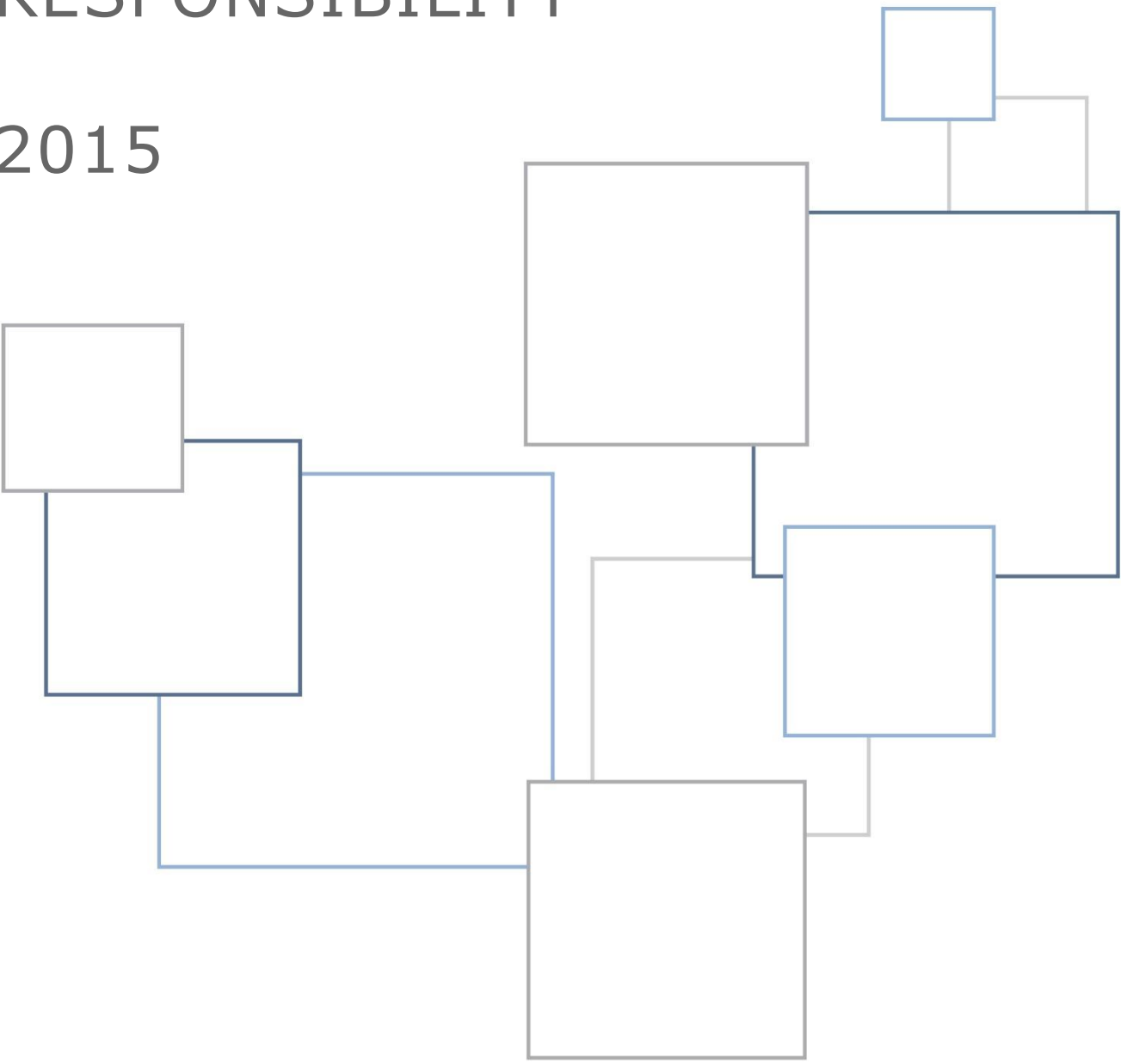


CORPORATE SOCIAL RESPONSIBILITY

2015



Our CSR focus areas in 2015

The primary areas targeted in 2015

In 2015 we have targeted a number of areas that we wanted to draw particular attention to. This has been achieved through an increased focus on reporting and follow-up initiatives intended to provide us with a more solid foundation for continuous improvements.

