

A window of opportunity for our common future



Communication from our CEO

Creating a sustainable future is not something that any one of us can achieve alone, and it is with this in mind that **DOVISTA has set clear direction for contributing positively to people and planet, enabling humans to prosper in balance with nature.** Following climate science, we have committed to the Science Based Targets initiative (SBTi) and are setting clear targets for carbon reduction in line with the Paris Agreement goals to be net zero by 2050. As part of the SBTi, we are on a continued path to reduce carbon throughout our production processes, and in collaboration with our value chain partners. This will be a journey of learning for us as a company, as an industry, as well as for the global network of thousands of businesses worldwide working to limit global temperature increases to 1.5 degrees Celsius.

As the world is still recovering from a global pandemic and a war is being waged in Europe, high inflation and supply chain uncertainties create definite challenges impacting many business areas. This makes it more important than ever to work in partnerships, understanding that we are in it together. As part of the VKR Group, our Model Company objectives highlight this by providing our underlying value set – to create products that are useful to society, treat all employees and stakeholders better than most companies, and enable financial independence.

The ten principles of the Global Compact, OECD Guidelines for Multinational Enterprises and the Sustainable Development Goals also guide our work in very tangible ways. Over the past year, we have worked diligently towards implementing our Safety First culture, providing skills training and focusing on implementing a shared understanding of best practice. Across all production locations, we have developed robust methods for more consistently measuring our waste fractions and have made continual improvements to reach our targets and achieve CO₂ reductions. Contributing to our carbon reduction targets on a broader scale, we have purchased renewable energy certificates that currently cover 79% of our annual electricity consumption.

Our first annual engagement survey was also launched in 2022, providing further support for our CLEAR strategy, and identifying that we have key focus areas for creating One DOVISTA across our organisation, with Distinctive Brands and Shared Excellence. We have made substantial strides in integrating our two large acquisitions, forming many business synergies, and capitalising on business efficiencies. In the coming months and years, we will remain deeply committed to making windows part of the solution for our common future, transforming indoor liveability, and promoting a regenerative world.



“DOVISTA has set clear direction for contributing positively to people and planet, enabling humans to prosper in balance with nature.”



Allan Lindhard Jørgensen, CEO

Table of contents

Communication from our CEO	2
Governance	4
Human & Labour Rights	13
Environment	21
Anti-Corruption	30
Brand Cases	36

This report constitutes the DOVISTA Group's annual corporate social responsibility reporting. For statutory reporting of § 99a of the Danish Financial Statements Act, please refer to VKR Holding's Annual Report 2022.



P. 7



P. 26



P. 21

Governance

The DOVISTA Group has established formal structures to address sustainability topics, ensuring the development, monitoring and measurement of strategic goals and related key performance indicators.



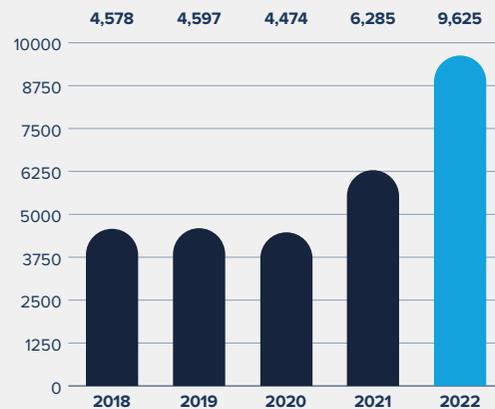
The DOVISTA Group

DOVISTA is a Group of leading brands on the European market for vertical windows and exterior doors. The Group consists of 13 brands. Our employees manufacture and market windows and doors to the European market and customers. Every DOVISTA brand is distinctive and has its own market strategy, firmly anchored in its local markets and closely connected to its customers. The brands also collaborate to create knowledge and

synergies between the brands and strengthen the shared competencies and qualities of the group. This is our business model. We call it Distinctive Brands – Shared Excellence. We serve our customers and markets as Distinctive Brands and we develop together through Shared Excellence. This report covers the period, from 1 January to 31 December 2022. DOVISTA brands include:

DOVISTA Group Revenue

Despite challenging market conditions, DOVISTA succeeded in delivering record-high sales in 2022. Revenues were up 53% compared with 2021. This growth was a combination of last year's acquisition of several companies and organic growth of 10% across all markets. Operating profit was satisfactory despite significant raw material price increases.



*We also have an e-commerce developer named WebCom, providing webshops for vertical windows and exterior doors.

Targets and Achievements

	DOVISTA Strategic Driver	Initiative in 2022	Description	Timeframe	Status
1	Conduct Responsible Business	Diversity, Equity, and Inclusion Policy	Develop a DOVISTA-wide diversity policy focused on gender and cultural diversity.	2022	Achieved
2	Conduct Responsible Business	Employee Foundation	Good health and wellbeing initiatives for employees across DOVISTA.	Ongoing	Achieved with future actions set
3	Conduct Responsible Business	Packaging reduction*	Roll-out of new measures including decreasing height of packaging plywood and amount of wood used.	1 year	In Progress
4	Conduct Responsible Business	Recycling initiative for office buildings*	Behavioral change by removing individual waste bins with centrally located waste sorting.	1 year	In Progress
5	Conduct Responsible Business	E-learning platform	Roll-out of DOVISTA-wide E-learning platform including modules on cyber-security and data protection.	2022	Delayed – In progress with completion anticipated 2023
6	Conduct Responsible Business	Creation of new E-learning modules	Development and deployment of modules on CLEAR leadership, working at DOVISTA and Model Company behaviour.	2022	Delayed – modules are developed and expected to be deployed 2023
7	Fight Climate Change	Sustainability target-setting for strategic drivers	Focus on waste management, packaging, resource and water consumption.	2022	Achieved with future actions set
8	Fight Climate Change	CO ₂ reduction across DOVISTA	Establish a new baseline and targets that include acquisitions.	2022	Achieved
9	Fight Climate Change	Establish ESG baseline	Establish master data and governance structures for ESG baselines.	2022	Achieved
10	Conduct Responsible Business	DOVISTA-wide HSE Policy	Strengthen the adherence to HSE policy and create corresponding roadmaps.	2022	Achieved
11	Enable the Customer	Environmental Product Declarations	Broaden EPD coverage across DOVISTA platforms and geographies.	3 years	In Progress
12	Fight Climate Change	SBTi target approval	Receive validation from the SBTi regarding DOVISTA Science Based Targets.	1 year	In Progress
13	Grow Our People	DOVISTA Engage survey	Survey accessible to all employees, providing feedback for actions to create best working environment possible.	1 year	Ongoing

*) This is a local initiative, and does not represent a target for DOVISTA as a whole.

Growing customer focus on sustainability

Temperatures are rising, summers are getting drier, forests are burning, and cities are being flooded. It is no longer only scientists and activists who believe that action needs to be taken now. [Surveys show that 94% of citizens in the EU identify protecting the environment as important to them.](#)¹ Buildings play a major role here, as they are responsible for almost 40% of the energy demand in Europe.

Building owners have started to invest in green buildings

Building owners are now realising that investing in green buildings is not only good for the environment, it is also good for business. With an increasing number of sustainability certifications, design concepts, and new technologies, incentives for using sustainable solutions is becoming increasingly significant.

Environmental product data

Sustainable building certifications raise awareness about the types of products used in our buildings, and a growing number of building owners and architects ask for product specific Environmental Product Declarations (EPDs) and other sustainability data that can contribute to a Life Cycle Assessment (LCA). At DOVISTA we are supporting the demand for better insights regarding how

windows and doors are produced, what materials they contain, and the extent to which they can be recycled. We are working actively to increase the availability of EPDs and environmental data across our product range.

Wellbeing, better health, and lower energy bills

Covid 19 highlighted just how important our homes are to our quality of life. On average we spend over 90% of our time indoors, and surveys show that one in three Europeans is exposed to an indoor climate hazard, such as damp or excess cold. At the same time, an increasing number of people in Europe are facing financial difficulties with regard to heating their homes.

There is no question that we need to renovate the European building mass, and no doubt that there is a need for high quality products if we want to lower CO₂ emissions, save money on utility bills, and create better homes, workplaces, and schools. As the number one producer of windows and doors in Europe, we at DOVISTA see this as our responsibility, providing products that meet the needs of cities and communities.²

Nicolas Casanovas
Chief Commercial Officer

1) Eurobarometer: Protecting the environment and climate (europa.eu).

2) These actions primarily support Sustainable Development Goal Targets 11.3, 11.6 and 13.3.



“Surveys show that 94% of citizens in the EU identify protecting the environment as important to them. Buildings play a major role here, as they are responsible for almost 40% of the energy demand in Europe.”



Our top priorities at DOVISTA

Double Materiality

Very simply put, materiality means significance. While sustainability reporting has typically focused on how businesses impact society and stakeholders around them (including the environment), there is a growing focus now on how businesses are being impacted as well. Double materiality looks at both of these perspectives: **1)** the societal perspective, indicating that the topic matters to society and the company significantly impacts (positively or negatively) the topic; and **2)** the business case perspective, indicating what is significant (positive or negative) to the performance (typically measured by financial performance) of the company. Providing this type of assessment is important as a type of risk assessment, identifying areas to help the organisation become more resilient, as well as highlighting stewardship obligations. This double materiality assessment will also help DOVISTA, now and in the future, to direct the content of sustainability reporting, evaluate our current strategy and develop new strategy, aligning our vision to advance on our sustainability journey.

Methodology¹

The Reporting Exchange's library has identified 1,424 potential indicators that could be used for disclosing ESG performance. This means that it is very unlikely

that any two companies will report on identical indicators, much less know which are of material importance to their organization. For DOVISTA, we focused on six key principals, namely that our indicators should be:

- Material (significant)
- Fair, balanced and understandable
- Comprehensive but concise
- Strategic and forward-looking
- Stakeholder-oriented
- Consistent and coherent

To achieve this, we grouped indicators into Environmental, Social and Governance categories, taking outset in standardised material indicators from the United Nations Global Compact. To ensure that indicators have high strategic importance for DOVISTA, we also included indicators falling within each of the four strategic pillars comprising our sustainability strategy and corresponding strategic initiatives, as well as those stemming from our Model Company objective. To make topics less abstract and more concrete, indicators were framed as action oriented.

