

# Annual Report

## 2022

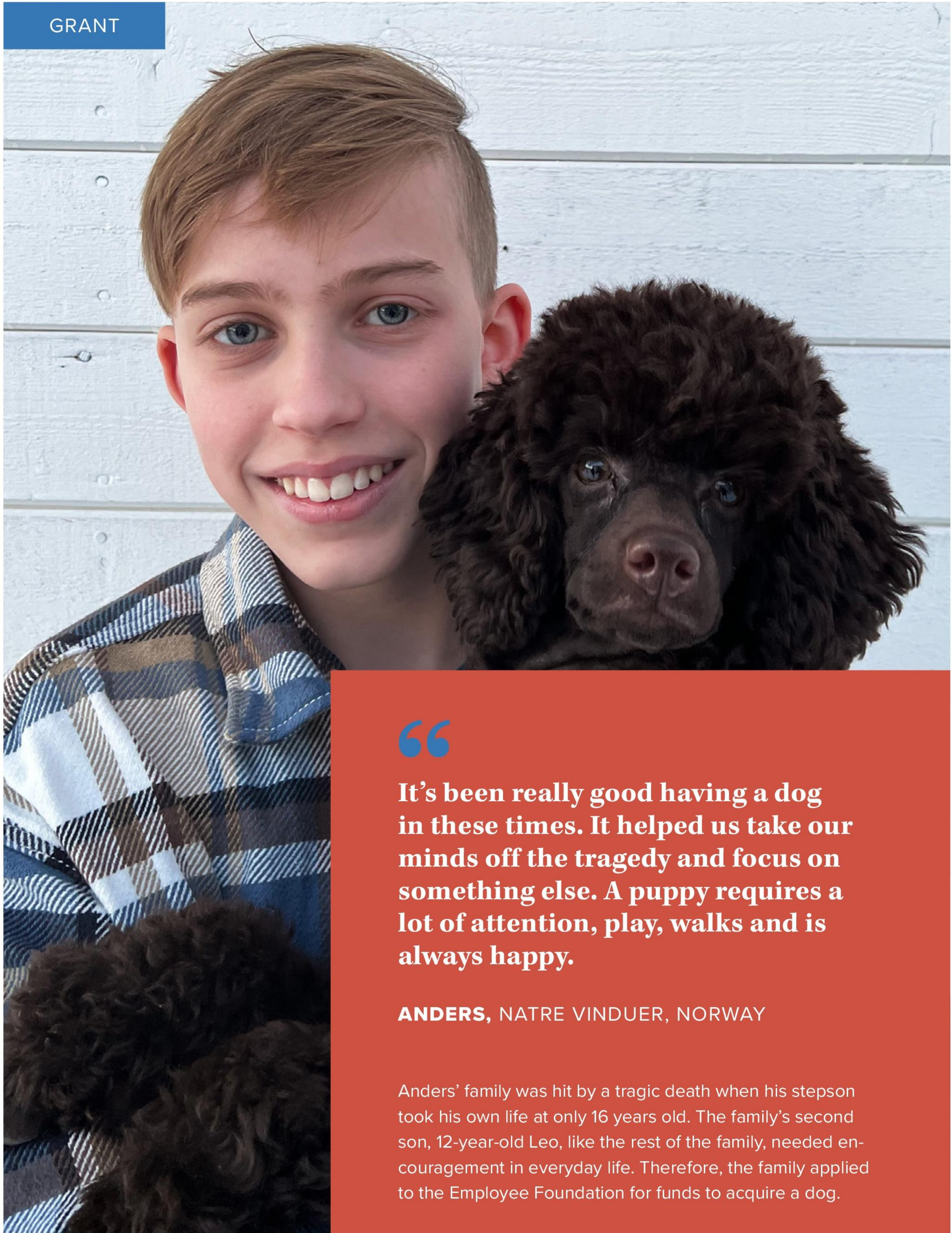
EMPLOYEE FOUNDATION  
OF THE VKR GROUP



EMPLOYEE FOUNDATION



## GRANT



“

**It's been really good having a dog in these times. It helped us take our minds off the tragedy and focus on something else. A puppy requires a lot of attention, play, walks and is always happy.**

**ANDERS, NATRE VINDUER, NORWAY**

Anders' family was hit by a tragic death when his stepson took his own life at only 16 years old. The family's second son, 12-year-old Leo, like the rest of the family, needed encouragement in everyday life. Therefore, the family applied to the Employee Foundation for funds to acquire a dog.

Leo no longer comes home to an empty house after school, but is greeted by the family's new puppy, Enya.



EMPLOYEE-RELATED PURPOSES



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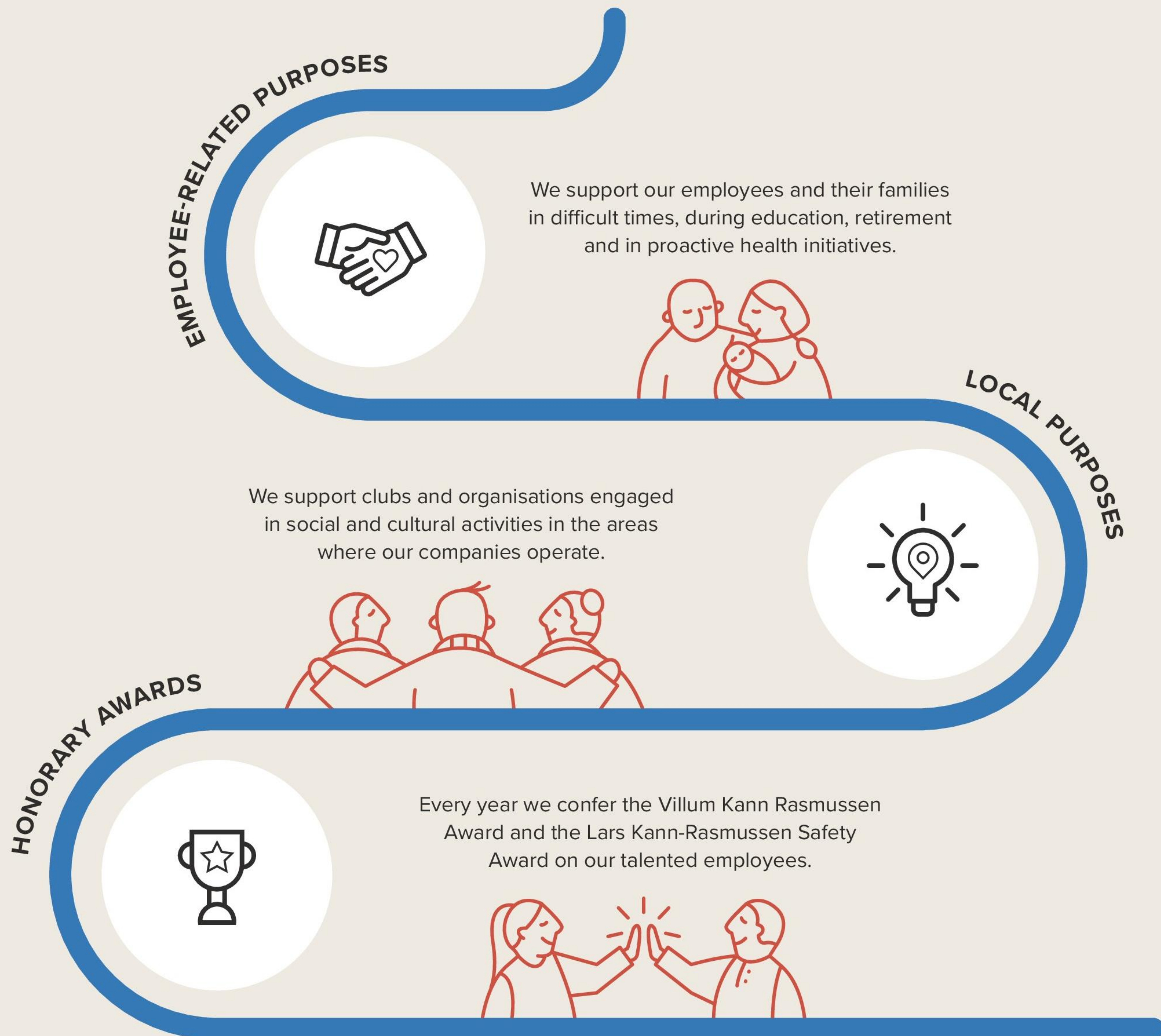
The annual report is published in 8 language variants - CZ, DE, DA, FR, HU, PL, SK, UK - which can be read on our website:





