

▶ **2021
Sustainability
Review**



uponor

Welcome to our Sustainability Review

We are committed to addressing the key issues of our time through innovations that help reduce our environmental impact and enable our customers to do the same. We operate in an industry that has significant impact on global warming and the delivery of hygienic drinking water. Thus, we take an active approach to finding ways to limit the global temperature rise and making the use of resources more efficient. We are also doing our part to address the growing scarcity of drinking water.

Uponor's Annual Report 2021 consists of an Annual Review and a Sustainability Review, published as separate PDF documents and located on our website.

You are now reading the Sustainability Review, which describes our sustainability work in 2021. It has been divided into sections according to our key sustainability themes: conserve water, protect and reuse resources, act for climate, value people and good corporate citizen. It also includes a section on reporting and assurance in accordance with the GRI framework.

www.uponorgroup.com

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▶ Uponor in brief

We are rethinking water for future generations. Our offering, including safe drinking water delivery, energy-efficient radiant heating and cooling, and reliable infrastructure, enables a more sustainable living environment. Our business is divided into three business divisions: Building Solutions - Europe, Building Solutions - North America and Uponor Infra.



Our key customer segments



3,900

employees on average in 2021

€1.3

billion in net sales in 2021

~80

countries where our products are sold

CEO REVIEW

 **Dear reader,**

We are well positioned to answer the challenges of current megatrends: climate change and scarcity of water resources. In the future, the need for solutions that reduce GHG emissions, provide clean water and decrease labour intensity will only grow. Our products and systems enable our customers to reduce their environmental impacts and reach their sustainability targets.

In 2021, our focus was on keeping our employees safe and healthy. We introduced new ways of working, such as a hybrid work model for office workers, while continuing to safeguard working conditions in production. At the same time, our team reduced the lost time incident frequency rate from 7.5 to 4.8 and cut down the number of accidents.

We also made good progress in our sustainability agenda. In April, we got approval from the Science Based Targets initiative for our new greenhouse gas emission reduction targets as one of the first companies in the building material industry. The new targets are based on the Paris Climate Agreement and aim to limit the global temperature rise to 1.5°C. In September, we launched our first product utilising renewable raw materials, Ultra Rib 2 Blue sewer pipe. Renewable material will reduce the product's carbon footprint by up to 70%.

Going forward, sustainability continues to be at the heart of our operations. We are committed to the UN Global Compact and the Science Based Targets initiative and want to contribute to the UN Sustainable Development Goals. We are currently revising our sustainability agenda, to be launched later in the spring. We want to ensure that we accelerate the positive impacts to our stakeholders and the whole society, while minimising the negative impacts from our operations.

With best regards,

Michael Rauterkus
President and CEO

For more information about Uponor's financial results in 2021, please read Uponor Annual Review 2021.



Sustainability at Uponor

Sustainability and scarcity of resources are global megatrends that create boundaries for our operations, while concurrently generating opportunities. Our product, service and solution portfolio is built for responding to the changes and challenges of the coming decades.

As a building products manufacturer, we operate in an industry that has a significant impact on global warming. The built environment is responsible for close to 40% of global energy-related carbon emissions. Therefore, it is vital that the whole construction industry takes an active role in sustainability-related questions and, with its actions, aims to limit the global temperature rise to 1.5°C. In addition, the construction industry utilises big amounts of natural resources. Circular business models are being developed, but they are still in their early stages. We and other actors in the industry need to find ways to speed up this process to make the use of resources more efficient.

Versatile plastic

While plastic undoubtedly does great harm when it finds its way into the environment, it does have significant benefits over other materials when used in durable products. Compared to other alternatives, plastic pipes require less energy to

produce, are lighter to transport, easy to install, leak-free and have no corrosion issues. Plastic also has a high strength-to-weight ratio, stiffness and toughness, ductility, high thermal/electrical insulation and outstanding durability at a relatively low lifetime cost compared with competing materials; hence plastics are very resource-efficient. In addition, plastic pipes' expected lifetime can be over 100 years.

Plastic, our primary raw material, is made from the by-products of oil refinement. We are fully aware of the sustainability implications this carries, and therefore we are constantly looking for new, more sustainable alternatives for our raw materials. In 2021, we launched our first product utilising renewable raw materials, the Ultra Rib 2 Blue sewer pipe. In Ultra Rib 2 Blue, the fossil feedstock has been partly replaced with renewable feedstock (waste and residue streams unsuitable for human consumption). In the first quarter of 2022, we will launch our first PEX Blue pipes in Europe, also utilising renewable raw materials.



In addition, we are actively engaged in discussions on how to increase both the recycling of plastic products and the use of recycled plastic in production. Currently, the legislation in the markets we operate in forbids the use of recycled materials in certain types of pipes, such as drinking water pipes, for hygiene reasons. Our drinking water pipes are made of PEX—a plastic, which has not been recyclable earlier, but we have made progress in that area during 2021. We have been participating in development work, which has explored ways to recycle PEX chemically going forward.

Stakeholder engagement and materiality assessment

Through our business operations, we interact with many different stakeholders. For us, responsible business includes mapping and understanding stakeholders' perceptions and finding a balance between the various expectations of each.

Continuous, open dialogue with and feedback from different stakeholders are vital for assessing and answering

their expectations. In addition to in-person meetings, we are also building a variety of tools to improve our digital dialogue with our stakeholders.

Our key stakeholders

- *Current and potential customers:* We value meetings in person with our customers, but due to the pandemic we have invested in different kinds of virtual meetings, events and forums to support dialogue. We participate in industry fairs and publish industry- and solution-related news on our websites and social media channels. We want to help our customers build a more sustainable living environment.
- *Current and potential employees:* We communicate with our employees through the intranet, Yammer and emails. We organise face-to-face events with different compositions and encourage teams to engage in a variety of teambuilding events. We conduct an annual engage-

In 2021, we launched our first product utilising renewable raw materials.



ment survey of all our employees. We use the feedback to develop our ways of working.

- *Suppliers and partners:* We aim to build long-term partnerships with our suppliers. We meet them on a regular basis and develop our partnership further. We have also an audit programme in place. We aim for an open and fair supplier selection process.
- *Shareholders and investors:* We organise quarterly results briefings and annually an Annual General Meeting. 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 co-operate 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 want to be a good corporate citizen in all the locations where we operate.

Our key partners in 2021:

- UN Global Compact
- Science-based Targets initiative
- World Green Building Council and its national member organisations

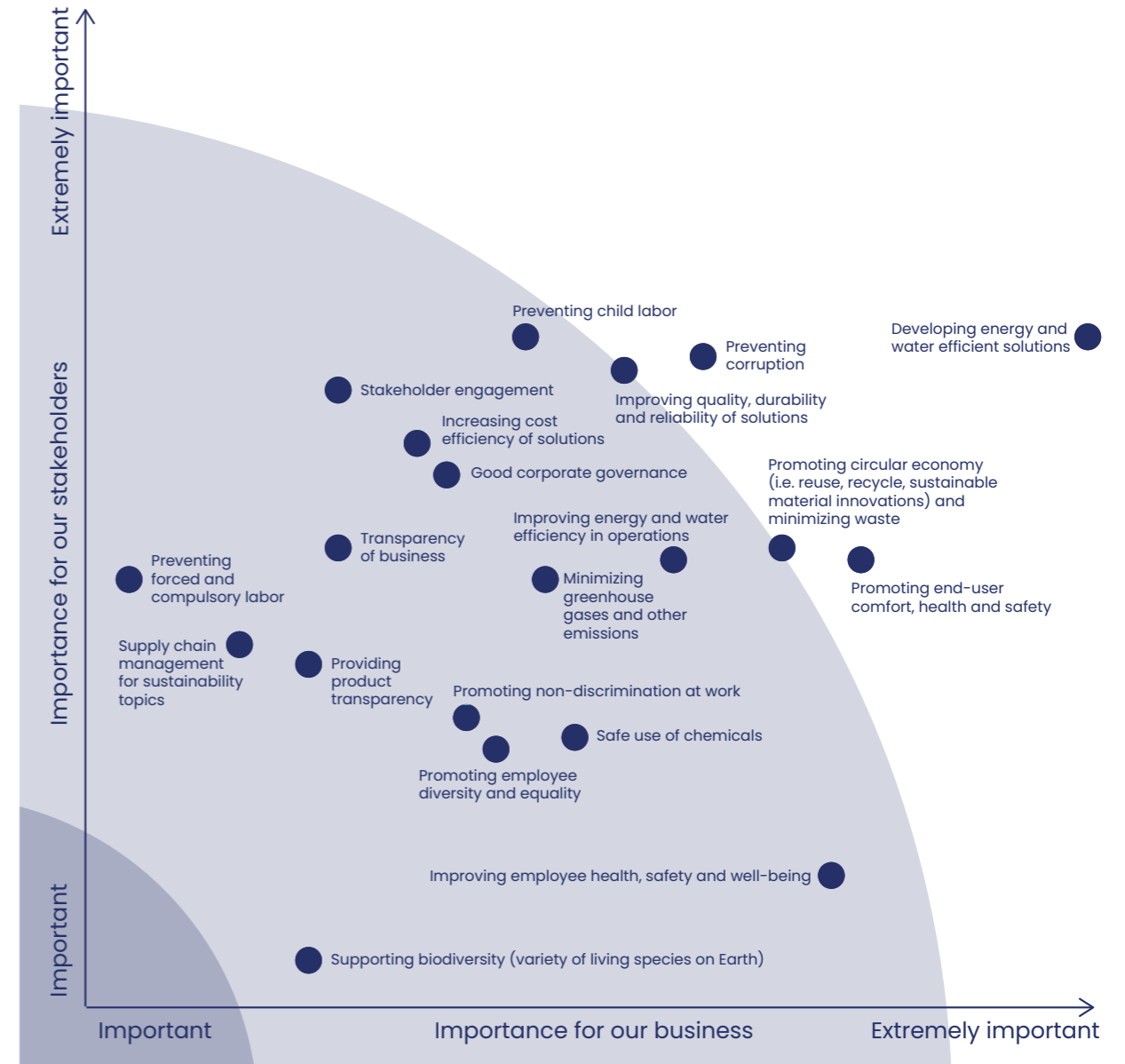
- The European Plastic Pipes and Fittings Association (TEPPFA)
- Plastic Pipe & Fitting Association (PPFA)
- American Society of Heating, Refrigerating and Air-Conditioning Engineers (ASHRAE)
- WWF Green Office
- IAMPPO IWSH
- Habitat for Humanity

Focusing on what matters the most

Our first materiality assessment was conducted in 2017 among internal and external stakeholders. Based on that work, we built our sustainability agenda in 2018. The four chosen material themes have remained valid to us throughout the years. In summer and autumn 2021, we asked for feedback from our selected customers and conducted a materiality survey among our internal stakeholders.

Based on both conducted materiality assessments, the most important themes for us are water, people, quality and hygiene as well as a portfolio that helps to improve energy efficiency. Our stakeholders also value that we act as a good corporate citizen.

Uponor's materiality assessment



Our sustainability agenda

Our sustainability agenda focuses on four themes

Based on the materiality assessment, we started to build Uponor's first sustainability agenda in 2018. As part of the work, we also evaluated our possibilities to contribute to the United Nations' 17 Sustainable Development Goals (SDG). We identified four of them – clean water and sanitation, decent work and economic growth, responsible consumption and production, as well as climate action – to which we feel that we can truly contribute and make a difference. Furthermore, these four SDGs are aligned with our four strategic pillars: employees, customer experience, products and services, and operational excellence. Our sustainability agenda supports our strategy implementation.

