zero by pioneering sustainable water systems and indoor climate solutions. Our aim is well connected to our ESG targets.



People First

We will pursue our strategy by strengthening the performance mindset of our highly engaged and diverse team of Uponorians.

Create lean and resilient organization

Update and harmonize systems and processes

Uponor – moving water through cities, buildings and homes

To be the leader in sustainable water solutions



Megatrends

- Need for safe and clean water
- Energy transformation
- Need for solutions to lower CO₂
- Construction productivity

Competitive advantages

- Superior quality
- Ease of installation
- Comprehensive offering
- Expert service
- Leading brand

Customers



Strategy for growth and resilience

- Maximize the core
- Sustainable innovations
- Lead construction to net zero
- People First



We are Uponorians

Distributors

Uponor Infra

Building Solutions – North America



Building Solutions – Europe

Unlocking the potential of water to protect the place we call home

CEO'S SUSTAINABILITY MESSAGE

Water at the Heart of Our Strategy



At Uponor, we believe that water holds the key to a sustainable future. Water is a scarce, yet fundamental resource with a tremendous potential to provide health, comfort, and efficiency. When we drafted our new growth strategy in 2022, it was clear that sustainability would be a key element that steers everything we do. This ambition is also strongly present in our updated vision of being the leader in sustainable water solutions, and our purpose of unlocking the potential of water to protect the place we call home.

Leading the change in sustainable water solutions

Our purpose to unlock water's full potential and protect our planet challenges Uponorians every day to innovate new ways to conserve, manage and move water responsibly, as well as to design and develop systems for the delivery of safe drinking water, healthy indoor climate and safe infrastructure. Sustainability drives demand for Uponor's products and solutions and supports our growth strategy. With

superior quality, ease of installation, comprehensive offerings, expert service, and a leading brand, Uponor is well equipped to meet the challenges of today and help solve the world's water, energy and climate challenges.

We have a strong track record in advancing sustainable innovations in our industry. Our innovation focus is on developing new products and solutions that help our customers achieve their sustainability goals. With over a century of expertise and proven performance, we rise to meet the challenges of today with sustainable innovations for delivering water safely and intelligently, while minimising the use of energy and maximising comfort. Partnering with our customers, we want to lead the change in sustainable water solutions and through this, also lead the construction industry towards net zero.

Updated sustainability agenda

Our new sustainability agenda, also launched in 2022, gives us a new framework with ambitious targets to aim for. The focus of the agenda is on the impacts we make in different areas – on our customers, on people, and on society. Through our products, we contribute to the sustainability performance of our customers, and this is where we see the biggest possibilities. However, we will continue efforts to minimise the environmental footprint of our own operations.

“Sustainability is a growth driver for Uponor”

Our industry has a strong influence on a sustainable way of life. With our products and systems, we want to continuously reduce the CO₂ footprint of buildings and infrastructure. Our innovation focus lies, on the one hand, in making our products easy-to-use to complete projects faster, and on the other hand, making the production and materials of our products even more sustainable. Only if we keep an eye on the entire value chain can we make a significant contribution to sustainable construction. That is why we are actively promoting the transition to renewable raw materials in production.

Progress towards sustainability targets

In 2022, we made progress towards our ESG targets, in particular, with regards to our aim of having a sustainable alternative for 50% of the product portfolio by 2027. We launched four new sustainable ‘Blue’ products including the world’s first bio-based PEX pipes, with an up to 90% smaller carbon footprint than in fossil-based PEX pipes. This is the direction we are taking, and I am pleased to see positive interest in the construction industry towards our sustainable ‘Blue’ product range based on renewable materials. Together with our value chain partners, we completed the technical development of a closed loop chemical recycling process for PEX, allowing Uponor to recycle its PEX waste back to new PEX pipes – also an industry first.

Our People First efforts focused on building an engaged and inclusive performance-based culture that attracts and retains the best talent. As one of the Diversity, Equity and Inclusion (DEI) specific goals, we have committed to having 40% both female

and male in our top 50 management positions by end of 2027. In 2022, the split was 18% female and 82% male. Our strong focus on improving our safety performance continued and we took steps to transform the safety culture at Uponor to reach our ‘zero accidents’ target by 2025. We also harmonised the calculation of our lost time injury frequency rate, LTIF, across all divisions, and according to the new calculation method our LTIF was at 8.3 (8.8) in 2022.

In our own operations, we decided to set ourselves new, more ambitious climate targets after reaching the previous ones ahead of schedule. We now aim for a 75% reduction in GHG emissions from our own operations compared to the 2019 level by 2027. In 2022, we surpassed this target as emissions reduced by 83%. In addition, we want to reduce supply chain emissions by 20%. During 2022, we also set ourselves a net zero target for 2040. We submitted these targets for validation by the Science Based Targets initiative in 2022. We received strong recognition for our sustainability performance from key ESG ratings, including EcoVadis, CDP, ISS ESG, and Sustainalytics.

Headed toward net zero

Uponor is well positioned to seize the opportunities created by the growing demand for energy-efficient heating and cooling systems, as well as for sustainable systems for safe and clean

water. To execute our growth strategy and lead the construction industry to net zero, we will continue to innovate sustainable products and explore the possibilities of circular economy, together with our customers, suppliers, and employees. Shared goals and mutual support will take us far on this path. I want to express my gratitude to all our stakeholders for excellent cooperation throughout the year. My warmest thanks to Uponorians, in particular, for all their efforts and commitment in advancing towards our sustainability targets.

With best regards,

Michael Rauterkus
President and CEO

OUR APPROACH TO SUSTAINABILITY

Unlocking the Potential of Water to Protect the Place We Call Home

At Uponor, we believe that water holds the key to a sustainable future. With a purpose to unlock its full potential and protect our planet, we are leading the change in sustainable water solutions. Water is a scarce, yet fundamental resource with a tremendous potential to provide health, comfort and efficiency. The purpose of unlocking water's potential challenges Uponorians to continuously find new ways to conserve, manage and move water responsibly and design and develop systems for the delivery of safe drinking water, healthy indoor climate and safe infrastructure.

While the scarcity of natural resources continues to impact manufacturing industries around the globe, it also drives us to innovate and develop new solutions that are future-proofed with resiliency, durability, and sustainability in mind. Uponor is committed to the key issues of our time to reduce our environmental impact while maximising our positive impact making people's lives simpler, easier and safer.

Although pipe manufacturing is not a water-intensive industry, water is at the core of our offering. Our offering for safe and hygienic drinking water delivery enables good health and fosters a clean environment. For municipalities and utilities, we offer solutions for the safe and effective distribution and management of water, including sewage and stormwater systems. This is increasingly important as climate change causes more extreme weather phenomena.

“Leading the construction industry to net zero.”

The built environment is responsible for almost 40% of global energy-related CO₂ emissions. As a building products manufacturer, we recognise our role in reducing the environmental impacts of construction. The efforts of the entire industry are indeed necessary if we are to limit global warming to 1.5°C. Uponor has a vision to drive business growth through innovation and development of sustainable solutions while being a leader on the construction industry's journey towards net zero.

One of the most important pathways for impact within the construction industry is the mindful use of natural resources, with the intention to reduce waste streams and repurpose as much material as possible. The construction industry creates nearly 1/3 of the world's annually wasted and landfilled materials, with circular solutions to address this not scaling quickly enough to meet industry needs. By cultivating emerging industry partnerships in circularity, Uponor is actively working to scale tangible solutions in our products, scrap, packaging offerings, and jobsite waste. This aspect of our industry is in its infancy, with promising innovation on the horizon driving optimism. Our global teams are engaged in conversations aimed at developing industry-wide solutions and growing the circular economy through green product development.

Plastic is the safest and most durable material for pipes

We make products that are meant to last the lifetime of the structure (as much as a hundred years or more), which means we cannot compromise on quality. Plastic materials provide significant benefits for safe and durable pipe systems:

- require less energy to produce than other alternatives
- lighter to transport
- easy to install
- leak-free
- have no corrosion issues
- high strength-to-weight ratio
- stiffness and toughness
- ductility
- high thermal/electrical insulation
- excellent durability at a relatively low lifecycle cost

A significant share of the carbon footprint of plastic raw materials is created during the upstream oil refinement process. To tackle this issue as well as that of material scarcity, we have committed to and invested heavily in developing more sustainable alternatives. In 2021, we launched our first product made using renewable raw materials. In 2022, the sustainability-focused Blue product portfolio

has been expanded as we launched our first PEX Blue pipes within the European market. Blue products include feedstock made from otherwise wasted materials and have an up to 90% smaller carbon footprint than fossil-based PEX pipes. Uponor is proud to be the first PEX pipe manufacturer to achieve this and we look forward to continuing building upon this leadership status.

We are proud to be a company with ambitious targets regarding sustainable product alternatives. In addition to developing solutions and a product offering with renewable raw materials, we work to improve the recyclability of our products when they reach the end of their useful life. Through partnerships within our industry, we have participated in critical exploration for recycling PEX plastic either mechanically or chemically. We have made significant progress and breakthroughs in this area in 2022, and we are excited to continue these valuable industry partnerships and develop tangible, scalable sustainability solutions collectively.



Stakeholder engagement and materiality assessment

As part of the extensive value chain of the construction industry, we interact with many different stakeholders. Understanding their perceptions and expectations regarding sustainability is highly important to us, as collaboration is the key to sustainable business development. By mapping collective priorities and engaging in continuous dialogue, we give all key stakeholders a voice in our sustainability work. We value collaboration from each stakeholder group, as it helps us improve and work together to move the entire industry in a more sustainable direction.

Our key stakeholders:

Current and potential customers: The greatest level of connection with our customers is through in-person meetings; connections on jobsites, in office, and at industry gatherings. Due to the pandemic, we have additionally invested in different kinds of virtual meetings, events, and forums to support valuable dialogue. We participate frequently in industry fairs, conferences, and trade shows. Additionally, Uponor regularly publishes industry and solution-related news on our websites and in social media channels. Our intention is to continually connect with our customers, partnering in building a more sustainable living environment.

Current and potential employees: Our company is one rooted in collaboration and our workplace culture reflects this. We communicate with our employees regularly through effective communication outlets, including the intranet, Yammer, social media channels, and email. We organise face-to-face events with purpose and encourage teams to engage in a variety of teambuilding events. We conduct an annual engagement survey of all our employees and utilise the feedback to enhance, maintain, and build upon our ways of working.

Suppliers and partners: As we recognise the importance of our entire value chain, we aim to build long-term partnerships with our suppliers. It is important to our collective purpose that we connect on a regular basis and develop our partnership effectively. We lean on the Uponor Supplier Code of Conduct to ensure best practices in our supply chain partners, which includes means to audit and assure continued alignment. We maintain an open and fair supplier selection process.

Shareholders and investors: Rooted in transparency, accountability, and informational alignment, we organise quarterly results briefings and an Annual General Meeting for those financially invested in our purposeful work. We have regular

investor meetings and participate in roadshows and investor events. We comply with our Disclosure Policy when interacting with our shareholders and investors.

In addition, we collaborate actively with selected trade and non-governmental organisations, promoting the common interests of the industry and different sustainability-related initiatives towards the authorities and policy makers. We aim to be a part of the conversations that shape how we respond to industry-wide problems, developing tangible and scalable solutions collectively. Additionally, it is important to Uponor that we are acknowledged as a good corporate citizen in all the locations where we operate.



Our key sustainability partners in 2022:

- UN Global Compact
- Science Based Targets initiative (SBTi)
- The Green Building Council network
- The European Plastic Pipes and Fittings Association (TEPPFA)
- Association of the European Heating Industry (EHI)
- Federation of European Heating, Ventilation and Air Conditioning Associations (REHVA)
- Plastic Pipe and Fitting Association (PPFA)
- American Society of Heating, Refrigerating and Air-Conditioning Engineers (ASHRAE)
- The European construction, built environment and energy efficient building Technology Platform (ECTP)
- European Network of Construction Companies for R&D (ENCORD)
- WWF Green Office
- Water Europe
- The International Water, Sanitation, and Hygiene Foundation (IAPMO IWSH)

Focusing on what matters the most

To combine the views and expectations of our stakeholders with sustainability priorities identified by the company, we have conducted materiality assessments. Doing so allows us to recognise the alignment that exists between each group and the focused areas of importance within the distinctive stakeholder groups. In 2021, we conducted a materiality survey among our internal stakeholders and requested feedback from selected customers to understand the most relevant priorities for Uponor based on their points of view.

Based on the assessment, the most important sustainability themes for Uponor are developing the energy and water-efficiency of our offering, promoting circular economy, end-user health and safety as well as good corporate citizenship.

Read more about Uponor's material topics and their management in the 'Reporting Principles' section and in the 'GRI Content Index' section of this report.

Sustainability Leaders' Voices

Towards circularity

For me safety, innovation and sustainability are deeply intertwined and to be an industry leader you need to excel in all of them. Overseeing these critical areas is paramount to my role as Chief Technology Officer at Uponor. Since joining the company in October, I've had the pleasure of working with people from across the organization, as well as with our external stakeholders and customers. I have been impressed by the resilience and ingenuity of Uponorians and their ability to turn any challenge into an opportunity.

Safety is a measure of success, and we will continue our efforts every day to relentlessly achieve our goal of zero accidents by constantly seeking new and innovative ways to reduce safety incidents through focusing on proactively avoiding incidences before they happen. We improve by consistently using a top-down, bottom-up approach, measuring leading indicators such as hazard identification and mitigation, instructor-led training, employee audits and observations, reporting of unsafe conditions or activities, near-miss reporting/communication, pre-activity safety meetings, housekeeping, and overall safety commitment participation. Be vigilant and think about what you can do to improve safety in your daily work be it at a production line, office or at home.

Uponor has a proud heritage of sustainable innovation, which inspires us everyday to continue to lead the development of game-changing innovations for moving water sustainably. Innovation is the key to helping our customers reach their sustainability goals as well as our own goals. As a supplier to the construction industry, we have an important role to play in leading the construction industry to net zero. Approximately 40% of global energy-related CO₂

emissions come from the built environment, underscoring the need for sustainable innovation. Through our sustainable products and solutions, we contribute to the sustainability performance of buildings and construction.

Our innovation focus lies, on the one hand, in developing products that help customers be more productive, and on the other hand, turning the production and materials of our products even more sustainable. To contribute to sustainable construction, we need to keep an eye on the entire value chain. That is why we are actively promoting the transition to renewable raw materials and moving towards a more circular approach in manufacturing products and their packaging. To this end, we made good progress in 2022 working together with our supply chain partners to develop new raw materials and improve the recyclability of plastic products when they reach the end of their useful life. A highlight of the year was closing the circularity loop for hard-to-recycle PEX pipe waste plastic through chemical recycling, enabling the consecutive manufacturing of new Uponor PEX pipes with quality and properties identical to those in their previous life – an industry first. Moving forward, the partners will evaluate further cooperation to broaden the waste material pool and increase recycled volumes. In our updated sustainability agenda, we also set the target to have a sustainable alternative for 50% of the product portfolio by the end of 2027.

In parallel to developing more sustainable products, we are also enhancing the sustainability of our supply chain to be agile in adjusting to changes in the operating environment. This is an important focus area as we shift toward a low carbon economy.

I am excited by our innovation agenda, sustainability goals and to be part of the journey to lead the construction industry to net zero – understanding also that it will take the effort of the entire sector to limit global warming to 1.5C.

Thomas Fuhr
Chief Technology Officer



Shared objectives inspired our sustainability agenda

In connection with the strategy update in 2022, we created Uponor's new sustainability agenda. As we carried out studies and in-depth interviews to gauge the opinions of stakeholders, the same three topics kept surfacing. Ultimately, it was quite clear that these are the things we need to focus on. The first one was, not surprisingly, climate action. The entire construction industry struggles in particular with defining their scope 3 emissions and reducing them – which is no simple task in a system as complex as the construction value chain.

The second issue that was raised repeatedly was circularity. Everyone agrees that this is important, but they all seem to have different ideas about what circularity means and how it can

be promoted. As a system provider, we have a pretty simple approach to the matter: closing material loops, transitioning to renewable and recycled raw materials, and our products' end-of-life management are the places where we can make an impact. The third focus area was transparency. Demand for clear and reliable data has soared especially in the Nordic countries and certain other parts of Europe. Our customers and partners want to understand and improve their carbon footprint, and this means they need to understand where the big impacts come from and how they can be influenced.

We address these three topics in our new sustainability agenda, which includes concrete, measurable targets we aim for. We also changed our perspective and structured the new sustainability agenda based on where we can make a difference. We are making a commitment to our customers, owners, partners,

employees, and society – a promise that we will do our very best to increase our positive impacts, to reduce our environmental footprint, and ensure full transparency on both.



Ilari Aho
Vice President,
Sustainability and
Regulatory Affairs

Moving from a tipping point to global collaboration on sustainability

Thanks to Malcolm Gladwell, the term "tipping point" is a notion that is familiar to us. The definition is the point at which a series of small changes or incidents becomes significant enough to cause a larger, more important change. We can certainly point to a wide variety of changes over the last few years – both small and large – that are moving us closer to that tipping point in sustainability. This will enable greater momentum for addressing the challenges of climate change.

It seems we are more connected than ever. We have made our way through a global pandemic, have experienced supply chain constraints, and are all witness to a war that will likely have devastating effects on food supplies around the world. Finally, the world has become more acutely aware of weather intensity and its aftereffects due to the warming atmosphere. There are global carbon goals and many more sustainable pursuits with deadlines

of 2030 or 2050. Through several worldwide organizations as well as through the powerful voice of the youth, to whom the future belongs, we humans are finally ready to roll up our sleeves and get to work on solutions for good stewardship.

At BLD-NA, there is a palpable increase in awareness, conversation, and commitment to sustainability. We are ready to launch our sustainability agenda. We have made important advances and relationships in our exploration of circularity as it relates to both product innovation and scrap elimination. We are inserting new sustainability parameters into our Stage-Gate process for product development; we have increased focus around global consistency for data and metrics; there are exciting investments in our community relations programme to enhance social programmes in our communities, and we are engaging in more conversations with customers on sustainability topics that are important to them – including packaging, embodied carbon, and energy efficiency.

Uponor has always had much to offer the building industry and now with the commitment this company has to sustainability, the beautiful blue sky is the limit with regards to balancing and enhancing not only people, planet, and profitability, but also imagination, innovation and investment.



Ingrid Mattsson
Director, Brand and
Sustainability, Building
Solutions - North America

OUR APPROACH TO SUSTAINABILITY

An Agenda Leading to Net Zero

At Uponor, we enable sustainable building practices for our customers through our product offering, value-added services, and system-focused solutions. Within our operations, our recently enhanced sustainability agenda aims to maximise positive impact on customers, employees, and society, while minimising our own environmental footprint.

Sustainability is embedded in our purpose, vision, and strategy. A cornerstone of our growth strategy is our ambition to lead the construction industry towards net zero, while decarbonising the way we do business. Our vision of being the leader in sustainable water solutions is grounded in our growth strategy. The company purpose of unlocking water's potential to protect the place we call home drives innovations and challenges Uponorians to continuously find new ways to conserve, manage and move water responsibly.

