



Engagement that builds community


**EMPLOYEE
FOUNDATION**

Let's work
it out
together



When We Act, Communities Grow

Every great change begins with a simple act of care. When employees come together to volunteer their time and skills, they not only improve the lives of others — they bring our Foundation's purpose to life in the most tangible way.

Over the past years, engagement and volunteering have become an increasingly important part of our work. What began as individual efforts and local initiatives has grown into a shared movement that connects people across countries, cultures, and generations. From building homes in Poland with Habitat for Humanity to helping transform community green spaces and caring for nature, our volunteers are showing what it truly means to make a difference together.

As Chair of the Board, I am deeply proud of what we have achieved. Each project reflects our values of generosity, responsibility, and solidarity — values that are not confined to words, but expressed through action. The engagement of our colleagues has added a new and inspiring dimension to the Foundation's mission. Through their hands-on involvement, they remind us that philanthropy is most powerful when it is personal.

This booklet is both a celebration and a reflection. It captures the spirit of our colleagues and volunteers — their energy, empathy, and willingness to act — and the positive change they create in communities around us. It also stands as a reminder that every contribution, no matter how small, has meaning and value.

To each colleague and volunteer who has given their time, heart, and effort: thank you. You represent the best of who we are. Your example inspires others and strengthens the belief that together, we can always do more.

With gratitude and pride,

Michel Langrand

Chair of the Board
Employee Foundation of the VKR Group



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The Proven Power of Giving

Wellbeing in Action

Volunteers often speak of feeling energised, fulfilled, and more connected after giving their time. Studies show that these feelings are more than moments of satisfaction — they have measurable effects on wellbeing.

Research involving over 40,000 participants across Europe found that volunteers reported better overall health, equivalent to being five years younger than non-volunteers. Scientists suggest that the combination of social connection, purposeful activity, and physical engagement contributes to this effect.

Further studies have linked volunteering with reduced stress, greater resilience, and improved mood. One long-term analysis even showed that volunteers have a lower risk of depression and a higher sense of life satisfaction compared with those who do not engage in volunteer work.

*"Volunteering helps people feel more socially connected, which wards off loneliness and depression — a key factor in maintaining good mental health."
Mayo Clinic*



