

EMPLOYEE FOUNDATION OF THE VKR GROUP

# Annual report 2025

## Extract from the Employee Foundation's Annual report 2025

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

- 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 Reconnect with 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.



# is 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. 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.

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## Rodrigo's Story

### A Journey of Courage and Healing

Rodrigo is the son of an employee in JTJ Sonneborn Industrie GmbH, Germany. He is a playful boy who loves taking toys apart, but curiosity turned into crisis when he 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.

Today, Rodrigo is recovering – a true miracle. He is back at school, jumping on the trampoline, and exploring the world with his usual curiosity.





THE EMPLOYEE FOUNDATION

## can support the final vocational or academic education of employees' children...



The Employee Foundation's commitment empowers the next generation to follow their passions, develop their skills, and build a future aligned with their aspirations. The students have to be under 30 years of age and must have completed at least half of their education at the time of application. Education grants are a gift in recognition of the importance of education. Therefore, there is no requirement of a defined financial need.

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### **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.



THE EMPLOYEE FOUNDATION

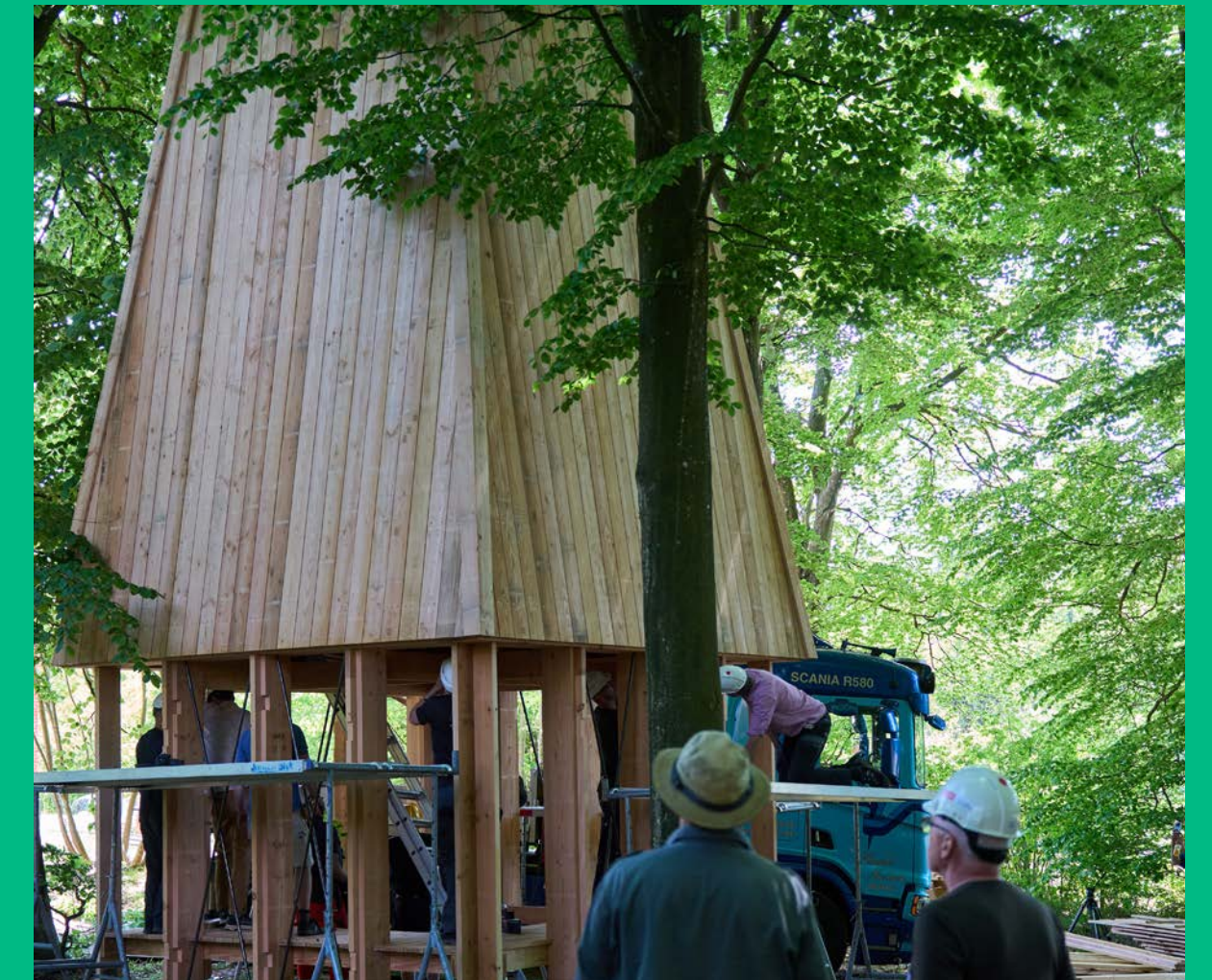
## welcomes applications from non-profit clubs and organisations near VKR Group companies...