Updated sustainability agenda and targets for 2027

Grounded in our strategy, vision and purpose, our sustainability agenda sets forth our sustainability ambitions and targets. Finalised in

2022, the agenda was created together with our clients, customers, Uponorians, and other key stakeholders. The elements of the sustainability agenda are rooted in the Uponor materiality analysis, which is described in the 'Reporting Principles'.

Our sustainability ambitions

We develop integrated solutions with the best possible environmental footprint to support our customers reach their sustainability goals.

Our People First initiative elevates our focus on upholding Uponor as a great place to work. Through our mindful collaboration within the construction industry as well as the communities we are part of, we bring value to the societies where our products are used.



Uponor Sustainability Agenda

| | | | |
|--|--|--|---|
| Maximizing our positive impact | Customers Integrated solutions with best environmental footprint to support customers in sustainability transition | Employees People first and top employer | Society Collaboration in the industry and value for society |
| | <ul style="list-style-type: none"> • Sustainable alternative offered for 50% of the portfolio • 90% of product sales covered with Environmental Product Declarations • All new R&D projects with sustainability targets | <ul style="list-style-type: none"> • 40% both male and female in top 50 management positions • Top tier engagement scores • Zero accidents ambition • -30% annual reduction in LTIF • 100% coverage of ESG training | <ul style="list-style-type: none"> • Collaboration with top 25 customers to strengthen impact • Impactful social programs and sizeable charitable donations • Possibility to participate in volunteering efforts to all Uponorians |
| Minimizing our environmental footprint | Rapid transformation towards a sustainable value chain with a commitment to set SBTi Net-zero targets | | |
| | <ul style="list-style-type: none"> • -75% reduction in GHG emissions from own operations * • -20% reduction in GHG emission from supply chain * • -15% reduction in energy intensity * | | <ul style="list-style-type: none"> • 100% green electricity • 100% of waste recycled sustainably • -10% in water intensity * |
| Strong governance to ensure ESG ambitions are reached | Promoting and ensuring responsible and sustainable business throughout our value chain | | |
| | <ul style="list-style-type: none"> • 100% coverage of employee Code of Conduct training • 90% of spend covered by Supplier Code of Conduct | | <ul style="list-style-type: none"> • ESG targets linked to management STI and LTI programs |
| Supporting the UN Sustainable Development Goals | | | |
| | | | |
| Committed to | | | |
| | | | |

* Compared to 2019 baseline



Uponor has committed to set near- and long-term company-wide emission reduction targets in line with the Science Based Targets initiative, aiming to drive rapid transformation towards a sustainable value chain. The backbone of everything Uponor does is comprehensive governance procedures, with accountability, transparency, compliance, and continuous improvement integrated within.

We have shaped a roadmap to guide the implementation of the agenda. Our ESG performance is continuously monitored by management dashboard, quarterly KPI reporting, and annual GRI reporting. Likewise, our performance is rated by external ESG bodies.

Our progress in 2022

In line with the defined climate targets, we reduced our Scope 1 and 2 greenhouse gas emissions by 45% compared to 2021 and

made excellent progress in our shift towards 100% green electricity. In July 2022, we submitted an updated ambitious greenhouse gas emission reduction target, and a long-term net-zero target for validation by the Science Based Targets initiative. The validation is ongoing and expected to be completed during Q1 2023. We now aim for a 75% reduction in Greenhouse Gas (GHG) emissions from our own operations compared to the 2019 level. In addition, we want to reduce supply chain emissions by 20%. Our Net Zero target remains unchanged, with 2040 as the target year.

Uponor wants to offer a sustainable alternative for 50% of our product portfolio, cover 90% of our product sales with Environmental Product Declarations (EPDs), and set sustainability targets for all new R&D projects. We launched four new sustainable 'Blue' products based on renewable raw materials. The positive initial feedback that we have received from our customers is encouraging. Together with our value chain partners,

we completed the innovative technical development of a closed loop chemical recycling process for PEX, allowing Uponor to recycle PEX waste back to new PEX products. As we value transparency for our customers, we continue to increase the share of products covered by EPDs.

Uponor's People First strategy consists of five key pillars: Culture, Leadership, Talent, Employer Branding, and Wellbeing and Safety. We've set a target to have 40% both male and female in our top 50 management positions. The figures for 2022 were 82% male and 18% female. Unfortunately, in 2022, our LTIF took a step back and deteriorated to 6.0 (4.8). Our safety reporting will be changed from Q1 2023 onwards as we have harmonized and extended our LTIF definition*. According to the new calculation method, our LTIF in 2022 was 8.3 (8.8).

*The new harmonized figures have not been assured.

Strong legacy of sustainable innovation

The sustainability agenda is continuation of decades of pioneering sustainability work at Uponor. Here are some examples and highlights from our sustainability journey.

Uponor as the first in the industry:

- to introduce renewable raw materials
- to pilot and initiate water footprint assessments
- to pilot circular PEX pipes produced from own PEX production waste
- with 1.5 °C science-based target for climate

Uponor as a forerunner in:

- energy-efficient underfloor heating and cooling
- intelligent heating and cooling control
- leakage-safe and hygienic plumbing
- light-weight infrastructure solutions
- long, reliable service life for products
- installer and designer training
- environmental management and energy efficiency

Our commitments

Uponor has identified seven UN Sustainable Development Goals where it can make a difference; clean water and sanitation (6), gender equality (5), decent work and economic growth (8), industry innovation and infrastructure (9), responsible production and consumption (12), sustainable cities and communities (11) and climate action (13).

Uponor supports the ten principles of the United Nations Global Compact and promotes these principles throughout its operations. We are committed to the UN Global Compact's Business Ambition for 1.5°C and the Science Based Targets initiative.



Sustainability operating model

At Uponor, sustainability is integrated into our operating model.

The Uponor Board of Directors has the ultimate oversight responsibility regarding the company's sustainability and ESG performance.

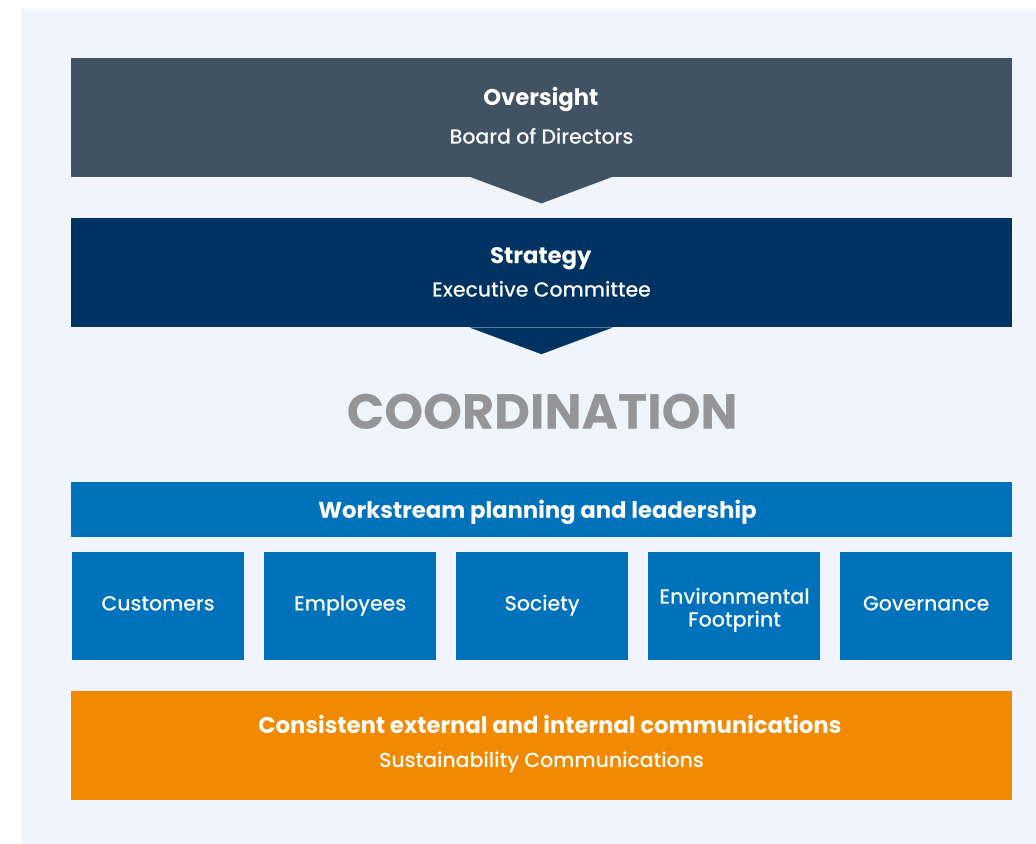
The Executive Committee approves Uponor sustainability strategy and agenda, steers and monitors its execution, and approves resource allocation on sustainability improvement activities.

The five focus areas in the Uponor sustainability agenda are planned and coordinated by Focus Area Leadership Teams comprised of senior leaders from relevant functions of the company and coordinated by the Group Sustainability team:

- Customers, senior offering and marketing leaders of the Uponor business divisions;
- Employees, integrated into the Uponor People First agenda, led by senior HR management, as well as the business divisions' health and safety leadership;
- Society, senior leadership of regulatory, industry affairs, PR, and community engagement functions;
- Environmental Footprint, senior leaders of operations and supply chain functions;
- Governance, senior compliance leadership.

Individual sustainability initiatives, projects, and other activities are initiated by the leadership teams and executed in the normal project execution fashion either cross-functionally or within the line organization.

All internal and external sustainability communications are designed, coordinated, and executed by a dedicated team of corporate communications and marketing leaders, based on the results of and progress made in the focus areas.



Creating Value

We are committed to long-term value creation and to creating a more sustainable world through innovation, partnerships, and intentional action.

Inputs

Financial

- Total equity €534.7 million
- Net interest-bearing debt €48.5 million
- Cash and cash equivalents €65.5 million

Natural and environmental

- Total energy consumption 208,587 MWh
- Electricity purchased 162,510 MWh
 - of which certified green electricity 98%
- Raw materials used 139,563 tonnes
- Water consumption 148,330 m³

Manufacturing and innovation

- 16 manufacturing facilities in 7 countries
- Research and development, innovations and patents

Human

- 4,214 employees in 27 countries
 - 53% white collars
 - 45% blue collars
 - 2% executives
- Investment in occupational health and safety as well as knowhow
- Training opportunities for all employees

Social and relationship

- Partner network
- Co-operation with industry, trade organisation and authorities
- Collaboration with universities and educational institutions

Business model

Our offering, including safe drinking water delivery, energy-efficient radiant heating and cooling, and reliable infrastructure, enables a more sustainable living environment. We help our customers in residential and commercial construction, municipalities and utilities, as well as different industries to work faster and smarter while creating resource-efficient, healthy, and safe buildings.

We are unlocking the potential of water to protect the place we call home. Our values – Connect, Build, Inspire – capture the essence of Uponor.

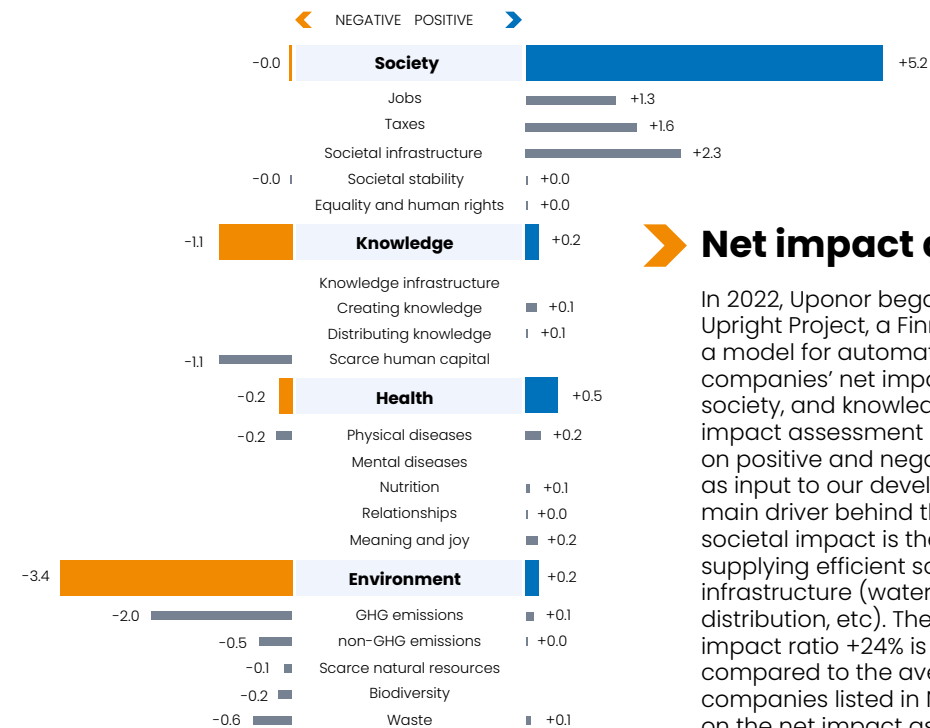
Outcomes

Financial

- Salaries and remunerations €253.1 million
- Corporate income taxes paid and social costs €81.4 million
- Dividends €51.4 million
- Return on equity 19.1%

Natural and environmental

- Products that improve health, save energy and increase comfort
- Total waste 15,115 tonnes
 - Waste recycled as material or energy 83%
 - Waste to landfill 17%
 - Share of hazardous waste 1.2%



Net impact assessment

In 2022, Uponor began collaboration with the Upright Project, a Finnish start-up developing a model for automated quantification of companies' net impact on people, planet, society, and knowledge. The Uponor pilot net impact assessment provided important insights on positive and negative impact areas, as well as input to our development activities. The main driver behind the company's positive societal impact is the very business we are in: supplying efficient solutions to critical societal infrastructure (water, sanitation, thermal energy distribution, etc). The Uponor calculated net impact ratio +24% is considerably positive compared to the average of -26% modelled for companies listed in Nasdaq Helsinki. Information on the net impact assessment approach can be found at www.uprightproject.com.

Human

- Expanded professional skillsets and experience
- eNPS score of 37
- 45 workforce accidents
- Incident rate (LTIF) 6.0 per one million working hours

Society and relationship

- Product and service supplier purchases €950.5 million
- Continued focus on customer satisfaction
- Safe and reliable products with a long lifespan



CUSTOMERS

Sustainable Innovations Moving Water Through Cities, Buildings and Homes

At Uponor, we are dedicated to the idea that by moving water, we can reshape and accelerate the construction and performance of buildings and infrastructure, resulting in more sustainable homes, communities, and ultimately a healthier planet. As a building products manufacturer, we recognise the important role we can play in helping reduce the environmental impacts of construction.

The construction, use, and maintenance of the built environment has a large impact on climate, natural resource use, and biodiversity. However, the built environment industry can also provide solutions to these challenges through the development of and rapid transition to net-zero circular solutions. The focus on sustainable design, procurement, and investment decisions is rapidly strengthening among all players in the construction industry. This is supported and driven by ambitious policy, tightening regulation, and increasing transparency obligations. Through our products

and solutions, we contribute to the sustainability performance of our customers.

Our innovation focus is on developing new products and solutions that help our customers achieve their sustainability goals. Providing our customers with high-quality products that are durable and safe is a natural priority for Uponor. Today's customers also value attention to climate impacts, efforts into adopting circular economy, and transparency. These themes were identified in the studies conducted as we updated our sustainability agenda.

The environmental footprint of our products impacts the environmental performance of our customers. With plastic as a main material, the interest in circularity stems from the need to reduce the use of fossil-based raw materials and increase the recyclability of polymer-based products. Developing data-based transparency helps customers make informed purchasing decisions and enhances their own sustainability reporting requirements. With an optimised customer experience in mind, Uponor is intentional in each of these needs.

Working towards Fit for 55 targets

In our new sustainability agenda, maximising our positive impact on our customers is one of the central themes. To support our customers in their own sustainability ambitions, we have set three applicable goals. We want to offer a sustainable alternative for 50% of our product portfolio, cover 90% of our product sales with Environmental Product Declarations, and set sustainability targets for all new R&D projects. In 2022, we've made important progress in these areas.

For the moment, our sustainable portfolio target is focused on the Blue product offering. In alignment with the EU's Fit for 55 plan towards a green transition, Blue products must deliver at least 55% lower carbon footprint compared to a standard alternative, or include at least 55% renewable or recycled material. We are

first focused on expanding our offering of sustainable alternatives, and from this, grow the share of total sales within the sustainable offering portfolio.

The positive feedback we have received from our customers on our new PEX Blue pipes, launched in the first quarter of 2022, is promising. The carbon footprint of these pipes is up to 90% lower than that of a standard PEX pipe. We also launched Uponor IQ Blue, a stormwater pipe whose carbon footprint is decreased up to 70% compared to a standard alternative.

The importance of transparency in all industries, including the construction industry, is growing. Our customers need the tools to optimise their projects and to empower choosing the best products with the lowest environmental footprint. To help forward-looking organisations to meet their sustainability goals, our products are backed with independently verified data and Environmental Product Declarations (EPDs). In 2022, we increased the share of products covered by EPDs and continued on our path to covering 90% of our products with EPDs by 2027. The EPD work is appreciated particularly by our direct customers, who gain easy access to environmental data needed for reporting their indirect value chain emissions. As certification requirements, codes, standards, and legislation alike call for data-backed assessments of the impacts of construction projects, Uponor is committed to providing the information our customers need.

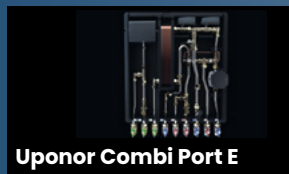


The important work of sustainability thrives within collaborative action, where multiple perspectives are celebrated towards tangible solutions and mutual opportunity. The culture at Uponor is unlike any other workplace I have experienced, where the connections across departmental boundaries are genuine and the drive to innovate through collaboration is real. Decarbonization of the built environment and construction industry, where 40% of the world's annual greenhouse gas emissions are generated, is where Uponor aims to be a leader. I am honored to be a part of the incredible, cross-functional team working to get us there.

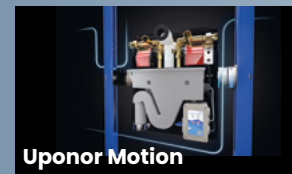
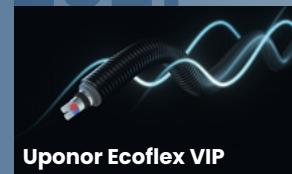
Chrissie Olson
Sustainability Manager, Building Solutions – North America

Our latest innovations setting new standards for drinking water hygiene, energy efficient heating and cooling as well as safe infrastructure.

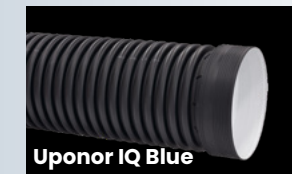
2019



2021



2022





INNOVATION HIGHLIGHT

Unique solution for stormwater management

Launched in 2022, the Uponor Stormwise solution features unique systems for efficient and sustainable stormwater management:

- 1. safe stormwater retention to prevent flooding
- 2. sustainable IQ Blue Pipes made of renewable raw materials reducing CO₂ by up to 70%
- 3–4. stormwater treatment that prevents pollution of water sources before disposal to lake, river or sea.