The areas of particular focus in 2015 were:

Work-related accidents

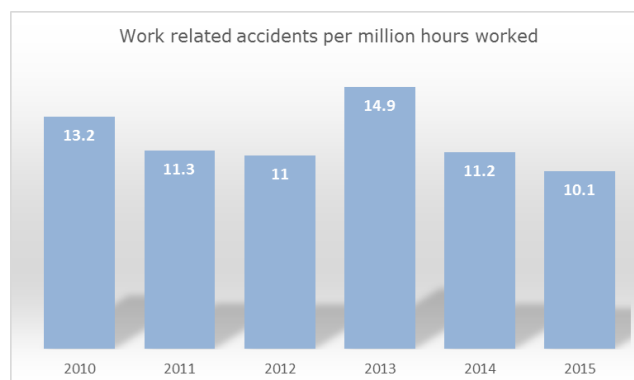
Diversity in the workplace

The environment and climate change

Fall in work-related accidents continues

Using our Model Company objective as our starting point, we are working – systematically and determinedly – to develop and maintain a safe and healthy working environment, and to promote a strong safety culture in all business units in the DOVISTA Group. This work is based on the fundamental principle that ultimately and unequivocally the management is responsible for preventing accidents and injuries, but at the same time it is the responsibility of all employees to ensure their own and their colleagues' safety at work by complying with the rules and regulations on safety that apply to working in our workplaces. We want to make sure that all employees are involved in and committed to health and safety, and that they have the required training and competences in safe behaviour. It is the responsibility of the operational management in the business units to make sure that these competences are present.

The overall tool to follow up on health and safety is a monthly meeting reviewing all incidents in the workplace, one by one, small and serious incidents alike. Both the management of individual business units and representatives of the senior management of the DOVISTA Group participate in these meetings. Here the seriousness and the causes of all incidents are reviewed and corrective actions discussed, to make sure that a similar incident does not occur again. Business units that show a negative trend compared to the year before and/or the overall objective will be subjected to a detailed follow-up review.



Diversity in the workplace

It is the objective of the DOVISTA Group that the underrepresented gender should be better represented in the DOVISTA Group’s senior management and at all other management levels before the end of 2017.

The DOVISTA Group is also of the opinion that we should strive to increase the share of female employees at all levels, as a more equal gender distribution contributes to a better working environment, just as it often encourages economic development in the local community. In major parts of the company’s production facilities, a number of specific measures have been taken to remove for example any physical barriers to the ability of women to carry out most of the same tasks as men (e.g. technical aids for heavy lifts).

At the end of 2015 there were no female executives in the senior management of DOVISTA A/S, whereas the share of female CEOs in the companies of the DOVISTA Group was 11%.

At the executive level reporting to the CEO, the share of female executives amounted to 25% at the end of 2015.

Female employees in the DOVISTA Group made up 29% of the workforce at the end of 2015.

Targets for diversity

DOVISTA A/S selects employees and suggests board members on merit alone; that is, on the basis of their qualifications. At the end of 2015 there were no female members elected at the AGM serving on the Board of Directors of DOVISTA A/S. Neither were there any female members elected at the AGM on the boards of directors of any of the other Danish companies in the DOVISTA Group.

Our target is to have one female board member before the end of 2017. This can be achieved by replacing board members or by expanding the number of members on the board to include a female candidate. Such a replacement/expansion will take place if and when the best qualified candidate for a seat on the board is a woman, and if and when such a replacement or expansion is considered useful and appropriate.

Board members are elected for one year. There is an increased focus on identifying potential suitable female candidates, in DOVISTA A/S as well as in the companies in the Group.

The environment and climate change

Through constantly developing our products and production, the DOVISTA Group strives to reduce the environmental impact of our products and production processes throughout their lifecycle. We continuously investigate and test possibilities of improving our products and production methods to reduce their impact on the environment and climate change.

