

EMPLOYEE FOUNDATION
OF THE VKR GROUP

Annual report 2025

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Live a Dream 2025
volunteer, Agata
Chmielewska
(DOVISTA Polska)

FOREWORD FROM THE CHAIR

As we reflect on the past year, it is clear that 2025 has been a dynamic and transformative period for the Employee Foundation

In a world increasingly challenged by geopolitical and economic tensions, and climate-related issues, the need for hope and belief has never been more critical. We are committed to fostering a sense of community and resilience among our employees, their families, and local communities.

We are pleased to report significant progress with our "Let's work it out together" strategy. Employee engagement has surged, with over 350 members of local Recommendation Committees across more than 90 locations and 200 dedicated Scouts actively supporting our initiatives. Their efforts are instrumental in enhancing our visibility and proactivity.

Our volunteers have made a profound impact. This summer, 40 volunteers from Danish and German locations spent their weekends collaborating to build six innovative shelters in Kronhede, Denmark, as part of a project with NORRØN. These architect-designed prototypes mark the beginning of a promising initiative, with more shelters planned for the future.

Following three successful years in Romania, the "Live a Dream" program was piloted in Poland this year. In partnership with Habitat for Humanity, 19 volunteers from the VKR Group participated in the Empty Spaces to Homes initiative in Piaseczno, near Warsaw, Poland. Employees across the VKR Group supported the initiative remotely through the "Donate Your Steps" challenge, which encouraged tracking steps from September 1st to 9th. This initiative saw 1,235 participants from 295 teams, collectively walking 93,814,761 steps, raising funds for families in need of safe housing, with the Employee Foundation matching donations up to €100,000.

Thanks to everyone who contributed to the Employee Foundation activities! We are overwhelmed by the engagement we experience. A true "Let's work it out together" spirit!

Finally, we are excited to have launched a new and updated website for employees to easily learn more about our activities.

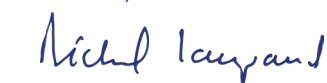
As we look ahead to 2026, we are excited to celebrate the 30th anniversary of the Villum Kann Rasmussen Award with a special campaign titled "Celebrating all of us!" This milestone will not only honour all of the past award recipients – but all of the employees in the VKR Group who contribute to the Model Company Objective.

We are enhancing our relevance by introducing new initiatives, such as "Dare to Dream," aimed at strengthening the mental health of employees' children aged 16 to 25. Additionally, we will continue offering health screenings and resources to inspire healthier lifestyle choices. Our dedication to supporting and raising awareness among employees and their families empowers them to take proactive steps in addressing critical health issues.

Together, we are building a brighter future, one filled with hope and engagement. Thank you for your continued support and dedication to the Employee Foundation.

Let's work it out together!
Enjoy the read.

Sincerely,



Michel Langrand, Chair
Employee Foundation of the VKR Group



BOARD AND SECRETARIAT

Supporting employee well-being

The Employee Foundation remains committed to enhancing the well-being of our workforce across diverse business areas and international locations. Our board, comprising six dedicated members, convenes quarterly to steer strategic initiatives, manage financial planning, and address the growing volume of applications, ensuring alignment with employee needs.

In 2025, we conducted two virtual board meetings and two in-person gatherings. As of the end of 2025, the board continues to include Madalina Petrescu, Anine D. Bråten, Michel Langrand (chair), Elin Persson, Robert Purol, and Lars Bohlbro.

By the close of 2025, the secretariat comprises Lotte Kragelund (executive director), Jasna Jelinek, Gitte Hemmingsen, Jane Mørkeberg Kristensen, and Anna-Helene Kirk. Collectively, we are dedicated to cultivating an environment that supports and enriches the lives of our employees within the Group.

Lotte Kragelund, Executive Director:

"It's amazing what happens when we work together."