Semi-structured interviews were conducted with primary stakeholder groups including senior management, employees, customers, and suppliers. All interviews were conducted in-house, to allow interviewees to

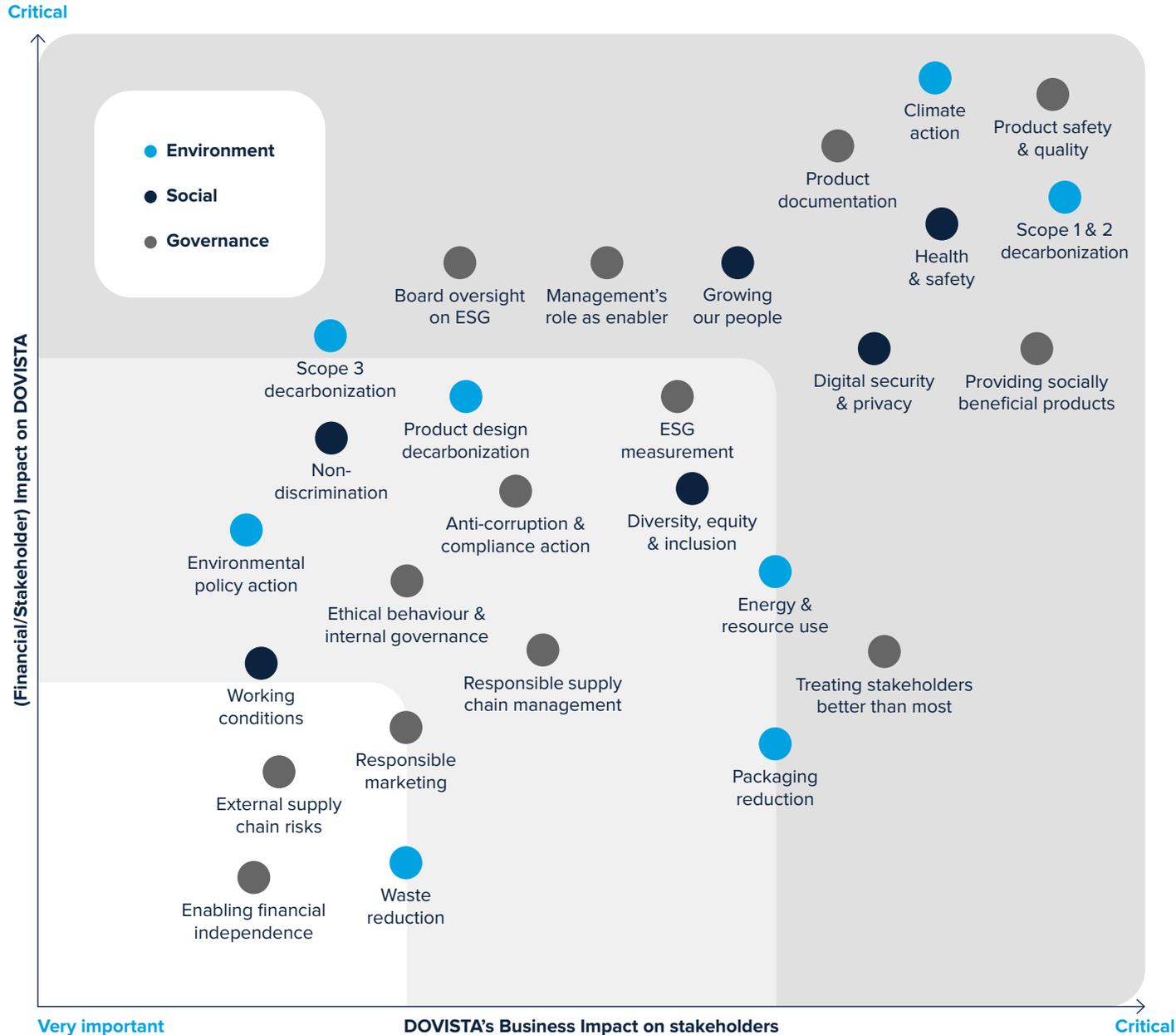
elaborate on their answers and more easily provide context-specific examples. An exercise was provided to conceptualise the level of importance relative to other issues (providing consistency and coherence), and patterns began to emerge. Indicators seen as least relevant were removed, and respondents had the opportunity to include additional topics that they found particularly relevant.

The Findings

Our findings support both our current strategic work with sustainability, as well as identifying upcoming trends and stakeholder expectations. With regard to environmental indicators, there is no surprise that climate action and our internal company decarbonisation in Scope 1 & 2 are the highest priorities for all stakeholder groups. These are aligned with our strategic driver to **Fight Climate Change**, and represent the area where we can make the biggest impact. Value chain decarbonisation, product design decarbonisation, and environmental policy action are three areas where we can see high and increasing focus from the market, and these are areas where we expect even more focus for DOVISTA in the future. Energy & resource use, packaging reduction and waste reduction are also seen as important, and we are making a concerted effort to reduce our footprint as a company.

¹⁾ Our methodology has been inspired by the World Business Council for Sustainable Development report: WBCSD, 2021. The reality of materiality, Insights from real-world applications of ESG materiality assessments, as well as the European Union communication: (2019/C 209/01) Guidelines on non-financial reporting: Supplement on reporting climate-related information.

DOVISTA double materiality assessment 2022



Looking at the social indicators, we can see that health & safety is in the hearts and on the minds of both internal and external stakeholders, and for DOVISTA it is also a big part of our strategic objective to **Conduct Responsible Business**. Digital security and privacy is an area of high and increasing importance, where we are also strengthening our resources. Diversity, equity & inclusion, non-discrimination and working conditions are all priority areas for our stakeholders as well and are all focus areas within our strategic driver to **Grow our People**.

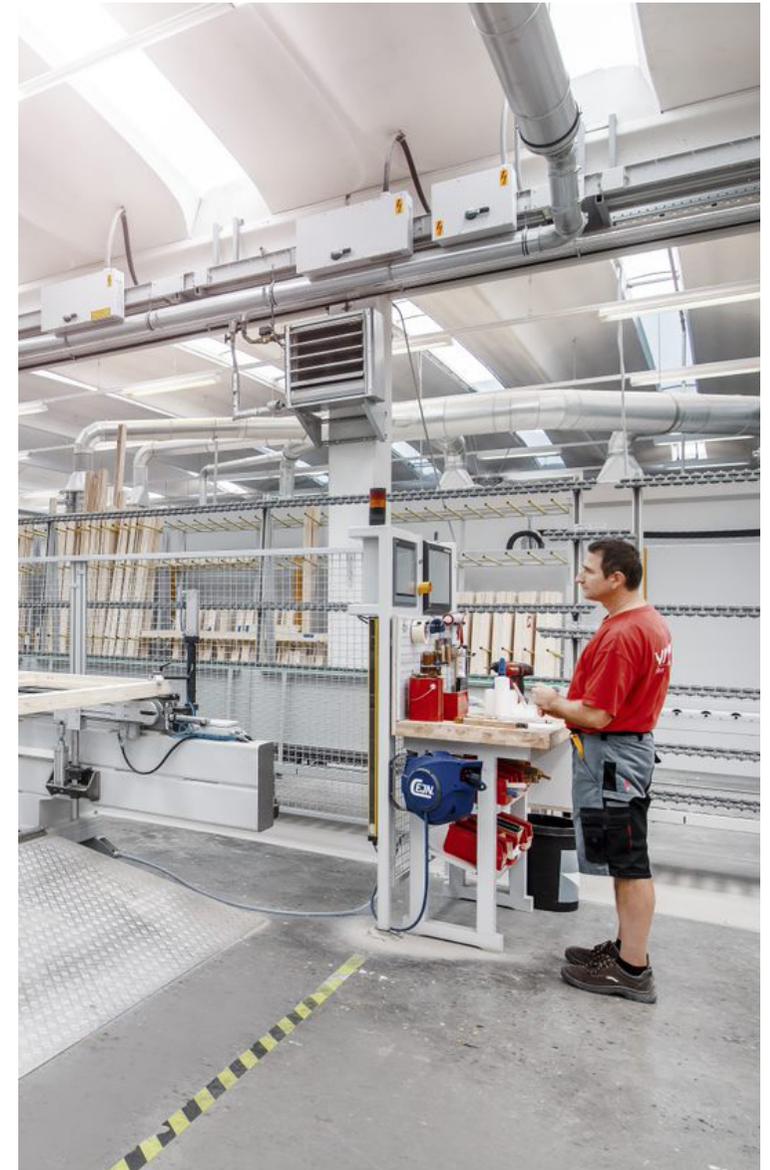
In the area of governance, product safety and quality is the highest priority for all stakeholders. Product documentation and ESG measurement are also areas of extremely high and growing importance, which is a key focus area for DOVISTA in working with our strategic driver to **Enable the Customer**. Having our Board and top management oversight is understood as extremely important for enabling action. Providing socially beneficial products and treating stakeholders better than most are tenets of our Model Company objective, and are seen as particularly important with regard to DOVISTA's impact on stakeholders. Anti-corruption and compliance action, ethical behaviour & internal governance, responsible supply chain management and responsible marketing all represent action areas where we work to continually improve and run our business in a responsible manner. We look forward to conducting this assessment at regular intervals, and see it as a valuable exercise to better understand the perspectives of our stakeholders, helping us to generate consensus and improve.

DOVISTA at a glance

In 2022, DOVISTA's business model of Distinctive Brands and Shared Excellence brought together window and door people collaborating as a truly unified European group with twice the number of people. This journey began in September of 2021, an exciting point the history of DOVISTA, when European acquisitions nearly doubled the number of people that constitute the DOVISTA Group. Acquisitions were made with the ambition of capitalising on the unique strengths possessed by each brand, while at the same time harmonising business processes and providing

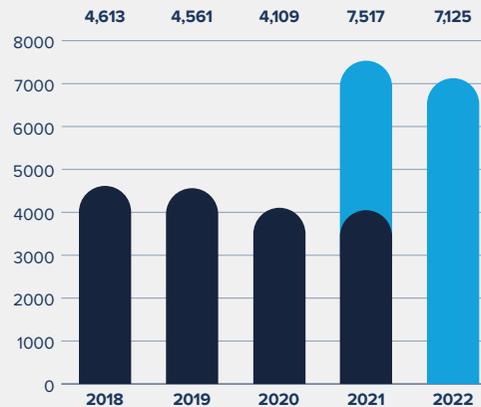
benefits through economy of scale. Looking at the developments in 2022 through a lens of sustainability, DOVISTA's business model, supported by our CLEAR strategy, has enabled a consolidation of resources, reduction in waste, and a focus on establishing shared values and best practices. As we are now entering a new year marked with price increases due to an energy crisis and war in Europe, this harmonisation across our Group will help to minimise the negative impact of challenges, bringing us closer as a truly united family and One DOVISTA.

Photo:Wertbau



Number of employees

● Acquisitions in September 2021 meant an increase in number of employees from 4,050 to 7,517. In 2022 we have integrated these acquisitions through our business model focus on Distinctive Brands and Shared Excellence. The number of employees is calculated as permanent full time equivalent (FTE) employees.



Sustainability Strategy



We are currently at an exciting turning point in our sustainability journey. We are moving from sustainability as a license to operate to **sustainability as business differentiation**.