In autumn 2021, we started to revise our sustainability agenda. Our aim is to set even more ambitious targets for our sustainability work and truly help our customers to achieve their own sustainability targets with the products and solutions we provide. We expect to have an updated sustainability agenda and targets communicated by the end of the first quarter of 2022. This work also includes discussions with our stakeholders to elicit their feedback on our agenda.



Conserve water

- We safeguard water quality
- We improve water management
- We reduce the use of fresh water
- We increase the utilisation of secondary water



Value people

- We strive towards zero accidents
- We promote diversity and inclusion
- We give our employees opportunities to learn and grow
- We increase transparency in the supply chain



Protect and reuse resources

- We support the transition to a circular economy
- We lead our industry in the transition to renewable, waste-based and recycled raw materials
- We provide full transparency on the environmental footprint of our products



Act for climate

- We are committed to limiting global warming to 1.5°C with science-based GHG emission reduction targets
- We build our way towards carbon-neutral production
- We aim to reduce our customers' GHG emissions



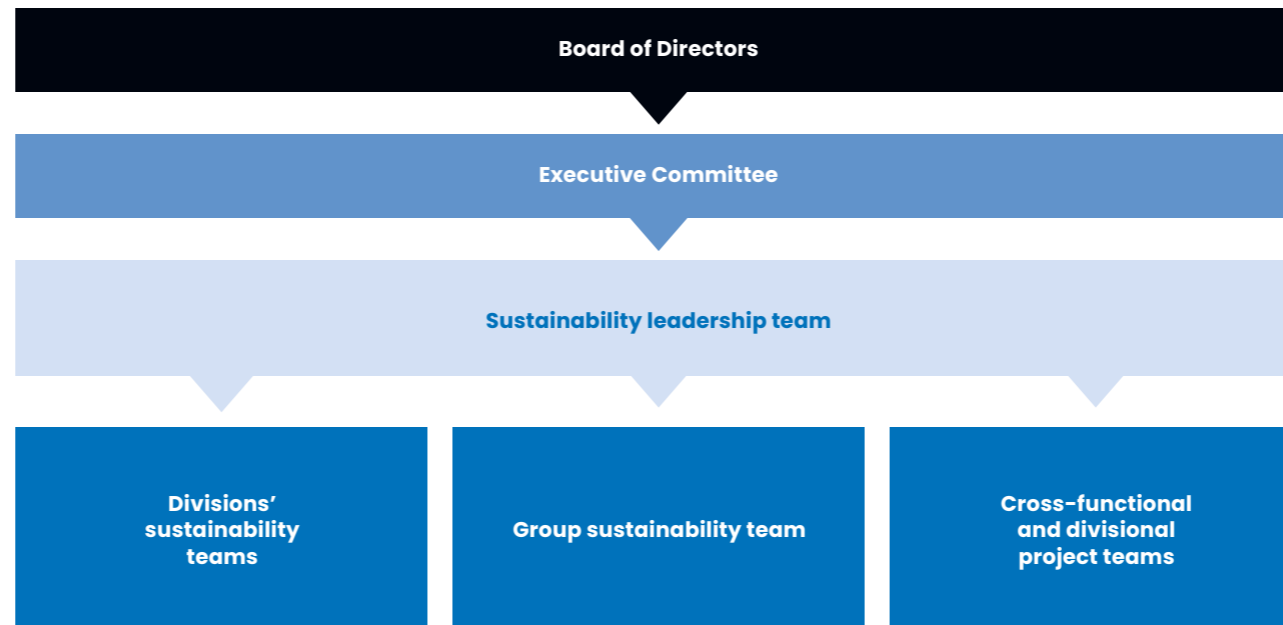


15 out of 17 Uponor manufacturing facilities are ISO 14001 certified.

Sustainability operating model

Our Board of Directors oversees our sustainability agenda and direction forward. The Executive Committee approves annual plans and budgets as well as follows the execution of the development roadmap. Uponor’s sustainability leadership team consists of representatives of each of our business divisions as well as representatives of those Group functions who have responsibilities in executing the development roadmap. The leadership team is responsible for the development of our sustainability agenda and target setting as well as defining common development projects. In addition, each business division executes its own development projects to complement our overall sustainability performance.

Sustainability governance at Uponor



▶ Uponor's management approach to sustainability

Our sustainability agenda is broken down into common development roadmaps and targets. Our common policies, guidelines and ways of working guide the execution of our internal work.

SUSTAINABILITY THEME	SUSTAINABILITY TARGETS	MATERIAL ASPECTS	KEY PERFORMANCE INDICATORS	POLICIES, GUIDELINES AND COMMITMENTS
Conserve water	<ul style="list-style-type: none"> Hygiene and water quality Water footprint reduction 	<ul style="list-style-type: none"> Operational water footprint Development of water-efficient solutions 	<ul style="list-style-type: none"> Water consumption, m³ Operation clean sweep, % 	<ul style="list-style-type: none"> Safety, quality, environmental and energy management policy ISO 14001 standard for environmental management ISO 50001 standard for energy management UN Global Compact signatory
Value people	<ul style="list-style-type: none"> Strive towards zero accidents Attract and retain talent Ensure ethical behaviour through regular code of conduct training Implementation of supplier code of conduct in the supply chain 	<ul style="list-style-type: none"> Wellbeing and safety Training and career development Transparency of the value chain Diversity, equity and inclusion 	<ul style="list-style-type: none"> Lost time incident frequency, # Number of accidents, # Employee Net Promoter Score, # Code of conduct training, % 	<ul style="list-style-type: none"> Code of Conduct Supplier Code of Conduct Diversity Statement UN Global Compact signatory Safety guidelines
Protect and reuse resources	<ul style="list-style-type: none"> Integrate sustainability into product and service portfolio Reusability and recyclability at the end of life Usage of recycled and renewable materials 	<ul style="list-style-type: none"> Circular economy Minimising waste 	<ul style="list-style-type: none"> Percentage of recycled plastic, % Recycled waste, % Coverage of EPD, % 	<ul style="list-style-type: none"> Safety, Quality, Environmental and Energy Management Policy ISO 14001 standard for environmental management ISO 50001 standard for energy management UN Global Compact signatory
Act for climate	<ul style="list-style-type: none"> Reduce absolute Scope 1 and 2 GHG emissions by 46% by 2030 Reduce absolute Scope 3 GHG emissions from purchased goods and services and upstream transportation and distribution by 14% by 2030 All purchased electricity to be renewable by 2025 	<ul style="list-style-type: none"> Energy and emissions Carbon footprint 	<ul style="list-style-type: none"> Scope 1&2 emissions, CO₂e Scope 3 emissions, CO₂e Share of renewable electricity, % Energy efficiency, kWh/kg 	<ul style="list-style-type: none"> Safety, Quality, Environmental and Energy Management Policy ISO 14001 standard for environmental management ISO 50001 standard for energy management Science-based targets initiative UN Global Compact signatory

▶ How we create value

We are committed to long-term value creation and to creating a more sustainable world through innovations and partnerships.

Inputs

Financial

- Total equity €483.4 million
- Net interest-bearing debt €20.9 million
- Cash and cash equivalents €98.1 million

Natural resources

- Total energy consumption 227,000 MWh
- Electricity purchased 183,400 MWh
 - Of which, certified green electricity 93%
- Raw materials used 163,100 tonnes
- Water consumption 146,900 m³

Manufacturing & innovation

- 17 manufacturing facilities in 8 countries
- Research & development, innovations and patents

Human

- 4,398 employees in 26 countries
 - 51% white collars
 - 47% blue collars
 - 2% executives
- Investment in occupational health and safety as well as know-how
- Training opportunities for all employees

Partnerships

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

Uponor brand

Outputs

Sustainable solutions

- Products and services that reduce the use of scarce resources and improve efficiency
 - Safe drinking water delivery systems
 - Energy-efficient radiant heating and cooling
 - Reliable infrastructure solutions

Emissions and waste

- Total waste 18,000 tonnes
 - Waste recycled 88.1%
 - Waste to landfills 11.9%
- Share of hazardous waste 1.2%
- Total greenhouse gas emissions (Scope 1) 6,300 tonnes
- Total greenhouse gas emissions (Scope 2) 4,800 tonnes
- 33 workforce accidents
- Incident rate (LTIF) 4.8 per million work hours

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.

Impact

Environment

- Products that save energy, improve health and increase comfort
- 15 manufacturing facilities are ISO 14001 certified
- 10 manufacturing facilities are ISO 50001 certified

Society

- Taxes and social costs €75.8 million

Customers, partners and suppliers

- Product and service suppliers purchases €877.2 million
- Focus on customer satisfaction
- Safe and reliable products with a long lifespan

Employees

- Increased experience and knowhow
- Salaries and remunerations €239.4 million
- eNPS score of 41

Shareholders

- Dividends €44.4 million
- Return on Equity 22.9%





Conserve water

Our offering for safe and hygienic drinking water delivery enables good health and fosters a clean environment. We strive to ensure water is supplied both efficiently and safely to our customers, with products and systems designed for optimal water movement.

Our water consumption in relation to net sales reduced by

8.6%

88%

of our manufacturing facilities are compliant with Operation Clean Sweep methodology

WATER

Water at the heart of our operations

Clean water is the best investment the world can make to improve health and change lives.

Safe drinking water

In developed countries, the average person in a private household uses about 250 litres of fresh water per day. This is why hygienic drinking water delivery is crucial for our health and our quality of life.

Our holistic water delivery solutions, such as Aqua Port & Combi Port and riser installations, ensure good drinking water quality and efficiency. Our hygienic flushing system, Smatrix Aqua Plus, provides stagnation-free operations with its compact rinsing station that replaces the water in the conduits based on temperature or time. It is important to regularly replace the water within an entire conduit system and to ensure that the temperatures in both the hot and cold-water pipes are correct to reduce the risk of contamination and spread of pneumonia-causing legionella.

Infrastructure can protect the environment

Good and reliable infrastructure solutions are core elements not only in drinking water delivery, but also in protecting the environment. For municipalities and utilities, we offer solutions for the safe and effective distribution and management of water. Our underground infrastructure solutions can be used for the handling of wastewater and sewage, gas and drinking water distribution among others. In addition to smaller wastewater and sewage systems, we offer sewer network products for municipalities to ensure effective sewer systems in fast-growing communities and cities.

Our stormwater systems prevent waterborne pollutants from ending up in bodies of water. In many places, underground pipes do not have enough capacity to filter all stormwater, causing flooding and even the emission of pollutants



Water

	2021	2020	2019
Water consumption, 1,000 m ³	146.9	139.0	152.7
Consumption in water stress areas, 1,000 m ³ *	9.6	9.4	11.6

*Manufacturing sites: Kili, Kleszczów, Hassfurt, Celle and Zella-Mehlis. The WRI Water Aqueduct Tool was applied to assess water consumption in water stress areas.

into water bodies. Our stormwater solutions enable surface runoffs to be directed into the stormwater networks in a safe and managed way, helping to avoid flooding in urban areas. This is crucial, as climate change has led to an increase in heavy rainfall and urbanisation has resulted in the growth of areas covered by impermeable surfaces.

Our water monitoring systems enable municipalities and utilities to monitor the water quality in the water supply network in real time.

We pay attention to our own water footprint, too

Pipe manufacturing is not a water-intensive industry. In our manufacturing process, water runs in a closed loop. That said, we are constantly investigating ways to reduce our use of water and increase the use of secondary water in our processes. In 2021, we conducted water risk assessment for our manufacturing facilities. Based on an analysis using the WWF Water Risk Filter 6.0, we have no manufacturing sites in areas with high or very high overall basin risk. We will continue to analyse and decrease our water footprint more closely in 2022.