# What is the Employee Foundation?

The foundation's capital base of EUR 47 million is invested in securities. The return on these investments is shared out amongst the foundation's beneficiaries:



**We want to be visible and proactively support well-being, a sense of belonging among employees and retirees and be a positive element in employer branding**



## OUR MISSION

**The mission of the Employee Foundation of the VKR Group is to treat our employees better than most other companies.**



**MORE ABOUT OUR WORK**  
([employeefoundation.com](https://employeefoundation.com))



# Highlights

2022

31

YEARS SINCE THE  
FOUNDATION WAS  
ESTABLISHED



14

EMPLOYEES RECEIVED  
AN AWARD

**SINCE 1991**, the Employee Foundation has supported 9,000 employees and non-profit projects in areas where VKR Group companies operate, and conferred honorary awards on specially selected employees.

The seniority of the applicants in 2022 varied from 1 month to 44 years.

20,000

SAFETY BOXES WERE SENT  
IN CONNECTION WITH  
HEALTHY HABITS

10

EMPLOYEES  
PARTICIPATED IN LIVE A  
DREAM IN ROMANIA

932

EMPLOYEES & LOCAL PURPOSES  
RECEIVED DONATIONS IN 2022

25

COUNTRIES



EMPLOYEES IN 25 COUNTRIES  
RECEIVED SUPPORT IN 2022



2022

# Highlights

Almost EUR 29 million has been distributed since the foundation's establishment.



1.9

MILLION DONATED TO  
EMPLOYEE-RELATED  
PURPOSES



3.0

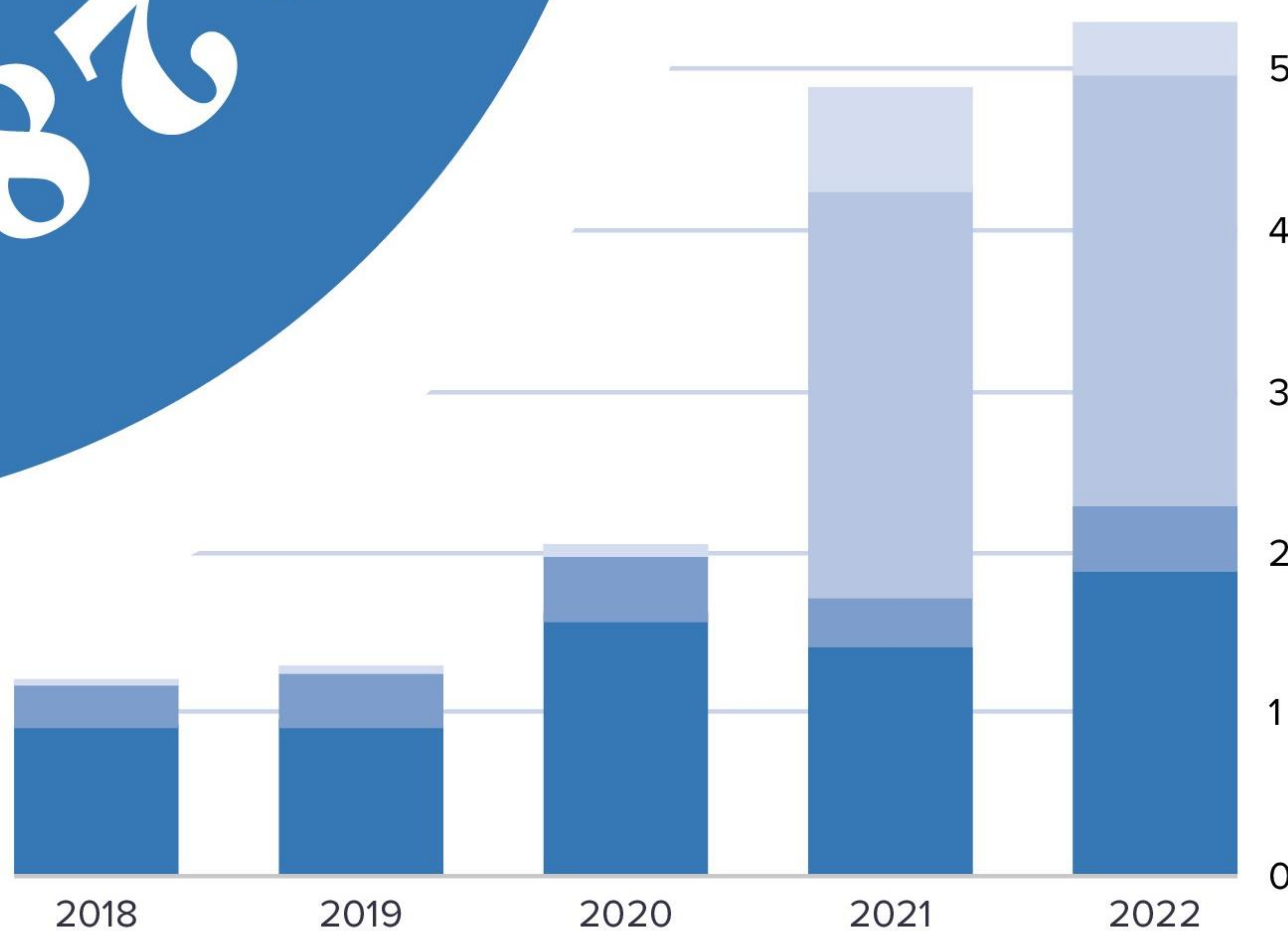
MILLION DONATED TO  
LOCAL PURPOSES

5,269,228  
EUR TOTAL DISTRIBUTED BY THE  
EMPLOYEE FOUNDATION IN 2022

47

(-15.2%)

EUR 47 MILLION CAPITAL BASE INVESTED IN SECURITIES.  
-15,2% IS THE RESULT OF THE INVESTMENTS IN 2022



## DISTRIBUTION AREAS FOR THE LAST FIVE YEARS

The Employee Foundation was established in 1991 and made its first grants in 1992. In the first year there were just seven recipients. Since then, the number of grants has been steadily rising.



