

Annual report 2024

Employee Foundation of the VKR Group

Extract from the Employee Foundation's Annual report 2024

The Employee Foundation can support you and your family as well as areas where VKR Group companies are located.

Main programmes:

- Support for employees and their families in unexpected, unfortunate situations.
- Support for employees' children to complete their education.
- Support for senior clubs, where retired employees can meet.
- Support for local, non-profit projects and clubs.
- Support for shelter program and nature projects (as from 2025).
- We offer employees voluntary work in an NGO construction project.
- We present two Awards: the Villum Kann Rasmussen Award and the Lars Kann-Rasmussen Safety Award.

THE EMPLOYEE FOUNDATION

is there to help when times are hard...

If death, accident or illness with serious consequences have affected employees or their loved ones, the Employee Foundation can provide support. Such support can be used for treatment or relief, but can also be given for encouragement during a difficult time.

Employees in VKR Group companies, their partners and children can generally be supported if they have been working for the group for at least 1 year.

We helped Miłka return to full mobility

Miłka, the daughter of Magdalena Witaszczyk, NB Polska, Poland, struggled with a severe cartilage disease that deformed her knee joint. Over the course of a year, her condition worsened, leaving her unable to lead a normal life or engage in physical activity, with the risk of permanent disability.

"I am deeply grateful to the Employee Foundation for their invaluable support. Thanks to innovative knee surgery, Miłka regained her strength and mobility," says Magdalena.



THE EMPLOYEE FOUNDATION

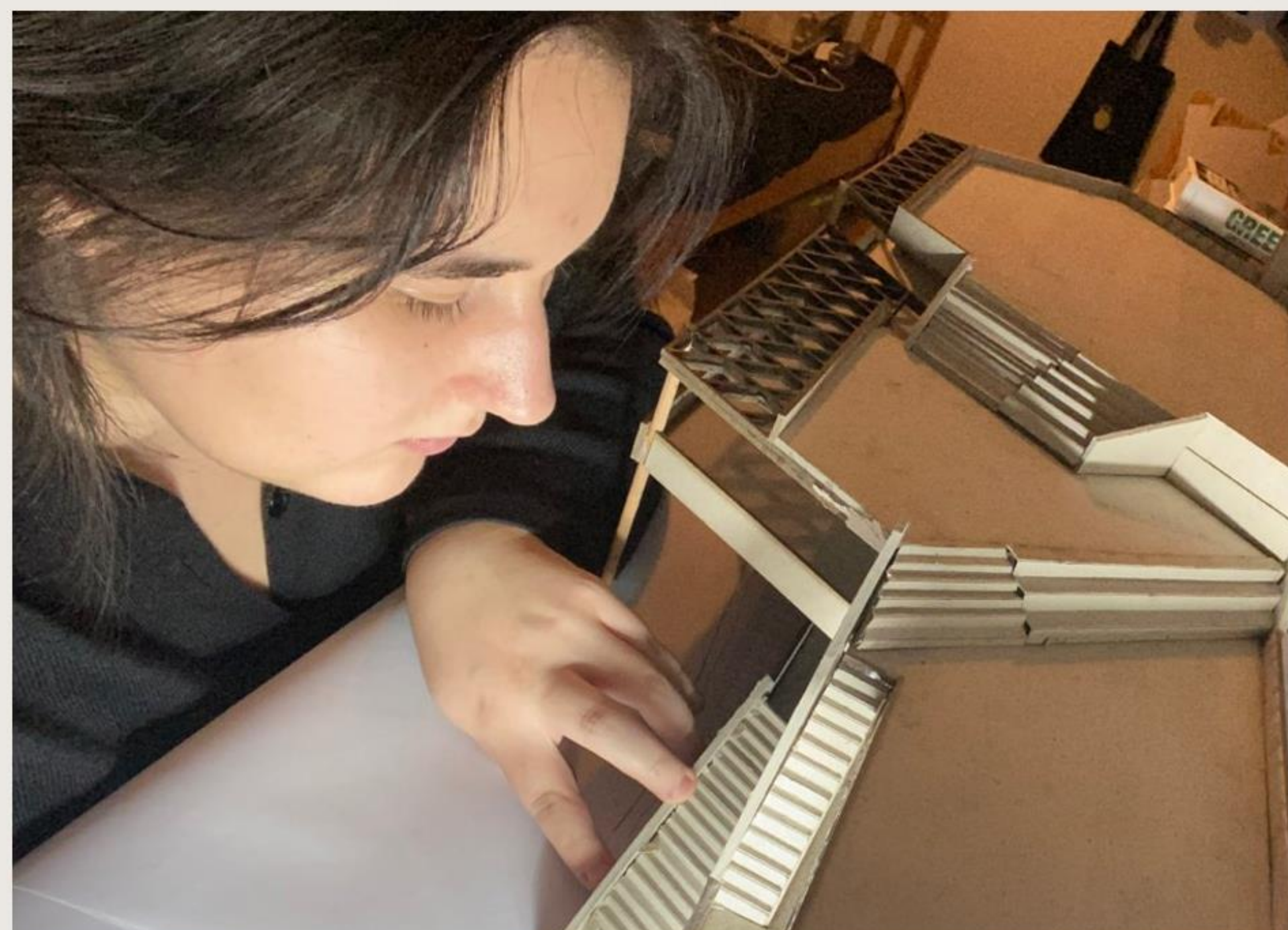
can support the final education of employees' children...