Increasing the use of secondary water

Reducing potable water consumption is part of our water efficiency efforts. In Apple Valley, Minnesota, the U.S., we collect and store rainwater to be used for landscape irrigation and toilet flushing. The water is harvested from rain that falls on the roof of one building on our manufacturing site. The collected rainwater is stored in two tanks, ran through a filtration system, and then utilized. This way, we are reducing our water footprint. Going forward, we will evaluate the possibility to expand the rainwater collection model to our other manufacturing sites.



Highlight

Our responsibility for the environment: zero plastic pellet loss

It is all too easy for tiny plastic pellets, flakes and powders to escape from manufacturing facilities into the environment via drainage or shoes, almost without anybody noticing. This is why we are committed to Operation Clean Sweep (OCS). We want to ensure that all spilled plastic granules are cleaned up immediately in our manufacturing sites.

OCS is implemented and audited regularly at all our manufacturing facilities that handle plastic pellets, with the exception of Annovolo, Russia, where OCS will be implemented during the first half of 2022. We will also make an implementation plan for Capricorn S.A.'s manufacturing facility, which we acquired in October 2021.

We have communicated our OCS commitment to our suppliers who deliver material to us, and we have met with our resin suppliers to find out what they are doing to prevent resin spillage. Clear cleaning signs and instructions as well as cleaning equipment are available for plastic raw material suppliers in loading areas at our manufacturing sites.

Our European and North American manufacturing sites have executed several initiatives and adjustments to guarantee OCS compliance. Plastic debris filters in drains have been

installed at our sites. A vital part of ensuring successful implementation is to raise awareness of OCS and its importance among our own employees – to this end, we have organised training and shared best practices. For instance, our health and safety education for blue-collar employees includes instructions on how to clean plastic pellets. There are signs instructing employees on how to handle production-related waste, and cleaning routines have been changed to minimise the spread of dust particles in the air. Our manufacturing sites in the U.S. are planning to purchase self-contained compactors in 2022.

Implementing OCS has improved our handling of plastic pellets. There are signs that these efforts are yielding good results at our manufacturing facilities. Cleaning up plastic pellets and keeping workstations clean have improved thanks to OCS. But there is always room for improvement. We will continue our work towards our goal of zero plastic pellet loss.





@ Julius Kottinen

▶ Highlight

Uponor contributes to improving the movement of threatened migratory fish

To safeguard life on Earth, we must protect and maintain biodiversity. Many species are facing an imminent threat due to the loss of biodiversity caused by human activity. In Finland, there are an estimated 30,000 culverts under roads and bridges that block the passage of migratory fish to thousands of kilometres of living and breeding environments.

We participated in improving the movement of threatened migratory fish in Loojärvi Lake in Espoo as part of K Fishpaths, a cooperative project between the K Group and WWF. Numerous migratory fish swim in the running waters of this fish-rich area – for example, sea trouts, common whitefishes, vimba breams, eels and cyclostomous river lampreys. We can help them get to their spawning grounds by removing obstacles to their passage and by rehabilitating rapids and streams. The culvert in the stream from Halujärvi Lake to Loojärvi Lake was replaced with a larger new one, donated by Uponor in cooperation with Onninen. The replacement of this culvert enables fish to migrate naturally.

“It’s great to team up to help threatened migratory fish. This is the second time that Uponor has donated a culvert to the WWF and K Group’s cooperation project. We see this as an important effort that has a great impact on the future of migratory fish,” says **Juha Kainulainen**, Director, Sales and Marketing at Uponor Infra.

▶ Highlight



Our drinking water supply concept is honoured with the Callwey Award

Property owners and building operators are responsible for providing residents with hygienic drinking water. If they fail to do this, they can be held liable for damage to health – such as legionella infection caused by stagnation in the pipes. Our reliable solutions for drinking water delivery are specially tailored to meet the requirements of residential buildings to offer the best possible safety. We combine heat interface units for precise hot water preparation on site with floor distribution using a loop-through ring installation. This minimises the risk of contamination. The concept not only gives property owners more safety in terms of convenience and efficiency, but also relieves their financial burden.

“We are very happy about this award. It underlines the fact that we can offer all the components for hygienic and convenient drinking water supply in residential construction,” says **Udo Strache**, Director, Marketing DACH & Benelux countries for Building Solutions – Europe. “Our holistic approach ensures that our customers meet the high requirements set for hygiene, efficiency and convenience in the drinking water supply.”

Due to the safety and convenience of our solutions, we were awarded the Callwey Award for “Solution of the Year” in the Building Technology category for our hygienic drinking water supply concept at the Callwey Award ceremony in Germany. The “Solution of the Year” was awarded for the first time.

Callwey Award

The Callwey Award is presented annually in different categories of sustainable construction contributions, concepts and outcomes. The organiser, Callwey GmbH, cooperates with the German Construction Industry and Expo Real, the largest trade fair for real estate and investments in Europe. The jury of the Callwey Award consists of well-known representatives of the construction industry. We participated in the Callwey Award for the first time in 2021.

Highlight

Keeping the Baltic Sea clean

The Baltic Sea is one of the most sensitive and polluted seas in the world, and it is particularly affected by eutrophication. Nutrient runoff causes algal blooms and oxygen depletion, as well as makes the water dark and murky.

Norrköping, an industrial city located by an inlet of the Baltic Sea in southeastern Sweden, strives to prevent pollutants from ending up in waterways. In 2021, Nodra, the municipal water and waste treatment company, installed a tailor-made Uponor Vault as a part of a climate project called Smedby Klimatanpassning – Smedby Climate Adaptation. Uponor Vault filters pollutants from the stormwater before it reaches the Baltic Sea. With dimensions of 3,500 x 8,000 mm, a maximum flow of 1,600 l/s and an optimised purification flow of 160 l/s, this is the largest Uponor Vault installed in Sweden to date. The vault’s intake and outfall pipes measure 1,000 mm.

A three-step process

Uponor Vault effectively collects sediment and particle-bound contaminants carried by stormwater runoffs. The first purification step consists of a coarse grid where coarser particles such as leaves and branches are captured. After

the coarse grid, there is a sediment pocket that collects sediment from the stormwater. The final step consists of 12 tailor-made pipe filters – the number of filters is set based on the maximum flow the vault should have – with Filtrate P. The water is forced through the filters before it flows out of the vault and into the recipient. The goal is that before ending up in the Ljura Stream, the water is so clean that it does not exceed the EIA environmental quality standard.

“The most harmful kind of stormwater is the so-called ‘first flush’ from the top layer of the asphalt that comes with heavy rain. Among other things, it contains heavy metals and salts that flow directly into our stormwater chambers and then into rivers and streams. We want this first flush to get stuck in the filters,” explains **Helena Aspdahl**, Project Manager at Nodra AB.

In addition to Smedby’s Vault, Nodra has installed three other Uponor Vaults in dimensions of 3,000 x 6,000 mm in a new residential area in Norrköping to purify stormwater before it flows into the Motala River.

We are happy to be part of a project that helps to keep the Baltic Sea clean.





Protect and reuse resources

We are committed to collectively working across our entire value chain to further develop methodology for efficient resource use and taking actions that move us towards circular economy.

5%

of the plastic we used came from recycled materials

88%

of our waste was recycled

RESOURCES

Increased resource efficiency with recycling and reusability

Resources are not endless. Sustainable consumption and production are about doing more and better with less. They also involve increasing resource efficiency and promoting the circular economy.

We have a long history of industry-changing product innovations that help our customers become more efficient and sustainable. For instance, all Uponor Infra's products have been recyclable or reusable for many years now. The long service life of our products is also a major contributor to sustainability: a product designed for a lifetime of over 100 years substantially reduces the environmental impacts of maintenance, repair and replacement works. Resource efficiency is an important part of our product development. When properly installed, integrated, used and maintained in the built environment, our products also enable the reduction of indirect use-phase emissions.

Towards recyclability and the circular economy

Our aim is to reduce the use of virgin fossil raw materials in our production. That is why we participate in several work-

ing groups to enable wider use of recycled raw materials in plumbing. Currently, both regulation and product standards impose strict limitations on the use of products in contact with drinking water and pressurised pipe system products. These limitations apply to plumbing, indoor climate and infrastructure solutions. Stepping up the use of recycled materials is extremely important in developing a circular business. It is also important to ensure that this does not lead to deterioration of product quality.

In 2021, we took a significant step forward in the use of renewable raw materials with the launch of Ultra Rib 2 Blue sewer pipe, our first product utilising renewable raw materials. In the first quarter of 2022, we will launch our first PEX Blue pipes in Europe, utilising renewable raw materials. Uponor Blue products have been produced with renewable raw materials and have a significantly lower carbon footprint –



Waste treatment

	2021	2020	2019
Recycled as material, 1,000 tonnes	11.2	12.6	11.6
Recycled as energy, 1,000 tonnes	4.7	2.9	4.6
Waste to landfill, 1,000 tonnes	2.1	0.5	0.4

they will help our customers to achieve their GHG emission reduction targets.

Finding a solution for recycling PEX waste is a critical initiative on our sustainability agenda. PEX is the main raw material in plumbing but, as a durable, cross-linked polyethylene, it has been difficult to recycle. We have been working on this for years – and in 2021 took major leaps forward. We conducted our first test with chemical recycling with our partners and found ways to mechanically recycle PEX for use in non-plumbing products.

The waste from our manufacturing facilities mainly consists of plastic and metals. We recycle all metal waste and almost all plastic waste, except for PEX waste. Therefore, our constant efforts to minimise our production scrap are very important. In 2021, the amount of waste from production increased due to growth in production volumes. A substantial part of the PEX waste from the production that cannot yet be recycled goes to waste incineration to produce energy.

Ensuring transparency with Environmental Product Declarations

Our customers are also striving to decrease their own environmental impact. To achieve that target, they need transparent and reliable data on our products’ environmental footprints. To ensure transparency regarding the environmental impact of our products, we published our first Environmental Product Declarations (EPDs) in 2021. The first products with EPDs are the sewer pipe Ultra Rib and stormwater pipe IQ. We are committed to having product-specific EPDs covering the top 40% of our product portfolio by 2025 at the latest and covering our entire product portfolio no later than in 2030. All EPDs are third-party verified to ensure the quality of the data.



Highlight

Towards a more sustainable built environment with products based on fossil-free materials

Our aim is to reduce the use of virgin fossil raw materials. In 2021, we introduced to the market our first product based on fossil-free materials – the Ultra Rib 2 Blue sewer pipe. It reduces the carbon footprint by up to 70%* compared to the standard Ultra Rib 2 pipe, while boasting the same quality and performance as the traditional Ultra Rib 2. To source the renewable raw material used in Ultra Rib 2 Blue, we collaborated with Borealis, one of the world’s leading providers of advanced and circular polyolefin solutions.

A significant part of the new raw material used in Ultra Rib 2 Blue pipes consists of certified renewable and waste feedstocks instead of fossil – which is also traceable. The manufacturing of the pipes is based on the mass balance approach, which is a reliable, transparent method to trace,

measure and report the amount of recycled or bio-based materials allocated to manufactured products when sustainable inputs are mixed with traditional fossil fuel-based inputs. The mass balance process is third-party certified by the ISCC, an international certification system for sustainable, traceable supply chains. Thanks to this, our customers benefit from the full transparency of raw materials and can reach their sustainability goals with reliable information.

During the first quarter of 2022, we will launch our first PEX pipes utilising renewable raw material in Europe based on a similar ISCC-certified mass balance process.

