



SUSTAINABILITY REPORT 2022

22	SIGMA TECHNOLOGY GROUP
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Sigma Technology Group has reported in accordance with the GRI Standards for the period from 1 January 2022 to 31 December 2022





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 1,300 employees in addition to 2,100 employees in Ukraine and has sales of approximately SEK 2 billion. Sigma Group is owned by Danir Group.

The scope of the report

The current report presents Sigma Technology Group's sustainability work in Sweden, Hungary, Germany, and China in 2022. There are several ongoing projects and initiatives that Sigma Technology drives together with the Ukrainian company Sigma Software which is 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 visit [Sigma Software's CSR commitment](#).

Sigma Technology Norway A/S was founded in 2021 but is still a small operation not generating data for CSR report.

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CEO STATEMENT

“2022 will go down in history as a controversial and contrasting year. As we saw the world recover after the COVID-19 pandemic at the beginning of the year, the world map got shaken completely on the morning of February 24, when Russia started the brutal full-scale invasion of Ukraine. During the year, We Stand with Ukraine became not only words for us but concrete actions,”

- Carl Vikingsson, CEO at Sigma Technology Group

Customers intensified their investments in digitalization and electrification in 2022. The pandemic restrictions in Sweden were gone when we entered 2022 but were still present in Germany in Q1. China was still under a lockdown or with massive restrictions. The German market was hesitant due to the restrictions but recovered during the year. However, many customers reorganized during 2022, slowing down the market's pace. Our Chinese operations are not influenced by the lockdowns or restrictions when it comes to our project portfolio.

On February 24, Russia started a full-scale invasion of Ukraine. Our Ukrainian organization with close to 1850 employees at that time, was successfully relocated from Eastern regions with their families to safe locations in Western Ukraine.



CEO STATEMENT

The success of those activities is a general success of the Business Continuity Plan (BCP) and people behind it. A lot of efforts were taken beforehand to educate, prepare, learn, improve, and repeat. As you read this report, you will learn how we worked to support Ukraine on organizational, humanitarian, and social levels.

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 2022.

"I am proud of the progress we have made in establishing our position within electrification and digitalization. Our purpose-driven strategy, reflecting our 'Expect a Better Tomorrow' vision revolves around various focus areas and long-term objectives that benefit our customers, owners, employees and the world around us. We strive to be more than just a profit-driven organization, actively participating in the digital revolution to improve people's lives through new technologies and education. Our commitment to stable financial targets, authenticity, transparency, and long-term CSR initiatives contributes to a better future and has been recognized with the Best Managed Company award and the status of one of the Best Employers in Sweden.

This motivates us to push the boundaries of technology further and anchor our position as a leader in the industry with our long-term goal of becoming a top 3 supplier in our key areas on local markets where we drive our operations."

Carl Vikingsson,

CEO at Sigma Technology Group

WHO WE ARE

Sigma Group is divided into five different business areas: Sigma Connectivity, Sigma Civil, Sigma Industry, Sigma Software, and Sigma Technology.

Sigma Technology Group is organized in niche companies with expertise in software development, product information, embedded systems design & development, and digital solutions with expert consultants, offshore delivery, and development teams, among others.

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



Figure 1. Sigma Technology Group – Organization structure.

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, IT Infrastructure, offshore delivery, and development teams.

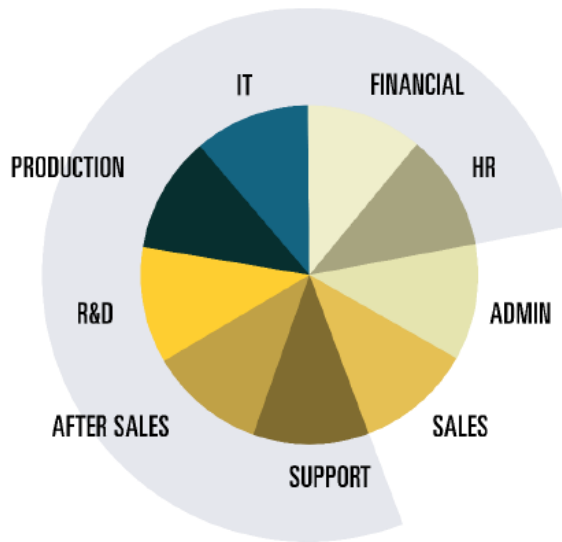


Figure 2. Sigma Technology's focus areas.