Purpose, Learning, and Growth

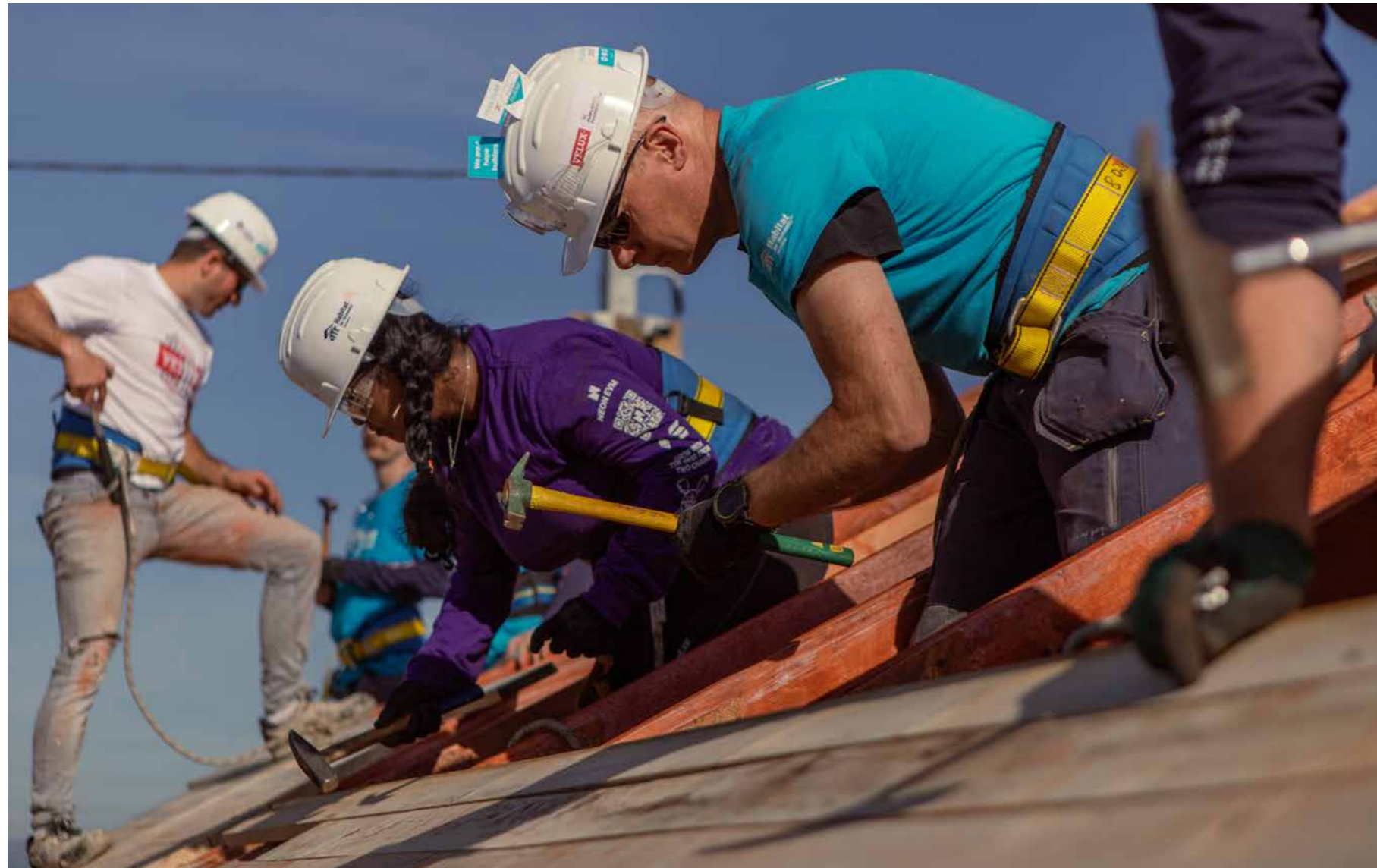
Volunteering gives people a tangible sense of purpose. It allows us to use our skills in new ways, learn from others, and see the direct impact of our actions.

Psychologists have found that volunteers who actively engage in meaningful service experience higher self-esteem and stronger feelings of accomplishment. One study showed that on days when people volunteered, they were less affected by everyday stress – volunteering acted as a buffer, helping them manage challenges with greater calm and perspective.

For our employees, these insights are reflected in many personal stories. Whether laying bricks, spending time in nature with the Scouts, volunteers often describe gaining new perspectives and rediscovering a sense of balance that carries back into their work and personal lives.



Live a Dream 2024, Hope Build in Romania



Strengthening the Fabric of Our Organisation

The positive impact of volunteering extends beyond individual wellbeing. Within our organisation, it nurtures a culture of compassion, teamwork, and pride.

Employees who volunteer often return with renewed motivation and deeper connections to their colleagues. They build friendships across departments, learn to collaborate in new ways, and feel a stronger sense of belonging to our shared mission.

In essence, volunteering strengthens the social fabric of our workplace. It reminds us that the values guiding our Employee Foundation – care, courage, and connection – are not abstract ideas but living principles we bring to life together.

Our Shared Purpose of the Employee Foundation

Volunteering connects the Foundation's purpose with the hearts and hands of our employees.

Through engagement and volunteer work, we turn our values into action, build stronger relationships, and bring hope and dignity to people and places that need it most.

VELUX GB and Altaterra teams working together



Richard Williams, Sr
Architectural development
manager VELUX GB/I



SWG3 community culture area
in Glasgow, United Kingdom



Across our organisation, volunteering has taken many forms:

- **Green Areas and Outdoor Life program** 2021–2025, created 17 outstanding nature projects across 14 countries
- The **shelters pilot project**, Denmark
- **Live a Dream 2025** with Habitat for Humanity, Poland
- The **Movement**
- Collaboration of more than **200 Scouts**
- **Local initiatives of Recommendation Committees** bring all our grants to life.

Each initiative tells a story of collaboration, learning, and compassion. Together, they form a living expression of our **Let's work it out together** motto.