**Carbon footprint reduction estimates are based on preliminary EPD calculations according to EN15804.*



Highlight

Closing the loop for PEX-a waste

Uponor PEX-a pipes are high-quality plastic plumbing products meeting all requirements for hygienic installation. PEX-a has excellent characteristics such as thermal memory, long-term stability, low friction and chemical resistance. Our PEX-a pipes can be used at temperatures up to 120°C within time and pressure limits. Due to their material abrasion resistance qualities, erosion corrosion does not occur even at high water velocity. That said, there has been much discussion about the recyclability of PEX-a, as the mechanical recycling of PEX-a is not easy due to the crosslinking of the material.

Customers are setting ever-greater requirements with respect to the circular economy and closed loop waste handling. Discovering a solution for recycling cross-linked polyethylene is a high priority for us. A few promising ways to recycle PEX-a either mechanically or chemically have already been found.

Mechanical recycling processes and milling of PEX-a waste material enable it to be used in other polymer product applications and as raw material in selected products. We

utilise our own milled PEX-a production scrap as a filler in Weholite pipes, reducing the environmental impact of both PEX-a production and the Weholite pipe raw material mix. The technical feasibility of using milled PEX-a scrap in cable protection pipes is also under research. In addition, we have been cooperating with companies to evaluate the potential of using PEX-a scrap in completely different product categories such as floorball sticks.

Alternatively, one of the most interesting opportunities for recycling PEX-a is the emerging technology of chemical recycling. This means breaking down PEX-a to its chemical constituents and using these to produce new feedstock for fuel and raw material production. If this material is further processed into new plastic raw material, we can create a closed material loop in our pipe manufacturing. We have already conducted the first test runs with an external partner – the results were successful, with a high yield of useful intermediate materials. This is a promising starting point for closing the loop of PEX-a waste.



Highlight

Investing in recycling of packaging materials

The efficient and environmentally friendly handling of raw materials is a priority for us and it is one of the pillars of our sustainability agenda.

“For us, sustainability means thinking holistically all the way from the production of our products to their use and disposal. This also includes the sensible recycling of packaging material,” says Uponor’s **Jürgen Hanneken**, Manager, Safety, Health, Environment and Energy.

To ensure materials are properly recycled and reused, we draw upon the professional support of Interseroh, an expert in the field of environmental services (such as packaging optimisation, waste management and circular economy business consulting) in Central Europe. Our cooperation started back in 2006. To safely store and transport distribution lines and risers, we use protective packaging made of polypropylene. The material provides both stability and protection from UV rays, ensuring the pipes arrive at the construction site undamaged.

Saving big on primary resources and reducing greenhouse gas emissions

Once the protective packaging for our pipes has reached its end of life, recycling expert Interseroh picks it up from construction sites in Germany, Austria and the Benelux countries, and professionally separates it from potential residual waste. Then, the polypropylene is recycled and reused as raw material for future products. This approach has so far been a big success: by recycling and reusing protective packaging made out of polypropylene, we have saved 206 tonnes of primary resources, which equals 29 tonnes of greenhouse gas emissions in 2021, according to calculations the German Fraunhofer Institute has carried out for Interseroh.

“Our vision of ‘zero waste solutions’ guides us in developing concepts for our clients that are based on the circular economy approach,” says **Markus Müller-Drexel**, Managing Director at Interseroh. “What we do for Uponor is in line with these principles and has yielded promising results so far.”





Act for climate

We operate in a responsible manner, continuously seeking ways to reduce the overall climate impact of our business operations, while additionally increasing our energy efficiency. Our offering of innovative, smart and efficient solutions also enable our customers to achieve the same in their daily lives.

93%

of our purchased electricity is from renewable sources

Our Scope 1 and 2 emissions reduced by

47%

Our energy consumption in relation to net sales reduced by

5%

CLIMATE

Our climate work

Climate change is a real and undeniable threat to our entire civilisation. Acting for the climate is essential for enabling future generations to live their lives sustainably on planet Earth.

Reducing emissions

We are committed to the UN Global Compact’s Business Ambition for 1.5°C and the Science Based Targets initiative. The Science Based Targets initiative approved our new greenhouse gas emission reduction targets in April 2021. The new targets are based on the Paris Climate Agreement and aim to limit the global temperature rise to 1.5°C. The Science Based Targets initiative defines and promotes best practices in science-based target setting and independently assesses companies’ goals.

Our new climate-related targets are:

- Reduce absolute Scope 1 and 2 GHG emissions by 46% by 2030.
- Reduce absolute Scope 3 GHG emissions from purchased goods and services and upstream transportation and distribution by 14% by 2030.
- All purchased electricity to be renewable by 2025.

*The baseline for targets is 2019.

Our products also influence indirect use-phase emissions from buildings and infrastructure, mainly in the form of heat losses from heat and water distribution systems to the environment. Reducing these emissions can best be tackled through collaboration across the whole construction value chain. Joint efforts in the design, optimisation, use and maintenance of the built environment play an important role in achieving emission reduction targets.

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.

100% renewable electricity by 2025

The use of renewable electricity is one important tool in our efforts to reduce GHG emissions in our whole value chain. We aim to source 100% renewable electricity by 2025. In 2021, we

Total energy consumption

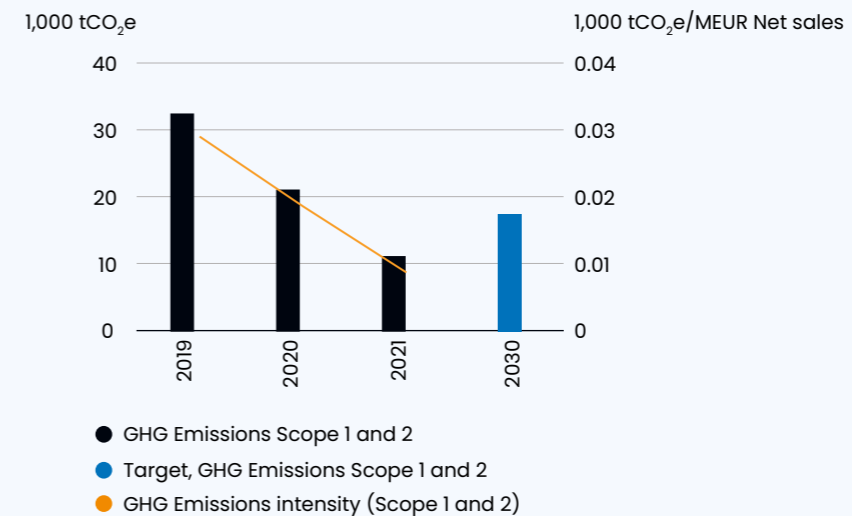
	2021	2020	2019
Electricity			
Total electricity consumption, MWh	183,600	165,900	169,000
- Of which certified green electricity, %	93%	79%	22%
Purchased grid electricity, MWh	12,700	34,000	131,000
Self-generated electricity, MWh*	160	150	150
Fuels			
Fossil, MWh**	28,000	28,000	34,000
Renewable, MWh***	8,700	6,600	5,300
Heating			
District heating, MWh	6,800	6,100	6,100
- Of which renewable, %	18%	0%	0%

*Combined heat and power, solar panels

**Mobile diesel, mobile petrol, natural gas, bottled gas, heating oil

***Mobile bio-petrol, mobile bio-diesel, mobile diesel HVO 100, methan biogas, pellets

GHG emissions development to target



GHG emissions

	2021	2020	2019
Total GHG emissions (Scope 1), 1,000 tonnes CO ₂ e	6.3	6.4	7.8
Biogenic emissions (Scope 1), 1,000 tonnes CO ₂ e	0.06	0.06	0.06
Total GHG emissions (Scope 2), 1,000 tonnes CO ₂ e*	4.8	14.5	24.3
Total GHG emissions (Scope 3), 1,000 tonnes CO ₂ e**	384.7	354.1	312.4

*Location-based Scope 2 emissions were 67.2 (1,000 tonnes CO₂e) in 2021

**Purchased goods and services as well as upstream transportation and distribution



also signed a 10-year wind power agreement with Gasum in Finland to show our commitment to renewable alternatives – and by creating demand for renewable electricity, we also support the transition to a carbon-neutral society.

Energy efficiency

Our indoor climate solutions enable efficient use of energy in buildings, which also reduces GHG emissions. Our radiant heating and cooling solutions are more efficient as they utilise wide surfaces for heat transmission. This makes it possible to use substantially lower temperatures for heating and higher temperatures for cooling compared to radiators and fan coils. Therefore, our solutions play an important role in more environmentally friendly construction. Single-family homes can reduce their energy consumption by 15% with our smart controls and auto-balancing of underfloor heating. Industrial buildings can consume 40% less primary energy with our radiant heating solutions compared to gas radiators. Replacing fan coils with radiant heating and cooling in hotel rooms enables a 40% decrease in primary energy use.

While our products and solutions can increase the energy efficiency of buildings, we also take measures to operate more energy efficiently. We pursue an environmental management system in line with ISO 14001 and an energy management system compliant with ISO 50001 to reach environmental and energy targets systematically. In 2021, 15 out of 17 manufacturing facilities were ISO 14001 certified and 10 were ISO 50001 certified. We constantly search for ways to use energy more efficiently. Changing lighting systems and acquiring electrical forklifts for our manufacturing facilities are examples of our actions. All new or replacement investments in our manufacturing machinery are considered from the energy-efficiency point of view.

In 2021, we also introduced several initiatives to support the efficiency improvements in our manufacturing facilities. For example, we made energy efficiency improvements in our facility heating systems and the pressed air systems of our production. We also improved the heat recovery from our production’s cooling and heating systems. Furthermore, we developed the energy management systems of our produc-

tion process to enable further optimisation of our processes and energy usage.

Encouraging others

Being climate smart and mitigating emissions are essential for all companies in the modern business world. We drive our own activities, develop our offering and build our company culture with positive acts for the climate. With our actions and commitments, we not only want to indicate our ambition level, but also want to encourage others to act.

Highlight

Pipe innovation Ecoflex VIP reduces heat loss and GHG emissions

Ecoflex VIP, the innovative product we launched in spring 2021, combines outstanding heat loss performance with flexibility – the unique hybrid construction of these pre-insulated pipes incorporates cutting-edge vacuum insulation panel (VIP) technology. These panels are a key factor in reducing heat losses and GHG emissions, thereby enabling our customers to meet their climate goals.

Ecoflex VIP has the lowest lambda value (used for thermal calculations on buildings and thermal components) on the market for highest insulation performance. As the insulation panel has a lambda value of only 0.004 W/mK, it offers the best heat loss performance in the local heat distribution market for soft-foam insulation pipes. Networks that employ Ecoflex VIP pipes benefit from up to 60% lower heat losses compared to soft-foam insulated pipes with a comparable outer diameter and up to 38% compared to bestselling hard-foam insulated products.

The pipes' unique hybrid construction reduces their outer diameter by up to 30% compared to common soft-foam insulated products. Consequently, Ecoflex VIP pipes allow faster installation due to their low bending radius and ease of handling. Installers can save up to 20% of installation time compared to pre-insulated plastic pipes using hard foam and more than 50% compared to steel pipes.

New standard for district heating

The European Union aims to be carbon neutral by 2050. "District heating is seen as one of the important ways to contribute to this net-zero aim, while at the same time reducing operational costs and maintenance for property users," says Uponor's **Thomas Raadts**, Vice President, BLD-E Marketing and Development. "After intensive research and product development together with industry experts in insulation materials, we are proud to introduce Ecoflex VIP as a new technology standard for local and district heating networks that will contribute to global efforts to curb climate change and meet global sustainability goals."

With their outstanding insulation properties, Ecoflex VIP pipes are more energy efficient than commonly used piping systems. Additionally, because they employ vacuum insulation panels, the compact pipes use less oil-based material.

To complement its portfolio, Uponor also offers Ecoflex Aqua VIP for warm tap water supply applications, which boasts the same insulation and flexibility properties.