DOVISTA's Sustainability Strategy has four strategic drivers, or pillars, centred on conducting responsible business, enabling the customer, fighting climate change, and growing our people. In 2022, these strategic drivers were supported by a portfolio of eleven sustainability initiatives, providing the opportunity to maintain focus and ensure progress.

Under our pillar of **conducting responsible business** we continue to work towards our ambition of zero accidents across our plant network, and ensure that our suppliers understand what is expected by signing our supplier code of conduct. Under the strategic pillar of **enabling the customer**, we have established Environmental Social and Governance (ESG) baselines, and are working to create Environmental Product Declarations (EPDs).

With relation to **fighting climate change**, we are committed to the Science Based Targets initiative and working in line with the Paris Agreement's goals to limit global warming. In the strategic pillar of **growing our people**, our focus is on diversity, equity and inclusion, developing a program to work with these issues in a targeted way.



Human & Labour Rights

The DOVISTA Group works with a ZERO Accident culture to continuously improve health and safety in the workplace, as well as providing a framework for the personal and professional development of all employees.



● Photo: Svenska Fönster



Diverse by nature, inclusive by culture

At DOVISTA we are diverse by nature. With 13 Distinctive Brands in nine markets, we represent numerous nationalities and cultures across Europe, catering to building styles, preferences, and products that differ from Poland to the UK, from Slovakia to Sweden.

Who we are at DOVISTA is a strong reflection of this. Embracing, and building on differences are fundamental in our organisation and key to our people. We see the value people bring to DOVISTA every day. Not despite individual differences but because of them.

However, we are also aware that the true power of diversity comes when we continuously support and leverage it, responding fairly and inclusively to all.

Our ambitions

We have solid ambitions within Diversity, Equity and Inclusion (DE&I), and we are committed to fulfilling them. Presently, we have identified and will be working with three focus areas.

- Mitigating bias within the employee life cycle
- Creating an inclusive workplace
- Promoting leaders as role models

Our aspirational targets

To ensure progress and accountability, we are working to identify and follow up on relevant DE&I metrics that reflect the full scope of our ambitions. For now, we have set a target to achieve gender diversity through all management levels, aiming for 40% female representation by 2028.

Our actions in 2022

In 2022, we signed off on our DE&I policy, setting direction and expectations. We also conducted our first employee engagement survey for all of DOVISTA, giving us crucial insights as well as benchmark data and DE&I metrics to support progress and follow-up. In addition, we launched our new intranet Daylight, which provides the foundation for stronger internal communication and transparency.¹

Hanne Blume

Chief Human Resources Officer

1) These actions primarily support Sustainable Development Goal Targets 4.7, 5.5 and 10.4.

Linking profit to societal contribution

VILLUM FONDEN is a philanthropic foundation established by the industrious Danish graduate engineer, Villum Kann Rasmussen.

DOVISTA is part of the VKR Group, a family and fund owned company. But what does it mean to be part of a company who contributes the majority of its earnings to a non-profit foundation? And what was the underlying motivation to structure the company to give back to society in this way?

The answer to these questions begins in 1941 when Villum Kann Rasmussen founded the company we know today as the VKR Group. The company gradually established success and continued to grow, and by the 1960s, Villum Kann Rasmussen began to consider how he could prepare the ownership of the company as a consolidated and successful business for many generations to come.

VILLUM FONDEN



Villum Kann Rasmussen settled on the non-profit foundation as his solution. A philanthropic foundation could be made the group's primary shareholder, ensuring the company's long-term survival, while at the same time allowing him to repay the society he felt had given him so much.

VILLUM FONDEN was established in 1971. From this point on, success for the VKR Group meant more profit that could be passed on in the form of ever larger grants, and, eventually, to projects outside of Denmark's borders.

The establishment of this foundation marked the start of an era of making contributions to support projects that seek to improve society. The foundation neither can, nor will, claim responsibility for the success of the granted projects. The satisfaction lies in having the chance to make an active contribution to society.

During its history, VILLUM FONDEN has made a total of more than EUR 2 billion in grants to non-profit projects with special focus on technical and scientific research as well as environmental, social, and cultural projects.

In this respect, the foundation is a part of something larger. It is part of something that, in keeping with the spirit of Villum Kann Rasmussen, shows that self-interest and society's interests do not have to be mutually exclusive, and instead can go hand in hand.



● Photo: Villum Kann Rasmussen

Natre is Norway's Diversity Business of the Year

Natre, one of DOVISTA's two Norwegian brands, has won Norway's Diversity Business of the Year award 2022.

The Norwegian labour market is presented as open and inclusive and is generally characterized by high labour participation. At the same time, several studies show that people with an immigrant background have greater problems entering the labour market, using their own skills, and advancing in a relevant job. The Diversity Award is an important award for those who choose to take the lead in promoting a more inclusive working life.

At a diversity conference on December 1st, 2022, the State Secretary in the Norwegian Ministry of Labour and Inclusion, Nancy Hertz, presented Natre with the Diversity Business of the Year award. Natre is praised by Libe Rieber-Mohn, Director of the Integration and Diversity Directorate, for making conscious choices to normalize differences and create inclusion and tolerance in the workplace.

"Natre Vinduer at Hemnes consciously chooses to make use of immigrants' skills and provide career opportunities. It is a good use of resources for the individual and for Norwegian society", says Rieber-Mohn.

Among the managers at Natre, half have an immigrant background. The company offers Norwegian courses, but also arranges for employees to receive instruction in different languages. Information meetings are held in Norwegian and English, which contributes to an inclusive working environment. The business also helps overqualified employees with further career opportunities internally or with other employers.

Factory manager at Natre Windows in Hemnes, Hans-Petter Skjæran, commented on the award by saying: "We live on a windswept headland in northern Norway with 1,500 people. But at work we have 23 different nationalities. Diversity is something we have worked with for a long time, and it means an incredible amount to us, both on a cultural and professional level. Receiving this recognition makes us very proud and is great inspiration for continuing this work."

Photo: Kjetil Gjerdalen, Director of Operations, Natre



1) These actions primarily support Sustainable Development Goal Targets 4.7 and 10.4

Draw Your Future summer drawing contest

Summer in Europe spells light, bright colours, fresh air and time spent with friends and family. This summer, we engaged DOVISTA colleagues in a fun holiday activity with a serious backdrop. Sustainability, and what we do to make windows part of the solution for our common future, is a complex conversation for all ages. However, children’s dreams for the future as depicted through drawings can be a good conversation starter. The “Draw your future” contest asked children to draw and describe what they wanted to see in their future.

We received fun, creative and inspiring works of art from over a hundred and fifty families across DOVISTA. Among submissions, some common themes emerged. The lush greens and blues of nature, animals, and love for friends and family were very well represented throughout the drawings. Ensuring that these elements of basic human and planetary wellbeing are able to be carried into the future is an important task for every generation, one that requires us to discuss problems and envision solutions.¹



Grzegorz envisions a future with “A beautiful, ecological world producing solar energy, wind energy and hydroelectric power.”
Grzegorz, 8 years old, Poland

1) These actions primarily support Sustainable Development Goal Target 4.7.



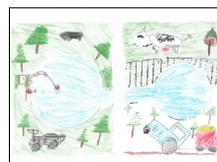
Huberty,
8 years old, China



Marta,
15 years old, Poland



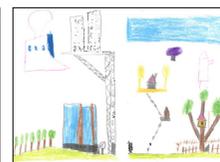
Janel,
9 years old, Switzerland



Viggo,
11 years old, Denmark



Emilija,
6 years old, Norway



Matúš,
7 years old, Slovakia



Mika,
6 years old, Germany



Elzé,
7 years old, Lithuania



Nikodem,
9 years old, Poland

Safety First

Ambition

At DOVISTA, we operate with a Safety First culture and a zero-accident ambition. This ambition speaks directly to our strategic driver of conducting responsible business by focusing on healthy and safe workplaces, and is underpinned by our Model Company objectives.

Performance in 2022

- In total, our locations went from 77 accidents in the first half of 2022, to 66 in the second half of 2022, an improvement of 15% in 6 months.
- Our wood-Alu locations went from 39 accidents in 2021 to 30 accidents in 2022, an improvement of 23%.
- Our largest production facility in Poland went from 12 accidents in 2021 to 8 accidents in 2022, an improvement of 33%.
- Our location in Langenwetzendorf went from 15 accidents in the first half of 2022, to 6 in the second half of 2022, an improvement of 60% in 6 months.

What we did

At DOVISTA, safety is our highest priority. In line with our zero-accident ambition, employee health and safety is a material topic that is in constant focus, particularly this year as we have welcomed many new colleagues from our recent acquisitions.

In order to ensure a common understanding across DOVISTA, we have identified “critical” sites that consti-

tute the majority of accidents and are generally less mature in their work with health and safety. These sites have received a lot of support from top management to create the conditions for a breakthrough in reducing the number of accidents. A 5-priority action plan has been created as follows:

- Leadership: senior leadership participation
- Personal accountability
- Skills and training
- Availability and reliability of information
- Auditing

Each of these priority areas are measured on an ongoing basis, and a 5-step maturity improvement roadmap complements the journey.

To accelerate our zero-accident ambition in the more mature sites, we continue to promote clear medium-term HSE transformation roadmaps. This ensures both continuous improvement in response to pre-existing working conditions, as well as providing the right investment support for preventative measures.

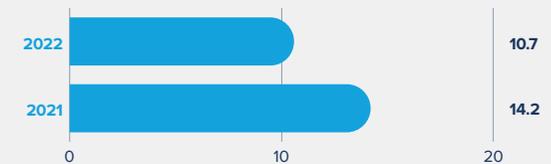
Our QHSE function has created a HSE Cockpit that is now the reference point for traceability regarding all reported incidents across all DOVISTA locations. This has significantly improved transparency, reliability, and the capability to conduct analyses of our accident data. Furthermore, data quality has been

Photo: Slovaktual



Work-related accidents

Per million working hours across the DOVISTA Group



- A work-related accident in this context is defined as an accident that has happened at a DOVISTA Group location and results in absence from work for more than one day. Both criteria must be met. 2021 figures here differ from our DOVISTA Sustainability Report 2021, as these figures include all locations of the fully integrated DOVISTA Group for the period Jan 1 - Dec. 31.

“At DOVISTA, our Safety First culture is in place to support our most valuable asset – our employees. In order to provide healthy and safe workplaces, we operate with a continual improvement model at every level of the organisation. Working towards our zero-accident ambition, we strive to minimise risk and facilitating the best circumstances for our employees to do their work and thrive.”

Michael Hassø Larsen
Chief Operations Officer



greatly improved by a focused effort within our group reporting function.

Over the course of the year, we have also prioritized accident prevention:

- by raising team awareness on near misses: we have developed a QR code solution to better monitor near misses across DOVISTA, increasing transparency and leveraging cross-location solution sharing
- by deploying the problem-solving methodology used in Quality to the HSE network, helping to prevent accident re-occurrence
- by improving cross-location communication, as we want to make the most of our Group’s experience and know-how by creating opportunities to share best practices.

