

GF Transparency Act Statement 2025

(Transparency Act, Norwegian law)

This Statement is made in alignment with the Norwegian Transparency Act (Transparency Act), relating to enterprises transparency and work on fundamental human rights and decent working conditions. It covers the reporting period January 1, 2025, to December 31, 2025.

GF believes that human rights are the fundamental rights, freedoms, and standards to which every human being is entitled. We uphold the responsibility to respect human and labor rights as a global standard for expected conduct across all our operations.

A. General description of Georg Fischer AG (GF) company structure and operations

Advancing toward its vision of becoming the global leader in Flow Solutions, GF focuses on driving innovation, profitable growth and long-term value for all of its stakeholders. Through this commitment, the company continues to shape a more efficient and sustainable future, promoting the responsible use of energy and water across industries and communities.

Founded in 1802, GF is headquartered in Switzerland and has been listed on the Swiss stock exchange since 1903. In 2025, GF's Flow Solutions businesses generated sales of CHF 3 billion with a workforce of about 13'300 employees in 46 countries.

As of December 31, 2025, GF employed 44 people in Norway across three legal entities:

- Uponor Infra AS: 12 employees
- Georg Fischer AS: 13 employees
- Uponor AS: 19 employees

B. Implement and carry out a due diligence process in line with the OECD Guidelines

GF is committed to upholding international human rights conventions and standards; further details can be found in the **Fundamental Principles** section of the [Human Rights Report](#).

GF's Human Rights Due Diligence (HRDD) framework ensures that human rights are properly understood and responsibly managed across all operations. Built on six core elements based on the **OECD Guidelines for Multinational Enterprises on Responsible Business Conduct** and strengthened through ongoing stakeholder engagement, the framework enables GF to proactively identify and address potential human rights risks throughout the value chain.

In line with the **OECD Due Diligence Guidance for Responsible Supply Chains of Minerals** from Conflict-Affected and High-Risk Areas, GF has established a conflict minerals due diligence process designed to identify, assess and mitigate risks across its supply chain. Detailed information is available in the [Corporate Policy on Conflict Minerals](#).

C. Publication of due diligence strategies

In 2025, GF published its first dedicated [Human Rights Report](#), providing stakeholders with a comprehensive **overview of the company's commitments, governance, human rights due**

diligence processes, risk assessments, and efforts to embed human rights across its operations and business practices.

This report explains how GF identifies, assesses, and manages human rights risks across its operations and supply chains, in line with emerging national regulations on business and human rights, including in Norway, and covers all GF entities subject to reporting obligations under legislation such as the Norwegian Transparency Act

The report covers all fully consolidated GF operations worldwide and has been approved by the Executive Board.

In addition, GF provides a mapping in its sustainability statement that outlines how key aspects and steps of its due diligence process apply to sustainability matters, including human rights topics. For more details, consult the [Sustainability Report 2025](#), sections on:

- Human Rights due diligence (HRDD) process
- Statement on due diligence
- Management of supplier relationships
- Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour (DDTrO)
- Due Diligence and Reporting Obligations in relation to Child Labour

A. GF Reporting Channels

GF offers multiple reporting channels, including the GF Transparency Line, a secure, anonymous whistleblowing system available 24/7 in nine languages. Employees can also raise concerns directly with supervisors, the Head of Corporate Compliance or the Corporate Legal Department. These channels protect the identity of reporters and ensure timely, respectful resolution.

D. Transparently inform consumers on request

Right to Information under Transparency Act

Upon written request, any person has the right to information from GF regarding how GF addresses actual and potential adverse impacts on fundamental human rights and decent working conditions across its own operations and value chain. Such adverse impacts may include, for example child labour, forced labour or modern slavery, discrimination and harassment, breached of indigenous people rights, poor or unsafe working conditions, occupational health and safety hazards, limitations on freedom of association and collective bargaining, and social dumping practices. Please send such information requests to:

- [Kontakt GF Building Flow Solutions | Uponor Norge | Uponor](#)
- [Uponor AS, Karenslyst Allé 8B, 0278 Oslo](#)

Personal data processing

GF processes personal data in accordance with the EU General Data Protection Regulation (GDPR) and applicable national data protection laws. Upon request, the company provides transparent information about how personal data is processed. Individuals may object to the processing of their personal data or withdraw previously given consent with future effect. They may also exercise their rights to access, rectification, erasure, restriction of processing, and data portability.

Concerns regarding GF's processing of personal data may be submitted to the GF Corporate Data Protection Officer. Individuals can contact the Officer by email at dataprotection@georgfischer.com or by letter at:

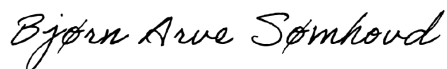
GF Group Data Protection Officer

Georg Fischer Ltd.
Amsler-Laffon-Strasse 9
8201 Schaffhausen

Alternatively, they may contact the competent data protection supervisory authority.

More information about the types of personal data, the methods and purposes of processing, data transfers, retention periods, and personal data security can be found in the [Privacy Statement](#).

Signatures



Uponor Infra AS



Georg Fischer AS



Uponor AS

April 16, 2026