



SUSTAINABILITY REPORT 2021

21

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, Norway, Germany, China, and Ukraine. The company offers cutting-edge expertise in software development, product information, embedded systems design & development, digital solutions, and IT infrastructure. Sigma Technology Group currently has almost 1,200 employees in addition to 1,700 employees in Ukraine and has sales of approximately SEK 1.4 billion.

The scope of the report

Current report presents Sigma Technology Group's sustainability work in Sweden, Hungary, and China in 2021. There are several ongoing projects and initiatives that Sigma Technology drives together with the Ukrainian company Sigma Software that are mentioned in this report. However, Ukrainian operations are not part of the Sigma Technology Group operative business, and their operations are revised separately by Sigma Software. For more information see [Sigma Software's CSR commitment](#).

Ectecture GmbH, Germany, was acquired during 2021. Sigma Technology Norway A/S was founded during 2021. For CSR topics, these two companies will be integrated with Sigma Technology during 2022.

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CEO STATEMENT



“It is important for us to have a clear agenda for our sustainability work and translate the goals into concrete actions. For us, as a consulting company, knowledge, experience, and education are central components – which is why we have decided to contribute to a better tomorrow through education and innovation,”

- Carl Vikingsson, CEO at Sigma Technology Group

The past year showed that the need for digitalization and electrification competence and capacity is long-term and almost insatiable. The preparation we did in 2020 to build a broad IT platform paid off in 2021 when the market opened after the initial pandemic restrictions in 2020.

Customers intensify their investments in digitalization and electrification after ramping down or closing. The restrictions in the first half of 2021 affected society but not the demand for services that increased rapidly. The "WFH" (Working from Home) model that was successfully implemented in 2020 continues in 2021, and many customers now use a hybrid model, a mix of WFH and working on site. It is likely that the mix will remain. As a supplier, we adopt customers' policies and maintain a positive approach to this new normal. We will demand that WFH mode at normal conditions is held at a commuting distance from the offices or customers' sites. This approach is supported by many customers.

CEO STATEMENT

The shift to remote and digital solutions makes smart automation and software services more relevant than ever. Following our long-term strategy, we launched nine new companies to offer services within digitalization, electrification, and connectivity and extended our operations to two new countries, Norway and Germany.

“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. For us, as a consulting company, knowledge, experience, and education are central components – 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, Cooperation with Universities, Equality and Diversity, and Business Ethics and Transparency. This report gathers the highlights of our sustainability work in 2021.

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, about which you can read more 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. 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 from their suppliers but also want to cooperate with companies that drive improvements and utilize innovation to bring value to them. 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 software development, product information, embedded systems design & development, digital solutions with expert consultants, offshore delivery, and development teams.

In 2021 we have added several new services to our portfolio, including IT infrastructure development & DevOps, UI / web accessibility solutions, cloud technologies & FinOps, cyber- and information security, and in-house services.

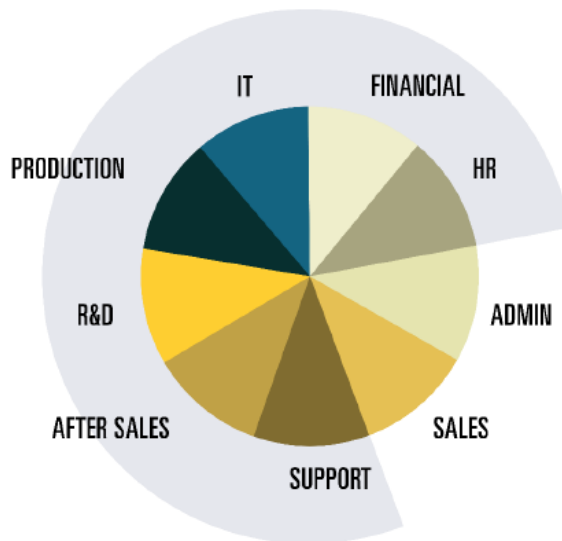


Figure 1. Sigma Technology's focus areas.

“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

WHO WE ARE

Sigma Technology Group is organized in niche companies with competence in digitalization, software development, electrification, solutions for embedded systems, data analytics, and product information, among others.

“The success of our organizational model lies in using the energy and drive from entrepreneurial companies that together form Sigma Technology Group,” says Carl Vikingsson, CEO of Sigma Technology Group.

During 2021, Eecture GmbH in Germany was acquired, and Sigma Technology Norway A/S was founded.

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.



Figure 3. Sigma Technology's objective and philosophy.

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 experiences 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.