**THE FULL GRAPHIC**  
([employeefoundation.com](https://employeefoundation.com))



## CHAIR'S FOREWORD

# The Employee Foundation is growing

In the coming year, we will unveil a number of new initiatives and programmes to ensure that we can have a positive effect on the job satisfaction and well-being of all employees

The world around us is changing and developing rapidly. In the last few years alone, we have been hit by a global health crisis and war on the European continent, which has triggered an energy crisis and uncertain economy. A new generation is also finding its way onto the job market and into the VKR Group's companies. While a lot is happening around us, the Employee Foundation needs to be the safe harbour in uncertain waters.

We are there when our employees and their immediate family are affected by unforeseen, unfortunate events. We are there when employees' children need the money and resources to get an education. And we are there when non-profit projects in the companies' local areas need financial aid for the benefit of the entire local community.

But in order for the Employee Foundation to remain relevant to as many employees as possible, we must also develop. That is why we have spent the last few years working strategically with the Foundation. The Board and the Secretariat have

raised the level of our ambitions and benefitted from the support of the shareholders. We are at a turning point, and are very excited to show you the "new" Employee Foundation.

In the coming year, we will unveil a number of new initiatives and programmes to ensure that we can have a positive effect on the job satisfaction and well-being of all employees. We can reveal two of them right now.

**A fixed special fund and extended limit for local projects**

During COVID-19 and now the war in Ukraine, the Employee Foundation allocated special funds with fast processing times to great effect and joy for affected employees and their families. We have decided that there must be earmarked funds for suddenly-arising local, national or international crises going forward. A fixed special allocation of EUR 135,000 has been set aside for this.

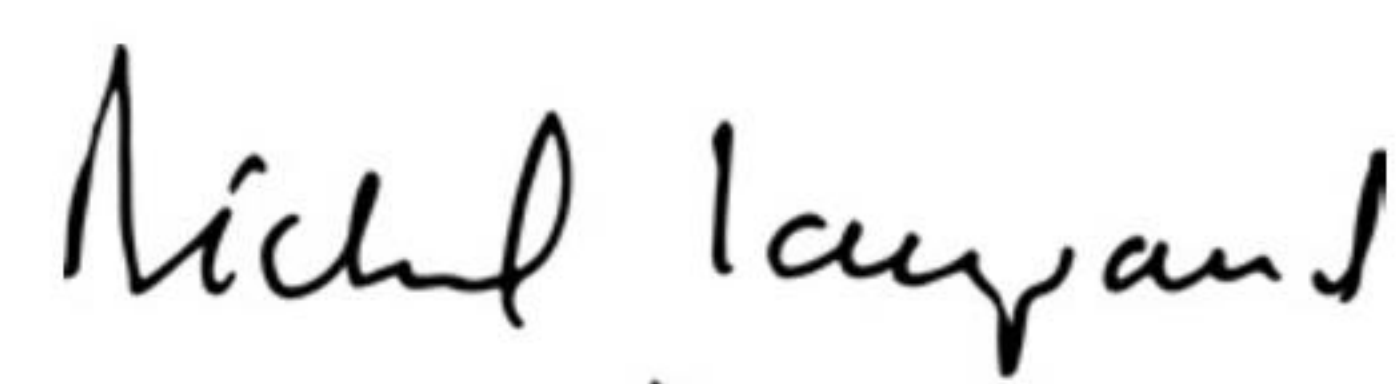
Since the foundation's establishment in 1991, we have supported non-profit projects and associations

in the vicinity of the VKR Group's companies. Until now, the boundary has been 25 km from a company's address based on the idea that employees in the VKR Group live close to the workplace, and could indirectly benefit from the support for the local community. Much has changed since 1991, and many of our employees no longer live so close to the workplace. We have therefore chosen to raise the boundary to 50 km from a company's address.

**Looking back on the year**

In this annual report, you can find out more about the work of the Employee Foundation in the past year. You can read more about support related to the war in Ukraine, the new Safety Award, our first edition of Live a dream, the continued work with Green areas and outdoor life and our proactive Healthy Habits programme.

Happy reading!



**Michel Langrand**  
Chair





“

**While a lot is happening around us, the Employee Foundation needs to be the safe harbour in uncertain waters.**

**MICHEL LANGRAND, CHAIR**



## CIO LETTER AND KEY FIGURES

# A challenging and disappointing year on the financial markets

The Employee Foundation's capital base of EUR 47 million is managed by the VKR Financial Investments department. The result for 2022 was -15.2%, which is unsatisfactory – although the market situation was very challenging.

The negative result was a consequence of strongly negative markets across all assets, both shares and bonds. This is quite unusual on the markets, as negative stock markets are typically countered by rising bond markets. 2022 was unusual as

we saw the central banks attempting to curb strong inflation by raising interest rates at a pace not seen in more than 40 years. But inflation was also the highest since the early 1980s. Thus, there was not the usual benefit of having a well-diversified portfolio.