Continued focus on responsible behaviour

2022 has also been marked by continued effects of the Corona virus. Although the Covid-19 pandemic is not considered to be a material risk to DOVISTA at this time, we are now settling into many new working habits and patterns of behaviour that help to keep our employees safe and healthy. Fewer business trips and regular hand sanitizer use are observed across the DOVISTA Group. Canteen and food schemes are adjusted to observe recommendations from local health authorities, and many colleagues work from home when and where it

makes sense to do so. We see these measures as a natural part of being a responsible business.

Initiatives for 2023

In 2023 we will continue work with “critical” sites by finalizing the implementation of our first stage of our 5-step maturity improvement roadmap focused on foundations for success, and initiating the second stage focused on standardisation. To achieve this, we will develop standards based on our best practices.

Focus will be maintained at other locations by continuing to work with their medium-term roadmaps, and through further acceleration of the near miss reduction program.

To accelerate the improvement of methods and systems, we are also going to initiate a mapping of best standards and systems across all locations. This will be based on the current quality mapping.

As occupational safety is a matter of leadership, change of attitude and behaviour, our common safety culture is being boosted through a number of initiatives in 2023. We will initiate DOVISTA-wide training for all middle managers, including local HSE Managers. We will also develop and deploy a new “DOVISTA Safe” program, to shift the mindset across DOVISTA towards our common goal of zero accidents.¹

1) These actions primarily support Sustainable Development Goal Target 8.8.

Human and labour rights indicators¹

Indicators	2022 figures	2021 figures	DOVISTA Strategic Driver	SDG	SDG Target Area	Accounting practice
Number of employees	7,125 FTE	7,517 FTE	Conduct Responsible Business	SDG 9	9.2	DOVISTA measures employees in terms of Permanent Full Time Equivalents (FTEs) equal to the number of employees at the end of the reporting period.
Total Accidents	143	186	Conduct Responsible Business	SDG 8	8.8	Work-related accidents are those that arise from exposure to hazards at work (event related). An event is considered as an accident when an employee is hurt in a way so that the employee cannot return to work the next day and perform normal operation.
Female board members	33%	33%	Conduct Responsible Business	SDG 10	10.4	The share of female board members, excluding employee representatives, for DOVISTA A/S.
Female management members	20%	20%	Conduct Responsible Business	SDG 10	10.4	Total number of female management members at the Group Management level.

1) Over the course of 2022 we have improved our data collection methodology, resulting in an increased level of data accuracy in 2022. We have prioritized creating a complete baseline for the entire DOVISTA Group in 2021, knowing that we have needed to make approximations and estimations in some areas. The data quality in 2022 is better than the data quality in 2021, and the data quality in 2023 will provide an even greater level of accuracy compared to previous years, as this is a key priority for DOVISTA.

Environment

The DOVISTA Group works actively to achieve sustainable impact, ensuring that our products reflect the needs of people and planet.



Leading the way to a low-carbon future

DOVISTA has committed to the most ambitious global initiative that currently exists for companies taking climate action to limit carbon emissions – we are proud to announce that we have committed to the Science Based Targets initiative.

For DOVISTA, this will mean working to reduce our own carbon emissions (Scope 1 and 2) and the carbon emissions within our value chain (Scope 3) in line with science. Our targets are science-based when they align with what climate science says is necessary to limit global warming to 1.5°C above pre-industrial levels.

On a global level, reaching net-zero emissions by 2050 is imperative to counteract the most devastating effects of climate change. According to the intergovernmental Panel on Climate Change (IPCC), temperatures have already risen more than 1°C, resulting in more extreme weather events, diminishing ice caps, rising sea levels and biodiversity loss. Being able to stop this advance of a warming climate requires

innovative thinking and unprecedented changes in society – particularly in the way that we do business.

In line with our commitment to reach net-zero emissions, we have also joined ambitious and visionary business leaders in committing to the Business Ambition for 1.5 and Race to Zero campaigns. The Business community has a critical role to play in limiting global warming, and we are ready to take action and join the global call for change.

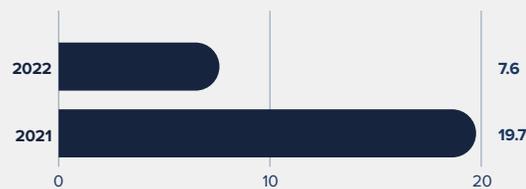
Committing to the SBTi is a way of future-proofing our business, responding to financial markets, government and legislation, and consumer demand to achieve a low-carbon future. It puts us on a path to stay within a safe operating space for humanity and helps to ensure that we do not exceed critical planetary boundaries.

DOVISTA is now in the process of getting our science-based targets approved by the SBTi, while building internal capacity to decarbonise. We will continue communicating in a transparent way throughout this journey, describing how we are working to achieve our targets as well as tracking our progress over time.¹

1) These actions primarily support Sustainable Development Goal Target 13.3.



Kg CO₂e per unit produced



● Scope 1 & 2 emissions per unit produced.

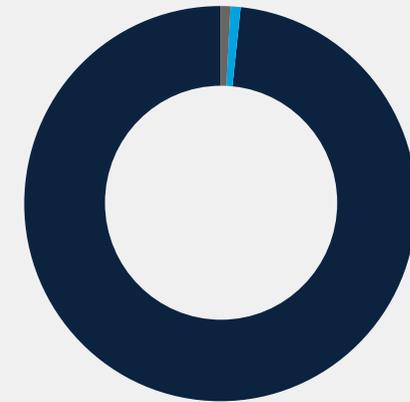
Our accounting practice is reported in line with the GHG Protocol. This means that we include all production, all offices and all fleet, and have also included a market based emissions factor for calculating CO₂e per unit produced.

Due to the large European acquisition in 2021, the kg CO₂ per unit produced increased from 13.9 pre-acquisition to 19.7 post-acquisition. In 2022, Renewable Energy Certificates (RECs) have contributed to the strong CO₂ reduction per unit produced.

DOVISTA CO₂ emissions¹

	Energy source	Total GJ	Percentage CO ₂ e	Total tonnes CO ₂ e
Scope 1	Owned fleet	19,498 GJ		1,299 CO ₂ e
	Leased fleet	30,484 GJ		2,031 CO ₂ e
	LPG	3,003 GJ		200 CO ₂ e
	Natural GAS	51,812 GJ		2,693 CO ₂ e
	Diesel	3,671 GJ		246 CO ₂ e
	Petrol	103 GJ		6 CO ₂ e
	Fuel Oil	17,361 GJ		1,170 CO ₂ e
	Wood Scrap	174,257 GJ		510 CO ₂ e
	Total scope 1		300,189 GJ	1%
Scope 2	Electricity	272,245 GJ		6,961 CO ₂ e
	District heating	95,696 GJ		4,539 CO ₂ e
Total scope 2		367,941 GJ	1%	11,500 CO₂e
Scope 3	Purchased Goods and services		90%	794,332 CO ₂ e
	Upstream and Downstream transportation		8%	69,225 CO ₂ e
Total scope 3			98%	863,557 CO₂e
Total tonnes CO₂e				883,211 CO₂e

1) All figures represent 2022.



Total CO₂e tonnes

- Scope 1 1%
- Scope 2 1%
- Scope 3 98%

These totals are calculated in accordance with the Greenhouse Gas Protocol, and represent all locations that are part of the DOVISTA Group. Total Scope 2 tCO₂e is calculated from market based emissions factors.

Scope 3 is calculated in line with reporting requirements to the SBTi, including around 90% of total purchased goods & services, and 100% of total upstream & downstream transportation. This represents over 80% of DOVISTA's total Scope 3 emissions in 2022.

The Employee Foundation biodiversity project in Denmark

In 1991, the Employee Foundation was established by the VKR Group. Its main objective is to provide financial assistance to present and former employees of the VKR Group and their next of kin. The Foundation can also grant support for non-profit, public projects in the vicinity of VKR Group companies, including all DOVISTA locations. In this way, the Foundation and DOVISTA can contribute to the communities in which the company operates. The Kronheden nature hostel is one of these non-profit projects near our DOVISTA location in Ringkøbing, Denmark.

The Kronheden nature hostel is a hub connecting North/South and East/West long-distance hiking and cycling routes, including routes from northern Germany to National Park Thy in Denmark. From grasslands to forested areas, biodiversity is allowed to thrive in this region. This hostel project has ensured a sustainability perspective that is respectful of the local biodiversity, seeking to work with nature in a holistic way.

There is a school building from the beginning of the 20th century that has been preserved with some modernizations. The cultural heritage represented by two additional spaces have also been preserved in another way. Where run-down cooking and bathing facilities used to be located, the foundation remains as an open platform for gathering. This open space provides a way to pay tribute to the original buildings,

as well as repurposing the materials in the foundation, and connecting the indoors to the outdoors. New cooking and bathing facilities are also being constructed using natural materials that blend well with the surrounding habitat.

For the new cooking and bathing facilities, focus has been placed on local, quality materials and local craftsmen. The majority of the materials in the project have been chosen based on a low CO₂ footprint. The materials with a higher footprint, for example concrete, have been chosen based on minimal maintenance and a long lifetime. Local materials have also been chosen to minimize transport, as well as supporting local producers.

Diversity and inclusion have also played a role in this project, meaning that the project was developed together with local residents in a citizen-driven process. Studies show that socially well-functioning public areas have lower maintenance costs, which in the long run also creates a better economy. The goal is to attract more users wanting nature experiences, including hikers, cyclists, star gazers, and local schools taking their teaching into nature. The nature hostel is already experiencing increased interest from volunteers, meaning that there will also be more hands to help preserve the area with an increase in activity in the future.¹

Photo: Kronheden



1) These actions primarily support Sustainable Development Goal Target 15.9.

Performance in 2022

- 7% tonnes reduction was achieved in total consumption of utilized and unutilized waste.
- Over 5% waste reduction was achieved with relation to units produced as compared to 2021.

Waste reduction

Ambition

Waste is directly linked to environmental sustainability, and reducing waste has a significant impact on our ability to live up to our sustainability objective of Conducting Responsible Business. For 2022 we set an ambition to reduce our total consumption of utilised and unutilised waste with 5% compared to 2021.

Performance in 2022

To achieve this target more than 60 waste reduction initiatives were identified and initiated across our production locations – all with direct impact on our waste consumption.

- 7% tonnes reduction was achieved in total consumption of utilised and unutilised waste.
- Over 5% waste reduction was achieved with relation to units produced as compared to 2021.

Examples of waste reduction initiatives

At our production site Zambrow, Poland, a 15% increase in the reuse of raw material has been made possible in our manufacturing process by sorting rubber in the extrusion process. This is in addition to 100% reuse of PVC scrap that is already in place at Dobroplast.