The board, from left:
Anine D. Bråten,
Lars Bohlbro,
Elin Persson,
Madalina Petrescu,
Michel Langrand,
Robert Purol



The secretariat, from front left: Anna-Helene Kirk, Lotte Kragelund, and from back left: Jane Mørkeberg Kristensen, Gitte Hemmingsen, Jasna Jelinek

RECOMMENDATION COMMITTEES AND SCOUTS

Strengthening connections: Committees and Scouts as vital links

Recommendation Committees:

Bridging applicants and the foundation

Each VKR Group company is equipped with a Recommendation Committee, serving as a crucial link between applicants and the Employee Foundation. These committees are structured to mirror the diversity within their respective companies and act as local ambassadors for the foundation. By leveraging their unique insights and understanding of local dynamics, these committees ensure that the foundation's resources are allocated effectively and equitably. They play a pivotal role in assessing applications, providing valuable feedback, and advocating for initiatives that align with both the foundation's goals and the specific needs of their communities.

Scouts network:

Amplifying our vision

Our ambassador network, known as Scouts, comprises employees who voluntarily disseminate knowledge about the foundation and its initiatives. Employee Foundation Scouts are instrumental in sharing our vision and accomplishments, whether through personal stories or content that aligns with their expertise, thereby amplifying our message.

Ida Højgaard Wonsild, VELUX A/S, Østbirk – she attended forest bathing and yoga retreat courses.

"I noticed people's calm behavior after the sessions and their response was overwhelmingly positive, so I will most likely do it soon again."

Ulla Karri, Green Scout

"The best thing about being part of the pilot shelter build in Denmark, has been meeting colleagues, working with them, enjoying the good weather, good talks, and having fun together."

Scouts receive tailored content directly, ensuring they remain updated with the latest news and developments. They are encouraged to share information online with colleagues and business partners in ways that resonate with them.

44 Scouts who decided to take local action played an active role in building the pilot shelters at Kronhede Nature hostel in Denmark, during May and June 2025. Their enthusiasm and teamwork brought great energy to the site, helping ensure the shelters were completed efficiently and with care. Through their participation, the Scouts also gained valuable hands-on experience in volunteering and environmental responsibility.

LinkedIn training sessions

In 2025, we conducted LinkedIn training sessions for our Scouts, focusing on enhancing their presence, engagement, and growth on the platform through four comprehensive sessions.

Training grants for Scouts

We provided exclusive grants (up to €650 each) to support Scouts' participation in local training programs, enhancing skills in areas such as hiking, forest bathing, mindfulness, or yoga. In exchange, Scouts who received grants organized at least two local activities to share their newfound skills with colleagues.



If YOU want to become a Scout, please visit our website to find the sign-in link, or contact the Employee Foundation Secretariat, e-mail: efscouts@vkr-holding.com.

Scouts webpage



CIO'S REPORT

A satisfactory financial return

The foundation's capital base of DKK 350 million is managed by the VKR Financial Investments department. The result for 2025 was DKK 17.1 million or +5.0%, which is satisfactory – and the third year in a row with good returns.

Despite weaker market conditions, both equities and bonds contributed positively to the financial result in 2025. Falling interest rates and declining credit spreads benefited mortgage and credit bonds, while inflation remained within acceptable limits. Equities faced volatility due to geopolitical events but rebounded later, driven by a strong AI theme.

US consumers remained resilient despite rising living costs, particularly in food and imported goods affected by tariffs. A significant decline in the USD's value, influenced by presidential remarks and narrowing interest rate spreads, favored European and emerging market equities. Geopolitical tensions had limited impact on financial markets, with the tariff agenda dominating much of the year before fading in the final quarter.

Overall, the Employee Foundation effectively navigated these challenges, maintaining a stable financial position.

Investment strategy

The investment strategy established by the Board of Directors is based on a conservative investment philosophy with a long-term approach. The foundation is also subject to the framework laid down by the Danish Placement Order, which sets limits on investment opportunities.

The investments are made with a high emphasis on safe Danish mortgage bonds, slightly less secure and thus typically higher-yielding corporate bonds, as well as selected global equities that strive for a reasonable return in most market situations.