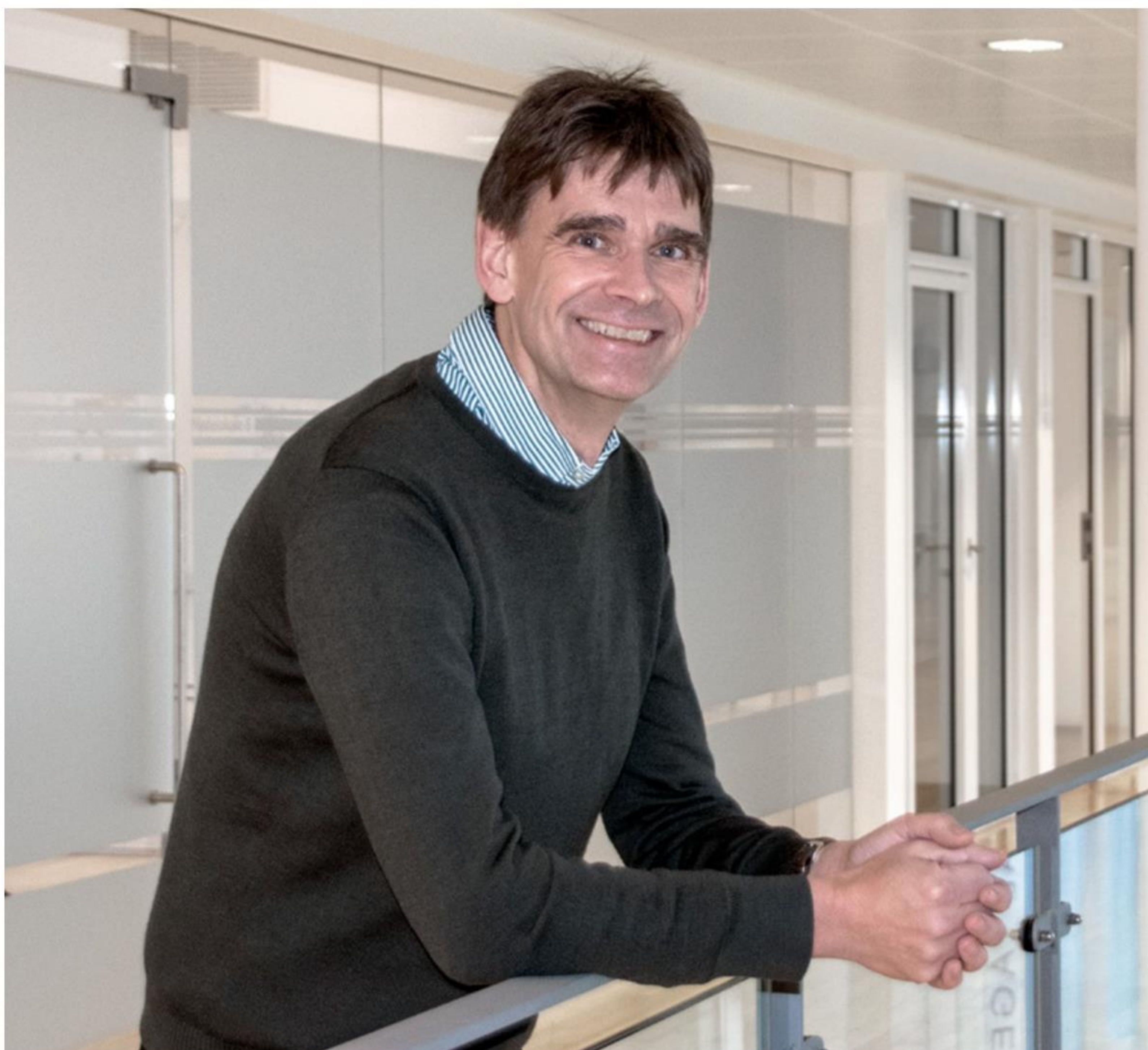
## Our Investment Strategy

The investment strategy adopted by the Board focuses on a relatively conservative investment philosophy operating with a long-range approach to the markets.

The investments are made with strong emphasis on low-risk Danish mortgage bonds, slightly less low-risk and thus higher-yielding corporate bonds, and selected global stocks geared to a reasonable return in the majority of market situations.

2022 was characterised by a slow-down in economic activity, initiated by the central banks' attempts to tackle very high inflation - at the level of 10% - while Europe was struggling with a difficult supply situation, first on top of corona lockdowns and subsequently with failure in energy supplies due to the war in Ukraine. It was also a challenge for the markets in 2022 that 2021 ended so strongly, which is why several assets appeared very expensively priced at the start of the year.

At the start of 2023, the markets are also expected to be challenged by continued interest rate increases, inflation and recession fears. But improvement is expected starting in the middle of the year, which should be able to last for several years.



A handwritten signature in black ink, reading 'Thomas Overvad'.

**Thomas Overvad**  
Chief Investment Officer



# Key figures

(EUR)	2022		1992-2022	
	Number of grants	Amount	Number of grants	Amount
<b>FINANCIAL SUPPORT FOR EMPLOYEES</b>	778	1,912,095	6563	17,646,487
Unfortunate situations	557	1,265,648	4212	11,585,403
Educational purposes	184	478,767	2068	4,651,216
Other purposes	37	167,680	283	1,409,868
<b>NON-PROFIT PURPOSES</b>	154	3,04,110	2515	9,840,506
Local, non-profit supports	146	387,072	2500	4,664,154
The Green areas and outdoor life programme	8	2,657,038	15	5,176,352
<b>HEALTHY HABITS PROGRAMME</b>		313,022		1,142,028
<b>Total</b>	<b>932</b>	<b>5,296,227</b>	<b>9078</b>	<b>28,629,021</b>

“

The investment strategy adopted by the Board focuses on a relatively conservative investment philosophy operating with a long-range approach to the markets.

THOMAS OVERVAD, CIO

47

MILLION EUR IN  
THE FOUNDATION'S  
CAPITAL BASE

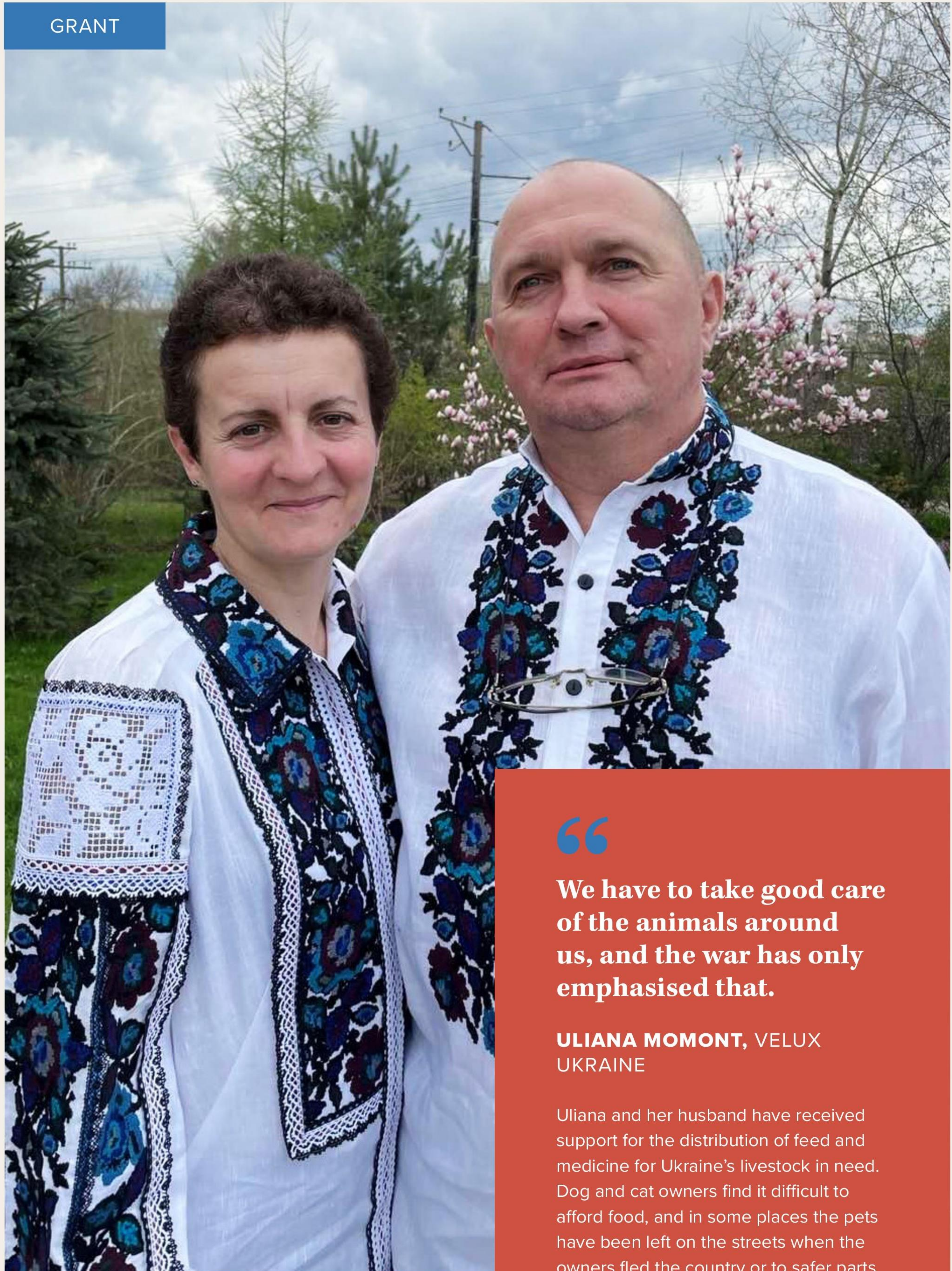
-15.2%

RESULT FOR  
2022



## GRANT

## GRANT



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**We have to take good care of the animals around us, and the war has only emphasised that.**