We are constantly developing new products, processes, and solutions to serve the needs of our customers. Setting specific sustainability targets for each R&D project ensures that we consider sustainability aspects from the beginning of development projects. Examples of successful launches with measurable sustainability benefits for our customers include the Uponor Logic piping layout, which maximises hot-water delivery times and minimises water and energy waste; Uponor AquaPort, which eliminates centralised domestic hot water and recirculation piping that saves up to 35% in hot water energy use, up to 40% in piping, and more than 50% in domestic hot water volume; and our kitting service, which minimises job-site waste and eliminates unnecessary ordering of unneeded parts on a project.

Helping solve climate challenges

Adapting to the changes brought on by climate change and contributing to building resilient structures is essential in our company's line of work. New solutions are needed to ensure sustainable and durable infrastructure amidst increasing extreme weather phenomena. In 2022, we developed Stormwise, a smart stormwater management project to help designers create sustainable stormwater systems. With increasing rainfall and heavier storms putting our cities at risk of floods, the risk for uncontrolled runoff causing damage and contaminated water reservoirs also increases. Uponor Stormwise is specially designed to minimise flooding risks and treat rainfall, helping prevent the pollution of rivers, lakes, and seas and keep our valuable water resources clean.

In addition to supporting our customers in the purchasing stage with EPDs, we want to help them dispose of products sustainably. For this purpose, we started providing recycling guidelines for customers. The guidelines include instructions for recycling waste materials at the installation site as well as for products at the end of their lifetime. They will be published during spring 2023. Furthermore, we updated our Environmental and Quality Policy with information on our commitment to the requirements of ISCC certification.

In 2022, we initiated a programme to minimise and eventually phase out single use plastic packaging. As an example of this work, Uponor has partnered with packaging suppliers to assure the recyclability of the materials utilised, as well as to explore the opportunity for increasing the recycled content of our packaging solutions. Ensuring circular and sustainable packaging is the ultimate goal.



I feel lucky and extremely proud to work with colleagues who are passionate about developing more sustainable solutions for our customers. We achieved many good things in 2022, but the accomplishment that I am most proud of is Stormwise, our sustainable stormwater management solution. At Uponor we have the experts and full range of products to help our customers solve the storm water challenges caused by climate change and urbanization. Going forward, we will continue to help our customers find and use more sustainable solutions. At Uponor, we can make a real impact.



Vesa Kiiskinen

VP, Marketing & Offerings, Uponor Infra

➤ IN THE SPOTLIGHT

Introducing the world's first bio-based PEX pipes

With PEX Pipes Blue, Uponor sets a new standard in the transition to renewable raw materials. PEX Pipes Blue are the world's first bio-based PEX pipes* on the market. The new pipes feature a reduced carbon footprint of up to 90% compared to fossil-based PEX pipes.

This initiative with a reduced carbon footprint helps our customers make sustainable choices, set new standards and achieve their environmental goals. Uponor PEX Pipes Blue offer our customers the opportunity to lead the way to green building and contribute to a sustainable construction industry. The new PEX Pipes Blue's significantly low carbon footprint

"Our PEX Blue pipes were named Product of the Year in Spain by NAN and shortlisted for the Embodied Carbon Award in the CIBSE Building Performance Awards 2023 in the UK."

is based on Environmental Product Declaration (EPD) calculations according to the standards EN15804+A1, CML / ISO21930. The EPD comprehensively evaluates a product's environmental impact along its entire life cycle.

We offer complete value chain transparency through full International Sustainability & Carbon Certification (ISCC) certification. ISCC is an independent organisation that ensures traceability and transparency throughout the supply and production chain. The entire PEX Pipe Blue supply chain complies with this standard.

The supply of renewable raw materials is based on the mass balance approach. This means that for every tonne of ISCC certified renewable raw materials used in production, a corresponding quantity of PEX pipes can be designated as ISCC certified. The use of ISCC certified bio-based material contributes to replacing fossil resources with renewable raw materials.

The partnership with our likewise ISCC-certified supplier Borealis also provides transparency throughout the supply chain. The raw materials used to produce the renewable feedstock can be traced back to the first collection point from suppliers that have been carefully selected for their commitment to sustainability. In addition, Uponor is audited annually by an independent third party to ensure all ISCC certification requirements are met. Uponor PEX Pipes Blue share the same outstanding product characteristics as our conventional PEX pipes, so our customers

don't compromise on quality, features or performance when making a sustainable choice.

This initiative underlines Uponor's claim to market leadership, including in sustainability, and is part of a long tradition. The launch of our regular PEX pipes in 1972 was already a global innovation that revolutionised the market.

This offer once again sets a new industry standard. At Uponor, we are constantly moving forward on renewable raw materials and supporting our customers in achieving their sustainability goals.

Go blue with Uponor bio-based PEX Pipes Blue and contribute to a sustainable construction industry.

*with ISCC certification, based on the mass balance approach



IN THE SPOTLIGHT

Paving the way to greater product transparency with Uponor Environmental Product Declarations

On a global level, our customers are looking for ways to increase positive impact on the environment. In order for tangible progress to occur within the construction industry, the coverage of data-driven, product-level transparency is required. Uponor is committed to contributing to the growing availability of industry data through expanding our library of Environmental Product Declarations (EPDs). This enables customers to calculate the impacts of construction projects and reduce the carbon footprint of buildings by choosing the most sustainable solution.

EPDs are prepared according to ISO 14025 and EN 15804 standards and contain comprehensive information about our products' environmental impact which is third-party reviewed and verified. They include details of the product's consumption of raw materials and energy, waste generation, and air, soil, and water emissions throughout its life cycle.

EPDs contribute to greater product transparency and traceability in the construction sector. Companies and customers can influence the carbon footprint of buildings and projects by selecting the most sustainable solutions. Additionally, it allows us to review and reduce the environmental impact of our own production and supply chains. As of end of 2022, 15% of product sales are covered by published EPDs available in both pdf and machine-readable XML ILCD+EPD format. We aim to cover 90% of our product sales with EPDs by 2027 and the entire product range by 2030.



Moving water to keep the Baltic Sea clean

When considering the rapid movement of water during a stormwater surge, water found in a terrestrial environment has greater opportunity to filter any collected pollutants within streams and rivers, or within the surrounding soil and vegetation. However, once the location of water moved closer to open water, regulatory requirements become stricter.

As an industrial city and port by the Baltic Sea, Norrköping, Sweden strives to prevent pollutants from ending up in waterways. To achieve this, a massive, tailor-made Uponor Vault, a stormwater treatment chamber part of the Stormwise sustainable stormwater solution, was installed to capture pollutant-laden runoff. This ensures the rainwater is purified before it reaches the Ljura Stream and finally the Baltic Sea.

The installation of the tailor-made Uponor vault by the water utility company Nodra AB was part of the ongoing Smedby Climate Adaptation project. Purifying 160 litres per second, preventing heavy metals and salts carried by stormwater over asphalt to end up in the Baltic Sea.

Uponor Blue product helped reduce a large industrial project's CO₂ impact by 40%

In 2022, an expansion project in The Danish Port of Aalborg harbour was all but traditional, from the construction process to material and partners' selection.

As a part of the project, those responsible for the Port of Aalborg project challenged its suppliers to explore the utilization of sustainable materials within the construction process. Through the use of Uponor Ultra Rib 2 Blue, the project's total CO₂ impact was reduced by 40 percent. This percentage has been calculated by benchmarking data with a comparable reference project, where no sustainable solutions were considered, but simply built "as usual".

Port of Aalborg, following the environmental standard ISO-14001, pioneered a new partnering concept based on trust, knowledge sharing, and prioritising rational solutions with higher quality and lowered CO₂ emissions over price. By contributing to Port of Aalborg commitment to be environmentally responsible, Uponor welcomed the opportunity to showcase the first product from the Blue sustainable product portfolio.





Our People First strategy, consisting of five key pillars, aligns our people strategy to our overall company strategy to not only maximize business results, but also employee engagement, development and career development.

Jennifer Hauschildt
CHRO

PEOPLE FIRST

Engaging Inclusive Performance-Based Culture Puts People First

At Uponor, our people are our most important asset. In 2022, we focused on keeping our employees healthy and safe, as well as creating an inclusive and diverse workplace that attracts and retains the best talent.

Launched in March of 2022, our People First strategy, consisting of five key pillars, aligns our people strategy to our overall company strategy to not only maximise business results, but also employee engagement, development and career development. The five key pillars of the People First strategy are: Culture, Leadership, Talent, Employer Branding, and Wellbeing and Safety.

Culture

At Uponor, we are committed to our values – Connect, Build, Inspire – to represent our company culture, guide our behaviours, and drive how we work throughout the organisation, industry, and communities. We strive to increase collaboration across our divisions, functions, and countries to create a unified Uponor-wide culture, operating as one cohesive team. We are focused on

driving engagement and promoting a culture of high performance, both from a company level and an individual employee standpoint.

To monitor employee engagement, we conduct an annual, company-wide engagement survey called U-Voice. The total response rate continued to be at a high level at 85% (2021: 84%). The engagement level, eNPS, at Uponor was at 37 (2021: 40) which is above the 25% top industry benchmark. According to employees, Uponor shines in many areas. This includes physical wellbeing, employees find their work meaningful, and being able to depend on their colleagues in collaborative efforts. While there were areas noted for improvement, such as safety while on the job, we feel proud to have our employees celebrate cultivating a collaborative culture at Uponor.



Uponor Values

CONNECT

Connecting people, ideas and skills for a greater customer experience make our company better.

We are:
Inclusive, Transparent, Collaborative

BUILD

Building solutions, relationships, teams and talent drives our progress and serves our communities.

We are:
Accountable, Committed, Learners

INSPIRE

Inspiring curiosity to innovate and continuously improve brings out the best in each other.

We are:
Creative, Respectful, Flexible



Leadership

We set clear expectations about what it means to be a leader at Uponor. From there, we create opportunities for our leaders to develop and strengthen their capabilities to lead their teams. Our leaders are integral to creating the unified, high performing culture we strive for. They play an integral role in inspiring and motivating our cross-functional teams. In 2022, we introduced regular touchpoints for our senior leaders for global collaboration, knowledge sharing and discussing topical areas around Group strategy.

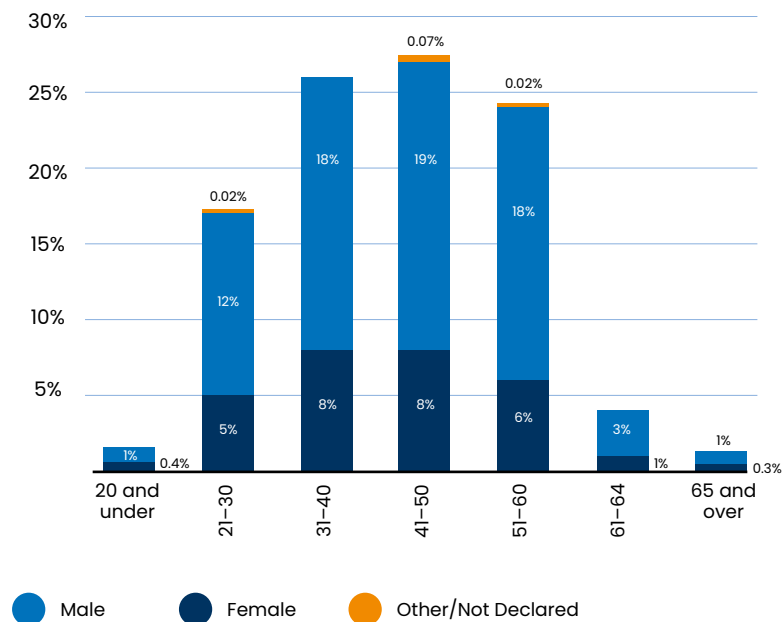
Talent

We are focused on attracting top talent, developing our employees, and promoting an inclusive, diverse team. A key component to the new Uponor strategy is driving innovation. We understand that engaging employees with different backgrounds, perspectives, and experiences drives creative problem solving and promotes innovation.

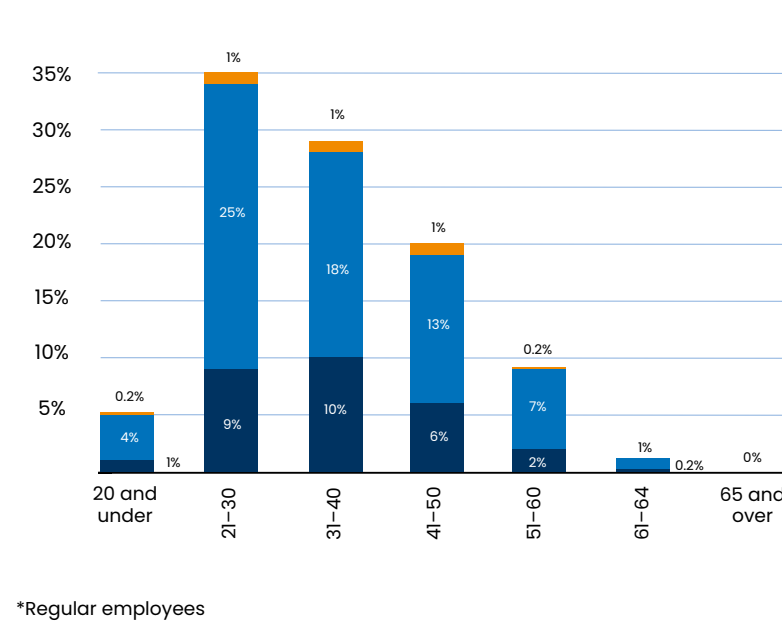
Diversity, Equity, and Inclusion (DEI) are an important part of our talent strategy. As Uponorians, we believe that a diverse company is an innovative one, providing equitable opportunities for our employees to grow, regardless of race, colour, religion, sex, language, political or other opinions, national or social origin, or other status. It is our differences that make us unique, and we are stronger together. Cross-functional, diverse perspectives enhance our capacity for developing leading solutions for sustainable water systems and indoor climate.

As one of the DEI specific goals, we've set a target to have 40% both female and male in our top 50 management positions. In 2022, our top 50 management positions were 18% female and 82% male. We will continue to take steps to improve this percentage.

Headcount by age group and gender

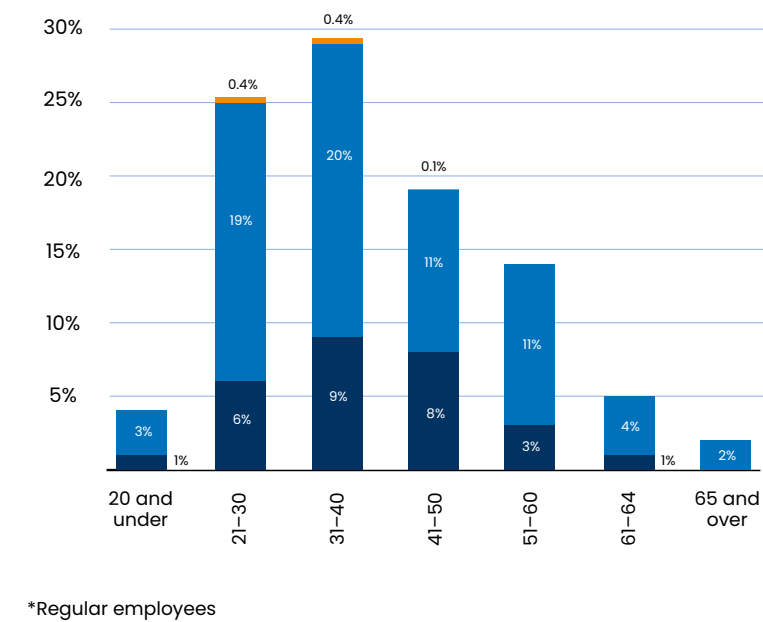


New hires* by age and gender



*Regular employees

Turnover* by age group and gender



*Regular employees

We respect human rights and follow the United Nations' Guiding Principles on Business and Human Rights, as well as the Universal Declaration of Human Rights. We are also a signatory party to the United Nations' Global Compact.

Employer Branding

To maintain our outstanding employee culture, it's essential we maintain our current employees while also mindfully attracting top talent to join our growing teams. With competitive market

dynamics, it is important to differentiate ourselves as an employer by communicating who we are as an employer and why Uponor is such a great place to work. The Uponor brand is synonymous with a strong employee culture of collaboration, productivity, and broad industry-wide experience. In 2022, Uponor received the 'Great Place to Work' Award in Germany, Poland, Spain, the UK and the Top Workplaces award in the United States.

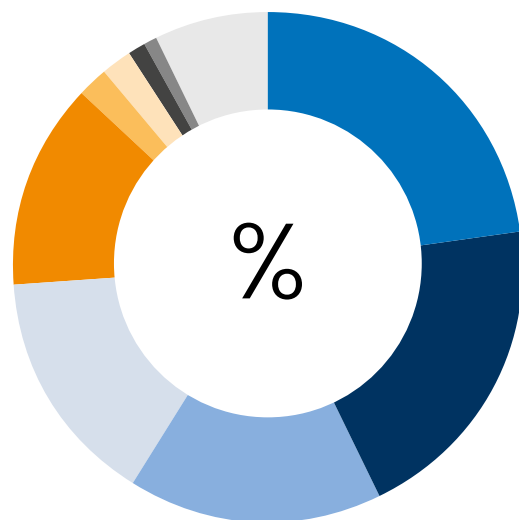
Well-being and Safety

Employee health, safety, and well-being is of critical importance to the Uponor culture. We continue to raise awareness of these topics and provide support to ensure employees are taking proper care of themselves. Our ambition is zero accidents by 2025. Supporting this, we have comprehensive safety guidelines in place. Employees are encouraged to provide near miss reports to enhance our understanding of potential risks and offer the opportunity to further optimise our processes.

In 2022, our safety campaign called "Mission Zero" continued. The campaign is designed to increase visibility on the importance of safety to employees and reinforce our safety guidelines using an e-learning module that demonstrates our safety guidelines, providing real-world examples to employees. In recent years, we have continually reached our target of reducing the lost time injury frequency (LTIF) by 30% annually. When our LTIF took a step back in 2022 to 6.0 (2021: 4.8), corrective actions were put in place to remedy the causal conditions. This included implementing a new safety tool for standardised response. It is also required for Senior Leadership to follow-up on incidents within 48 hours of an accident to review each case in detail, develop a full understanding of incident reasoning, and develop remediation actions for implementation. There were no fatal injuries in 2022 (2021: 0).