CO₂

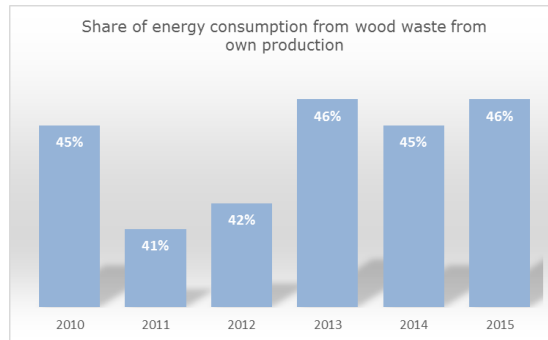
Since 2010, the total number of units produced in the DOVISTA Group has increased by 20%. In the same period, the total emission of CO₂ has increased by only 2%. In other words, the total number of units produced per ton of CO₂ emitted has increased by approx. 17% since 2010. In 2015 the DOVISTA Group emitted a total of about 23,700 tons of CO₂.

Diversity in the workplace



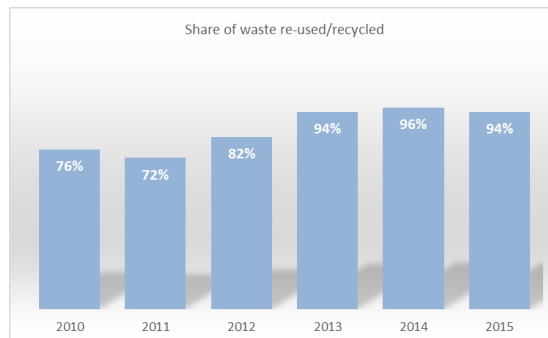
Wood waste for heating

As far as at all possible, the units in the DOVISTA Group use wood waste from production to heat their premises. If more wood waste than required for their own heating needs is generated, the surplus is sold either as surplus heat or as wood waste to local heating plants.



Waste for re-use/recycling

Keeping our environmental impact from waste and surplus production as low as possible is something we consider very important, which is why we make sure that as much of it as possible is re-used or recycled. The share of waste that is recycled or re-used has been about 95% in recent years.



Wood sourced from certified suppliers

It is the objective of all companies in the DOVISTA Group that as far as at all possible wood must be sourced from certified suppliers. The total share of wood from certified suppliers amounted to 91% in 2015, compared to 88% in 2014 and 76% in 2013. For several units in the Group the share is 100%.

Our approach to CSR

- and selected examples of initiatives

Firmly anchored in the business

Corporate social responsibility, CSR, comes naturally to us and is an integral part of who we are and the way we work. And it always has been. Back in 1965, it was our founder, Villum Kann Rasmussen, who first formulated the objective of being a "Model Company", a company that other companies would look up to and try to imitate. From the very start, our objective has been to develop and manufacture products that are useful to society, and to always strive to treat our employees, customers, communities and shareholders better than most other companies.

Model Company

The objective of being a Model Company is the foundation that all companies in the DOVISTA Group rest on, and it is the core of our values. The objective reflects an ambition to behave with integrity, and it is the essence of and the overall ambition for our approach to corporate social responsibility.

A Model Company manufactures products that are useful to society, and it treats its customers, suppliers, employees at all levels and its shareholders better than most other companies.

A Model Company makes a profit which can finance growth and maintain financial independence.

Since it was formulated, the Model Company objective has been followed by a number of principles and guidelines on corporate social responsibility that, taken together, form the framework for the CSR policies of all the companies in the DOVISTA Group.

All companies in the DOVISTA Group are expected to work purposefully towards living up to these principles and guidelines under the following five overall themes.

PRODUCTS USEFUL TO SOCIETY

We bring daylight, fresh air and a better environment into people's lives.

ECO-FRIENDLY INITIATIVES

We take initiatives that will benefit the eco-friendly buildings of the future.

INNOVATIVE DEVELOPMENT AND EXPERIMENTS

One experiment is better than a thousand expert views.