Key figures and highlights

	2025		1992-2025	
	Number of grants	EUR	Number of grants	EUR
Support for employees	867	4,839,706	8,979	26,654,350
Unfortunate situations	495	1,375,951	5,711	15,768,580
Education	318	721,664	2,903	6,575,053
Health and well-being initiatives	38	2,635,332	38	2,635,332
Other purposes	16	106,759	365	4,310,717
Local, non-profit projects	288	2,136,654	3,246	14,977,737
Total	1,155	6,976,360	12,225	41,632,087

Grants



The Foundation

369	75	19	+200
committee members	different companies have submitted applications	employees representing 10 nationalities participated in Live a Dream in Poland	scouts

Grant recipients

1,155	37	15	5
grants in 2025	companies have received grants for proactive health screenings	Villum Kann Rasmussen Awards were presented in January 2025	Lars Kann-Rasmussen Safety Awards were presented in January 2025

VOLUNTEERING – LIVE A DREAM 2025

People come together with compassion and purpose

Across the VKR Group, employees once again demonstrated the power of collective action through the Empty Spaces to Homes initiative. From swinging hammers in Piaseczno, Poland, to walking millions of steps worldwide, colleagues joined forces to help transform abandoned buildings into healthy, welcoming homes for families in need. Their efforts show how meaningful change begins when people come together with compassion and purpose.

From Empty Spaces to Homes in Piaseczno, Poland

In September, 19 colleagues from 10 countries across the VKR Group came together in Piaseczno, Poland, for a week of hands-on volunteering that turned a neglected tenement into a place of hope. Swapping their everyday roles for construction tools, they joined Habitat for Humanity Poland and the Lena Grochowska Foundation in the renovation of a long-abandoned building that will soon house more than 20 supported apartments for people in vulnerable situations.

This project forms part of the Empty Spaces to Homes initiative by Habitat for Humanity, supported by the Employee Foundation of the VKR Group. The programme addresses two global challenges – the shortage of affordable housing and the environmental cost of new construction – by repurposing unused buildings into healthy, affordable, energy-efficient homes. Renovating instead of demolishing preserves local heritage, saves materials and CO₂ emissions, and gives communities a renewed sense of purpose.

For the volunteers, the experience was both humbling and inspiring. “The most valuable thing is meeting new people and the goal that unites us: building something better for others,” shared Łukasz, one of the participants. “I’m proud that a place once empty will soon be filled with laughter and life again.”

Beyond the renovation site, employee engagement extended across the VKR Group through the “Donate Your Steps” challenge. A total of 1,235 participants from 295 teams collectively walked 93,814,761 steps,

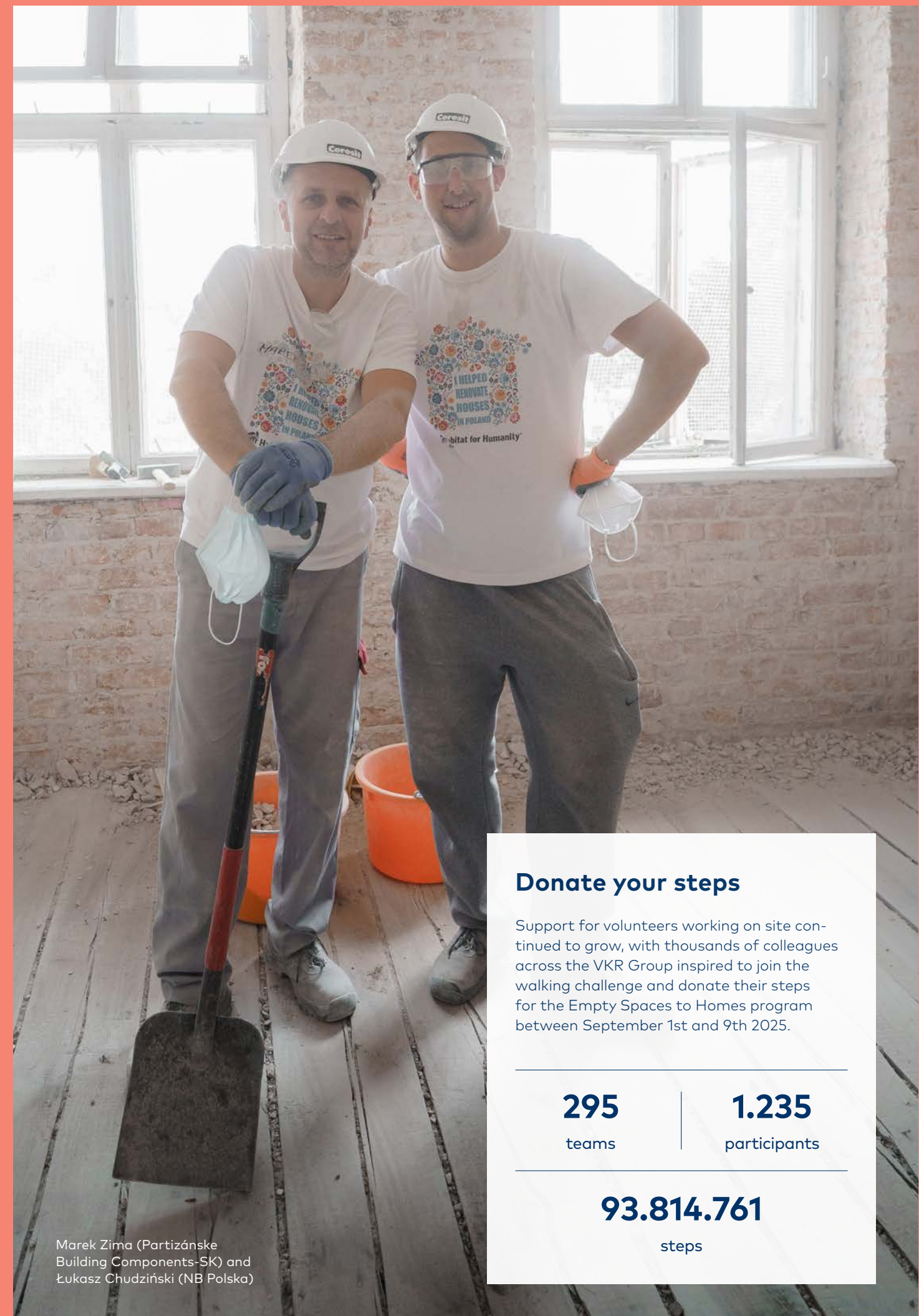
raising funds for families in need of decent housing. The Employee Foundation matched these donations with up to €100,000, further strengthening the impact of this shared effort.