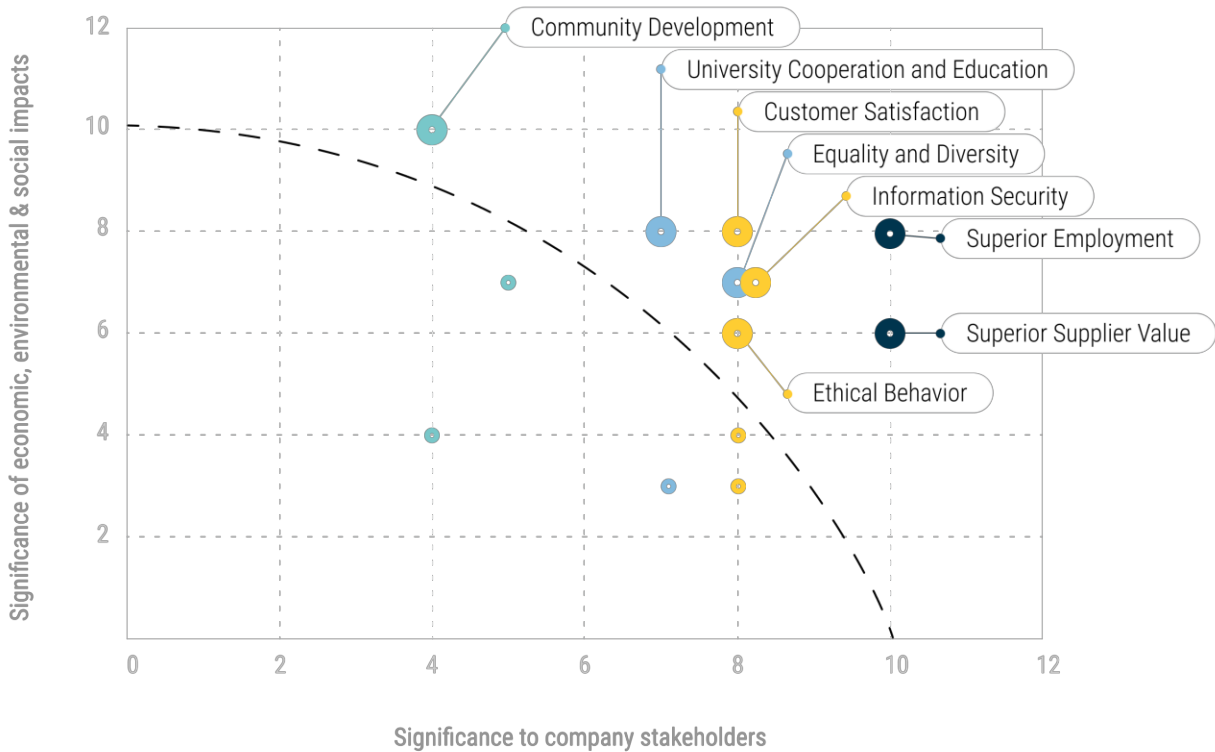


Figure 4. Sigma Technology's materiality topics.

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 reduces cost. Increases ability to recruit which supports growth.	Risk: Customers' ability to be long-term sustainable, to continue demanding service. Lack of ability from managers to interact in an 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 not managed, 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 not managed, 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 adds 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 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 and external business information and secrets safe.	Risk: Inability to safeguard customer material will undermine trust of the company. It implies risk for penalty.	8	7	10,6

The topics with materiality geometric mean > 10 are colored in turquoise.

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 enhances the moral of the whole organization. Customers and society will sense this and have trust in the company.	Risk: Failure to follow the Code of Conduct and Business Ethics will undermine the trust from customers, employees and society.	8	6	10,0
Environmental Impact (business travel, recycling, energy consumption)	Low: Service supply only has a small environmental impact. We support sustainability by acting responsibly on business travels, recycling, energy consumption etc.	Risk: Failure to act in a sustainable way will have a negative impact on the 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 a close dialogue with our employees to support their well being.	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 has higher business risks and need to be managed closely from the start.	7	3	7,7
R&D Innovation	Low: We focus on being innovative in our customer assignments. This adds value and the attraction as a partner.	Opportunity: Innovative contributions will increase the customer's perceived value. We will get more opportunities from the customers.	4	4	5,7

The topics with materiality geometric mean > 10 are colored in turquoise.

MATERIALITY OF SUSTAINABILITY

PROGRESSION OF MATERIALITY OF SUSTAINABILITY

Sigma Technology made a fundamental analysis and conclusion of its materiality of sustainability in 2018, when the first CSR report was published.

The key identified interested parties are employees, (including managers and potential employees) and customers. These two groups have been identified by the company's management as the most important and influential interested parties since well over a decade.

The company has opted not to have a specific process to interact with the interested parties with the sole purpose of getting input to the topics of materiality of sustainability. Instead, the COO, the CCO and the Quality manager – the sustainability team – are step-by-step and during daily interactions building the understanding of the interested parties' views and importance on sustainability topics. The sustainability team meets, analyzes and concludes the topics for materiality of sustainability. The result is reviewed with the company CEO before it is finally decided.

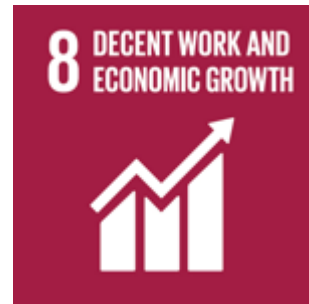
In 2020 we updated the assessment of the “Information security, Cyber security” topic.

We have not seen cause to update the materiality of sustainability for 2021 – it is the same as in 2020. If any of the following occurs, a reassessment of named topics for the report of 2022 will be triggered:

- Given events becoming public in late 2021 and early 2022, relating to large customer companies; the company has started to increase focus and activities on “Ethical Behavior, Transparency and Anti-Corruption”.
- The escalation of hostility towards Ukraine by a foreign power in the beginning of 2022 has affected the company's cooperation with our Ukraine sister company and is also deemed to increase the risk of disturbance in general for the company. To increase the company's resilience and sustainability, we have increased the activities relating to “Information security, Cyber security”, and “Business Continuity”, (that adheres to the same topic), as well as in a previous bullet, “Ethical Behavior, Transparency and Anti-Corruption”.