We provide support to many different clubs, community centres, recreational activities, etc., located near any company in the VKR Group (max. 50 km away). We can also support special programmes and projects that will provide more green areas and outdoor activity opportunities.

### Supporting Determination and Team Spirit in Sopron

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.

Thanks to support from the VKR Group Employee Foundation, the club purchased a ball-feeding machine that improves training efficiency. For the team's dedicated athletes, many of whom live with mobility challenges, this innovation makes training more efficient and enjoyable - demonstrating that passion and perseverance know no limits.



### Reconnect with Nature in VKR Group Shelters

With the help from 44 voluntary employees from the VKR Group, the first prototypes of architect-designed shelters were constructed in Kronhede, Denmark. These shelters provide 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 consider an application for your area.





THE EMPLOYEE FOUNDATION

## supports volunteering...



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

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### People come Together with Compassion and Purpose

In 2025, 19 volunteers from 10 countries came together in Piaseczno, Poland, for a week of hands-on renovation of a long-abandoned building, that will soon house more than 20 supported apartments for people in vulnerable situations.

"The most valuable thing is meeting new people and the goal that unites us: building something better for others," shared Łukasz Chudziński, NB Polska Sp. z o.o., one of the participants. "I'm proud that a place once empty will soon be filled with laughter and life again."



ABOUT THE EMPLOYEE FOUNDATION:

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



Employee-related purposes



Local purposes



Honorary awards

Support in 2025

A total of	Unfortunate events:	Educational purposes:
<b>1,155 grants</b>	<b>495 grants</b>	<b>318 grants</b>
EUR 6,976,360	EUR 1,375,951	EUR 721,664
Health and well-being initiatives	Other purposes:	Local, non-profit purposes:
<b>38 grants</b>	<b>16 grants</b>	<b>288 grants</b>
EUR 2,635,332	EUR 106,759	EUR 2,136,654



RECOMMENDATION COMMITTEES AND SCOUTS:

A Strong Support Structure

Recommendation Committees

Every VKR Group company has a recommendation committee that acts as the link between applicants and the Employee Foundation. Reflecting the diversity of their workplaces, these committees use their local insight to assess applications, advise employees, and ensure support is allocated fairly and effectively.

Scouts Network

The Scouts programme is a network of VKR Group employees who bring the Employee Foundation’s mission to life. Scouts share stories, get engaged with the Employee Foundation, and inspire colleagues to get involved in projects that make a difference.



Yuan Meng (Gåsdal Bygningsindustri A/S, Denmark), is an active Scout. She participated in Live a Dream in 2024 and the pilot shelter build in Kronhede, Denmark in 2025.

Would you also like to be a Scout and receive our newsletters?

Sign up here







# EMPLOYEE FOUNDATION

**If you have questions about the Employee Foundation you can contact us by e-mail: [employee@vkr-holding.com](mailto:employee@vkr-holding.com).**

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](http://www.employeefoundation.com)). Here you can also find the link to the application portal.

This 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.

Publications:

