



Window to a Better World

CORPORATE SOCIAL RESPONSIBILITY REPORT 2020



LOVE THE LIFE YOU SEE.™

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A LETTER FROM OUR CHIEF EXECUTIVE OFFICER

The year 2020 marked a significant milestone in our company’s corporate social responsibility journey. We completed our first round of corporate sustainability goals, which we initially established five years ago as the first window and door manufacturer to set publicly reported goals. We also published our first corporate diversity report, outlining our diversity, equity and inclusion strategy and highlighting important work underway to diversify our talent pipeline, build organizational capability, and engage employees across the company in our journey.

The challenges faced in 2020, including the COVID-19 pandemic, a rise in civil unrest and extreme weather events related to climate change, reminded us more than ever before that our commitments and our actions can and must be catalysts for positive change. Together with our foundation, we were fortunate to be able to donate more than \$4 million to support nonprofit organizations making a difference in the communities where our employees live and work, at a time when the need is so great.

The progress we have made, and the learnings we have had, have emboldened our resolve to accelerate meaningful and effective strategies that help further our vision to make the world a better place by living up to the promise that everyone – our employees, customers, homeowners, suppliers, shareholders, communities and the environment – benefits from their association with Andersen. From the way we manufacture our products and serve

our customers to enable healthy operations and healthy homes, to how we work with our employees and our communities to foster more equity and inclusivity, we remain steadfast in our commitment to help ensure a better future for all.

The results and stories shared in this report recognize the contributions and accomplishments of the more than 10,000 employees across our company who work every day to take care of one another, serve our customers and give back to our communities. It is this shared commitment and “All Together” spirit that drives our progress and makes our journey so inspiring.



Jay R. Lund

Jay R. Lund
Chairman and Chief Executive Officer

SUSTAINABILITY:

Learning and Evolving

2020 certainly ended up being an unpredictable year to complete our first set of corporate sustainability goals. We entered the year with great optimism, following the progress we made in 2019. We could not have anticipated how challenging and unprecedented 2020 would prove to be. In response to the COVID-19 pandemic, we pivoted our strategy and re-prioritized our work. We persevered due to the resilience of our employees and our commitment to safely managing our business through the worst public health crisis of our lifetime. The rigor and focus with which we approached our work in 2020 allowed us to also maintain the progress we had already made towards our 2020 sustainability goals.

While we prioritized safety and stability within our operations during the pandemic, our sustainability and product development teams continued to further our mission towards product transparency. During 2020, we made progress toward our goal of ingredient transparency for our product lines and plan to publish new Health Product Declarations in 2021. We also continued to advance our leadership in product lifecycle assessment and leverage our expertise to support industry-wide understanding and improvements. This capability-building in product transparency provides a meaningful opportunity for Andersen to deliver different and better product information to our customers. We are excited to continue to advance this work to meet the needs of our customers, and lead our industry, today and into the future.

Andersen also maintained our leadership position with ENERGY STAR in 2020, again achieving the Sustained Excellence award. This was the sixth Sustained Excellence award for Andersen. We believe in the ENERGY STAR program and are honored to be recognized for our commitment to the program year-after-year.

Looking forward, we see significant opportunities to improve the sustainability of our operations and minimize our environmental impact through carbon emissions reductions. We have already made long-range investments in energy efficiency projects and community solar garden subscriptions, and are planning to boldly expand these investments in the years ahead to do our part to address climate change.

Jessica Ehrlichmann

Senior Director, Sustainability and Strategic Sourcing



2020 Sustainability Goals

In 2015, Andersen set bold sustainability goals. In doing so, we became the first, and still only, window and door manufacturer to set public goals of this type. Our 2020 sustainability goals of reducing water consumption, energy consumption and waste to landfill each by 20 percent (per unit produced) have proved challenging given the enormous changes our business has experienced since the 2013 baseline year. During that time, our manufacturing footprint has broadened significantly, and our product mix has diversified. Additionally, the industry is experiencing increased demand for mass customization and increasing unit size, creating new challenges in manufacturing efficiency and sustainability.

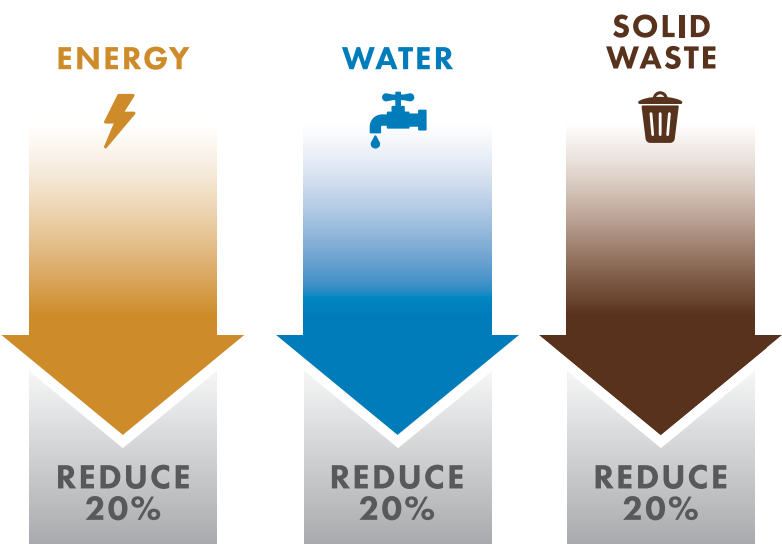
Despite these changes, we are pleased to report we have surpassed our water reduction goal. General efficiency projects combined with significant water savings investments across our enterprise have resulted in a reduction in water consumption per unit produced of 42 percent compared to the baseline. Meeting this goal is a great achievement for our company and all the employees who put in the hard work to get us where we are today.