In Poland, colleagues from NB Polska added their personal touch by creating handmade wooden flower pots for the future residents – a warm symbol of welcome and care. DOVISTA and VELUX also contributed to the renovation by donating 44 Dobroplast windows and 15 VELUX roof windows, bringing more daylight, better ventilation and a healthier indoor climate to future homes.

Through shared effort, compassion and creativity, employees once again proved that together, we can transform empty spaces into homes and help communities flourish.

Robert Purol, Board Member of the Employee Foundation

“It is inspiring to see colleagues from across the VKR Group come together for a cause that brings new life to old buildings – and new hope to families.”



Donate your steps

Support for volunteers working on site continued to grow, with thousands of colleagues across the VKR Group inspired to join the walking challenge and donate their steps for the Empty Spaces to Homes program between September 1st and 9th 2025.

295
teams

1.235
participants

93.814.761
steps

Marek Zima (Partizánske Building Components-SK) and Łukasz Chudziński (NB Polska)

Unfortunate situations

We are here to help when life takes an unexpected turn – whether through illness, accident, or loss. Our grants offer a helping hand in difficult times, allowing you to focus on what truly matters. Behind every grant is a human story. The following stories from our colleagues and their families remind us that the Employee Foundation can bring care, hope, and practical help when it is needed most.

The Employee Foundation supports the following purposes:

- Support for employees and their immediate families in unexpected, unfortunate situations.
- Support for employees' children to complete their education.
- Health and well-being initiatives.
- Support for senior clubs, where retired employees can meet.
- Support for local, non-profit projects and clubs.
- Support for nature projects and shelters.
- We offer employees the opportunity to participate in voluntary work in an NGO building project.
- We present two Awards: The Villum Kann Rasmussen Award and the Lars Kann-Rasmussen Safety Award.



Sara's Story

Peace of Mind for Every Day

For most children, a birthday treat or a new food is simple. For Sara, the daughter of an employee from DOVISTA Polska, Poland, it can be life-threatening. She lives with severe allergies to milk, sesame, nuts, and even wasp stings, so every meal and outing must be carefully planned.

One of the most vital things for Sara's safety is always having her adrenaline pen close at hand. With support from the Employee Foundation, her family could ensure she has everything she needs to stay safe – and to focus more on enjoying life, not fearing it.

"This help gave us something that cannot be measured – peace of mind," her parents share. They can now visit specialists, explore new foods with care, and let Sara experience more of the world around her.