**ULIANA MOMONT, VELUX UKRAINE**

Uliana and her husband have received support for the distribution of feed and medicine for Ukraine's livestock in need. Dog and cat owners find it difficult to afford food, and in some places the pets have been left on the streets when the owners fled the country or to safer parts of Ukraine.



LOCAL PURPOSES



# Special support for Ukraine

In February 2022, when Russia's forces invaded Ukraine, life changed for many people in a very short time. Including many employees of the VKR Group, whose lives were - and still are - affected by the war.

The Foundation's key task is to support employees and their families when unforeseen and unfortunate events occur. We therefore established an emergency fund with a short processing time and lower requirements for the benefit of employees and their families who are affected by the war.

Initially, EUR 135,000 was allocated, but was quickly used up within a few months. Consequently, another

EUR 135,000 was added in May 2022.

At the turn of the year, there had been more than 160 grants made from the fund. Examples include applications in relation to hosting refugees, support for employees and their families unable to leave Ukraine, support for transporting family members out of Ukraine and much more. Most recently, the Employee Foundation supported

the purchase of generators to ensure a stable supply of electricity in the home.

The Ukraine fund is still active, and we expect that over time other needs may arise for employees who feel the consequences of the war. We can only hope that the need for support will soon arise in connection with the reconstruction of the country when the war is over.

UKRAINE

## 215

THOUSAND EUR GIVEN  
FOR SUPPORT IN  
CONNECTION WITH THE  
WAR IN UKRAINE

## >160

GRANTS FROM THE  
SPECIAL FUND FOR  
UKRAINE

### FUTURE EMERGENCY FUND

The Foundation has decided that in the future EUR 135,000 will be allocated for sudden unfortunate events. The special fund was created based on experiences from COVID-19 and the war in Ukraine.



# Employees honoured with awards

## HONORARY AWARDS

The Employee Foundation has conferred the Villum Kann Rasmussen Award since 1996 on employees whose outstanding achievements have far exceeded expectations. The award is made every year to coincide with the anniversary of the birth of the late Villum Kann Rasmussen on 23 January. In 2022, the award was given to 14 employees, who were celebrated locally in the companies where they work.

On 23 January this year, 15 employees were honoured with the Villum Kann Rasmussen Award 2023.

2023 marks the year when the Employee Foundation was able to confer the Lars Kann-Rasmussen Safety Award on 13 employees for the first time in recognition of exceptional efforts to increase safety as a great inspiration to others.

The recipients of both honorary awards were nominated by their local recommendation committee and colleagues and finally selected by the Employee Foundation's board. We offer our sincere congratulations to this year's awards recipients!

### Background for the Lars Kann-Rasmussen Safety Award:

The safety and well-being of employees have always been important to the companies in the VKR Group and to the Employee Foundation. A good workplace safety culture can reduce accidents, and any accident is one too many. The companies in the Group already do a lot to maintain a good level of safety and avoid accidents at work with the help of training, equipment and routines.

The number of accidents can be reduced to a certain degree using top-level processes. But to reduce it even further, we need behavioural changes. We want to honour and recognise the employees who have shown extraordinary attitudes and actions towards safety, because they can inspire the other employees.

### Facts:

- 363 employees have received one of the two honorary awards since 1996
- The recipients represent 70 of the VKR Group's companies worldwide
- The honorary awards are based on the same values as seen in Villum Kann Rasmussen's Model company objective from 1965



**READ ABOUT THE RECIPIENTS**  
([employeefoundation.com](https://employeefoundation.com))



# Live a dream: Voluntary work and great experiences

In June 2022, we sent 10 employees from 10 different companies on the first edition of Live a dream, where employees, together with other volunteers, helped build homes for vulnerable Romanian families.

The trip was organised together with the non-profit organisation Habitat for Humanity.

"It's hard work, but also very rewarding. I've met colleagues here who I will certainly be in contact with for a long time to come."

– Ross, VELUX Company, Scotland.

In 2023, the Employee Foundation will select approx. 15 employees for this year's Live a dream, which again goes to Romania. The participants have to donate a week's holiday – all other expenses are paid by the Employee Foundation.

Follow announcements from the Employee Foundation and your local recommendation committee if you want a chance to join this year's trip, which offers a unique opportunity to create social bonds and work hard in the service of a good cause.





# Green areas and outdoor life

The Green areas and outdoor life programme was launched in May 2021. In connection with the Employee Foundation's 30th anniversary, EUR 6 million was earmarked for exceptional outdoor projects near VKR Group locations.

GREEN AREAS AND OUTDOOR LIFE

Thanks to the enthusiasm and commitment of our employees, the Employee Foundation received 54 great applications, of which 15 have been selected. The aim is for employees, their families and the local communities to spend more time outdoors and enjoy nature and the innovative outdoor projects.

The scope of the projects means that the establishment phase takes time before we and our employees