On energy consumption, we reduced our energy per unit produced by more than 4 percent over the goal period, making some progress but falling short of our target. Much of our inability to meet this goal stemmed from vertical integration in parts of our business and changes in product mix towards larger units and product lines with higher manufacturing energy needs.

On our waste to landfill goal, we faced a variety of challenges that pushed our waste per unit produced up over the goal period. While business model changes also impacted our internal waste performance, this increase also can be attributed to the exponential growth of our Renewal by Andersen business; which while contributing to our overall wastes, also regularly replaces less energy efficient windows in the market with durable, long lasting energy rated products, resulting in more energy efficient homes.

We are committed to continuing to invest in improving our performance in material efficiency. This commitment will require creative business solutions and collaborative partnerships to address the sustainability challenges faced across our industry. Specific areas of focus going forward will include increasing our internal material reclamation programs to send less manufacturing scrap to landfill and identifying new recycling opportunities for the customer units recovered through our Renewal by Andersen replacement business.

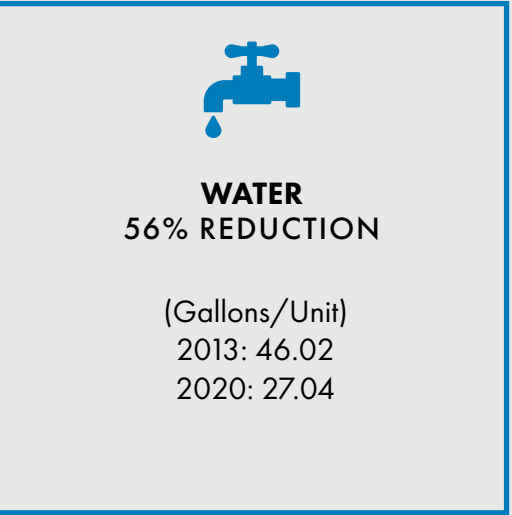
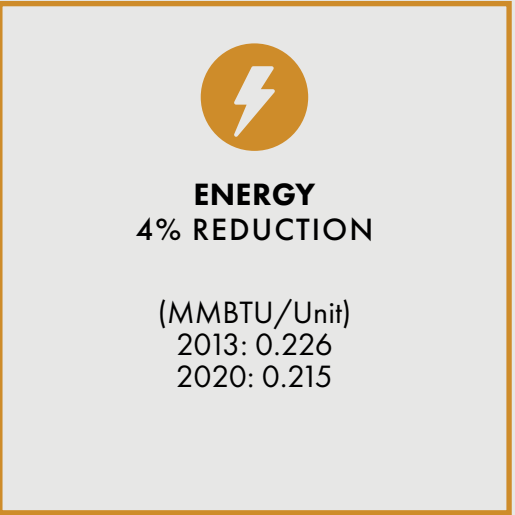
Learning from the goals we first set in 2015, we are working to define a new set of goals that will focus on how we can most meaningfully impact current global challenges through our products, our operations and in the community. We will be taking time in 2021 to update our materiality assessment, an exercise that will help guide decision making about next goals based on what is important to our key stakeholders and will have the largest impact on our business. As always, we are committed to corporate responsibility and industry leadership. These commitments will continue to shape our sustainability work and our goals moving forward.



2020 Commitment

Environmental and Safety Metrics:
A LOOK AT OUR 2020 SUSTAINABILITY GOALS

Occupational Health and Safety continues to be a main focus area in Andersen’s operations. As with many other areas of the business, 2020 proved to be a difficult year for safety due to increased turnover of people on our manufacturing floor, a very large order volume in the second half of the year, and our designation as an essential employer at the beginning of the pandemic. Despite these challenges, our incident rate of 3.93 (per 100 employees) was well below the national average in our category of 4.6 (based on the most recent available data from 2019), but was higher than our 2019 incident rate of 2.99. As we continue to operate under the very difficult circumstances of the COVID-19 pandemic, we are learning and improving towards the goal of reducing this incident rate again in 2021.



¹2019 Bureau of Labor Statistics Incident rate from: https://www.bls.gov/web/osh/summ1_00.htm. Accessed [10 September 2021].