“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 at Sigma Technology Group

WHO WE ARE

With a high focus on industrial customers, Sigma's strategy is to follow them globally at their strategic R&D hubs on a long-term basis.

We have an extensive capacity in near-shore and off-shore deliveries, providing high-end services where agile and scalable team delivery is essential. Our ambition is to be a full-service supplier with the capacity and competence which are required to support both smaller and large in-house projects, managed services, team deliveries, etc.

As a partner for innovation and digital disruption, we support organizations within such industries as automotive, defense, MedTech, telecom, logistics, manufacturing, FinTech, gaming, retail, high tech, and the public sector.



SUSTAINABLE DEVELOPMENT FOR A SUSTAINABLE WORLD

Through continuous improvement of our operations and sustainability performance, Sigma Technology strives to contribute to the progress of society. To put our words into concrete actions, we foster community development, education, innovation, gender equality, diversity, responsible consumption, and ethical business practices.

MAKING TECHNOLOGY USABLE

We envision a future where technology is seamlessly integrated into our everyday lives, making it more efficient and accessible. We strive to create products and services that improve people's lives and make the world a better place.



SUSTAINABILITY CONTEXT

The goal of achieving zero emissions and fulfilling the agenda 2050, drives many automotive, telecom, and engineering organizations towards electrification and digitalization of their operations. We support leading European brands on their journey with digital transformation, innovation, and electrification.

Sigma Technology contributes to sustainable development through community development, education and innovation, gender equality, diversity, responsible consumption, and business ethics. Our involvement counts sustainability projects in Sweden, Hungary, South Africa, and Ukraine to meet a brighter tomorrow and start a change for the better.



Figure 3. Sigma Technology's objective and philosophy.

EXPECT A BETTER TOMORROW

OUR VISION

Our main driving force is to create a better 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](#).

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 on 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 the importance of sustainability topics. The sustainability team meets, analyzes and concludes the topics for the 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 a cause to update the materiality of sustainability for 2022 – it is the same as in 2021. If any of the following occurs, a reassessment of named topics for the report of 2023 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 at 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.”

OUR MATERIAL TOPICS

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.

RISKS AND OPPORTUNITIES OF SUSTAINABILITY

Topic	Impact	Risk/Opportunity	Influence on stakeholder assessments & decisions	Significance of economic, environmental & social impacts	GMS*	Ref. page
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	17
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	20
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	24
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	8	11,3	38
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	25
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	29
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	34

*The topics with materiality geometric mean (GMS) > 10 are colored in turquoise.

RISKS AND OPPORTUNITIES OF SUSTAINABILITY

Topic	Impact	Risk/Opportunity	Influence on stakeholder assessments & decisions	Significance of economic, environmental & social impacts	GMS*	Ref. page
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	39
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	40
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	18
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	11
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	16

*The topics with materiality geometric mean (GMS) > 10 are colored in turquoise.

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.

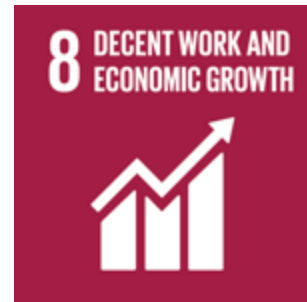
The company's stakeholders are divided into four categories:

- **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 11](#) for more information on how our key stakeholders influence our materiality of sustainability analysis.

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 them for their professional development. The manager will identify the most suitable customer assignments based on the employees' professional competence and skills, with 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 every week.
- All senior managers (company presidents) are recruited locally from the same country where they are operative (Sweden, Hungary, Germany, China, Norway). This aligns with our strategy “Local Drive – Global Strength.”
- The company offers training and workshops every month. They are organized internally, and there are internal and external trainers. Training is online or classroom-based.
- The company has employees with origins 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 cloud services and collaboration tools to our fingertips. Based on Microsoft Business 365 apps, Digital Workplace lets us access all apps and files from any device, anywhere. 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.