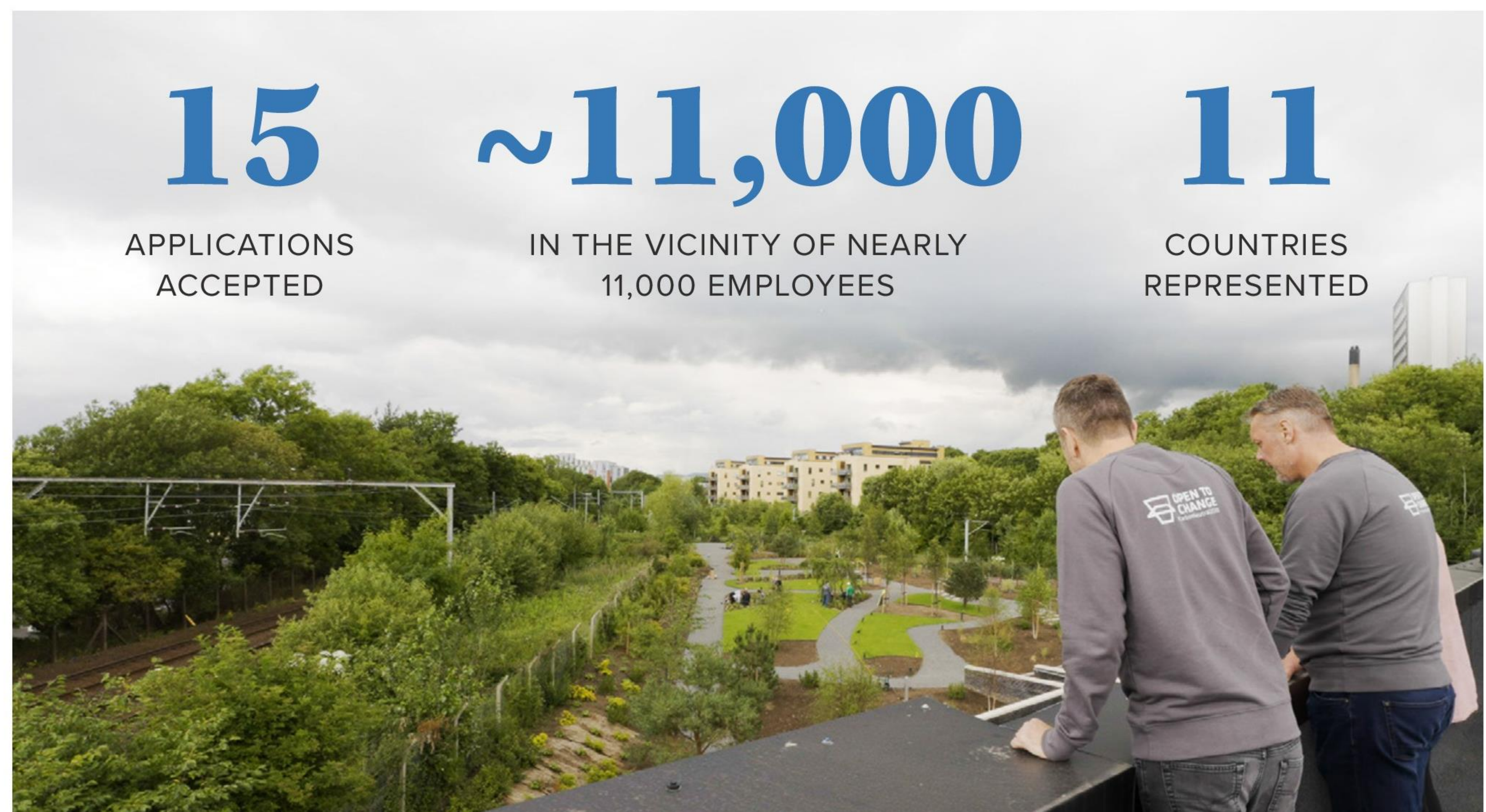
can benefit from the new opportunities that the projects offer. However, there is one project that has already taken shape.

## SWG3 in Glasgow

In Glasgow, a former industrial area is being transformed into a cultural space. In the heart of it, a 3,200 m<sup>2</sup> area has been laid out for food production, relaxation and recreational and learning activities. The project was created following an application

from the local company, the VELUX Company Ltd., Scotland.

In autumn 2022, colleagues from Altaterra and the VELUX Company met and invested time and energy in planting the trees that will grow in the area for the enjoyment of future guests. They planted a total of 700 trees and shrubs, and socialised across the companies.





## GRANT



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**Lusk United is an important local resource. We are a community-oriented, volunteer-run organisation with a strong focus on inclusion. We have a strong female presence that continues to grow year after year in terms of players, teams and coaches**

**EILISH, KEITH AND CONALL, COACHES OF THE U13 GIRLS' TEAMS.**

Lusk United is a football club in Co. Dublin, Ireland. The club has 240 female players and 17 female coaches spread over 16 teams. The Foundation supported the purchase of equipment for the U-13 girls' teams so they can schedule more game training and practice their skills with the ball.



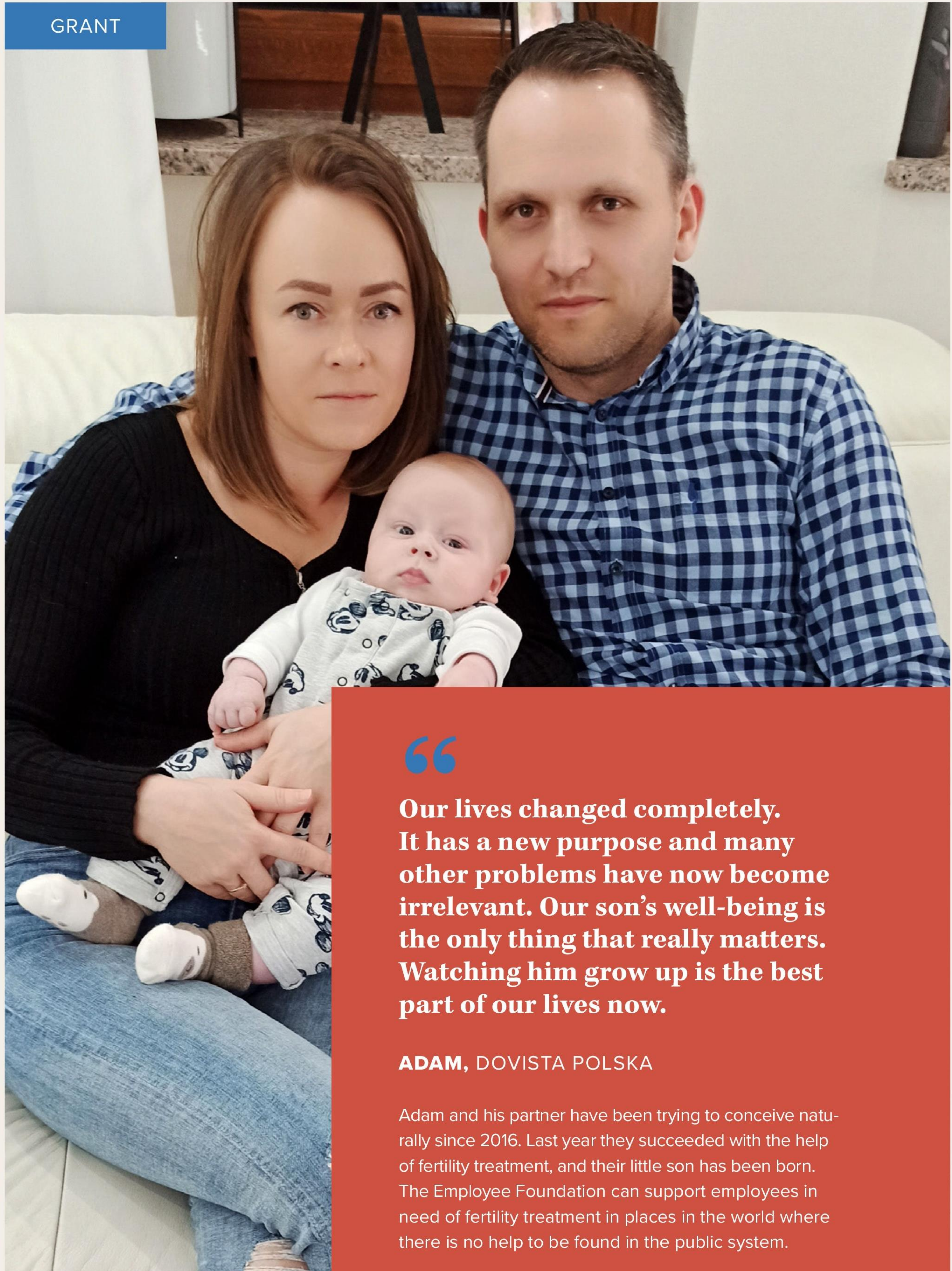
LOCAL PURPOSES

GRANT



## GRANT

GRANT



“

**Our lives changed completely. It has a new purpose and many other problems have now become irrelevant. Our son's well-being is the only thing that really matters. Watching him grow up is the best part of our lives now.**

**ADAM, DOVISTA POLSKA**

Adam and his partner have been trying to conceive naturally since 2016. Last year they succeeded with the help of fertility treatment, and their little son has been born. The Employee Foundation can support employees in need of fertility treatment in places in the world where there is no help to be found in the public system.