Employees by country



- United States of America 23%
- Germany 20%
- Finland 16%
- Poland 15%
- Sweden 13%
- Spain 2%
- Denmark 2%
- Canada 1%
- United Kingdom 1%
- Others 7%

Key figures

| Key figures | In total | | | Female | | | Male | | | Not declared | | |
|------------------------------|----------|-------|-------|--------|------|------|------|------|------|--------------|-------|------|
| | 2022 | 2021 | 2020 | 2022 | 2021 | 2020 | 2022 | 2021 | 2020 | 2022 | 2021 | 2020 |
| Employment type | | | | | | | | | | | | |
| Regular | 97% | 96% | 97% | 28% | 28% | 25% | 72% | 72% | 75% | 0.1% | 0.02% | 0% |
| Temporary | 2% | 3% | 2% | 38% | 41% | 37% | 62% | 59% | 62% | 0% | 0% | 1% |
| Intern | 1% | 1% | 1% | 15% | 26% | 25% | 85% | 74% | 75% | 0% | 0% | 0% |
| Contract type | | | | | | | | | | | | |
| Full-time | 95% | 95% | 95% | 26% | 26% | 23% | 74% | 74% | 77% | 0.1% | 0.02% | 0% |
| Part-time | 5% | 5% | 5% | 68% | 70% | 76% | 32% | 30% | 24% | 0% | 0% | 0.5% |
| Turnover* | 16% | 14% | 12% | | | | | | | | | |
| Average length of employment | 9.3 | 8.9 | 10.1 | | | | | | | | | |
| Headcount in total | 4,214 | 4,398 | 3,837 | | | | | | | | | |

*All terminations excluding temporary employees

➤ IN THE SPOTLIGHT

Flexible First employee-centered working model

In a post-pandemic environment, Uponor implemented Flexible First, an employee-centered working model. Uponor leadership collaborated with its employees to define a new approach to work that meets both business and employee needs. Using data like annual engagement survey results, Uponor established a multi-phased plan for introducing the future of office work at the company that includes three options: residents (at least 4 days in the office per week), hybrid (up to 3 days in the office per week), and

remote (working full-time outside of the office). For instance, Uponor North America lets staff choose the working pattern that works best for them. In Europe, legal possibilities in the respective countries and individual working conditions have been considered while implementing Flexible First. Rethinking the ways of working by implementing Flexible First has been highly appreciated by our employees and is another way we demonstrate our values - Connect. Build. Inspire.



Fostering well-being to support People First

The health, safety and well-being of Uponor employees is a vital part of our People First strategy. In North America, Uponor offers employees a range of benefits and opportunities to support many aspects of well-being—including mental, physical, emotional, and social wellness. Employees participate in free well-being webinars offered by Uponor partners, on topics ranging from financial planning to managing stress and anxiety to practicing mindfulness and more.

The division's Volunteer Time Off (VTO) program—which provides North America employees with 24 hours of paid time off each year to volunteer during their normal work schedules—is another way employees enhance their social connectedness and benefit from meaningful and fulfilling volunteer service. In 2022, Uponorians volunteered more than 1,100 hours through the VTO program.

Other employee-organized activities encourage team-building through physical fitness. The Uponor Run Team was reinvigorated this past year, following the return to many in-person running events after COVID restrictions eased. Seven runners sported new Uponor Run Club shirts while participating in local races, including Jun Ulama, technical training specialist, who marked his 155th marathon with the Uponor Run Team. Meanwhile, Tyler Holman, IT service desk specialist, rode his bike 150 miles over two days to represent the Uponor Bike Team in the Multiple Sclerosis Society of Minnesota's annual bike event.

Another team of Uponor employees joined in the Walk to End Alzheimer's Twin Cities. This event drew thousands of teams together for a family-friendly walk that raised funds and awareness for the Alzheimer's Association, which supports people living with Alzheimer's disease and dementia and their caregivers. The Uponor team surpassed their goal in raising more than \$3,300 for the cause.



SOCIETY

Creating Positive Societal Impact

At Uponor, we believe it takes all of us doing our part to ensure our people, planet, and the communities where we operate thrive.

We recognise our responsibility to be a good corporate citizen and to create positive impact in society. We believe that this impact is created through partnerships across the value chain, by actively contributing to the work of organisations and networks advancing sustainability in the built environment, and by working with charitable organizations supporting such causes as affordable housing, environmental stewardship, skilled trade and STEM education, accessibility to clean water and sanitation, and inclusive workforce development.

Our company and people also support community needs identified at the local level, whether it is organising a collection for a neighbourhood food bank, mentoring students, cleaning up litter along lakes and rivers, or sponsoring local youth programmes.

Uponor is proud to recognise the time and talents our employees give back to society. This year we launched an internal initiative connected to World Humanitarian Day to shine a light on Uponorians who donate their time to charitable causes in the community. We gathered dozens of testimonials of volunteer service from across the company that were an inspiration to all.

Among these stories were examples of Uponor team activities, including a group of employees supporting a football event in partnership with Down Madrid. This annual event supports the charitable organisation's mission to enhance inclusion and the quality of life for people with disabilities.

Driving impact and thought leadership in the industry

The environmental and social performance of the built environment and construction industry is the result of complex value networks and partnerships. Uponor wants to be at the forefront of industry initiatives for driving the transformation of the built environment towards sustainability. This includes partnering with industry and trade organisations to advance sustainability in our field and to influence policymakers to adopt policies and programmes that reduce the energy consumption of buildings and decarbonise the heating sector.

Uponor is a signatory to the World Green Building Council's (WorldGBC) call for action "Bringing Embodied Carbon Upfront" since 2019. This programme aims at tackling carbon emissions from the manufacturing, use, maintenance and disposal of materials and products used in construction and infrastructure. The programme provides an international frame for our activities related to transitioning towards renewable and recycled raw materials, utilising carbon neutral energy in our own operations, and for providing transparency to our products' environmental performance with Environmental Product Declarations.

In 2022, we joined the WorldGBC's #BuildingLife programme to act on whole life carbon emissions from the built environment. Uponor's #BuildingLife action plan will be aligned with the activities specified to reach our science-based target and net-zero target.

Uponor's strong engagement with ENCORD (The European Network of Construction Companies for R&D) made it possible for us through 2022 to contribute to ENCORD's upcoming report and recommendations on Circularity in Construction as well as to a joint project of ENCORD, EIC (European International Contractors) and FIEC (European Construction Industry Federation) on achieving carbon and resource neutrality in construction.

Furthermore, as a member of ENCORD we have participated in the Expert Advisory Group of the Science Based Targets initiative (SBTi) contributing to the development of science-based target methodologies for the building sector.

Uponor is a long-term member of ECTP (The European Construction, Built Environment and Energy Efficient Buildings Technology Platform). During 2022, ECTP and WorldGBC joint forces with the European Commission to establish the Built for People partnership, which defines, executes, and funds ambitious research and innovation actions for built environment sustainability under the Horizon Europe programme of the EU. Uponor is represented in and co-chairing the partnership board of Built for People.

During 2022, we also contributed to EHI's (Association of the European Heating Industry) study "Decarbonisation pathways for the European building sector". The study laid out alternative scenarios and related policy and technology recommendations for decarbonising the heating sector in Europe, and reaching the related EU Green Deal targets for 2030 and 2050.



The best way to drive sustainable change is through collaboration. Many players need to come together to create sustainable and resilient solutions on the system level. We must remove the silos if we want to maximize the potential of individual innovations. I am proud of Uponor for taking the inevitable change that is ahead of us seriously. We look to the future and are encouraged to seek more sustainable solutions to benefit the entire industry.



Tatu Timonen
Senior Specialist (Marketing),
Building Solutions - Europe

One of our team events involved 14 Uponor volunteers participating in Habitat for Humanity's Women's Build programme in Minnesota. This programme is dedicated to creating a space for all volunteers to join in building an affordable Habitat home, gain new skills, and create community. The women volunteers helped install drywall and assisted in other building tasks during their day of service.

Annually, Uponor and our employees support more than 100 community organisations through volunteerism and charitable donations.



In the United States, Uponor is a member of the US EPA (United States Environmental Protection Agency) Green Power Partnership. The Green Power Partnership is a voluntary programme that helps increase green power use among U.S. organisations to advance the American market for green power and the development of green energy sources in order to reduce air pollution and other environmental impacts associated with electricity use. Uponor is one of a growing list of companies voluntarily committing to using green power within their operations.

In Canada, Uponor is working in partnership with the Canadian Institute of Plumbing & Heating, Plastics Pipe Institute, and a number of industry associations to advocate for sustainable construction industry materials in the emerging national regulations related to plastics.

Providing support in times of crises

The company's corporate social responsibility involves supporting societies when challenges arise. This was especially seen in the company-wide response efforts to the humanitarian crisis in Ukraine, with every part of the company contributing in some way.

In March 2022, Uponor made a €100,000 donation split equally between United Nations International Children's Emergency Fund (UNICEF) and the Finnish Red Cross to support families and children in Ukraine. Uponorians in several European offices organised drives to collect financial contributions, clothing, food, medicine, diapers, and other essential items—filling more than 12 pallet loads with supplies that were delivered directly to relief efforts. In North America, employees made personal contributions to support relief organisations responding to the crisis, and then participated in the division's matching gift programme that provides company contributions to match these personal donations.



I was especially proud to organize a team of Uponor women volunteers to participate in Habitat for Humanity's Women Build program. Many of the volunteers had never helped with construction projects, yet everyone dove into the tasks at hand and worked together as a team to make progress on the home. This was a true demonstration of our values to Connect. Build. Inspire.



Aubrey Mozer

Community Relations Manager,
Building Solutions – North America

Keeping our natural environment clean with the help of Uponorians

Our commitment to environmental sustainability is an essential part of being a good corporate neighbour, and a value our employees share. For many years, Uponor North America employees have participated in local programmes that bring volunteer teams together to clean up trash that ends up along roads, waterways, and community green spaces. Last year, more than 85 volunteer hours were logged through these team outdoor clean-up events as part of Uponor North America's Volunteer Time Off (VTO) programme. Through the VTO programme, full-time employees receive 24 hours of paid time off each year to use to volunteer with charitable organisations and causes—another example of the company's commitment to our communities.

In Europe, employees are also involved in supporting environmental programmes. In summer 2022, a group of Uponorians in Hungary volunteered to clean up the Tisza floodplain as part of the Plastic Cup initiative, a programme that brings groups together for team-building as they clean up rivers in Hungary. The Uponor team spent a day collecting and sorting trash that had made its way to the Tisza River, recycling as much of the waste as possible.

Uponor is proud to do our part to help sustain and protect one of our planet's most precious resources—water.

Tax transparency

Uponor's tax strategy is part of the Uponor global policies that are available to and complied by our employees. In our tax strategy we are committed to responsible and ethically acceptable principles in all our activities. These principles mean that we act in accordance with all tax laws and regulations. We build and maintain open, constructive and cooperative relationship with tax authorities, based on honesty and mutual trust and respect.

Business strategy and goals drives our tax planning. We do not seek or apply aggressive tax planning and do not support the use of artificial structures (tax havens) or do not enter into tax avoidance activities. Our tax position is consistent with Uponor business operations and reflects the corporate strategy as well as the geographical spread of its activities.

More details on our financial performance can be found in our Annual Review 2022.

➤ IN THE SPOTLIGHT



Inspiring the next generation of innovative thinkers

Through its support of local schools and programs, Uponor strives to inspire young people to be curious, creative and critical thinkers, and to help them see pathways to careers in the skilled trades and STEM fields.

A current example of this commitment is the company's support of the TigerPath Academies program at Hutchinson High School in Minnesota (where Uponor has a manufacturing facility). With grant support from Uponor this past year, the TigerPath Academies program hosted a new summer camp for middle-school students focused on manufacturing and STEM activities, including a tour of the local Uponor facility.

Another Uponor school partner, Valley Middle School of STEM in Apple Valley, MN (the headquarters of Uponor North America), is also working to build a pipeline of STEM experiences to engage students. The school collaborated with Uponor on a new project this past year, in which a small team of Uponor volunteers spent a day delivering experiential classroom lessons utilizing Uponor PEX pipe to sixth-grade science classes. The activity was part of a partnership project with the middle school to engage all 350 sixth-graders in a STEM innovation project inspired by Uponor—supporting the growing educational trend to build a robust pipeline of STEM programs to spark students' interest in these areas earlier in their development.

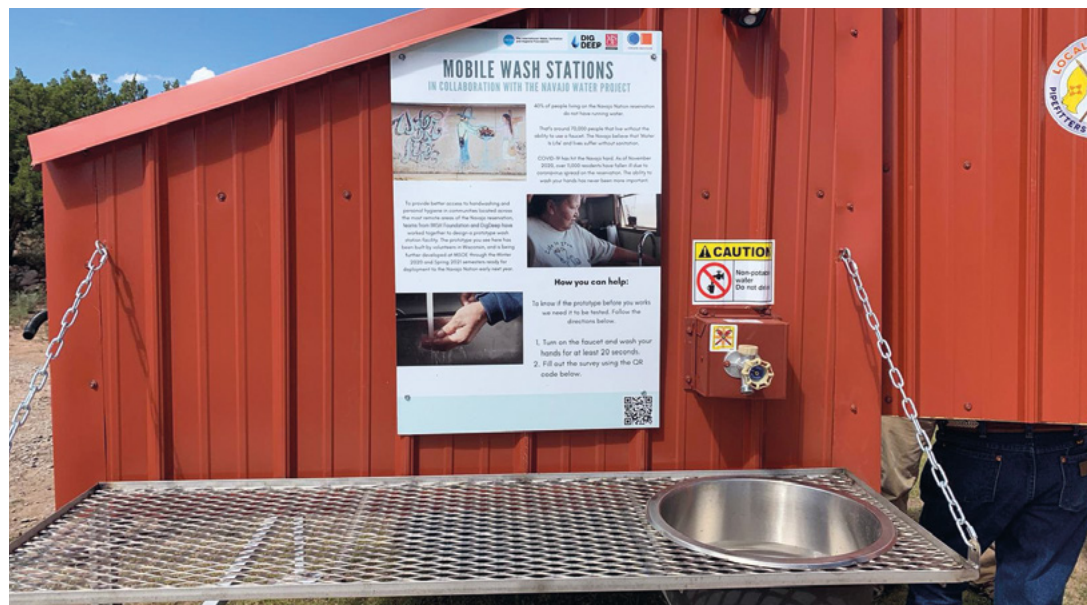


Sustainability, community and well-being come together in Uponor's ESG Fair for its employees

Uponor North America hosted its inaugural ESG Fair for employees in September 2022, which highlighted aspects of sustainability, community engagement/volunteerism, and safety, and well-being. The event welcomed 25 vendors and partners to the Uponor Apple Valley facility to share educational information and volunteer opportunities with employees. Local high school robotics teams sponsored by Uponor also gave demonstrations of their robots, adding to the fun atmosphere of the event.

Additionally, the ESG fair was the pilot program for our new Uponor Zero Waste events. Our sustainability team ensured compost and recycling bins were in place, and materials from the event could be reused. Participants gained awareness and tips around zero-waste concepts as a result.

➤ IN THE SPOTLIGHT



Supporting plumbing education and hand hygiene infrastructure in the Navajo nation

Uponor works with various partners to contribute to communities around us. In 2022, Uponor's support allowed the International Water, Sanitation and Hygiene Foundation (IWSH) to construct and set up a new plumbing classroom and wet lab at the Navajo Technical University in Kirtland, New Mexico to encourage a new generation to enter the plumbing trades. With Uponor's support, IWSH also developed portable handwashing stations that were built by locals and deployed across the Navajo nation, answering public health needs brought on by COVID-19.

IWSH is IAPMO's charitable arm and helps improve access to water, sanitation, and hygiene for communities in need across the United States and globally. IWSH brings together experienced plumbing volunteers and industry resources in community collaborations to help develop local infrastructure, improve governance, and create conditions that will lead to better public health.

The IWSH leadership is committed to the mission due to their belief that clean water and sanitation are fundamental human rights that directly impact life, prosperity, and opportunity. Plumbing is vital to global health.

Uponorians come together to protect natural waters

Unlocking the potential of water to protect the place we call home: This is Uponor's purpose.

The Uponor corporate culture brings together people who share in our company commitment of tangibly contributing to a global sustainable future. Both at a global and local level, Uponorians take part in charitable projects to improve our society. In 2022, our

Hungarian colleagues took part in a community-oriented project to clean Hungary's rivers and floodplains. The group worked to manually collect materials, with an aim to recycle collected packaging materials and waste, if possible. To further raise awareness on the issue, the event included aligning the day's work with the PET Cup organization ("Waste-free Tisza"), a Hungarian non-profit focused in keeping plastic material out of the region's waterbodies.

Uponorians take responsibility for future generations by protecting natural resources and keeping natural waters clean. After all, water is one of the most essential elements of life.



➤ IN THE SPOTLIGHT

Moving clean water to villages in need in India

Uponor is partnering with the Mumbai-based Raah Foundation to build and repair wells and borewells in villages, creating additional water sources to improve quality of life and health. The Raah Foundation works towards the holistic development of India's Indigenous communities by creating self-sustaining systems and integrating local opportunities. Uponor will offer its expertise in water and sanitation in different projects, starting with "Project Malhar," which brings sustainable change to the water-scarce communities of Jawhar and Mokhada in Maharashtra, India.



Honouring Uponorians' grassroots humanitarian efforts

Uponor recognizes its role in society and, by recognizing our role in society, Uponor aims to maximise its positive impact on local communities through service projects, charity, and donations. We also encourage our employees to volunteer their skills and resources for charitable causes closest to their hearts. In 2022, we launched an internal communication campaign, called Uponor Umsung Heroes, to highlight the volunteer work Uponorians engage in outside of work. The campaign was inspired by the United Nations' World Humanitarian Day (19 Aug) and gathered stories from 28 employees across the organization who volunteer

in their local communities, giving back to those in need. Examples of employees' service included donating blood to save lives, mentoring and coaching young people to help them learn and succeed, and joining events to raise funds for childhood cancer research. To honour these volunteer efforts, Uponor made a €25,000 donation split equally between five charities that were nominated by the campaign participants: the American Red Cross, Down Madrid Association, Emmaus Europe, Minnesota Assistance Council for Veterans and Protez Foundation.



“We already reached our original Scope 1 and 2 science-based target in 2021– so we set ourselves an even more ambitious one.”

ENVIRONMENT

Reaching Climate Targets Inspires to Aim Higher

As it creates an opportunity for mutual benefit, reducing the environmental footprint of our products and thereby our customers’ construction projects is a large focus of our sustainability work. To cover the spectrum of sustainable business, we also examine the impacts of our own operations. In 2022, we unveiled an enhanced framework of sustainability goals to build upon our previous levels of ambition. Operationally, this includes establishing higher emissions reductions targets and celebrates the progress made in shifting towards green electricity.

One of the five main themes of our new sustainability agenda is the intentional improvement of our own environmental footprint. As part of a long construction industry value chain, there are multiple aspects for us to consider. We can make a difference in our customers’ environmental performance by improving our own. Similarly, the actions of our suppliers and service providers impact our footprint. We therefore look both upstream and downstream in our value chain as we collectively progress towards a more sustainable industry.

New, more ambitious targets

As a part of the sustainability agenda we revised in 2022, we focused on increasing the ambition within the environmental targets we set for our own operations. At a high level, our aim is to reduce the emissions of our manufacturing processes, improve energy efficiency, and shift completely to green electricity.