**State of the Art Manufacturing
in Goodyear, Arizona**

In 2020, Andersen opened the doors to a new 540,000-square-foot manufacturing plant in Goodyear, Ariz. This project represents the most ambitious construction project for Andersen in years. The site is a first for Andersen in many ways: our first branded facility in Arizona, first build-to-suit site in 100 years, and our first building with future capability for the entire manufacturing process (extrusion, assembly, storage and distribution) from start to finish. This presented a unique opportunity to build in sustainability best practices before production even started. With a heavy focus on energy efficiency, the new plant includes premium efficiency coolers for our processes, automated and efficient climate control, and demand-controlled wood dust collection. Andersen is also exploring options for solar energy and has already installed electric vehicle charging for employee and guest use.

Our Goodyear plant’s leadership won’t be limited to environmental best practices or manufacturing efficiency. Andersen also aims to make this facility a special place to work for the more than 500 employees who will eventually join the Andersen team in Arizona. Of the 137,000 residents in the Goodyear/Buckeye area, the average age is 35, there are as many females as there are males, and 47 percent are Hispanic, black or other minority. Andersen leaders are committed to matching those demographics as closely as possible within our workforce. Ensuring Andersen is an inclusive place to work is critical to our success in the region. This includes hiring people who are bilingual for employee-facing roles.



“When we enter any new market, we want to become the employer of choice,” said Jim Moulton, vice president and general manager of Andersen’s West operations. “There has been a lot of media attention given to the current competitive nature of labor availability. Integrating diversity and inclusion into our plant’s strategy is an important part of how we attract, retain and develop excellent talent. At the Goodyear site, we have clear and aligned direction to support us in becoming a great employer in Phoenix. We are off to a great start.”

Building a solid pipeline of talent, Andersen has forged a strong relationship with Arizona State University, in addition to local community and technical colleges. As a Yellow Ribbon company, we are proud to have established relationships with Luke Air Force Base and the State of Arizona’s Department of Veterans’ Services. Andersen is also collaborating with local nonprofits to engage with the community, learn from local residents and give back.

“We are working in the community to build the Andersen® brand,” Human Resources Manager Jeremy Roth said. “There is a sense of pride and ownership in Goodyear that you typically see in smaller communities. It’s very energizing.”

**SPOTLIGHT ON...
WORKPLACE SAFETY
RECOGNITION**



Andersen’s door plant in Bayport, MN, was recognized for excellence in workplace safety and health by the Minnesota Safety Council. Even with additional safety requirements due to COVID-19, the patio door plant had a 58 percent improvement in safety performance indicators from 2019 to 2020.

“This award is great recognition for all door plant team members focused on making safety their top priority every day,” said Steve Stockey, plant manager of Andersen’s door plant. “I’d like to extend a ‘thank you’ to the entire door plant team for their efforts. I look forward to the continued development of our safety culture as we make the plant a safer place every day.”

**SPOTLIGHT ON...
PARTNERING FOR ZERO LANDFILL**



Our manufacturing site in Dubuque, Iowa, is working with MDK Zero Landfill (located in New Hampton, Iowa) with the goal of increasing recycling and waste diversion from our E-Series production processes. Andersen’s E-Series plant in Dubuque has always been a great example of environmental best practices within our enterprise, and in the true spirit of continuous improvement, they sought out a collaborator that could help recycle our most challenging output: full-unit, unsalable windows. Historically, the complexity and durability of our products made disassembly for recycling incredibly difficult, and we often struggle to find a partner for this task. With MDK’s extensive recycling and material brokering capabilities, we have been able to find new outlets for our disassembled products. This new collaboration will allow us to reduce waste to landfill and provides a model for other sites.

Healthy Home

In 2020, our homes were our sanctuaries and our safe havens. With so many of us working, going to school and living much of our lives from our homes it became more important than ever to ensure our homes are safe and healthy environments.

At Andersen, we certify almost all our products* to the Scientific Certification Services Indoor Air Advantage Gold™ program. That means our windows and doors provide beauty and light to homes without off-gassing potentially harmful volatile organic compounds (VOCs), which are gases emitted from common household products including paints, varnishes and cleaning supplies. Low-VOC products help minimize the potential for common pollutants to impact the air quality in our customers’ homes, helping reduce health risks to them and their families.

Beyond our product certifications, we wanted to make it as easy as possible for homeowners to learn about our products and how they contribute to a healthier home. On our “A Healthy Home” page, homeowners can explore ways to design wellness into a home, including increasing natural light and ventilation, investing in safe materials, and biophilic design.

*Excludes MQ® and Storm Doors.



**INTRODUCING
BIOPHILIC DESIGN**



Decorating your living spaces with plants is not only a beautiful design statement, but plants act as natural air purifiers, absorbing toxicants and converting indoor carbon dioxide into oxygen. Biophilic design works to create a strong connection to the natural environment and has been embraced by designers, builders, and homeowners alike.

Andersen Earns 2020 ENERGY STAR® Award



Andersen Corporation, including its subsidiaries, has been named a 2020 ENERGY STAR Partner of the Year – Sustained Excellence Award winner. The Sustained Excellence Award is the highest honor given by ENERGY STAR for continued leadership in protecting the environment through superior energy efficiency achievements.

