



Windows of Progress



“Our purpose of bringing fresh air and daylight into people’s everyday lives is what we live and breathe at DOVISTA. I am proud of what the entire organization has achieved and equally important, with our partners. We have moved the needle with a number of tangible actions that builds an even stronger DOVISTA and further reinforces our commitment to sustainability in 2024”

Allan Lindhard Jørgensen
Chief Executive Officer



Communication from our CEO

Building a Stronger DOVISTA in a Challenging Year

2023 has been a challenging year. Geopolitical turmoil influenced the macroeconomic landscape and led to high interest rates, inflation and declining market demand, which impacted the building industry substantially. At the same time, the effects of climate change continue to be evident in our surroundings with rising temperatures and adverse weather conditions across the globe. However, with challenges comes a window of opportunities, which are important for us to seize, and our focus remains firmly on what we can control.

DOVISTA has continued to strengthen the organization and value propositions to the customers, providing the right products at the right time. From a strategic perspective, DOVISTA has continued its transformation journey with the ambition of industrialising and building a stronger, scalable, and more resilient organization, while taking the appropriate actions to optimize performance. As part of this, the manufacturing set-up underwent strategic adjustments in 2023 with consolidation of factories in the Nordic area.

This year has marked a significant milestone in our dedication to climate action, as DOVISTA became the first European façade window and door company of its size and magnitude to have 2030 Science-Based Targets validated. Being part of the Science Based

Targets initiative (SBTi) means delivering on bold ambition – to limit global warming to 1.5 °C above pre-industrial levels. This achievement is significant, as it validates our structured approach to measuring and managing the CO₂ emissions that we are responsible for in every aspect of our business.






Our annual customer survey delivered valuable insight on how we contribute to our customers' sustainability objectives, and it shows that we are progressing on our quest to make windows part of the solution. To enable our customers, we are working actively to drive down embodied carbon in our products. We document these results in our Environmental Product Declarations, where we have now reached a coverage corresponding to a third of our sold products. For one of our primary platforms, embodied carbon has been reduced by 34%. Circularity and low carbon materials are being integrated into the design and delivery of our windows and doors, strengthening our focus on partnerships. As these partnerships are formed, traditional ways of working will be transformed to include new parameters and longer-term time horizons. A key enabler for driving down emissions from our own operations is our newly established energy management system that provides the transparency needed to reduce consumption across locations.

Sustainability extends beyond reducing carbon emissions. It is also about our most important asset, our people. DOVISTA has continued the journey towards more equal representation across our organisation. We have taken action by implementing a group recruitment process that facilitates the advancement of candidates from a diverse talent pool, ensuring inclusivity in our selection process. A new group onboarding process has also been designed to help our employees integrate into their new teams and find a sense of belonging, providing tools to promote job success.

Acting responsible is deeply rooted in our DNA. As part of the VKR Group, our Model Company Objective guides all activities across DOVISTA. We provide socially beneficial products that ensure our financial independence and strive to treat employees and stakeholders better than most. Safety is thus an indisputable priority and is considered a way of life in DOVISTA through our Safety First culture. This year marked a significant leap in workplace safety, evident by a reduction in accidents of more than 55% compared to 2022 with strong support from leadership cascaded throughout the organisation.

Allan Lindhard Jørgensen
Chief Executive Officer

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[This report constitutes the DOVISTA Group's annual Sustainability reporting. For statutory reporting of § 99a of the Danish Financial Statements Act, please refer to VKR Holding's Annual Report 2023.](#)



Covers

The architects designing this single-family home addition were selected for their focus on sustainable design. New design was incorporated into the existing structure to highlight the elegance of both old and new. Natural materials were sourced, and many of the building materials were either re-used or re-sold. Local craftsmen were also contracted to complete the project.

Architect: STREG Arkitekter
Windows & Doors: VELFAC

A Preview of our Brand Cases

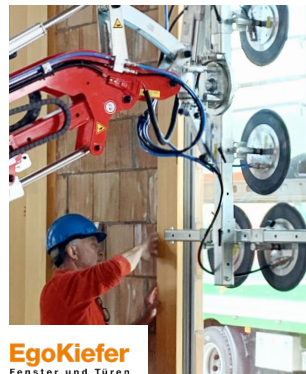
Future-proofing social sustainability

Green Hills in Solrød is a new housing project with 294 modern apartments that showcases a commitment to innovation and community living with DGNB Gold certification. Positioned in the scenic Solrød area, it emphasises community across generations and optimal living conditions. One of its distinctive features is a state-of-the-art window solution that effectively tackles highway noise, setting a new standard for residential comfort.

VELFAC on p. 50



VELFAC



EgoKiefer
Fenster und Türen

Office building in Zurich

– No Heating. No Cooling. No Ventilation.

Using an innovative building concept, architects Baumschlagler Eberle have created an energy-efficient office building that maintains a temperature range of 22 to 26 degrees Celsius without requiring heating, ventilation, or cooling. The intelligent EgoKiefer windows, tailored for this building project, play a vital role in maintaining this stable environment. The windows are equipped with sensors that monitor the indoor climate and automatically uses ventilation flaps to regulate fresh air supply.

EgoKiefer on p. 57



Mockfjärds
DEN FÖNSTERMASTARE

Old windows transform into new glass

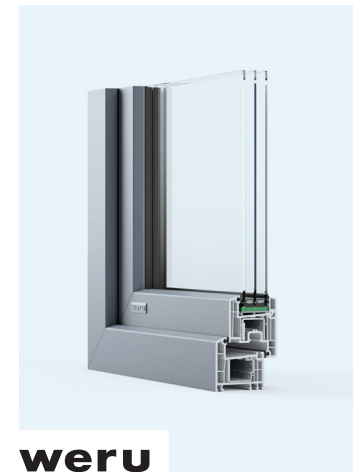
In early 2023, Mockfjärds became the first actor in Sweden to collect replaced windows for recycling, turning the glass into new window panes. This marks a significant milestone for the window industry in Sweden and for the environment. It's a crucial step towards creating a circular economy where waste becomes new raw materials, conserving vital natural resources and reducing carbon dioxide emissions.

Mockfjärds on p. 55

New lightweight glass saves CO₂ and improves comfort

WERU has introduced a new generation of lightweight glass with a weight reduction of up to 30% and 15% lower carbon footprint compared to standard glass. The lightweight glass saves resources, while providing a high level of comfort in terms of daylight and insulation.

WERU on p. 58



weru

DOVISTA at a Glance



The DOVISTA Group is a leading manufacturer of vertical windows and exterior doors in Europe. In 2023, DOVISTA achieved considerable results on our sustainability strategy, making progress through strong organisational ownership.

Representing a union of distinctive brands and one united team

The DOVISTA Group

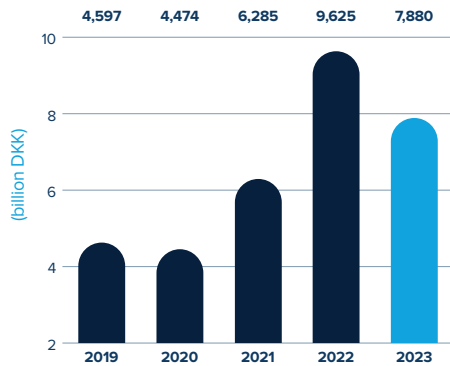
DOVISTA is a Group with 12 leading brands on the European market for vertical windows and exterior doors. We manufacture and market windows and doors to the European market and customers.

Our operating model is structured functionally to promote and leverage expertise within each functional area. As One DOVISTA we encourage teamwork and cooperation across our functions by emphasizing international collaboration and thinking globally while existing locally.

Every DOVISTA brand is distinctive and has its own market strategy, firmly anchored in its local markets, bringing us closer to our customers. This is our business model. We call it Distinctive Brands – Shared Excellence.

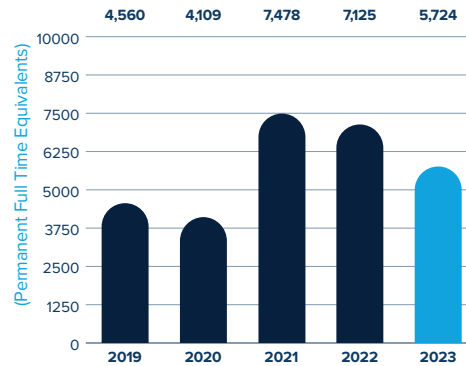
We serve our customers and markets as Distinctive Brands, and we develop together through Shared Excellence. This report covers the period from 1 January to 31 December 2023. DOVISTA brands include:

DOVISTA Group Revenue

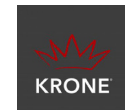


In 2023 revenue has been realised at 7.9 billion DKK, a reduction of 19% compared to 2022, reflecting a challenging year with a decline in market demand. External macro-economic factors have negatively influenced the business environment with interest rates and inflation being at high levels. The building industry has been impacted substantially with declining volumes compared to 2022.

Number of Employees



By the end of 2023, the DOVISTA Group has 5,724 permanent full-time employees compared to 7,125 in 2022. This reduction of our workforce reflects the challenging business environment.



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

Supplying to 9 key markets in Europe

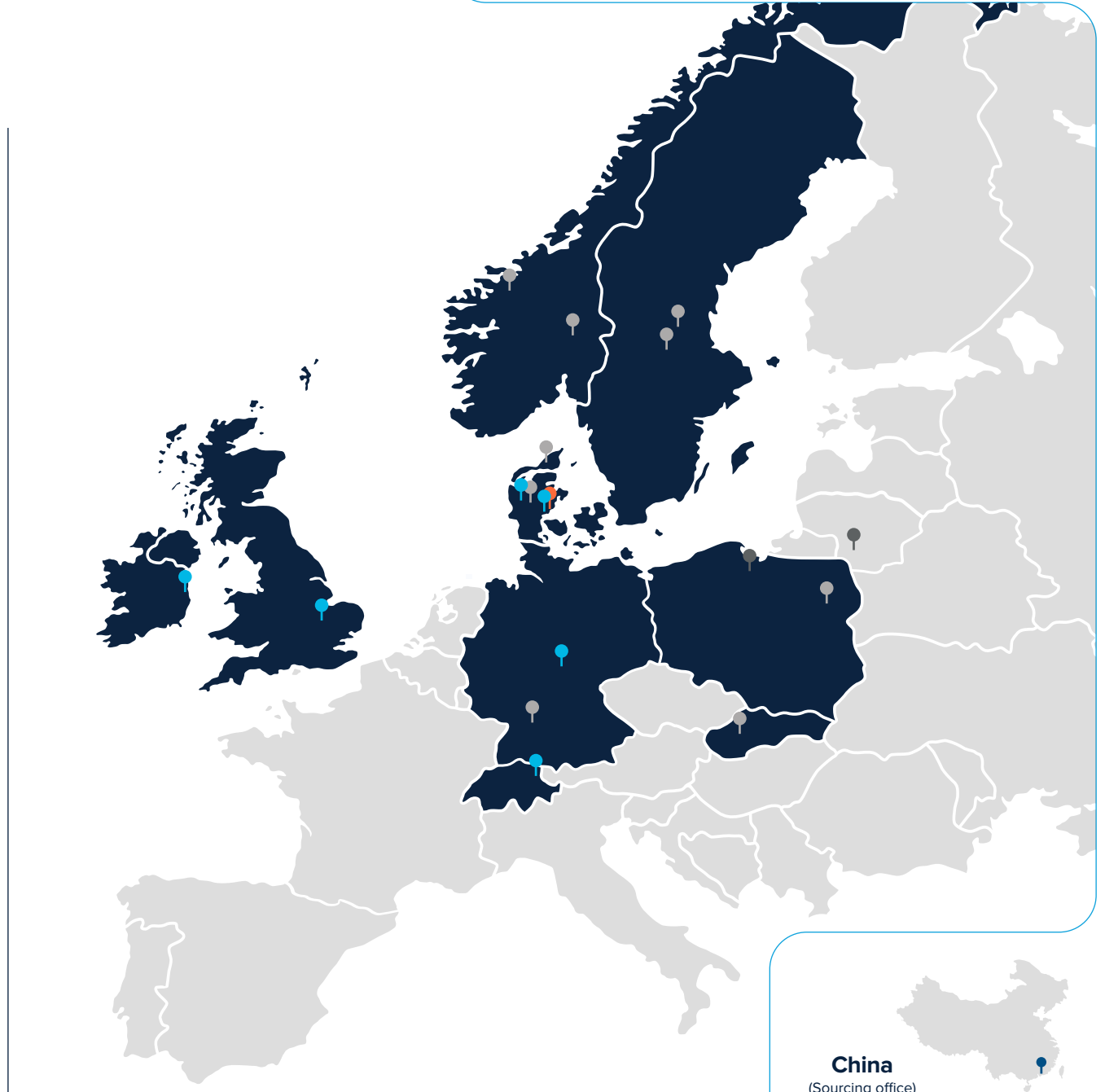
Markets and Sites

DOVISTA's vision is to become the genuine and leading European solution provider of vertical windows and exterior doors. We are heading for leading positions in all local markets/segments. Our locations underpin our ambitions of being close to our customers and running an efficient and professional supply chain.