Material use

| | 2022 | 2021 | 2020 |
|--|-------|-------|-------|
| Raw materials used, 1,000 tonnes | 139.6 | 162.2 | 157.1 |
| Share of recycled plastic raw materials, % | 6% | 4% | 4% |

Waste treatment

| | 2022 | 2021 | 2020 |
|------------------------------------|------|------|------|
| Recycled as material, 1,000 tonnes | 9.7 | 11.2 | 12.6 |
| Recycled as energy, 1,000 tonnes | 2.7 | 4.7 | 2.9 |
| Waste to landfill, 1,000 tonnes | 2.6 | 2.1 | 0.5 |

Water

| | 2022 | 2021 | 2020 |
|--|-------|-------|-------|
| Water consumption, 1,000 m ³ | 148.3 | 148.0 | 152.7 |
| - of which groundwater | 49.8 | 45.5 | |
| municipal produced water | 98.5 | 102.4 | |
| Consumption in water stress areas*, 1,000 m ³ | 35.3 | 9.6 | 11.6 |
| - of which groundwater | 0.8 | 0.2 | |
| municipal produced water | 34.5 | 9.4 | |

* Manufacturing sites in water stress areas: Kiili, Kleszczow, Hassfurt, Celle and Zella-Mehlis for 2020-2022, Hutchinson and Middelfart added for 2022. The WRI Water Aqueduct Tool was applied to assess which sites are within areas with medium or higher water stress.



I enjoy managing sustainability data collection and improving the way we capture it to make it more accessible. It is exciting to be able to measure how we are moving toward our goals. For me, the sustainability highlight of 2022 was developing a project tracking solution that captures the critical information on proposed sustainability projects. We also introduced a sustainability continuous improvement card, which allows employees to submit ideas on where we can improve. We now have a database of over 100 projects of which 30 are from employees.



Ryan Fleser

Director, Quality and EHS, Building Solutions – North America

Engaging personnel in sustainability development

In North America, a process was developed in 2022 for capturing sustainability project ideas from the employees who see opportunity on a daily basis. If a pathway for improving the environmental footprint of our operations and buildings was observed, a continuous improvement card could be submitted to

the sustainability team. From there, projects are tracked from ideation phase to savings delivery in a database for ease of collaboration and progress observation. In 2022, we carried out 11 projects in air, energy, and waste, which delivered a savings of 3,700 tonnes of CO₂e, 2,000,300 kWh, and 1,600,000 lbs of otherwise wasted material.

Total energy consumption

| | 2022 | 2021 | 2020 |
|---|---------|---------|---------|
| Electricity | | | |
| Total electricity consumption, MWh | 162,654 | 189,734 | 171,439 |
| - of which certified green electricity, % | 98% | 90% | 80% |
| Purchased grid electricity, MWh | 3,347 | 18,314 | 34,545 |
| Self-generated electricity, MWh | 144 | 157 | 150 |
| Fuels | | | |
| Fossil, MWh | 32,332 | 31,468 | 30,345 |
| Renewable, MWh | 7,221 | 8,700 | 5,277 |
| Heating | | | |
| District heating, MWh | 6,379 | 7,108 | 6,396 |
| - of which renewable, % | 36% | 17% | 0% |
| Energy intensity | | | |
| Energy intensity, MWh/MEUR Net Sales | 150 | 180 | 188 |

GHG emissions

| | 2022 | 2021 | 2020 |
|--|-------|-------|-------|
| Total GHG emissions (Scope 1), 1,000 tonnes CO ₂ e | 7.4 | 7.3 | 7.8 |
| Biogenic GHG emissions (Scope 1), 1,000 tonnes CO ₂ e | 2.3 | 2.7 | 2.1 |
| Total GHG emissions (Scope 2), 1,000 tonnes CO ₂ e | 1.3 | 8.6 | 21.6 |
| Total GHG emissions (Scope 3), 1,000 tonnes CO ₂ e | 377.6 | 428.4 | 398.2 |

Scope 1 and 2 emission figures for the previous years have changed due to changes in reporting scope and changes in emission factors during Uponor's science-based target recalculation process.

Location-based Scope 2 emissions were 59.0 ktCO₂e (68.1).

Scope 3 emissions include categories 1 Purchased goods and services and 4 Upstream transportation and distribution. Figures for previous years have changed as a larger share of raw material emissions has been moved from spend-based to activity-based calculation and raw material emission factors have been updated.

In 2021, we achieved our earlier 46% GHG emission reduction target for Scope 1 and Scope 2 emissions, set in alignment with the Science Based Targets initiative (SBTi). As we celebrated this early goal achievement, we raised the bar higher and now aim for a 75% reduction in GHG emissions from our own operations by 2027.

In addition, we want to reduce supply chain emissions by 20%. We also set ourselves a target to reach Net Zero by 2040. We have submitted the new targets for SBTi validation. In 2022, the work in emission reductions focused on increasing the share of green electricity in our utility-based purchases. Due to the

alignment with global utility partners' goals of increasing green energy sources available to local grids, the achievement of this ambition proceeded faster than anticipated. The goal of reaching 100% green electricity to power our operations on a global scale is within our environmental footprint goals.

How much energy we have to source from renewable sources will also depend on future optimisation activities, such as the continuous improvement in our energy efficient operations in line with the ISO 50001 standard, as well as the electrification of certain processes. We achieved an energy intensity improvement of

2.5% on global scale in 2022 compared to our 2019 baseline, measured in energy used per kilogram of manufactured product. We have plans in place to electrify forklifts and shift to green district heating in our factories, and the latter was already started in April 2022 at the Vaasa factory.

Our upstream Scope 3 emissions are dominated by the carbon footprint we inherit through the raw materials we purchase. Therefore, the transfer towards renewable and recycled raw materials plays an important role in our own emission reduction plans. We

also continuously work with our suppliers to encourage efficiency improvements and emission reductions in our upstream value chain.

An important step in understanding and reducing our Scope 3 emissions is embedded in our new Supplier Code of Conduct, in which we expect our suppliers to provide environmental footprint data on the materials and goods they supply to us. We also urge our suppliers to set their own science-based targets. Furthermore, we are focusing on transportation efficiency improvements and fleet management by our transportation partners to reduce the carbon



As plant manager I am responsible for the multi composite pipe production. These products are made of polyethylene and aluminum. Both materials are very easy to recycle. This was our claim when finding a solution. Our tubes are recycled in a process where the plastic is separated from the aluminum. The plastic is cleaned and granulated and can therefore be used again in an extrusion process. The aluminum is also used in the aluminum industry.



As part of the further sustainability strategy, we are working on solutions where we want to establish the circular economy with our suppliers and on solutions for how our products can be collected and recycled at the end of their lifetime.

Frank Stolpe

Plant Director and Senior Sustainability Manager,
Building Solutions - Europe

footprint of our inbound and outbound logistics. Our ongoing development work to improve the circularity of our operations took a leap forward in 2022, as we worked with partners to create a PEX product completely based on recycled raw material derived from our own PEX production waste. The production of the first proof of concept product batch was delayed at the end of the year due to the cyber issues but was successfully carried out in January 2023. According to our knowledge, this is something no company has done before. We place great importance in the development of chemical recycling and work to create a functional and

effective value chain in this area. Developing circularity solutions within our operations is a journey, not a destination, and we have seen great success in this in 2022. On a global scale, Uponor has a cross-functional, collaborative team working with industry partners on a regular basis to develop the framework and tangible pathways for recycling our PEX scrap. From there, our ambition is to work with industry associations to develop wide-reaching jobsite take back programmes for materials that would otherwise be wasted and create tangible avenues for landfill avoidance.

Main sustainability achievements in numbers

| | 2022 | 2021 |
|---|------|------|
| Our water consumption in relation to net sales reduced by | 5% | 9% |
| Plastic raw materials from recycled sources | 6% | 4% |
| Waste recycled as material or energy | 83% | 88% |
| Purchased electricity from renewable sources | 98% | 90% |
| Reduction in Scope 1 & 2 emission compared to previous year | 45% | 46% |
| Reduction of energy consumption in relation to net sales | 17% | 4% |
| Lost time injury frequency rate (LTIF, assured) | 6.0 | 4.8 |
| LTIF according to updated definitions (not included in assurance) | 8.3 | 8.8 |

IN THE SPOTLIGHT

Creating the world's first circular PEX pipe without sacrificing quality

In one of the first industry innovative projects of its kind, Uponor has cooperated with WasteWise, Neste and Borealis to chemically recycle PEX pipe manufacturing waste back to plastic raw material. This paves the way for a circular value chain where chemical recycling closes the loop for hard-to-recycle waste plastic.

The cooperation sees WasteWise use their novel pyrolysis-based chemical recycling technology to liquefy industrial waste from Uponor's PEX pipe production, breaking the polymers down back into their building blocks, which creates an oil-like recycled intermediate. This liquid is then co-processed in Neste's oil refinery in Porvoo, Finland, and upgraded into recycled Neste RE™, a high-quality drop-in feedstock for the production of new polymers. Next, Borealis feeds this raw material into steam-based machinery that strains polymer chains by applying force (a cracker) and polymerizes it into polyethylene as part of the company's Borcycle™ C, chemical recycling portfolio. Finally, Uponor uses polyethylene to create new PEX pipe systems, which can then be used in the construction sector for heating, plumbing and

cooling purposes once more. The whole value chain is also traceable via ISCC PLUS certified mass-balancing.

"In 2022, Uponor celebrated 50 years of PEX piping. With this cooperation, we can surely expect the story to continue. The invention will also help us reach our new long-term goal of using 100% of our PEX waste as raw material through closed loop recycling," says Thomas Fuhr, Chief Technology Officer at Uponor.



IN THE SPOTLIGHT



Improving our environmental footprint locally

At Uponor, we are always searching for ways to reduce waste and improve our environmental footprint. In the United States, multiple projects focus on doing just that, yielding beneficial changes in the way we effectively manufacture and move our products.

Continuous improvement is a core feature of our daily operations, focused on effectively delivering on quality expectations. Globally, our operations produce products at an exceptionally high effective rate of product yield. To address the remaining percentage, our Apple Valley, Minnesota facility completed a banner project that directly reduced the scrap generation by proactively catching the problem. Adding a vision system to a manufacturing line creates an opportunity to mechanically catch discrepancies in product quality and abort the operation. By installing the novel vision systems within our facility manufacturing lines, we can achieve operator-facilitated reductions in our facility's annual loss. Additionally, the facility is actively working to reduce solvent-based waste by recycling the material within the manufacturing process. As in improvement to cleaning ink, the recirculation of material otherwise wasted will yield recovered material for process use.

In Lakeville, Minnesota, the Uponor Distribution Center integrated a more sustainable and environmentally friendly packaging option into shipping practices by transitioning from

plastic air void materials to recyclable paper fill. Although boxes are already packed to maximize space and minimize voids, some are unavoidable. Often, plastic air pillows are used by many companies, creating an effective fill method, while creating challenges towards recyclability for customers. With this transition, air voids are now filled with easily recycled, biodegradable paper crumpled by onsite machinery. As of March 2022, this exciting innovation kept 5,500 pounds of plastic packaging out of the landfill for our customers without creating additional work for our distribution team members.

Additionally, our Apple Valley Annex location generated a savings opportunity in shrink film by reducing the width and thickness of the plastic film used in shipment practices. The change provided the opportunity for less production downtime through increased available footage for each roll, as the operator is required to change the roll less often. Without downgrading our customers' expectations for product delivery and easy of transport to jobsites, Uponor was able to save an estimated 25% in potential plastic waste streams for our customers. Although our plastic film is a recyclable material, jobsite recyclability measures and a lack of national recycling standards can limit the ability of customers to recycle materials. Our ambition as part of our ESG efforts is to assist in developing solutions to this industry-wide problem.

The background of the page is a dark blue, textured image of water ripples. A large, dark blue diagonal shape is overlaid on the left side of the page, pointing towards the center.

uponor

Reporting Supplements

SUSTAINABILITY GOVERNANCE

Promoting and Ensuring Responsible and Sustainable Business

Strong governance forms a solid basis on which Uponor builds its sustainability work. It is also a prerequisite for realizing our ESG ambitions. Ethical guidelines for our own work as well as for the entire value chain ensure that we operate in a uniformly responsible manner.

Governance

Uponor is committed to good governance and full compliance with applicable local/global laws and regulations, as well as with International Conventions and universally accepted initiatives. For instance, Uponor is a signatory to the UN Global Compact, has a validated science-based target for climate action, and has submitted a net-zero target for validation by the Science Based Targets initiative.

Our Code of Conduct, Supplier Code of Conduct (SCoC) and other Group Policies, Guidelines and Instructions included in our Compliance Program form the foundation for our operating principles and for our approach to everything we do. We are dedicated to do the right things and to do things right.

Our governance structure supports our responsible, transparent, and lean practices with clearly defined responsibilities and reporting methods. We engage with both our internal and external stakeholders to promote compliance with training and raising awareness through proactive communications. Additionally, we continuously develop our risk management procedures, as well as monitoring and auditing processes. We foster an open and "free to speak-up" cross-company culture. This includes the ability of our employees to raise concerns via anonymous reporting channels provided by an independent third-party service.

Code of Conduct for Uponorians

In addition to commitment to our DEI strategy, all Uponorians are obligated to work in an ethical manner according to our Code of Conduct. To keep the Code of Conduct top of mind, all Uponorians must complete an e-learning course biennially. As the Code of Conduct was updated in the end of 2021, a new e-learning course was launched in August 2022. A cyber incident at the beginning of November 2022, however, prevented access to the course for our employees through the end of the year.

Consequently, only 59.2% (2021: 93%) of white-collar employees had completed the new training by 31 December 2022. The deadline was extended for completing this new training to 28 February 2023 with the aim to extent the completion rate to a full 100% coverage.

Ethical standards for suppliers

At Uponor, it is recognized that our actions and behaviors affect our entire value chain. We focus on procuring goods and services from suppliers with high ethical and environmental standards. In the first quarter of 2022, we implemented a new Supplier Code of Conduct which builds on a project that started in autumn 2021 to improve responsibility and transparency in our supply chain. The SCoC defines our expectations regarding business ethics, adherence to human and labor rights, management of environmental performance, product safety and transparency. These norms were introduced and incorporated in all new supplier and sourcing agreements as of their launch in 2022. The process of making these contractual clauses as part of existing purchase agreements is ongoing. Uponor extends the expectation that our suppliers are also to promote these requirements within their own supply chains.

This project also included building a risk assessment tool to identify possible ESG risks in our supply chain. Risk assessments related to product category, industry category, and locations were utilized in our work. This approach was used to conduct a qualitative analysis of our highest scoring suppliers.

Incentivizing sustainability improvements

The Uponor Short Term Incentive (STI) plan includes targets related to the main pillars of our sustainability strategy (health and safety, environmental performance in operations, etc). These targets apply on relevant personnel groups in accordance with their level of influence on the different sustainability performance aspects.

In 2022, we introduced a specific sustainability target also into the top management Long Term Incentive (LTI) plan, defining in the first instance targets linked with the Uponor Scope 1 & 2 greenhouse gas emission reduction ambitions.

External recognition of ESG performance

We received strong recognition for the development of our sustainability performance from key external ESG ratings during 2022.

Uponor's EcoVadis rating was improved to Silver, positioning us within the top 15% rated companies in the industry sector "Manufacture of plastic products". Our performance was evaluated as strongest within the environment performance category, whereas biggest potential for improvement was found with sustainable procurement.

Our CDP score for the Climate Change 2022 rating was B, outperforming average performance of C in Uponor's activity group "Plastic product manufacturing". Uponor scored very strong in the categories of scope 1&2 emissions, emission reduction initiatives and targets. Clearest room for improvement in our CDP score remains within the categories risk disclosure and scope 3 emissions.

Sustainalytics rates Uponor from an ESG standpoint as Low Risk, with a score of 15.7. This sets Uponor within the 5% of companies with lowest ESG risks evaluated within the "Building Products" industry sector.



Sustainability Reporting Principles

Defining the material themes

Uponor's sustainability reporting is based on material topics aligned with the company's materiality assessment results and commitments. Uponor conducted its first materiality assessment in 2017 among internal and external stakeholders, and an update was made in 2021 based on feedback from selected customers and a materiality survey among our internal stakeholders.

The stakeholder interactions during the update process of the company's Sustainability Agenda in 2021-2022 further confirmed the continued validity of the materiality assessment. The exploratory exercise offered the opportunity to understand what challenges our customers in particular are facing, how they see us as partners, and where they expect Uponor to be an industry leader in this effort.

Material topics are explained in more detail in the description of the Uponor Sustainability Agenda and in the relevant substance sections of this report, together with information on Uponor's contribution to the UN Sustainable Development Goals.

Reporting scope and boundaries

Uponor's sustainability reporting covers the reporting period 1 January – 31 December 2022. Financial information refers to the continuing operations of Uponor, unless otherwise stated.

Environmental indicators and reporting covers all Uponor's manufacturing, distribution centre and warehousing sites. The corporate head office and individual sales offices are excluded from environmental reporting. This reporting scope is estimated to cover >95% of all relevant environmental

impacts of the company. Environmental metrics and data are based on the information acquired from Uponor's own systems and sites, and on information provided by Uponor's service providers.

Social and personnel related indicators and reporting are covering all Uponor operations. Related metrics and data are acquired from the payroll and personnel systems. In this Sustainability Review all employee key figures are based on headcount, unless otherwise stated. Operations within the Russian Federation have been excluded from the scope of environmental and social indicators and reporting during 2022.

Uponor is continuously improving the quality and accuracy of its sustainability data and the methods applied in its reporting, which may result in changes to the figures reported for previous years.

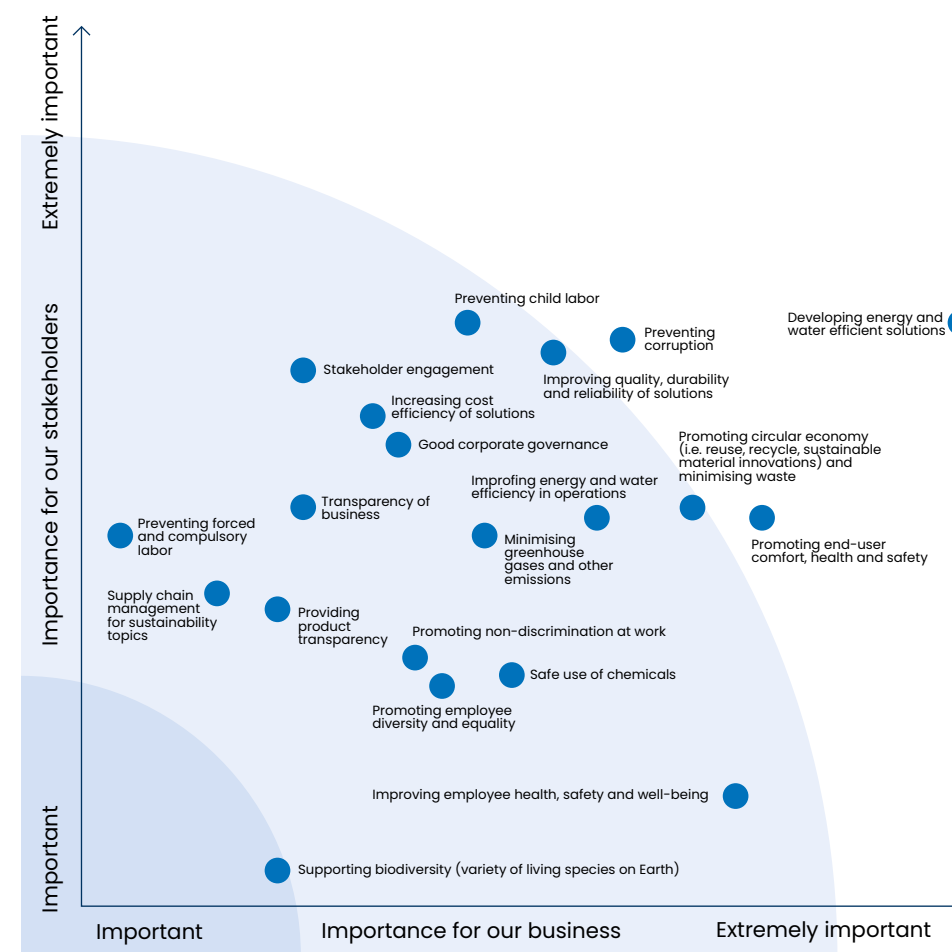
In accordance with the GRI standard

This report has been prepared in accordance with the Global Reporting Initiative (GRI) standards. Disclosures are reported with the respect to the material topics for Uponor. Comparisons to the GRI Standards can be found in the GRI Content Index. Any restrictions or omissions to the reporting rules and guidance are reported in the GRI Content Index.