EMPLOYEE-RELATED  
PURPOSES



# Employees take safety home from work

2022 was truly a "safety" year for the Employee Foundation. This was also evident in this year's Healthy Habits programme, where the special focus area was good safety habits.

At work, most of the VKR Group's employees have good safety habits that prevent occupational accidents and create a feeling of security. But we often forget our good safety habits when we leave the workplace. Most accidents happen in our own homes.

The Employee Foundation wants employees to make good safety habits a part of everyday life. In the autumn, all employees received a box of items that increase security at home. In the box were also coloured pencils and an invitation to the employees to discuss safety with their children, let them draw a picture and send it in to the Employee Foundation. We received almost 200 drawings from more than 30 different companies. 10 drawings were selected and have received a prize for their creativity.

#### The "Bad Example"...

Most accidents happen in our own homes. Andreas Ishøy from VELUX A/S, Hørsholm, Denmark, who was badly injured while cutting the top off a tree in his backyard, knows that only too well. After the accident, he received support from

the Employee Foundation for extra physiotherapy and help with various tasks at home.

*"You are the result of your preparations".* I read this quote while I was in hospital and really thought about it a lot. When you go to work, you never want to go into a meeting unprepared, but I went out to prune a tree without having prepared enough. We have many activities going on at our workplace to create a safe working environment, but it's also important to take those things

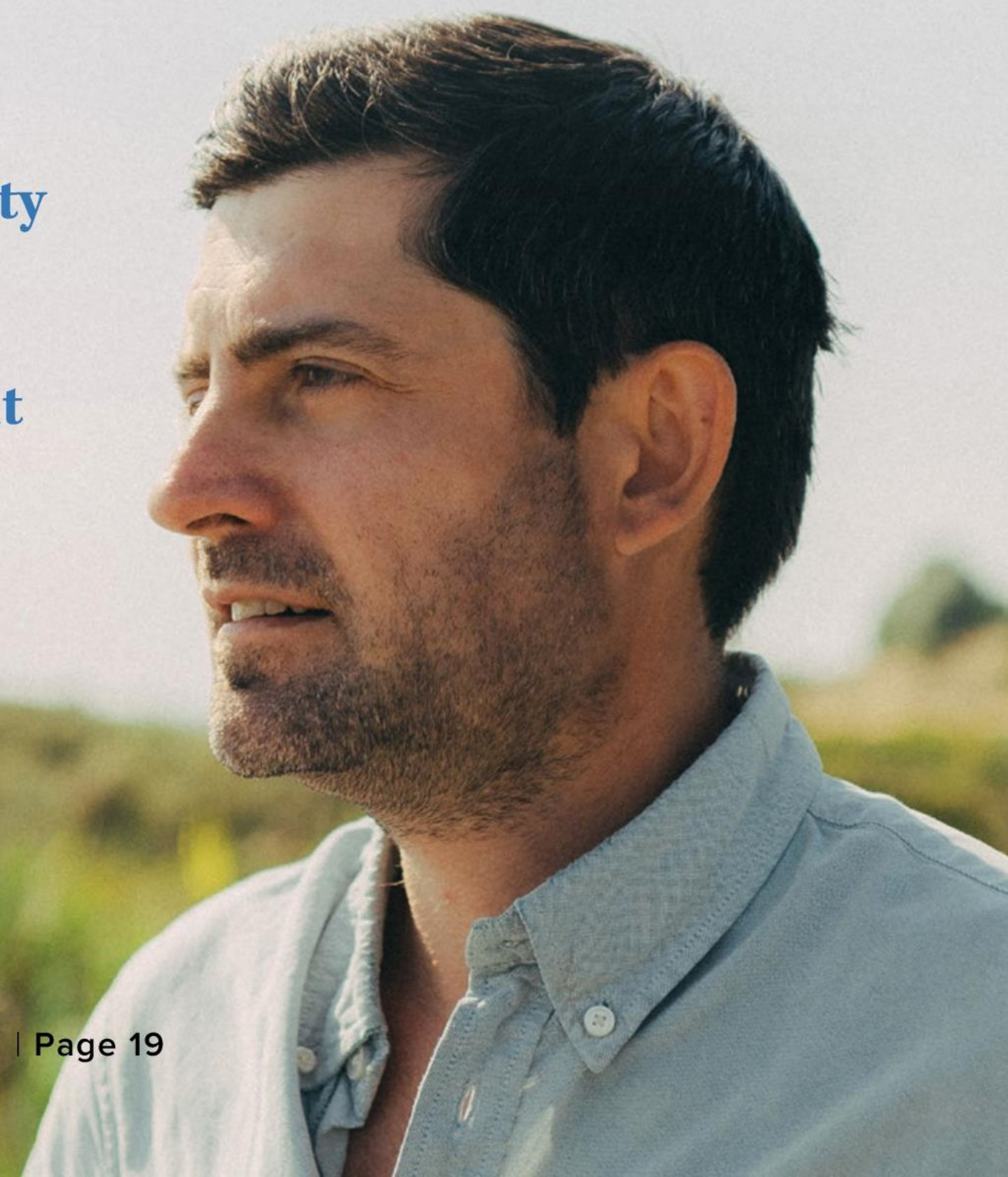
home with you. Make sure to put safety first at home as well."

"My son was only 15 months old when the accident happened. He needed me and I wanted to be there for him. I wanted to be able to play with him. Now I try to spend time with him and do the things that my body allows me to do. We have a boat, so sometimes we go sailing, which luckily I can still do. Just being alive and being able to see my son grow up is the most important thing to me."

“

**Make sure to put safety first at home. My son was only 15 months old when the accident happened.**

**ANDREAS ISHØY,**  
VELUX A/S







#### THE BOARD FROM LEFT

Michel Langrand (Chair), Kristian Justesen, Anine Drivsholm Bråten, Lisbeth Nyløkke Jørgensen, Elin Persson, Robert Purol.



# The Board

The Employee Foundation is organised in a supply chain that begins locally. *The recommendation committees* function as local ambassadors for the Employee Foundation, and are the ones the individual employee turns to. All companies in the VKR Group have a committee, which is the important link between the applicant and the Foundation.