“Every day we set out to craft and inspire a better future for our company and our customers, this includes creating durable products that help reduce energy consumption and emissions, lower utility costs, and contribute to an overall healthy home,” said Jay Lund, chairman and chief executive officer of Andersen Corporation. “We are proud to have been named a 2020 ENERGY STAR Partner of the Year – Sustained Excellence Award winner, reinforcing our longstanding commitment to producing sustainable products and reducing our impact on the world around us.”

Andersen has been an ENERGY STAR partner since the Windows program began in 1998 and was the first window manufacturer awarded the ENERGY STAR National Window Partner of the Year in 1999. This is Andersen’s sixth Sustained Excellence Award and the 11th time the company has been recognized by the ENERGY STAR program.

“I salute the 2020 ENERGY STAR award winners,” said Anne Idsal, United States Environmental Protection Agency (US EPA) principal deputy assistant administrator for air and radiation. “These leaders demonstrate how energy efficiency drives economic competitiveness in tandem with environmental protection.”

The EPA presents the Sustained Excellence Award to partners that have already received ENERGY STAR Partner of the Year recognition for a minimum of two consecutive years and have gone above and beyond the criteria needed to qualify for recognition. Winners hail from small, family-owned businesses to Fortune 500 organizations – representing energy-efficient products, services, new homes, and buildings in the commercial, industrial and public sectors.

“ENERGY STAR” is a registered trademark of the U.S. Environmental Protection Agency.



**DIVERSITY, EQUITY
& INCLUSION:**

All Together

Andersen’s commitment to diversity, equity and inclusion is deeply rooted in the company’s history and core values. Over the past year, we were reminded how important it is for us to stand up for our values and nurture the “all together” philosophy that has made Andersen a special, welcoming, inclusive and rewarding place to work for generations of employees.

We stand together with a renewed commitment to help lead the transformative changes required in our workplaces and the broader community to ensure a better today, and tomorrow, for all.

The work and results highlighted in this section are the outcomes of the collective efforts of the entire Andersen team that genuinely cares for one another and strives every day to live up to our vision that everyone benefits from their experience with Andersen.



**Andersen’s Diversity, Equity
& Inclusion Commitment**

At Andersen, we are aligned behind a shared commitment to have a diverse, equitable and inclusive workplace where employees feel **respected, valued and driven to realize their full potential.**

Diversity

We build and nurture diverse teams representing multiple backgrounds, genders, racial and ethnic groups, abilities, nationalities, identities and experiences to respond to and meet the varying needs of an increasingly complex and diverse world.

Equity

We continually update our policies and practices and improve our culture to help ensure all employees have what they need to be successful in the workplace.

Inclusion

We strive to foster an inclusive environment and leverage diversity as a competitive advantage. We believe all employees should feel respected and valued, not only for what they bring to the workplace, but for who they are as people. Their perspectives will help us engage with our customers and communities in innovative ways.



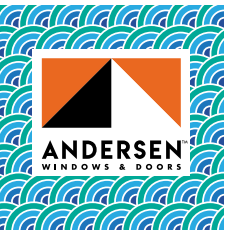
ERNs: Supporting and Connecting Employees

Employee Resource Networks (ERN) are voluntary, employee-led groups that encourage personal and professional development, promote diversity, and drive company and individual growth. Andersen has seven networks, five of which were formed in 2019. Each network is sponsored by an executive. Participation in the networks encourages employees to connect with – and learn from – one another, establishing stronger ties and making our entire company more informed, welcoming, and inclusive.

Employees throughout Andersen are welcome to join these networks and become part of a group of employees leveraging their collective range of skills, talents, perspectives and experiences to further a culture of inclusion across our company. Our Employee Resource Networks help contribute to an environment where every person feels safe, respected and free to be their authentic self. In 2021, we will add three additional ERNs that focus on STEM, LatinX and Disabilities.



**AFRICAN
DESCENT**



**ASIAN/PACIFIC
ISLANDER**



**MILITARY
CONNECTIONS**



PRIDE +



**SOUTH
ASIAN**



**WOMEN
LEADERS**



**YOUNG
PROFESSIONALS**



Leveraging the Power of a Diverse Workforce

Diversity of cultures, experiences, backgrounds and perspectives enriches our company culture and strengthens our business.

In 2020, our focus on attracting, retaining and nurturing a diverse employee population resulted in an increase in ethnic and gender diversity across our company, and expanded brand awareness to a much larger pipeline of talent. Furthering our dedication to workforce diversity, our efforts included:

Community Connections

Strengthening our external relationships to build diverse talent pipelines, including active engagement with historic Black colleges and universities, veterans career fairs, LGBTQIA+ recruitment events and diverse networking programs.

Capacity Building

Training our Talent Acquisition team on best practices in recruiting strategies to diversify our talent pool.