- **Head quarter**
- **Commercial site**
- **Production site**
- **Production & Commercial site**
- **Key markets**

For all key figures presented in this report, accounting practices have been aligned across all brands and markets, in order to be as transparent as possible.

*) For a specification of our sites please refer to page 61.



China
(Sourcing office)

Showcasing progress across the sustainability agenda

2023 Highlights

→ **DOVISTA's 2030 science-based targets are approved**
 2023 marked a significant milestone in our decarbonisation journey by having our 2030 Science Based Targets approved. This means that we will work towards reducing our carbon footprint in line with what science says is necessary to meet the Paris Agreement goals of limiting global warming to 1.5°C above pre-industrial levels. DOVISTA has committed to reducing CO₂-emissions from own operations by 42% and from the value chain by 25% no later than 2030.

[Read more on p. 20](#)

→ **Mitigating bias and creating an inclusive workplace**
 At DOVISTA we are diverse by nature with representation across numerous nationalities and culture across Europe. We are focused on mitigating bias within the employee life cycle, creating an inclusive workplace and promoting leaders as role models. In 2023 we have established Group recruitment and onboarding processes. For the second time, we have conducted our group-wide employee engagement survey, which shows that 70% of our people feel they are treated fairly at work.

[Read more on p. 30](#)

→ **Working with suppliers towards common sustainability objectives**
 Achieving deep and lasting carbon reductions is not something that any organisation can achieve alone, and this is particularly true for DOVISTA where over 98% of our emissions lie within our supply chain. We are continuously enhancing our collaboration with our suppliers, and in 2023 we engaged selected suppliers in our decarbonisation journey and worked closely with our most important glass and aluminium suppliers to identify mutually beneficial ways to reduce carbon.

[Read more on p. 38](#)

→ **Driving product decarbonisation through EPD data**
 We want to assist our customers in making informed decisions when buying new windows and doors. During 2023 we have broadened our coverage of Environmental Product Declarations (EPDs) to cover one third of DOVISTA's total European volume. We are using the insights from EPD data to drive down embodied carbon in our products. In 2023 we have worked with suppliers, resulting in one of our primary platforms now being able to cut embodied carbon by nearly 34%.

[Read more on p. 23](#)

→ **Making a significant leap within workplace safety**
 At DOVISTA we are on a quest to zero accidents. Through our Safety First initiative, we have made a significant leap in 2023, resulting in a reduction in accidents by more than 55% compared to last year. Two key elements have been particularly effective for achieving progress over the past year, including raising safety awareness of employees across all production locations and establishing foundational rules for success by top management.

[Read more on p. 32](#)

→ **Raising awareness of our shared Code of Conduct**
 In 2023 we have worked actively with raising awareness for our shared Code of Conduct across all entities in the DOVISTA Group. The purpose is to ensure that we work as One DOVISTA, understanding what is expected of the interactions in our daily work as we collaborate with each other and a wide range of stakeholders. We have integrated our Code of Conduct into several internal processes and cascaded information in local languages throughout our organisation.

[Read more on p. 40](#)

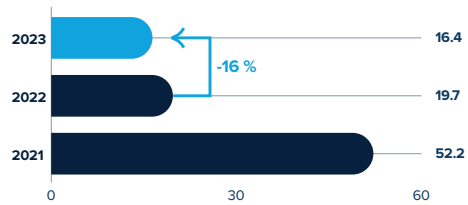
Presenting a selection of performance indicators

Performance

Environment

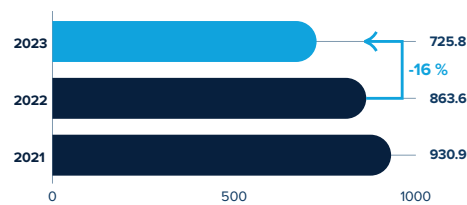
Scope 1 & 2 Market-based emissions

'000 tCO₂e



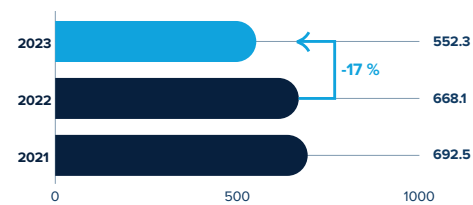
Scope 3 emissions

'000 tCO₂e



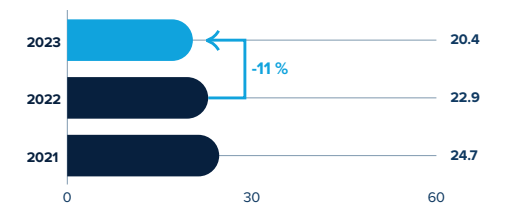
Energy consumption

'000 gigajoule



Waste

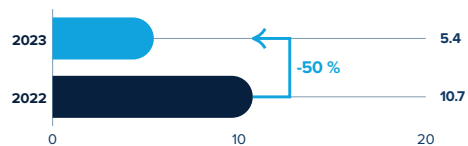
'000 tonnes



Social

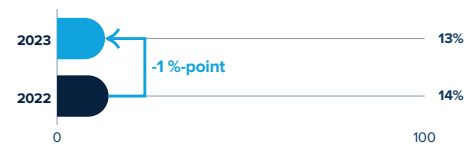
Accidents

Per million working hours



Female senior management members

Share (%)



Governance

Signed Supplier Code of Conduct

Signature rate (%)



*) For accounting practices and basis for preparation, refer to pages: 26-27 (Environment), 35 (Social), 43 (Governance) and 44 (Basis for Preparation).

Defining our top priorities

Double Materiality

Our double materiality assessment (DMA) represents the process of identifying, validating and prioritising DOVISTA's most significant (material) sustainability topics, and assessing the impacts, risks and opportunities (IROs) associated with them. This assessment is performed both from an inside-out and outside-in perspective, representing impact materiality and financial materiality, respectively. Identifying both of these perspectives is the reason for the term "double materiality". The DMA provides a foundation for strategic sustainability planning, budget allocation, risk management and sustainability reporting.

A key to driving sustainability strategy and performance is knowing which sustainability topics are more material than others. Sustainability topics are related to environmental, social, and governance topics in scope, when assessing in qualitative and quantitative terms which topics are material for DOVISTA.

Our methodology

To achieve this, we grouped topics into Environmental, Social and Governance (ESG) categories, taking outset in the standardised sub-topical areas provided by the Corporate Sustainability Reporting Directive ESRS 1 General Requirements (2023). To make topics less abstract and more concrete, indicators were framed as action oriented, with specific examples for DOVISTA.

Semi-structured interviews were conducted with primary stakeholder groups including group management, employees, customers, and suppliers. All interviews were conducted in-house with third-party verification, allowing interviewees to provide context-specific examples. A matrix exercise was provided to conceptualise the level of importance of each topic, and patterns began to emerge. Topical areas seen as least relevant were removed, and respondents had the opportunity to include additional topics that they found particularly relevant.

Our findings

The 2023 DMA results confirm our top priorities at DOVISTA, as well as identifying upcoming trends and stakeholder expectations.

With regard to environmental topics, there is no surprise that *climate change mitigation and adaptation*, along with *energy* are the highest priorities. These are aligned with our strategic driver to Fight Climate Change, and represent the area where we can make the biggest impact. Working with circularity, *resource outflows* and *inflows* are also a top priority, as well as *waste*. These are areas where we expect even more focus for DOVISTA in the future.

In the area of governance, corporate culture is important for all stakeholders. *Managing supplier relations* and *Political engagement and lobbying activities* were identified as topics of increasing importance, where we will increasingly be focusing our efforts. We look forward to conducting this assessment on an annual basis, and see it as a valuable exercise to better understand the perspectives of our stakeholders, helping us to generate consensus and improve.

Looking at the social indicators, safety first is our number one priority, both with relation to the *personal safety of consumers*, as well as the *working conditions for our workforce*. Digital security and privacy is an area of high and increasing importance under *other work-related rights*, as well as for our consumers under *information-related impacts on consumers*. As a Model Company, *social inclusion of consumers* is also important with relation to securing affordable and accessible products for our customers, as well as treating our customers better than most.

Double Materiality Assessment 2023



Environment

- 1 Climate change mitigation
- 4 Climate change adaptation
- 8 Energy
- 9 Resource outflows
- 10 Resources inflows/use
- 15 Substances of concern
- 18 Waste

Social

- 2 Personal safety of consumers
- 3 Working conditions incl. Safety First (own workforce)
- 5 Other work-related rights (own workforce)
- 11 Equal treatment and opportunities for all (own workforce)
- 13 Information-related impacts on consumers
- 17 Social inclusion of consumers

Governance

- 6 Corporate culture
- 7 Management of supplier relations, incl. payment practices
- 12 Corruption and bribery
- 14 Political engagement and lobbying activities
- 16 Protection of whistleblowers

Executing our strategic ambition

Sustainability Strategy

In 2023, we delivered on several key initiatives and saw considerable progress and results for each of our strategic drivers.

Under our pillar of **Conducting Responsible Business** this was a significant year on our way to achieving our zero accident ambition, with a reduction of more than 55% in accidents compared to 2022. During the year, many events and training sessions have helped our employees to understand the objectives of our sustainability strategy, and how we work towards achieving them. Under the strategic pillar of **Enabling the Customer** we are now communicating to customers across all brands about our decarbonisation targets, and strengthening the foundation for ESG reporting through systems development, data validity and completeness.

With relation to **Fighting Climate Change**, our 2030 science-based targets have been approved by the SBTi, meaning that we are working towards the Paris Agreement's goals to limit global warming. In 2023, we have broadened our coverage of Environmental Product Declarations (EPDs) and we are using insight from the data to drive down embodied carbon in our products. However, we cannot achieve our climate targets alone, and thus we have developed strategies and roadmaps for working in strategic partnerships with suppliers. In the strategic pillar of **Growing our People**, our continued focus is on diversity, equity and inclusion, developing concrete methodologies to achieve our targets.



Anchoring strong organisational ownership and responsibility

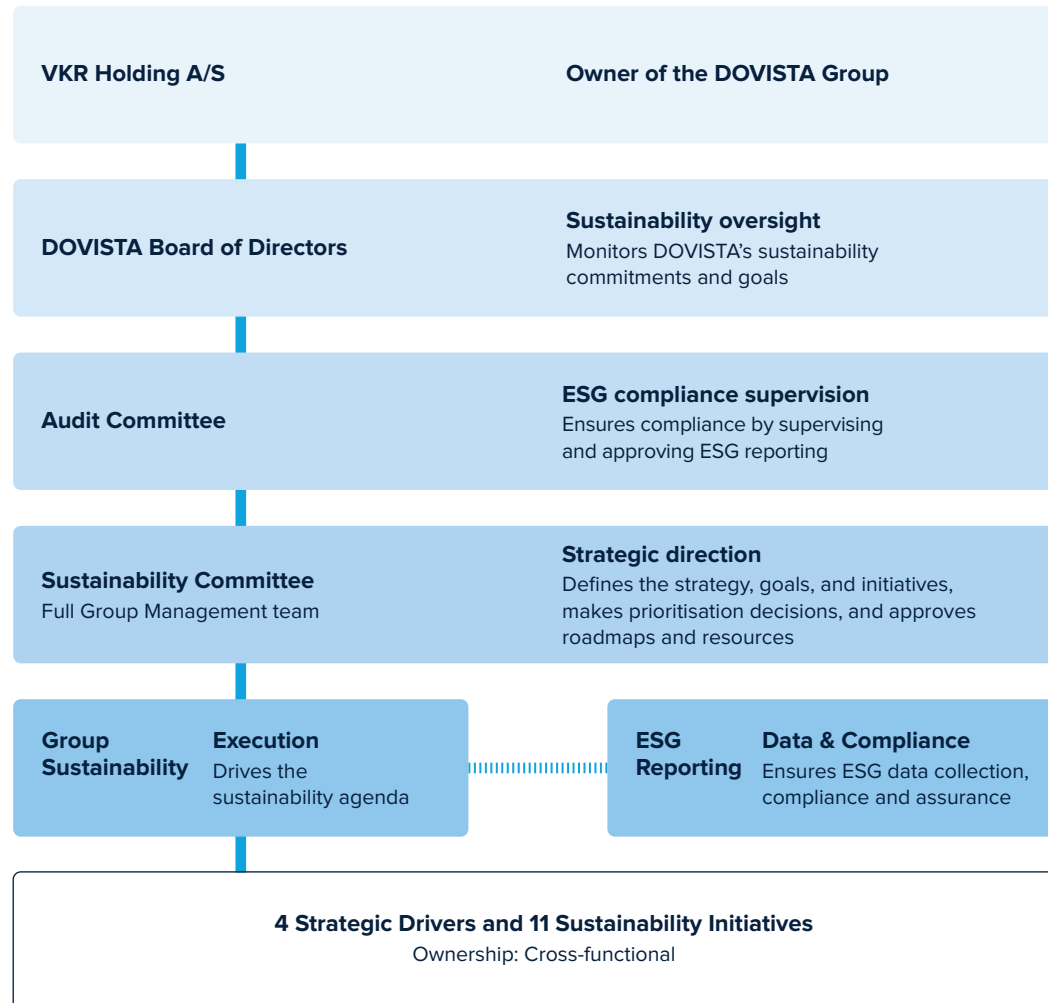
Sustainability Governance at DOVISTA

DOVISTA's sustainability strategy is governed by the Board of Directors, who oversee DOVISTA's sustainability commitments and goals. The Board of Directors receive quarterly sustainability updates from the Sustainability Committee.

