

The mission:

The core mission of Employee Foundation of the VKR Group is to treat the Group's employees better than most other companies. We want to support the well-being of all employees in the VKR Group. As such, Employee Foundation of the VKR Group, supports the following:

- We support present and retired employees and their direct families when unfortunate and unexpected events occur*
- We extend proactive supplementary support and acknowledgement to employees and their families, and their children's final education*
- We support non-profit purposes in the local communities where the VKR Group operates*

The vision:

The Employee Foundation shall be visible and proactively encourage well-being, a sense of belonging for employees and retirees and be a positive element in employer branding.

The principal focus areas are as follows:

- The well-being of employees in the VKR Group*
- The education of employees' children*
- Acknowledgement of special and positive values through employee awards*
- The local communities in which we operate*