



SUSTAINABILITY REPORT 2020

20

SIGMA TECHNOLOGY GROUP

This report has been prepared in accordance
with the GRI Standards: Core option



KEY FACTS

Sigma Technology Group, part of the Sigma Group, is a privately-owned global technology consulting company with operations in Sweden, Hungary, China, and Ukraine. The company offers cutting-edge expertise with expert consultants, offshore delivery, and development teams. Team deliveries constitute about 70% of the business volume and are carried out in their own premises. The company offers expertise and capacity in software development, embedded systems, product information, and digital solutions. Sigma Technology Group currently has almost 1,000 employees in addition to 1,100 employees in Ukraine and has sales of approximately SEK 1.1 billion.

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CEO STATEMENT



We have had a fantastic long period of substantial growth and kicked off in 2020 with excellent momentum, starting up new assignments and projects and employing new talents to the Sigma Technology Family. We had a great 2019 followed by a great first quarter of 2020.

The COVID-19 pandemic has brought the whole world into lockdown, and all economic activities went down. The outbreak of the coronavirus has hit different parts of our business and customers' operations differently. Our clients in telecom, MedTech, manufacturing sectors have mostly switched to a work from home mode and continued with all the assignments in our business areas.

The automotive and part of the industrial sectors have been heavily hit. Sigma Technology companies working towards these sectors (mostly Gothenburg, Sweden) have been affected and had to adapt their organizations to the new normal, prioritizing our business areas in digitalization, electrification, software & embedded design.

CEO STATEMENT

Almost all our customers closed their offices during the virus outbreak. The whole organization (both us and our customers) went into "WFH" (Working From Home) mode that tested our capacity to successfully change the working model over a night. It has put the focus on IT, Security, and management – we fulfilled this shift very well without any impact.

“We contribute to a better tomorrow by driving education and innovation development.”

It is important for us to have a clear agenda for our sustainability work and translate the goals into concrete actions. As a consulting company, knowledge, experience, and education are central components for us, which is why we have decided to contribute to a better tomorrow through education and innovation. Here we feel at home and know that we can make a difference.

We focus our sustainability work in several areas, based on the significance of economic, environmental, and social impacts as well as influence on business operations. These areas are Superior Employment, Superior Supplier Value, Community Development, University cooperation and education, Equality and Diversity, and Business Ethics and Transparency. This report gathers the highlights of our sustainability work in 2020.

Our support in sustainability projects has never been so relevant as this year. We have continued our long-term cooperation and commitment to social responsibility and supported several new initiatives this year, which you can read more about in this report.

I want to thank all our talented colleagues who contribute to making Sigma Technology an organization where people are in focus and where we make technology usable. During this year, we have learned to meet digitally, train online, and stay connected while being on distance. Together, we create a responsible, inclusive, and sustainable organization.

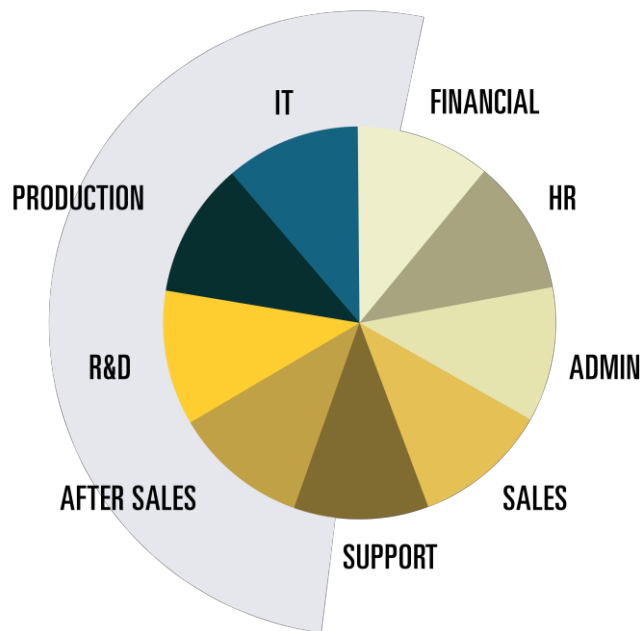
Carl Vikingsson,

CEO, Sigma Technology Group

WHO WE ARE

We are targeting large world-leading companies who require not only top-quality deliveries and capacity but also a supplier who can drive improvements and utilize innovation to bring value to our customers. Sigma Technology focuses on our customers' activities in product development & IT (grey sector on the figure) with a strategy to follow our customers globally. The services are Product information, Embedded & Software Design, Information Management, and offshore IT services. We can foresee further development in the IT sector with Cloud and FinTech solutions that we entered in 2020.

Our vision is to become the leading tech consulting company where people are in focus, helping our clients innovate and our people grow. That is why we have two priorities: superior supplier value and superior employment.



"Sigma Technology combines a strong local presence with a global reach and capacity – 'Local Drive - Global Strength.' Our local presence at the clients' main R&D hubs combined with global capacity and operations makes us a unique supplier within our business compared to many of our competitors locally and globally. A flat organization model that is inclusive, supportive, and entrepreneurial with the individual at the center."

Carl Vikingsson, CEO Sigma Technology Group

SUSTAINABILITY CONTEXT

Sigma Technology regularly takes part in activities that contribute to a sustainable future, by supporting innovation and development through education.

We do that in close cooperation with universities by driving innovation, through exchange programs, and on a voluntary basis as teachers. We open up doors for students who want to learn about entrepreneurship or a specific industry, or simply want to acquire a competitive skill in a certain area.

OBJECTIVE
THE LEADING TECHNOLOGY CONSULTING COMPANY WHERE PEOPLE ARE IN FOCUS

COMPANY CULTURE
STRIVING FOR SUCCESS

PHILOSOPHY
LOCAL DRIVE, GLOBAL STRENGTH

SUPERIOR EMPLOYMENT

SUPERIOR SUPPLIER VALUE

KNOWN AS LEADER IN BUSINESS

GROW FASTER WITH BETTER PROFITABILITY THAN OUR COMPETITORS

EXPECT A BETTER TOMORROW

OUR VISION

Our main driving force is to create a better tomorrow. We have great people with great ideas that drive development forward. This is precisely what motivates us at Sigma, to empower the vision and shape tomorrow, for our customers, our employees, and for the world around us.