The Sustainability Committee is ultimately responsible for the sustainability strategy and approves decisions regarding execution and implementation of the strategy. From January 2023, DOVISTA's Sustainability Committee was expanded to include the full Group Management team, thereby strengthening the ownership of the sustainability strategy and initiatives. For each of DOVISTA's 11 sustainability initiatives, a member of the Sustainability Committee is ultimately accountable. The Sustainability Committee receives monthly updates on progress for our initiatives and takes part in bi-monthly deep-dive sessions.

The executional responsibilities related to sustainability, ESG reporting and compliance requirements are overseen and managed by Group Sustainability and Finance. Having transparency and a solid foundation in data quality is a critical enabler for ensuring progress on the sustainability initiatives. Group Sustainability takes the lead in driving the sustainability agenda, monitoring progress on the 11 sustainability initiatives, owning specific lighthouse initiatives, developing the annual Sustainability Report, and communicating the sustainability journey to stakeholders.

Anders Aakær Jensen
Chief Financial Officer



Driving a shared journey with our partners, suppliers and the broader building industry

At the Forefront of Europe's Renovation Wave

Buildings make up 40% of Europe's energy consumption, with 75% of the building stock being energy inefficient¹. Enhancing energy efficiency is pivotal in Europe's CO₂ reduction strategy, outlined in EU's "A Renovation Wave for Europe", which aims to double the annual energy renovation rate by 2030. Replacing old or poorly insulated windows and doors is an important part of the renovation wave, as they can account for up to 25% of a building's total energy loss². DOVISTA contributes to EU's strategy by sharing knowledge with our stakeholder network, providing verified product data, and lowering the carbon footprint of our energy efficient products.

It begins with knowledge

At DOVISTA, we aim to be at the forefront of this transformative movement across Europe, which is why we have facilitated knowledge sharing on sustainability both internally across our brands and externally towards our installers, carpenters, and partners. Our commitment to sustainability goes beyond window manufacturing and installation; we strive to cultivate a broader understanding of eco-friendly practices within our industry.

Environmental product data for decision-making

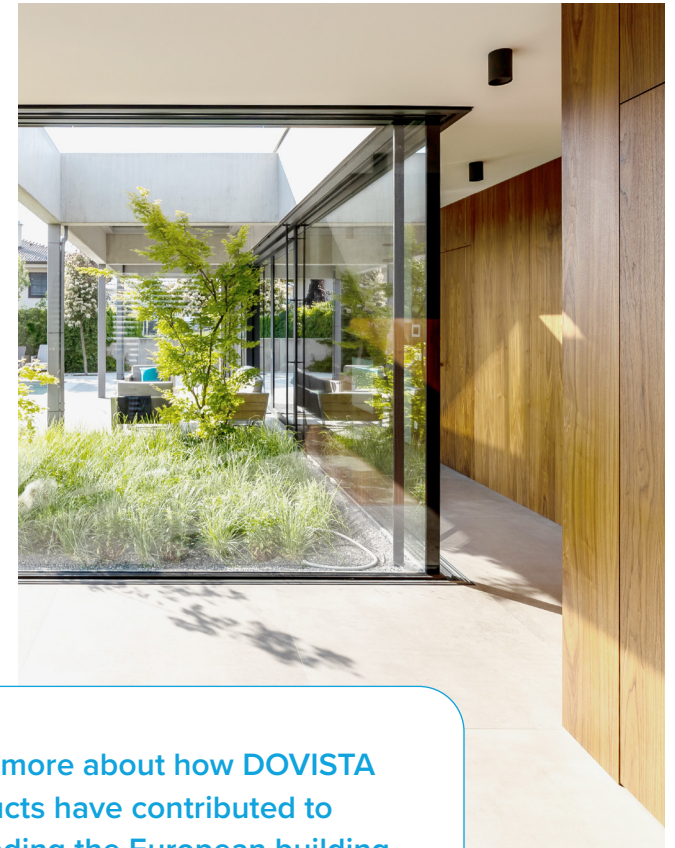
In our Environmental Product Declarations (EPDs) we document the environmental impact of our windows and doors, and these are updated when changes and improvements occur in our products. We have started up this process within our Nordic brands and the plan is to cover the vast majority of our European product portfolio by the end of 2025.

Partnering to build a greener future

Our focus has expanded from providing energy efficient windows and doors to also lower the carbon footprint of our products. Our collaborative efforts to reduce carbon emissions in the supply chain reflect a commitment to a sustainable, end-to-end process. By partnering with suppliers, we actively work towards lowering the carbon footprint associated with the materials used in window production, creating a domino effect of positive change throughout the industry. With these examples of ongoing initiatives, we are committed to playing our role in constructing a better Europe. Our commitment extends beyond DOVISTA; it is a shared journey with our partners, suppliers and the broader building industry. Together we are paving the way towards a sustainable future, one window at a time.

1) European Commission, 2020. 2) Government of Canada, 2021.

● Photo: Slovaktual



Read more about how DOVISTA products have contributed to upgrading the European building stock in our brand cases on p. 48





● Photo: Slovaktual

Environment



The DOVISTA Group works actively to achieve impact across the environmental agenda. We focus on decarbonisation of our products, production processes and value chain. Waste reduction and energy optimisation are also key initiatives within our environmental efforts.

DOVISTA's 2030 science-based targets are approved

From Climate Ambition to Climate Action

Climate action means delivering on bold ambition. June 22, 2023 marked a significant milestone in our decarbonisation journey by having our 2030 science-based targets approved by the Science Based Targets initiative (SBTi). This means that we will work towards reducing our carbon footprint in line with what science says is necessary to meet the Paris Agreement goals of limiting global warming to 1.5°C above pre-industrial levels.

DOVISTA has committed to reducing CO₂-emissions from own operations (Scope 1 & 2) by 42 percent and emissions from the value chain (Scope 3) by 25 percent no later than 2030.

Having our 2030 science-based targets approved validates our structured approach to ensure that we can continually measure and manage the CO₂ emissions that we are responsible for in delivering products and services to our customers.

Our journey is just beginning, but our progress is already tangible. Since 2021, we have reduced our

DOVISTA 2030 science-based targets

1. DOVISTA A/S commits to reduce absolute Scope 1 and 2 GHG emissions 42% by 2030 from 2021 base year.*
2. DOVISTA A/S commits to reduce absolute Scope 3 GHG emissions from purchased goods and services, upstream transportation and distribution 25% by 2030 from a 2021 base year.

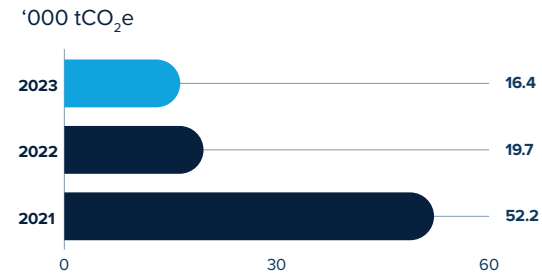
CO₂ emissions from own operations by over 65%. The execution of our DOVISTA 2030 Decarbonisation Roadmap is the next big step in reducing emissions across our organisation, using 2021 as our baseline. As the largest producer of vertical windows and exterior doors in Europe, we are well positioned to achieve high impact by reducing CO₂ throughout our internal processes, and together with value chain partners.

By leveraging our distinctive brands and shared excellence, we commit to steering our activities towards cutting emissions and being net zero by 2050. This in turn can help our customers and stakeholders in our wider network on their own sustainability journeys, growing the network for achieving the Paris Agreement goals of limiting global warming to 1.5°C.

Our purpose at DOVISTA is to bring fresh air and daylight into people's everyday lives. This is our commitment to being part of the solution for a sustainable future where both people and planet can prosper.



Scope 1 & 2 Emissions

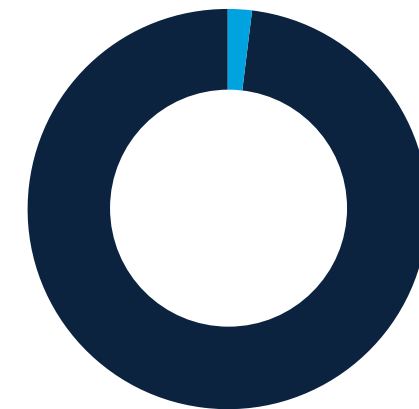


Scope 1 and 2 emissions are reported in line with the GHG Protocol. This means that we include all production, all offices, and all fleet. Market based emission factors has been applied for Scope 2.

*) The target boundary includes biogenic land-related emissions and removals from bioenergy feedstocks.

DOVISTA CO₂ Emissions

	Energy source	Total GJ	Total tonnes CO ₂ e
Scope 1	Owned fleet	16,224	1,048
	Leased fleet	31,787	2,042
	Liquified petroleum	2,232	148
	Natural gas	37,151	1,937
	Diesel	4,406	290
	Petrol	95	6
	Fuel Oil	9,696	643
	Total scope 1		101,590
Biobased (outside scope)*		155,184	463
Scope 2	Electricity	223,135	6,196
	District heating	72,404	3,613
Total scope 2		295,538	9,809
Total scope 1 and 2 (excl. biobased)		397,128	15,922
Total scope 1 and 2 (incl. biobased)*		552,312	16,384
Scope 3	Purchased goods and services		666,065
	Upstream and Downstream transportation		59,744
Total scope 3			725,809
Total tonnes CO₂e			742,193



Total CO₂e tonnes

- Scope 1 and 2 (incl. biobased) 2%
- 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 are calculated from market based emissions factors.

Scope 3 is calculated in line with the GHG protocol and reporting requirements to the SBTi. Our target inventory in relation to our SBTi approved targets covers 85% of category 1 purchased goods and services and 100% of up- and downstream transportation.

*) Previously, biobased emissions have been reported under scope 1. To further align our reporting to the GHG protocol, this figure is now reported separately.

Decarbonising our value chain

Carbon Emitting Activities

DOVISTA's Activities

Scope 3

Scope 1-2

Scope 3

Raw Material Sourcing

Emissions in our value chain come mainly from four categories: Glass, metal, plastic, and wood, which we purchase from our suppliers. These four materials are a substantial part of our windows and doors.

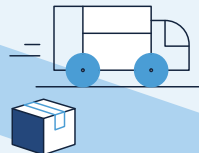
Material sourcing and processing of glass, metal, plastic, and wood



Inbound Transportation

Emissions from inbound transportation come mainly from fuel for vehicles transporting our purchased goods to our production facilities around Europe.

The transport to our production sites is carried out mainly by truck

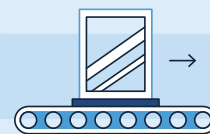


Production

Emissions from our own activities come primarily from our production facilities around Europe. To run our production facilities, we use bioboilers running on wood as well as natural gas and fossil fuels all contributing to Scope 1. Our production facilities also use electricity and district heating, which contribute to Scope 2.

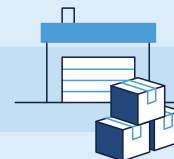
Emissions from our warehouses and offices primarily come from electricity for heating and powering the equipment. Emissions related to our administration can also include fueling (Scope 1) and charging (Scope 2) company cars.