UN SUSTAINABLE DEVELOPMENT GOALS

The United Nations have 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

Figure 5. SDGs selected by Sigma Technology for sustainability work.

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 to grow.

That is why we have two priorities: Superior Supplier Value and Superior Employment.

We deliver Superior Employment 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



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 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 managers communicate 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, China, Norway). 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 keep our team organized and working better together.
- Coworker health – We encourage our employees to participate in activities and events to increase their health status.

4 QUALITY EDUCATION



5 GENDER EQUALITY



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. 2021 was the third year in a row when Sigma Technology Group became the TOP 3 among Sweden's Best Employers.

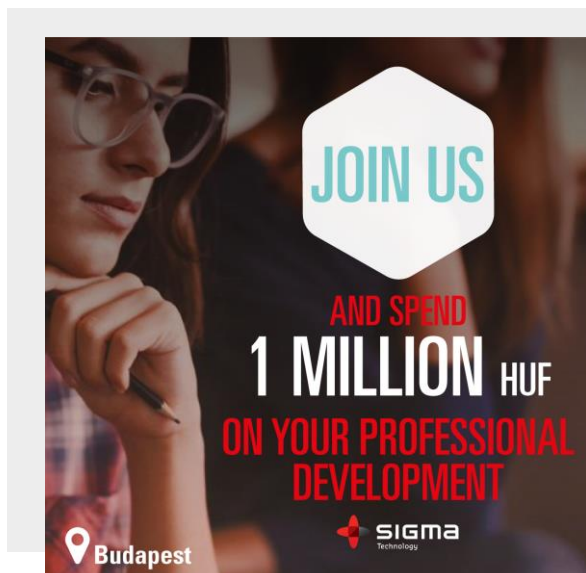


Figure 6. Sigma Technology's local recruiting ad in Hungary.

An example of how Sigma Technology Hungary works providing Superior Employment to the team is the initiative where employees get 1,000,000 HUF as investment in professional development.

4 QUALITY EDUCATION



5 GENDER EQUALITY





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.



Sigma Technology Sustainability Report

Best Managed Company in Sweden 2021





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 and 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 authorities' recommendation to minimize spread of the virus
- Updated company risk analysis
- Close contact with customers and alignment with new business plans
- Facilitate Work from Home whenever 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 to the most effective use of consultant skills, team sizes and forecasts for recruitment.
- The managers follow up weekly with the customers' stakeholders. The discussion is based on performance, needs, and how to further improve the company's delivery.
- In larger customer cooperations, 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, and skills of the consultant team.
- Many customers define KPIs. Each manager will drive the continuous improvement of KPI results. Recently, the KPI score for the company's largest customer was high and increasing 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.



SUPERIOR SUPPLIER VALUE

(STRATEGIC FIT, SERVICES, ORGANIZATION, MANAGEMENT)

- Senior management includes operative managers on a Sigma Technology Group level and company presidents with more than 50 employees. The target is to have at least 80% of the senior management locally recruited. This is ensured by the CEO during recruitment.
- The Sigma Technology Group management includes managers with responsibilities of tasks common for all or several companies within the company. During 2021, it consisted of the following four roles: CEO, CFO, COO, CIO/CPO.



CUSTOMER SATISFACTION

(DELIVERY QUALITY)

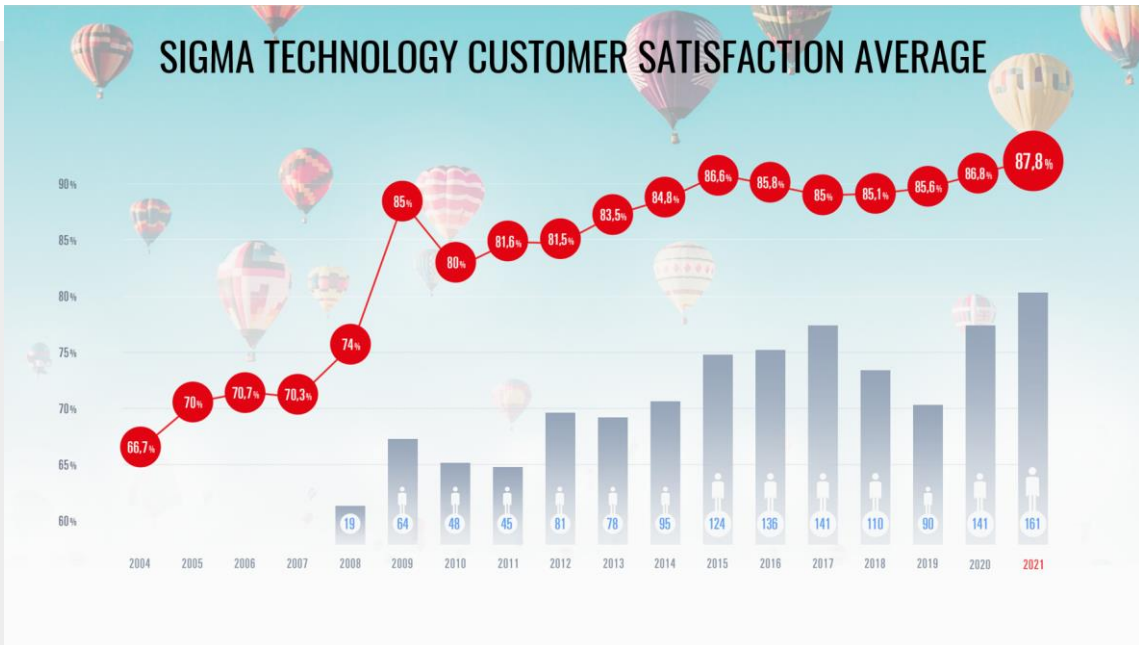


Figure 7. Sigma Technology's customer satisfaction survey.