SUPERIOR EMPLOYMENT

(EMPLOYEE SATISFACTION)

Sigma Technology has been voted as one of Sweden's Best Employers for ten 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. 2022 was the fourth year in a row when Sigma Technology Group became one among TOP 3 Sweden's Best Employers (been listed as the TOP 2 Best Employer in Sweden).





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 2022

BEST MANAGED COMPANIES

SIGMA TECHNOLOGY

IS SWEDEN'S BEST MANAGED COMPANY
2019 / 2020 / 2021 / 2022

Best Managed Companies award recognizes successful private Swedish companies based on strategic direction, ability to execute, corporate culture, & financial performance.



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





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. It 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 2022, it consisted of the following four roles: CEO, CFO, COO, CIO/CPO.

SUPERIOR SUPPLIER VALUE: WE STAND WITH UKRAINE

The Russian Federation's attack on Ukraine has introduced enormous challenges to the Ukrainian people and big challenges to Sigma's business in Ukraine. Since the war in Ukraine from 2014-2016, Sigma Technology Group has had a BCP in two stages. The first stage of BCP is developed to be used in all countries in times of peace and normal conditions, the second stage is a lot more extensive BCP to secure operations and employees in difficult situations. Sigma in Ukraine has developed its BCP, our second stage BCP, in "sharp" situation since hostilities began in 2014 in Crimea, Donetsk, and Luhansk regions. Sigma Technology has aligned with these processes.

When clear signs of escalation of the situation in Ukraine appeared in late 2021, Sigma Technology worked intensely together with our operation in Ukraine to secure Business Continuity in delivery from resources in Ukraine to Sigma Technology customers, foremost in Sweden and Hungary (also the US and Canada).

In addition, as a part of the BCP, we have developed an extensive Cyber Security Incident Response and have been running Cyber Security Resilience programs to withstand attacks. We have had no successful cyber-attacks in our organization. We managed to do two occasions of "dry run" before the war started. The lessons learned serve to increase the level of details in some specific places of the BCP that make the organization more self-organizing.

Evacuations from the Eastern regions and Kyiv were done with pre-arranged buses, private cars, and trains. BCP team of 50 people worked 24/7 to organize arrival in the Western part of Ukraine and support with food, drinks, transport to pre-arranged lodging, and other necessities. After two weeks, over 80% of the work production was restored. Currently, work production is up to 95% from the time before the war. Less than 5% of the workforce has been called to military service. Thanks to a high focus on details, preparations, readiness, and huge commitment the operations are running without interruptions.

After the invasion, in 2022, we opened 6 new offices in west Ukraine close to the Polish border. All offices are equipped with power supply, satellite phones, and Starlink terminals that are a backup to existing mobile communication and internet access. The BCP is continuously developed by new experiences. We have reinforced the necessity that all offices must stock up on food, diesel for generators, petrol for cars, water, medicines, and other to be "off-grid" for 10 days.

All Sigma Technology customers remain, and new customers are added. BCP meetings with customers were held daily initially. Currently, we do BCP meetings with customers on an as-needed basis and send information monthly. The BCP team has daily contact with all employees through encrypted apps.



CUSTOMER SATISFACTION

(DELIVERY QUALITY)