Manufacturing our windows and doors at our production facilities in Europe



Warehouses

Although the majority of our products are made to order, there are a number of materials stored in our warehouses.



Offices

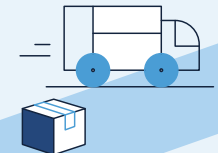
The employees working in our offices are engaged with activities related to sales and administration



Outbound Transportation

Emissions from outbound transportation come mainly from fuel for vehicles transporting our windows and doors to our customers.

The transport to our customers is carried out mainly by truck



How do we work to reduce the CO₂ emissions from raw materials?

- **Supplier partnerships:** Working towards purchase of materials with a reduced CO₂ footprint over a longer time horizon
- **CDP Climate Change Program:** We encourage our suppliers to disclose their environmental impact through CDP, and categorise our suppliers based on decarbonization readiness.

How do we work to reduce the CO₂ emissions across our locations?

- **Electrification:** Replace gas and fossil fuels with electricity
- **Reduction:** Monitor energy consumption via newly installed energy meters and use insights to create a roadmap with optimisation initiatives
- **Renewable electricity:** Renewable energy certificates cover 81% of our electricity consumption in 2023. A new strategy is in place to ensure transition to solutions with increasing quality (additionality) going towards 2030. The new strategy includes both own production of renewable electricity through roof-top solar panels and Power Purchasing Agreements (PPAs) with large-scale renewable projects.

Driving product decarbonisation through EPD data

Environmental Product Declarations

Ambition

At DOVISTA, our strategic driver of fighting climate change is closely linked to our ability to provide data-driven documentation for Life Cycle Assessments (LCAs) of building projects and product carbon emissions. LCAs are calculated using Environmental Product Declarations (EPDs) that include detailed third-party-verified data. In this way, EPDs show the environmental impact of our windows and doors, including the Global Warming Potential (which corresponds to the carbon footprint of the product). Building LCAs are then used as documentation for building regulations and certifications such as DGNB and LEED.

Performance in 2023

- We have broadened our EPD coverage and now have an EPD baseline for many products sold on Nordic markets, covering one third of DOVISTA's total European volume
- We have worked with suppliers to ensure decarbonisation, resulting in one of our primary product platform now being able to cut embodied carbon by nearly 34%

What we did

We are continually searching for technical solutions to lower the carbon footprint of our products from a full lifecycle perspective. Producing EPDs has allowed us to identify and initiate activities to lower our carbon footprint in some key areas. One of our main product platforms is now using low carbon aluminium which has

led to CO₂ reduction for associated products. Other examples include establishing baselines and identifying future carbon reduction potential in Denmark. In Sweden, we have also created a sustainable business case and best practice for a take-back program with the aim to document material circularity.

We are also in close dialogue with our suppliers and have begun the journey to gather supplier-specific data. This enables us to generate highly reliable Environmental Product Declarations and improve our EPD performance. We also use EPDs as a tool to measure our suppliers' efforts and quantify the impact of our initiatives on the product decarbonisation journey.

Initiatives for 2024

- We will run several pilot projects to consolidate our knowledge in low carbon products
- We will strengthen our collaboration with our partners across the product value chain
- We will continue to broaden our EPD coverage to other geographical areas as part of our 2025 ambition to cover the vast majority of our European product portfolio
- We will continue to deep dive into EPD and LCA methodologies, supporting customers and business partners on EPD and LCA development

Frank Radich

Chief Technology Officer

● Photo: VELFAC



We have worked with suppliers to ensure decarbonisation, resulting in one of our primary platforms now being able to cut embodied carbon by nearly 34%

Exploring new waste reduction methods with pilot-projects

Waste Reduction

Photo: Slovaktual

Ambition

Responsible management of waste throughout the production of our windows and doors is directly linked to sustainability and our strategic objective of conducting responsible business. To achieve our objective of reducing waste across our production locations, we are focused on:

1. Continuing our shared excellence journey, providing the opportunity to share knowledge and learn within and between locations
2. Achieving a 5% reduction in waste year-on-year
3. More precise measurement and understanding of waste fractions

Performance in 2023

- 11% reduction in waste (absolute values) compared to 2022
- 5% increase in waste measured on waste per sqm produced (from 5,16 to 5,42 kg per sqm produced)

What we did

During the past year we have sent our IT devices, such as mobile phones and laptops, back for reuse. By giving our IT-devices a second life, we have diminished our carbon footprint, and succeeded in gaining a higher recycling rate. Through this initiative we have managed to save 22,298 kg CO₂e from November 2022 to November 2023.

In our factory in Zambrów, Poland, where windows and doors are made from PVC, they initiated a new and more accurate waste sorting process. The sorting process allows us to recover about 80-90% of pure raw material, which

then goes on to be sold as pure PVC granulate. This allows us to work directly with the recovery of raw material.

In 2023 we saw an increase in waste per square metre produced compared to 2022. There are two primary reasons for this. First, our share of purchased ready-made glass and wood has decreased in 2023. When purchasing ready-made components, the waste is generated in our suppliers value chain, but because our own production percentage has increased, the associated waste therefore also increases. Secondly, changes in factory designs and consolidation of our operations have meant an upgrade in machinery and a redundancy of certain equipment. Although upgrading makes our processes more efficient, in the short term this causes waste from the scrapping of old machines.

Initiatives for 2024

In our factory in Edsbyn, Sweden, we expect a significant positive effect from the reduction of wood as a by-product. A cut-off utilisation project has been initiated and we expect that we can reduce wood by-product by around 30 tons over the year. To achieve this, we will collect off-cuts and take them to one of our wood suppliers that will re-connect them using a finger joint technique. We also plan to reduce aluminum waste starting with our factory in Edsbyn, Sweden. Part of our aluminum waste will be sent back to our supplier, enabling the production of new aluminum profiles. In this way we are removing waste and returning it as a resource instead. This will also have a positive impact on the carbon footprint of our products.



“As we strive for shared excellence, we are dedicated to exploring new methods, sharing best practice and enhancing precision in waste identification to minimize all types of waste in our value chain”

Michael Hasso Larsen
Chief Operations Officer

Enabling energy reductions by insights from new digital measurement infrastructure

Energy Management

Ambition

In order to meet our decarbonisation targets and work towards achieving our strategic driver of fighting climate change, we are focusing on our internal energy use through our energy management program. This program allows us to have full transparency and monitoring of DOVISTA electricity consumption for our main energy sources across all production locations. Our metering and monitoring solution gives us the ability to:

- Identify areas for improvement by pinpointing unnecessary, high, and fluctuating consumption
- Focus on efficient electricity consumption while maintaining productivity and delivery performance
- Identify initiatives which can provide the most impact towards energy optimisation
- Reduce the cost of energy

What we did

Across all DOVISTA's production locations, we have worked over the course of 2023 to provide digital metre infrastructure ensuring the accurate collection of electricity data for each main energy source. Factory Managers have appointed an Energy Lead at each location, with the responsibility to assist with energy optimisation.

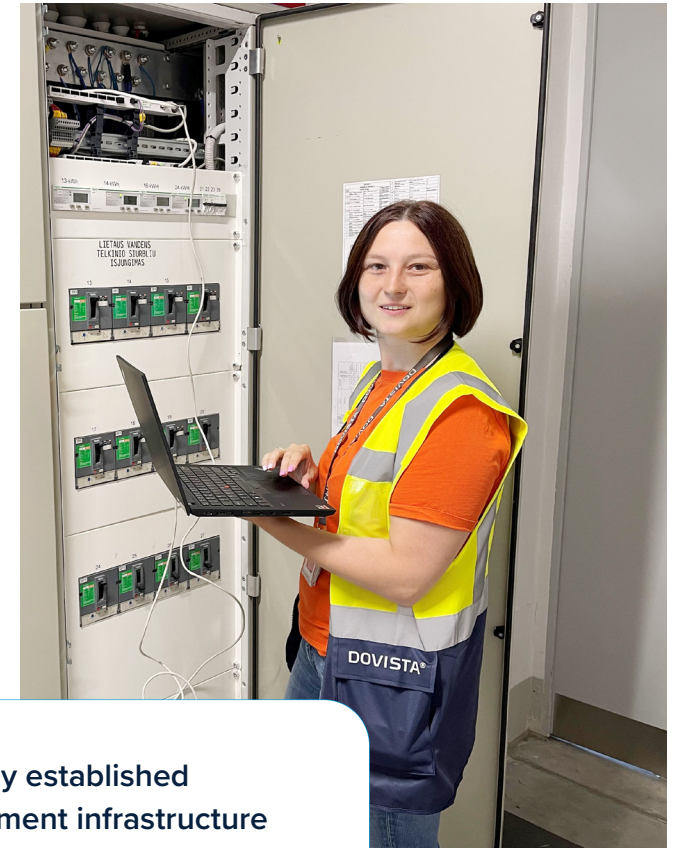
A platform has also been established to monitor our electricity consumption more closely with key attention being paid to the following:

- Compressed air
- Standby consumption
- Process ventilation
- Lighting

Initiatives for 2024

Our energy management journey is just beginning, and we are starting to see impact. We have created a strong foundation for shared excellence around how to run our factories most efficiently, and created a common language to discuss obstacles. The systems and processes in place will support us as we continue the journey of energy optimisation with a clear focus on reduction and electrification – replacing gas and fossil fuels with electricity.

Photo: Window Village 2



“Our newly established measurement infrastructure enables full transparency on our consumption and supports our ambitions to reduce electricity of produced windows and doors”

Michael Hassø Larsen
Chief Operations Officer

Environmental Indicators

Basis for Preparation

Consolidation approach

Greenhouse Gas (GHG) emissions are calculated in accordance with the Greenhouse Gas Protocol. The consolidation of GHG emissions follow the operational control approach which applies to all sites where DOVISTA has the ability to direct policies and daily work at a specific location. This approach has been applied for calculating all environmental indicators.

CO₂ baseline recalculation principles

In connection with our approved SBTi targets on scope 1, 2, and 3, we have set a significance threshold of 5% that triggers a recalculation of the 2021 baseline. This is in full accordance with the SBTi Corporate Manual. In line with the Manual, the baseline emissions will be reviewed and restated

every five years unless significant changes trigger a recalculation before this time.

Significant changes is defined as structural changes that occur to DOVISTA activities, which can occur in relation to e.g., mergers, acquisitions, and divestments.

Emissions calculations

In the calculation of scope 1, 2, and 3 GHG emissions, emission factors have been applied. Emission factors used for scope 1 and 2 are based on applicable emission factors and updated annually. When calculating scope 2 market-based emissions, renewable energy certificates have been accounted for and applied to the calculation. For scope 3, we apply a spend-based methodology.



● Photo: VELFAC

Environmental Indicators

Environmental indicators	Unit	2023 figures	2022 figures	DOVISTA Strategic Drivers	Accounting practice
Energy Consumption	Gigajoule	552,312	668,130	Fight Climate Change	Total energy consumption for the DOVISTA Group, calculated within GHG Protocol Scope 1 and 2 for all entities part of the DOVISTA Group. Operational control approach has been applied.
Total waste by volume	Tonnes	20,414	22,902	Conduct Responsible Business	Total amount of waste generated by the DOVISTA Group's production sites, based on the EU Directive classification of utilised and unutilised waste.
Recycled waste	%	83%	82%	Conduct Responsible Business	Total amount of waste sent to a certified service provider for recycling by the DOVISTA Group's production sites.
Packaging	Tonnes	5,490	8,204	Conduct Responsible Business	Total amount of packaging material purchased by the DOVISTA Group for production purposes.
Share of certified wood	%	78%	79%	Conduct Responsible Business	Share of certified wood purchased from a certified service provider.
Scope 1 GHG emissions	CO ₂ e tonnes	6,113	7,645	Fight Climate Change	The direct GHG (scope 1) emissions is based on the GHG 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. 21.
Biobased emissions (outside scope)	CO ₂ e tonnes	463	510	Fight Climate Change	GHG emissions from biobased sources are reported separately in line with the GHG protocol. This category contains emissions from wood scrap reused in bio boilers.
Scope 2 GHG emissions, market based	CO ₂ e tonnes	9,809	11,500	Fight Climate Change	The market-based method reflects the indirect (Scope 2) emissions from electricity and district heating that DOVISTA has purposefully chosen (and not chosen), including a residual mix.
Scope 2 GHG emissions, location based*	CO ₂ e tonnes	23,397	29,021	Fight Climate Change	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.
Scope 3 GHG emissions	CO ₂ e tonnes	725,809	863,557	Fight Climate Change	Scope 3 is calculated in line with the GHG protocol and reporting requirements to the SBTi. Our target inventory in relation to our SBTi approved targets covers 85% of category 1 purchased goods and services and 100% of up- and downstream transportation.