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

- Sigma Technology targets 80% or better for the responses to our customer relationship survey.
- The customer relationship survey result has been over 80% the last 10 years.
- The customer relationship survey result for 2021 is 87,8%, which is an all-time high result.

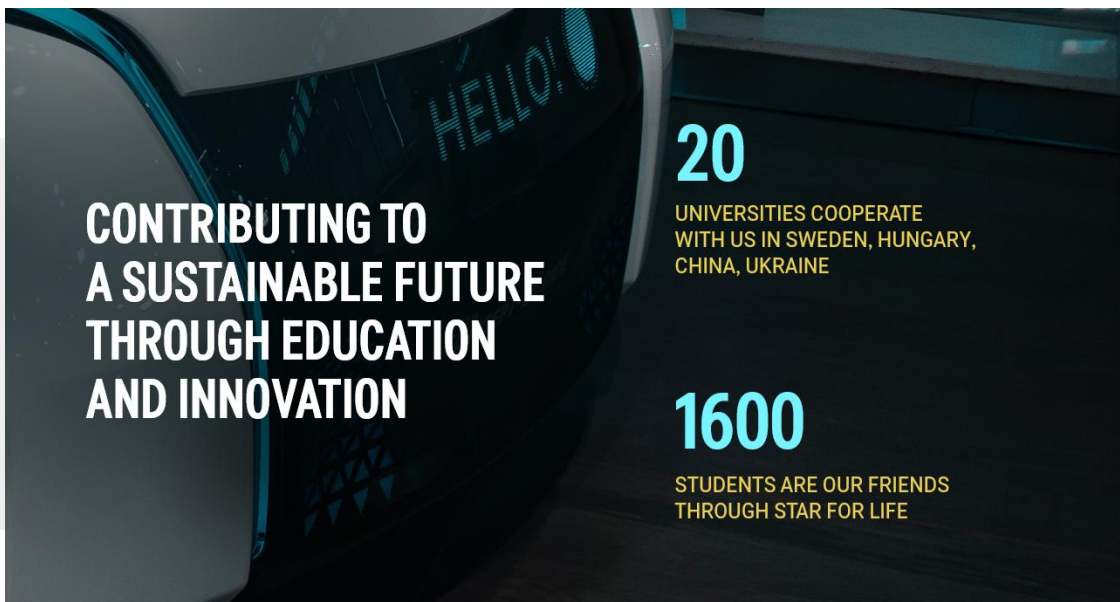
To summarize, more than 9 of 10 customers have answered that they are satisfied or very satisfied with Sigma Technology.



COMMUNITY DEVELOPMENT



We are extremely committed to everyone on 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.



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.

Over the last six 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 the CEO, CCO and Sigma Technology employees – Star for Life Ambassadors that are selected on a two-year basis.

Star for Life ambassadors are responsible for:

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

COMMUNITY DEVELOPMENT

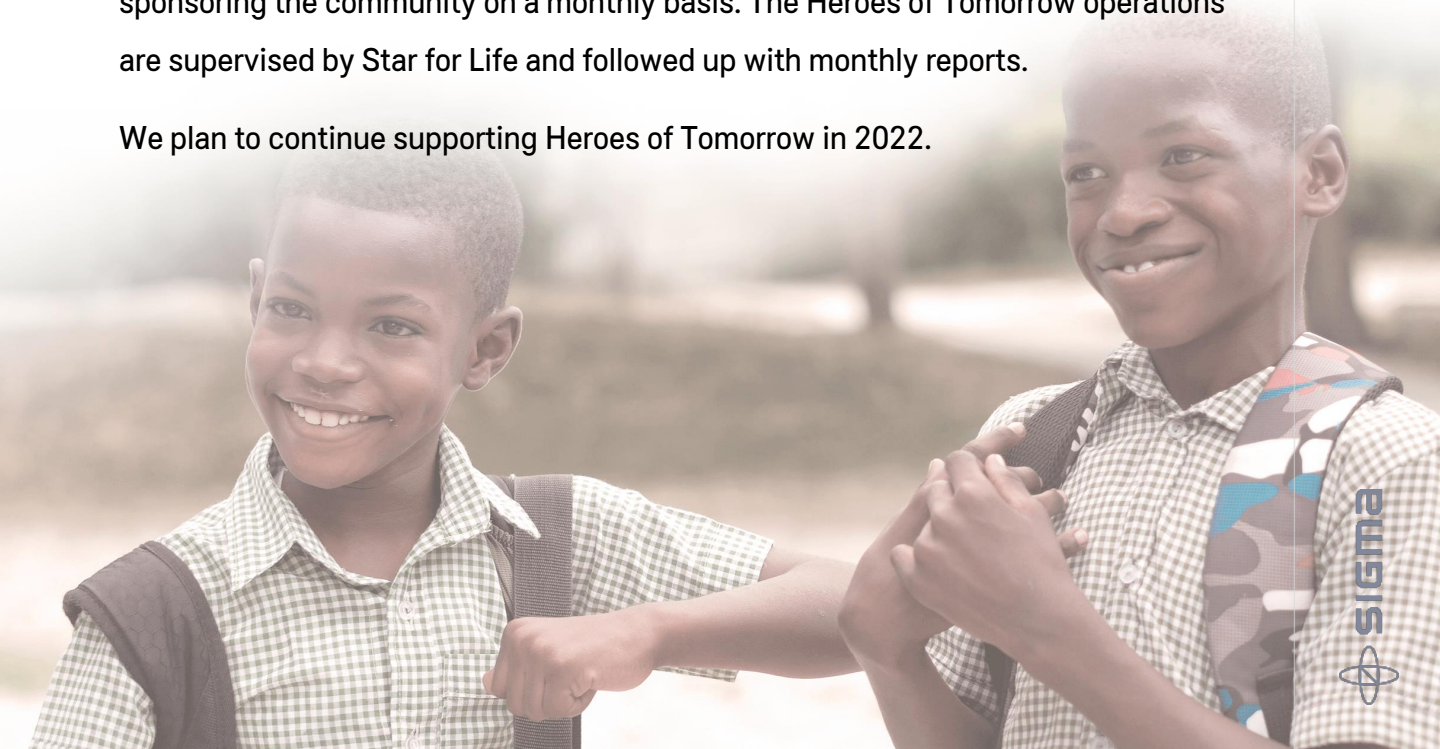
The spread of the corona virus limited opportunities for conducting events and meetings onsite, but we could focus on extending our regular communication of involving teaching staff at our schools, and school graduates helping us to get a better overview of the local situation while being remote.