Rodrigo's Story

A Journey of Courage and Healing

Curiosity turned into crisis when Rodrigo, a playful boy and the son of an employee from JTI Sonneborn Industrie, Germany, who loves taking toys apart, accidentally swallowed a small lithium battery from his toy car. What followed was every parent's nightmare – surgeries, weeks in intensive care, and two cardiac arrests.

"Watching him fight for breath was the worst feeling I've ever had," his father recalls.

Today, Rodrigo is recovering – a true miracle. He is back at school, jumping on the trampoline, and exploring the world with his usual curiosity. Life now requires extra care, but his family is deeply grateful for his second chance.



Manon's Story

Hearing the World Anew

Since birth, Manon, the daughter of an employee from KH-SK France, France, has been deaf in her right ear. Doctors recently recommended hearing aids – two devices that work together so the right one can transmit sound to the left. But only the impaired ear's device was covered by insurance, leaving Manon without the full system she needed.

With help from the Employee Foundation, she was able to get both. The difference was immediate and life-changing. "These hearing aids have transformed my daily life," she says with gratitude.

Now, Manon can fully follow her classes and feels confident learning to drive. She can enjoy her favorite music and the quiet details of daily life that others take for granted.

Thanks to this support, she is not only hearing more clearly – she is living more freely.



Philip's Story

Finding Calm Through Music

Philip is the son of an employee from Østbirk Bygningsindustri, Denmark. He is a bright 10-year-old boy with ADHD. In a noisy classroom, every sound can steal his focus, making schoolwork a real challenge. One day, his teacher lent him her headset and phone so he could listen to music while studying – and the change was remarkable.

"It gives me peace in my head," Philip said. With music, he could concentrate twice as long and stay calmer throughout the day.

Thanks to the Employee Foundation's support, Philip now has his own headset and phone – small tools that make a big difference. He needs fewer breaks, has more energy, and approaches school with new confidence and joy.

Testimonial

from **Daniel Berthold,**
VELUX Commercial Production Hüllhorst, Germany

"On June 10th, 2025, we lost our beloved four-year-old horse in a fire that destroyed our stable. This event has deeply affected us emotionally.

At a time when we felt abandoned from many sides – as insurance companies hesitate and the settlement of the damage drags on – your support through the Employee Foundation was an unexpected and deeply moving sign of sympathy.

It shows us that compassion and humanity still have their place and brings us great comfort in such a difficult time."

"It gives me peace in my head," Philip said. With music, he could concentrate twice as long and stay calmer throughout the day.





Sarah's Story

Caring for Animals

For Sarah Feix, daughter of an employee at VELUX France, becoming a veterinarian has been a lifelong dream. Now in her final year of veterinary studies in Košice, Slovakia, she continues to pursue that goal with determination and compassion.

A scholarship from the Employee Foundation helped ease the financial strain of studying abroad, allowing her to focus fully on her coursework and her thesis on calf health.

Sarah hopes to work with cattle and one day open her own veterinary clinic – dedicating her energy to the well-being of animals and those who care for them.

Education

Our educational grants support employees' children's academic or vocational goals.

Stories testament to how the Employee Foundation's commitment empowers the next generation to follow their passions, develop their skills, and build a future aligned with their aspirations.



Gedvile's Story

Turning Passion into a Profession

Gedvile Kovzonaite, daughter of an employee at UAB DOVISTA in Lithuania, always dreamed of working in the beauty industry. With dedication and hard work, she completed her studies to become a cosmetologist.

The grant from the Employee Foundation allowed Gedvile to purchase essential tools and set up her own workspace, marking the first step toward professional independence.

With gratitude and pride, she now looks ahead to building her career and helping others feel their best – turning her passion into a profession.

Local, non-profit projects

The Employee Foundation welcomes applications from local non-profit clubs, associations, and community organisations near VKR Group companies – helping ideas grow and communities thrive.

The following grant stories reflect our shared commitment to improving lives, fostering well-being, and creating lasting positive impact where our companies and colleagues live and work.



Preserving History while Creating Community Jakubowice

In the picturesque village of Jakubowice in Poland's Opole Province, history meets renewal. The local park – once a historic cemetery – has been transformed into a peaceful gathering place for residents.