LONG-TERM RELATIONSHIPS

We strive to treat our customers, suppliers, employees, shareholders and other stakeholders in an exemplary manner.

SOCIALLY RESPONSIBLE ORGANIZATIONAL BEHAVIOUR

Our objective is to create a motivating and safe working environment and an organisation that always acts in a socially responsible manner.

In the following pages we will elaborate on these principles and guidelines and demonstrate how we constantly strive to live up to them, through a number of examples of initiatives taken by the business units in the DOVISTA Group.

For us, working with corporate social responsibility is a continuous process, and we acknowledge that progress will be achieved step by step. However, a systematic approach must still leave room for differences in the DOVISTA Group and allow individual companies to target different aspect of corporate social responsibility in different ways.

PRODUCTS USEFUL TO SOCIETY

We bring daylight, fresh air and a better environment into people's lives.

In DOVISTA we constantly strive to further develop our products and to adapt to the changing trends and requirements of the society we are part of. We seek to optimise our use of materials and resources as well as the functionality and technical properties of our products, and in this way do our best to reduce the consumption of energy as well as the emission of CO₂ and other greenhouse gases.

Our R&D departments make every effort to constantly improve the functionality, design and insulation and other properties of our products. Their development work always takes its starting point in existing legal requirements and an ambition to live up to the very highest insulation performance requirements.

The products of the DOVISTA Group are manufactured in up-to-date factories that continuously assess and optimize their processes to identify and reduce any unnecessary waste and energy consumption. The share of the waste that cannot be recycled directly in our own production is sorted and sold for reuse or recycling elsewhere. The few remains that cannot be used at all are disposed of in an environmentally safe and responsible way.

In recent years, DOVISTA has prioritized efficiency improvements in our distribution system, having identified this as an area where we are able to make a substantial contribution towards reducing energy consumption and CO₂ emissions. Consequently, optimal logistics solutions remain high on our agenda, and we strive to continuously optimize our entire transport and distribution chain.

DOVISTA expects all the Group's companies to:

- increase their focus on the product's entire life cycle – from sourcing and/or production to disposal or reuse
- increase their use of renewable resources when developing new products
- use raw materials, water and energy ever more efficiently in order to reduce the negative impact on the environment

PRODUCTS USEFUL TO SOCIETY

Examples of initiatives in 2015

The good life – without noise

In 2015 VELFAC has developed and tested a so-called Russian window, which will be put on the market in early 2016. A Russian window reduces noise, even when open, while at the same time retaining heat. The window is called a Russian window because its construction was originally used for the windows of the Winter Palace in St. Petersburg.

The Russian window is constructed of two windows put together with staggered openable frames inside and outside. In the air gap between the openable windows is placed sound-absorbing material that prevents noise from coming into the room.

The main advantage of the Russian window is that it is a multifunctional window that reduces noise and vents the room while reducing heat loss. The result is an energy-efficient window that improves indoor climate by providing fresh air and reducing outside noise.

Continued upgrading of environmental product declaration

In 2015 Lian Trevarefabrikk AS in Norway has completed the EDP programme for its products. EPD (Environmental Product Declaration) is a global programme for environmental product declaration under the standards ISO 14025 and EN 15804. This label guarantees transparent and comparable information on the environmental impact throughout a product's lifecycle.

ECO-FRIENDLY INITIATIVES

We take initiatives that will benefit the eco-friendly buildings of the future.

Buildings account for a major share of energy consumption in many countries. The trend towards more and more energy-friendly housing continues, and DOVISTA feels a strong obligation to continue to make our contribution towards reducing energy consumption in buildings by prioritizing development of energy-efficient solutions and by participating in relevant forums that aim to develop new standards for eco-friendly buildings.

Windows from companies in the DOVISTA Group have all the energy and indoor environment certificates required on the markets where they are sold. However, having the required certificates is not enough for us. To achieve a positive impact on the environment and climate, it is essential that we develop and manufacture windows of high quality with a high utility value and a long service life, while at the same time focusing on energy and resource consumption during production, product use and on recycling or disposal. And therefore we continue to develop our products, never forgetting this overall objective.