In 2021, we started a new network of Star for Life volunteers at Sigma Technology where a larger group of our people can brainstorm on activities and initiatives that help our South African students.

HEROES OF TOMORROW AND SIGMA TECHNOLOGY GRANT

We want to continue following our students, even after they graduate from the 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 choices. In 2021, we increased our support to Heroes of Tomorrow by sponsoring the community on a monthly basis. The Heroes of Tomorrow operations are supervised by Star for Life and followed up with monthly reports.

We plan to continue supporting Heroes of Tomorrow in 2022.



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 the new project #EdisonKids for young Hungarian innovators aged 12-16 to tackle the world's most pressing problems.

In 2021, Edisonplatform created a new Edison100 list with a paper map of all the awardees, a weekly newsletter titled "21 lessons to 21st century parents", and the "Sneaker" interview series to inspire the future generation.



"Anyone who has ever talked to a teenager knows that for the highest concentration of bright ideas, the place to look is inside a kid's 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, a 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%.

In 2021 Sigma Software helped to equip classrooms in "Kharkiv Regional Palace of Children's and Youth Creativity" and in a village school in Lviv region.

For many years, Sigma Software Group has been supporting talented young people in Ukraine who are seeking opportunities to transform their innovative ideas into technological startup projects. IT_EUREKA startup contest is an ideal platform for this, which combines accelerator functions and competitive spirit. The contest has been held by our company since 2014 and for many years has been supported by the Ministry of Education and Science of Ukraine.

Every year IT_EUREKA gathers more and more talented projects from all over the country.

This year the competition was held for the sixth time and was driven by the business accelerator Sigma Software Labs. In 2021, the startups-participants had a lot of interesting activities, incredible opportunities to develop their projects, and strong competition for the main prize. 16 teams, whose projects were selected by the experts, were invited to the semifinals. For 2.5 months they were preparing in the key areas of IT_EUREKA 2021 with the support of the mentors. The final contest was held online on December 15 and 16.



UNIVERSITY COOPERATION AND EDUCATION



HUNGARY

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

We are one of the strategic partners of Hungary's second largest engineering university, Óbuda University. Sigma Technology has developed and holds Infocommunication, Soft Skills, and Test Automation courses for 110 students of the Informatics Department at the university. After the COVID-19 outbreak, all course materials were converted to the online format. Besides, we have also provided LinkedIn Learning licenses to the students of Computer Science to support them during the distance learning process.

Since late 2020, Sigma Technology Hungary became one of the few companies in the Industrial Committee established by Óbuda University. The committee aims to strengthen cooperation between the university and private sector to identify how the university can better prepare students for industrial and business needs, identify the most crucial research areas, 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.

Sigma Technology supports the industry graduate school Data Intensive Applications (DIA), founded by Linnaeus University. DIA is a graduate school for industrial doctoral students that focuses on applied research, addressing our industry partners' big data and artificial intelligence challenges. Niklas Malmros, Executive VP and CEO of Business Area Solution Group, is a chairman of the DIA's steering committee. Earlier in 2020, Sigma Technology in Växjö conducted a joint Ph.D. program in Computer Science focusing on predictive maintenance systems and the Linnaeus University.

“Sigma Technology Informatics Solutions has been present in Kronoberg region since 2002 and has been an active contributor making the tech industry more attractive. Sigma Technology Informatics Solutions has close cooperation with Linnaeus University and many companies in Växjö. Växjö's plan to evolve the sustainable business life and welfare of the region fully matches Sigma Technology Group's vision of creating both superior employment conditions for local talents and university graduates and supporting companies on their innovation journey,” says Daniel Björkman, Vice President at Sigma Technology Informatics 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

SWEDEN – DIGITALIZATION IN SCHOOL & PRESCHOOL

- Frida Gymnasium and Sigma Technology conducted a special student project in order to digitalize school communication to help students get all the latest school information directly at their fingertips. A group of students from IT-Högskolan and Medieinstitutet got the task to create an interactive mobile app where teachers and the student council will be able to publish information and communicate with Frida students.
- Together, they have developed a mobile app using React Native and a React.js website for the app administration.
- **The key features of the app include a digital curriculum, easy and mobile news sharing, push notifications to help share important news directly with the students, Instagram integration, and a lunch menu.**



UNIVERSITY COOPERATION AND EDUCATION

CHINA

Sigma Technology China works systematically on developing the technical writing area and promoting the profession of being a technical writer in China and has chosen to partner with leading universities in China to achieve that. Sigma Technology China also drives the WeChat Tech Communication community.