*) For scope 2 GHG emissions, location based a total number of 24,482 was reported in 2022. This number did not include the emissions from district heating amounting to 4,539 CO₂e tonnes. This has now been corrected to include district heating emissions.

Social



The DOVISTA Group works with a zero accident culture to continuously improve health and safety in the workplace. Beyond the physical environment, employee well-being is prioritised through our work with Diversity, Equity and Inclusion, which aims to mitigate bias and create an inclusive workplace.

Mitigating bias and creating an inclusive workplace

Diversity, Equity and Inclusion

Ambition

At DOVISTA we are diverse by nature. With a presence across Europe, we represent numerous nationalities and cultures. To Grow our People, our ambition is focused on mitigating bias within the employee life cycle, creating an inclusive workplace and promoting leaders as role models.

Performance in 2023

- Establishment of a Group recruitment process to mitigate bias, ensure fairness and support the selection candidates from the widest possible talent pool
- Development of a Group onboarding process to welcome new employees and provide them with training and support
- Creation of a People & Culture Knowledge Hub on our collaborative platform DAYLIGHT

What we did

We understand that the best way to drive Diversity, Equity and Inclusion (DEI) through our organisation is by ensuring that our core people processes enable the attraction, selection and successful appointment of a diverse range of candidates. For this reason, in 2023 we set up a cross-border workgroup of People & Culture colleagues to develop recruitment and onboarding processes.

Building on our first group-wide employee survey in 2022, we ran our second survey in May 2023 including additional questions on DEI topics, listening to the experience of our people. 77% of our employees gave their feedback through the survey. 70% told us that they feel they are treated fairly at work. Many of our employees also responded feeling that leaders at DOVISTA value different perspectives, and that they are free to speak their mind. Having shared common goals and specific metrics enables us to continuously learn, review progress and implement relevant actions.

Initiatives for 2024

In 2024 we will roll out leadership training in DEI across DOVISTA, and we will develop leadership competences promoting inclusive behaviour. We will continue with our employee surveys, tracking progress in our group wide annual survey and adding additional onboarding and exit surveys to gain employee experience feedback that we can use to evolve our practices. We will continue the implementation of our group processes in recruitment and onboarding. We will also advance group processes in people review and development, enabling fairness in promotion, compensation and decision-making practices.

Photo: VELFAC



Working with DEI also requires local understanding, acknowledging different cultures, local conditions, needs and perceptions. Knowing that there is no 'one size fits all' approach, targeted local initiatives are also prioritised and crucial to our success.

Annette Palmelund-Jahn
Chief Human Resources Officer



Supporting technical and scientific research

Villum Foundation

DOVISTA is part of the VKR Group, a family and fund owned company. Villum Foundation is a major shareholder in the VKR Group. Founded in 1971 by Villum Kann Rasmussen, it is a philanthropic foundation that supports technical and scientific research as well as environmental, social and cultural projects in Denmark and internationally.

Throughout 2023, the Villum Foundation engaged in many exciting activities. On the birthday of the founder, 23 January, Professor Donald Canfield was granted the Villum Kann Rasmussen Annual Award in Science and Technology of DKK 5 million. The professor uses chemistry and biology to study the Earth's past. His work often causes the rewriting of textbooks on the history of the oceans - and thus also the history of life.

Setting technology and youth in focus, funding of DKK 50 million was awarded to a new knowledge centre for digital technology literacy, with the aim to ensure that all children and young people have a sound understanding of digital technology. With DKK 5 million from the foundation and support from ATV, the first Young Academy of Technology, Science and Innovation

was founded in Denmark – bridging young researchers, scientific disciplines and industry. Also, 22 research talents from the technical and natural sciences received a combined total of DKK 126 million through Villum Young Investigator Programme.

Focusing on Diversity, Equity and Inclusion (DEI), eight female scientists were awarded Villum International Postdoc Programme. The programme aims to strengthen diversity within technical and natural sciences where women accounted for only 28% of researchers in 2020 - the scientific field where the proportion of women is lowest by a significant margin.

Society is also a main focus of the Foundation, and with a total grant of DKK 37 million, seven Danish municipalities will establish makerspaces where pupils can explore and use digital technologies to solve real-life problems.

As part of the VKR Group, each of DOVISTA's employees has played a part in enabling the Villum Foundation and its sister foundations to distribute more than 15 billion DKK over the years.



Making a significant leap within workplace safety

Safety First

Ambition

Across DOVISTA, our Safety First culture speaks directly to our strategic driver of conducting responsible business. In our quest to zero accidents, 2023 is a very special year marking a significant leap in our journey to continuously improve health and safety at our workplaces.

Performance in 2023

The performance in 2023 showcases our great efforts on Safety First:

- Total accidents was reduced from 143 in 2022 to 59 in 2023, resulting in an improvement of 58.7%
- In relative numbers, this means that accidents per million working hours was reduced from 10.7 in 2022 to 5.4 in 2023

What we did

At DOVISTA, two key elements have been particularly effective for achieving progress over the past year, including raising safety awareness of employees across all production locations and establishing foundational rules for success by top management. The results speak for themselves, as all the critical sites identified in 2022 made a significant leap in decreasing their accident rate, moving from 5 critical sites in 2022 to 0 by the end of 2023.

This success validates the foundations of the 5-step maturity stairway that has been defined in order to

structure the stages of our journey towards zero accidents. In line with these 5 steps, we have carried out a health & safety mapping across all locations. This is based on the current quality mapping principles leveraging the synergies of our Quality & HSE (QHSE) organisation.

This means that we have identified areas for improvement, as well as standards and tools best suited to each location. This facilitates appropriate action plans and accelerates the improvement of methods and systems, enabling our journey to zero-accidents.

The five steps of the maturity stairway*:

- Level 1:** Foundation in place
- Level 2:** System in place
- Level 3:** System is effective
- Level 4:** System improves continuously
- Level 5:** Organisation is self-learning

Moving towards a preventive culture

To accelerate our transformation to a preventive safety culture, we have leveraged the collaboration across DOVISTA and the team awareness for near misses by implementing a “QR code” solution across all production locations. This enables us to better monitor near misses across DOVISTA.

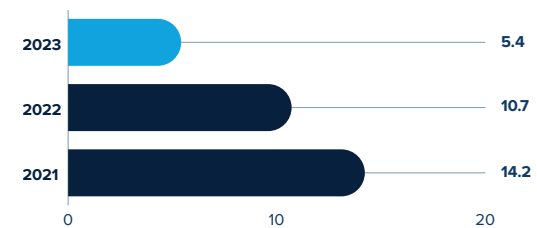
HSE governance has improved with the creation of QHSE boards in charge of main decisions regarding

Photo: Slovaktual



Work-related accidents

Per million working hours across the DOVISTA Group



*) These steps are inspired from Dupont's approach.

HSE matters (objectives, systems, resources). QHSE board decisions are fact & data driven thanks to the HSE Cockpit that has significantly improved transparency, reliability of registering accidents with a day loss of work. We are now also able to include the near misses registered from the “QR code” application and will soon include accidents without a day loss. This increase in transparency and reliability will enable us to step into a preventive stage across DOVISTA.

Over the past year we have also installed digital display boards at every production location, showing the number of accidents with day loss and the number of days since the last accident. This improves transparency for local stakeholders and provides a constant source of awareness for the occupational safety of our employees.

To help prevent accident re-occurrence, we use the problem solving method that has been deployed in our quality organisation. Doing this helps us to secure better Containments, identify Root causes, apply Effective countermeasures, and ensure Learning (CREL) across DOVISTA. This CREL method gives us a common tool for leveraging collaboration opportunities.

Initiatives for 2024

In 2024, not having any “critical” sites will greatly reduce the variation in maturity between DOVISTA locations. This will enable us to work in a more standardised way across the company and gain most benefit from our One DOVISTA approach.

The HSE mapping that has been carried out will enable our locations to implement action plans that fit their

needs. This mapping will also accelerate the ability to improve by tracking best practices and making them easier to access. This can provide us with the opportunity to take the next step in our maturity journey, enabling standardisation by clarifying where to find standards and tools that are the best fit for purpose.

In 2024, we will also concentrate on improving the problem solving for accidents. This means that Learnings will be systematically identified, shared and selected by each location to fit their individual needs. Furthermore, the same problem-solving method will be deployed for the accidents without day loss and for the potentially most critical near misses.

As occupational safety is a matter of leading by example, our common safety culture is being reinforced by leadership participation, increasing their visibility and involvement on the shopfloor. In 2024, we will increase the number of Safety Walks to identify additional improvement tracks in dialog with local employees. Strengthening dialogue and collaboration will provide additional opportunities for identifying and implementing occupational safety measures.

Michael Hassø Larsen

Chief Operations Officer

Photo: Dobroplast



“At DOVISTA, we understand that safety is everyone’s responsibility – this is part of our Safety First culture. By focusing on our continuous improvement model, we have seen a step-change in 2023, with great improvements. In the coming years, we will continue to progress towards our zero-accident ambition, minimising risk through continual learning, and providing the best environment for our employees’ health and wellbeing”

Michael Hassø Larsen
Chief Operations Officer

Enabling transparency through DAYLIGHT

Our Internal Collaborative Platform

Ambition

Setting clear goals and direction for people is essential, but the impact will be limited if it is not shared and understood.

At DOVISTA, our collaborative platform DAYLIGHT plays a central role in fostering transparency about our sustainability goals and how we achieve them. It helps us to engage our employees and embed a culture of social and environmental responsibilities.

On DAYLIGHT, employees can access knowledge and learn about progress and milestones, such as having our 2030 Science-Based Targets validated. It is also a place to explore case stories from different parts of DOVISTA. For example, when EgoKiefer's new window concept contributed to significant reductions in the energy consumption of a new office building in Zürich. The DAYLIGHT platform allows employees to share insights and success stories, making the many nuances in our sustainability journey both visible and tangible.

What we did

We added a section solely dedicated to sustainability. Here, employees can read about why we work with sustainability at DOVISTA. This section also explains how our approach is supported by strategic pillars and initiatives, and what we are doing to make windows part of the solution for a sustainable future.

Initiatives for 2024

We will continue developing DAYLIGHT, taking steps to support our Diversity, Equity, and Inclusion agenda. For instance, we will create an internal job catalogue ensuring that all employees have equal access to apply for open positions.

Achieving our sustainability commitments and goals requires the active participation of everyone. To make this happen, consistent and transparent communication about progress and individual contributions is crucial. While DAYLIGHT may not address all needs, it serves as a shared platform for employees to connect and communicate.



At DOVISTA, our collaborative platform DAYLIGHT plays a central role in fostering transparency about our sustainability goals and how we achieve them

Social Indicators

Indicators	Unit	2023 figures	2022 figures	DOVISTA Strategic Drivers	Accounting practice
Number of employees	Number	5,724	7,125	Conduct Responsible Business	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	Number	59	143	Conduct Responsible Business	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%	Grow our people	The share of female board members, excluding employee representatives, for DOVISTA A/S.
Female senior management members	%	13%	14%	Grow our people	Total share of female managers at Group Management level and one level below, who have personnel responsibility. This share is reported for DOVISTA Group.

*) This figure represents the female board members of DOVISTA A/S, and not its subsidiaries

Governance



The DOVISTA Group enforces anti-corruption measures and promotes ethical standards within our operations and supply chain. We work to protect personal data and ensure GDPR compliance with training and software.

Working with suppliers towards common sustainability objectives

Supplier Engagement

● Photo: VELFAC

Ambition

Achieving deep and lasting carbon reduction is not something that any organisation can achieve alone, and this is particularly true for DOVISTA where over 98% of our emissions lie within scope 3, with the majority in our supply chain. Working in strategic partnerships will therefore be imperative for achieving our decarbonisation targets. This will necessitate moving together towards common decarbonisation objectives, where traditional ways of working will be transformed to include new parameters and longer-term time horizons.

Performance in 2023

- Held in-person workshops with primary glass and aluminum suppliers
- Finalized a Scope 3 Decarbonisation Roadmap and developed a 2024 Action Plan
- Further roll-out of Code of Conduct to key indirect suppliers
- Achieved a supplier response rate of over 60% through the Carbon Disclosure Project (CDP)

What we did

In 2023 we held in-person workshops with top glass and aluminum suppliers, to identify mutually beneficial ways to reduce DOVISTA's scope 3 emissions, and contribute to taking meaningful climate action. Future partnerships will be centered around topics like low carbon products, post production circularity, and post consumer circularity.