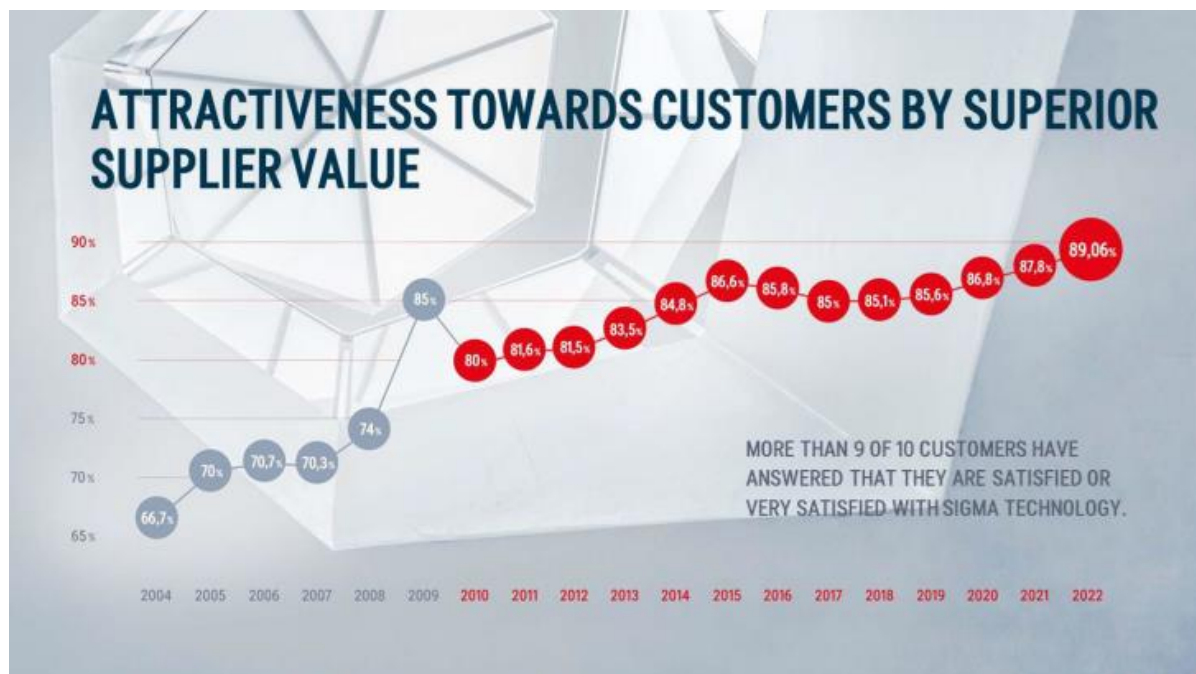


Figure 6. Sigma Technology's customer satisfaction survey.

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% for the last 10 years.
- The result for the customer relationship survey for 2022 is 89,06%, which is the all-time highest 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.

DOING IT WITH ONE AND THE SAME PROMISE

EXPECT A BETTER TOMORROW

COMMUNITY DEVELOPMENT: WE STAND WITH UKRAINE

Ukraine is the country where more than 2000 colleagues of our subsidiary company Sigma Software lived, worked, and planned their lives. The big tragedy of the 24th of February, when Russia invaded Ukraine, divided their lives into periods of before and after. During the year, **We stand with Ukraine** became not only words for us but concrete actions.

- We are proud of the tremendous effort done by our Ukrainian team that proved that their business contingency plan is not only a document but a fully functioning strategy. They evacuated over 2800 Sigma colleagues and family relatives to Western parts of the country within the first weeks of the war and returned to fully operational status in their deliveries after two weeks after the start of the invasion.
- Sigma Technology supported with teams' relocation to Sweden and Hungary. Swedish and Hungarian colleagues opened their doors to Sigma Software's people relocating to these countries.
- Carl Vikingsson, CEO at Sigma Technology Group and the Honorary Consul of Ukraine in Western and Southern Sweden, has become one of the initiators of the Upprop Ukraina, a fundraising initiative to support the Ukrainian nation directly. The funds were transferred to support Ukrainians with 24-hour food rations for the Humanitarian hub in the Mykolaiv oblast, medical equipment, means and equipment for humanitarian demining, personal protection equipment, and other humanitarian needs. Totally, Upprop Ukraina has gathered 20 000 00 SEK.
- Media reach and events. During the year, Sigma Technology actively supported events and provided informational support to help Ukrainian businesses withstand, including FinTech Forum in Stockholm and awareness event during Almedalen in Visby.
- Sigma Software, supported by Danir, has developed a unique matching platform where Ukrainian temporarily displaced persons and families can be matched with Swedes who offer their accommodation. Read more at swedesforukraine.org.
- Regular updates in our intranet on highlighted news to keep our colleagues updated.