Highlights from 2021

- We organized an online training session towards people working in the Technical Communication industry. The session was about how to create the best PPT contents to represent the core meaning.
- Online speech for Zhejiang University to introduce technical communication as a new career in China. The speech also provided real examples from daily life to prove the value of a high quality of technical contents and the correct usage of colors.
- Lecture for Chongqing University of Posts and Telecommunications to provide a lecture about the methods of measuring information quality of English technical documents.

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 an inclusive and safe environment for all employees.

An example of an initiative arranged by the company is Swedish Club, support in Swedish language education for individuals. Swedish Club is driven by employees 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 and 2021, all Swedish Club sessions were transferred online.

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 a higher proportion of women at the workplace than the number of women graduating from targeted education programs*.

5

GENDER
EQUALITY

8

DECENT WORK AND
ECONOMIC GROWTH

10

REDUCED
INEQUALITIES

EQUALITY AND DIVERSITY



Figure 8. Sigma Technology's management team, gender statistics.

Sigma Technology works actively to be an attractive workplace for both men and women. In 2021, the gender proportion is 34% women and 66% men.

During the past year, Sigma Technology Group started three companies headed by female presidents (15% female presidents in 2021 vs 0% in 2016). In 2021, Sigma Technology Group has 30% female unit managers (comparing with 18% in 2016).

5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



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

EQUALITY AND DIVERSITY

5

GENDER
EQUALITY

8

DECENT WORK AND
ECONOMIC GROWTH

10

REDUCED
INEQUALITIES

EQUALITY

To encourage more women to join the IT area and become part of Sigma Technology, we support different types of activities:

- WiTech – a female network in the 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.
- Femmegineering aims to inspire more women to choose technical education. We need to highlight female role models in the engineering professions and help with sharing their experiences and stories to make engineering an obvious alternative for young females.
- Embla –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 2021, the network conducted three events.



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. In 2021 the Skool managed to hold two online and offline events in February and in October. Péter Solymosi, consultant at Sigma Technology Hungary, was an instructor who helped the girls to build two game applications using Thinkable and Scratch. With this playful approach to technology, we give them an insight to the office life, tell them about all those things that is beyond work and that makes this world so much fun.



“Using the Skool method that is based on design learning and algorithmic thinking, with the support of a Skool facilitator, we created a success-, story-, and experience-based learning environment for girls to show them that the world of programming is open for girls as well.”

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

- WeAreOpen Common Interest initiative – a campaign driven by the Hungarian NGO 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://nyitottakvagyunk.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 an anti-corruption policy and is involved in different initiatives to promote transparency and business ethics.

ANTI-CORRUPTION

Sigma Technology does 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.

Respect, equality and diversity are principles that can never be compromised. Take Hungary for example, where the gender pay gap (the average difference of gross hourly earnings between women and men) is about 18-20%. One of the obstacles to reducing this gap is that employees are often unaware of their rights.

To tackle this problem, Amnesty International Hungary has recently started a program called “Lépéselőny” (“Step forward”) which aims to eliminate discrimination at workplaces by raising awareness through training courses and interactive e-learning materials.

Sigma Technology Hungary is one of the companies which offered help in this initiative. Our colleagues, Ágnes Kovács L., and Zsófia Mura, have participated in workshops aiming to define problem areas, raise awareness on gender-based discrimination and show best practices on how to defeat it. Reducing the gender pay gap has a direct impact on increasing GDP and is also essential in creating a just world where everyone is equal and free from discrimination.



ENVIRONMENT

Our environmental policy is our 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.

REACHING NET-ZERO EMISSIONS BY 2030



GOAL: Reach net-zero emissions by 2030 by reducing our direct and indirect emissions according to scope 1 and 2 of the GHG Protocol, striving for efficient and sustainable energy usage, optimizing resource consumption, encouraging sustainable commuting, and reducing business travel.