Highlight

Cutting the energy consumption and GHG emissions of buildings with our solutions

Since 2020, we have been involved in an R&D project called Geofit that aims to improve the sustainability of existing buildings via geothermal retrofitting/renovation. It is a four-year innovation action project funded by the European Commission's Horizon 2020 programme. We are an industry partner and play a central role in supplying energy-efficient and sustainable indoor climate solutions that are novel and serve as best practice references.

Pilot in Sant Cugat, Spain

In a pilot case, our solutions were installed and deployed to Els Pins del Vallés primary school in Sant Cugat, close to Barcelona, at the end of 2021. The complex, built in 1975, includes a school building, an administration building and a sport pavilion. The buildings previously had a central heating system (gas boilers) with radiators. They were naturally ventilated without any cooling services and ventilation air was

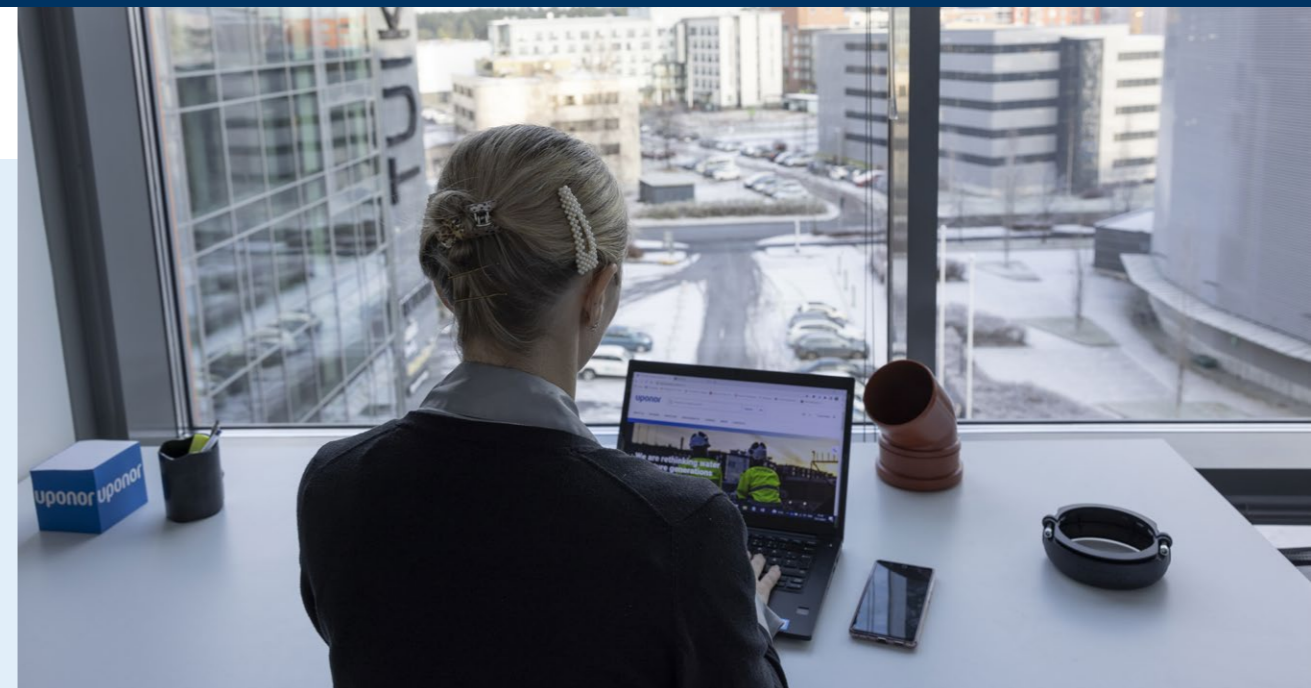
supplied via infiltration through the envelope and openings, such as window openings. The technology we installed was our high-temperature cooling (HTC) solution, Thermatop, using passive (free) geothermal cooling. In terms of energy efficiency, the HTC system performs significantly better than the all-air system as it requires a smaller temperature difference between the heat source and the conditioned space to operate the system. Therefore, it has the potential to increase the efficiency of ground source heat pumps, as the smaller temperature difference means that the heat pump has to do less work to cover the difference.

In our novel solutions deployed in Sant Cugat, we only rely on passive geothermal, which means no additional heat pumps or chillers are needed. Retrofitting and implementation of a geothermal system helps the municipality reduce its environmental and carbon footprint and increase the use of renewable energy technologies.

The HTC system provides the same level of thermal comfort as an all-air system, while using 40% less cooling energy and without condensation risks. The HTC system's ability to operate at a supply temperature higher than 18°C facilitates the use of passive cooling and enables the HTC system to operate with 85% lower energy consumption than the all-air system. Thanks to this, the system is more environmentally friendly.

Geofit project

The innovation project Geofit is developing a holistic and novel approach to geothermal retrofitting/renovation that is cost-competitive, easy to install and capable of providing efficient low-temperature heating and high temperature cooling by using the most innovative tools and methods.



Highlight

Enhancing our climate commitment with a wind power agreement with Gasum

In September 2021, we signed a 10-year agreement with the Nordic energy company Gasum to supply renewable wind energy from 2024 onwards.

The agreement will cover around 25% of the annual electricity usage of our Finnish operations. We have used renewable electricity in our Finnish operations since 2020, but this long-term agreement will also ensure its availability in the future, while simultaneously advancing the construction of new wind power capacity in Finland.

Already approximately 99% of the electricity we use globally comes from renewable sources. This long-term agreement demonstrates our commitment to renewable alternatives and, by creating demand, also supports the transition to carbon neutral society.





Value people

People are our most important asset. We are building upon our existing work environment to be more welcoming, inclusive and focused in the wellbeing of our employees. From there, we are focused in developing the transparency and collaboration within our supply chain.

Our lost-time incident frequency reduced by

36%

Our eNPS score was

41

93%

of our white-collar employees have conducted our Code of Conduct training

PEOPLE

Valuing our most important asset

We at Uponor are taking all possible measures to keep our employees safe, while securing deliveries to our customers. 2021 was a continuation of 2020, with the COVID-19 pandemic still ongoing worldwide. Our main efforts focused on keeping our employees healthy and safe as well as introducing new ways of working, while keeping our daily business running without interruptions.

The new hybrid normal

While taking a variety of steps to protect our employees' health, we did our utmost to continue to work as normally as possible. Our COVID-19 coordination groups continued to support local management in running the business in this "new normal". In locations where the pandemic had eased, we introduced our hybrid working model – this allowed employees to gradually and in phases return to the office and adapt to the new hybrid normal. In addition to our own measures, employees followed local coronavirus-related guidelines. Work continued at our manufacturing facilities, but extra attention was paid to safe working procedures and hygiene. With these measures, there were no disruptions to production due to COVID-19.

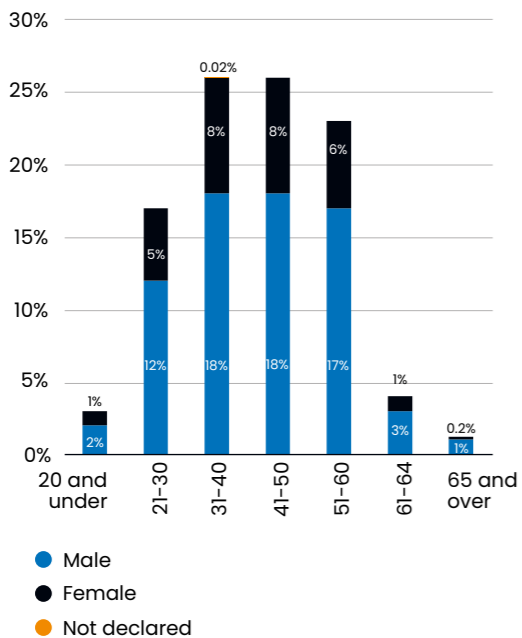
Towards zero accidents

Although COVID-19 measures have been high on the agenda, they have not distracted us from our most important safety goal: zero accidents. To an employer, there is no more important goal in regards to employee safety. We strive towards zero accidents by 2025. To support our progress towards this, we have comprehensive safety guidelines in place and our employees are encouraged to provide near miss reports so that we can learn and develop our processes.

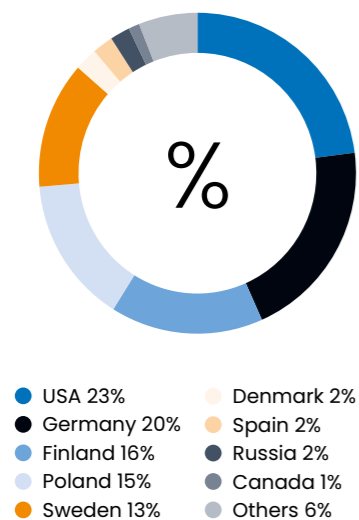
In 2021, we started a safety campaign called "Mission Zero" that made safety even more visible to employees and reinforced our safety guidelines. We also introduced an e-learning module that demonstrates our safety guidelines with the help of examples to employees. In our safety efforts, we have continually reached our target of reducing the lost-



Headcount by age group and gender



Employees by country



Key figures

	In total			Female			Male			Not declared		
	2021	2020	2019	2021	2020	2019	2021	2020	2019	2021	2020	2019
Employment type												
> Regular	96%	97%	95%	28%	25%	25%	72%	75%	75%	0.02%	0%	-
> Temporary	3%	2%	4%	41%	37%	29%	59%	62%	71%	0%	1%	-
> Intern	1%	1%	0.4%	26%	25%	43%	74%	75%	57%	0%	0%	-
Contract type												
> Full-time	95%	95%	95%	26%	23%	22%	74%	77%	78%	0.02%	0%	-
> Part-time	5%	5%	5%	70%	76%	76%	30%	24%	24%	0%	0.5%	-
Turnover*	14%	12%	14%									
Average length of employment	8.9	10.1	9.8									
Headcount in total	4,398	3,837	3,861									

*All terminations, excluding contract expires.

time injury frequency (LTIF) by 30% annually. In 2021, our LTIF was 4.8 (2020: 7.5) and there were no fatal injuries (2020: 0).

To strengthen our safety culture and reinforce our ways of working, we have initiated a regular global safety forum to share best practices and learn from our colleagues. The forum will start its work in 2022.

Important feedback from employees

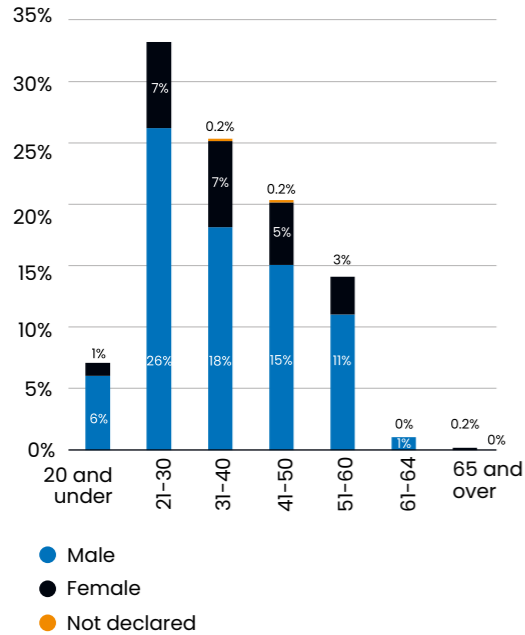
We want to be a responsible employer and a workplace where employees thrive, have a sense of belonging and

develop their expertise. One way to better understand how we are doing and how Uponorians are feeling is to conduct an employee engagement survey. We conduct a company-wide employee engagement survey annually. In 2021, the response rate to our survey was 84% (2020: 85%), a very satisfying figure. While several areas look very good, there are some in which we have room for improvement. The responses gave us valuable insight into how to develop Uponor as a workplace going forward.