Key Projects and Volunteers' Stories

Green Areas and Outdoor Life program

The programme represents a bridge between our traditional grant-making and employee participation. Through the Green Areas and Outdoor Life, projects that receive Foundation support are strengthened by the hands-on involvement of our people.

To mark 30th anniversary in 2021, the Employee Foundation of the VKR Group launched a new initiative and allocated €6 million to fund 17 inspiring projects across 14 countries, aimed at creating green spaces and outdoor recreational facilities near VKR Group sites. These projects were designed to enhance the wellbeing of employees, their families, and local communities by promoting outdoor activities and connecting people with nature.

The program received overwhelming interest, with 120 applications submitted, and 17 projects selected for implementation. Each project reflects the dedication and collaboration of VKR Group employees, local communities, municipalities, schools, and other partners. Employees played a pivotal role in the success of these initiatives, contributing their time, skills, and enthusiasm through volunteer efforts. Employee involvement was instrumental in bringing these projects to life.



Ivan Juretic architect and project manager, Mountain shelter and birds observatory Hatched Egg in the Nest, Croatia



Ivan with volunteers in the workshop, Egg in the making



Volunteers arriving to the site of the shelters construction weekend in Kronhede, Denmark (May 2025)

The projects include diverse initiatives such as nature hostels, town parks, educational trails, recreational areas, and cultural spaces. Let us introduce you to volunteers from 2 incredible projects – a creation of a wooden bridge in Sweden and a water retention in Czech Republic. These spaces now serve as hubs for relaxation, education, and community engagement, fostering connections with nature and promoting healthier lifestyles for employees, their families and communities.

The success of Green and Outdoor Life initiatives, strengthened by employee engagement and volunteering, highlighted the importance of reconnecting people with nature and paved the way for Reconnect with Nature to become a permanent grant area.



Morten Beiter, project manager Kronhede Nature hostel and pilot shelters build



Bridge to Nature Edsbyn, Sweden

"Take the opportunity if it arises — it's a fantastic way to support your local community."
Erik Persson a Project Manager from DOVISTA's Svenska Fönster AB



Building a bridge that brings people and nature together

For Erik Persson, the Bridge to Nature project in Edsbyn Sweden was a long-term effort that combined familiar professional tasks with a deeply rewarding outcome. While much of the planning and construction felt similar to his day-to-day work, the real impact became visible once the project was complete. Seeing the area actively used by local residents gave him a strong sense of fulfilment.

"One particularly special moment was seeing a local school use the new bridge for their annual run," Erik recalls. "It truly felt like the project had fulfilled its purpose."

The experience also became personal during Erik's parental leave, when daily site visits turned into a shared family journey. *"Now my daughter asks, 'Shall we build a bridge again?'"* he says, smiling. For Erik, contributing to something that helps children and young people enjoy nature made the project truly meaningful.

Erik's message to colleagues is *"Take the opportunity if it arises — it's a fantastic way to support your local community."*

"Volunteering builds local community"



Water retention biotope in Ochoz u Brna, Czech Republic

Finding balance through action and solidarity



For Jana Žáčková from VELUX Česká republika, volunteering on the Water Retention project in Brno, was a natural extension of values she has lived by for many years. Although the work came on top of her daily responsibilities, she never experienced it as stressful. Instead, it offered new experiences, new skills, and even the chance to strengthen her English. *"It was extra work, but it wasn't stressful at all,"* she notes, reflecting on how the experience felt energizing rather than demanding.

Being involved through the Employee Foundation and in close cooperation with the local community deepened her sense of connection. Jana had long admired the Foundation, but seeing its work come to life locally strengthened that respect

even further. *"The project helped many people truly understand what the Employee Foundation stands for,"* she says, observing how community engagement built trust and appreciation.

For Jana, volunteering is about balance and responsibility. She believes that everyone receives support in life, and that giving back is essential. *"Each of us receives something in life, and therefore should also give,"* she reflects. The experience reaffirmed her belief in collective effort and shared values.

As she sums it up simply: *"Human solidarity still has great power, and that's a good thing."* A belief that continues to guide her beyond the project and into everyday life.