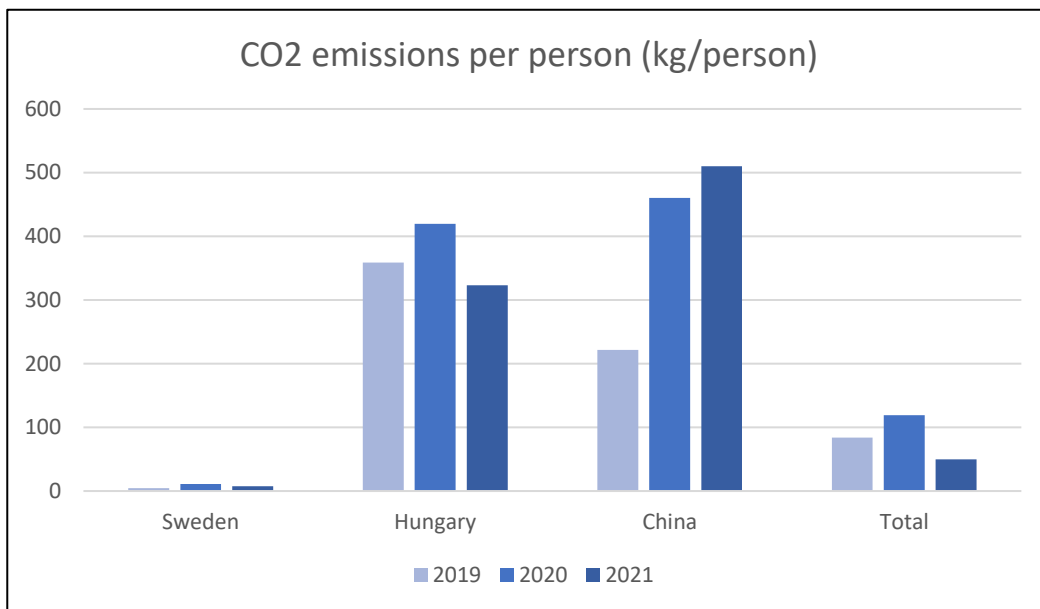
GOAL: Reduce the CO₂ emissions on a company level by using alternative ways of meeting and doing business. We promote the use of virtual meetings and collaborations, both when it comes to intercompany work and in customer projects. We aim to increase the number of online meetings by 10% over 3-year period.

Our environmental focus:

- Travel – We preferably choose remote solutions, such as MS Teams conferences. If we need to travel, we do so as environmentally friendly as possible.
- Commuting – We encourage our 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 of environmentally hazardous waste.
- Sigma Technology’s environmental work is certified according to ISO 14001:2015. This means that we are reviewed and audited regularly by a third-party certification body.



Figures calculated from scope 2



STAKEHOLDER ENGAGEMENT

Our approach to stakeholder engagement enables Sigma Technology to learn about their 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 help form our **materiality** assessment.
- **Society** – Sigma Technology includes suppliers, media, governments, civil society, and the public. Sigma Technology communicates and interacts with our stakeholders on an ongoing basis on a diverse range of topics, like human rights, and anti-corruption. We are engaged in joint projects and initiatives, meetings, and surveys. Other ways to obtain stakeholder insights are research collaborations with schools and universities.

Refer to [page 13](#) for more information on how our key stakeholders influence our materiality of sustainability analysis.

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** – Has the overall responsibility for Sigma Technology's organization and administration and governs Sigma Technology's corporate responsibility.
- **Executive Management** – Oversees the day-to-day implementation of the business strategy and corporate responsibility.
- **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.

Our sustainability work started in the material sustainability analysis made to the company's first CSR report for 2018. As a compliment the company has policies/certificates for Environment Certificate (ISO 14001), Work Environment Policy, Equal Opportunities Policy, Anti-Corruption Policy etcetera. We secure and assess that we follow our strategies and policies through our management system (ISO 9001, 14001, 27001) as well as through customer surveys and external employee satisfaction through Universum (top 3 in Sweden). Additional information on how we follow the sustainability work can be found per topic. We will continue to develop our strategic work with sustainability the coming years.

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 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 sustainability, and being independent to the company, I have made a review of the Sigma Technology Group's 2021 Sustainability report. I can confirm that the report has been prepared based on GRI Standards, core option. I have given Sigma Technology the recommendation to update and develop its materiality analysis during 2022 and also to update the report in accordance with the new GRI Standards. Yet, within the scope of my review, I have not found any basis of irregularities, incomplete or incorrect information.”

Anna Carendi
Sustainability expert,
Hållbarhetsteamet i Sverige AB

Jönköping 2022-05-04

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 about how we integrate this into our business model, and how we measure our progress in the different areas through KPIs. All policies, risks and processes for risk management and review are described and stored in our internal management system.

- Business model, [page 6](#)
- Sustainability KPIs, [page 10](#)
- Employment, [page 15](#)
- Social responsibility, [page 22](#)
- Human rights, [page 31](#)
- Anti-corruption, [page 36](#)
- Environment, [page 37](#)

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.

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 employees 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.	731	379	1110							
Total number of employees by employment contract (permanent and temporary), by region.				864	151	59				
Total number of employees by employment type (full-time and part-time), by gender.							708	348	23	31
Whether a significant portion of the organization's activities are performed by workers who are not employees.	8,8 % of our revenue comes from sub-contractors – all of which come from Sweden. By the end of 2021, 138 FTEs 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 has been compiled, including any assumptions made.	Almost all employees have permanent employment (some with probation). Only a marginal number of employees have temporary employment. Firm data is not kept and therefore figures presented are the combination of the gross figures.									

* Etecture GmbH, Germany, was acquired during 2021. Sigma Technology Norway A/S was founded during 2021. For CSR topics, these two companies will be integrated with Sigma Technology during 2022.

MATERIAL TOPICS

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

Senior management	Number	Locally recruited
Group level	4	100%
Company level	9	100%
Sum	13	100%

* See [page 21](#) for information about our senior management.