At our largest production site in Swarożyn, Poland, we have reduced indirect items in production by installing vending machines. This pilot project has led to a 40% reduction, and is an initiative that will be continued in 2023.

In Rudersberg, Germany, there has also been an increased focus on hazardous waste water from the powder coating of window profiles at WERU, which is now able to save 160 tonnes of waste water per year. This work will also continue in 2023.

Initiatives for 2023

In 2023, we will continue to work towards increased waste reduction, taking outset in the large number of waste initiatives that have already been identified. These initiatives will continue to be prioritised, and where significant reductions have already been made, best practices will be shared across our production locations. At DOVISTA, our high focus on waste reduction has led to a continuous learning journey, and we are confident that we will achieve even stronger results in the coming year.¹



¹) These actions primarily support Sustainable Development Goal Targets 8.4, 12.2 and 12.5.

Measuring the environmental impact of our windows and doors

Ambition

At DOVISTA, the ambition is to be our customers' preferred choice. This means being a first mover in our ability to provide data-driven documentation, while always complying with current building regulations and requirements for Life Cycle Assessment (LCA) and product carbon emissions data.

The foundation for a LCA is built up through the use of Environmental Product Declarations (EPDs), which are documents containing detailed third-party qualified data. As such, EPDs show the environmental impact of our windows and doors, including GWP (Global Warming Potential).

Building LCAs are then used as documentation for building regulations and certifications such as DGNB and LEED.

Performance in 2022

We have:

- Built the necessary capabilities and expertise to both provide EPDs as well as advise our customers and business partners on EPDs and LCAs.
- Gained transparency into the product value chain, enabling identification of areas for future carbon footprint reductions.
- Established a baseline consistent with product level CO₂e emission reductions.

What we did

To support DOVISTA's strategic driver of Enabling the Customer, our Product Management team has built up the necessary capabilities and expertise. In consolidating raw material data from our suppliers, we were able to specify weight, material type and surface treatment. We also calculated the distance from suppliers to production sites, and did a deep-dive into transportation. Our waste calculation methodology was also reviewed.

This work has resulted in the ability to generate highly reliable Environmental Product Declarations.

Future initiatives

With DOVISTA having several product platforms across multiple countries, our next step will be to broaden our coverage, enabling DOVISTA to provide EPDs for all platforms and all geographical areas – always with local legal requirements, building traditions and climate conditions in mind.

In parallel, we will investigate the environmental impact of main windows components, and work closely with our suppliers on our sustainability journey to ensure the consistent improvement of our EPD performance, and supporting the reduction of embodied carbon in building materials.¹



1) These actions primarily support Sustainable Development Goal Targets 12.2 and 12.6.

CO₂ reduction with LED lighting in Slovakia

Ambition

Across DOVISTA we are working with our strategic objective to Fight Climate Change with initiatives of varying scale. To make sure that all our locations can participate in this collective goal, we have set up a simple structure to propel our decarbonisation journey as we move forward.

On a continual basis, production locations are allocated resources for dedicated projects that lead to carbon reduction. For projects exceeding these resources, a business case template has been created, which upon being filled out is evaluated by our Investment Committee. Projects are evaluated based on the return on investment, as well as CO₂ reduction impact.

What we did

A good example of a small but impactful case in 2022 took place at Slovaktual, where over 1000 outdated florescent tube lights were replaced with more modern LED lighting. By replacing the bulbs piece by piece at

night and on the weekends, all lighting was able to be replaced over a one-month period without disturbing production.

All together, this project is able to save over 22 tonnes of CO₂ a year, contributing one small piece to our broader decarbonisation agenda.

In addition to CO₂ reduction, this project also means:

- Reducing electricity consumption which has increased dramatically in price during 2022.
- Producing more homogenous lighting in the halls with less bright and dark spots.
- Creating a friendlier and safer working environment especially in the winter months when nearly 100% of the hall lighting is artificial.

Initiatives for 2023

Slovaktual has now begun the process of removing auxiliary lighting as well, which will reduce energy consumption by an additional 140 Watts per light.¹

Annual performance figures

Values	SHV	Hall B	Hall C	Hall D	Hall E	All Halls
Energy savings (per year) kWh	24,000	37,920	31,680	28,480	65,760	187,840
Energy savings (per year) EUR	6.804 €	10.750 €	8.981 €	8.074 €	18.643 €	53.253 €
Energy savings (per year) tonnes CO ₂	2.88	4.56	3.81	3.42	7.90	22.58

Photo: Slovaktual



1) These actions primarily support Sustainable Development Goal Targets 7.3, 8.8 and 13.1.

“Biking for the Climate” Campaign in Denmark

Focusing on culture, wellbeing, and a great environment both inside and outside of DOVISTA in Denmark is part of our ambition to be a great place to work. Through the employee council (SAMU) we join forces to create activities throughout the year to support this ambition.

On the 21st of September 2022 we were proud to contribute to a national biking initiative. We engaged all employees, asking them to use their bikes instead of cars or public transportation when going to work, shopping or doing other tasks throughout the day. This challenge provided the opportunity to be more active and get some exercise, while at the same time helping to reduce carbon emissions.

Part of achieving a sustainable future is behavioural, meaning that we all need to focus on how to make small changes in daily life. Combining actions to reduce emissions while at the same time focusing on a healthy lifestyle can go hand in hand to propel this goal forward. As a company, we further committed to the emissions reduction effort of the day by donating money to plant one tree for every kilometer cycled, doing our part to increase the push for a better future.

New ideas and plans are already surfacing among colleagues to further our joint effort in creating cultural activities that support a sustainable future throughout DOVISTA. We are looking forward to 2023 and the great initiatives to come!

1) These actions primarily support Sustainable Development Goal Targets 13.3 and 15.2.

538 m² of old growth forest protected

Our contribution to the Danish Nature Foundation ensured 538 m² of old growth forest protection. The Danish Nature Foundation works to protect and restore wilderness and natural areas throughout Denmark.



Environmental indicators¹

Environmental indicators	2022 figures	2021 figures	DOVISTA Strategic Driver	SDG	SDG Target Area	Accounting practice
Energy Consumption²	668,130 GJ	692,465 GJ	Fight Climate Change	SDG 13	13.3	Total energy consumption for the DOVISTA Group, calculated within GHG Protocol Scope 1 & 2, and including all entities part of the Group before September 1, 2021.
GHG intensity	343 kg CO ₂ e/per unit produced	371 kg CO ₂ e/per unit produced	Fight Climate Change	SDG 13	13.3	GHG Intensity (kg CO ₂ e/ pr. unit produced) is an intensity ratio that DOVISTA reports in alignment with GRI standards. Intensity ratios define consumption in the context of an organization-specific metric, which for DOVISTA is products (the number of windows and doors produced).
Total waste by volume	22,902 tonnes	24,683 tonnes	Conduct Responsible Business	SDG 12	12.5	Total amount of waste generated by the DOVISTA Group's production sites, based on the EU Directive classification of utilised and unutilised waste.
– of which is recycled	82%	82%	Conduct Responsible Business	SDG 12	12.5	Total amount of waste sent to a certified service provider for recycling by the DOVISTA Group's production sites.
Packaging	8,204 tonnes	7,428 tonnes	Conduct Responsible Business	SDG 12	12.5	Total amount of packaging material purchased by the DOVISTA Group for production purposes.
Share of certified wood	79%	79%	Conduct Responsible Business	SDG 12	12.2	Share of certified wood purchased from a certified service provider.
Scope 1	8,155 tCO ₂ e	10,233 tCO ₂ e	Fight Climate Change	SDG 13	13.3	The direct GHG (scope 1) emissions is based on the Greenhouse Gas Protocol and covers all direct emissions of greenhouse gases from the DOVISTA Group. For a list of energy sources covered in Scope 1, please see p. 25.
Scope 2 market based	11,500 tCO ₂ e	41,994 tCO ₂ e	Fight Climate Change	SDG 13	13.3	In accordance with GRI 305-2, the market-based method reflects the indirect (Scope 2) emissions from electricity that DOVISTA has purposefully chosen (and not chosen), including a residual mix.
Scope 2 location based	24,482 tCO ₂ e	27,730 tCO ₂ e	Fight Climate Change	SDG 13	13.3	In accordance with GRI 305-2, the location-based method reflects the average indirect (Scope 2) GHG emissions intensity of grids on which energy consumption occurs, using mostly grid-average emissions factor data. Total GHG emissions and GHG intensity have applied Scope 2 location based emissions for calculation.
Scope 3	863,557 tCO ₂ e	930,939 tCO ₂ e	Fight Climate Change	SDG 13	13.3	Scope 3 is calculated in line with reporting requirements to the SBTi, including a 2021 baseline of 90.3% of total purchased goods & services, and 100% of total upstream & downstream transportation. This represents over 80% of DOVISTA's total Scope 3 emissions in 2021 and 2022.

1) Over the course of 2022 we have improved our data collection methodology, resulting in an increased level of data accuracy in 2022. We have prioritized creating a complete baseline for the entire DOVISTA Group in 2021, knowing that we have needed to make approximations and estimations in some areas. The data quality in 2022 is better than the data quality in 2021, and the data quality in 2023 will provide an even greater level of accuracy compared to previous years, as this is a key priority for DOVISTA.
 2) Total energy consumption for the DOVISTA Group, calculated within GHG Protocol Scope 1, 2 & 3 for all entities part of The DOVISTA Group.

Anti-Corruption

The DOVISTA Group operates with an Anti-Corruption and Compliance Program and fully aligns with the UN Guiding Principles on Business and Human Rights.



Supplier Code of Conduct

Ambition

Working with our strategic driver of Conducting Responsible Business, we aim to establish long lasting, mutually beneficial relationships with our suppliers that encourage commitment to responsible manufacturing. Our Supplier Code of Conduct is established to ensure high standards of safe working conditions, fair and respectful treatment of employees, as well as ethical and environmentally sound practices.

In 2022, DOVISTA set the ambition of achieving a 95% signature rate regarding our Supplier Code of Conduct for direct material supplies across the DOIVSTA Group.

Performance in 2022

96% of direct material purchase volume is covered by a signed Supplier Code of Conduct.

What we did

Over the past year we continued work towards making sustainability a cornerstone process and key agenda point for procurement. We began by mapping our current supplier landscape across the DOVISTA Group after the significant acquisition in September 2021. We defined and set common standards for all of our suppliers at the Group level, representing 95% of our total direct procurement expenditure. Full attention was placed on collecting and validating data to establish a new baseline and build the foundation for new goals following the Group strategy. In 2023 we will extend our scope into the area of indirect spend, which represents a significant share of our purchasing volume. We will implement our common standards and a unified approach to ensure positive impact across DOVISTA's wide European network.¹

1) These actions primarily support Sustainable Development Goal Target 8.8.