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 addition to the 96% signature rate achieved in 2022 on direct material supply, indirect material supplies and services were targeted to increase coverage. In 2023 we set and achieved the goal of reaching an indirect material signature rate of 95% for our key indirect suppliers.

We have also chosen a selection of primary suppliers from the highest emitting material categories in our value chain to report to CDP on climate change this year, which is a reporting platform to exchange environmental data between companies. Our suppliers' responses will help us to understand more about the journey that they are on to decarbonise their businesses, and provide the foundation for more accurately measuring our scope 3 footprint, as well as working together towards achieving common decarbonisation objectives. Through the CDP, a supplier response rate of over 60% was achieved.

Initiatives for 2024

The close cooperation with our suppliers has resulted in a 2030 Scope 3 Decarbonisation Roadmap and 2024 Action Plan, containing short-term initiatives which can help to reduce DOVISTA's near-term Scope 3 emissions, including:

- Increase proportion of low carbon glass and aluminum materials
- Conduct supplier engagement workshops for additional high emitting material categories
- Increase scope of included suppliers in CDP reporting
- Conduct supplier education workshops

It is only by working in partnerships with our suppliers that we will achieve our decarbonisation objectives, and we are excited by and optimistic about the opportunities that have already presented themselves, and those that we will work towards in the medium and long-term as well.



Ensuring compliance through systems and processes

Anti-Corruption and Sanction Compliance

Ambition

At DOVISTA, our strategic driver of conducting responsible business has led to the development of an Anti-Corruption and Sanction Compliance Program. Our ambition with this Program is to ensure timely training, awareness, and compliance among all our employees and throughout our supply chain via business partner screenings, evaluations, fraud alert management and anti-corruption controls and education.

Performance in 2023

- Sanction Screening, Anti-Corruption and Fraud prevention system and processes have been developed and implemented for two thirds of our organisation
- Fraud alert process implemented across our organisation – for two thirds an automated process has been implemented, and for the remainder a semi-automated process exists until system enrollment has been finalised
- Anti-Corruption compliance program developed and ready for implementation
- Quarterly batch screenings of all our business partners, and related actions and reporting

What we did

We have implemented our Anti-Corruption, Sanction Screening and Fraud prevention solution for two thirds of our organisation. All our business partners are screened and assured on a quarterly basis. Both tax and bank data are also verified prior to use. Furthermore, we have established a fraud alert system and process. This has been automated where systems have been enrolled, and semi-automated processes have been established for the remainder where the solution has not yet been rolled out. Complete documentation and framework around our sanction and compliance, policy, rules, processes, and ownership has been activated including bank data checks and trust score validations.

Initiatives for 2024

- Implementation of additional control checks within the area of compliance
- Activation and roll out of our Anti-Corruption compliance Program, through awareness and compliance sessions
- Continuous roll out of our approved Anti-Corruption, Sanction Screening and Fraud Prevention solutions across DOVISTA according to Roadmap
- Continuation of quarterly batch screenings for all business partners, including related actions and reporting



● Photo: Rationel

Raising awareness of our shared Code of Conduct

Policy Awareness Training

Ambition

At DOVISTA we are firmly committed to conducting business responsibly and ethically. Our Code of Conduct is provided for all DOVISTA Group employees, describing the main principles of responsible and ethical behaviour, including the expectations that we hold for ourselves and each other.

Over the past year we have worked with our ambition to raise awareness for our shared Code of Conduct across all entities in the DOVISTA Group. The purpose we set is to ensure that we work as One DOVISTA, understanding what is expected of the interactions in our daily work as we collaborate with each other and with a wide range of stakeholders on a continual basis.

Performance in 2023

- Integration of the Code of Conduct into a standardised Group Onboarding Process
- Inclusion of the Code of Conduct in the DOVISTA Leadership Handbook
- Successful pilot of workshops for white-collar leaders in UK/Ireland and for blue-collar leaders in Lithuania
- Translation of the Code of Conduct into different languages spoken across the group
- Information about the Code of Conduct posted on our company intranet DAYLIGHT

What we did

We know that the best way to cascade information throughout our organisation is by engaging employees. We set up a cross-border working group to define practical ways of disseminating the Code of Conduct. The working group met monthly to plan and implement initiatives for raising awareness amongst our employees. We created a toolkit for local use with practical examples of dilemmas that employees could debate together, helping them to understand their role in upholding our shared Code of Conduct.

Initiatives for 2024

In 2024 we will roll out workshops across DOVISTA, cascading knowledge through train-the-trainer sessions. We are also developing an e-learning module which will be available for white-collar employees. We will continue to integrate our Code of Conduct into our onboarding process, also making use of our employee survey tools.



Unfolding GDPR across DOVISTA

Privacy Compliance Program

Ambition

To strengthen governance across DOVISTA, our Privacy Compliance Program promotes values fostering a culture of privacy and ethics. The aim is to protect personal data, build employee, customer, and stakeholder trust, ensure regulatory compliance, and demonstrate a commitment to the fundamental principles of the General Data Protection Regulation (GDPR). To achieve this, we have designed a framework backed by Group policies, making privacy operational by defining common procedures, training programs, and controlling activities.

Performance in 2023

- Group-wide training in Privacy & GDPR was launched during Q3 2023, with a participation rate of more than 70%
- Launching a communications campaign to ensure commitment across DOVISTA.
- Implementing GDPR compliance management software
- Aligning procedures and workflows throughout the Group.

What we did

To support our overall ambition, DOVISTA has launched several initiatives in 2023. For instance, Group-wide train-

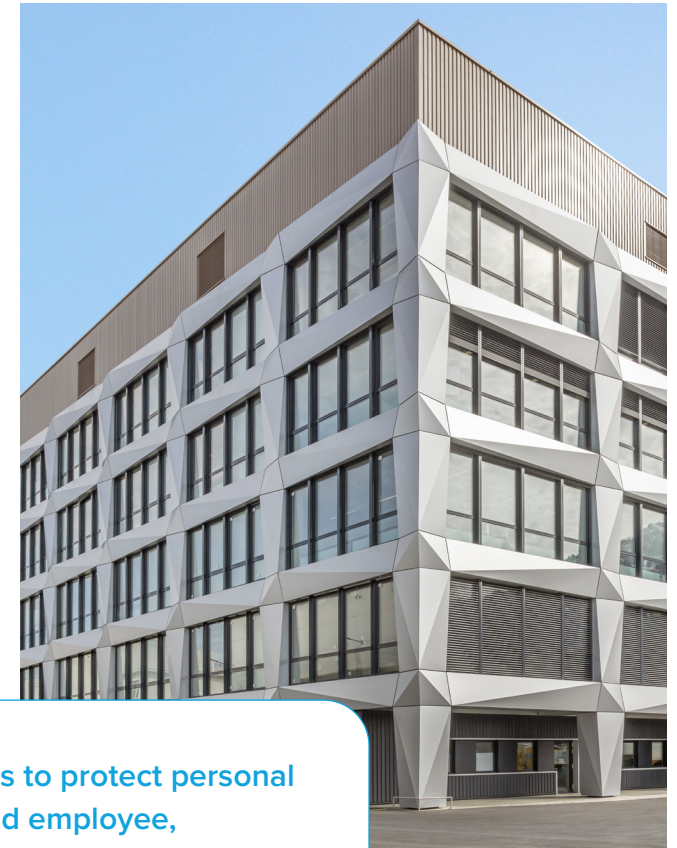
ing in Privacy & GDPR was launched in 10 languages to ensure that all employees were able to get optimal benefit from the e-learning. This was done to create further knowledge and commitment in the organisation as well as inform about new privacy related procedures and campaigns.

Working as One DOVISTA is key for improving our distinctive brands with shared excellence. A primary focus here has been to align work done with privacy across the DOVISTA Group by working on Group procedures using a common system and framework. One example of this has been the streamlining of our records of processing activities. This sets group standards and ensures broad knowledge sharing.

Initiatives for 2024

To continue our focus on privacy and ethics, several initiatives will be launched over the course of 2024. The primary focus for DOVISTA will be to set our annual wheel in motion, strengthening the privacy organisation and ensuring progress by identifying annual tasks. A large focus will also be placed on integrating privacy into our existing internal policies and processes.

● Photo: EgoKiefer



The aim is to protect personal data, build employee, customer, and stakeholder trust, ensure regulatory compliance, and demonstrate a commitment to the fundamental principles of the General Data Protection Regulation (GDPR)





● Photo: EgoKiefer

Governance Indicators

Indicators	Unit	2023 figures	2022 figures	DOVISTA Strategic Drivers	Accounting practice
Whistleblower cases	Number	0	1	Conduct Responsible Business	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	%	97%	96%	Conduct Responsible Business	When measuring Supplier Code of Conduct signatures, we focus on direct suppliers under Group Procurement (90% spend value), excluding locally managed suppliers and vendors. In 2023, we included indirect suppliers to the scope with a coverage of 80% of the total spend value.

ESG Indicators

Basis for Preparation

Reporting period

Unless otherwise stated, this report covers the period from 1 January to 31 December 2023.

General reporting standards and framework

Over the coming years a group-wide implementation of the European Sustainability Reporting Standards (ESRS) will take place. This will imply a comprehensive reporting of more qualitative and quantitative indicators regarding the material topics listed on pp. 9-10.

The current set of metrics disclosed in this report are all aligned with the definitions in the applicable ESRS.

Reporting scope and consolidation

This report includes consolidated data on environmental, social and governance performance covering all DOVISTA locations.

Data from mergers and acquisitions are included from the transaction date and onwards. In case of divest-

ments, data from the entity is included until the transaction date. Data from new or closed facilities is treated in the same manner as divestments. The divestment of Lian in 2023 has been handled in accordance with this policy for social and governance indicators.

As an exception to our general practice for acquisitions and divestments, our environmental indicators follow the Greenhouse Gas Protocol. This implies that all acquisitions and divestments are excluded for the full reporting year. To provide consistency across reporting for our environmental indicators, divestments in 2023 have been removed across all environmental indicators.

Restatement of comparative information

Restatement of comparative information is done when significant changes occur. A significant change is triggered when a materiality threshold of 5% is crossed. Examples can include data from acquisitions, exclusion of divestments, significant calculation errors or methodological changes.



● Photo: VELFAC

ESG Indicators

	Indicators	Unit	2023 figures	2022 figures	2021 figures	DOVISTA Strategic Driver
Environmental	Energy consumption	Gigajoule	552,312	668,130	692,465	Fight Climate Change
	Total waste by volume	Tonnes	20,414	22,902	24,683	Conduct Responsible Business
	Recycled waste	%	83%	82%	82%	Conduct Responsible Business
	Packaging	Tonnes	5,490	8,204	7,428	Conduct Responsible Business
	Share of certified wood	%	78%	79%	79%	Conduct Responsible Business
	Scope 1 GHG emissions	CO ₂ e tonnes	6,113	7,645	9,263	Fight Climate Change
	Biobased emissions (outside scope)	CO ₂ e tonnes	463	510	970	Fight Climate Change
	Scope 2 GHG emissions, market based	CO ₂ e tonnes	9,809	11,500	41,994	Fight Climate Change
	Scope 2 GHG emissions, location based*	CO ₂ e tonnes	23,397	29,021	27,730	Fight Climate Change
	Scope 3 GHG emissions	CO ₂ e tonnes	725,809	863,557	930,939	Fight Climate Change
Social	Number of employees	Number	5,724	7,125	7,478	Conduct Responsible Business
	Total accidents	Number	59	143	186	Conduct Responsible Business
	Female board members	%	33%	33%	33%	Grow our People
	Female senior management members	%	13%	14%	-	Grow our People
Governance	Whistleblower cases	Number	0	1	0	Conduct Responsible Business
	Signed Supplier Code of Conduct	%	97%	96%	30%	Conduct Responsible Business

*) For scope 2 GHG emissions, location based a total number of 24,482 was reported in 2022. This number did not include the emissions from district heating amounting to 4,539 CO₂e tonnes. This has now been corrected to include district heating emissions.