COMMUNITY DEVELOPMENT: WE STAND WITH UKRAINE



SIGMA SOFTWARE SUPPORTS UKRAINE

HUMANITARIAN AID FOR THE COUNTRY

\$1.5 MILLION

donated for the Ukrainian army and Ukrainians

25 OF OUR COLLEAGUES

serve at the Armed Forces of Ukraine or the Territorial Defense of Ukraine with their positions in the company and payments kept

\$322 000

spent by our own charity fund for humanitarian and military aims

\$17 000

transferred to the Lviv IT Cluster to aid internally displaced persons

\$338 520
donated to the Come Back Alive fund

HELP FOR OUR SPECIALISTS

270 ACCOMMODATION PLACES

rented in Morshyn for employees and their families

2800 EMPLOYEES WITH FAMILIES AND 120 PETS

evacuated to safer places

121 INTERNS

take part in our internship

FREE IT COURSE LAUNCHED

for our specialists relatives

JOB OPTIONS IN NON-IT

offered to our specialists relatives abroad

A BATCH OF STARLINK STATIONS

in our offices

1 COWORKING SPACE

opened in Morshyn

IT CAMP FOR NEWBIES

in Java, Big Data, Support, PHP & JS

*Data collected during the month of the war



SIGMA TECHNOLOGY SUPPORTS UKRAINE

COMMUNICATIONS & CUSTOMER RELATIONS

OVER 20
publications in national Swedish media

OVER 2M REACHED

DAILY AND
and weekly updates to all staff

PROMPT SUPPORT
in customer relationship (new and existing clients, BCP presentations etc.)

DEDICATED
events for Ukraine

CONSULATE

ASSISTING THE EMBASSY OF UKRAINE

in communications with Swedish authorities, organizations, and individuals

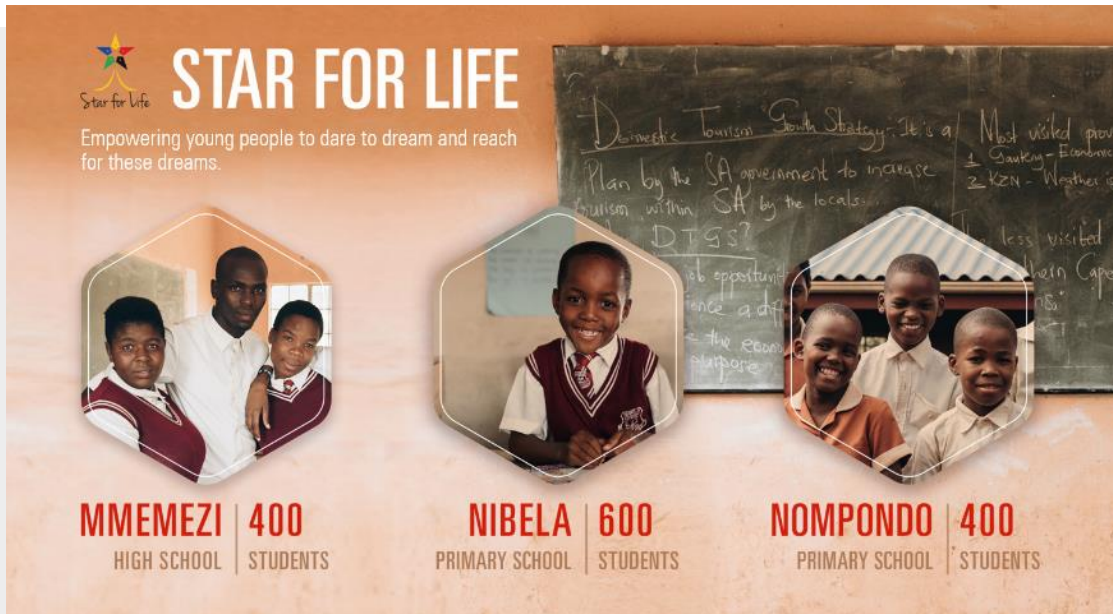
SUPPORTING
the Embassy with equipment

PROMOTING UKRAINE
by putting Ukraine on agenda (FinTech Week)

DONATING TO UKRAINE

– Upprop Ukraina gathered over 16,5 MSEK

COMMUNITY DEVELOPMENT



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

In 2022, Sigma Technology Group selected new ambassadors for the program who visited Sigma Technology's Star for Life schools in KwaZulu-Natal. The new ambassador team includes colleagues from Sigma Technology companies in Sweden and Hungary and ETECTURE in Germany.