We observe and endorse both national and European environmental legislation, and we allocate the resources necessary in the form of continuous education and dialogue to make sure that our employees constantly strive to reduce waste in the broadest sense of the word.

Since 2010 the DOVISTA Group has been promoting, systematically and through targeted efforts, a culture of continuous improvement aimed at reducing and eliminating waste in all activities. Efforts and outcomes are constantly monitored and used in continuous improvement projects ultimately leading to waste reduction.

DOVISTA expects all the Group's companies to:

- work systematically with environmental issues
- adopt standards and environmental certification when doing so adds value
- join strategic partnerships to develop new standards for eco-friendly buildings and thus influence the environmental agenda

ECO-FRIENDLY INITIATIVES

Examples of initiatives in 2015

The environment and climate change

In the companies of the DOVISTA Group we take into account the environmental impact of our products throughout their lifecycle, and we strive to reduce our carbon footprint and the negative impact our activities may have on the environment in general.

- The total number of units produced has increased by 20% in the period 2010 to 2015.
- The number of units produced per ton of CO₂ emitted has increased by approx. 17% in the period 2010 to 2015.
- More than 45% of the DOVISTA Group's total energy consumption is covered by wood waste from own production.
- Over the last 3 years an average of 95% of the total amount of waste has been re-used.

Inspiration for sustainable buildings

Via our knowledge and development centre LIVINGlab, we actively participate in the search for new ways in which windows can make a positive contribution to eco-friendly buildings. In 2015 we took part in a number of events and conferences for stakeholders in the Danish construction industry, whose main themes were the use of windows in energy-efficient and sustainable buildings with a particular focus on daylight, heating efficiency and fresh air. We were also invited to make a presentation and take part in panel debate at the Danish trade fair for sustainability, Building Green.

A number of building projects focusing on sustainability have decided to use VELFAC's products, for example Green Solutions House on the island of Bornholm (DGNB), Krøyers Plads in Copenhagen (using only products with the Nordic environmental label, Svanemærket) and the BREEAM Institute in the UK (BREEAM).

In 2015 VELFAC offered a service package containing all the data that consultants typically ask for when involved in building and construction requiring DGNB or Svanemærket certification. A similar package has been put together for BREEAM.

Re-use/recycling

VELFAC's product series V200 is made from 93% recyclable components that are manufactured from natural raw materials. This percentage is calculated on the basis of weight. For a product to be categorised as sustainable, it must be possible to sort the product at source at the end of its service life. And therefore the V200 series has been designed to allow the products to be separated into individual parts, which can then be treated as separate and clean material fractions and either be recycled or destroyed responsibly and correctly.

Energy consumption

As an example of measures to save energy, in the autumn of 2015 VELFAC changed the indoor lighting from 200W fluorescent tubes to 30W LED tubes, a total of 135 light fixtures. The costs involved are expected to be recovered in less than 2 years because the LED energy consumption is so much lower, and as an extra benefit the amount of light has increased by 50%. The quality of the light is much improved too, as the light is clearer and a more natural white (RA value); all in all, a positive impact on the working environment in the form of increased comfort and well-being.

At Svenska Fönster they have taken similar initiatives, and in 2015 they renewed some of the equipment in their production areas, among other things two ventilation units, and this has already resulted in both energy savings and a better working environment. Svenska Fönster has also established two charging stations for electric vehicles.

INNOVATIVE DEVELOPMENT AND EXPERIMENTS

One experiment is better than a thousand expert views.

In DOVISTA we constantly focus on optimizing the beneficial properties of our products. By investing in innovation and by experimenting we gain new knowledge and insights, which year by year reinforces the foundation that the product development carried out in the companies in the DOVISTA Group rests on, and thus secures our continued growth.

Our R&D is based on an approach and methods that stem from Villum Kann Rasmussen's statement that "one experiment is better than a thousand expert views". To challenge ourselves, we are always involved in a number of ambitious development and experimental building projects, either initiated by ourselves or by leading research institutions.