In accordance with the UN Global Compact

Uponor supports the ten principles of the United Nations Global Compact and promotes these principles throughout its operations. Uponor is committed to the UN Global Compact's Business Ambition for 1.5 °C initiative in the fight against climate change. Progress towards the target is reported in this Sustainability Review. Uponor has been a signatory to the UN Global Compact since 2018.

Uponor materiality assessment





Emission reporting principles

Uponor has received an approval from the Science Based Targets initiative for its greenhouse gas reduction targets in 2021. The baseline for the targets is 2019, which was chosen in order to set the most recent baseline for the first target calculation. A recalculation and updated target setting with increased ambition levels was submitted to the SBTi for validation during 2022, and the validation is expected to be finalized during Q1/2023.

The financial control approach best reflects Uponor's control over the main emission sources in manufacturing and operations. The methodology used to calculate emissions direct measurement of consumption based on metering or invoicing at the site level, and conversion to emissions using selected emission factors. The calculation covers all relevant GHGs. Uponor's environmental data management system is used to collect and consolidate the emission data.

Market-based Scope 2 emissions are calculated based on emission factors provided by energy suppliers, with country-specific emission factors (i.e. GHG Protocol – IEA v17 2022) used as supplementary if supplier-specific data is not available. Location-

based Scope 2 emissions are based on country-specific emission factors.

Uponor has assessed its Scope 3 emissions based on GHG Protocol's Corporate Value Chain Accounting and Reporting Standard. Uponor reports two business significant Scope 3 emission categories (Category 1: Purchased goods and services, and Category 4: Upstream transportation and distribution). It should be noted that the reported Category 4 emissions also included a significant amount of emissions actually falling under Category 9 (Downstream transportation and distribution), but currently it is not possible for Uponor to fully distinguish between Categories 4 and 9 due to accounting and invoicing practices.

The volumes and categories of purchased goods and services are based on Uponor's purchasing databases. Category 1 emissions resulting from raw material purchases are calculated based on raw material amounts and average emission factors derived from the Ecoinvent database. Remaining Category 1 emissions are evaluated on a spend-basis and converted to emissions using emission factors from the EXIOBASE2 database.

Our manufacturing processes do not include direct sources of SOx or NOx emissions. However, some emissions can be associated with the use of natural gas and other fuels in process boilers and other auxiliary equipment. These emissions and any VOC emissions related to our manufacturing are not material.

External assurance

General and topic-specific disclosures for 2022 in English with a reference to assurance in the GRI Content Index have been externally assured by an independent third party. The congruence between sustainability data presented in the English and Finnish versions has been checked. The conclusions by PricewaterhouseCoopers Oy are detailed in the assurance report.

Reporting period

This report describes Uponor's sustainability work and progress made during 2022. The report for 2023 will be published during spring 2024.

Contact information

Contacts at Uponor can be found at www.uponorgroup.com.

EU Taxonomy Disclosure

The EU Taxonomy aims at classifying economic activities based on their environmental sustainability evaluated against six environmental objectives, detailed substantial contribution criteria, Do No Significant Harm (DNSH) criteria and minimum social safeguards.

Currently, the EU Taxonomy disclosure requirements apply to two of the environmental objectives defined in the Taxonomy regulation, i.e. climate change mitigation and climate change adaptation. The core of Uponor's business (development, manufacturing and sales of plastic pipe systems for heating, cooling, water distribution and infrastructure applications) is not explicitly covered as a specific economic activity by the Delegated Acts issued on the basis of the Taxonomy regulation. As the basis for its EU Taxonomy disclosure, Uponor has reviewed both the Taxonomy regulation itself and the supplementary

guidance provided by the EU Commission in December 2022. However, in the absence of specific interpretation guidance related to Uponor's particular industry, our Taxonomy disclosure is primarily based on Uponor's own interpretation of the relevant parts of the regulation.

Due to the nature and formulation of the detailed technical screening criteria in the Climate Delegated Acts, and interpretation issues related to the definition of 'enabling activities' under the Taxonomy regulation, Uponor is currently not claiming or disclosing any of its businesses as Taxonomy-aligned on a Net Sales or OpEx basis. However, Uponor has identified a part of its CapEx as Taxonomy-aligned, in particular those investments that contribute directly to executing on our science-based targets for climate and fall under the relevant economic activities as defined in the Climate Delegated Act.

Net Sales

A. TAXONOMY-ELIGIBLE ACTIVITIES

A.1 Environmentally sustainable activities (Taxonomy-aligned)

| | Code(s) | Net Sales (MEUR) | Share of Net Sales (%) |
|--|---------|------------------|------------------------|
| Net Sales of environmentally sustainable activities (Taxonomy-aligned) (A.1) | | 0 | 0% |

A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned)

| | | | |
|--|-----|-----|-----|
| Manufacture of energy efficiency equipment for buildings | 3.5 | 295 | 21% |
|--|-----|-----|-----|

| | | | |
|--|--|-----|-----|
| Net Sales of taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned) (A.2) | | 295 | 21% |
|--|--|-----|-----|

| | | | |
|--------------------------|--|------------|------------|
| Total (A.1 + A.2) | | 295 | 21% |
|--------------------------|--|------------|------------|

B. TAXONOMY-NON-ELIGIBLE ACTIVITIES

| | | | |
|---|--|-------|-----|
| Net Sales of taxonomy-non-eligible activities | | 1,091 | 79% |
|---|--|-------|-----|

| | | | |
|----------------------|--|--------------|-------------|
| Total (A + B) | | 1,386 | 100% |
|----------------------|--|--------------|-------------|

Code(s)
Net Sales (MEUR)
Share of Net Sales (%)

Capex

| Code(s) | Capex (MEUR) | Share of Capex (%) | Climate change mitigation (%) | Climate change adaptation (%) | Substantial contribution criteria | | DNSH Criteria ("Does Not Significantly Harm") | | | | | | | | |
|---|--------------|--------------------|-------------------------------|-------------------------------|-----------------------------------|---------------------------------|---|----------------------------------|------------------------|-----------------|-----------------------------------|--------------------------|---|---|-----|
| | | | | | Climate change mitigation (Y/N) | Climate change adaptation (Y/N) | Climate change mitigation (Y/N) | Water and marine resources (Y/N) | Circular economy (Y/N) | Pollution (Y/N) | Biodiversity and ecosystems (Y/N) | Minimum safeguards (Y/N) | Taxonomy-aligned proportion of Capex, year 2022 (%) | Taxonomy-aligned proportion of Capex, year 2021 (%) | |
| A. TAXONOMY-ELIGIBLE ACTIVITIES | | | | | | | | | | | | | | | |
| A.1 Environmentally sustainable activities (Taxonomy-aligned) | | | | | | | | | | | | | | | |
| Installation, maintenance and repair of energy efficiency equipment | 7.3 | 1.0 | 2% | 100% | 0% | Y | Y | Y | Y | Y | Y | Y | Y | 2% | N/A |
| Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings) | 7.4 | 0.0 | 0% | 100% | 0% | Y | Y | Y | Y | Y | Y | Y | Y | 0% | N/A |
| Capex of environmentally sustainable activities (Taxonomy-aligned) (A.1) | | | | | | | | | | | | | | | |
| 1.0 2% | | | | | | | | | | | | | | | |
| A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned) | | | | | | | | | | | | | | | |
| Manufacture of energy efficiency equipment for buildings | 3.5 | 9.9 | 20% | | | | | | | | | | | | |
| Production of heat/cool from geothermal energy | 4.22 | 0.1 | 0% | | | | | | | | | | | | |
| Renewal of waste water collection and treatment | 5.4 | 0.0 | 0% | | | | | | | | | | | | |
| Renovation of existing buildings | 7.2 | 6.4 | 13% | | | | | | | | | | | | |
| Installation, maintenance and repair of energy efficiency equipment | 7.3 | 0.1 | 0% | | | | | | | | | | | | |
| Capex of taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned) (A.2) | | | | | | | | | | | | | | | |
| 16.4 32% | | | | | | | | | | | | | | | |
| Total (A.1 + A.2) | | | | | | | | | | | | | | | |
| 17.4 35% | | | | | | | | | | | | | | | |
| B. TAXONOMY-NON-ELIGIBLE ACTIVITIES | | | | | | | | | | | | | | | |
| Capex of taxonomy-non-eligible activities | | | | | | | | | | | | | | | |
| 33.1 65% | | | | | | | | | | | | | | | |
| Total (A + B) | | | | | | | | | | | | | | | |
| 50.5 100% | | | | | | | | | | | | | | | |

Uponor discloses as Taxonomy-eligible the part of its Net Sales that we interpret as falling under economic activity 3.5 'Manufacture of energy efficiency equipment for buildings'. This share of Net Sales is generated by products and solutions related to heating, cooling, energy distribution, or management and control of these within buildings or groups of buildings. Eligibility assessment of Uponor's OpEx is based on the principles presented in the relevant disclosure regulation, and on the share of the relevant OpEx that can be directly or indirectly allocated to economic activity 3.5 'Manufacture of energy efficiency equipment for buildings'.

Total Net Sales, OpEx and CapEx are disclosed as per figures reported in Uponor Annual Review 2022. Uponor's principles for defining Net Sales, OpEx and CapEx can also be found in the Annual Review 2022.

| Opex | Code(s) | Opex(MEUR) | Share of Opex(%) |
|---|---------|-------------|------------------|
| A. TAXONOMY-ELIGIBLE ACTIVITIES | | | |
| A.1 Environmentally sustainable activities (Taxonomy-aligned) | | | |
| Opex of environmentally sustainable activities (Taxonomy-aligned) (A.1) | | 0.0 | 0% |
| A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned) | | | |
| Manufacture of energy efficiency equipment for buildings | 3.5 | 8.3 | 17% |
| Opex of taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned) (A.2) | | 8.3 | 17% |
| Total (A.1 + A.2) | | 8.3 | 17% |
| B. TAXONOMY-NON-ELIGIBLE ACTIVITIES | | | |
| Opex of taxonomy-non-eligible activities | | 39.0 | 83% |
| Total (A + B) | | 47.3 | 100% |



GRI Content Index

Uponor has reported in accordance with the GRI Standards for the 2022 reporting period. Uponor complies with the reporting principles of GRI 1: Foundation 2021.

| GRI STANDARD | DISCLOSURE | LOCATION / CONTENT | REQUIREMENT OMITTED | REASON | FURTHER COMMENT | ASSURANCE |
|---------------------------------|--|--|---------------------|--------|-----------------|-----------|
| GENERAL DISCLOSURES | | | | | | |
| GRI 2: General Disclosures 2021 | 2-1 Organisational details | Uponor Corporation Uponor Annual Review 2022, Board of Directors' report, p. 51 Äyritie 20, 01510 Vantaa, Finland Uponor Sustainability Review 2022, In Brief, p. 4 | | | | |
| | 2-2 Entities included in the organisation's sustainability reporting | Uponor Sustainability Review 2022, Sustainability reporting principles, p. 48 | | | | |
| | 2-3 Reporting period, frequency and contact point | Uponor Sustainability Review 2022, Sustainability reporting principles, p. 48 | | | | |
| | 2-4 Restatements of information | Uponor Sustainability Review 2022, Sustainability reporting principles, p. 48–49 | | | | |
| | 2-5 External assurance | Uponor Sustainability Review 2022, Assurance Report, p. 73 | | | | |
| | 2-6 Activities, value chain and other business relationships | Uponor Sustainability Review 2022, Uponor – moving water p. 7 Uponor Annual Review 2022, Strategy, p. 9–10, Solutions, p.12, Divisions, p. 13, 15, 17 | | | | |
| | 2-7 Employees | Uponor Sustainability Review 2022, People First, p. 29–30 | | | | X |
| | 2-9 Governance structure and composition | Uponor Annual Review 2022, Governance, p. 22–30 | | | | |
| | 2-10 Nomination and selection of the highest governance body | Uponor Annual Review 2022, Governance, p. 28 | | | | |
| | 2-11 Chair of the highest governance body | Uponor Annual Review 2022, Governance, p. 21 | | | | |
| | 2-12 Role of the highest governance body in overseeing the management of impacts | Uponor Annual Review 2022, Governance, p. 24 Board of Directors' report, p. 53–55 | | | | |

| GRI STANDARD | DISCLOSURE | LOCATION / CONTENT | REQUIREMENT OMITTED | REASON | FURTHER COMMENT | ASSURANCE |
|---------------------------------|--|---|---------------------|--------|-----------------|-----------|
| GRI 2: General Disclosures 2021 | 2-13 Delegation of responsibility for managing impacts | Uponor Sustainability Review 2022, Approach, Sustainability Operating Model, p. 20 | | | | |
| | 2-14 Role of the highest governance body in sustainability reporting | VP, Sustainability and Regulatory Affairs approves the report. | | | | |
| | 2-15 Conflicts of interest | Uponor Annual Review 2022, Corporate governance statement, p. 22 | | | | |
| | 2-16 Communication of critical concerns | a. The Compliance Charter (not publically available); Audit Committee of the Board of Directors is quarterly informed by i.a. the Group Compliance Officer of any critical concerns. b. No cases of critical concerns about the organisation's potential/actual negative impact on stakeholders (raised through grievance mechanisms or other processes) were reported to the Audit Committee 2022. In total, 4 cases were reported to the Audit Committee but none of them fell in the scope of the description hereof (or e.g. of the Whistleblowing Directive). | | | | |
| | 2-17 Collective knowledge of the highest governance body | Uponor Sustainability Review 2022, Approach, Sustainability Operating Model, p. 20 | | | | |
| | 2-18 Evaluation of the performance of the highest governance body | The Board of Directors evaluates its performance annually. Annual Review 2022, Corporate governance statement, p. 22 | | | | |
| | 2-19 Remuneration policies | Uponor Annual Review 2022, Remuneration, p. 38-44 | | | | |
| | 2-20 Process to determine remuneration | Uponor Annual Review 2022, Remuneration, p. 38-44 | | | | |
| | 2-21 Annual total compensation ratio | Uponor Annual Review 2022, Remuneration, p. 38-44 | | | | |
| | 2-22 Statement on sustainable development strategy | Uponor Sustainability Review 2022, CEO's Message, p. 8-9 | | | | |
| 2-23 Policy commitments | a. Uponor is a UN Global Compact signatory. Uponor Code of Conduct, including its Fraud Prevention Policy, Supplier Code of Conduct, Diversity Statement and other main Group Policies refer to UN Guiding Principles on Business and Human Rights and OECD Guidelines. b. Universal Declaration of Human Rights and ILO Declaration are referred to and the policy commitment covers all main internationally recognized human rights. | | | | | |

| GRI STANDARD | DISCLOSURE | LOCATION / CONTENT | REQUIREMENT OMITTED | REASON | FURTHER COMMENT | ASSURANCE |
|---------------------------------|---|--|---------------------|--------|-----------------|-----------|
| GRI 2: General Disclosures 2021 | | <p>c. Only Uponor Code of Conduct and Supplier Code of Conduct are publically available. Other Policies are available on a need-to-know basis, some forming part of the agreements.</p> <p>d. According to the Policy of the Policies, Guidelines and Instructions, all Policies must be approved by either the Board of Directors or the Executive Committee.</p> <p>e. The policy commitments apply to all suppliers and some partners, provided that the counterparties have accepted these obligations as their own.</p> <p>f. The Policies are always communicated via Intranet and regular trainings (incl. personal commitments), and to external parties, the communication is done in writing when negotiating deals.</p> | | | | |
| | 2-24 Embedding policy commitments | There is an internal process description on how to create, implement, communicate and conduct training on Policies and how to monitor the behaviour in this context; Compliance-by-design is one of the guiding principles when e.g. new internal controls are planned; Ownership of the policy commitment is on the GLT level to secure the implementation; Compliance Risk Assessment is conducted and remedy follow-up done on a regular basis; Internal Audits are conducted to oversee these commitments. | | | | |
| | 2-25 Processes to remediate negative impacts | Uponor takes full responsibility for its actions also in the ESG front and it collaborates with the authorities at least whenever needed. There are several means and channels for reporting (such as whistleblowing channels for external and internal stakeholders) and all the other grievance methods provided by law in each location in which Uponor operates. The effectiveness of the grievance mechanisms may be audited by an independent party and they are e.g. promoted in the global e-learnings to raise awareness among the stakeholders. | | | | |
| | 2-26 Mechanisms for seeking advice and raising concerns | <p>The whistleblowing channels are provided by an independent external service provider to ensure the total integrity and confidentiality of any reports of concerns.</p> <p>Uponor Sustainability Review 2022, Reporting Supplements, Sustainability governance, p. 46</p> <p>Uponorgroup.com, People and society www.uponorgroup.com/en-en/sustainability/people-and-society</p> | | | | |

| GRI STANDARD | DISCLOSURE | LOCATION / CONTENT | REQUIREMENT OMITTED | REASON | FURTHER COMMENT | ASSURANCE |
|------------------------------------|---|--|---------------------|------------------------------------|--|-----------|
| GRI 2: General Disclosures 2021 | 2-27 Compliance with laws and regulations | No cases of non-compliance in 2022. | | | | X |
| | 2-28 Membership associations | Uponor Sustainability Review 2022, Societal Impact, Society, p. 33-34 | | | | |
| | 2-29 Approach to stakeholder engagement | Uponor Sustainability Review 2021, Approach, Our Approach to Sustainability, p. 12-13 | | | | |
| | 2-30 Collective bargaining agreements | | 2-30 | Information unavailable/incomplete | Uponor's collective bargaining agreement mechanism is based on compliance with all local employment legislation. For example, percentage of employees covered by collective agreements mechanisms was 97% in Finland, 100% in Sweden and approximately 95% in Germany. | X |
| MATERIAL TOPICS | | | | | | |
| GRI 3: Material Topics 2021 | 3-1 Process to determine material topics | Uponor Sustainability Review 2022, Reporting Supplements, Sustainability Reporting Principles, p. 48 | | | | |
| | 3-2 List of material topics | Uponor Sustainability Review 2022, Reporting Supplements, Sustainability Reporting Principles, p. 48 | | | | |
| Economic performance | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Uponor Sustainability Review 2022, Reporting Supplements, GRI Management Approach, p. 71-72 | | | | |
| GRI 201: Economic Performance 2016 | 201-1 Direct economic value generated and distributed | Uponor, Annual Review 2022, Group key financial figures, p. 57 Uponor Sustainability Review 2022, Approach, Creating Value, p. 21 | | | | X |