NOMPONDO CURRICULUM PROJECT AND PARTNERSHIP WITH CESA

Sigma Technology donated 30 laptop to Nompondo Primary School through the CESA (Computer Education in Southern Africa) project that is run by Chalmers University of Technology in Gothenburg. During the visit, the Star for Life ambassadors ensured that the equipment is correctly installed and discussed further steps in development of a dedicated computer education curriculum in school to introduce students to computer science basics.

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. The Heroes of Tomorrow operations are supervised by Star for Life and followed up with monthly reports. During the company visit, the Star for Life ambassadors met with Heroes of Tomorrow and conducted a joint workshop.

The results and findings of the trip had set a ground for the scope of continued cooperation with Star for Life in 2023. The priority areas for the Sigma Technology Star for Life team include continued computer education development in schools, increased awareness in Sweden, Hungary, and Germany about the daily challenges of South African students, and further support of students encouraging further education and exploring career opportunities in the region.

COMMUNITY DEVELOPMENT - MENTOR



Mentor Sweden is a non-profit organization that, since its start in 1996, has worked with mentoring young people. Their vision is to create a world where young people can grow and develop healthily and drug-free.

Between 41-57% of youth within the Nordic region experience mental health issues. Founded by H.M. Queen Silvia of Sweden and with the WHO members back in 1996, Mentor has a vision of a world where young people are empowered to make healthy decisions. Their mentorship programs and coaching sessions provide young people with role models to enhance resilience and accelerate potential. Each year Mentor reaches 25,000 youth.

Sigma Technology Group started a mentorship program connecting our people with youth in socioeconomically challenged areas in Sweden. We see our partnership with Mentor as an important step in supporting Swedish youth in making sound life choices, creating purpose, and enhancing their life and management skills. Our cooperation provides a platform for our team to become mentors. If we can encourage a few teenagers to follow their dreams, we know that we make a difference. If more companies join the initiative, we can make a real impact. During 2022, Sigma Technology Group runs 6-months mentorship program in Gothenburg, Stockholm, and Malmö.

After evaluating the results of the pilot year of the partnership, Sigma Technology decided to continue the mentorship program in Gothenburg and Stockholm in 2023, adding the Mentor Boost program in Växjö.



COMMUNITY DEVELOPMENT

THE EDISONPLATFORM, HUNGARY

Edisonplatform is a 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. In 2022, Edisonplatform highlighted Hungarian organizations and projects that contribute to children's education and development. Sigma Technology Hungary is a long-term partner of the organization. György Nagy, country manager at Sigma Technology Hungary, acts as a mentor, jury member, and an active promoter of the organization.





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 of Sigma Group, in supporting education and innovation projects in Ukraine. 2022 has been a challenging year for Ukrainian society, which faced the harsh realities of war.

Sigma Software got a new educational focus in 2022 – helping people who lost their jobs and had to move because of the war. During the year, the company arranged several free courses for switchers and relatives of the company’s specialists, gathering in total over 2 000 participants.