The Employee Foundation has, via the recommendation by NM Polska, Poland, funded unique benches surrounding trees, a bird bath, and additional seating, all blending seamlessly with the park's natural and historical charm. Today, locals come here to relax, read, and enjoy the beauty of sunrises and sunsets.

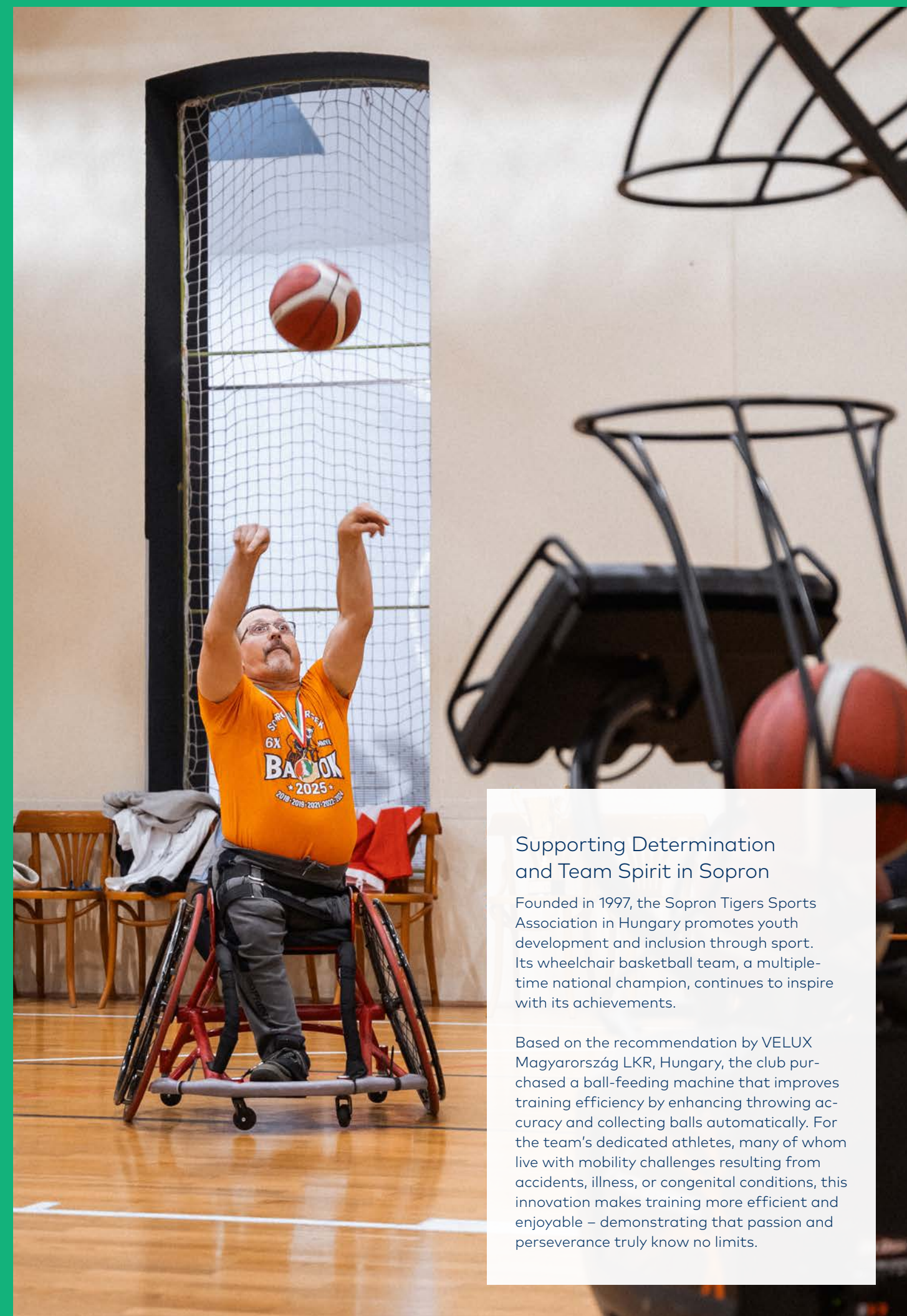
As a gesture of gratitude, the community planted an oak tree with a commemorative plaque, ensuring the Employee Foundation's contribution will remain for generations.