● Photo: Krongborg Strandby, Helsingør

Performance in 2022

- Sanction Screening and fraud prevention prepared for automation.
- Anti-corruption compliance control processes implemented.
- Fraud alert program implemented.
- Screening of all new supplier contracts based on our Sanction Compliance Program.

Anti-corruption and compliance

Ambition

In alignment with our strategic driver of conducting responsible business, we have developed an Anti-Corruption Compliance Program. Our ambition is to ensure timely training, awareness, and compliance among our employees, and conduct business partner screening throughout our supply chain.

Performance in 2022

- Sanction Screening and fraud prevention prepared for automation.
- Anti-corruption compliance control processes implemented.
- Fraud alert program implemented.
- Screening of all new supplier contracts based on our Sanction Compliance Program.

What we did

We have developed an Anti-Corruption Compliance Program to guide our employees, ensure good business conduct, and live up to legal requirements. A Code of Conduct for employees has been developed and published containing clear guidelines around

anti-corruption mitigation and ethical behaviour. We've established processes and systems around a fraud alert program, and we are preparing to implement sanction screening with automated processes in 2023.

This includes sanction screening according to the Corruption Perception index, providing comprehensive documentation around our policies, rules, processes and ownership, which have been activated including bank data checks and trust score validations.¹

Initiatives for 2023

- Implementation of additional compliance control checks
- Roll-out of DOVISTA Anti-Corruption Compliance program
- Awareness training in accordance with DOVISTA Anti-Corruption Compliance Program
- Continuous roll-out of approved Sanction Compliance solutions across DOVISTA entities
- Secure quarterly batch screenings of all DOVISTA Group business partners

1) These actions primarily support Sustainable Development Goal Target 8.8.



• Photo: Slovaktual

DOVISTA Engage

Ambition

The DOVISTA Group works actively to Grow our People, but we can't act on what we don't know. We need comprehensive feedback from employees across the organisation to understand their level of engagement, motivation, and sense of belonging. With solid knowledge we can tailor initiatives to create the best working environment for our people.

Performance in 2022

- 31 questions were established based on global research to measure a wide range of topics.
- A communication campaign was launched to encourage a high response rate.
- 76% of our people responded to the survey, coming out higher than the global benchmark.

What we did

In May 2022 the very first DOVISTA Group employee survey, DOVISTA Engage, was deployed. Reaching across all areas of our functional organization, the survey was translated into local languages, making it accessible for all our employees. The survey was deployed as an automated email to white collar workers. Facilities were set up in our factories for blue collar

workers to give their input. We aimed to hear what was in the hearts and minds of as many as possible.

Once the survey was concluded, and the results were in, our people leaders were guided and supported in facilitating post survey feedback conversations with their teams. Each leader was given access to a dashboard showing strengths and opportunities for improvement, and a toolkit was provided for making simple action plans and improvements. Feedback sessions were then held across DOVISTA, to provide common understanding and engagement in the improvement process.

Initiatives for 2023

As part of our annual people cycle we will continue to run DOVISTA Engage. In 2023 we will repeat the survey and this time we will have the benefit of benchmarking not only to global trends but also to our previous results. This means we can track improvements and continue to focus our initiatives on what matters to our employees.

Our goal is to Grow our People, continuing to make DOVISTA a great place to work.¹

Performance in 2022

- 31 questions were established based on global research to measure a wide range of topics.
- A communication campaign was launched to encourage a high response rate.
- 76% of our people responded to the survey, coming out higher than the global benchmark.



¹) These actions primarily support Sustainable Development Goal Target 8.8.

Anti-Corruption indicators¹

Indicators	2022 figures	2021 figures	DOVISTA Strategic Driver	SDG	SDG Target Area	Accounting practice
Whistleblower cases	1 processed case	0 processed cases	Conduct Responsible Business	SDG 8	8.8	The number of cases filed and pursued through the internal whistleblower system found on the DOVISTA Group's intranet in the reporting period.
Signed Supplier Code of Conduct	96%	30%	Conduct Responsible Business	SDG 12	12.6	When measuring Supplier Code of Conduct signatures, we focus on direct suppliers under Group Procurement (90% spend value), excluding locally managed suppliers and vendors.

1) Over the course of 2022 we have improved our data collection methodology, resulting in an increased level of data accuracy in 2022. We have prioritized creating a complete baseline for the entire DOVISTA Group in 2021, knowing that we have needed to make approximations and estimations in some areas. The data quality in 2022 is better than the data quality in 2021, and the data quality in 2023 will provide an even greater level of accuracy compared to previous years, as this is a key priority for DOVISTA.

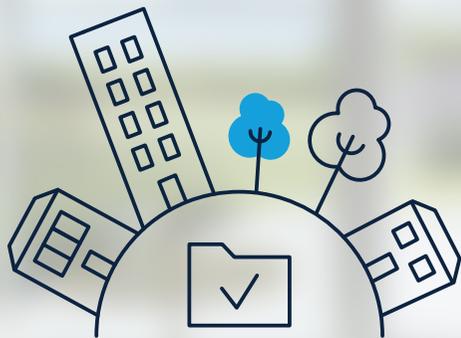
ESG indicators¹

	Indicators	2022 figures	2021 figures	DOVISTA Strategic Driver	SDG	SDG Target Area
Environmental	Energy Consumption	668,130 GJ	692,465 GJ	Fight Climate Change	SDG 13	13.3
	GHG intensity	343 kg CO ₂ e/per unit produced	371 kg CO ₂ e/per unit produced	Fight Climate Change	SDG 13	13.3
	Total waste by volume	22,902 tonnes	24,683 tonnes	Conduct Responsible Business	SDG 12	12.5
	– of which is recycled	82%	82%	Conduct Responsible Business	SDG 12	12.5
	Packaging	8,204 tonnes	7,428 tonnes	Conduct Responsible Business	SDG 12	12.5
	Share of certified wood	79%	79%	Conduct Responsible Business	SDG 12	12.2
	Scope 1	8,155 tCO ₂ e	10,233 tCO ₂ e	Fight Climate Change	SDG 13	13.3
	Scope 2 market based	11,500 tCO ₂ e	41,994 tCO ₂ e	Fight Climate Change	SDG 13	13.3
	Scope 2 location based	24,482 tCO ₂ e	27,730 tCO ₂ e	Fight Climate Change	SDG 13	13.3
	Scope 3	863,557 tCO ₂ e	930,939 tCO ₂ e	Fight Climate Change	SDG 13	13.3
Social	Number of employees	7,125 FTE	7,517 FTE	Conduct Responsible Business	SDG 9	9.2
	Total accidents	143	186	Conduct Responsible Business	SDG 8	8.8
	Female board members	33%	33%	Conduct Responsible Business	SDG 10	10.4
	Female management members	20%	20%	Conduct Responsible Business	SDG 10	10.4
Governance	Whistleblower cases	1 processed case	0 processed cases	Conduct Responsible Business	SDG 8	8.8
	Signed Supplier Code of Conduct	96%	30%	Conduct Responsible Business	SDG 12	12.6

1) Over the course of 2022 we have improved our data collection methodology, resulting in an increased level of data accuracy in 2022. We have prioritized creating a complete baseline for the entire DOVISTA Group in 2021, knowing that we have needed to make approximations and estimations in some areas. The data quality in 2022 is better than the data quality in 2021, and the data quality in 2023 will provide an even greater level of accuracy compared to previous years, as this is a key priority for DOVISTA.

Brand cases

The DOVISTA Group is made up of distinctive brands with solid local roots in the European market for vertical windows and exterior doors, covering a wide range of segments and distribution channels in both B2B and B2C markets.





Diversity and wellbeing in Odense, Denmark

Gartnerbyen, A Danish word meaning “gardener town”, is currently under construction in Odense, Denmark. This project covers a district that will focus on diversity by housing a wide range of people in all age groups. VELFAC windows will leave a positive mark on this green district, which has achieved a silver DGNB certification.

As a central design strategy, the district has been broken up into three district neighbourhoods to cater to different needs. There is a City quarter closest to the main access road, a Park quarter in the center of Gartnerbyen, and a Garden quarter to the north, bordering a popular area with villas, school and green areas.



The three neighbourhoods naturally intertwine and connect as a new district, where individuality meets wellbeing. As stated by Kim Risager, partner at Arkitema Architects working on the project “It is of great importance for a home that there are good daylight conditions and the possibility for ventilation, and it is here that windows become very important for the indoor environment.”

The district’s residents benefit from indoor climate-optimised homes, not least in the more trafficked areas. This is what sales consultant Kenneth Hansen from VELFAC says, who has supplied windows in the VELFAC 200 design as well as entrance doors from the VELFAC Ribo and VELFAC aluminum door series to the majority of Gartnerbyen’s homes:

“The windows’ slim frames optimise daylight, which is well in line with Gartnerbyen’s strong focus on ensuring a healthy indoor climate. For a number of homes, we have also supplied acoustic window solutions that reduce noise from traffic and light rail.”

With sustainability in focus, three key components of Gartnerbyen include indoor climate, quality of life and green urban spaces.

Architect: Arkitema Architects | Contractor: Skjøde A/S | Project period: 2016-2024 | Certification: DGNB Silver



FACT BOX

This project contributes to sustainable cities and communities by:

- Promoting diversity
- Using environmentally friendly building materials
- Minimising the buildings’ energy consumption
- Providing indoor comfort with access to daylight and fresh air
- Increasing quality of life with access to green, unique urban spaces





KRONE Vent – A new ventilation window focused on indoor climate

KRONE's ambition is to become the leading supplier of ventilation windows in Denmark with the new KRONE Vent window. KRONE provides this windows solution for renovation projects focused on indoor climate, a solution that can fulfil legal requirements for ventilation in older buildings.



In close collaboration with VELFAC and Aalborg University, KRONE has designed, documented, and tested this new ventilation window. The window is based on ventilation design principals from VELFAC, and has gone through several design iterations, being modified with relation to the geometry and front frame system. Aalborg University has been responsible for testing the product compliance with relation to building regulations, and the window is now in production.

One of the recent projects with KRONE Vent is Vognmandsparken in Roskilde. During the winter 2021-2022 KRONE delivered more than 400 windows to the 9 housing blocks, which were established in 1967. With the inclusion of Krone Vent windows, this new renovation project provides its residents with an increase in building heat retention, improved energy efficiency, a reduction in the build-up of condensation, and a more comfortable and consistent overall indoor climate.

[Client:](#) Boligselskabet Sjælland | [Project period:](#) 2021-2022



FACT BOX

Indoor climate focus for good health and wellbeing

- KRONE Vent windows contribute to heating the air in homes by using the heat that is normally lost in a window
- Fresh air is drawn into the window and warmed up before being let into the room, without the draftiness that is ordinarily caused by vents
- By using KRONE Vent windows, indoor climate is improved by avoiding moisture problems



rational®

Plushusene – close to what is important

The Plushusene in Nivå, Denmark, provide multi-generational sustainable co-living of the future. The best elements of traditional co-housing schemes have been combined with modern residents' need for freedom, space, and individual requirements. There are homes designed for families, the elderly, and everybody in between, creating the conditions for peace of mind, close relationships, and a sense of belonging across generations. Rational windows tie all accommodations together, ensuring lots of natural light and beautiful vistas, contributing to homes and facilities that provide a healthy indoor climate as part of this DGNB gold-certified construction.