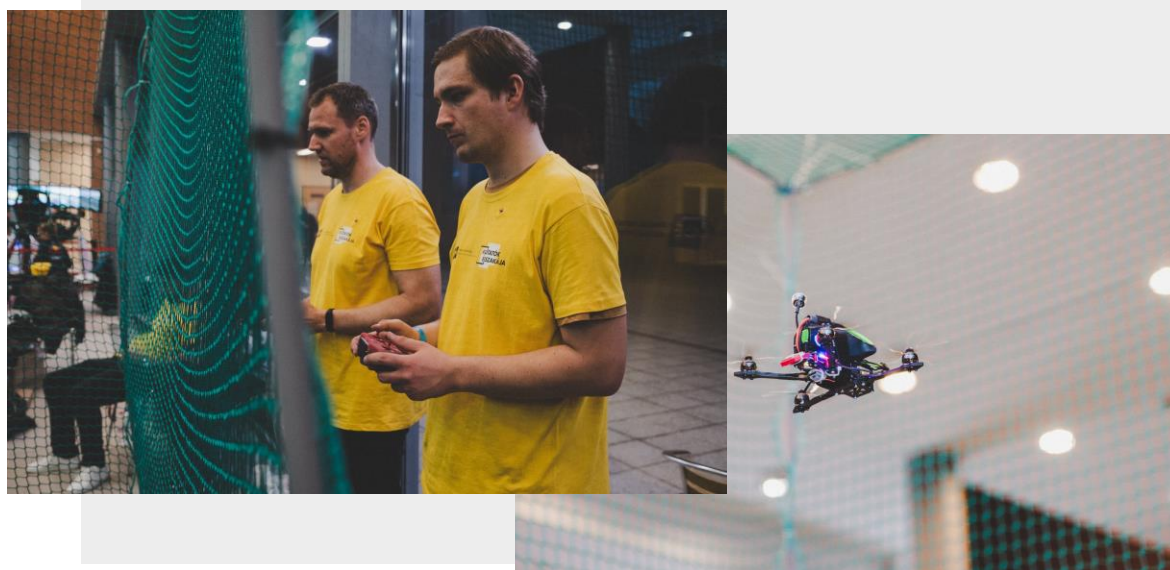
Sigma Software University has also been chosen as one of 22 best IT schools in Ukraine to participate in the free IT education project IT Generation, launched and supported by the government of Ukraine. After receiving over 10 000 applications, Sigma Software University selected 200 candidates to study one or several tech courses, including Java, JavaScript, Python, Business Analysis, and others.

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. In 2022, the contest expanded to European countries and gathered almost 100 applications from Ukraine, Poland, Spain, Portugal, and Nigeria.

Read more about Sigma Software’s efforts in driving university cooperation and education in the company’s [CSR Report](#).



UNIVERSITY COOPERATION AND EDUCATION



HUNGARY

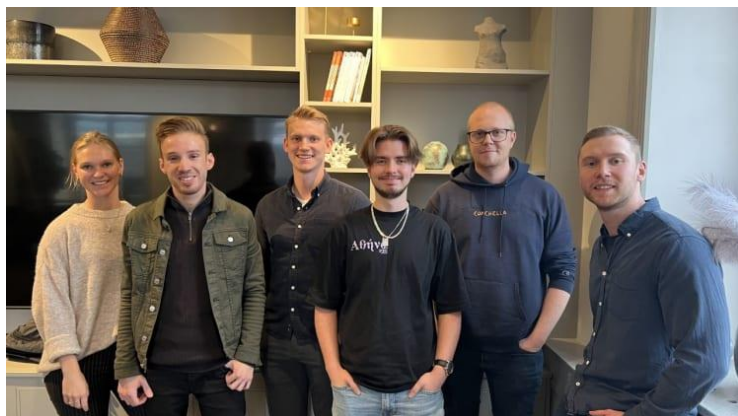
Sigma Technology's Hungarian office supports a multitude of initiatives to promote a better quality of higher technical education in Hungary.

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. Sigma Technology Hungary is also one of the few companies in the Industrial Committee established by Óbuda University. The committee aims to strengthen cooperation between the university and the 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.

In 2022, Sigma Technology Hungary team participated in the Researcher's Night, a famous global initiative where companies and universities open their doors and introduce science and the world of engineering to outside visitors. This year we were showcasing drones. Our guests could try their hands at a simulator first, then move on to controlling some real drones and get familiar with the 3D printer which we were using to produce drone frames in real-time at the event.



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.

In 2022, Sigma Technology Cloud established a Young Talent program, an in-house internship for students, allowing them to do their thesis work within IT and explore upcoming work life. The program is one of the few on the market that focuses on sustainable technology development and establishing a proper mindset for future co-workers in this context.