- Diverse sourcing
- Removing bias
- LGBTQIA+ recruiting
- Analysis of labor market demographics

Recruitment

Expanding requirements for diverse candidate slates.

Retention

Evaluating and refining onboarding programs with a focus on inclusion.

Results

Establishing data-driven outcomes for long-term business impact.



Engaging our Business Relationships, Customers and Communities

This journey is not ours alone. Our work is supported and strengthened by industry leaders and diversity experts who share their knowledge, connections, and firsthand experiences to challenge us and make us better.

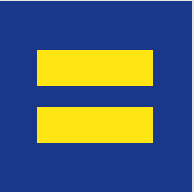
As we work to advance diversity, equity and inclusion within our company, we are also committed to amplifying and supporting diversity within our industry, addressing long-standing inequities and helping those in need in the communities where we live and work.

OUR COMMITMENTS

- **CEO Action for Diversity & Inclusion™**, the largest CEO-driven business commitment to advance diversity and inclusion within the workplace
- **Human Rights Campaign Foundation Corporate Equality Index**, a national benchmarking tool on corporate policies, practices and benefits pertinent to lesbian, gay, bisexual, transgender and queer employees
- **Minnesota Business Coalition for Racial Equity**, more than 80 organizations in Minnesota that have come together to build an equitable, inclusive and prosperous state with and for Black residents



CEO **ACT!ON** FOR DIVERSITY & INCLUSION



HUMAN
RIGHTS
CAMPAIGN
FOUNDATION™



Minnesota Business
Coalition for
Racial Equity



“People of Color Careers helps us drive change and break down long-standing equity barriers on a scale that will tip the balance in a meaningful way.”

– **Jay Lund**
Chairman and CEO,
Andersen Corporation



Andersen is proud to be a founding sponsor of the **People Of Color Careers™** platform. This professional network for people of color aims to facilitate professionals of color connecting with hiring managers and recruiters at top companies, to be an all-in-one spot for professionals and employers to find one another.

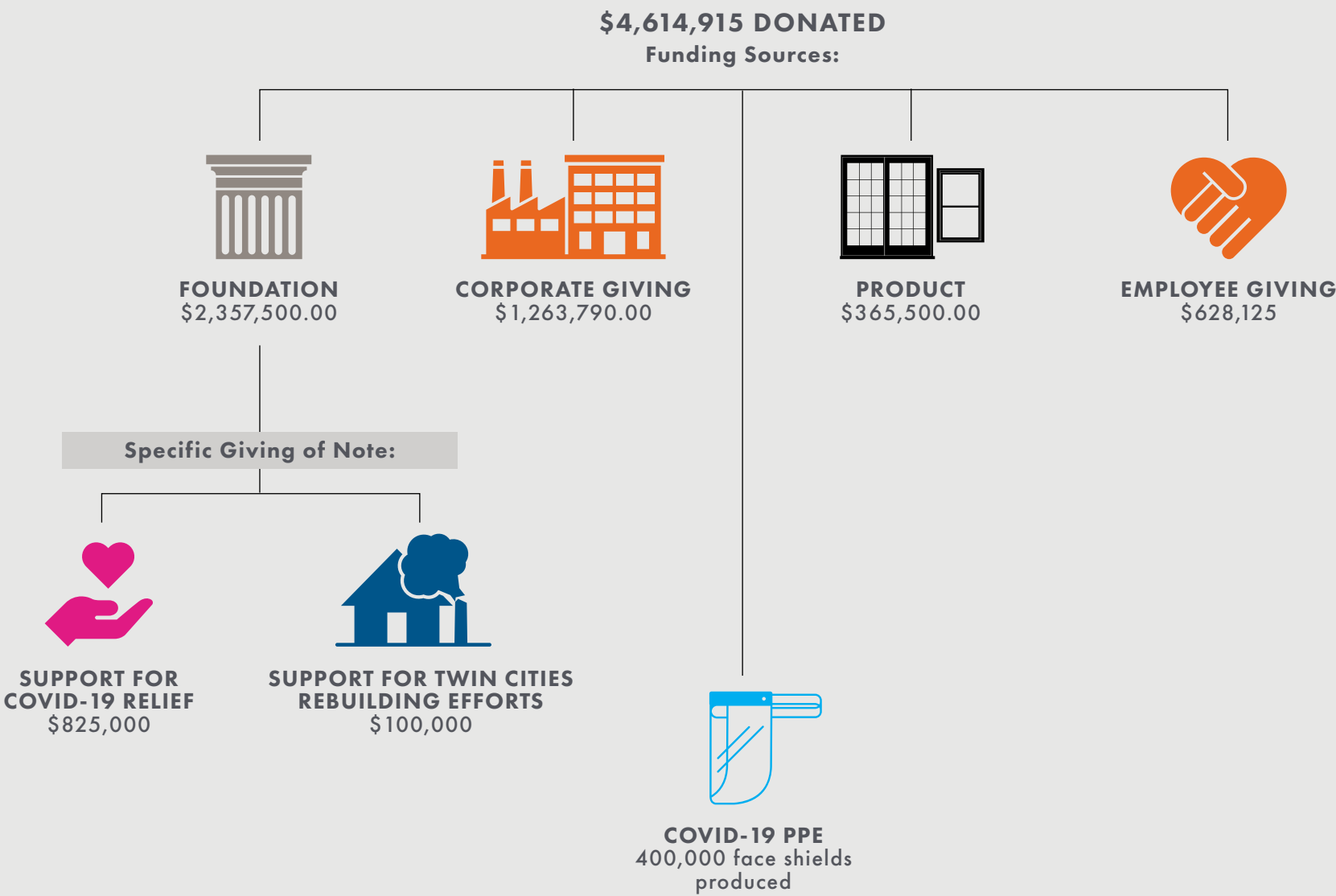
Through this network, our recruiters and hiring managers are leading the way in showing how a human-centered approach to hiring helps expand our networks and build relationships with professionals of color.