"Volunteering is a way to keep balance in life."
Jana Žáčková
from VELUX Česká republika





The Shelter Pilot Project – Kronhede, Denmark Reconnect with Nature

We created a space for reflection and renewal at Kronhede, surrounded by forests and open skies. Employees from German and Danish sites helped transform a vision into a place where people can reconnect with nature and with themselves.

44 volunteers worked side by side to assemble shelters designed by NORRØN architects and preassembled with the support the construction company Winther A/S, welcoming outdoor spaces for visitors to enjoy. For many, the experience left a lasting impression. Working outdoors, they rediscovered the quiet satisfaction of tangible work, togetherness and the joy of contributing to something that will be enjoyed for generations.

Here is what some of the participants had to say about the experience:

"It's really great to work with other companies from the VKR Group, with people from VELUX, but also with my colleagues from DOVISTA."
Marc Seibel, DOVISTA A/S

"The best thing has been meeting colleagues, working with them and enjoying the good weather, good talks and having fun together!"
Ulla Karri, DOVISTA A/S





Lea Scheidgen,
Weru GmbH

Model Companies, Meaningful Action

"This projects shows that DOVISTA and VKR are Model Companies thinking into the future, that it is important to connect with nature as nature is all we have.

It is really great to work with super nice colleagues and get a sense of a team here.

I am really proud of the company I am working in."

"DOVISTA and VKR are model companies thinking into the future."

Lea Scheidgen, Weru GmbH



Silje Lundsteen,
VELUX A/S

Learning, Building, and Connecting

"What inspired me to sign up was the opportunity to be outside the whole weekend and spend some time with colleagues, and I was really interested to learn how to build something. I never built a shelter or anything, so getting that opportunity was really cool.

It was really nice to meet people from other departments in VELUX and whole VKR actually.

And getting to see something turn from a piece of wood in a pile into a complete building, was really cool."

"Learning how to build something myself was really inspiring."

Silje Lundsteen, VELUX A/S



Live a Dream 2025

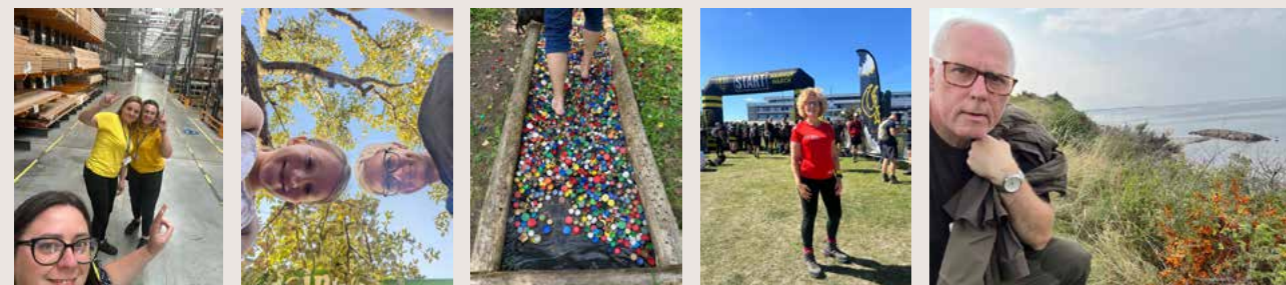
Empty Spaces to Homes in Piaseczno, Poland

In September 2025, 19 colleagues from 10 countries across the VKR Group came together in Piaseczno, Poland, for a week of hands-on volunteering that transformed a long-neglected tenement into a place of hope and opportunity. Setting aside their everyday roles, the volunteers worked alongside Habitat for Humanity Poland and the Lena Grochowska Foundation to renovate a building that will soon provide more than 20 supported apartments for people in vulnerable situations.

The project is part of Habitat for Humanity's Empty Spaces to Homes initiative, supported by the VKR Group Employee Foundation. The programme addresses two pressing global challenges: the shortage of affordable housing and the environmental impact of new construction. By renovating unused buildings instead of demolishing them, the initiative preserves local heritage, reduces CO₂ emissions, and creates healthy, energy-efficient homes while strengthening local communities.

For the volunteers, the experience was both humbling and deeply rewarding. Over the course of the project, employees removed 1,500 sqm of plaster from walls and took out 100 tons of debris out of the building – and built strong friendships. Many spoke of the deep fulfilment that came from seeing the direct result of their work, knowing that a family's future would start in the home they helped create.