| GRI STANDARD | DISCLOSURE | LOCATION / CONTENT | REQUIREMENT OMITTED | REASON | FURTHER COMMENT | ASSURANCE |
|---|--|---|---------------------|------------------------------------|---|-----------|
| GRI 201: Economic Performance 2016 | 201-2 Financial implications and other risks and opportunities due to climate change | | | Confidentiality constraints | Uponor is not disclosing financial implications of any risks or opportunities due to the commercially sensitive nature of data. | X |
| | 201-3 Defined benefit plan obligations and other retirement plans | Uponor Annual Review 2022, Remuneration, p. 38–44, Notes to the consolidated financial statements, p. 69 | | | Percentage of salary contributed by employee and employers are not consolidated at Group level. | X |
| | 201-4 Financial assistance received from government | Financial assistance received from government by different Uponor Group companies totalled EUR 446,304 in 2022. The largest single item within this amount was a EUR 225,336 R&D grant from the Finnish Government to Uponor Corporation. | | | | X |
| Market presence | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Uponor Sustainability Review 2022, Reporting Supplements, GRI Management Approach, p. 71–72 | | | | |
| GRI 202: Market Presence 2016 | 202-1 Ratios of standard entry level wage by gender compared to local minimum wage | | 202-1 | Information unavailable/incomplete | | |
| | 202-2 Proportion of senior management hired from the local community | | 202-2 | Not applicable | | |
| Indirect economic impacts | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Uponor Sustainability Review 2022, Reporting Supplements, GRI Management Approach, p. 71–72 | | | | |
| GRI 203: Indirect Economic Impacts 2016 | 203-1 Infrastructure investments and services supported | No infrastructure projects reported in 2022. | | | | |
| | 203-2 Significant indirect economic impacts | Uponor Sustainability Review 2022, Approach, Creating Value, p. 21 | | | | |
| Procurement practices | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Uponor Sustainability Review 2022, Reporting Supplements, GRI Management Approach, p. 71–72 | | | | |

| GRI STANDARD | DISCLOSURE | LOCATION / CONTENT | REQUIREMENT OMITTED | REASON | FURTHER COMMENT | ASSURANCE |
|---|---|--|---------------------|--------|-----------------|-----------|
| Procurement practices | | | | | | |
| GRI 204: Procurement Practices 2016 | 204-1 Proportion of spending on local suppliers | <p>97% of direct spend in 2022 was used on suppliers complying with the Uponor definition of 'local'.</p> <p>The majority of Uponor's suppliers are located within our main home markets, the European Union and North America, which we also consider to match our definition of 'local'. Significant locations of operation include Uponor's manufacturing, distribution centre, and warehousing locations included in our environmental reporting scope.</p> | | | | |
| Anti-corruption | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Uponor Sustainability Review 2022, Reporting Supplements, GRI Management Approach, p. 71–72 | | | | |
| GRI 205: Anti-corruption 2016 | 205-1 Operations assessed for risks related to corruption | <p>a. All-inclusive but generic Risk Identification and Assessment is conducted by the Group Risk Management annually by interviewing the leadership teams of each business division and selected Group functions. Besides this, the Group Compliance conducts a similar assessment on compliance topics (such as corruption) via interviews on lower levels. In this context, 100% of operations are covered by these procedures.</p> <p>b. No significant risks identified nor detected through these risk assessments, even though in certain market areas the risk is higher than in other market areas.</p> | | | | |
| | 205-2 Communication and training about anti-corruption policies and procedures | <p>Uponor Annual Review 2022, Board of Directors' Report, p. 54</p> <p>New Code of Conduct e-learning, which needs to be conducted biennially, launched in 2022.</p> | | | | X |
| | 205-3 Confirmed incidents of corruption and actions taken | No confirmed incidents of corruption 2022. | | | | X |
| Anti-competitive behavior | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Uponor Sustainability Review 2022, Reporting Supplements, GRI Management Approach, p. 71–72 | | | | |
| GRI 206: Anti-competitive Behavior 2016 | 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | The Finnish Competition and Consumer Authority has proposed that the Finnish Market Court would impose competition infringement fines to Uponor Corporation's subsidiaries Uponor Infra Oy (EUR 8.5 million) and Uponor Suomi Oy (EUR 5 million) concerning alleged violations of the Competition Act. Uponor deems these allegations to be without foundation and denies them fully. The case is pending, no exact timetable available for the next steps. | | | | X |

| GRI STANDARD | DISCLOSURE | LOCATION / CONTENT | REQUIREMENT OMITTED | REASON | FURTHER COMMENT | ASSURANCE |
|-----------------------------|--|---|---|------------------------------------|---|-----------|
| Tax | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Uponor Sustainability Review 2022, Reporting Supplements, GRI Management Approach, p. 71–72 | | | | |
| GRI 207: Tax 2019 | 207-1 Approach to tax | Uponor's tax strategy, governance and control principles, and risk management are defined in the Group Tax Policy, which is an internal policy not available publicly. The Tax Policy is approved by the Board of Directors, and the executive ownership and accountability for compliance lies with the Group CFO. | Detailed disclosure omitted. | Confidentiality constraints | | X |
| | 207-2 Tax governance, control, and risk management | Uponor's tax governance and control principles and risk management are defined in the Group Tax Policy. The Tax Policy is approved by the Board of Directors and the executive ownership and accountability for compliance lies with the Group CFO. | Detailed disclosure omitted. | Confidentiality constraints | | |
| | 207-3 Stakeholder engagement and management of concerns related to tax | The principles of co-operation with tax authorities are defined in the Group Tax Policy. | Detailed disclosure omitted. | Confidentiality constraints | | |
| | 207-4 Country-by-country reporting | Uponor Annual Review 2022, Board of Directors' Report, p. 47, Financial Statements, p. 62–65, 69 | 207-4 Only consolidated tax information disclosed | Confidentiality constraints | | |
| Materials | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Uponor Sustainability Review 2022, Reporting Supplements, GRI Management Approach, p. 71–72 | | | | |
| GRI 301: Materials 2016 | 301-1 Materials used by weight or volume | Uponor Sustainability Review 2022, Reaching Climate Targets, Environment, p. 40, 42 | Packaging materials Renewable raw materials | Information unavailable/incomplete | Information regarding packaging materials is unavailable, as current consolidated data on Group level is incomplete. Data regarding use of renewable raw materials is not disclosed due to commercial sensitivity and competition reasons. | X |
| | 301-2 Recycled input materials used | Uponor Sustainability Review 2022, Approach, Sustainability Highlights, p. 3, Sustainability Agenda, p. 17 Uponor Sustainability Review 2022, Reaching Climate Targets, Environment, p. 40, 42 | Recycled content in other input materials than plastics | Information unavailable/incomplete | Information regarding other than recycled plastic input materials is not sufficiently available from suppliers. | X |
| | 301-3 Reclaimed products and their packaging materials | Uponor does not currently reclaim products except in cases concerning isolated pilot development projects. | | | | |

| GRI STANDARD | DISCLOSURE | LOCATION / CONTENT | REQUIREMENT OMITTED | REASON | FURTHER COMMENT | ASSURANCE |
|-----------------------------------|--|--|---------------------|------------------------------------|--|-----------|
| Energy | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Uponor Sustainability Review 2022, Reporting Supplements, GRI Management Approach, p. 71–72 | | | | |
| GRI 302: Energy 2016 | 302-1 Energy consumption within the organisation | Uponor Sustainability Review 2022, Reaching Climate Targets, Environment, p. 41 | | | | X |
| | 302-2 Energy consumption outside of the organisation | | 302-2 | | Data is not yet collected in a systematic way. Methodology and data collection will be developed for 2023 reporting. | |
| | 302-3 Energy intensity | Uponor Sustainability Review 2022, Reaching Climate Targets, Environment, p. 41 | | | c. The reported energy intensity ratio includes all types of energy. d. The energy intensity ratio is based on energy consumption within the organisation. | X |
| | 302-4 Reduction of energy consumption | | 302-4 | Information unavailable/incomplete | Data is not yet collected or consolidated in a systematic way. Methodology and data collection will be developed for 2023 reporting. | |
| | 302-5 Reductions in energy requirements of products and services | | 302-5 | Not applicable | >95% of the energy consumption and related emissions from the use of Uponor's products is indirect, and consequently also excluded from Uponor's science-based target validated in 2020. | |
| Water and effluents | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Uponor Sustainability Review 2022, Reporting Supplements, GRI Management Approach, p. 71–72 | | | | |
| GRI 303: Water and Effluents 2018 | 303-1 Interactions with water as a shared resource | | 303-1 | Information unavailable/incomplete | Uponor's operations are not water intensive. A full mapping and analysis of interactions with water is planned to be conducted in 2023–2024, and data will be integrated into reporting as it becomes available. | |
| | 303-2 Management of water discharge-related impacts | Uponor's operations comply with all local requirements related to water discharge. In addition, Uponor is committed to Operation Clean Sweep for minimising plastic pellet loss to the environment, including through run-off and waste water discharge. | | | | |

| GRI STANDARD | DISCLOSURE | LOCATION / CONTENT | REQUIREMENT OMITTED | REASON | FURTHER COMMENT | ASSURANCE |
|-----------------------------------|---|---|---------------------|------------------------------------|---|---|
| GRI 303: Water and Effluents 2018 | 303-3 Water withdrawal | Uponor Sustainability Review 2022, Reaching Climate Targets, Environment, p. 40 | 303-3 c | Information unavailable/incomplete | | |
| | 303-4 Water discharge | | 303-4 | Information unavailable/incomplete | Uponor's operations are not water intensive. A full mapping and analysis of water discharge is planned to be conducted in 2023–2024, and data will be integrated into reporting as it becomes available. | |
| | 303-5 Water consumption | Uponor Sustainability Review 2022, Reaching Climate Targets, Environment, p. 40 | | | Water storage-related impacts not identified on Group level. | X |
| Biodiversity | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Uponor Sustainability Review 2022, Reporting Supplements, GRI Management Approach, p. 71–72 | | | | |
| GRI 304: Biodiversity 2016 | 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | | 304-1 | Information unavailable/incomplete | Uponor has not conducted a full biodiversity review of its operations. This is included in our plans for 2023–2024. It is currently assumed that the most significant potential biodiversity impacts are related to the upstream raw material and component supply chain, but this has not been verified in detail. | |
| | 304-2 Significant impacts of activities, products and services on biodiversity | | 304-2 | | Uponor has not conducted a full biodiversity review of its operations. This is included in our plans for 2023–2024. It is currently assumed that the most significant potential biodiversity impacts are related to the upstream raw material and component supply chain, but this has not been verified in detail. | |
| | 304-3 Habitats protected or restored | No activities undertaken during 2022. | | | | |
| | 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations | | | 304-4 | | Uponor has not conducted a full biodiversity review of its operations. This is included in our plans for 2023–2024. It is currently assumed that the most significant potential biodiversity impacts are related to the upstream raw material and component supply chain, but this has not been verified in detail. |

| GRI STANDARD | DISCLOSURE | LOCATION / CONTENT | REQUIREMENT OMITTED | REASON | FURTHER COMMENT | ASSURANCE |
|-----------------------------|---|---|---------------------|------------------------------------|---|-----------|
| Emissions | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Uponor Sustainability Review 2022, Reporting Supplements, GRI Management Approach, p. 71–72 | | | | |
| GRI 305: Emissions 2016 | 305-1 Direct (Scope 1) GHG emissions | Uponor Sustainability Review 2022, Reaching Climate Targets, Environment, p. 41 | | | | X |
| | 305-2 Energy indirect (Scope 2) GHG emissions | Uponor Sustainability Review 2022, Reaching Climate Targets, Environment, p. 41 | | | | X |
| | 305-3 Other indirect (Scope 3) GHG emissions | Uponor Sustainability Review 2022, Reaching Climate Targets, Environment, p. 41 | | | | X |
| | 305-4 GHG emissions intensity | Uponor Sustainability Review 2022, Reaching Climate Targets, Environment, p. 41–42 | | | | |
| | 305-5 Reduction of GHG emissions | Uponor Sustainability Review 2022, Reaching Climate Targets, Environment, p. 41–42 The base year for Uponor's greenhouse gas emissions reporting, including evaluation of reductions, is 2019. The base year has been selected as part of Uponor's science-based target validation. | | | | |
| | 305-6 Emissions of ozone-depleting substances (ODS) | | 305-6 | Information unavailable/incomplete | | |
| | 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | Uponor Sustainability Review 2022, Reporting Supplements, Sustainability Reporting Principles, p. 49 | | | | |
| Waste | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Uponor Sustainability Review 2022, Reporting Supplements, GRI Management Approach, p. 71–72 | | | | |
| GRI 306: Waste 2020 | 306-1 Waste generation and significant waste-related impacts | Uponor's main source of waste generation is related to converting plastics and metal input materials to end products at manufacturing sites, i.e. in the organisation's own activities. Waste and leftover generated downstream during the installation of Uponor products is considered immaterially small compared to manufacturing waste. Uponor's products and services do not generate waste during their use. | | | | |
| | 306-2 Management of significant waste-related impacts | Uponor Sustainability Review 2022, Approach, Our Approach to Sustainability, 10–11, Reaching Climate Targets, Environment, p. 42 | 306-2 b | Information unavailable/incomplete | Other than expecting compliance with Uponor's Code of Conduct, Uponor does not have systemic processes used to investigate whether third parties manage the waste in line with contractual or legislative obligations. Waste amounts are reported monthly on a site level. The data is consolidated on Group level quarterly. | X |

| GRI STANDARD | DISCLOSURE | LOCATION / CONTENT | REQUIREMENT OMITTED | REASON | FURTHER COMMENT | ASSURANCE |
|---|--|--|---------------------------|------------------------------------|--|-----------|
| GRI 306: Waste 2020 | 306-3 Waste generated | Uponor Sustainability Review 2022, Reaching Climate Targets, Environment, p. 40 | 306-3 a, partial omission | Information unavailable/incomplete | Only total amount of waste is reported, but the breakdown by composition is not fully available | X |
| | 306-4 Waste diverted from disposal | Uponor Sustainability Review 2022, Reaching Climate Targets, Environment, p. 40 | 306-4 a partially, b-d | Information unavailable/incomplete | a. Only total weight of waste diverted from disposal is reported, and composition of the waste is not fully available. b-d. Detailed breakdowns separating waste diverted from disposal into hazardous & non-hazardous are not available. | X |
| | 306-5 Waste directed to disposal | Uponor Sustainability Review 2022, Reaching Climate Targets, Environment, p. 40 | 306-4, partial omission | Information unavailable/incomplete | a. Only total weight of waste directed to disposal is reported, composition of the waste is not fully available. b-d. Detailed breakdowns separating waste directed to disposal into hazardous & non-hazardous are not available. | X |
| Supplier environmental assessment | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Uponor Sustainability Review 2022, Reporting Supplements, GRI Management Approach, p. 71-72 | | | | |
| GRI 308: Supplier Environmental Assessment 2016 | 308-1 New suppliers that were screened using environmental criteria | Uponor Sustainability Review 2022, Reporting Supplements, Sustainability Governance, p. 46 Supplier Code of Conduct has been introduced. Uponor's aim is to develop and implement screening and assessment practices in the future. | | | | |
| | 308-2 Negative environmental impacts in the supply chain and actions taken | Uponor Sustainability Review 2022, Reporting Supplements, Sustainability Governance, p. 46 High-level supplier sustainability risk assessment has been carried out during 2022 as a part the development of Uponor's Supplier Code of Conduct. Related supplier-level screening and evaluation practices will be developed and implemented in the future. | | | | |

| GRI STANDARD | DISCLOSURE | LOCATION / CONTENT | REQUIREMENT OMITTED | REASON | FURTHER COMMENT | ASSURANCE |
|---|--|---|---------------------|------------------------------------|-------------------------------|-----------|
| Employment | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Uponor Sustainability Review 2022, Reporting Supplements, GRI Management Approach, p. 71–72 | | | | |
| GRI 401: Employment 2016 | 401-1 New employee hires and employee turnover | Uponor Sustainability Review 2022, People First, p. 29 | 401-1 | Information unavailable/incomplete | Regional ratios not reported. | X |
| | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | <p>In order to be a great place to work and be able to attract and retain employees, Uponor offers a variety of benefits to its employees as part of the total rewards package. The benefit offering is based on local practices in each country.</p> <p>In Uponor's five largest operating countries (USA, Germany, Finland, Sweden and Poland) where 87% of Uponor employees work, Uponor offers its employees a benefit package that includes health care, life and disability insurance, parental leave and pension (statutory and/or supplementary). Participation in share-based incentive plans is offered to select executives and key employees.</p> | | | | |
| | 401-3 Parental leave | Uponor recognises the importance of life outside of work and supports it by providing its employees with the opportunity to take parental leave. The parental leave practices at Uponor are based on local practices in each country and determined by company policy and/or local legislation. | | | | |
| Labour/management relations | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Uponor Sustainability Review 2022, Reporting Supplements, GRI Management Approach, p. 71–72 | | | | |
| GRI 402: Labour/Management Relations 2016 | 402-1 Minimum notice periods regarding operational changes | Uponor complies with all the relevant local and national legislation and other regulatory requirements regarding minimum notice periods. | | | | |