“When I think about meaningful change and leadership, Andersen immediately comes to mind. My partnership with Andersen is best summed up with one word: action. As a company, they have been unyielding in demonstrating their commitment to creating a more diverse, equitable and inclusive workplace where all can feel like they belong. There has been no initiative that I’ve approached Andersen to partner with me on – from the People Of Color Career Fair™ to the People Of Color Careers Social Hiring Network—that they have declined their full participation. Because of their actionable commitment to change, we have been able to do some amazing work around closing access gaps that professionals of color experience in our region.”

– **Sharon Smith-Akinsanya**
Founder of People Of Color Careers
CEO, Rae Mackenzie Group



2020 Community Impact Metrics



COMMUNITY:
An Unprecedented Year of Living and Giving

For many of us, the life we imagined at the beginning of 2020 was much different than the life we lived over the course of the year. COVID-19 presented many challenges in the communities where our employees live and work. Andersen Corporation was fortunate to be designated as an essential business throughout 2020, allowing us to continue to safely operate in states across the country and maintain business continuity. Because of this, we leaned into to our philosophy of “All Together” and sought out ways to support the growing and changing needs in our communities.

In 2020, Andersen and the Andersen Corporate Foundation donated more than \$4 million in the areas of housing, education, social services, healthcare and racial justice in communities where our employees live and work. “Supporting our communities is at the heart of who we are at Andersen. We are fortunate to experience another year of business favorability and are proud to support organizations and causes that improve lives and strengthen communities at a time when the needs are so great,” said Karen Richard, senior vice president and chief human resources officer at Andersen, and president of the Andersen Corporate Foundation.

A highlight of our 2020 giving was a \$500,000 commitment by the Andersen Corporate Foundation to support COVID-19 response efforts. We made this commitment early in the pandemic, focusing on grants that targeted immediate healthcare needs, support for community members impacted by the economic toll of the pandemic, and educational equity. Given the urgency of the situation, we worked with existing, trusted partners, who could quickly and efficiently distribute the funds to address some of the most pressing needs in our community. To help our local healthcare system adapt to COVID-19, a grant to Regions Hospital Foundation supported an expansion of telemedicine offerings, making it easier for patients to continue receiving the care they need, safely. We were also proud to support the Greater Twin Cities United

Way COVID-19 Response and Recovery Fund, The St. Croix Valley Foundation’s COVID-19 Response Fund, and the Heading Home MN Funders Collaborative COVID-19 Response fund, to ensure that our neighbors could meet their basic needs, including food and housing. To this end, we also funded 30 food shelves across the country.

As schools shifted to virtual education, Andersen joined several other leading Twin Cities companies to collectively donate more than \$1 million to the North Star Network, an initiative of the African American Community Response Team and Summit Academy OIC to provide hundreds of diverse students with education support at COVID-safe “learning pods” throughout Twin Cities metro area. In the wake of civil unrest and a growing racial reckoning, we donated to rebuilding and recovery funds in Minneapolis and St. Paul.

At Andersen, supporting our communities is a deeply rooted tradition. In a year when so many people and communities were deeply impacted by the pandemic, civil unrest and natural disasters, we were proud to continue this tradition – inspiring hope at a time when it was needed more than ever.

Eliza Chlebeck
Director of Communications and Community

Andersen Employees Create and Donate Critical PPE

The COVID-19 pandemic forced businesses to evaluate priorities and change the way they operate. As a window and door manufacturer, Andersen was fortunate to be considered an essential business, allowing the company to continue to safely run its operations and produce window and door products throughout the pandemic. At the same time, the company had an opportunity to creatively deploy our design and production skills to serve our communities across the country and contribute to the national effort to combat the virus.

Andersen’s Research, Development, and Innovation (RD&I) team quickly started looking for ways to leverage our unique capabilities and resources to support the community. The biggest need: personal protective equipment (PPE). The country was facing a long and hard battle with COVID-19, and protective equipment was hard to obtain. Most of the PPE in the U.S. comes from overseas, and lockdowns impacted manufacturing and distribution of the much-needed equipment. With 3D printing and injection molding expertise, Andersen’s RD&I team focused its attention on designing face shields – PPE that provides critical coverage of the entire face and can have a longer use life than other forms of PPE. The team worked directly with health care providers such as HealthPartners, Mayo Clinic, and the State of Minnesota to create safe and comfortable face shield designs.