Nivå's Plushusene have been carefully designed down to the smallest detail, with user experience and quality of life in mind. Its 148 homes provide a variety of two-storey terraced houses, flats, and generation houses with a smaller home on the ground floor and a larger home on the first and second storeys. All homes share a large neighbourhood centre that contains guest rooms, dining room, lounge, rooftop terrace, studios, gym and a small children's playroom with table football, cushions and games.

One of the unique aspects of Plushusene is the large investment that has been made in providing inspiring outdoor spaces. Communal outdoor areas include



a variety of herbaceous perennials, grass and trees, playgrounds, tables/benches, kitchen gardens and an orangery. Residents can join the kitchen garden club or care for the plants in the orangery. Biodiversity corridors have also been established to link existing natural spaces with trees and flowering shrubs. This approach attracts natural fauna and provides a peaceful setting when looking outside, connecting people to planet.

Rational has supplied windows and doors for the building project from their Rational AURAPLUS range. They ensure beautiful natural light and a healthy indoor climate in the 148 homes. They have contributed to the development's DGNB gold certification. They also help to keep heating bills down, because they retain more heat indoors than they let out.

Architect & contractor: Nordstern ApS | Landscape: SLA | Project period: 2020-2022 | Certification: DGNB Gold



FACT BOX

About sustainability in Plushusene:

People

- Neighbourhood centre promotes social relationships through activities such as social dining
- Indoor climate prioritised by promoting clean air and natural light, and building materials certified for providing a healthy indoor climate

Planet

- Homes built in low-energy class 2018, using renewable energy
- Large neighbourhood centre for residents to stay active with a more compact footprint

Prosperity

- Residential access to shared tools, electric cars and charging stations
- Long lifetime of building materials. For example, Rational windows lifetime up to 50 years, and are designed for removal and reuse





Svenska Fönster is bringing energy efficiency to a new housing design project

In 2022, Svenska Fönster signed a cooperation agreement with one of Sweden’s leading home designers – Fiskarhedenvillan. The agreement applies to their new project Atmosfär, which is a housing project that has been optimised for lower energy consumption and lower carbon emissions.



The agreement gives Svenska Fönster the opportunity to produce and deliver aluminum-clad wooden windows with a U-value of 1.0 to 200 villas per year. The low U-value is one of the pieces of the puzzle enabling houses in the Atmosfär project to contribute with 15% lower carbon emissions and 15% lower energy consumption.

Growing collaboration with Nordic Swan Ecolabel windows

Fiskarhedenvillan likes Svenska Fönster’s products and their waterborne window surface treatment. Therefore, the next phase of the collaboration is planned for roll-out in 2023, with Nordic Swan Ecolabel windows being provided to an additional 500 villas. Further environmental considerations are also being made with regard to transportation from Svenska Fönster’s factory in Edsbyn, as Fiskarhedenvillan also buys wood from Edsbyn directly. By combining resources, logistics can be optimised, meaning even greater sustainable impact being generated through the partnership.

Entrepreneur: Fiskarhedenvillan | Project period: 2022-2023 | Certification: Nordic Swan Ecolabel windows



FACT BOX

The homes in the new Atmosfär project provide:

- 15% reduction in carbon dioxide emissions throughout their lifetime
- 15% lower energy consumption

Svenska Fönster supplies aluminum-clad wooden windows with a U-value of 1.0.





From industrial area to green housing project

Løren, a former industrial area located to the east of Oslo, has recently undergone a huge transformation into a bustling and inviting residential area. It is here that AF Gruppen is now building Gregers Quarter (“Gregers Kvartal”), a 258 apartment complex, spread over six buildings, which will provide the lucky owners a little extra in terms of quality, aesthetics, and comfort.

The focus is to build modern, environmentally friendly and sustainable apartments with an emphasis being placed on the buildings’ situations as they relate to the sun and the views.

The project is going for BREEAM Good certification that will ensure increased wellbeing for the residents whilst also helping to protect natural resources. The main material is brick, which, as well as being a durable and easy-to-maintain, underpins the architectural concept



of quality, sturdiness and connection to the area’s industrial roots.

Natre will supply around 1,250 windows to the 33,300m² project. The high-quality windows will have both 3 layers of glass and soundproofing, providing excellent energy efficiency and comfort. All the windows are delivered in the gold colour RAL 1036, which will leave a special accent on the buildings.

On completion, Gregers Quarter, will connect a new cycle path to the excellent pre-existing cycling network. The residents will benefit from a dedicated service room for bicycles and plenty of bicycle parking both indoors and outdoors, as well as charging points for electric bicycles.

With a huge variety in both the type of apartments and outdoor spaces, Gregers Quarter has been designed to maximise accessibility and offers services for all age groups and cultures so it will become a fully diverse and inclusive community.

In the project, rainfall retention has been maximised through the planning of local drainage. With green roofs, open gutters, and rain beds, this serves to reinforce the optimised planning of outdoor spaces and once again ensures the residents well-being is prioritised.

Architect: Dyrvik arkitekter | Contractor: AF Gruppen | Project period: 2021-2024 | Certification: BREEAM Good



FACT BOX

This sustainable community will provide:

- BREEAM good building certification
- Universal accessibility to all in- and outdoor areas ensures diversity among residents
- New cycle paths and bicycle workshop for residents
- Focus on storm water





The Nordic Swan Ecolabel ensures a sustainable school

In the middle of Norway, south of Trondheim, lies the municipality of Melhus. A municipality with a clear commitment to the environment. When they recently planned their building of a new primary school, they targeted (and achieved) the Swan Ecolabel, only the third of its kind awarded in Norway. They have thus ensured an energy efficient and high quality building with environmental considerations taken throughout the entire construction process.

“For us, sustainability and the environment are important in everything we do. It goes without saying that we prioritise this when we are going to build a new primary school that will delight the local community for decades,” says mayor Jorid Oliv Jagtøyen.

The Swan Ecolabel is the official Nordic Ecolabel and sets environmental requirements both for the raw materials used and for the finished product.

The Swan Ecolabel sets very strict requirements for the substances that materials can contain, ensuring a building with a healthy indoor climate. “For us as a supplier, this label means that it is essential that all our products meet or exceed the requirements, and that we have all the correct documentation ready for the contractor,” says Sigrunn Duaas, advisor at Lian Vinduer.

Lian Vinduer has delivered in total 350 windows to the building of 7,700 square meters. Lian windows significantly contributed to the overall Swan Ecolabel requirements for energy efficiency and good insulation. The results can be felt directly through a lower climate impact and cost savings for the municipality with relation to operating costs.

The Swan Ecolabel also sets requirements that ensure very good daylight conditions, and very good ventilation, which Lian windows also provide.



11 SUSTAINABLE CITIES AND COMMUNITIES

FACT BOX

This project contributes to sustainable cities and communities by:

- Ensuring strict environmental and health requirements for all products and materials through the Nordic Swan Ecolabel
- Providing an energy efficient building with a low climate impact
- Ensuring that harmful substances are minimised, and a healthy indoor climate is achieved
- Guaranteeing that close to all materials are reusable and easily replaceable
- Providing 700 m² solar panels that produce approx. 92.400 kWh/year





Expert services provide home owners with a new tool to save energy and reduce heating costs

Mockfjärds Fönster is launching a new campaign with 100% focus on energy savings. An online tool helps homeowners to easily calculate how much energy they can save by replacing windows, and they are then able to have any questions answered directly by a Mockfjärds window specialist.

Europe is currently experiencing geopolitical uncertainties that are having a major impact on the energy market, resulting in sharp increases in electricity prices in Sweden. Around 70% of homes in Sweden were built between 1960 and 1980. What these homes have in common is that many of them:

- have double-glazed windows,
- are heated with electricity,
- are in need of renovation.

Therefore, the companies in DOVISTA Sweden are now focusing on energy and energy efficiency in their communication.



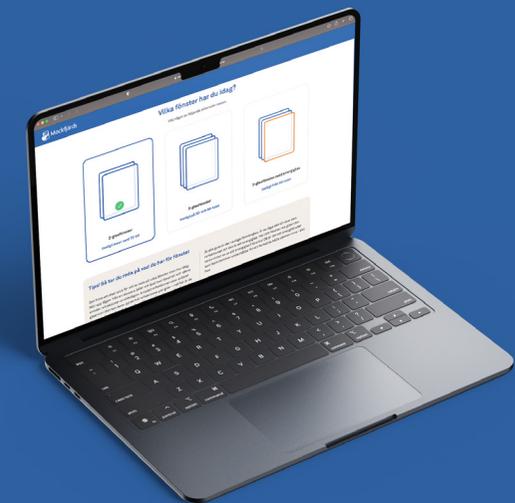
Mockfjärds Fönster, Sweden's leading window replacement provider, is now taking initial steps away from traditional discount campaigns. To achieve this, Mockfjärds is instead providing expert services that focus on helping their customers to make their homes more energy efficient. The online energy savings tool developed for this purpose has the potential to make a big positive impact, not only for customers' peace of mind, but also for their energy bills.



FACT BOX

Energy efficiency bringing affordable and clean energy to homes:

- Mockfjärds Fönster now provides its customers with an online tool to calculate energy saving in kWh and cost savings by replacing their existing windows with standard modern 3-pane windows or extra energy efficient Nordic Swan ecolabelled windows. Detailed content about energy savings is also provided on their website, and visibility of the online tool and its benefits is being provided through a range of media campaigns.





A modern urgent care reception pavilion in Slovakia

In May 2022, a hospital with health care center in Bojnice, Slovakia, completed the construction of a new urgent care reception pavilion. This is a significant boost for improving healthcare in the region, where the modern windows manufacturer SLOVAKTUAL employs more than 700 people.

Architects Marek Jablonský and Stanislav Majcher have created a high-quality building with emphasis on optimising connectivity, resulting in a clear and welcoming environment for patients.

All operations are concentrated in a clear block and it is optimally connected to the existing hospital building.



An important aim was to bring as much daylight as possible into the pavilion space while taking as little light as possible away from the original hospital building. Therefore all-glass doors were chosen for all main entrances, and skylights humanise the connecting corridor zones.

The green walking roof is accessible from the children's ward and serves as a rest area. In addition to its practical use, the chosen solution eliminates the amount of hard surfaces in the hospital area and positively influences the climate during the hot summer months. It captures rainwater, improves air quality, reduces ambient temperature and contributes to better thermal comfort inside the pavilion. At the same time, it saves energy for heating or air conditioning.

