

About the Employee Foundation:

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



SUPPORT IN 2023

A total of 889 grants / EUR 3,604,019				
Support for employees 682 grants EUR 1,855,602		Non-profit purposes 188 grants EUR 1,688,445		
Unfortunate events 446 grants EUR 1,251,041		Green areas and outdoor life 4 grants EUR 1,151,149	Healthy Habits 19 grants EUR 59,972	
Educational purposes 223 grant EUR 518,299		Other purposes 13 grants EUR 86,262	Local purposes 184 grants EUR 537,296	

The Employee Foundation's yearbook is published in two language versions: Danish and English, both available 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.



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If you have questions about the Employee Foundation, you can contact us by email: employee@vkr-holding.com.

Help is also available from local recommendation committees, which are the link to the Employee Foundation.

Let's work
it out
together

Extract from the Employee Foundation's

Yearbook 2023/24



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.
- 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.



Hope after a heart attack

László Tóth (54), married to Mónika Benke-Tóth of VELUX Magyarország LKR Kft., Hungary, experienced a sudden heart attack in March. The cause is still unknown and he recently underwent a pacemaker implantation. After 53 days in the hospital, he is now undergoing rehabilitation in a sanatorium and is well on the way to recovery.

Family support, especially from László's adult daughters, has been crucial, along with help from the workplace, colleagues and friends.

His illness had a huge impact on the family's two youngest daughters, but fortunately Mónika had the strength to provide care and manage the situation, although being there during László's treatment was an extra burden.

"I am deeply grateful for the Employee Foundation's financial support, which contributed to the continued rehabilitation of László and a happy summer for the children".

Mónika is optimistic and appreciates that her husband can now gradually participate in family events.

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. Educational grants are a gift in recognition of the importance of education. No definite financial need is therefore necessary.



We have supported Flavie's dream of becoming a flower decorator

"My training as a flower decorator allows me to be creative, and I love to use happy and colourful elements in my compositions. When I finish my education, I hope to become a flower decorator in the event industry, where I can work with arrangements for large-scale and extraordinary events" – says Flavie, daughter of an employee of KH-SK France, Bourbonne-les-Bains, France.

Flavie has been highly creative and passionate about flowers and drawing since childhood, and seems to have chosen the perfect education. She learnt a lot about aesthetics and how floral creations can enhance the atmosphere. Training as a flower decorator is a combination of working at a company and theoretical education at college.

The Employee Foundation's educational grant was a welcome contribution to tuition costs and college attendance.

The Employee Foundation can support local clubs and organisations...

We provide support to a large number of 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.

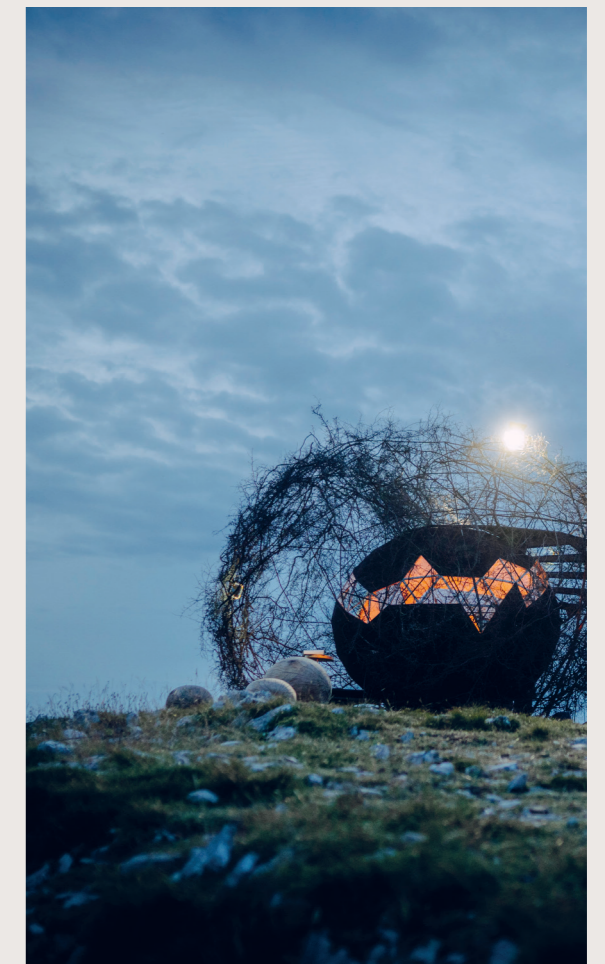
We can also support special programmes and projects that will require significant funds to realise. In such cases, they must be original and inspiring projects which, for example, provide more green areas and outdoor activity opportunities. The Employee Foundation must be the sole investor or support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



Bikes for children

Ringkøbing Cycle Club's children and adolescent department aims to bring young cycling enthusiasts together for cycling activities, to teach them cycling skills, road safety and prepare them for cycling sports. Children as young as 4 can train their skills in the club, and the intention is to expand the target group to 18 years.

The club has existed since 1994, bringing together local cycling enthusiasts, including children and young people. Following a recommendation from DOVISTA in Ringkøbing, Denmark, the club bought four mountain bikes for children aged 4-12 with funds from the foundation.



Shelter and bird observatory in Croatia

A spectacular shelter has been built in the Učka Mountains nature park at an altitude of 847 metres, shaped like an egg in a nest. It provides a unique opportunity for bird-spotting or to take a break on a hike. The design is sustainable and makes the shelter fit harmoniously into its surroundings.

The project was funded by the foundation programme '**Green areas and outdoor life**'. The programme is designed to create attractive and innovative outdoor facilities to encourage employees, their families and local residents to spend more time outdoors and enjoy nature.

VELUX Hrvatska, Croatia, applied to the foundation for support for the project, which was conceived by architect Ivan Juretić. He got the idea while paragliding over the area. "With the support of a highly competent and dedicated team, including craftsmen, technicians, scientists and the Croatian Mountaineering Association, we overcame all obstacles to bring this amazing shelter to life," says Ivan.

Several VELUX departments and teams have already visited the shelter for meetings and team building events.