“In times of adversity, the people who work at Andersen rise to the occasion. It’s a value woven into the DNA of our company as evidenced as far back as World War II, when workers produced wooden ammunition boxes to aid the war effort,” said Brandon Berg, senior vice president of research, development and innovation at Andersen.



The team worked tirelessly to create an inexpensive high-quality face shield within just a week. Within six days of completing the final design, the team was mass producing face shields. In a truly collaborative effort, Andersen received equipment and materials from suppliers including Stratasys, Plastic Products Co., Diamond Lake Tool Inc., Nott Company, and Rogers Foam Corporation. According to Josh Tharaldson, strategic account manager, the efforts were “a real example of ‘all together.’”

A total of 400,000 face shields were created for first responders, health care professionals, students, educators and election officials. Approximately 270,000 were donated and the remaining 130,000 were sold at cost. Andersen worked closely with various health organizations, municipalities, Indigenous electoral tribe organizations and school districts and nonprofits across the country to get face shields to people working on the front lines of the pandemic. Andrew Maas, RD&I engineer and lead supervisor, was proud to be a part of something that impacted so many: “When you think of each of those shields being used, how they protected a lot of people from COVID-19, it was awesome to be a part of the project.”

“One thing we have learned this past year is that our ability to react quickly and adjust course is not just a survival strategy, it can lead to the types of innovation and transformation that allow us to thrive in the midst of adversity,” said Jay Lund, Andersen’s chairman and chief executive officer. Andersen’s significant production of PPE at a critical time in the COVID-19 pandemic demonstrated our ongoing commitment to giving back and our ability to leverage our innovation as a force for good.

CREATING AFFORDABLE HOUSING WITH HABITAT FOR HUMANITY®



For more than two decades, Andersen has partnered with Habitat for Humanity affiliates across the country to increase housing access and stability in communities where Andersen has significant operations. In our headquarters community, we are proud of our deep and longstanding relationship with Twin Cities Habitat for Humanity and the work we do together to support their mission of producing, preserving and advocating for affordable homeownership. Over the past decade, Andersen employees have dedicated more than 8,300 volunteer days and the company has donated more than \$2.4 million– including philanthropic donations and product donations – to Twin Cities Habitat for Humanity.

In-person volunteerism looked different in 2020, but our teams were eager to safely participate in the select volunteer opportunities available on Habitat job sites, including participation in Twin Cities Habitat for Humanity’s annual Women’s Build and two weeks of volunteer build days during our annual employee giving campaign. Paul Delahunt, president of Renewal by Andersen is a member of the Twin Cities Habitat for Humanity board of directors, and Jay Lund, chairman and CEO, served as co-chair of the affiliate’s Multiplying the Impact Campaign Cabinet, a five-year campaign to double Habitat homeownership opportunities for Twin Cities families.

Renewal by Andersen’s ‘United Against Cancer’ Campaign Hits Milestone

Each October, the Renewal by Andersen team focuses on the fight against cancer. It is a time to celebrate cancer survivors, remember loved ones lost to the disease, and come together to raise funds and awareness. In 2020, Renewal by Andersen hit a major milestone with its annual “United Against Cancer” fundraiser, surpassing the \$1 million contribution mark to support the American Cancer Society. Donations came from the Renewal by Andersen retail network, and contributions from employees and homeowners. In 2020 alone, Renewal raised more than \$390,000 for the American Cancer Society.

“For the last three years, the Renewal by Andersen network of retailers and employees have rallied every October to help support cancer patients, and fund research that could someday end this horrible disease that affects way too many of our friends, colleagues and family members,” said Jeanne Junker, senior vice president of affiliate operations at Renewal by Andersen.

“From crazy sock contests to a cancer awareness bracelet sale at our production facility, there was no shortage of innovative ideas to activate our team,” said Junker. Creativity spread across the company. At Renewal by Andersen of Wyoming, the team rallied around a new colleague who is a breast cancer survivor. On a windy, fall day, the team came together and held a walk. They also gathered 250 bags and filled them with glow sticks to create a beautiful display as a show of support in the fight against cancer.

Renewal’s 2020 campaign came at a time when, like many nonprofits, the American Cancer Society faced challenges like never before amid a pandemic. Fundraising events became more difficult, and Hope Lodge locations – where cancer patients and their caregivers can stay while receiving treatment - temporarily closed. However, the need to support cancer patients has never been greater.

“I am so grateful for everyone at Andersen Corporation and Renewal by Andersen for your tremendous support of the American Cancer Society. You’ve made a real difference,” said Gary Reedy, CEO of the American Cancer Society, commenting on the fundraising efforts and continued support.