For this pavilion, SLOVAKTUAL produced aluminium windows and doors made mainly of the heroyal 72 profile system with insulating glass with $U_g = 0.6 \text{ W}/(\text{m}^2\text{K})$. In the case of doors and window constructions that reach to the ground, laminated safety glass is used on both sides. The total area of the windows and doors supplied is 300 m², of which the green roof skylight is 30 m².



FACT BOX

This project contributes to sustainable cities and communities:

- it minimises the primary energy demand of the building with 24 hour operation,
- provides staff and patients with sufficient daylight and fresh air, which has a positive impact on their psychological wellbeing and comfort,
- the green roof has many advantages on an economic, ecological and social level
- it uses environmentally friendly building materials,
- the windows and doors were manufactured just 11 km from the construction site.



EgoKiefer
Fenster und Türen

Affordable and sustainable housing in Bern, Switzerland

In Hubergasse in Bern, Switzerland, a sense of community has been found. In 2017 the housing cooperative “Wir sind Stadtgarten” won a competition for the Holligen-Nord neighbourhood building project. This project focused on the creation of affordable and sustainable living space in terms of overall social responsibility, sense of community and sustainable development in line with Switzerland’s energy and climate policy goals – the goals of the 2000-watt society.

Completed in 2021 and now filled with life, a residential development with plenty of space for activities and community living has been created in the heart of Bern. Five residential complexes house over 100 residential units. Whether classical apartments, residential studios or clustered apartments, all offer space for a different and new way of life. The apartments have a generous balcony facing a green avenue which forms the centre of the development. There are also a number of meeting

spaces, whether in the common rooms or under the fruit trees. When choosing building materials for this project, special emphasis was placed on the interplay between cost-effectiveness, sustainability and durability including sustainable building design accents.

The EgoKiefer PVC windows Ego®Allround as well as the PVC front doors provide a lot of light for living spaces and ensure an excellent indoor climate. EgoKiefer PVC profiles are made from close to 50% recycled PVC granulate and can therefore be close to completely recycled. During the lifetime use of these windows, high heating gains are generated. The resulting CO₂ reduction is around 10-12 times higher than the lifecycle emissions of the windows. This knowledge is supported by the 2022 life cycle assessment of the EgoKiefer PVC windows Ego®Allround in cooperation with the sustainable business advisory Swiss Climate.

EgoKiefer windows are windows for generations.



11 SUSTAINABLE CITIES AND COMMUNITIES

FACT BOX

This housing cooperative contributes to sustainable cities and communities providing:

- Centrally located and affordable housing
- Beautiful active spaces for communal living
- Use of sustainable materials
- Perfectly insulated living spaces for a pleasant indoor climate
- Quality of life with lots of daylight and a view of a central green avenue



weru

Climate protection settlements for the future

The federal state of North Rhine-Westphalia in western Germany has decided to develop 100 climate protection housing estates. These housing projects will consist exclusively of new energy-efficient constructions that already meet future legal requirements, and WERU windows contribute in several important ways to this objective.

The aim of the project, which is being implemented by the North Rhine-Westphalian Ministry of Economic Affairs in cooperation with the EnergyAgency.NRW, is to consistently reduce heat-related CO₂ emissions in housing estates. In addition to the innovative energy concept, the housing estates are characterised by



special urban planning with architectural and social features. In order to provide a high-quality living and residential space in the long term, the project therefore also places requirements on the overall design concept. In this way, environmentally compatible construction is promoted as an important component of sustainable settlement development.

One of these settlements is located in Neuss, where WERU windows have been used. WERU windows provide durable triple-glazed protection and insulation values that exceed building requirements. With strategic placement, they also let light and warmth in at the right times of day, providing higher levels of passive heat. In Neuss, the construction method is also very ambitious, with the requirement to build only 3-litre or passive houses. Compared to a conventional house, a 3-litre house needs only a third of the energy to heat its rooms. The buildings require only a minimum of heating energy while offering inhabitants a comfortable indoor temperature in both summer and winter. This is achieved by having a high level of thermal insulation and also by utilising high-quality windows in the facade. WERU windows were a central element included in the 3L house of the builder MASSIVHAUS Mittelrhein and are an integrated part of the new building concept.



FACT BOX

Climate protection focus provides:

- Durable triple-glazed windows with insulation values that exceed requirements
- RAL certified for reduced heat loss and passive heat achieved
- Holistically sustainable and energy-efficient building complex
- Geothermal heat with close to no CO₂ emissions



WERTBAU®

Durable modern and affordable housing in Hannover

In Hannover, Germany, affordable housing is rare. When new housing complexes are planned and built, energy efficiency and indoor climate and comfort do not usually rate highly on the list of priorities.

The Kleefeld Buchholz housing cooperative is taking a quite different approach. In the “Albrechtstraße”-Project, light-flooded flats with a very high standard of indoor climate and comfort were built. Although the flats are rented out very competitively, the developer paid special attention to a green and natural environment.

WERTBAU Exklusiv K825 series plastic windows with triple glazing were installed. The insulation values of $U_w 0.76 \text{ W/m}^2\text{K}$ are significantly below the specifications of the German BAFA (Federal Office of Economics and Export Control) and the German development bank for sustainable building measures (KfW). At Kleefeld Buchholz (KfW) Group, sustainability is a priority goal. Both BAFA and the KfW Group promote environmental and climate protection worldwide out of a sense of responsibility. The



installation was planned with RAL installation-certified partners to reduce additional heat loss.

The architect planned the entire project as a funding project for energy-efficient construction. The windows are perfectly coordinated with the sustainable energy management of the building complex via a photovoltaic system to generate its own electricity and a district heating-powered combined heat and power plant.



FACT BOX

Energy Efficiency and durability is achieved through:

- Thermal insulation values significantly below the requirements with $U_g 0.5$ ($U_w 0.76$)
- Acrylcolor surfaces make the windows particularly durable and easy to clean
- RAL professionally executed building connections reduce heat loss
- Holistically sustainable and energy-efficient building complex
- Housing climate and comfort ensured for families with less income





The Family-Friendly Aurora Estate

The design of this family-friendly estate focuses on functionality and light. Exceptionally large Dobroplast windows provide extra light. Space has been optimised for comfort and functionality by focusing on the division of space and acoustics. Greater height of the premises also gives a sense of space even in a smaller area. Dobroplast provided 640 windows for this project, contributing directly to the estate's primary focus. The Investline window system was chosen to meet high energy-saving requirements, achieving a Uw value of 0.9.

Functionality and light were also brought into the outdoor design. At the heart of the Aurora estate is a green courtyard. At each of the buildings there is a patio with a playground and an outdoor gym, which give residents the opportunity to spend their free time actively. The Aurora estate is fenced and monitored, which ensures maximum safety for its tenants. It is also the only estate with direct access to the Jordan Garden. So, whether through the large Investline windows in their home, or sitting or playing in the green courtyard, residents of the Aurora estate are insured a high level of functionality and light for the whole family.



Contractor: Ippon Group | Project period: 2018-2023



FACT BOX

This family-friendly estate provides the foundation for a sustainable community by:

- Minimising the buildings' energy consumption by using the energy-saving Investline window system, with a Uw value of 0.9 m²-K and large surface area giving plenty of daylight
- Promoting good health and wellbeing with a green courtyard, playground and outdoor gym located near recreational areas
- Increasing water efficiency through the use of the estate's own water retention reservoirs



DOVISTA SDG impact

DOVISTA contributes to 13 of the 17 Sustainable Development Goals (SDGs). Here you can see all of the Goals and SDG Targets that DOVISTA actively contributes to through our activities.

SDG Target	SDG Target description	DOVISTA Strategic Driver
	<p>3.4 Reduce mortality from non-communicable diseases and promote mental health</p> <p>3.9 Reduce illnesses and death from hazardous chemicals and pollution</p>	The Strategic Driver for SDG 3 is Enable the Customer
	4.7 Educate for sustainable development and global citizenship	The strategic driver for SDG 4 is Grow our People
	5.5 Ensure full participation in leadership and decision-making	The strategic driver for SDG 5 is Grow our People
	<p>6.3 Improve water quality, wastewater treatment and safe reuse</p> <p>6.4 Increase water-use efficiency and ensure freshwater supplies</p>	The strategic driver for SDG 6 is Conduct Responsible Business
	7.3 Double the improvement in energy efficiency	The strategic driver for SDG 7 is Enable the Customer
	<p>8.4 Improve resource efficiency in consumption and production</p> <p>8.8 Protect labour rights and promote safe working environments</p>	The strategic driver for SDG 8 is Conduct Responsible Business

SDG Target	SDG Target description	DOVISTA Strategic Driver
	<p>9.1 Develop sustainable, resilient and inclusive infrastructures</p> <p>9.2 Promote inclusive and sustainable industrialisation</p> <p>9.3 Upgrade all industries and infrastructures for sustainability</p> <p>9.4 Enhance research and upgrade industrial technologies</p>	The strategic driver for SDG 9 is Conduct Responsible Business
	10.4 Adopt fiscal and social policies that promote equality	The strategic driver for SDG 10 is Grow our People
	11.3 Inclusive and sustainable urbanisation	The strategic driver for SDG 11 is Conduct Responsible Business
	<p>12.2 Sustainable management and use of natural resources</p> <p>12.4 Responsible management of chemicals and waste</p> <p>12.5 Substantially reduce waste generation</p> <p>12.8 Promote universal understanding of sustainable lifestyles</p>	The strategic driver for SDG 12 is Conduct Responsible Business
	<p>13.1 Strengthen resilience and adaptive capacity to climate related disasters</p> <p>13.3 Build knowledge and capacity to meet climate change</p>	The strategic driver for SDG 13 is Fight Climate Change
	15.2 End deforestation and restore degraded forests	The strategic driver for SDG 15 is Fight Climate Change
	17.16 Enhance the global partnership for sustainable development	The strategic driver for SDG 17 is Conduct Responsible Business

DOVISTA Group major sites

Pre-existing DOVISTA sites

Country	Company	Location
Denmark	DOVISTA A/S	Horsens
	VELFAC	Horsens
	Rationel	Herning
	OH	Ikast
	Krone	Vrå
Norway	Natre	Hunndalen
	Lian	Kyrksæterøra
Sweden	Svenska Fönster	Edsbyn
	Mockfjärds	Borlänge
UK	DOVISTA UK	Huntingdon
Ireland	DOVISTA Ireland	Dublin
Lithuania	Window Village 2	Marijampolė
Poland	Window Village 1	Swarožyn
China	DOVISTA China	Guangzhou

DOVISTA sites included September 2021

Country	Company	Location
Poland	Dobroplast	Zambrów
Germany	Wertbau	Langenwetzendorf
	WERU	Rudersberg
Switzerland	Egokiefer	Diepoldsau
Slovakia	Slovaktual	Pravenec

Sustainability Report 2022