We provide financial support to employees' children to help them complete their final education. The students have to be under 30 years of age and have completed at least half of their education at the time of application. Support is given for academic and vocational training. Education grants are a gift in recognition of the importance of education. No definite financial need therefore needs to exist.

My architectural journey

Johanna, the daughter of Andreas Moll, EgoKiefer AG, Switzerland, received an educational grant to support her architectural studies:

"Receiving the grant significantly impacted my education, enabling me to purchase essential design software and materials for architectural models. It also allowed me to embark on excursions, broadening my understanding of architecture across cultures", says Johanna.



THE EMPLOYEE FOUNDATION

can support local clubs and organisations...

We provide support to many different clubs, community centres, recreational activities, care centres, etc., located near any company in the VKR Group (max. 50 km from the company). An application must be for specific projects or objects of lasting value.

We can also support special programmes and projects that will require significant funds to realise. In such cases, they must be original and inspiring projects which, for example, provide more green areas and outdoor activity opportunities. The Employee Foundation must be the sole investor or support a specific part of the project.

Revitalizing MG FIGHT TEAM

MG FIGHT TEAM offers MMA training in Gamaches, France and has attracted a diverse membership, including children, adults, and notable figures who conduct workshops in boxing and wrestling.

The team expresses gratitude to the foundation for their support, which has significantly advanced the club's development.



THE EMPLOYEE FOUNDATION

supports volunteering...

The Employee Foundation partners with Habitat for Humanity to construct affordable homes for Romanian families in need. This collaborative effort involves volunteers from various VKR Group companies, who join forces with volunteers from other organizations. The experience of working together on this meaningful project and giving back to those in need proves to be exceptionally rewarding.

Live a Dream 2024: Mission accomplished, we did it together!

In 2024, 20 volunteers from 14 companies – representing 9 countries and 13 nationalities – donated their time and efforts to build homes in Romania.

"What an amazing experience with a fantastic group of volunteers from VELUX and DOVISTA. I wasn't sure what to expect when I arrived – long days and hard work for sure – but I didn't realize I'd make 20+ new friends! I had no idea working so hard could be so fun.", says Jim Lucas, VELUX America LLC



About the Employee Foundation:

Since 1991, the Employee Foundation of the VKR Group has supported employees and their families in many ways.



SUPPORT IN 2024

A total of
1,089 grants / EUR 3,626,653

Unfortunate events:
558 grants / EUR 1,546,950

Educational purposes:
294 grants / EUR 682,715

Other purposes:
15 grants / EUR 85,863

Local, non-profit purposes:
222 grants / EUR 1,312,125

Recommendation committees and Scouts:

The Employee Foundation employs a unique structure to connect with our employees: each VKR Group company has a committee or representative serving as a vital link between applicants and the foundation. These committees are organized to reflect the diversity of their respective companies and act as local ambassadors for the foundation.

In 2024, we launched the new ambassador program, Scouts! This network includes about 200 employees across VKR Group companies who voluntarily support local recommendation committees and help spread awareness of the foundation's work. The program aims to strengthen community ties and foster meaningful connections.



The Employee Foundation's annual report is published in two language versions, in Danish and English, which can be read on our website (www.employeefoundation.com).

This abridged version is available in eight languages: Danish, English, German, French, Hungarian, Polish, Slovak and Czech, which can also be read on our website.