Beyond the construction site, engagement spread across the VKR Group through the Donate Your Steps challenge, with 1,235 participants collectively walking more than 93 million steps. These efforts raised funds for families in need, matched by the Employee Foundation.



Some of the 1,235 Donate Your Steps walkers contributing to Empty Spaces to Homes program

Piaseczno project volunteers



Piaseczno project volunteers

Hands-on work that connects people and purpose

Agata joined the Live a Dream project driven by a wish to contribute in a practical and meaningful way. Supporting people in real need through hands-on work gave her a strong sense of purpose and reminded her how powerful simple actions can be.

One moment stood out clearly. Working inside an old building and realising it would soon become someone's home made the daily effort feel tangible and deeply real. "That was when I truly felt the impact of what we were doing," she reflects.

Working side by side with colleagues and local partners strengthened her sense of connection. Everyone contributed equally, regardless of role, creating a shared responsibility and a strong team spirit. For Agata, Live a Dream was both grounding and inspiring — an experience that connected people with purpose.

"An experience that connects people and purpose."
Agata Chmielewska, DOVISTA Polska



**Mike Barker,
VELUX Company, UK**

"Volunteering was a truly amazing experience that gave me a new perspective and inspired me to look for ways to give back locally. Hearing that colleagues had already used the Employee Foundation, or planned to in the future, made me incredibly proud to be part of the VKR Group. It also made me reflect on my own future and how I would love the Foundation to be part of my journey at VELUX."

"Proud to be part of the VKR Group."

Mike Barker, VELUX Company, UK



Purpose, People, and Taking Action

Helen Ross, Technical Service Advisor at VELUX Australia, joined the Live a Dream programme for the first time this year.

"It's hard to describe the experience without sounding cliché, but it truly was unforgettable," says Helen. "I have always wanted to do something that matters. The idea of spending a week improving someone's living conditions and life was simply too powerful to ignore."

Helen was particularly drawn to the hands-on nature of the project. "I enjoy working with my hands and learning practical skills, and outside of work I love DIY projects. Being able to contribute physically to something meaningful really resonated with me. When I saw the opportunity to join Live a Dream, it felt like it combined everything I care about: purpose, people in need, and taking real action."

Working alongside colleagues from across the VKR Group made the experience even more impactful. *"Working shoulder to shoulder with people from different countries and backgrounds was energising. Our shared commitment turned strangers into a team. Despite language and cultural differences, we connected instantly – there was a lot of laughter, support, and a real sense of togetherness."*

Reflecting on the experience, Helen encourages others to take part. *"If you are even considering applying, do it. What matters is your willingness to show up, work hard, and care. Through the programme, I gained a global network of friends, a deeper sense of purpose, and memories I will carry with me for life."*

"It combined everything I care about: purpose, people, and action."

Helen Ross, VELUX Australia

The Movement – Small steps, lasting change

As part of The Movement, an initiative under the Employee Foundation's Reconnect with Human Nature program, Sara Zecchin from VELUX Italy volunteered to take part in a science-backed film series exploring how small habit changes can improve mental and physical wellbeing. Inspired by the belief of VKR Group founder Villum Kann Rasmussen that one experiment is better than a thousand expert views, Sara agreed not only to test new routines herself but also to openly share the results with colleagues across the VKR Group, hoping it might help others take their own first step.

Living in Zevio with her family, Sara recognised how the quality of her sleep often affected her wellbeing. *"When I have had a bad night of sleep, I tend to feel quite tired and stressed,"* she explains. *"I feel that I'm not the best person that I could be."* For 14 days, the family committed to three simple rules: screens down in the evening, a consistent bedtime, and early daylight exposure.

The experiment quickly became a shared family experience. Morning daylight exposure felt unfamiliar at first, but soon became enjoyable. *"The boys adopted the routine quite naturally,"* Sara notes. In the evenings, screens were replaced with quieter activities and time outdoors.

Over time, Sara noticed deeper sleep and calmer nights. The biggest change came in the mornings. *"I feel a change in my morning energy. It makes the day different,"* she says. By sharing her experience, Sara hopes to inspire others to join the Movement and discover how small, practical experiments can quietly transform everyday life.

