

About Uponor North America

At Uponor, we strive to be the leader in sustainable water solutions. A global pioneer in intelligent plumbing and climate solutions, we have proudly led the industry forward for a century, while enriching the lives of millions throughout the world.

Overview

- Award-winning provider of plumbing, fire safety, radiant heating and cooling, hydronic piping, and pre-insulated piping systems for residential and commercial structures worldwide
- North American headquarters, Uponor Experience Center, and manufacturing in Apple Valley, Minn.
- Manufacturing in Hutchinson, Minn.
- Distribution centers in Lakeville, Minn; Calgary, Alberta; and Mississauga, Ontario
- Uponor Corporation global headquarters in Finland
- Uponor Corporation employs 3,600 people worldwide
- Uponor operates in 26 countries with products sold in 78 countries around the globe
- 2022 North American net sales of \$467.5M; \$1.5B globally (USD) as of 12/31/22 exchange rate
- GF closes Uponor transaction to form GF Uponor on Nov. 13, 2023



Sustainability

- Uponor is a United Nations Global Compact signatory.
- The company has an active, multifunctional Sustainability Team operating for 10+ years.
- LEED® Gold Apple Valley Manufacturing Annex; LEED® Certified Lakeville Distribution Center
- As of 2023, Uponor North American operations are 97% green electric.
- In 2021, Uponor and Bullfrog Power set a green electricity agreement for Uponor North America Canadian facilities in Calgary, Alberta, and Mississauga, Ontario.
- In 2021, SBT granted Uponor approval of its new GHG emission-reduction targets.
- In 2020, the Lakeville Distribution Center became powered 100% by wind energy.
- In 2017, Uponor implemented the Sustainability Report Card for suppliers.
- In 2016, Uponor achieved ISO 14001 certification, recognizing the company's commitment to enhancing the company's environmental performance.
- Green Builder magazine has recognized the company and individuals as Eco Leaders.
- Uponor has achieved ISO 50001 certification, recognizing the company's commitment to energy performance, efficiency, security, and consumption.
- The company is a member of the ReGen Network, U.S. Green Building Council, EarthShare, Environmental Initiative, EPA Green Power Partnership, and the Minnesota Sustainable Growth Coalition

➤ Facts and Figures about Uponor North America

Innovation

- In 2023, Uponor previewed three “firsts” in the North American market: the **AquaPort™**, which is a self-contained unit that converts a building’s hydronic heating supply to on-demand domestic hot water for greater energy and water savings, the **Smatrix Pulse wireless control system** for multizone radiant and air-side comfort that can be controlled remotely via a smart home assistant or an app, and the **TotalFit™** engineered polymer (EP) push-to-connect fitting system for copper, CPVC, PEX, and PE-RT.
- In 2021, Uponor began offering **PP-RCT pipe and fittings** for plumbing, heating, and cooling applications, making the company the first North American provider of an all-polymer piping solution in sizes from ½" to 12".
- In 2013, the company launched **Uponor Innovations**, a wholly owned subsidiary and corporate enterprise designed to identify emerging markets and create new, game-changing products.

Education and Advocacy

- Uponor is **tackling the skilled labor shortage** issue head on, focusing on DEI initiatives, partnering with local community groups, and building the talent pipeline with students in local schools.
- Uponor offers an online, on-demand training portal, **Uponor Academy online**, for customers and tradespeople to build new skills and receive continuing education credits.
- Since opening **manufacturing operations in Hutchinson**, Uponor has been a major financial partner and advocate for Hutchinson TigerPath Academies, a vocational curriculum for students at Hutchinson High School.

- Uponor received a **Minnesota Job Skills Partnership grant** focusing on lean manufacturing training, ISO 9001 quality management certification and environmental management/quality management system implementation
- The company formed an internal task force in 2015 to **recruit more women into manufacturing**.

Uponor Experience Center

- Opened in September 2023, the **Uponor Experience Center** is a flexible, adaptable education and discovery space designed to advance the technical skills of current and potential customers, foster innovation within the plumbing and HVAC industry, and provide an immersive education experience for employees and visitors alike.
- The 4,500-square-foot space, located at the Uponor North American corporate headquarters in Apple Valley, Minn., features three distinct sections: a welcome center and values showcase, a product showcase, and a hands-on learning space.
- It offers visitors a holistic experience that spans a broad spectrum of who Uponor is as a company, showcasing the depth and breadth of the product portfolio and sustainable solutions as well as providing access to the best trainers in the industry.



➤ Facts and Figures about Uponor North America

People First

- Uponor invests in its people from day one with a **strong onboarding program** and **Leadership Development track**.
- Uponor promotes a **flexible-first** philosophy, including where, when, and how employees work to best achieve their goals.
- A **Leading Performance** process supports the high performance and success of employees along with a learning-focused culture and catalog of online development opportunities.
- Uponor offers a generous **educational assistance program** and an **ambassador program** to capture the voice of employees.
- Uponor's **commitment to DEI** is shown through its ongoing diversity events and quarterly diversity and inclusion global spotlight.
- Employee recognition is routinely captured via Uponor's **S.T.A.R Recognition program** and **President's Excellence Award**.