*The Secretariat* supplies the recommendation committees with information and material that ensures the general visibility of the Foundation. The Secretariat is also responsible for all administration and prepares material and applications for board meetings.

*The Board* focuses on the Foundation's overall goals, strategy and financial resources to ensure sufficient funds.

## The Board in 2022

The Board held four meetings in 2022. Two physical meetings, and two online. In March, the meeting was held in Denmark at DOVISTA A/S, Horsens. The local recommendation committee welcomed us, and we got an insight into their work with the Employee Foundation.

In September, the meeting was held in Paris, France, where the Board and the Secretariat had the opportunity to visit one of the projects that have received support through the Green areas and outdoor life programme.

## New committees

The VKR Group has grown and new companies have been added. The Foundation has of course worked to gain a presence and a "face" at the new workplaces. This has been successful in the past year, when we can officially offer a warm welcome to the new recommendation committees at Dobroplast (Poland), WertBau (Germany), WERU (Germany) and EgoKiefer (Switzerland).

The local recommendation committees and the passionate people who sit on them are hugely important to the continued success of the Employee Foundation. The Board and Secretariat will continue to work to strengthen the committees so that we have a strong presence locally.

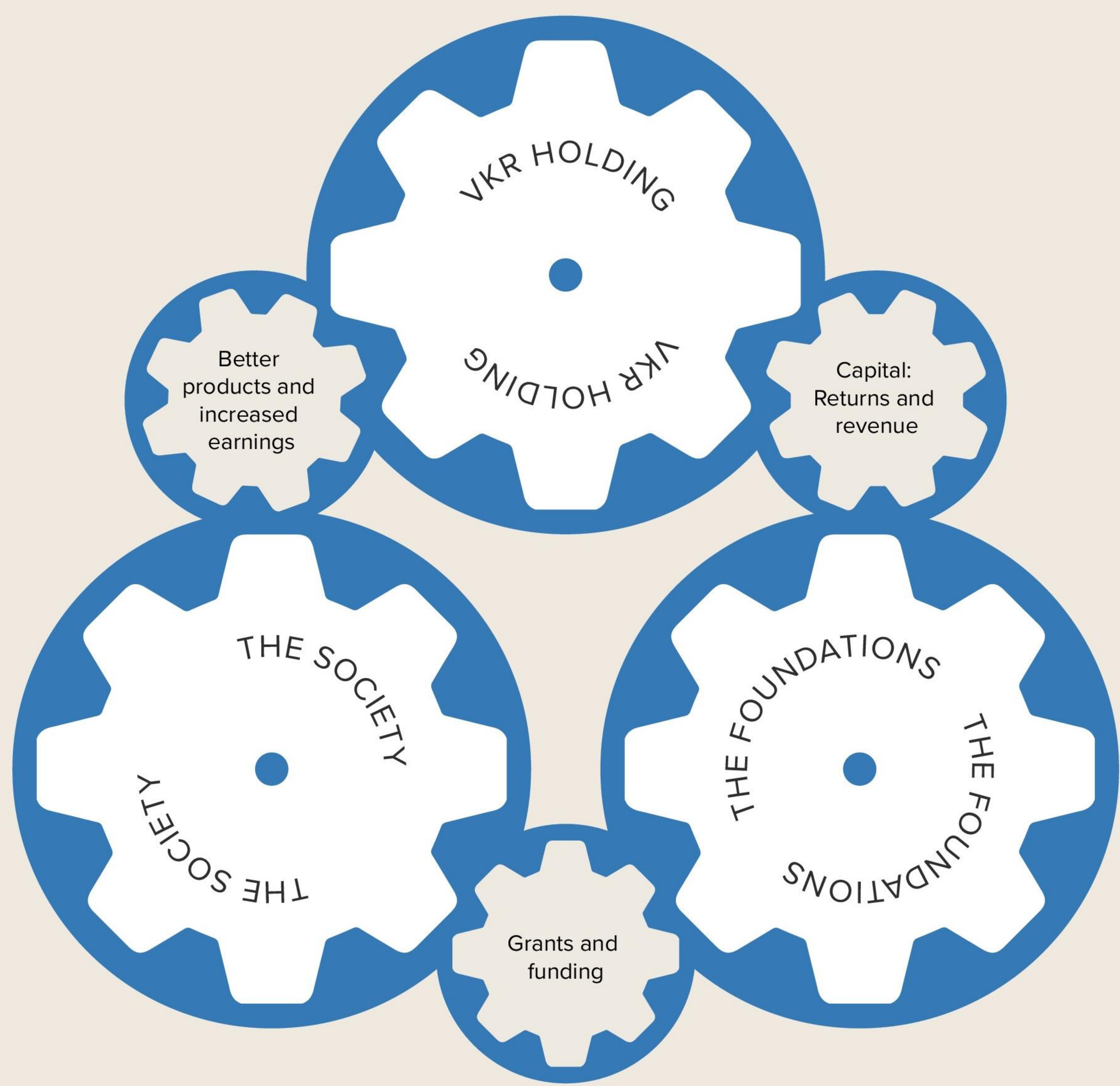
## SECRETARIAT FROM LEFT

Gitte Hemmingsen, Henrik Øvlisen, Hanne Raun, Troels Kjær and Lotte Kragelund. The Secretariat has been expanded from January 2023. Lotte Kragelund has joined and will work with the Employee Foundation's major strategic projects.





# Value creation



**At year-end 2022, the VKR Group’s companies had a total of approx. 19,500 employees in 38 countries.**

Daylight, fresh air and a better environment are unifying concepts for all the companies owned by VKR Holding. The products are roof windows, vertical window elements and external doors.

VKR Holding is a financial parent company which creates value through financial investments and ownership of companies which develop, manufacture and sell products useful to society that bring daylight, fresh air and a better environment into people’s everyday lives.

VKR Holding is foundation- and family-owned, with VILLUM FONDEN as the principal shareholder. With the foundation and family ownership, a kind of “perpetual machine” was created, in which a philanthropic foundation receives a large part of the company’s profit, which is reinvested in society in the form of support for research, health, culture and the environment. That support helps to strengthen the society in which the VKR Group operates.



## GRANT



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**The combination of technology and biology is the area in which I want to develop. I want to be at the centre of the development of science, explore it, use it and popularise it. I believe that the direction I have chosen is the best way to reach my goal.**

**ALINA**, DAUGHTER OF AN EMPLOYEE  
FROM DOVISTA POLSKA

Alina studies micro- and nanotechnology in biophysics at AGH University of Science and Technology in Kraków, Poland. Her father, Sławomir, works at DOVISTA Polska. That is why she has applied for and received educational support through the Employee Foundation.

Alina has been fascinated by science since she participated in science Olympiads and competitions in primary school. She would like to use her education to work in the high-tech sector within diagnostics and treatment. Alina's goal is to improve, reduce costs and facilitate access to specialised diagnostics and treatment techniques.



EMPLOYEE-RELATED  
PURPOSES





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**FRONT COVER** Football club Lusk United in Ireland received a grant for new equipment. Photo: Paul Maguire

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