Because of Renewal’s work in giving back and making a positive impact, the company was honored with the Spirit of Hope Award at the 2020 Minnesota Made Extravaganza, a gala benefiting the American Cancer Society. The award recognizes corporate, medical and community partners for their contributions in the fight against cancer.



**SPOTLIGHT ON...
ANDERSEN PROUDLY SUPPORTS
JARED ALLEN’S HOMES FOR
WOUNDED WARRIORS**



Andersen Corporation has a long-standing commitment to supporting our armed forces. That commitment doesn’t end when one of our heroes transitions back into civilian life. We are honored to support Jared Allen’s Homes for Wounded Warriors, a nonprofit dedicated to building customized, injury-specific homes for injured U.S. military veterans returning from Iraq and Afghanistan. Over the past three years, Andersen has provided windows to homes that will improve the lives of veterans who sustained life-changing injuries while serving our country, including Army Specialist Daniel Tingle, Army Sergeant Tom Block, Army Corporal Cesar Garcia and Army Ranger Staff Sergeant Travis Dunn.



**2020 Election:
Be Orange. Be You. Be Heard.**

Andersen supports civic engagement in the communities where our employees live and work. Encouraging civic participation so that each and every person’s voice can be heard is one way we live our values and embrace individual differences. In the midst of the COVID-19 pandemic, the 2020 United States election looked different than any before. At Andersen, we focused on making sure our employees were informed about the election and how they could safely participate.

Andersen joined more than 700 companies in Time to Vote, a non-partisan movement led by the business community, to encourage voter participation. Throughout the summer and fall, Andersen employees were provided information about the election process, different voting options, and ways to play a role in the election, including serving as a poll worker.

Thanks to the Andersen election engagement campaign, employees across the country became election workers, many for the first time.

Annie Zipfel, senior vice president and chief marketing officer, registered to work as an election judge in Minnesota. Annie shared: “I felt so inspired to do my part in the voting process. We just reached 100 years of women having the right to vote in the U.S., and I never take that for granted. In 2020, with COVID-19 really reducing the availability of election judges, it just felt like one simple thing I could do to help facilitate voting in our areas.” Grant Davis, senior vice president and general manager of Andersen’s residential and commercial division also decided to become a poll worker. “Voting is one of our

civic responsibilities, so it’s critically important to help make it possible for everyone to exercise their right to vote,” Davis said. “I was eager to being able to personally make an impact on the success of Election Day, and I was proud to be a part of Andersen’s efforts to encourage voter participation.”

In addition to employee engagement efforts, Andersen was also able to contribute directly to help protect the health and safety of election workers. Andersen was able to donate more than 52,000 of the face shields the company developed directly to election workers across the U.S., including 8,900 face shields for use in Minnesota, and more than 37,000 for use in Alabama, Ohio, Pennsylvania, Washington, Montana, Georgia, South Dakota and New Mexico. Through this meaningful contribution, we further demonstrated our commitment to civic responsibility and helped make a safe 2020 election possible.



Twin Cities Rebuilding And Recovery

Neighborhoods across the Twin Cities of Minneapolis and St. Paul, Minn., were devastated by the civil unrest following the killing of George Floyd in May 2020. The communities hardest hit by the unrest are also those most significantly impacted by longstanding social and economic disparities. To support these communities as they work to rebuild and revitalize, the Andersen Corporate Foundation donated \$100,000 to rebuilding funds benefiting the Lake Street, West Broadway and Midway neighborhoods in Minneapolis and St. Paul. In addition to this philanthropic support, Andersen, in partnership with HandsOn Twin Cities, is piloting a new skills-based, pro-bono volunteer program to leverage our employees’ skills in the recovery efforts. This volunteerism program will allow employees to assist Twin Cities BIPOC-owned small businesses as they build back. Andersen is proud to be a part of the Twin Cities community, and we are ready to help our neighbors recover from the impacts of 2020.

2020 Employee Giving Campaign

Each year, Andersen hosts an annual employee giving campaign, encouraging and supporting employees to give back to their local communities. During the 2020 campaign, Andersen employees put the company philosophy of “all together” into action. For the first time in company history, Andersen proudly provided a 50 percent company match on employee donations to any tax-qualified section 501(c)(3) organization of their choice, reflecting our commitment to helping our employees “Be Generous and Be You” by supporting the causes most important to them. During the two-week employee giving campaign, we leveraged our joint generosity to make a difference for our communities at a time of increased need, supporting more than 900 nonprofits in North America, and collectively raising more than \$1 million dollars for our communities.

**SPOTLIGHT ON...
CONNECTEDMN BRIDGES
DIGITAL DIVIDE**



The COVID-19 pandemic and subsequent need for schools to quickly transition to distance learning profoundly widened the educational opportunity gap across the country. In Minnesota, Andersen joined other leaders in business and philanthropy to support ConnectedMN, a public-private partnership of philanthropic and business leaders from across the state working to ensure students from underserved communities in Minnesota have the technology and support they need to fully participate in virtual education. Collectively, the initiative raised more than \$1.5 million that was quickly deployed to assist with immediate distance learning needs.



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