305-1 Direct (Scope 1) GHG emissions

Number of cars	Total mileage (km)	CO ₂ (ton)
8	103347	14,6

305-2 Energy indirect (Scope 2) GHG emissions

Office	Consumption (kWh)	CO ₂ (ton)
Sweden ¹	559123	5,6
China ²	57000	30,6
Hungary ¹	236873	64,6
Sum	852996	100,8

¹ CO₂ equivalents have been calculated based on the actual energy mix procured from our energy providers

² CO₂ equivalents have been calculated based on the emissions intensity index from the [China Climate Transparency Report 2021](#)

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	1	0	2
Sigma Technology Business Team	31	54	1	0	25	40	5	14
Employees	379	731	104	155	248	487	27	90

GRI INDEX

GRI 102: General Disclosures (2016)

Disclosures	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 Page 2, page 7
102-5	Ownership and legal form	Owner: Sigma AB, (owned by Danir AB) Privately owned Limited Liability Company.
102-6	Markets served	Page 6, page 17
102-7	Scale of the organization	Page 2
102-8	Information on employees and other workers	Page 44
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. Sub-contractor delivery is the primary service-critical part of the supply chain. It is mainly supplied locally at the sites in Sweden. Page 44
102-10	Significant changes to the organization and its supply chain	Page 6, page 7
102-11	Precautionary principle or approach	Sigma Technology is certified according to ISO 14001 and the precautionary principle is a basic requirement. Risk assessments are performed according to a defined process and updated on a yearly basis to reflect internal and external changes. They include business risks, information security risks, third party risks and project risks.
102-12	External initiatives	Page 37, page 39
102-13	Membership of associations	Page 23, page 24, page 25, page 26 Star for Life, Almega, SCCH, Edison Platform, Obuda University Industry Committee, Linnaeus University Committee DISA, BOTI, IoTAP, WiTech.
102-14	Statement from senior decision-maker	Page 4, page 5
102-16	Values, principles, standards, and norms of behavior	Page 8, page 37 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 7, page 41
102-40	List of stakeholder groups	Page 40
102-41	Collective bargaining agreements	The 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 13 Sigma Technology made a fundamental analysis and conclusion of its materiality of sustainability in 2018, when the first CSR report was published. (...) We have not seen cause to update the materiality of sustainability for 2021.
102-43	Approach to stakeholder engagement	Page 13
102-44	Key topics and concerns raised	Page 10, page 11, page 12, page 13
102-45	Entities included in the consolidated financial statements	Sweden, Hungary, China. Annual reports are available at Bolagsverket .
102-46	Defining report content and topic boundaries	Page 10, page 11, page 12, page 13
102-47	List of material topics	Page 10, page 11, page 12, page 13
102-48	Restatements of information	No
102-49	Changes in reporting	No
102-50	Reporting period	1 January – 31 December 2021
102-51	Date of most recent report	2020-03-20
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.
102-55	GRI content index	Page 46
102-56	External assurance	Page 42

GRI INDEX

GRI 103: Management Approach (2016)

Indicators	Requirements	Location of Disclosure
103-1	Explanation of the material topic and its boundary	Page 42 Available policies: Code of Conduct and Business Ethics , Equal Opportunities Policy , Work Environment Policy The management approach is also described under each focus area
103-2	The management approach and its components	Page 8 , page 10 , page 41
103-3	Evaluation of the management approach	Page 13 , page 41

GRI 202: Market Presence (2016)

Indicators	Requirements	Location of Disclosure
202-2	Proportion of senior management hired from the local community	Page 21 , page 45

GRI 305: Emissions (2016)

Indicators	Requirements	Location of Disclosure
305-1	Direct (Scope 1) GHG emissions	Page 38 , page 39 , page 45
305-2	Energy indirect (Scope 2) GHG emissions	Page 38 , page 39 , page 45

GRI 405: Diversity and Equal Opportunity (2016)

Indicators	Requirements	Location of Disclosure
405-1	Diversity of governance bodies and employees	Page 32 , page 33 , page 34 , page 35 , page 45

REVISED FIGURES FOR 2019 AND 2020

During our work toward our new environmental goal, see [page 38](#), we decided to gather data for the past three years (2019, 2020 and 2021) to establish a baseline. With that, the data that was previously shared in our CSR reports was revised. In keeping full disclosure, the revised data is published on this page.

Note! Our total amount of GHG emissions has increased during these years. This is due to a higher number of employees, cars and new offices. Looking at the ratio kg CO₂ per employee, our GHG emissions are decreasing as shown on [page 38](#).

2019

305-1 Direct (Scope 1) GHG emissions

Number of cars	Total mileage (km)	CO ₂ (ton)
5	111037	13,4

305-2 Energy indirect (Scope 2) GHG emissions

Office	Consumption (kWh)	CO ₂ (ton)
Sweden ¹	481324	2,7
China ²	22300	12,4
Hungary ¹	166622	48,4
Sum	852996	63,5

¹ CO₂ equivalents have been calculated based on the actual energy mix procured from our energy providers

² CO₂ equivalents have been calculated based on the emissions intensity index from the [China Climate Transparency Report 2019](#)

2020

305-1 Direct (Scope 1) GHG emissions

Number of cars	Total mileage (km)	CO ₂ (ton)
7	91335	13,1

305-2 Energy indirect (Scope 2) GHG emissions

Office	Consumption (kWh)	CO ₂ (ton)
Sweden ¹	420709	6,5
China ²	48000	26,7
Hungary ¹	232688	62,9
Sum	701397	96,1

¹ CO₂ equivalents have been calculated based on the actual energy mix procured from our energy providers

² CO₂ equivalents have been calculated based on the emissions intensity index from the [China Climate Transparency Report 2020](#)