Targets and Achievements

	DOVISTA Strategic Driver	Initiative in 2023	Description	Timeframe	Status
1	Conduct Responsible Business	Packaging reduction*	Roll-out of new measures including decreasing height of packaging plywood and amount of wood used.	2023	Achieved
2	Conduct Responsible Business	Safety Walks carried out across DOVISTA production locations	Strengthen the visibility of leadership team, and engage in local dialogues	1 year	In progress
3	Conduct Responsible Business	Recycling initiative for office buildings*	Behavioural change by removing individual waste bins with centrally located waste sorting	2023	Delayed – in process and ongoing also in accordance with local regulations
4	Enable the Customer	Corporate Sustainability Reporting Directive (CSRD) indicator reporting readiness	Identification of indicators, conducting a gap analysis and establishing implementation streams to close identified gaps	2 years (2025)	In Progress
5	Enable the Customer	DOVISTA Customer survey	Survey sent to customers, providing feedback for providing the best customer journey possible	1 year	Ongoing
6	Enable the Customer	Environmental Product Declarations	Broaden EPD coverage across DOVISTA platforms and geographies	2 years (2025)	Achieved with future actions set
7	Fight Climate Change	Internal (Scope 1 + 2) decarbonization roadmap development	Begin roll-out of reduction plan to achieve 2030 targets through renewable energy sources and consumption optimisation	2 years (2025)	In Progress
8	Fight Climate Change	Value Chain (Scope 3) decarbonisation roadmap development	Begin roll-out of reduction plan to achieve 2030 targets through low carbon materials and partnerships	2 years (2025)	In Progress
9	Fight Climate Change	SBTi target approval of short-term targets	Receive SBTi validation for DOVISTA 2030 science-based targets	2023	Achieved
10	Fight Climate Change	SBTi target approval of long-term targets	Receive SBTi validation for DOVISTA net zero targets	2024	In progress
11	Grow our People	Measure diversity in our leader recruitment processes	Number of applications, interviews and hires – split between male/female	3 years (2026)	In Progress
12	Grow our People	Employee Foundation	Good health and wellbeing initiatives for employees across DOVISTA	Ongoing	Achieved with future actions set
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
14	Grow our People	E-learning platform	Roll-out of DOVISTA-wide E-learning platform including modules on cyber- security and data protection	2022	Delayed – data protection complete and cyber-security in process and anticipate completion in 2024

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



● Photo: VELFAC

Brand Cases



DOVISTA is a Group with distinctive brands that each have 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.



Future-proofing social sustainability

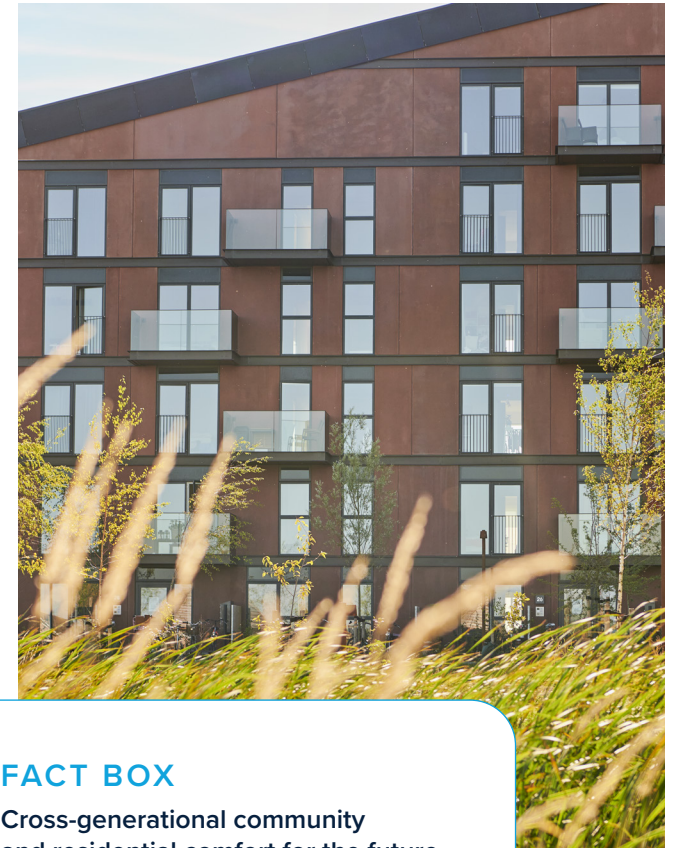
Green Hills in Solrød is a new housing project with 294 modern apartments that showcases a commitment to innovation and community living with DGNB Gold certification. Positioned in the scenic Solrød area, it emphasizes community across generations and optimal living conditions. One of its distinctive features is a state-of-the-art window solution that effectively tackles highway noise, setting a new standard for residential comfort.



Located near Solrød Beach, Green Hills offers a range of apartments from 56 to 200+ square metres, embodying its name with associations to lush green hills. This project, driven by Balder Danmark, demonstrates a commitment to social sustainability and aesthetics. Beyond its aesthetic appeal, Green Hills integrates a senior co-housing community named Bovieran, promoting diversity in the community-oriented project. Danielsen Architecture has created environments that encourage interaction among diverse age groups, including community houses designed for shared activities.

In addition to community and aesthetics, the developer has prioritised optimal sound conditions for the residents. The acoustic specialist from VELFAC played a crucial role in ensuring this. The collaboration involved using various window solutions, from ventilation windows and panels to windows with additional internal sash addressing diverse noise loads on facades to ensure residents enjoy both ventilation and a peaceful living environment for years to come.

Green Hills stands not only as an architectural landmark but also as a model for sustainable, socially inclusive, and acoustically optimised residential living.



FACT BOX

Cross-generational community and residential comfort for the future

- Promoting diversity and community across generations
- Using cutting edge window solutions to minimise noise while ensuring a healthy indoor climate
- Focus on social sustainability, climate resilience and flexibility in design has led to a DGNB Gold certification



New ventilation technology combines historical style with a healthy indoor climate

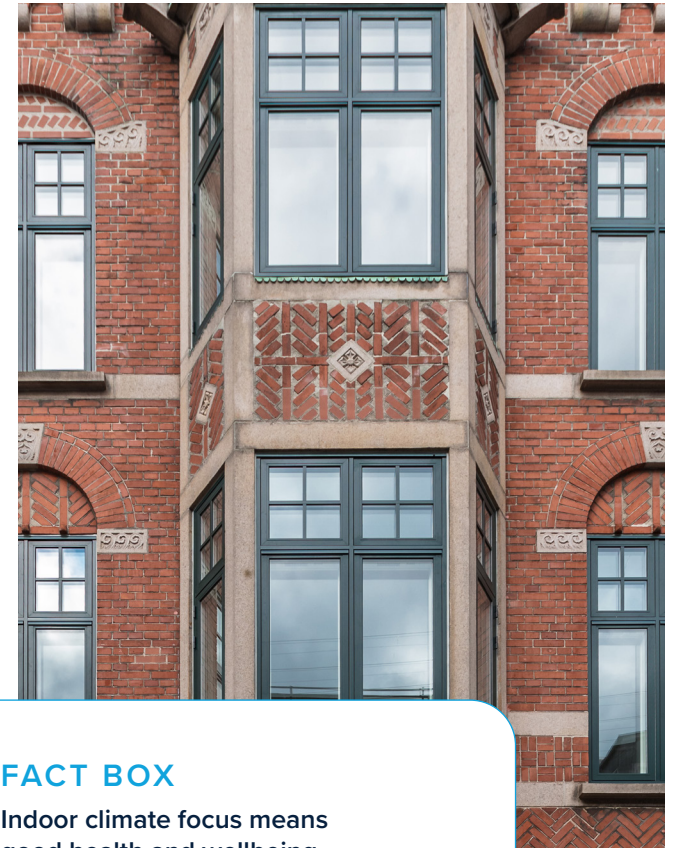
In the middle of Aalborg, a 118-year-old building has been equipped with energy-efficient windows that, with the help of KRONE's technology, ensure a healthy indoor climate while preserving the historical architectural style and elegant details.

The technology is called KRONE Vent and operates using vents at the top and bottom of the window, automatically drawing air into the residence. In the



summer, air is directly admitted through the top vent, and when temperatures drop, the air is directed through a space created between the window's two layers of glass. Here, the air is heated before being distributed in the home, helping to prevent issues like mould and ensuring a healthy indoor climate.

The developer in Aalborg had a strong desire to preserve the building's original details, which makes the building unique. However, complying with the latest building regulations posed a significant challenge. KRONE embraced the challenge, and quickly managed to adapt and integrate the ventilation technology into a classic Danish flag window, fitting the house's national romantic facade that the developer wanted to retain. The fact that the window can now be used in older, historically significant buildings without compromising either architecture or a healthy indoor environment is a significant step in the right direction for KRONE.



FACT BOX

Indoor climate focus means 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[®]

The windows of Kløverbakken create comfort and reduce energy consumption

In Odder, Denmark, you'll find the residential community Kløverbakken – proud winner of Sustainable Wood Construction of the Year, 2022. The community earned this recognition for its thoughtful approach, where residents played a big part in making CO₂ saving choices for the construction of their homes and the surrounding areas.

Kløverbakken is a noteworthy project because the stakeholders have collaboratively succeeded in constructing a small village in partnership with future residents, who have significantly influenced material choices, design, and landscaping. Thybo Ejendomsudvikling is the developer and contractor for the project, while Tegnestuen Arken has served as the architect and consulting engineer. The choice of materials has been crucial in this project. The homes are crafted from wood and are notably smaller than the national average. The choice of windows naturally plays an

important role and contributes to reducing the project's overall climate impact.

Rational AURAPLUS windows have been installed in Kløverbakken's total of 58 homes. The windows contribute to significant CO₂ savings per resident. With its three layers of glass, AURAPLUS windows protect and insulate. Their strategic placement ensures both light and heat intake throughout the day. This provides a higher level of passive heat and means that the houses require only a minimum of heating energy. The windows also play a crucial role in residents' indoor climate and ensure a comfortable indoor temperature both in summer and winter.

Outside the homes, residents have access to social meeting places in the form of a communal house and an orangery, while the landscaping contributes to promoting biodiversity.



FACT BOX

Best-in class certifications and a significantly low carbon footprint

- Kløverbakken is certified by both the Nordic Swan Ecolabel and has achieved the highest level of DGNB certification: DGNB Platinum
- CO₂ footprint per resident: Achieving an impressive 6.1 kg CO₂e/m²/year – well below the 12 kg CO₂e/m²/year limit set by the latest Danish climate standards for constructions exceeding 1,000 sqm



Svenska Fönster in a house with 37% lower carbon footprint

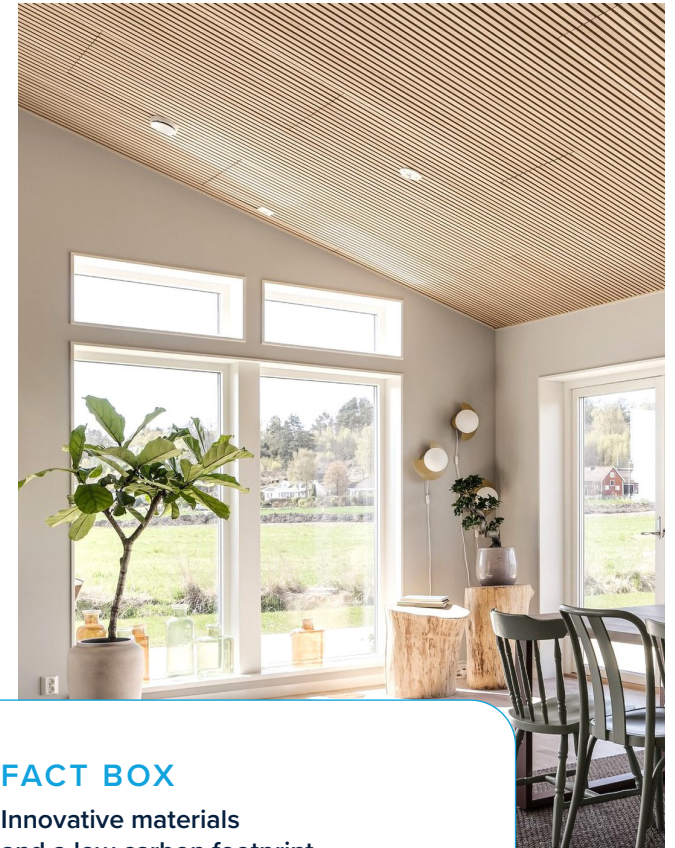
With smart material choices and solutions, the homebuilder A-hus has created a house with a 37% lower carbon footprint from construction compared to a standard project. This includes insulation made from recycled newspaper and windows from Svenska Fönster.