Colleagues and families are invited to follow the series, try the actions at their own pace, and take the next small step towards healthier habits.



Sara Zecchin, VELUX Italy



VKR Group colleagues who joined the experiment and filming movies exploring nutrition, movement, social relationships, and mental balance.

Representing VELUX are Mathias Rolf Jensen (VELUX Denmark), Sara Zecchin (VELUX Italy), Ines Kunz (VELUX Commercial Germany), Sophia Rini (VELUX A/S), as well as Christina Mølholm, Lis Mølleskov, and Anita Skelmose (Gåsdal Bygningsindustri).

Representing DOVISTA are Franciszek Ot, Daria Grochowska, Oskar Formella, Wiktoria Fenska Damian Kneba, and Anna Podjacka (Dovista Polska, sales support team).

Scouts

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.

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.

Scouts also take local action in various activities or supporting local recommendation committees.

If you want to join Scouts, scan QR code and sign-up here:



Yuan Meng, an active Scout

"This is actually my first time learning new life skills for myself. I've been part of a very special project (building a shelter in Kronhede, Denmark), because it's something that isn't built by trained carpenters, but by volunteers." – Yuan Meng, Gåsdal Bygningsindustri A/S, Denmark

Yuan Meng, an active Scout participated in Live a Dream Hope Build event in Romania in 2024 and Pilot shelter build event in Denmark in 2025



Katrine Wieck, an active Scout

'Thank you to the Employee Foundation for the grant for the guided meditation workshop. I had the pleasure of attending and have shared what I learned with colleagues, friends, and family. 'On my return, I set up a workshop with yoga mats, calming surroundings, and music to hold the guided morning meditation with colleagues so they too could start the day finding inner calm. Our colleagues said they wished they could start every day like this.'





People first, always

Ewelina Janczylik-Forys, Scout

For Ewelina Janczylik-Forys, volunteering through the Employee Foundation was a natural extension of the values that first inspired her when joining VELUX. Through projects such as the Graduation Tower in Raszyn and the organisation of a picnic for Live a Dream volunteers, she saw how local initiatives can truly serve communities. What moved her most was witnessing people pause, breathe fresh air, talk, and connect around the new Graduation Tower in Raszyn. "It is very touching," she says, reflecting on how a simple place can bring people together.

Organising the Live a Dream volunteer picnic in Raszyn park, despite unexpected challenges, became a powerful reminder of what matters most. Working closely with her colleague Monika Masłowska strengthened their bond and showed her the importance of mutual support. "The most important thing is another human being," Ewelina reflects. The experience helped her discover inner strength and a deeper sense of mindfulness towards others.

Monika Maslowska, Scout

For Monika, volunteering was always guided by instinct rather than planning. "Sometimes you simply act because your heart tells you to," she explains. Seeing smiles on faces that had every reason not to smile confirmed her purpose during her Live a Dream house build event in Romania, organised in partnership with Habitat for Humanity.

Working side by side created bonds she believes are stronger than any formal project. The experience stayed with her as a reminder of simple human kindness and a shift in perspective. She would wholeheartedly encourage others to get involved and volunteer as a Scout: "Doing something for others always gives you more than doing something for yourself. In the end, you receive far more than you ever thought you could give."

I would absolutely encourage others to get involved as a Scout. Little secret: you don't need to be "ready" or have a special skill – just an open heart."

**Monika Masłowska,
VELUX Poland**



Local event in Raszyn



"The most important thing is another human being."

**Ewelina Janczylik-Forys,
VELUX Poland**

Local Recommendation Committees

Local Recommendation Committees play a vital role in bringing the Employee Foundation's mission to life at local level. Acting as the Foundation's local arm, they ensure that support reaches employees and community projects where it is most needed, in ways that are relevant, fair, and sustainable.

Their strength lies in local knowledge. As members of the communities they serve, committee members understand local challenges, recognise genuine needs, and draw on trusted networks to identify suitable applicants. This proximity allows them to assess requests with insight and care, ensuring that decisions are grounded in real understanding rather than assumptions.