A BETTER TOMORROW FOR OUR CUSTOMERS

- We translate innovations into the customers' daily business.

A BETTER TOMORROW FOR OUR EMPLOYEES

- We cultivate an engaging multicultural environment where employees can share experience and improve their skills and responsibilities.

A BETTER TOMORROW FOR THE WORLD AROUND US

- We contribute to a sustainable future by supporting innovation and giving a brighter future through education.

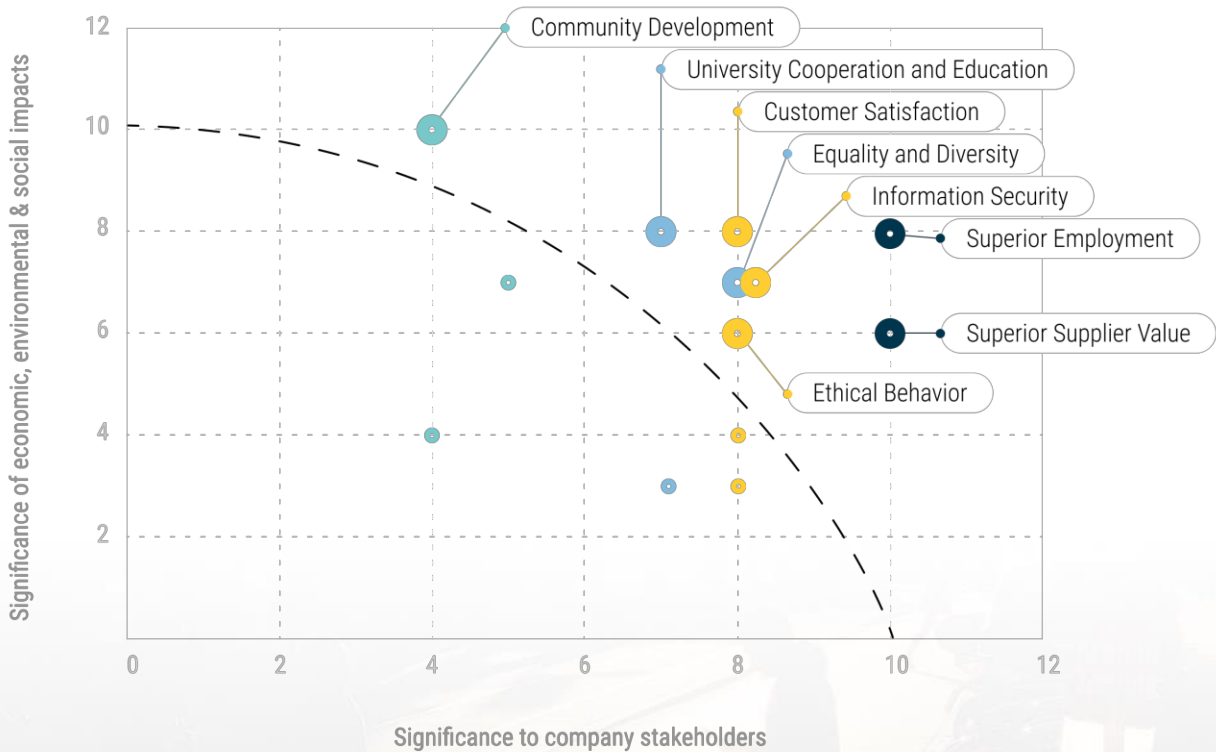
Read more about [Sustainability at Sigma Technology](#).



CONTRIBUTING TO
A SUSTAINABLE FUTURE
THROUGH EDUCATION
AND INNOVATION

MATERIALITY OF SUSTAINABILITY

Sigma Technology's top priorities are Superior Employment and Superior Supplier value. Below, we have listed additional material topics: their impact and their respective main opportunities and risks. The topics with materiality geometric mean > 10 are presented in extent in this report.



MATERIALITY OF SUSTAINABILITY

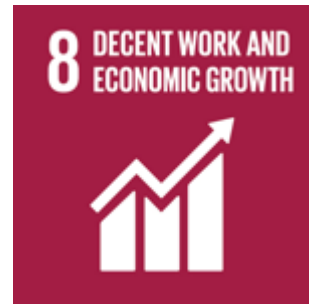
Topic	Impact	Risk/Opportunity	Influence on stakeholder assessments & decisions	Significance of economic, environmental & social impacts	GMS
Superior Employment (Employee satisfaction)	High: brings down attrition which reduce cost. Increase ability to recruit which support growth	Risk: Customers' ability to be long term sustainable, to continue demanding service. Lack of ability from managers to interact in a attractive way with employees and candidates. Opportunity: Grow ahead of competitors	10	8	12,8
Superior Supplier value (Strategic Fit, Services, Organization, Management)	High: brings more and better long-term business opportunities than to competitors	Risk: if don't manage, opportunities will be less. Opportunity: if we do it well growth will come more easily.	10	6	11,7
Customer satisfaction (Delivery quality)	High: brings higher status as supplier and more business.	Risk: if don't manage, opportunities will be less. Opportunity: if we do it well growth will come more easily.	8	8	11,3
Community Development (Star for Life, primary school programs, FCR)	Medium: Important project to large part of the company, customers and the society. Strongly add meaning and moral value.	Opportunity: we will attract employees, candidates and customers.	4	10	10,8
University cooperation and education	Medium: important activities for improving education for students.	Opportunity: will create stronger contacts with potential candidates. The candidates will gain more applicable skills and knowledge.	8	7	10,6
Equality / Diversity	High: upholding and advancing the perceived equality and inclusive culture is imperative in a multi-national and diverse organization.	Opportunity: more employees and candidates will feel attracted to the organization. Customer will feel the good spirit from our team.	7	8	10,6
Information security, Cyber security	High: It is imperative to keep internal end external business information and secrets safe.	Risk: inability to safeguard customer material will undermine trust of the company. It imply risk for penalty.	8	7	10,6