Community Relations

- Uponor recognizes our responsibility as a **good corporate citizen to give back to the communities** in which we operate. We support many local schools and nonprofit organizations through donations, sponsorships, in-kind support, and volunteer service.
- Annually, Uponor and its employees **support more than 100 community organizations** through volunteer hours and charitable donations.
- Uponor support impacts causes that connect to and amplify our core values and business, including accessibility to clean water and sanitation, affordable housing, environmental stewardship, skilled trade and STEM education, and inclusive workforce development.

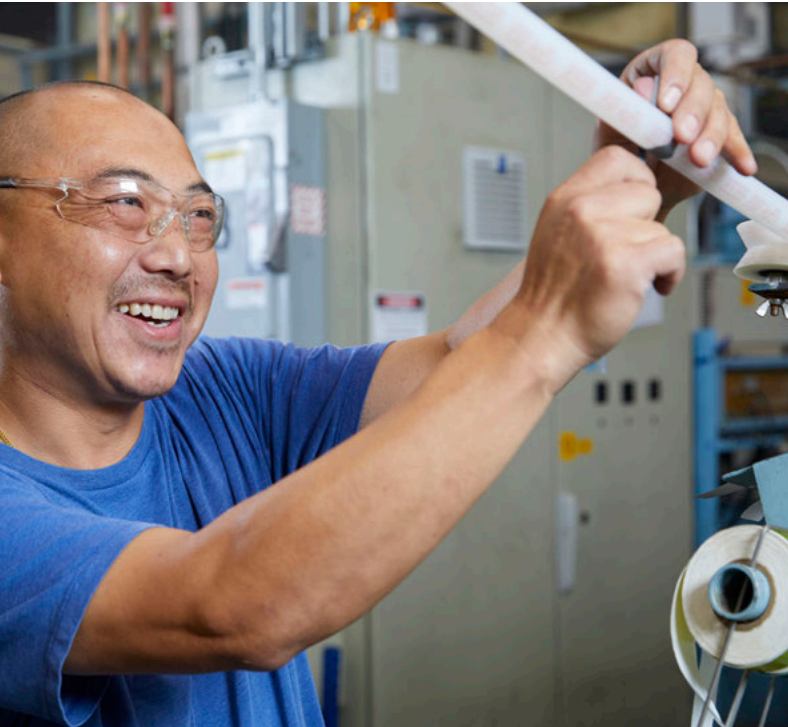
- Uponor offers **full-time employees 24 hours of paid Volunteer Time Off (VTO)** each year to give back to the community. Uponor employees generously provide, on average, more than 2,000 hours of volunteer service each year.
- The company is a **national sponsor of Habitat for Humanity**, annually donating more than \$100,000 worth of Uponor products that are installed in Habitat homes around the U.S.

Government Relations

- Uponor is building awareness in the sustainable building space in Minnesota by partnering with the **MN Chamber of Commerce** and building relationships with **local politicians**.
- The company is also increasing awareness within the **federal government and New York City areas** by participating in panels focused on sustainable building practices.
- Uponor partners with the **Finnish Chamber, Business Finland**, and **The Finnish Consul General** to build a network to open doors in New York City, a city with ambitious climate goals.
- Uponor continues to grow its influence in industry associations to help guide the industry toward a stronger future. By serving on the **board of directors of multiple associations** and in officer positions, Uponor is bringing expertise to the industry to grow opportunities for polymer piping systems.



► Facts and Figures about Uponor North America



History

- 2023:** GF closes Uponor transaction to form GF Uponor
- 2006:** Uponor Wirsbo becomes Uponor, Inc.; Uponor Canada becomes Uponor Ltd.; together forming Uponor North America
- 2001:** Wirsbo becomes Uponor Wirsbo to capitalize on the market awareness and strong reputation of both companies
- 1990:** North American headquarters and manufacturing facility opens in Apple Valley, Minn.
- 1988:** Wirsbo moves to Lakeville, Minn. and is acquired by Uponor
- 1984:** Wirsbo incorporated in the U.S. by two people in Rockford, Ill., bringing PEX for radiant heating to North America
- 1918:** Uponor founded in Lahti, Finland
- 1620:** Company begins in Virsbo, Sweden as Wirsbo, forging steel and weapons for King Gustav Adolf II

Awards

- Minneapolis Star Tribune Top Workplace in Minnesota (2012–2023)
- Top Workplaces USA (2022, 2023)
- Top Manufacturing Workplace in USA (2022)
- David Weekley Homes Partners of Choice award winner for 10 years in a row (as of 2023)
- Six-time winner of Plastics Pipe Institute Project of the Year (2010, 2013, 2015, 2018, 2021, 2023)
- Seven-time Minnesota Governor’s Safety Award winner (Apple Valley facility awarded four times; Lakeville facility awarded three times)

To learn more, visit [uponor.com](https://www.uponor.com).

Expansions

- Uponor North America has expanded 13 times in Minnesota since opening in 1990; total office, manufacturing, and distribution center footprint is more than one million square feet.
- Opened 285,000-square-foot Lakeville Distribution Center in 2009 and expanded by 57,000 square feet in 2021 for a total of 342,000 square feet in Lakeville.
- In 2017, purchased a 237,000-square-foot manufacturing facility in Hutchinson, Minn., which became operational in 2018 and expanded by 25,000 square feet in 2021 for a total of 262,000 square feet in Hutchinson.
- In Apple Valley, expansions in 2016 (\$18M) and 2017 (\$17M) added 90,000 and 58,000 square feet of manufacturing space, respectively.

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Moving
► Water