| GRI STANDARD | DISCLOSURE | LOCATION / CONTENT | REQUIREMENT OMITTED | REASON | FURTHER COMMENT | ASSURANCE |
|--|---|--|---------------------|------------------------------------|--|-----------|
| Occupational health and safety | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Uponor Sustainability Review 2022, Reporting Supplements, GRI Management Approach, p. 71-72 | | | | |
| GRI 403: Occupational Health and Safety 2018 | 403-1 Occupational health and safety management system | Uponor Sustainability Review 2022, People First, p. 29-31 Uponorgroup.com, People and society www.uponorgroup.com/en-en/sustainability/people-and-society Uponorgroup.com, Legal information, Quality environmental management policy www.uponorgroup.com/en-en/legal-information/quality-environmental-management-policy | | | | |
| | 403-2 Hazard identification, risk assessment, and incident investigation | Uponor Sustainability Review 2022, People First, p. 29-30 Uponorgroup.com, People and society www.uponorgroup.com/en-en/sustainability/people-and-society | | | | |
| | 403-3 Occupational health services | Uponor provides and promotes occupational health services according to local requirements and agreements. | | | | |
| | 403-4 Worker participation, consultation, and communication on occupational health and safety | Joint labour/management safety committees are established at each location according to local legal requirements. The safety committees are established to provide a forum for employees at all levels to collaborate on improving health and safety conditions. Their role is to identify and evaluate hazards and make recommendations to management for controlling them. The safety committees meet at least once a year, but the number of meetings varies by country based on the differences in local laws and regulations. | | | | X |
| | 403-5 Worker training on occupational health and safety | Uponor Sustainability Review 2022, People First, p. 29-31 | | | | X |
| | 403-6 Promotion of worker health | Uponor provides and promotes non-occupational health services according to local requirements and agreements. | | | | |
| | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | The main health and safety impacts directly linked by business relationships are related to potential risks from unqualified, inappropriate or incompetent installation and commissioning of Uponor's products at job sites. Uponor's main lever and approach for mitigating any such risks is the provision of appropriate installation guidelines and comprehensive installer training. | | | | |
| | 403-8 Workers covered by an occupational health and safety management system | Uponor Sustainability Review 2022, People First, p. 29-31 Uponorgroup.com, Legal information, Quality environmental management policy www.uponorgroup.com/en-en/legal-information/quality-environmental-management-policy | 403-8 | Information unavailable/incomplete | Uponor has implemented an OHS management system, but as of yet, the system is not certified against recognised standards such as ISO 45001. Consequently, the required disclosure data is not fully available. | |

| GRI STANDARD | DISCLOSURE | LOCATION / CONTENT | REQUIREMENT OMITTED | REASON | FURTHER COMMENT | ASSURANCE |
|---|--|--|---|------------------------------------|--|-----------|
| GRI 403: Occupational Health and Safety 2018 | 403-9 Work-related injuries | Uponor Sustainability Review 2022, People First, p. 30 No fatalities or high-consequence injuries leading to permanent disability or reduced work capacity were recorded during 2022. Uponorgroup.com, Legal information, Quality environmental management policy www.uponorgroup.com/en-en/legal-information/quality-environmental-management-policy | omission 403-9 b,c,e data not available | | | |
| | 403-10 Work-related ill health | | 403-10 | Information unavailable/incomplete | Work-related ill health is monitored and reported locally according to local requirements but currently not fully consolidated on Group level. | |
| Training and education | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Uponor Sustainability Review 2022, Reporting Supplements, GRI Management Approach, p. 71-72 | | | | |
| GRI 404: Training and Education 2016 | 404-1 Average hours of training per year per employee | | 404-1 | Information unavailable/incomplete | Instead of hours, Uponor uses other metrics to track training. | |
| | 404-2 Programs for upgrading employee skills and transition assistance programs | Uponor Sustainability Review 2022, People First, p. 27-28, 31 Uponor Annual Review, Board of Directors' Report, p. 54 | | | | |
| | 404-3 Percentage of employees receiving regular performance and career development reviews | Uponor's performance review platform covers all permanent white collar employees. The process includes annual goal setting and two reviews. The approach regarding blue collar and temporary employees varies by country. | | | | |
| Diversity and equal opportunity | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Uponor Sustainability Review 2022, Reporting Supplements, GRI Management Approach, p. 71-72 | | | | |
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1 Diversity of governance bodies and employees | Uponor Annual Review 2022, Governance, p. 19-21, 25; Uponor Sustainability Review 2022, People First, p. 28-29 | | | | X |
| | 405-2 Ratio of basic salary and remuneration of women to men | | 405-2 | Information unavailable/incomplete | | |

| GRI STANDARD | DISCLOSURE | LOCATION / CONTENT | REQUIREMENT OMITTED | REASON | FURTHER COMMENT | ASSURANCE |
|--|--|--|---------------------|--------|-----------------|-----------|
| Non-discrimination | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Uponor Sustainability Review 2022, Reporting Supplements, GRI Management Approach, p. 71-72 | | | | |
| GRI 406: Non-discrimination 2016 | 406-1 Incidents of discrimination and corrective actions taken | No cases during 2022. | | | | X |
| Freedom of association and collective bargaining | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Uponor Sustainability Review 2022, Reporting Supplements, GRI Management Approach, p. 71-72 | | | | |
| GRI 407: Freedom of Association and Collective Bargaining 2016 | 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | <p>a. High-level supplier sustainability risk assessment has been carried out during 2022 as part of the development of Uponor's Supplier Code of Conduct.</p> <p>b. Uponor's Code of Conduct, Supplier Code of Conduct and commitment to UN Global Compact as well as other Group Guidelines and Instructions support the right to exercise freedom of association and collective bargaining.</p> | | | | |
| Child labour | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Uponor Sustainability Review 2022, Reporting Supplements, GRI Management Approach, p. 71-72 | | | | |
| GRI 408: Child Labour 2016 | 408-1 Operations and suppliers at significant risk for incidents of child labour | <p>Uponor Sustainability Review 2022, Reporting Supplements, Sustainability Governance, p. 46</p> <p>Uponor does not allow child or forced labour and does not engage with suppliers that do so. This is also the fundamental principle also in Uponor's Code of Conduct.</p> | | | | X |
| Forced or compulsory labour | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Uponor Sustainability Review 2022, Reporting Supplements, GRI Management Approach, p. 71-72 | | | | |
| GRI 409: Forced or Compulsory Labour 2016 | 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour | <p>Uponor Sustainability Review 2022, Reporting Supplements, Sustainability Governance, p. 46</p> <p>Uponor does not allow child or forced labour and do not engage with suppliers that do so. This is the fundamental principle also on Uponor Code of Conduct.</p> | | | | X |

| GRI STANDARD | DISCLOSURE | LOCATION / CONTENT | REQUIREMENT OMITTED | REASON | FURTHER COMMENT | ASSURANCE |
|--|--|--|---------------------|------------------------------------|-----------------|-----------|
| Security practices | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Uponor Sustainability Review 2022, Reporting Supplements, GRI Management Approach, p. 71-72 | | | | |
| GRI 410: Security Practices 2016 | 410-1 Security personnel trained in human rights policies or procedures | No trainings in 2022. | | | | |
| Rights of indigenous peoples | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Uponor Sustainability Review 2022, Reporting Supplements, GRI Management Approach, p. 71-72 | | | | |
| GRI 411: Rights of Indigenous Peoples 2016 | 411-1 Incidents of violations involving rights of indigenous peoples | a. No incidents. b. No incidents, so no status/actions thereof either. | | | | |
| Local communities | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Uponor Sustainability Review 2022, Reporting Supplements, GRI Management Approach, p. 71-72 | | | | |
| GRI 413: Local Communities 2016 | 413-1 Operations with local community engagement, impact assessments, and development programs | Uponor Sustainability Review 2022, Societal Impact, Society, p. 32, 34-38 | | Information unavailable/incomplete | | |
| | 413-2 Operations with significant actual and potential negative impacts on local communities | According to our evaluation, Uponor does not have such operations. | | | | |
| Supplier social assessment | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Uponor Sustainability Review 2022, Reporting Supplements, GRI Management Approach, p. 71-72 | | | | |
| GRI 414: Supplier Social Assessment 2016 | 414-1 New suppliers that were screened using social criteria | Uponor Sustainability Review 2022, Reporting Supplements, Sustainability Governance, p. 46 Supplier Code of Conduct has been introduced. Uponor's aim is to develop and implement screening and assessment practices in the future. | | | | |

| GRI STANDARD | DISCLOSURE | LOCATION / CONTENT | REQUIREMENT OMITTED | REASON | FURTHER COMMENT | ASSURANCE |
|--|---|---|---------------------|--------|-----------------|-----------|
| GRI 414: Supplier Social Assessment 2016 | 414-2 Negative social impacts in the supply chain and actions taken | <p>Uponor Sustainability Review 2022, Reporting Supplements, Sustainability Governance, p. 46</p> <p>High-level supplier sustainability risk assessment has been carried out during 2022 as part of the development of Uponor's Supplier Code of Conduct. Related supplier-level screening and evaluation practices will be developed and implemented in the future.</p> | | | | |
| Public policy | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Uponor Sustainability Review 2022, Reporting Supplements, GRI Management Approach, p. 71-72 | | | | |
| GRI 415: Public Policy 2016 | 415-1 Political contributions | <p>No political contributions. Uponor does not participate in politics and does not support political parties or groups financially or otherwise. Employees participating in political activities shall do so as private persons only outside the working hours and not as representatives of Uponor.</p> <p>Uponorgroup.com, Legal information, Code of Conduct www.uponorgroup.com/en-en/legal-information/code-of-conduct</p> | | | | |
| Customer health and safety | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Uponor Sustainability Review 2022, Reporting Supplements, GRI Management Approach, p. 71-72 | | | | |
| GRI 416: Customer Health and Safety 2016 | 416-1 Assessment of the health and safety impacts of product and service categories | 53% of Uponor's net sales is related to products in contact with drinking water. These products are subject to strict regulation and product approval schemes ensuring their usability in drinking water delivery systems. | | | | X |
| | 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services | No incidents of non-compliance concerning the health and safety impacts of products or services reported in 2022. | | | | |
| Marketing and labeling | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Uponor Sustainability Review 2022, Reporting Supplements, GRI Management Approach, p. 71-72 | | | | |

| GRI STANDARD | DISCLOSURE | LOCATION / CONTENT | REQUIREMENT OMITTED | REASON | FURTHER COMMENT | ASSURANCE |
|--------------------------------------|--|---|---------------------|--------|-----------------|-----------|
| GRI 417: Marketing and Labeling 2016 | 417-1 Requirements for product and service information and labeling | Uponor complies with all the relevant local, national and international regulatory and other requirements related to product and service information and labeling. These include, but are not limited to, disclosure requirements defined in REACH, conflict mineral regulation, the Waste Framework Directive of the EU. | | | | |
| | 417-2 Incidents of non-compliance concerning product and service information and labeling | No incidents of non-compliance concerning product and service information and labelling reported in 2022. | | | | |
| | 417-3 Incidents of non-compliance concerning marketing communications | No incidents of non-compliance concerning marketing communications reported for 2022. | | | | |
| Customer privacy | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Uponor Sustainability Review 2022, Reporting Supplements, GRI Management Approach, p. 71-72 | | | | |
| GRI 418: Customer Privacy 2016 | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data | No substantiated complaints from outside parties (such as customers) or regulatory bodies concerning breaches of customer privacy and losses of customer data in 2022. Some requests for further information from these interested parties were, however, received as Uponor had one (1) incident concerning a breach of customer privacy and losses of customer data during 2022. This particular cyber incident per 5 November 2022 was reported to national data protection authorities in several countries and to other authorities and stakeholders. Corrective measures were duly taken. | | | | X |

GRI Management Approach

Policies, practices and commitments applicable to several or all material topics

Code of Conduct
 Supplier Code of Conduct and Supplier Policy
 Safety, quality, environmental and energy management policy
 UN Global Compact signatory
 Validated science-based targets for climate action
 Supporter of World Green Building Council's (WorldGBC) #BuildingLife project
 Endorser of WorldGBC's Call for Action on Bringing embodied carbon upfront

| THEMES/TOPICS | GRI MATERIAL TOPICS | IMPACTS | POLICIES AND COMMITMENTS | MITIGATING AND ADDRESSING IMPACTS |
|---|---|---|--|---|
| Customers | | | | |
| Developing energy and water efficient solutions Improving energy and water efficiency of solutions Improving quality, durability and reliability of solutions Promoting end-user comfort, health and safety Increasing cost-efficient solutions Providing product transparency | GRI 301: Materials 2016 GRI 416: Customer Health and Safety 2016 GRI 417: Marketing and Labeling 2016 GRI 418: Customer Privacy 2016 | Sustainable building practices enabled for Uponor customers through the company's product offering, value-added services, and system-focused solutions Enhanced safety and efficiency of customers' businesses Well-functioning infrastructure in society Advancing industry standards | Diversity Statement Safety guidelines | Ambition to lead the construction industry towards net zero and decarbonizing the way we do business Integrated solutions with best environmental footprint to support customers in sustainability transition Reducing the need for fossil-based raw materials and increasing the recyclability of plastic products Sustainable alternatives offered in the portfolio, for example Blue product offering range Better transparency, majority of product sales covered by Environmental Product Declarations Commitment to the requirements of ISCC certification All new R&D projects to include sustainability targets |
| Employees | | | | |
| Improving employee health, safety and well-being Promoting employee diversity, equity and inclusion Promoting non-discrimination at work | GRI 401: Employment 2016 GRI 402: Labour/Management Relations 2016 GRI 403: Occupational Health and Safety 2018 GRI 404: Training and Education 2016 GRI 405: Diversity and Equal Opportunity 2016 GRI 406: Non-discrimination 2016 GRI 407: Freedom of Association and Collective Bargaining 2016 GRI 408: Child Labour 2016 GRI 409: Forced or Compulsory Labour 2016 | Offering a safe and healthy workplace Potential injuries have a negative impact Enhancing personnel well-being, equality and diversity at Uponor Potential cases of behaviour in violation of Uponor's commitments and culture | Diversity Statement Safety guidelines | People First strategy consisting of five key pillars: Culture, Leadership, Talent, Employer Branding, and Wellbeing and Safety Monitoring the engagement of our personnel through company-wide U-Voice survey and eNPS Clear expectations for leaders and support for developing leadership capabilities Both male and female employees in management positions Zero accidents ambition Follow up and reduction of LTIF ESG training for Uponorians and e-learning opportunities Performance reviews |

| THEMES/TOPICS | GRI MATERIAL TOPICS | IMPACTS | POLICIES AND COMMITMENTS | MITIGATING AND ADDRESSING IMPACTS |
|---|--|--|---|--|
| Society | | | | |
| Stakeholder engagement | GRI 413: Local Communities 2016 GRI 411: Rights of Indigenous Peoples 2016 | Uponor works to create positive impact in society Providing employment and generating financial well-being for communities and society | | Collaboration with customers to strengthen impact Impactful social programs and charitable donations Possibility to participate in volunteering efforts offered to all Uponorians |
| Environmental footprint | | | | |
| Minimising greenhouse gases and other emissions Promoting circular economy Safe use of chemicals Supporting biodiversity | GRI 302: Energy 2016 GRI 304: Biodiversity 2016 GRI 305: Emissions 2016 GRI 306: Waste 2020 | GHG emissions accelerating climate change versus Uponor's work for mitigating climate change Resource consumption with impacts on materials, energy, biodiversity and water Waste generation versus recycling | ISO 14001 standard for environmental management ISO 50001 standard for energy management Science-based targets initiative | Monitoring climate risks and possibilities Ambitious greenhouse gas emission reduction target and a long-term net-zero target for validation by the Science Based Targets initiative Reduction in GHG emissions from own operations and from supply chain Reduction in energy intensity Green electricity usage Sustainable waste recycling Lowering water intensity |
| Governance | | | | |
| Good corporate governance Transparency of business Preventing corruption Preventing child labour Preventing forced and compulsory labour Supply chain management for sustainability topics | GRI 201: Economic Performance 2016 GRI 202: Market Presence 2016 GRI 203: Indirect Economic Impacts 2016 GRI 204: Procurement Practices 2016 GRI 205: Anti-corruption 2016 GRI 206: Anti-competitive Behaviour 2016 GRI 207: Tax 2019 GRI 308: Supplier Environmental Assessment 2016 GRI 414: Supplier Social Assessment 2016 | Working for positive impacts on human rights and advancing ethical behaviour Business opportunities for suppliers and subcontractors Potential cases of non-ethical behaviour impacting Uponor and/or stakeholders | | High coverage of employee Code of Conduct High percentage of spend covered by Supplier Code of Conduct |

In addition to the information presented in this management approach table, the theme sections of the Sustainability Review describe:

- Specific sustainability actions and outcomes under the themes
- Tracking of the effectiveness of the actions taken
- Examples of lessons learned

Uponor's Code of Conduct covers human rights. The Non-Financial Information section of the Board of Directors' Report summarises Uponor's practices and outcomes concerning human rights.

"Stakeholder engagement and materiality assessment" section provides an overview of how stakeholder engagement has informed the sustainability actions Uponor has taken.

Independent Practitioner's Limited Assurance Report

To the Management of Uponor Corporation

We have been engaged by the Management of Uponor Corporation (hereinafter also the "Company") to perform a limited assurance engagement on selected sustainability information for the reporting period 1 January 2022 to 31 December 2022, disclosed in Uponor Corporation Sustainability Review 2022 (hereinafter the Selected sustainability information). The assured information is indicated in the Company's GRI Content Index 2022.

Selected sustainability information

The selected sustainability information within the scope of assurance covers:

- The economic, social and environmental sustainability indicators as identified in the GRI Content Index in Uponor Corporation Sustainability Review 2022.

Management's responsibility

The Management of Uponor Corporation is responsible for preparing the Selected sustainability information in accordance with the Reporting criteria as set out in Uponor Corporation's reporting instructions described in Uponor Corporation's Sustainability Review 2022

and the GRI Standards of the Global Reporting Initiative (collectively Reporting criteria). The Management of Uponor Corporation is also responsible for such internal control as the management determines is necessary to enable the preparation of the Selected sustainability information that is free from material misstatement, whether due to fraud or error.

Practitioner's independence, other ethical requirements and quality control

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

PricewaterhouseCoopers Oy applies International Standard on Quality Control 1 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Practitioner's responsibility

Our responsibility is to express a limited assurance conclusion on the Selected sustainability information based on the procedures we have performed and the evidence we have obtained. We conducted our limited assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (revised) "Assurance Engagements Other than Audits or Reviews of Historical Financial Information". This Standard requires that we plan and perform the engagement to obtain limited assurance about whether the Selected sustainability information is free from material misstatement.

In a limited assurance engagement, the evidence-gathering procedures are more limited than for a reasonable assurance engagement, and therefore less assurance is obtained than in a reasonable assurance engagement. An assurance engagement involves performing procedures to obtain evidence about the amounts and other information in the Selected sustainability information. The procedures selected depend on the practitioner's judgment, including an assessment of the risks of material misstatement of the Selected sustainability information.

Our work consisted of, amongst others, the following procedures:

- Interviewing senior management of the Company.
- Virtually visiting one site in the USA and one site in Poland.
- Interviewing employees responsible for collecting and reporting the selected information on sustainability indicators at the Group level.

- Assessing how Company employees apply the Company's reporting instructions and procedures.
- Testing the accuracy and completeness of the information from original documents and systems on a sample basis.
- Testing the consolidation of information and performing recalculations on a sample basis.
- Considering the disclosure and presentation of the Selected sustainability information.

Limited assurance conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that Uponor Corporation's Selected sustainability information for the reporting period 1 January 2022 to 31 December 2022 are not properly prepared, in all material respects, in accordance with the Reporting criteria.

When reading our limited assurance report, the inherent limitations to the accuracy and completeness of sustainability information should be taken into consideration.

Our assurance report has been prepared in accordance with the terms of our engagement. We do not accept, or assume responsibility to anyone else, except to Uponor Corporation for our work, for this report, or for the conclusions that we have reached.

Helsinki 10 March 2023

PricewaterhouseCoopers Oy

Tiina Puukkoniemi

Partner, Authorised Public Accountant (KHT)
ESG Reporting & Assurance



Uponor

Moving > Water

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