MATERIALITY OF SUSTAINABILITY

Topic	Impact	Risk/Opportunity	Influence on stakeholder assessments & decisions	Significance of economic, environmental & social impacts	GMS
Ethical Behavior, Transparency and Anti-Corruption	Medium: following the highest standards of business ethics enhance the moral of the whole organization. Customers and society will since this and have trust in the company.	Risk: failure to following the Code of Conduct and Business Ethics will undermine the trust from customers, employee and society.	8	6	10,0
Environmental impact (Business Travel, recycling, energy consumption)	Low: The service supply has only small environmental impact. We support sustainability by acting responsibly on business travel, recycling, energy consumption etc.	Risk: failure to act in a sustainable way will have negative impact on environment and the moral of the team.	8	4	8,9
Health and Safety, Employee Health	Low: good working environment in the offices and at the customers are key. Our managers have close dialogue with our employee to support on their wellbeing.	Risk: workload, skills, cooperation, communication and responsibilities need to follow abilities for all employees not to cause stress.	8	3	8,5
Risk management	Medium: Risk management is done according to the ISO 27001 standard.	Risk: fixed price assignments on has higher business risks and need to be managed closely from start.	7	3	7,7
R&D Innovation	Low: we focus to be innovative in the customer assignments. This add value and the attraction as a partner.	Opportunity: Innovative contributions will increase the customer perceived value. We will get more opportunities from the customers.	4	4	5,7

UN SUSTAINABLE DEVELOPMENT GOALS

The United Nations adopted Agenda 2030 and 17 Sustainable Development Goals that global leaders have pledged to achieve. Sigma Technology strives to contribute to the progress. We have identified the goals that we support through continuous improvement of our operations and sustainability performance. Sigma Technology contributes to sustainable development through community development, education and innovation, gender equality, diversity, responsible consumption, and business ethics.



EXPECT A BETTER TOMORROW

SUPERIOR EMPLOYMENT

(EMPLOYEE SATISFACTION)

Our vision is to become the leading tech consulting company where people are in focus, helping our clients innovate and our people grow.

That is why we have two priorities: superior supplier value and superior employment.

We deliver Superior Employment Value through:

- Employer branding
- Challenging work
- Caring leaders
- Trust and respect
- Training & workshops
- Development “Trainee to coach”
- Corporate events
- Digital Workplace
- Health policy
- Team building
- Corporate spirit
- School mentorship (student ambassadors, sponsorship, courses)
- CSR

4 QUALITY EDUCATION



5 GENDER EQUALITY



SUPERIOR EMPLOYMENT

(EMPLOYEE SATISFACTION)

- The managers closely engage with employees to identify and coach for their professional development. The manager will identify the most suitable customer's assignments based on the employees' professional competence and skills, with the long-term development in mind.
- The development plans are documented and reviewed every year and followed up regularly. The manager communicates with each employee, normally on a weekly basis.
- All senior managers (company presidents) are recruited locally from the same country where they are operative (Sweden, Hungary, and China). This is in line with our strategy "Local Drive – Global Strength".
- The Company offers training and workshops on a monthly basis. They are organized internally, and there are internal and external trainers. Training is online or classroom-based.
- The Company has employees with origin in over 40 countries. The company culture is based on trust and respect. All employees will get equal opportunities based on their qualifications and abilities.
- Digital Workplace has brought the latest in cloud services and collaboration tools to our fingertips. Based around Microsoft Business 365 apps, Digital Workplace lets us access all apps and files from anywhere, on any device. Innovative collaboration tools to keep our team organized and working better together.



SUPERIOR EMPLOYMENT

(EMPLOYEE SATISFACTION)

Sigma Technology has been voted as one of Sweden's Best Employers for eight consecutive years. Every year, Universum, one of the most popular job portals in Sweden, ranks Swedish employers that succeed best in internal identity, employee loyalty, and employee satisfaction. This year, Universum has nominated companies, whose employees are most likely to recommend their workplace to their contacts and friends. Sigma Technology Group won first place as Sweden's Most Recommended Employer and came third among Sweden's Best Employers.

4 QUALITY EDUCATION



5 GENDER EQUALITY



Sigma Technology
Top 1 Most Recommended Employer in Sweden 2020
Top 3 Best Employer in Sweden 2020

GLOBAL COMPANY WITH FAMILY SPIRIT





SUPERIOR SUPPLIER VALUE

(STRATEGIC FIT, SERVICES, ORGANIZATION, MANAGEMENT)

Sigma Technology's philosophy is 'Local Drive – Global Strength'. We combine a strong local presence with the strength of being a global player.



Best Managed Company in Sweden 2020





SUPERIOR SUPPLIER VALUE

(STRATEGIC FIT, SERVICES, ORGANIZATION, MANAGEMENT)

We deliver Superior Supplier Value through:

- Operational excellence
- Leadership in services
- Delivery excellence
- Commercial excellence
- Capacity to meet global or local expectations
- Technology capability
- Agile & lean operations that are flexible and scalable
- Innovation
- Structure capital (ISO, IS/IT, etc.)
- Stable financials
- BCP Planning and Adaptation

The outbreak of COVID-19 triggered new activities:

- Following authority's recommendation to minimize spread of virus.
- Update company Risk Analysis
- Close contact with customers and align with new business plans
- Facilitate Work from Home when ever possible, e.g., IT, digital meetings and events
- Increase information and communication with all Employees





SUPERIOR SUPPLIER VALUE

(STRATEGIC FIT, SERVICES, ORGANIZATION, MANAGEMENT)

- The Company organizes its operations to bring value to our customers in an effective, profitable and sustainable way.
- The Company assesses the customers' needs and demands on a weekly basis. The assessment guides for most effective use of consultant skills, team sizes and forecast for recruitment.
- The managers follow up weekly with the customer's stakeholders. The discussion is based on performance, needs, and how to further improve the Company's delivery.
- In larger customer cooperation, the managers drive to have in-depth discussions at steering group meetings and roadmap meetings on a quarterly basis.
- Based on these discussions, the managers will drive the continuous improvements of the delivery. That can encompass extent of delivery, responsibilities, geographies, targets for quality and cost, skills of the consultant team.
- Many customers define KPIs. Each company manager will drive the continuous improvement of KPI results. Recently, the KPI score for the company's largest customer was at all time high at 79% where 75% is regarded as a good and sustainable level (commit level).
- In global assignments managers cooperate to lead the assignment. The global account responsibility / coordination is managed by one manager.
- The company managers involve consultants in activities to reach the targets at each customer.
- Senior Management includes operative managers at Sigma Technology Group level and company presidents with more than 50 employees. The target is to have at least 80% Senior management locally recruited. This is ensured by CEO during recruitment.