Local Recommendation Committees carry important responsibility. By carefully reviewing applications and balancing urgency with long-term impact, they help safeguard confidentiality, accountability, and respect for those seeking support. Their role ensures that the Foundation's resources are used wisely and with integrity.

Beyond funding, their engagement often creates opportunities for employee volunteering. By connecting grants with local action, they help strengthen the link between financial support and human involvement. This combination enhances the impact of projects and deepens employees' connection to their communities.

Through their commitment and judgement, Local Recommendation Committees ensure that the Foundation remains close to people and places. Their work demonstrates that meaningful change begins with local insight, trust, and a shared sense of responsibility.

"The Employee Foundation is a positive element in employer branding."

Robert Puroł, General Manager at NB Polska Sp. z o.o. and Employee Foundation of the VKR Group board member



Opening of Woodland Oasis in Gniezno, Poland

Green zone

A local bridge built on trust and insight

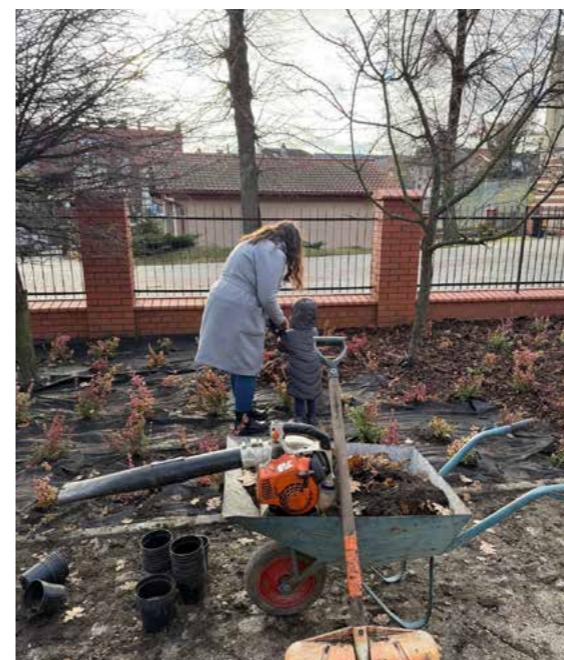
Katarzyna Andrzejewska, DOVISTA Poland

For Katarzyna, being part of the Recommendation Committee at DOVISTA Polska means acting as a genuine bridge between the Employee Foundation and the local community. The Committee, she explains, is not only responsible for reviewing applications, but also for understanding the real situations behind them. *"It is about understanding lives, not just documents,"* she says, highlighting the importance of empathy alongside responsibility.

As the Foundation's local arm, Katarzyna remains closely connected to her community, observing needs, listening to people, and responding to difficult situations with care and discretion. Many individuals, she notes, do not even realise that support is available to them. Education, integration and shared community spaces are among the most common needs she encounters. For Katarzyna, local knowledge is essential. *"Being close to the community allows me to see challenges through the reality of everyday life, not only through formal applications."*

Personal contact plays a central role in building trust with applicants and partners. Knowing the local environment makes it easier to understand what support systems already exist and where people are left on their own. This insight proved decisive in initiatives such as the Green Areas and Outdoor Life project in Tczew, where local context helped ensure the grant would create long-term value.

Katarzyna sees grants and employee volunteering as two sides of the same effort. Financial support provides structure, but people bring projects to life. *"A grant helps, but employee involvement makes the support visible, human and authentic,"* she reflects. Witnessing changes in shared spaces and relationships gives her a deep sense of pride. What motivates her most is knowing that empathy combined with local knowledge can genuinely improve lives and strengthen the community.



"It is about understanding lives, not just documents."

"Empathy and local knowledge can genuinely improve lives."

**Katarzyna Andrzejewska,
DOVISTA Poland**



Insights and Learnings

Lessons and Insights

What We Have Learned

Every volunteering project teaches us something new. Sometimes the lesson comes from the challenges we face — unpredictable weather, limited tools, or the need to coordinate across languages and cultures. At other times, it comes from the quiet moments of connection: a smile, a story shared over lunch, or a simple thank you that carries more meaning than words can express. Through our growing experience, a number of insights have emerged that continue to shape how we approach volunteering across our Foundation.