Our products are developed and tested in a continuous cooperation between the business units and the DOVISTA Innovation Centre. The knowledge thus accumulated is shared across the DOVISTA Group to make sure that new knowledge is turned into practical application wherever it will contribute to better solutions in the building sector.

LIVINGlab by DOVISTA is the DOVISTA Group's independent knowledge and development unit whose primary function is to explore ideas and create new knowledge on windows and doors for the buildings of today and of the future. In cooperation with the frontrunners of the building industry and educational institutions, LIVINGlab explores the scope of windows and their use under real-life conditions. We share our knowledge with all parties who are interested in energy issues - for instance through our extensive course activities.

DOVISTA expects all the Group's companies to:

- invest in experiments that promote innovation and contribute new knowledge to the buildings of the future
- develop new products and solutions and improve existing products on an ongoing basis
- implement new business processes, methods and systems

INNOVATIVE DEVELOPMENT AND EXPERIMENTS

Examples of initiatives in 2015

New products based on traditional skills

For many years, VELFAC's badge of honour has been robust products manufactured from nature's own construction materials and tested through and through. In 2015 the company developed the product VELFAC Edge, which is a double-glazed window which complies with the requirements of the Danish BR15 but already fulfils the requirements of BR20 as well.

The basic idea behind the development of VELFAC Edge is: slim but robust. The slim frames that optimize the inflow of daylight combined with the robust thoroughly tested construction add up to a new window with plenty of edge, offering plenty of opportunities for new buildings as well as renovation.

Like all other VELFAC products, this is a construction that fulfils all the toughest standards on safety, functionality, burglary protection, environmental concerns and recyclability. With this new slim but robust construction VELFAC Edge has managed to upgrade and future-proof double glazing.

Developing new tools

Snidex in Sweden has years and years of experience in the window business and in developing new production processes. In 2015 Snidex developed a unique power drill for assembly screws, which in addition to its production-technical advantages also reduces the strain on the employee's shoulders and arms.

Researching windows as a source of light

In cooperation with Aalborg University's Copenhagen department, DOVISTA has carried out a research pilot study into what daylight means for the health and well-being of human beings, and specifically what can be done to increase it during the dark months of the year, e.g. by boosting the light. Not surprisingly, the findings show that light has a decisive impact on the health and well-being of people, and that the effect is on both physical and mental health and well-being.

LONG-TERM RELATIONSHIPS

We strive to treat our customers, suppliers, employees, shareholders and other stakeholders in an exemplary manner.

The companies in the DOVISTA Group are anchored in partnerships and networks including local as well as international stakeholders, and they are engaged in continuous dialogue with their customers, suppliers and public authorities. As a Group we are present in many local communities, and all companies in the Group have a duty to behave with integrity and make a positive contribution to the community they are part of.

Our behaviour and approach must always reflect our objective of being a Model Company. We set high standards for our relationships with our customers and stakeholders, and we seek to promote socially responsible behaviour in all such relationships. It is the clear expectation of the DOVISTA Group that no company in the Group or any sub-contractor working for the DOVISTA Group will ever tolerate child labour or any other breaches of human rights

Respect for the individual human being is a core element of our company culture. We behave with integrity at all levels of the organization, and we expect that all employees are treated with respect, regardless of gender, age, race or religion.

DOVISTA expects all the Group's companies to:

- never tolerate child labour or any other breaches of human rights
- observe the anti-corruption policy of the DOVISTA Group
- treat all employees with respect, regardless of gender, age, race or religion

LONG-TERM RELATIONSHIPS

Examples of initiatives in 2015

Clubs for seniors

Clubs for seniors are being established in the individual companies as a local network of retired employees. The clubs organise events and activities to continue and strengthen the bond between the company and its retired employees and their ex-colleagues. The Employee Foundation of the VKR Group welcomes applications for support of activities in senior clubs.

Responsibility towards the local community

Everywhere we have a local presence, we have an interest in and also a responsibility to engage in dialogue with the local community we are part of. This means for instance opening our doors to local educational institutions and participating in information meetings on job and education opportunities.