Diversity, equity and inclusion

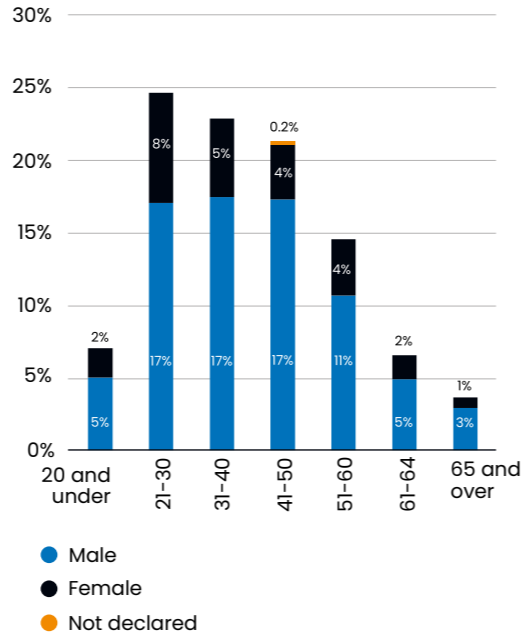
We are building a welcoming and inclusive working environment. We want all our employees to have a sense of belonging. We are committed to equal opportunities and strive to foster an environment where every employee and customer feels respected and valued, regardless of race, colour, religion, sex, language, political or other opinions, national or social origin or other status. We respect human rights and follow the principles of the United Nations' Guiding Principles on Business and Human Rights and the Universal Declaration

**New hires*
by age group and gender**



*Regular employees, excluding hires due to acquisitions

**Turnover*
by age group and gender**



*All terminations, excluding contract expiries



of Human Rights. We are also a signatory party to the United Nations' Global Compact. All Uponorians are obligated to work in an ethical manner according to our Code of Conduct. To keep the Code of Conduct fresh in their minds, Uponorians complete a Code of Conduct e-learning course biennially. In 2021, 93% (2020: 95%) of white-collar employees had completed the training.

Developing as a professional is an important part of a good employee experience. Training gives employees new insights that benefit not only the employee, but also the company. We offer a wide range of employee and management training for Uponorians. In 2021, COVID-19 continued to have an impact on our training programmes, as classroom training was still not possible.

Ethical standards for suppliers

We acknowledge that our actions and behaviour affect our whole value chain. We procure goods and services with high ethical standards by focusing on achieving the best value through a transparent, fair and competitive process, as well as build long-term partnerships with our suppliers.

In autumn 2021, we started a project to improve responsibility and transparency in our supply chain. As part of the project, a new Supplier Code of Conduct will be implemented starting in the first quarter of 2022. We also started to build a risk assessment tool to identify possible ESG risks in our supply chain. Risk assessments related to product category, industry category and location are utilised in the work. After these, a qualitative analysis will be made to the highest

scoring suppliers. First results of the analysis will be ready in the first quarter of 2022. We will launch a sustainability audit programme later in 2022.

In 2021, we conducted a sustainability questionnaire for the fifth consecutive year for our suppliers in North America. The questionnaire is conducted to encourage suppliers to embrace sustainability improvements. With a coverage of approximately 98% of our spend in North America, the 2021 results showed that nearly 40% of those surveyed increased their overall score from the previous year.

Highlight

Building employee engagement through continuous dialogue and personal development

Dedicated employees are the key to our success – and therefore we aim to constantly improve our employee experience. In October 2021, we conducted our U-Voice Employee Engagement Survey to get an objective view of how we are doing as an employer and thereby gain a deeper understanding of our working culture. With a response rate of 84%, the engagement score – on a scale from 0 to 10 – was 7.9; over the middle range of the manufacturing industry benchmark (7.4). Moreover, our Employee Net Promoter Score (eNPS), or a measure of how many Uponorians would recommend their employer, was 41. This is well above the manufacturing industry benchmark (33).

The detailed results showed us that our strengths as an employer are personal development, the physical work environment and remote work practices. These three topics have been particularly important to us during the COVID-19 pandemic, and we are happy to see that our managers have also been able to support their teams during these challenging times.

One way to improve employee engagement is to facilitate continuous and open dialogue between manager and

employee. Our Leading Performance process ensures that everyone has a clear understanding of what is expected of them, how their goals relate to the overall strategy of the company, and what their development focus areas are. In the discussions, we also highlight how goals have been achieved according to our values. In 2021, 98% of white-collar employees had completed a goal-setting discussion with their manager.

Since we want our employees to have constant opportunities to further develop their performance and skills, we offer a wide range of employee and management training options. In 2021, COVID-19 continued to affect our training portfolio, as classroom training was still avoided. Online training was utilised wherever possible – for instance, The Works programme, which focuses on self-reflection, self-leadership and individual development, was conducted virtually and attended by 30 employees across the organisation. We offer a selection of virtual e-learning sessions to all employees. In 2021, we launched training sessions related to topics such as cybersecurity and data protection.



Highlight

Employee wellbeing takes many forms

The health and safety of our employees has always been a priority for us, but we also want our employees to thrive. We work hard to ensure that Uponorians feel well at work. Therefore, employee wellbeing takes many forms at Uponor.

Employer-provided bicycles

In 2021, we started offering Uponorians in Finland and Germany employer-provided bicycles. By offering the benefit to our employees, we want to encourage them to move more and thereby contribute to their wellbeing and promote sustainable development.

In Germany, the first feedback has been very positive. We have close to 60 bike contracts, which means approximately 8% of Uponorians in Germany are using them. Uponorians have seen this as a fantastic opportunity to start biking. **Maximilian Mischenko** (pictured on the right), a production worker from Hassfurt is one Uponorian who acquired an employer-provided bicycle. "I think BusinessBike is great because it's a good opportunity for me to do something for myself and my environment through a high-quality bike," he says.

In Finland, the benefit was introduced in September 2021. **Teemu Äystö** was the first employee in Finland to acquire

an employer-provided bicycle. He says: "I had been thinking about buying an e-bike for a while and this benefit enabled me to acquire one affordably. After acquiring the e-bike, my car use has decreased to an absolute minimum and cycling to work provides me with good exercise without me noticing it. I cycle to work basically every day and use the bike for other trips as well."

Encouraging employees to move more for a good cause

Encouraging employees to move more has been particularly important during the remote work period. Walking meetings have been encouraged when possible. Different campaigns have inspired employees to move more for a good cause.

In the U.S., Uponorians took part in the Alzheimer's Association's Walk to End Alzheimer's. The walk is one of the largest fundraisers for the Alzheimer's Association, raising awareness and funds for a breakthrough in the fight against Alzheimer's disease and other forms of dementia. Approximately 50 million people in the world suffer from dementia. This year the walk raised over \$1.1 million.

Brett Boyum, Vice President, Marketing and Offerings, Building Solutions - North America was one of the Uponorians who participated: "For me it is personal. My father was

diagnosed at the age of 66 with a rare form of dementia. To honour his fight against dementia, I serve on the Board of Directors for the Minnesota Alzheimer's Association and am the Chair of the walk here in Minnesota."

For the first time this year, Uponor was a sponsor of the walk. Eleven Uponorians participated in the walk and raised over \$2,100.

Uponor Step Challenge was another initiative to promote healthy habits and wellbeing in North America. In a friendly competition, the employees who racked up the highest total number of steps were rewarded weekly during September.

In Finland, Helsinki and Vantaa employees took part in the WALKtober challenge, which challenged employees to walk for a good cause during October. The challenge raised money for the John Nurminen Foundation, which protects the Baltic Sea and its cultural heritage. WALKtober got a positive reception and will be continued next year. After learning about the challenge, offices in other Uponor countries expressed their interest in taking part and are planning to participate next year.



Highlight

Fostering diversity, equity and inclusion in business

We are firmly convinced that a diverse company is an innovative workplace – which enables us to create the best solutions and be even more successful overall. Consequently, we are committed to fostering a welcoming and inclusive work environment, where all our employees feel respected and valued, a place where they have a sense of belonging. In 2021, we have taken important steps both globally and locally to support our efforts to build a diverse company culture at Uponor. We are currently renewing our diversity statement and planning internal training around the topic.

In addition, Uponor North America has assembled a cross-functional team of employees to further develop our approach to this issue in North America. We want to engage and empower our employees to lead the way, promote transparency to the greatest extent feasible, and demonstrate commitment and accountability at the leadership level. In Germany, we committed to the German diversity charter in June 2021 to take a public stand for diversity and tolerance in the workplace. With this signature, we show our commitment to a diverse and appreciative work environment where all employees treat each other with respect and live by the values of the charter.



Highlight

Working towards zero accidents

We believe that mutual care between the employee and the employer is the steppingstone to zero accidents, which is why ensuring a healthy and safe workplace is a top priority for our management. The exceptional circumstances caused by the COVID-19 pandemic have reinforced this mindset even more. At the same time, all employees are expected to adhere and contribute to occupational health and safety in a manner that aligns with their responsibilities. We train our employees to identify unhealthy working environments and to report all near misses to always ensure workplace safety. In 2021, we launched a mandatory e-learning module in Europe to communicate our safety rules. Additional training sessions are provided locally with our employees' roles in mind.

We have set a target of zero accidents by 2025. To reach this goal, local safety organisations support our manufacturing facilities in building a strong safety culture and ways of working. Furthermore, a Group-wide safety forum has been

set up in 2021 to meet on a regular basis to share best practices and to enhance our safety culture. The forum will start its work in 2022.

In 2021, our safety efforts have been publicly recognised. In May, the Minnesota Safety Council, a non-governmental organisation dedicated to improving the quality of life in Minnesota, awarded Uponor North America its third Governor's Safety Award for Outstanding Achievement in workplace safety and health at our distribution centre in Lakeville, Minnesota. The annual award programme evaluates applicants on injury data as it compares with the industry's national statistics along with the company's progress in implementing a comprehensive safety programme. In October, Uponor North America also received the Processor Safety Recognition Award from the Plastic Pipe and Fittings Association based on lost-worktime data.





Good corporate citizen

Our operations have significant societal and financial impacts on many stakeholders. We want to be a trustworthy employer and a reliable partner to create positive value for society.

Dividends paid

€44.4

million

Taxes and social costs paid

€75.8

million

SOCIETY

Value creation for all stakeholders

We create value for society by enabling more sustainable buildings and infrastructure solutions with our safe drinking water delivery, energy-efficient heating and cooling and other solutions. We also create value for our customers, shareholders, employees and society by purchasing and producing goods and services as well as paying tax, salaries, dividends and financial expenses.

Good neighbour and corporate citizen

It is important for us to be a good neighbour and corporate citizen wherever we operate. We want to be a trustworthy employer and support local communities where we operate.

We strive to create positive value for society as a whole and not just through our products and solutions. Giving back to the community through voluntary work and community projects is one way of doing this. Voluntary investments can also generate long-term community support for our operations. Taking care of the environment is another important matter that contributes to the local community's support for our operations – this is also important for us as a responsible corporate citizen.

Additionally, we are a reliable partner that takes care of our agreed obligations and prefers long-term business rela-

tionships. We aim to build long-term partnerships with our suppliers and treat them as valued members of our team. We share knowhow and best practices with our suppliers, thereby increasing their knowhow and experience, too.

An active, responsible actor in the society

We work in industry and trade organisations to influence national and regional policymakers and authorities on issues related especially to water, plastics and the sustainable built environment. Such organisations include TEPPFA (The European Plastic Pipes and Fittings Association), REHVA (Federation of European Heating, Ventilation and Air Conditioning Associations), National Association of Home Builders (NAHB) and the World Green Building Council, to name a few. Through these organisations, we aim to impact policymakers such as



We want to ensure that we are a profitable investment for our shareholders.



the European Commission in developing and implementing policies and programmes that reduce the energy consumption of buildings and decarbonise the heating sector.