CUSTOMER SATISFACTION

(DELIVERY QUALITY)

SIGMA TECHNOLOGY CUSTOMER SATISFACTION AVERAGE



75% customer satisfaction is regarded as a good outcome by most organizations.

- Sigma Technology targets 80% or better as response on our customer relationship survey.
- The customer relationship survey result has been over 80% the last 10 years.
- The customer relationship survey result for 2020 is 85,6% which is all-time high result.

To summarize, more than 9 of 10 customers, have answered that they are satisfied or very satisfied with Sigma Technology.



COMMUNITY DEVELOPMENT



We are extremely committed to everyone in our Sigma team. As a large company, we have a huge responsibility for the ones who work [at Sigma](#) and the ones we work for. But we also have a strong belief that we should take an active role in creating a better tomorrow for people all over the world.

CONTRIBUTING TO
A SUSTAINABLE FUTURE
THROUGH EDUCATION
AND INNOVATION

20

UNIVERSITIES COOPERATE
WITH US IN SWEDEN,
HUNGARY, CHINA, UKRAINE.

1400

STUDENTS ARE OUR FRIENDS
THROUGH STAR FOR LIFE



COMMUNITY DEVELOPMENT

STAR FOR LIFE
Empowering young people to dare to dream and reach for these dreams.

School Name	Number of Students
MMEMEZI HIGH SCHOOL	400 STUDENTS
NIBELA PRIMARY SCHOOL	600 STUDENTS
NOMPONDO PRIMARY SCHOOL	400 STUDENTS

At Sigma Technology, we believe that a better tomorrow is possible through education and innovation development. As a proud sponsor of Star for Life, a unique program aimed at preventing the spread of HIV and AIDS among young people in South Africa and Namibia, we have a unique opportunity to give children in South Africa a better future.

Star for Life was created in 2005 by Christin and Dan Olofsson, owner of Sigma Group, and now involves more than 300,000 young people and their families in South Africa and Namibia.

Over the last five years, Sigma Technology has supported three schools in South Africa, enabling the Star for Life motivational and health program: Mmemezi High School, Nibela Primary School, and Nompondo Primary School. The cooperation is driven by CEO, CCO and Sigma Technology employees – Star for Life Ambassadors that are selected on a two-year basis.

The Star for Life support was especially vital for the South African community during the COVID-19 lockdown period. The Department of Education in KwaZulu-Natal Province, South Africa, entrusted Star for Life to conduct COVID-19 awareness workshops, promote mental health wellness for students and support teaching staff.

COMMUNITY DEVELOPMENT

Star for Life ambassadors are responsible for:

- Communicating with schools and Star for Life organization regarding our support and scholarship program for the graduates, identifying other initiatives we can support.
- Analyzing and reporting on the status of Star for Life project in Sigma Technology's schools.
- Being spokesperson at Sigma Technology regarding our Star for Life program by sharing news on SKIES and ST Outlook for all employees.

SMART RECYCLING OF COMPUTERS – SPONSORING COMPUTER EDUCATION IN SOUTHERN AFRICA

Starting from 2018, Sigma Technology has been supporting the Computer Education in Southern Africa (CESA) project. The CESA project is based on the cooperation of businesses willing to donate computer equipment and students willing to invest time, organizational effort, and knowledge. The project functions in three steps: first, the group selects a team of students who will go to South Africa and Namibia to install computers in schools, educate teachers and students. Secondly, CESA finds partners in Sweden that are willing to donate laptops or support the project financially. Finally, the students go to rural schools chosen by Star for Life to install the computers and educate personnel and students.

HEROES OF TOMORROW AND SIGMA TECHNOLOGY GRANT

During the COVID-19 lockdown period, Sigma Technology has supported ten university students in South Africa (who graduated from Mmemezi High School, one of Sigma Technology's Star for Life schools) with internet access as support to their online studies.

We want to continue following our students, even after they graduate from Star for Life schools. One way for us to do this is by supporting the initiative Heroes of Tomorrow that was started by a former student of Mmemezi High School. Heroes of Tomorrow is a community of university students and graduates who want to give back to their community by visiting schools and sharing knowledge about university life's peculiarities, the application process, and supporting school students in their career choice. We plan to continue supporting Heroes of Tomorrow in 2021.

COMMUNITY DEVELOPMENT

THE EDISONPLATFORM, HUNGARY

Edisonplatform is a new think-tank community created by Bridge Budapest, a Hungarian entrepreneurial-founded NGO. Edisonplatform's goal is to better connect NGOs, for-profit, scientific, and education actors concerned about the future of children, to collect best practices worth learning from, to create new knowledge, and to develop how children and adults think. During 2020, Edisonplatform started a new project #EdisonKids for young Hungarian innovators aged 12-16 to tackle the world's most pressing problems.

The challenge that participants needed to ideate around was how we can support small kids who study and play at home and spend the afternoons and weekends alone. Mentors from Hungarian companies and university students supported young entrepreneurs and inventors. György Nagy, Country Manager at Sigma Technology Hungary, was one of the mentors.



"Anyone who has ever talked to a teenager knows that for the highest concentration of bright ideas, the place to look is inside a kids' brain. Their heads are simply bursting with innovative thoughts, coupled with limitless energy and tireless creative power to implement them. They need us, grown-ups, to listen to them more and take what they say seriously. I am so happy for #EdisonKids to offer just that,"

says György Nagy, Country Manager at Sigma Technology Hungary.