At O.H. Industri A/S, part of their corporate social responsibility consists in taking on unskilled employees as adult apprentices, thus giving them a chance to complete a vocational education. The objective is to always have at least one adult apprentice in the company, and that objective was fulfilled once more in 2015.

Swedish language learners

One experiment is better than a thousand expert views – and that is also true if you need to learn a new language. Practice makes perfect, and practice is necessary to become better at speaking Swedish. In 2015 Svenska Fönster has started a new initiative: inviting Swedish language learners to practice their language skills in the company. For three months they take part in everyday life and work in the part of the company that best matches their qualifications, while at the same time taking Swedish language classes for immigrants outside the company. In 2015 Svenska Fönster had 6 Swedish language learners in the company, and the initiative was so successful that it will continue this year.

Fighting corruption

Since 2010 the DOVISTA Group has had an anti-corruption policy. We apply a policy of zero tolerance when it comes to corruption, no matter whether it is employees working in companies in the DOVISTA Group or anybody who acts on our behalf. This is reflected in our anti-corruption policy which lays down the rules that employees must follow on how to handle issues like conflicts of interest, bribery, extortion, facilitation payment, money laundering, gifts and charity.

Charity/Philanthropy

The VILLUM FOUNDATION is the main shareholder in VKR Holding A/S, which is the parent company of DOVISTA. A substantial part of the operating profit made in DOVISTA will therefore, over time and via the profit made by VKR Holding, be channelled back to society via the two charitable foundations, the VILLUM FOUNDATION and the VELUX FOUNDATION, in the form of financial support for research projects within social science and science & technology and for a broad range of social, cultural and environmental projects. In 2015, the two foundations donated a total of 829 million Danish kroner as financial support for charitable purposes.

SOCIALLY RESPONSIBLE ORGANIZATIONAL BEHAVIOUR

Our objective is to create a motivating and safe working environment and an organization that always acts in a socially responsible manner.

In the DOVISTA Group we have more than 3,800 employees, and as an inherent part of DOVISTA's way of working and culture we strive to ensure that all the Group's employees develop their potential through continuous education and dialogue.

Internally, we wish to facilitate a motivating and learning working environment. All executives in the DOVISTA Group have a responsibility to take into account and integrate important social and environmental challenges. We seek to constantly develop and motivate our employees and to make sure that they have the necessary tools to navigate in a changeable environment, internally as well as externally.

Across the companies in the DOVISTA Group, we take active steps to provide a safe and healthy work environment. We comply with all current rules and regulations, and we try to eliminate work-related accidents through preventive action. In addition, we are committed to offering our employees opportunities for social activities. The individual companies in the Group are to a large extent free to decide their own policies on which welfare, exercise or social activity opportunities they wish to offer.

DOVISTA expects all the Group's companies to:

- make a targeted effort to continuously improve health and safety at their workplaces
- set up a framework offering good opportunities for their employees' personal and professional development
- work actively to increase the share of the under-represented gender in the top management of their company

SOCIALLY RESPONSIBLE ORGANIZATIONAL BEHAVIOUR

Examples of initiatives in 2015

Health and safety

In 2015 we have continued our unrelenting efforts to live up to our approach to health and safety: that one work-related accident is one too many. In addition to serious work-related accidents resulting in absence from work, there are a number of less serious incidents which, in critical circumstances, could have led to accidents. Throughout 2015 we have had an increased focus on making sure such "near-miss incidents" are reported in order to learn from them because they indicate areas in which the risk of accidents is high.

This continuous systematic reporting and follow-up on both accidents and "near-miss incidents" throughout the year have led to a number of specific improvements and preventive initiatives – and it has helped generate a general understanding and increased focus on which conditions and circumstances involve a potential risk. We appreciate that overall the results of our efforts in 2015 fail to live up to our expectations and our objective, but we are determined to pursue our long-term ambition of further reducing the number of work-related accidents and incidents towards the ultimate goal of zero.