Empowering Local Youth Through Sport

Based on the recommendation by Dobroplast Fabryka Okien, Poland, the Zespół Szkół Agropodsi- orczyści in Zambrów, Poland has received a grant for the purchase of fitness trampolines and reaction sensors, greatly enhancing physical education and sports activities.

This modern equipment has enhanced both the physical and cognitive development of students – improving coordination, reflexes, balance, and focus - while also making sports activities more engaging and enjoyable. The school firmly believes that physical education classes is now inspiring a healthier, more active, and confident generation.



Supporting Determination and Team Spirit in Sopron

Founded in 1997, the Sopron Tigers Sports Association in Hungary promotes youth development and inclusion through sport. Its wheelchair basketball team, a multiple-time national champion, continues to inspire with its achievements.

Based on the recommendation by VELUX Magyarország LKR, Hungary, the club purchased a ball-feeding machine that improves training efficiency by enhancing throwing accuracy and collecting balls automatically. For the team's dedicated athletes, many of whom live with mobility challenges resulting from accidents, illness, or congenital conditions, this innovation makes training more efficient and enjoyable – demonstrating that passion and perseverance truly know no limits.

Creating outdoor spaces that inspire

This year, our Reconnect with Nature initiative brought several meaningful projects to life across Europe, strengthening our connection with the outdoors and promoting well-being through nature-centred spaces.



The Power of Nature in Action

In Ochoz u Brna, Czech Republic, the opening of the Water Retention Biotope demonstrated the power of nature in action. This project beautifully combines environmental preservation, education, and recreation. Initiated through the dedicated efforts of our colleagues in VELUX Česká republika, Czech Republic, and funded by the Employee Foundation of the VKR Group, the biotope helps protect the fragile cave ecosystems of the Moravian Karst while promoting biodiversity and water conservation. With wetland plants, a floating island, habitats for rare species, educational trails, and recreational opportunities such as hiking and swimming, the site offers both learning and leisure.



Celebration of the Opening of the Green Zone

In Tczew, Poland, we proudly celebrated the opening of the Green Zone – a vibrant 1,900 m² area designed to bring people together through nature, art, and community. From educational workshops for children to cultural events and DIY sessions for adults, this new space invites everyone to learn, connect, create, and enjoy being outdoors. The project was made possible through close collaboration between colleagues from DOVISTA Polska, Poland, the Art Factory in Tczew, and the municipality of Tczew.

Kronhede, Denmark

In Kronhede, Denmark, something meaningful took shape deep in the forest – a place where people can reconnect with nature, each other, and themselves. In this voluntary pilot build, 44 German and Danish employees from the VKR Group constructed the first prototypes of architect-designed shelters. More than simple sleeping spaces, the shelters encourage cooking, storytelling, and learning through nature – ideal for visitors, families, and schools seeking new ways to experience the outdoors.

Learn more about the Employee Foundation's shelter designs and watch our series of short films by scanning the QR code.



Summer photo
contest entry by
Rene Schlautmann
(VELUX Commercial
GmbH & Co.)



Celebrating healthy lifestyles



Summer photo contest entry by Valeria Zamperini (VELUX Italia).



Skin screening at KRONE Vinduer, Denmark. Gitte Hemmingsen and Anna-Helene Kirk from the secretariat together with trained nurses from NurseCare.

Summer photo contest

In the summer of 2025, the Employee Foundation organized a photo contest aimed at promoting awareness about healthy lifestyles and the importance of sun protection. The contest encouraged colleagues to reconnect with nature while staying safe under the sun.

We received an impressive 319 entries, showcasing the smiling faces of our employees, their families, friends, and even pets. Each photograph reflected creativity and fun during summer activities, contributing to our mission of encouraging healthy habits.

The overwhelming participation serves as a reminder of the foundation's commitment to encouraging well-being and preventive measures against skin cancer, particularly through effective sun protection. Our annual photo collection highlights our diverse community and emphasises the importance of safeguarding our health while enjoying the outdoors.

Thank you to everyone who participated and made this contest a success. Together, we will continue to advocate for a healthy lifestyle within the VKR Group!

New initiative with proactive health screenings

The Employee Foundation is dedicated to the health and well-being of our employees and their families. We recognise that proactive health initiatives play a crucial role in preventing and detecting health issues early, ultimately improving recovery outcomes and enabling less invasive treatments.