Our Code of Conduct states that we do not involve ourselves in politics and do not support political parties or groups financially or otherwise. We prohibit all bribery and refrain from taking part in any money laundering and have several internal policies and guidelines to support the prevention of corruption. No incidents involving corruption or bribery were detected in our daily management processes and internal audit investigations or reported through our whistle-blower channel in 2021.

Healthy financial status: an enabling factor

Financial responsibility means that we have the capability to take care of our environmental and social responsibilities.

Well-managed finances enable us to keep our manufacturing facilities in peak condition and to invest in machinery with smaller environmental impacts. In this way, we decrease our own environmental footprint. Our healthy financial status also allows us to invest in different R&D initiatives such as exploring alternative raw materials and innovating sustainable future products and solutions.

When we operate profitably and competitively, we can address the needs of our stakeholders. We want to ensure that we are a profitable investment for our shareholders by increasing the value of their investment and paying dividends.

Tax transparency

The taxes and tax-like charges we pay, collect and remit support the maintenance of society and its services. We

have taken steps to harmonise our tax processes to improve visibility on our taxes. We build and maintain an open, constructive and cooperative relationship with the tax authorities, based on mutual trust and respect. We are committed to ensuring that the information we publish in our tax reporting is substantive and correct.

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

Highlight

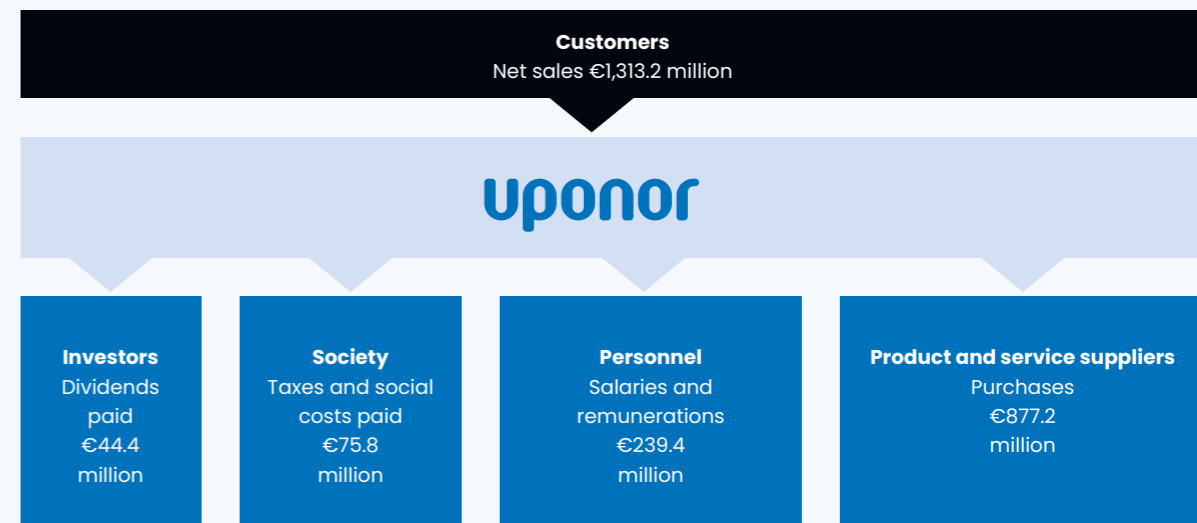
Finding ways to give back

We recognise our responsibility to the communities in which we operate and engage in meaningful action in line with our values. We have a selection of local partners with whom we are aiming to build long-term partnerships to give back to the communities we serve. Uponor North America became a corporate sponsor of Habitat for Humanity in 2019, but we have supported the non-profit for many years before that. We provide donations, product aid and expertise to help Habitat for Humanity support families in need of stable, affordable housing. In 2021, 17 Uponorians provided more than 100 hours of Volunteer Time Off to help build Habitat homes in Minnesota and to package 50 Uponor plumbing kits for donation to Habitat homes across North America.

Additionally, Uponor North America actively promotes opportunities to give back to local communities through its Blue Crew Cares Committee. The committee meets monthly to plan volunteer opportunities, such as highway and park clean-up days, Habitat for Humanity build days, yard clean-ups for seniors in need, and other community events. While the number of activities has been reduced compared to previous years due to COVID-19, the committee is exploring virtual volunteer opportunities to offer to our employees. Uponorians in North America also use their paid Volunteer Time Off on their own to support causes they are passionate about, such as classroom assistance, food shelf support, youth mentoring, and other community activities.



Financial impact on stakeholders 2021





Reporting and assurance

For the first time in 2021, we are reporting on our sustainability actions in accordance with the Global Reporting Initiative (GRI) framework. Our Sustainability Review 2021 has been prepared in accordance with the GRI Standards' Core option and has been verified by an independent third-party assurance provider.

Sustainability reporting principles



Defining the material themes

Uponor’s Sustainability reporting is based on material topics that are aligned with Uponor’s materiality assessment and commitments. Uponor’s materiality assessment has been updated in 2021. The results of the assessment are published on page 6.

Material topics are listed in the description of the sustainability agenda, together with the information on Uponor’s contribution to the UN Sustainable Development Goals.

Reporting scope and boundaries

The financial statements cover all of Uponor’s operations between 1 January–31 December 2021 and the reported information refers to the continuing operations of Uponor, unless otherwise stated. The environmental indicators include all Uponor’s manufacturing facilities with the exception of Capricorn S.A., which was acquired in October 2021. The social indicators include all Uponor operations. Omissions are reported in the GRI Content index. Uponor is continuously improving data quality and accuracy, which may result in changing the figures of previous years.

The financial information is based on the accounting and verified financial statements of Uponor. Social metrics have been acquired from the payroll and personnel systems. In this Sustainability Review, all employee key figures are based

on headcount. Environmental metrics are based on the information acquired from Uponor’s own systems and sites and on information given by Uponor’s service providers.

In accordance with the GRI standards

This report has been prepared in accordance with the GRI Standards’ Core option. Topic-specific Disclosures are reported with respect to the material topics for Uponor. Comparisons to the GRI Standards can be found in the GRI Content Index. Any restrictions and 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 of the UN Global Compact since 2018. This Sustainability Review acts as a progress report for the UN Global Compact.

Emission reporting principles

Uponor has received an approval from the Science Based Targets initiative for its greenhouse gas emission reduction targets. The baseline for targets is 2019, which was chosen to create the most recent baseline upon the first calculation.

The financial control approach best reflects Uponor’s control over the main emission sources in manufacturing and operations. The methodology used to calculate emissions is direct measurement of consumption based on metering or invoicing at the location level, and conversion to emissions. The calculations cover all relevant GHGs, principally consisting of CO₂. The environmental data system is mostly used to collect the data.

Market-based Scope 2 emissions are based on emission factors provided by energy suppliers and on country-specific emission factors (i.e. GHG Protocol-IEA 2021) used as supplementary if supplier-specific data is not available. Location-based Scope 2 emissions are based on country-specific emission factors. Uponor will update its GHG emissions reporting principles and methodology during 2022.

Uponor reports two business-significant Scope 3 categories. The volumes and categories of purchased goods and services are based on Uponor’s purchasing databases. Logistics emissions data is mainly sourced from logistics service providers. We have assessed our Scope 3 emissions

based on GHG Protocol’s Corporate Value Chain Accounting and Reporting Standard. Emission data from EXIOBASE2 has been used in the calculation of emissions. The GWP values are from IPCC Fifth Assessment Report, 2014 (AR5), 100-year time horizon.

External assurance

General and topic-specific disclosures for 2021 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 in 2021. The report for 2022 will be published in spring 2023.

Contact information

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

GRI Content Index

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION	OMISSION IN REPORTING	FURTHER COMMENTS	ASSURANCE
GRI 102: GENERAL DISCLOSURES 2016					
1. Organizational profile					
102-1	Name of the organization			Uponor Corporation	
102-2	Activities, brands, products, and services	www.uponorgroup.com/en-en/about-us/this-is-uponor			
102-3	Location of headquarters	Äyritie 20, 01510 Vantaa, Finland			
102-4	Location of operations	www.uponorgroup.com/en-en/about-us/our-business			
102-5	Ownership and legal form	Uponor Annual Review 2021, Review by the Board of Directors, p. 22, Shares and shareholders			
102-6	Markets served	Uponor Annual Review 2021, Review by the Board of Directors, p. 10			
102-7	Scale of the organization	Uponor Annual Review 2021, Review by the Board of Directors, p. 10-15			
102-8	Information on employees and other workers	Uponor Sustainability Review 2021, Value people, p. 29-30, 40			X
102-9	Supply chain	See comment		Our supply chain plays an important part in delivering value to our customers. The majority of Uponor's suppliers are located in Europe and North America, and we work with local partners when possible. Uponor's sourcing is organised in the following main sourcing categories: raw materials, resale goods, transportation and indirect materials. The category teams' objectives are to build mutually benefiting partnerships with suppliers. Uponor's three divisions, Building Solutions - Europe, Building Solutions - North America and Uponor Infra, have regionally organised sourcing teams.	
102-10	Significant changes to the organization and its supply chain	Uponor Annual Review 2021, Review by the Board of Directors, p. 12		Uponor acquired a Polish manufacturer of components for heating and sanitary installations, Capricorn S.A. in October 2021. In 2020, Capricorn's net sales were €25 million and it employed around 400 employees.	
102-11	Precautionary Principle or approach	www.uponorgroup.com/en-en/investors/governance			
102-12	External initiatives	www.uponorgroup.com/en-en/legal-information/code-of-conduct			
102-13	Membership of associations	Uponor Sustainability Review 2021, Sustainability at Uponor, p. 6			
2. Strategy					
102-14	Statement from senior decision-maker	Uponor Sustainability Review 2021, CEO Review, p. 4			
102-15	Key impacts, risks, and opportunities	www.uponorgroup.com/en-en/investors/uponor-as-an-investment/risks			
3. Ethics and integrity					
102-16	Values, principles, standards and norms of behaviour	www.uponorgroup.com/en-en/careers/uponor-as-employer www.uponorgroup.com/en-en/legal-information/code-of-conduct			
102-17	Mechanisms for advice and concerns about ethics	www.uponorgroup.com/en-en/sustainability/people-and-society			