UNIVERSITY COOPERATION AND EDUCATION

UKRAINE

ENTREPRENEURSHIP
IT EDUCATION

HUNGARY

INFOCOMMUNICATION
TEST AUTOMATION
EQUALITY

CHINA

TECHNICAL
COMMUNICATION

SWEDEN

PRODUCT INFORMATION
VR/AR
IOT
EQUALITY & DIVERSITY

UKRAINE

Sigma Technology cooperates with Sigma Software, sister company at Sigma Group, in supporting education and innovation projects in Ukraine. The Ukrainian IT industry shows active development. According to experts' opinion, the industry growth goes up to 35-40%.

IT_Eureka is a Ukrainian startup contest among students and young entrepreneurs that has been organized by Sigma since 2014. Over the years, the contest gathered 2500+ participants with 750+ projects.

Over these years it was supported by the European educational platform TEMPUS, the leading Ukrainian and European universities, IT businesses, and state institutions. The aim of the contest is to promote Ukrainian IT eco-system, share knowledge in startup development, and help startup entrepreneurs bring their vigorous ideas into life.

For the second year in a row, the contest runs under the support of the Ministry of Education and Science of Ukraine and in partnership with Polish – Ukrainian Startup Bridge. In 2020, the [contest was conducted fully online](#) and gathered 100 applications.

HUNGARY

Sigma Technology's Hungarian office supports multitude of initiatives to promote better quality of higher technical education in Hungary.



UNIVERSITY COOPERATION AND EDUCATION



Sigma Technology Hungary is one of the strategic partners of the second largest engineering university in Hungary, Óbuda University. Sigma Technology holds Infocommunication and Soft Skills course for 110 students of the Informatics Department at the university and launched a course in Test Automation in 2019. During the challenging period of COVID-19, Sigma Technology Hungary has converted all course material to online format. Apart from that, we have also provided LinkedIn Learning licenses to the students of Computer Science to support them during distance learning process.

This year, Sigma Technology Hungary has become one of the few companies in the Industrial Committee established by Óbuda University. The goal of the committee is to strengthen cooperation between the university and private sector to identify how university can prepare students better for industrial and business needs, identify the most important areas of research, and support talented students.

UNIVERSITY COOPERATION AND EDUCATION

SWEDEN

Sigma Technology in Sweden cooperates with several leading technical universities in the areas of product information, VR/AR, and IoT.

The outbreak of the coronavirus leads to the disruption of traditional business models and processes. However, crises can also lead to innovation and the introduction of new, more flexible, and adaptable ways of working. Thinking long-term and investing in research and development can help companies and organizations prepare for future challenges. In 2020, Sigma Technology became one of the companies to conduct a joint Ph.D. program in Computer Science with a focus on predictive maintenance systems together with Linnaeus University. The program is sponsored by the Knowledge Foundation.

“We believe that a growing number of companies are now realizing the advantages of data analysis to make smarter decisions. For example, data allows you to automatically control the optimal time for maintenance and services to minimize time and cost efforts. The Ph.D. project that we start together with Linnaeus University will focus on predictive maintenance. During the program, a Ph.D. student will work with Big Data, Data Analytics, Machine Learning, Data Visualization, Sensors, and Content Management,” says Daniel Björkman, Vice President at Sigma Technology Solutions.

Sigma Technology is an active participant of student hackathons, job fairs, and conducts guest lectures to help students in career guidance.



UNIVERSITY COOPERATION AND EDUCATION

CHINA

Sigma Technology China has assisted several universities in China in developing technical writing courses and held training sessions for professional use in the technical communication area.

Sigma Technology China's country manager has been a lecturer in technical communication for Peking University since 2011. About 40 students attend the course each year.

Sigma Technology also cooperates with Tongji University and drives WeChat Tech Communication community.

During 2020, Sigma Technology experts contributed with interviews about their experience in technical communication that were later used together with the research and findings in the first comprehensive technical writing book designed for Chinese graduate students in translation studies – "Becoming a Technical Writer" by Youlan Tao, Min Xie, Quan Zhou, Xiaoli Li, and Shaowu Cheng.





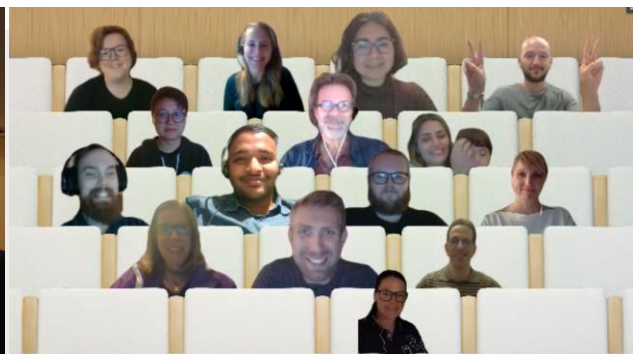
EQUALITY AND DIVERSITY

DIVERSITY

Sigma Technology has set growth and expansion goals to establish market-leading position in key areas. We believe that to meet this growth, we need to attract the best talents, from all over the world. The company today unites experts from 41 different countries. An important aspect of Sigma Technology's diversity work is to ensure inclusive and safe environment for all employees.

To achieve this, the company provides:

- Support in Swedish language education for individuals and an employee-driven Swedish Club in Gothenburg. During our Swedish language sessions, the attendees are given the opportunity to practice speaking and writing, learn about Swedish social codes and office culture. In 2020, all Swedish Club sessions have been transferred online.
- Cultural Nights project – the goal of Cultural Nights project is to contribute to an inclusive workplace where we are open about our differences and curious about new knowledge and insights. This is series of events to open the door to discussing and exploring the cultures and diversity within Sigma Technology. We want these events to be rich in discussions, knowledge sharing while having a great time with the team. During 2020, we have conducted three events dedicated to three regions – Africa, Latin America, and Asia.