Globally, the construction and civil engineering sector accounts for about 40% of our collective greenhouse gas emissions. To challenge the traditional way of building houses, A-hus has constructed a research and development house south of Gothenburg, Sweden. They have simply deviated from their usual construction process by selecting materials and solutions that result in lower climate impact during construction. This involves a wooden foundation instead of concrete, roofing with paper instead

of concrete, attic and wall insulation made from recycled newspaper, and windows from Svenska Fönster. We have supplied fixed and outward-opening aluminum-clad wooden windows with a U-value of 1.0.

In summary, the house has a 37% lower carbon footprint compared to a standard project during the construction phase. But what does 37% mean? It could be more easily expressed as 7.5 tons of carbon dioxide, which is equivalent to almost 2 laps around the Earth by plane.

The house was nominated for Sustainable Building Project of the Year in Sweden, and after the successful project, A-hus proceeded to seek five families interested in building houses in the same environmentally conscious manner.



FACT BOX

Innovative materials and a low carbon footprint

- 37% Lower Carbon Footprint compared to standard projects equivalent to a saving of 7.5 tons CO₂
- Nominated for Sustainable Building Project of the Year in Sweden
- Svenska Fönster windows contributing to both a low carbon footprint and an energy efficient house in terms of energy consumption



Award winning facility committed to eco-friendly design and community

In Northern Norway, a bike club in the city of Harstad, has with the help of sponsors developed a popular meeting place that promotes joy of movement and green transportation – a Bicycle Park. The Park is one of the first of its kind in the country, with trails for both mountain bike, freestyle and skills bike. And at the center of it all, the club house, with windows and doors sponsored by Natre.

The park was awarded the Sports Facility of the Year in 2023, and is owned and operated by Harstad Cycling Club, in collaboration with Harstad Municipality. The goal with the project was to create a place for everyone – from beginners to professionals, where the inhabitants of all ages can use the facilities – free of charge.

Sustainability is the cornerstone of the clubhouse design, with an emphasis on eco-friendly materials. The robust, triple-glazed windows and balcony doors, locally crafted by Natre, are engineered to withstand the harsh northern climate. The contractor has placed extensive focus on preserving the areas surrounding the route and reducing land use, and the excellent facilitation also contributes to minimizing activity in more vulnerable natural areas.

The whole project has come alive thanks to a massive volunteer effort and will be maintained by both the cycling club and local youths that will work there. When raising money, the Sparebanken Nord-Norge involved the inhabitants by making them walk to specific check-in locations to raise donations.

Photo: Espen Indbjør



FACT BOX

A meeting place endorsing community, inclusivity, and joy of movement

- The Bicycle Park is one of the first of its kind and was awarded Sports Facility of the Year in 2023
- Local volunteers have played a vital role in the fundraising for the project and the facilities will be maintained by locals from the cycling club including local youths
- The Bicycle Park is free and open to everyone aiming for inclusion, increased physical activity, and building social competence and relationships



Old windows transform into new glass

In early 2023, Mockfjärds became the first actor in Sweden to collect replaced windows for recycling, turning the glass into new window panes. This marks a significant milestone for the window industry in Sweden and for the environment. It's a crucial step towards creating a circular economy where waste becomes new raw materials, conserving vital natural resources and reducing carbon dioxide emissions.



Traditionally, discarded windows are sent to landfills, ending up in waste heaps covered with soil. This happens despite the fact that glass can be recycled indefinitely, and other materials like metals and wood can be recycled for both materials and energy.

To address this, Mockfjärds Fönster, Sweden's leading window replacement company, teamed up with the environmental company Ragn-Sells to recycle old windows from Mockfjärds' customers. Starting in late winter 2023, Mockfjärds began purchasing customers' old windows, offering better payment for windows with lower energy efficiency.

Subsequently, Ragn-Sells picks up the windows and transports them to one of their facilities for disassembly. The materials are then crushed into a new raw material and transported to a glass manufacturer in Germany, where it is transformed into new window glass. As the process is still in its early stages, no glass has been transported to the manufacturer yet. According to the plan, all window glass collected by Mockfjärds is expected to become new float glass by 2024.



FACT BOX

Facilitating a circular economy and saving resources

- In 2023, Mockfjärds has collected over 330,000 kg of glass for recycling
- Recycled glass has over 50% lower carbon footprint than newly manufactured glass
- Recycling glass is important as the supply of fine sand essential for window glass manufacturing is running out



Sustainable living in a former industrial area

Project NUPPU, located in Bratislava, Slovakia is a community living area consisting of 14 individual apartment buildings. The project transforms a former industrial area into a modern neighbourhood that encourages a sustainable lifestyle; both from a social and environmental perspective.

NUPPU provides the optimal conditions for families to thrive and build long-lasting relationships. Every apartment building has a clubhouse, which provides space for coworking and neighbourhood meetings. Integrated into the area is a high-quality kindergarten, which will make everyday life easier for many families. The outdoor areas encourage social activities as you will find a fitness area, a playground for children and zones intended for both relaxation and social gatherings. The surrounding area will be covered in flowers during the spring, and each building is named

after a flower, which is why the project is named NUPPU, which means flower bud in Finnish.

The area is optimised to allow for sustainable transport options, with a public transport stop and charging stations for electric cars. The neighbourhood also offers a carsharing option, where residents can rent a car, at any time, using an app. To save energy, the lighting in the outdoor area is controlled by an astronomical clock, ensuring light only in the dark hours.

The project was constructed using prefabricated components to increase the quality and accuracy of the construction. Slovaktual manufactured and installed energy efficient OPTIM PVC windows and aluminium entrance doors for the apartment houses MAGNOLIA, HORTENSIA, JUNIPERUS, THUJA, ORKIDEA and ASTERI.



FACT BOX

Community feeling and a sustainable lifestyle

- Encouraging a sustainable lifestyle by promoting community feeling and climate friendly transport options
- Transforming a 6-hectare industrial area into a lively modern neighbourhood
- Slovaktual windows and doors allow for high energy efficiency

EgoKiefer
Fenster und Türen

Office building in Zurich – No Heating. No Cooling. No Ventilation.

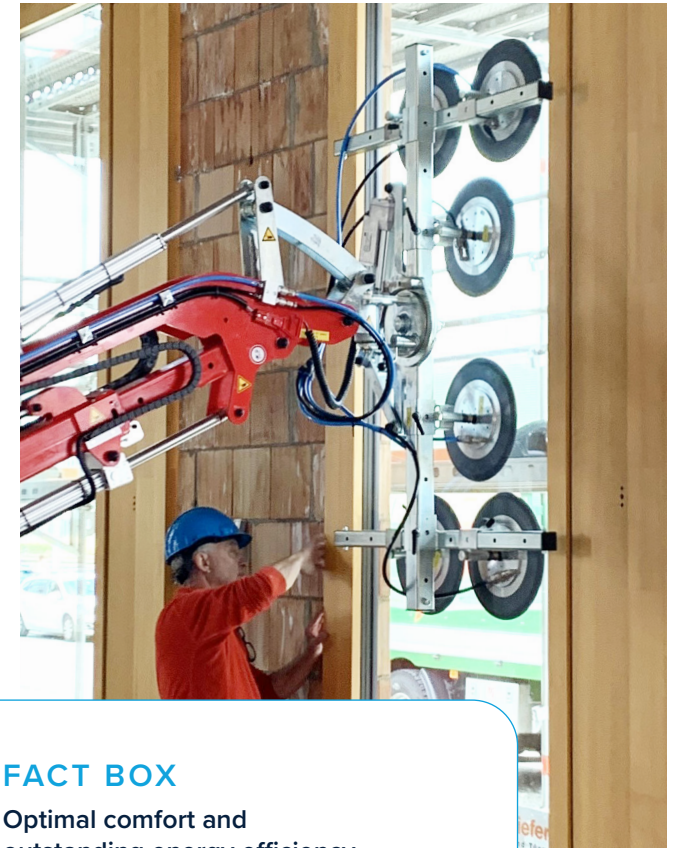
Using an innovative building concept, architects Baumschlager Eberle have created an energy-efficient office building that maintains a temperature range of 22 to 26 degrees Celsius without requiring heating, ventilation, or cooling. The intelligent EgoKiefer windows, tailored for this building project, play a vital role in maintaining this stable environment. The windows are equipped with sensors that monitor the indoor climate and automatically uses ventilation flaps to regulate fresh air supply.

The EgoKiefer Ego®Selection wood/aluminum windows, with their excellent technical values, create a comfortable indoor climate in the office building, JED 2226. These windows have been specially and exclusively developed for the 2226 building project and are equipped with sensors that monitor indoor temperature, humidity, carbon dioxide content, and energy consumption. As soon as the intelligent window detects deviations from the ideal condition, it controls

the outward-opening ventilation flaps to regulate the fresh air supply. The construction and specially automated narrow openings ventilate the interior, helping to maintain constant temperatures throughout the year. The walls are also a key component of maintaining the stable environment, as they are constructed with a 38-centimeter-thick inner layer of vertical target bricks and an outer layer of 35-centimeter insulating bricks. This natural maintenance of the indoor climate reduces CO₂ emissions from energy consumption by up to 100% compared to a standard building. However, the emission reduction is not limited to the operational aspects of the building; careful planning and resource has furthermore reduced construction emissions by up to 50 percent.

In pursuing a more sustainable and energy-efficient future, Project 2226 in Zurich is a testament to what innovation can achieve. Exclusively featuring EgoKiefer wood/aluminum windows.

 **Architect:** Baumschlager Eberle Architekten | **Contractor:** ARGE, CH-9000 St. Gallen | **Project period:** 2021-2023



FACT BOX

Optimal comfort and outstanding energy efficiency

- Constant temperature of 22 to 26 degrees Celsius throughout the year without heating, cooling or ventilation
- Significantly low energy consumption: Up to 100% reduction compared to a standard building
- Intelligent windows that monitor indoor temperature, humidity, carbon dioxide content, and energy consumption for optimal comfort
- High durability: Silently axial motor tested to easily withstand 150,000 openings

weru

New lightweight glass saves CO₂ and improves comfort

WERU has introduced a new generation of lightweight glass with a weight reduction of up to 30% and 15% lower carbon footprint compared to standard glass. The lightweight glass saves resources, while providing a high level of comfort in terms of daylight and insulation.

Following an extensive development programme WERU has adopted lightweight glass in their windows and doors. The programme has ensured that the new glass lives up to WERU's high standards on performance, usability and product safety. The new glass provides thermal and sound insulation that is on par with standard glass, however the new glass brings in even more daylight, as it is more translucent than standard glass.

The new glass offers weight reductions of up to 30%, and this is an advantage in several aspects of the supply chain. The lower weight results in reduced raw materials usage, 15% lower carbon footprint, lower climate impact during transport, and less strain on the workers, who install the windows. WERU has been awarded as "Sustainability Champion" and "Sustainable Commitment" test winner, from the largest print magazines in Germany, partly due to the introduction of the new lightweight glass.



FACT BOX

Excellent product qualities, reduced weight, and 15% lower carbon footprint



- The lightweight glass offers a weight reduction of up to 30% and 15% lower carbon footprint compared to standard glass
- The glass has thermal and sound insulation values in par with standard glass
- Improved light transmission allows for more daylight and gives brighter rooms



● Photo: KRONE

SDG Impact

DOVISTA contributes to 13 of the 17 Sustainable Development Goals (SDGs). Below is a presentation of 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>9.4 Upgrade all industries and infrastructures for sustainability</p> <p>9.5 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 Enable the Customer
	<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

Country	Major sites	Site classification	Location
Denmark	DOVISTA A/S	Head quarter	Horsens
	VELFAC	Commercial site	Horsens
	Rationel	Commercial site	Herning
	OH Industri	Production & Commercial site	Ikast
	KRONE	Production & Commercial site	Vrå
Germany	Wertbau	Production & Commercial site	Langenwetzendorf
	WERU	Production & Commercial site	Rudersberg
	WebCom	Commercial site	Bad Liebenstein
Ireland	DOVISTA Ireland (Rationel)	Commercial site	Dublin
Norway	Natre	Production & Commercial site	Gjøvik
	Natre	Production & Commercial site	Vatne
Poland	Window Village I	Production site	Swarozyn
	Dobroplast	Production & Commercial site	Zambrów
Sweden	Svenska Fönster	Production & Commercial site	Edsbyn
	Mockfjärds	Commercial site	Borlänge
Switzerland	EgoKiefer	Commercial site	Diepoldsau
Slovakia	Slovaktual	Production & Commercial site	Pravenec
UK	DOVISTA UK (Rationel / VELFAC)	Commercial site	Huntingdon
Lithuania	Window Village II	Production site	Marijampolė
China	DOVISTA China	Sourcing office	Guangzhou

DOVISTA[®]
windows and doors