Significant improvements in health and safety at the factories in Poland

At our factories in Poland, the management and the employees have made huge efforts throughout 2015 to create an even safer working environment. All new employees must complete a health and safety course; every new shift starts by focusing on safety, and safety inspections are performed on an ongoing basis. Almost by definition working with glass calls for special precautions, and in 2015 the safety apparel worn by the employees has been provided with extra reinforcement; new lifting equipment has been installed, and new standards on handling glass have been implemented. All in all, the specific initiatives and the increased focus on health and safety have resulted in a 40% reduction in work-related accidents in Poland in a year.

Replacement of a production line to improve health and safety in Norway

Natre in Meråker in Norway has replaced an old production line in order to optimize the standard of health and safety in the factory. In connection with the replacement project, the entire production plant, buildings and installations were subjected to a complete risk analysis, and work will continue in the next year.

Due to our increased focus on health and safety, we have seen a fall in the number of work-related accidents compared to the years before: the total number of work-related accidents per million hours worked was 10.1 for the entire DOVISTA Group in 2015, compared to 11.2 in 2014.

Development of our employees and executives

Over the last 6 years, a number of the company's employees and executives have completed an extensive internal educational programme. The specific objective of this programme has been to promote a systematic improvement culture dedicated to reducing waste broadly defined across the entire organisation, including the consumption of materials and energy, thus at the same time reducing our

impact on the environment. As a result of this programme, we have been able to identify and reduce waste and energy consumption every year and in all parts of the company.

In the Danish companies in the DOVISTA Group, the senior management has defined the 5 most important management competences required to develop the employees and the business in general. These 5 management competences have formed the basis of a new management training course. In 2015 about 50 managers completed the course, which was held 4 times.

Diversity

In recent years the DOVISTA Group has taken initiatives to increase the share of female employees. For example we have launched a number of specific initiatives in 2015 at our Polish factories to adjust a number of work stations so that they comply with specific health and safety requirements for female employees, for instance in connection with heavy lifts, in order to remove physical barriers preventing female employees from carrying out some of the job functions in the company, and women are now able to perform the vast majority of the functions in the factory. The Polish factories have also arranged transport opportunities to the factory to accommodate employees who have no means of transport of their own. As a result of these initiatives, the share of female employees at these factories has grown from 28% in 2014 to 34% in 2015, and this positive trend is expected to continue in 2016.

Health and well-being

In the DOVISTA Group, various local and company-specific surveys on the social working environment are carried out. These surveys have resulted in a number of good initiatives in the individual companies and in the DOVISTA Group as a whole. For instance in VELFAC A/S. Here a physiotherapist has reviewed and adjusted work stations as well as offered treatment to the employees. Other examples of initiatives introduced in 2015 to improve the comfort and well-being of the employees include automatic ventilation, soundproofing of walls, solar protection and dividing walls in order to reduce noise, draught, heat and sunlight discomfort in the offices. All initiatives have been well received and achieved the intended effect.

At Rationel they have started weekly spinning classes, a Walk & Talk team that spend half their lunch break going for a walk together, and some of the employees are frequent users of the walking/running treadmill installed at the workplace. A number of employees have been flying the "Rationel flag" at various running or cycling events.

Both remedial and preventive initiatives have been on offer at Svenska Fönster. In 2015 some of the executives had training in handling substance abuse problems among employees. A specialist in ergonomics reviewed the work stations in both production and administration and came up with a number of suggestions for ergonomic improvements. Also employees who spend a lot of their time in cars have been offered ergonomic instructions.

The Employee Foundation

Via the Employee Foundation, which is common to all companies in the VKR Group, we strive to make a difference for each individual employee. The Foundation offers support to employees in a number of cases but primarily in connection with unfortunate events with serious consequences; it also supports children's education and charitable purposes in the local communities of the companies. In 2015 the Foundation donated a total of approx. 7.3 million Danish kroner to a wide variety of causes, including support for the local communities, for instance in the form of a skater park and equipment for a children's hospital, and 279 applications for support for employees – a total of 402 applications resulted in support from the Foundation in 2015.