EQUALITY AND DIVERSITY

EQUALITY

At Sigma Technology, we strive to maintain a respectful environment where people are allowed to be who they are, and everyone is treated equally regardless of their background. These activities are guided by our long-term engagement and Equal Opportunities Policy. Our goal is to reach higher proportion of women at workplace than number of women graduating from targeted education programs*.

Sigma Technology works actively to be an attractive workplace for both men and women. In 2020, the gender proportion is 33% women and 67% men. To encourage more women to join the IT area and become part of Sigma Technology, we support different types of activities:

- WiTech – female network in Kronoberg region where Sigma Technology is a gold sponsor. WiTech aims to inspire future generations of girls to join IT, inspire more women in tech to become role models, and create a meeting place for women in tech.
- Embla – is the first female network dedicated to embedded programming in Linköping. Our vision is to inspire more women to pursue a career in embedded programming and create a safe place for knowledge sharing and networking in Linköping. During 2020, the network board group was formed, and the first live workshop is planned for early 2021.

*[Statistisk analys, UKÄ, "Allt fler kvinnor tar civilingenjörsexamen"](#)

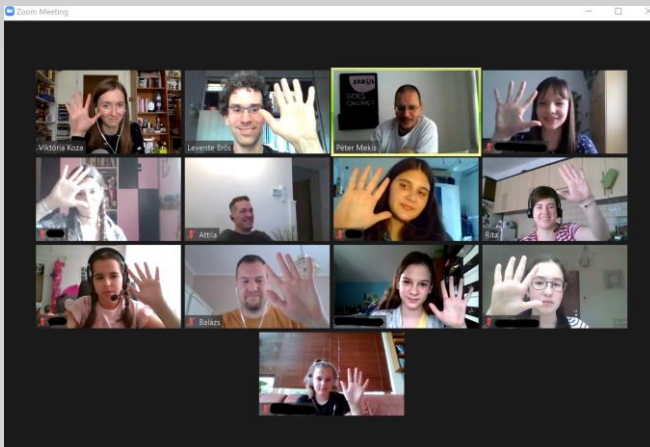




EQUALITY AND DIVERSITY

EQUALITY

- Skool project – programming education for girls aged 10-18 in Hungary. Skool has helped over 2500 girls to get to know Scratch and start programming. During the period of quarantine and lockdown the organization conducted online workshops where Sigma Technology Hungary employees participated as mentors.



“Even though it was our first online mentoring session, it went very smoothly. After a session of coding, we also got to share our stories in tech with the girls and answer their questions,”

says Rita Helli, coordinator of Sigma Technology’s cooperation with Skool.

- WeAreOpen Common Interest initiative – a campaign driven by a Hungarian non-governmental organization WeAreOpen (Nytottak vagyunk) that aims to promote openness as a value for organizations and help organizations learn and demonstrate the benefits of inclusion. Sigma Technology Hungary has committed to promote equal opportunities for women and men at the workplace by releasing diversity indicators and developing programs to support Women’s Career Advancement. Read more at <https://nytottakvagyunk.hu/en/>



INFORMATION AND CYBER SECURITY

Sigma Technology has worked strategically with IT infrastructure to meet the proactive growth of the organization, focusing on making our IT setup secure, reliable, and available.

SECURE & RELIABLE

Sigma Technology has premium partnerships with leading IT infrastructure suppliers to guarantee high uptime and reliable products. The whole organization is ISO 27001 certified showing our commitment to information security.



AVAILABLE EVERYWHERE

Sigma Technology has a flexible, secure, modern, and highly available IT setup where our consultants can work from any location and access the tools from any device. By utilizing the latest software and applications using Microsoft 365, Sigma Technology consultants have both secure and easy access to files and programs remotely or onsite.

STATE-OF-THE-ART IT INFRASTRUCTURE

SECURE & RELIABLE



HP EliteBook with Gold service agreement & great performance



MultiFactor Authentication



Up-to-date with managed updates for OS, AntiVirus etc.

AVAILABLE EVERYWHERE



Office 365 ProPlus Communications in Teams, Skype for Business, E-mail



Secure offline access to E-mail, Files, Teams. Regular backup.



Secure mobile access to services and information.

FLEXIBLE YET GOVERNED



Secure remote access to internal network. Work from Sigma office, customer, home, or 4G connectivity.



IT Support that works. Flexible setup with efficient helpdesk and expert support.



ISO 27001 (Information Security)-certified.

TRANSPARENCY AND BUSINESS ETHICS

Sigma Technology aims to deliver Superior Supplier Value to its customers. Sigma Technology supports transparent business practice ethics and follows clients with the same philosophy and approach. Sigma Technology has created anti-corruption policy and has involved in different initiatives to promote transparency and business ethics.

ANTI-CORRUPTION

Sigma Technology do not accept any type of corruption. In our business we are transparent and honest. We base our policy and anti-corruption work on the UN program the fight against corruption, thefightagainstcorruption.org.