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION	OMISSION IN REPORTING	FURTHER COMMENTS	ASSURANCE
GRI 102: GENERAL DISCLOSURES 2016					
4. Governance					
102-18	Governance structure	www.uponorgroup.com/en-en/investors/governance			
102-19	Delegating authority	Uponor Sustainability Review 2021, Sustainability at Uponor, p. 8			
102-20	Executive-level responsibility for economic, environmental, and social topics	Uponor Sustainability Review 2021, Sustainability at Uponor, p. 8			
102-21	Consulting stakeholders on economic, environmental, and social topics	Uponor Sustainability Review 2021, Sustainability at Uponor, p. 6			
102-22	Composition of the highest governance body and its committees	www.uponorgroup.com/en-en/investors/governance/agm ; www.uponorgroup.com/en-en/investors/governance/board-directors ; www.uponorgroup.com/en-en/investors/governance/nomination-board			
102-23	Chair of the highest governance body	www.uponorgroup.com/en-en/investors/governance/board-directors			
102-24	Nominating and selecting the highest governance body	www.uponorgroup.com/en-en/investors/governance/agm ; www.uponorgroup.com/en-en/investors/governance/nomination-board			
102-25	Conflicts of interest	www.uponorgroup.com/en-en/investors/governance/board-directors			
102-26	Role of highest governance body in setting purpose, values, and strategy	www.uponorgroup.com/en-en/investors/governance/board-directors			
102-27	Collective knowledge of highest governance body	www.uponorgroup.com/en-en/investors/governance/board-directors			
102-28	Evaluating the highest governance body's performance	www.uponorgroup.com/en-en/investors/governance/board-directors			
102-29	Identifying and managing economic, environmental, and social impacts	Uponor Sustainability Review 2021, Sustainability at Uponor, p. 6-7, 9			
102-30	Effectiveness of risk management processes	www.uponorgroup.com/en-en/investors/governance/risk-management			
102-31	Review of economic, environmental, and social topics	Uponor Sustainability Review 2021, Sustainability at Uponor, p. 6-7, 9			
102-32	Highest governance body's role in sustainability reporting	See comment		VP, Sustainability and Regulatory Affairs approves the report.	
102-33	Communicating critical concerns				
102-34	Nature and total number of critical concerns				
102-35	Remuneration policies	www.uponorgroup.com/en-en/investors/remuneration			
102-36	Process for determining remuneration	www.uponorgroup.com/en-en/investors/remuneration			
102-37	Stakeholders' involvement in remuneration	www.uponorgroup.com/en-en/investors/remuneration			
102-38	Annual total compensation ratio	www.uponorgroup.com/en-en/investors/remuneration			
102-39	Percentage increase in annual total compensation ratio	www.uponorgroup.com/en-en/investors/remuneration			
5. Stakeholder engagement					
102-40	List of stakeholder groups	Uponor Sustainability Review 2021, Sustainability at Uponor, p. 5-6			
102-41	Collective bargaining agreements	See comment	Information on other countries not available	The percentage of employees covered by collective agreement mechanisms was 97% in Finland in 2021.	X

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION	OMISSION IN REPORTING	FURTHER COMMENTS	ASSURANCE
GRI 102: GENERAL DISCLOSURES 2016					
5. Stakeholder engagement					
102-42	Identifying and selecting stakeholders	Uponor Sustainability Review 2021, Sustainability at Uponor, p. 5-6			
102-43	Approach to stakeholder engagement	Uponor Sustainability Review 2021, Sustainability at Uponor, p. 5-6			
102-44	Key topics and concerns raised	Uponor Sustainability Review 2021, Sustainability at Uponor, p. 5-6			
6. Reporting practice					
102-45	Entities included in the consolidated financial statements	Uponor Annual Review 2021, Financial statements, p. 59-60, Notes to the consolidated financial statements			
102-46	Defining report content and topic boundaries	Uponor Sustainability Review 2021, Reporting and assurance, p. 40			
102-47	List of material topics	Uponor Sustainability Review 2021, Sustainability at Uponor, p. 6, 9			
102-48	Restatements of information	Uponor Sustainability Review 2021, Reporting and assurance, p. 40			
102-49	Changes in reporting	Uponor Sustainability Review 2021, Reporting and assurance, p. 40			
102-50	Reporting period	See comment		1 Jan – 31 Dec 2021	
102-51	Date of most recent report	See comment		4 March 2022	
102-52	Reporting cycle	See comment		Annually	
102-53	Contact point for questions regarding the report	See comment		communications@uponor.com	
102-54	Claims of reporting in accordance with the GRI Standards	See comment		GRI Standard, reporting according to Core using 2016 Standards or newer	
102-55	GRI content index	Uponor Sustainability Review 2021, GRI content index, p. 41-46			
102-56	External assurance	Uponor Sustainability Review 2021, Independent assurance report, p. 47			
GRI 103: MANAGEMENT APPROACH 2016					
103-1	Explanation of the material topic and its Boundary	Uponor Sustainability Review 2021, Sustainability at Uponor, p. 9			
103-2	The management approach and its components	Uponor Sustainability Review 2021, Sustainability at Uponor, p. 9			
103-3	Evaluation of the management approach	Uponor Sustainability Review 2021, Sustainability at Uponor, p. 9			
GRI 200: ECONOMIC TOPICS					
GRI 201: Economic Performance 2016					
201-1	Direct economic value generated and distributed	Uponor Sustainability Review 2021, Good corporate citizen, p. 38		Economic value retained €71.9 million.	X
201-2	Financial implications and other risks and opportunities due to climate change	www.uponorgroup.com/en-en/investors/uponor-as-an-investment/risks	Uponor is not disclosing financial implications of any risks or opportunities due to commercially sensitive nature of data.		X
201-3	Defined benefit plan obligations and other retirement plans	Uponor Annual Review 2021, Notes to the consolidated financial statements, p. 48	Percentages of salary contributed by employee and employers are not consolidated at Group level.		X
201-4	Financial assistance received from government	See comment		Financial assistance received from government was €207,251 in 2021.	X

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION	OMISSION IN REPORTING	FURTHER COMMENTS	ASSURANCE
GRI 200: ECONOMIC TOPICS					
GRI 205: Anti-corruption 2016					
205-2	Communication and training about anti-corruption policies and procedures	Uponor Annual Review 2021, Review by the Board of the Directors, p. 14			X
205-3	Confirmed incidents of corruption and actions taken	Uponor Annual Review 2021, Review by the Board of the Directors, p. 14		No cases during 2021.	X
GRI 206: Anti-competitive behaviour 2016					
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Uponor Annual Review 2021, Review by the Board of the Directors, p. 14		No cases during 2021.	X
GRI 207: Tax 2019					
207-1	Approach to tax	Uponor Sustainability Review 2021, Good corporate citizen, p. 37			X
GRI 300: ENVIRONMENTAL TOPICS					
GRI 301: Materials 2016					
301-1	Materials used by weight or volume	See comment	Information regarding packaging materials is unavailable as Uponor does not currently follow this type of data at Group level.	During 2021 total raw materials used 163.1 (1000 tonnes). Renewable materials used 0.22%, non-renewable materials used 99.78%.	X
301-2	Recycled input materials used	Uponor Sustainability Review 2021, Protect and reuse resources, p. 16	Information regarding other than recycled plastic input materials used is not available at Group level.	The share of recycled plastic from used input materials was 4% in 2021.	X
GRI 302: Energy 2016					
302-1	Energy consumption within the organization	Uponor Sustainability Review 2021, Act for climate, p. 22		Uponor does not have cooling or steam consumption, or sold energy.	X
GRI 303: Water and effluents 2018					
303-5	Water consumption	Uponor Sustainability Review 2021, Conserve water, p. 12		Water storage related impacts not identified on Group level.	X
GRI 305: Emissions 2016					
305-1	Direct (Scope 1) GHG emissions	Uponor Sustainability Review 2021, Act for climate, p. 23			X
305-2	Energy indirect (Scope 2) GHG emissions	Uponor Sustainability Review 2021, Act for climate, p. 23			X
305-3	Other indirect (Scope 3) GHG emissions	Uponor Sustainability Review 2021, Act for climate, p. 23			X
305-4	GHG emissions intensity	Uponor Sustainability Review 2021, Act for climate, p. 23			X
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Uponor Sustainability Review 2021, Act for climate, p. 22			X

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION	OMISSION IN REPORTING	FURTHER COMMENTS	ASSURANCE
GRI 300: ENVIRONMENTAL TOPICS					
GRI 306: Waste 2020					
306-2	Management of significant waste-related impacts	Uponor Sustainability Review 2021, Protect and reuse resources, p. 17	Other than expecting to comply with Uponor Code of Conduct, Uponor does not have systematic processes used to investigate whether the third party manages the waste in line with contractual or legislative obligations.	Waste amounts are being reported monthly on a site level. The data is being consolidated on Group level quarterly.	X
Uponor's own indicator	Waste disposal	Uponor Sustainability Review 2021, Protect and reuse resources, p. 17		Data collected from the manufacturing sites: recycled as material, recycled as energy and waste to landfill.	X
GRI 307: Environmental Compliance 2016					
307-1	Non-compliance with environmental laws and regulations	See comment		No cases during 2021.	X
GRI 400: SOCIAL TOPICS					
GRI 401: Employment: 2016					
401-1	New employee hires and employee turnover	Uponor Sustainability Review 2021, Value people, p. 30	Regional ratios not reported.		X
GRI 403: Occupational Health and Safety 2018					
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	www.uponorgroup.com/en-en/sustainability/people-and-society		Joint labor/management safety committees are established at each location according to local legal requirements. The safety committees are established to provide a forum for employees of all levels to work cooperatively to improve health and safety conditions. Their role is to identify and evaluate hazards, and make recommendations to management to control them. Safety committees meet at least once a year, but the amount varies per country based on the differences in local laws and regulations.	X
GRI 403-5	Worker training on occupational health and safety	Uponor Sustainability Review 2021, Sustainability at Uponor, p. 9 Uponor Sustainability Review 2021, Value people, p. 34			X
Uponor's own indicator	Long-term incident frequency rate	Uponor Sustainability Review 2021, Value people, p. 29		The number of lost time injuries occurring in a workplace per 1 million man-hours worked.	X

DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION	OMISSION IN REPORTING	FURTHER COMMENTS	ASSURANCE
GRI 400: SOCIAL TOPICS					
GRI 405: Diversity and Equal Opportunity 2016					
405-1	Diversity of governance bodies and employees	Uponor Annual Review 2021, p. 8 Uponor Sustainability Review 2021, Value people, p. 29	Other governance bodies than BoD not reported, information not public. Age per employee category not reported, not applicable.	Age distribution in BoD in 31.12.2021: 40 years and under 0%, 40-49 years 33%, 50-54 years 33%, 55 years and over 33%. Females in BoD 33% in 31.12.2021.	X
GRI 406: Non-discrimination 2016					
406-1	Incidents of discrimination and corrective actions taken	See comment		No cases during 2021.	X
GRI 408: Child Labor 2016					
408-1	Operations and suppliers at significant risk for incidents of child labor	Uponor Sustainability Review 2021, Value people, p. 30		One tool in Uponor's risk assessment work is country indexes on law enforcement, corruption and respect for basic human rights. Uponor is in the beginning of this work.	X
GRI 409: Forced or Compulsory Labor 2016					
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Uponor Sustainability Review 2021, Value people, p. 30		One tool in Uponor's risk assessment work is country indexes on law enforcement, corruption and respect for basic human rights. Uponor is in the beginning of this work.	X
GRI 416: Customer health and safety 2016					
416-1	Assessment of the health and safety impacts of product and service categories	See comment		54% 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
GRI 418: Customer privacy 2016					
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	See comment		During the year 2021 we had two potential breaches of customer privacy and losses of customer data. Both cases have been notified to privacy authorities, and corrective measures have been taken.	X
GRI 419: Socioeconomic compliance 2016					
419-1	Non-compliance with laws and regulations in the social and economic area	See comment		No cases during 2021.	X

▶ 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 2021 to 31 December 2021, disclosed in Uponor Corporation Sustainability Review 2021 (hereinafter the Selected sustainability information). The assured information is indicated in the Company's GRI Content Index 2021.

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 2021 and the GRI Standards of the Global Reporting Initiative. 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 Profes-

sional 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 a representative of senior management of the Company.
- Virtually visiting one site in Germany and one site in Sweden.
- 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 ended 31 December 2021 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 4 March 2022
PricewaterhouseCoopers Oy
Authorised Public Accountants

Tiina Puukkonieni

Partner, Authorised Public Accountant (KHT)
Sustainability Assurance and Reporting Lead

Uponor

Uponor Corporation

Äyritie 20

P.O. Box 37

FI-01511 Vantaa

Finland

Tel. +358 20 129 211

www.uponorgroup.com