The Power of Presence

Volunteering reminds us that impact begins with being there — with showing up. Often, what communities value most is not only the result of our work, but the fact that we cared enough to take part. Presence builds trust and respect, and it creates the conditions for lasting partnerships. In projects such as the Shelter Project and Live a Dream, volunteers discovered that being present — listening, learning, and collaborating — mattered just as much as the physical work. This understanding deepens our sense of responsibility and strengthens the bonds between employees and the people we serve.

Learning Beyond the Workplace

Volunteering opens a different kind of classroom. It challenges us to adapt, communicate, and collaborate in new ways. Many employees shared that they returned from volunteering experiences with fresh perspectives, renewed motivation, and a deeper sense of teamwork. When we work together outside our usual environment, we see each other differently — as colleagues, as learners, and as human beings united by a shared purpose. These experiences strengthen our workplace culture by nurturing empathy, creativity, and openness.

Small Actions, Lasting Change

Across every initiative, we have seen how small, consistent actions create meaningful results. Whether building homes, or contributing steps for a cause, each effort adds to something greater. Volunteering teaches patience — the understanding that change unfolds over time. The seeds we plant today, literally and figuratively, may bloom long after the project has ended. This perspective reminds us to value both the immediate and the enduring impact of our work.

Collaboration Is Our Strongest Tool

None of our volunteer initiatives would be possible without partnership — between employees, local communities, and trusted organisations like Habitat for Humanity and the Scouts. Collaboration ensures that our work is relevant, respectful, and truly beneficial. Through shared planning, open dialogue, and mutual respect, we create projects that meet needs and build partnerships. Collaboration turns good intentions into sustainable impact.

Volunteering Strengthens Who We Are

Perhaps the most important lesson is that volunteering doesn't only change communities — it changes us. It nurtures our compassion, reminds us of our common humanity, and connects us more deeply to our Foundation's values. Each project, each story, and each volunteer contributes to a larger culture of care within our organisation. Together, these experiences show that when we give, we grow — both as individuals and as a collective.

The Ripple Effect and Look Ahead



Carrying Lessons Forward

The insights gained through volunteering are guiding our next steps as a Foundation. We continue to learn how to create opportunities that are meaningful for employees and their families, and valuable for communities. We are committed to deepening partnerships, broadening participation, and sustaining the energy that volunteering brings into our organisation.

Volunteering has taught us that generosity is not only about what we offer, but about how we connect — person to person, across roles and borders, united by a common purpose. It is this connection that keeps our Foundation alive, relevant, and full of hope for what we can achieve together.

This booklet tells a story of generosity, commitment, and shared purpose. None of it would have been possible without the people who chose to give their time, energy, and care to others.

Our deepest thanks go to every engaged employee who volunteered — whether by joining projects on site, supporting local initiatives, contributing steps, or encouraging others along the way. Your willingness to act has brought our

Employee Foundation's values to life and has made a meaningful difference in communities across countries and cultures.

We are equally grateful to our trusted partners, whose expertise and dedication made these initiatives possible. Many local organisations have worked alongside us, turning shared intentions into lasting impact.

We thank our Recommendation Committees, local coordinators and Scouts for identifying needs, guiding initiatives, and ensuring that our efforts remain rooted in real communities. Your insight and commitment strengthen every project we support.

Together, you have shown that when people come together with compassion and purpose, meaningful change is possible. This is a story to be proud of — and one that continues with every new project and act of care.

With sincere gratitude,

**Lotte Kragelund, Executive Director
Employee Foundation of the VKR Group**



The Employee Foundation of the VKR Group – supporting people and communities since 1991

Since 1991, the Employee Foundation has supported VKR Group employees, their immediate family members, and local communities worldwide. With over 12,000 grants totaling more than €42 million, the Foundation has helped thousands of employees through personal distress, illness, and their children through education.

It also funds local non-profit community projects near VKR locations – over 3,200 to date – enhancing public spaces, nature, education, and sports. Special programs like Live a Dream, Reconnect with Nature, and Reconnect with Human Nature promote well-being, volunteerism, and community engagement.

Each year, outstanding contributions within VKR Group are honoured through the Villum Kann Rasmussen and Lars Kann-Rasmussen Safety Awards.

Learn more about The Employee Foundation



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