8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES

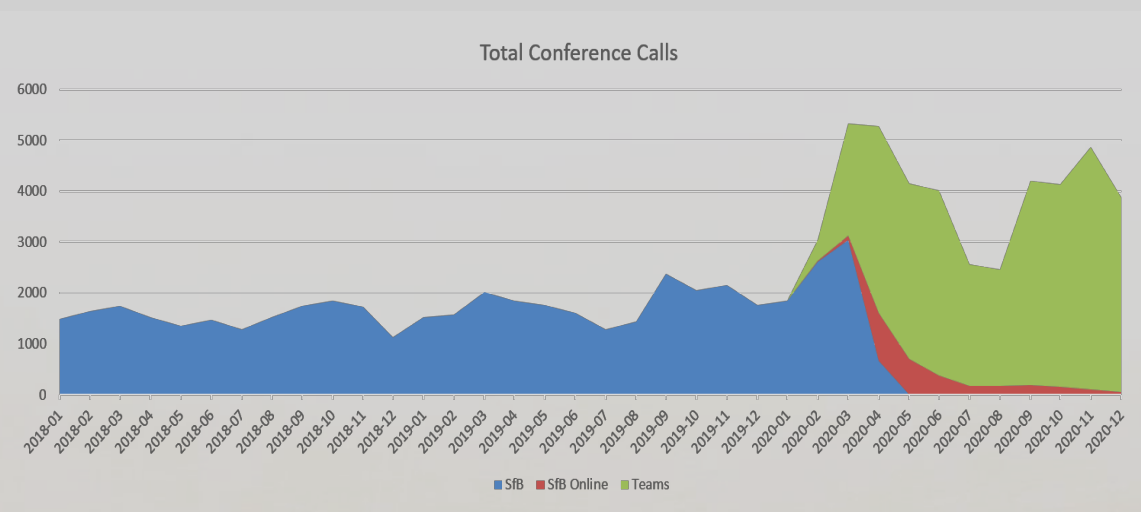




ENVIRONMENT

The environmental policy is the baseline and sets the direction of Sigma Technology's environmental work. We define and grade our environmental aspects and based on relevant criteria our significant aspects are categorized into six focus areas.

GOAL: Reduce the CO2 emissions on a company level by using alternative way of meeting and doing business. We promote the use of virtual meetings and collaboration both when it comes to intercompany work and in customer projects. Increase the number of online meetings by 10% over 3-year period.



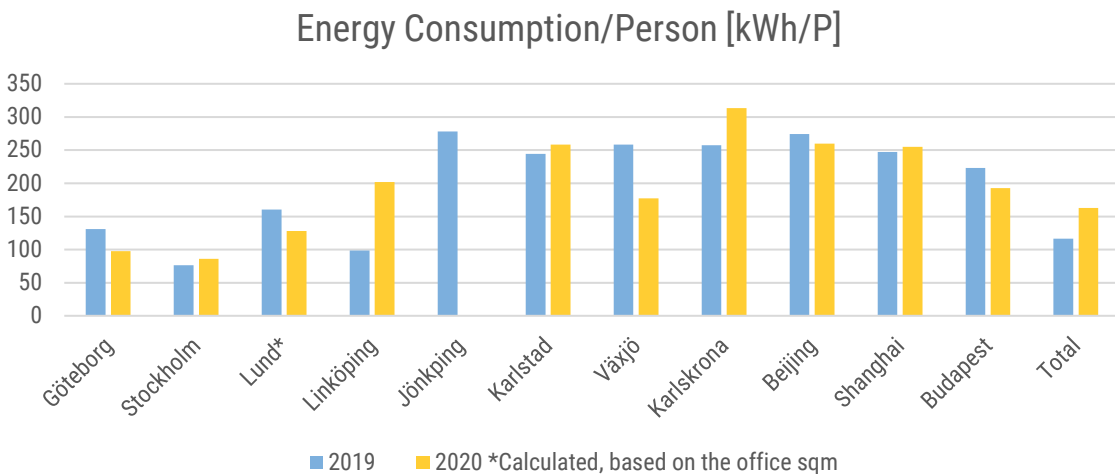
Our environmental focus:

- Travel - We preferably choose remote solutions, such as Skype conferences. If we need to travel, we do so as environmentally friendly as possible.
- Commuting - We encourage the employees to use public transportation or bike to work.



ENVIRONMENT

- Energy usage - We strive for efficiency to reduce our consumption of electricity.
- Resource consumption - We minimize usage of consumables, sort waste and properly dispose environmentally hazardous waste.
- Coworker health - We encourage the employees to participate in activities and events to increase their health status.
- Corporate Social Responsibility (CSR) – We are a partner company for the social program [Star for Life](#).
- Sigma Technology´s environmental work is certified according to ISO 14001:2015. This means that it is reviewed and audited regularly by a third-party certification body.



STAKEHOLDER ENGAGEMENT

The approach to stakeholder engagement enables Sigma Technology to learn about its expectations and concerns. It also provides insights into risks as well as opportunities.

The Company's stakeholders are divided into four categories:

- **Customers** – Sigma Technology communicates with customers through regular interactions and meetings as well as through dialogues focusing on specific sustainability and corporate responsibility topics.
- **Business team** – The Sigma Technology business team is our link between our customers and our employees. We strive for transparency in our business and towards our stakeholders. The business team is trained in various areas, like business ethics, occupational health and safety, quality, environment, and information security.
- **Employees** – Our employees are Sigma Technology's main asset. Each year we conduct an employee survey. The Company's employees are requested to select and grade our business according to several aspects. These results helped to form our **materiality** assessment.
- **Society** – Sigma Technology includes suppliers, media, governments, civil society, and the public. Sigma Technology communicates and interact with its stakeholders on an ongoing basis on a diverse range of topics, like human rights, anti-corruption. We are engaged in joint projects and initiatives, meetings, and surveys. Other ways to obtain stakeholder insight are research collaborations with schools and universities.

GOVERNANCE

Sigma Technology Group is a privately-owned limited liability company. The company's governance is based on the Articles of Association, the Swedish Companies Act, the Swedish Code of Corporate Governance, and other relevant Swedish and international laws and regulations.

- **Board of Directors**

The Board has the overall responsibility for Sigma Technology's organization and administration and governs Sigma Technology's corporate responsibility.

- **Executive Management**

The Executive Management team oversees the day-to-day implementation of the business strategy and corporate responsibility.

- **Corporate Sustainability Team**

The Corporate Sustainability team drives Sigma Technology's corporate sustainability strategy. The team implements a cross-functional corporate sustainability agenda and processes, monitors and reports on progress, and communicates various activities.

SUSTAINABILITY REPORT INDEX

Sustainability is an integrated part of Sigma Technology's work. We are committed to transparent sustainability reporting.

GRI

The Global Reporting Initiative (GRI) is a voluntary framework that sets out principles and indicators for measuring and reporting economic, environmental and social performance. This report has been prepared in accordance with the GRI Standards: Core option.

Sigma Technology's materiality analysis is part of the company's commitment to continuous improvement. Understanding our stakeholder's views on our industry and us as a company allows Sigma Technology to focus on the areas that matter and improve our cooperation. It also helps us to tailor our responses and supports us in getting our priorities right, as well as informing us on our reporting.