Following two successful pilot projects focused on skin cancer screenings at KRONE Vinduer and VKR France, several employees and their partners with skin changes requiring medical attention were identified. This insight prompted us to expand the initiative. We broadened the scope of screening options to include cancer, cardiovascular diseases, and diabetes, and opened up for applications for the June 2025 board meeting. We received 35 applications, all of which were approved.

The health screenings are currently underway, and we have so far received very positive feedback from both employees and their partners. During the November board meeting, the board decided to continue this initiative, and we will open up for applications for the next round at the June 2026 board meeting. Proactive health screenings represent the first initiative of the Reconnect with Human Nature program.

AWARDS

Celebrating outstanding colleagues across the VKR Group

Each year, the Employee Foundation honours colleagues across the VKR Group with two prestigious awards: the Villum Kann Rasmussen Award and the Lars Kann-Rasmussen Safety Award.



The Villum Kann Rasmussen Award recognises employees who contribute to the Model Company Objective with behaviour and achievements that go above and beyond expectations.

The Lars Kann-Rasmussen Safety Award, which was introduced in 2023, honours employees whose proactive and reactive safety attitudes are both inspiring and crucial for the local safety environment.

Both awards reflect exemplary individual achievements of employees across the VKR Group. Award recipients receive a diploma and a gift, and are celebrated by their colleagues on 23 January, which also marks the birthday of the founder of the VKR Group, Villum Kann Rasmussen.

The award recipients are selected by the Board of Directors of the Employee Foundation, based on

nominations submitted by the local Recommendation Committees. The nomination process varies by company, so please reach out to your local committee if you believe a colleague deserves recognition.

In January 2025, there were 33 recipients of the honorary awards, while in January 2026, the 30th anniversary of the Villum Kann Rasmussen Award, there were 39. From the Employee Foundation, we congratulate all recipients and hope their local celebrations were joyful and memorable.

Awards



AWARDS

Award recipients in 2025

Villum Kann Rasmussen Award

Vladimir Abrams	VELUX Commercial Production DE Hüllhorst GmbH
Eric Bonnaventure	KH-SK France S.A.S. Marnay
Csaba Galambos	VELUX Magyarország Kft.
Per-Erik Götesson	Svenske Fönster AB
Dorte Højgaard	DOVISTA A/S – Rationel, Herning
Scharling Kjær	A/S Østbirk Bygningsindustri
Krzysztof Kubicki	NB Polska Sp. z o.o. (Windows)
Michel Legrand	VELUX France
Maria Mørkøv Lübke	VELUX Commercial Denmark, Hørsholm
James McPhail	VELUX America LLC
Miroslav Plevko	Slovaktual s.r.o.
Tomas Puodžiūnas	UAB DOVISTA
Fridolin Stieger	VELUX Schweiz AG, Operations
Paweł Szczepankowski	Dobroplast Fabryka Okien Sp. z o. o.
Doreen Weißleder	JTJ Sonneborn Industrie GmbH

Lars Kann-Rasmussen Safety Award, individual

Alajos Németh	VELUX Magyarország Kft.
Thomas Lykke	Gåsdal Bygningsindustri A/S
Baptiste Lagny	VKR France S.A.S.
Jenny Strömberg	Svenska Fönster AB

Lars Kann-Rasmussen Safety Award, Group

Alessandro Ciurluini	VELUX Italia s.p.a.
Alessandro Papinutto	VELUX Italia s.p.a.
Antonino Squillaci	VELUX Italia s.p.a.
Davide Piacquadio	VELUX Italia s.p.a.
Davide Valera	VELUX Italia s.p.a.
Diego Pagani	VELUX Italia s.p.a.
Edoardo Muratori	VELUX Italia s.p.a.
Ivan Crocco	VELUX Italia s.p.a.
Jacopo Penna	VELUX Italia s.p.a.
Massimo Salvadorini	VELUX Italia s.p.a.
Pier Luigi Galvano	VELUX Italia s.p.a.
Roberto Biondo	VELUX Italia s.p.a.
Walter Lamera	VELUX Italia s.p.a.
Stefano Bortolazzi	VELUX Italia s.p.a.



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).

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

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Tomasz Kalinowski /
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Łukasz Lencki /
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