The results of this year's exercises show that our focus areas are in line with our stakeholders' expectations.

Sustainability Report Review Statement

"As a specialist in the sustainability area, and being independent to the company, I have made a review of the Sigma Technology Group's 2020 Sustainability report.

I can confirm the company's ambition to report its efforts in this area, based on the requirements of GRI: Core Option. Within the scope of my review, I have not found any basis of irregularities, incomplete or incorrect information."

Jon Solheim
Environment Consultant JMF Konsult AB

Göteborg 2021-04-01



SUSTAINABILITY REPORT INDEX

Sustainability report

The Sigma Technology Group management is responsible that the statutory sustainability report has been prepared in accordance with the Annual Accounts Act. All of Sigma Technology's business units, subsidiaries and production units worldwide are included in the report.

Below you can find the different mandatory parts for the sustainability report in accordance with the Annual Accounts Act. Read more on how we integrate it into our business model, how we measure our progress in the different areas through KPIs.

- Business model [Page 6](#)
- Sustainability KPIs [Page 9](#)
- Employment [Page 12](#)
- Social responsibility [Page 19](#)
- Human rights [Page 27](#)
- Anti-corruption [Page 29](#)
- Environment [Page 32](#)

The auditor's report on the statutory sustainability report to the general meeting of the shareholders of Sigma Technology Group AB, corporate identity number 556869-6016.

The focus and scope of the review

Our examination of the statutory sustainability report has been conducted in accordance with FAR's auditing standard River 12, the auditor's report on the statutory sustainability report.

This means that our examination of the statutory sustainability report is different and substantially less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinions.

MATERIAL TOPICS

102-8 Information on co-workers and other workers

	Male	Female	Total	Sweden	Hungary	China	Male Fulltime	Female Fulltime	Male Part-time	Female part-time
Total number of employees by employment contract (permanent and temporary), by gender.	644	310	954							
Total number of employees by employment contract (permanent and temporary), by region.				744	151	59				
Total number of employees by employment type (full-time and part-time), by gender.							633	296	11	16
Whether a significant portion of the organization's activities are performed by workers who are not employees.	73FTEs are Sub-contractors working with us.									
Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c (such as seasonal variations in the tourism or agricultural industries).	No									
An explanation of how the data have been compiled, including any assumptions made.										

202-2 Proportion of senior management hired from the local community

Senior management	Number	Locally recruited
Group level	5	100%
Company level	5	100%
Sum	10	100%

305-1 Direct (Scope 1) GHG emissions

Officex	Kwh	CO2 (ton)	GHG
Sweden ¹	87664	1,14	13
China ²	14892	8,28	556
Hungary ¹	28973	7,52	260
Sum	131493	16,94	829

¹ [Greenhouse gas emission intensity of electricity generation — European Environment Agency \(europa.eu\)](#)

² [China-CT-2020-WEB2.pdf \(climate-transparency.org\)](#)

405-1 Diversity of governance bodies and employees

Category	Total		Under 30		30 to 50		Over 50	
	Female	Male	Female	Male	Female	Male	Female	Male
Sigma Technology Group Board of Directors	0	3	0	0	0	2	0	1
Sigma Technology Business Team	14	44	2	0	12	33	1	5
Employees	310	644	59	142	227	427	24	75

GRI INDEX

Indicators	Requirements	Location of Disclosure
102-1	Name of the organization	Sigma Technology Group AB
102-2	Activities, brands, products, and services	Page 6
102-3	Location of headquarters	Lindholmospiren 9, 41756 Göteborg, Sweden
102-4	Location of operations	Sweden, Hungary, China, Norway
102-5	Ownership and legal form	Owner: Sigma AB, (owned by Danir AB) Privately owned Limited Liability Company
102-6	Markets served	Page 6, 16
102-7	Scale of the organization	Page 2
102-8	Information on employees and other workers	Page 39
102-9	Supply chain	The main source of supply is made by our employees. As a complement, sub-contractors support on competence or resource gaps.
102-10	Significant changes to the organization and its supply chain	Significant changes are communicated on the web page – www.sigmatechnology.se/contact
102-11	Precautionary Principle or approach	Sigma Technology is certified according to ISO 27001 and the precautionary principle is a basic requirement.
102-12	External initiatives	Page 34
102-13	Membership of associations	Page 20
102-14	Statement from senior decision-maker	Page 4-5
102-15	Key impacts, risks, and opportunities	Page 9-11
102-16	Values, principles, standards, and norms of behavior	Page 8, 28-30 Available policies: Code of Conduct and Business Ethics , Equal Opportunities Policy , Work Environment Policy .

GRI INDEX

Indicators	Requirements	Location of Disclosure
102-18	Governance structure	Page 36
102-40	List of stakeholder groups	Page 35
102-41	Collective bargaining agreements	Swedish organization is covered by a collective bargaining agreement. Similar conditions in Hungary and China. The total coverage is 78 %.
102-42	Identifying and selecting stakeholders	Page 35, Stakeholders are identified during the business process.
102-43	Approach to stakeholder engagement	Page 19, Customer Satisfaction survey Page 16-18, Superior Supplier Value Page 13-14, Superior Employment Value
102-44	Key topics and concerns raised	Page 9-11
102-45	Entities included in the consolidated financial statements	Annual reports are available at Bolagsverket .
102-46	Defining report content and topic boundaries	Page 9-11
102-47	List of material topics	Page 9-11
102-48	Restatements of information	No
102-49	Changes in reporting	No
102-50	Reporting period	2020
102-51	Date of most recent report	2019-10-30
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	info@sigmatechnology.se
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option

GRI INDEX

Indicators	Requirements	Location of Disclosure
102-55	GRI content index	Page 40
102-56	External assurance	Page 37
202-2	Proportion of senior management hired from the local community	Page 18, 39
305-1	Direct (Scope 1) GHG emissions	Page 33-34, 39
405-1	Diversity of governance bodies and employees	Page 28-29, 39
103-1-3	Management Approach	Page 4, 36 Available policies: Code of Conduct and Business Ethics , Equal Opportunities Policy , Work Environment Policy .