Following the overall Group's vision, Sigma Technology Cloud took the initiative to launch an in-house program called Young Talent, a program for students that are looking for an internship or a company to do their thesis work within IT technology. Emmy Vartiainen, the consultant at Sigma Technology Cloud, is responsible for evolving the Young Talent program.

“We know how hard it can be for students to get their first internship opportunities. We wanted to help by building a platform with great projects and ideas for them to work with. Our goal is to give students a chance to explore their upcoming work life and obtain a good foundation to stand on. By introducing them to real-life scenarios that come with being an IT consultant and having experts that help them gain more technical skills, we do believe that this will help them build important relationships and become more prepared for the future. Our ambition is to continue developing this program in Stockholm and other sites and recruit 10 students per year,” comments Emmy.



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 2022

- We organized several online sharing sessions via the WeChat video platform, including one discussion about how Chinese history was related to structured technical writing.
- Online speech for Beijing University of Posts and Telecommunications to introduce technical communication as a new career in China. The speech also provided real-life examples to prove the value of high-quality technical content.
- Online speech for Tongji University to introduce the job market of technical writers in China and how to follow the writing style to write better technical information.
- Online speech for Chongqing University of Posts and Telecommunications, for the second time since 2021, to introduce the concept of technical communication and explain the difference between translation and technical writing.
- Two sessions of online speeches for Southeast University to introduce technical communication as a new career and explain how cultural difference affects information communication in different countries worldwide.

EQUALITY AND DIVERSITY

DIVERSITY

Sigma Technology has set growth and expansion goals to establish a 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, which provides Swedish language learning 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 and learn about Swedish social codes and office culture. The language lessons are arranged twice a month, including online and offline options.



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES





EQUALITY AND DIVERSITY

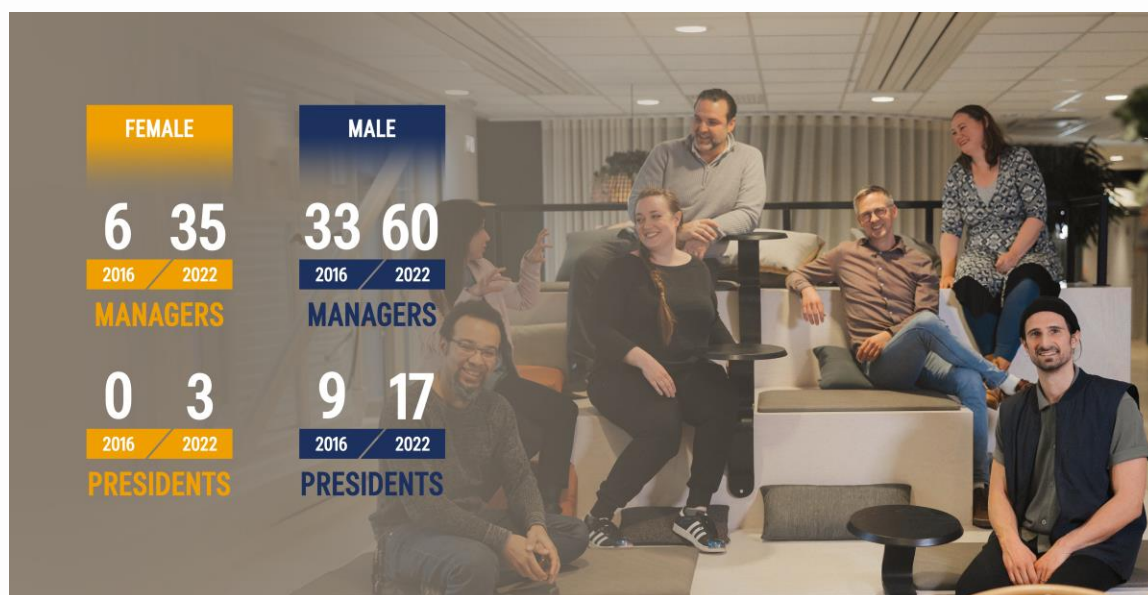


Figure 8. Sigma Technology's management team, gender statistics.

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*.

Sigma Technology works actively to be an attractive workplace for both men and women. In 2022, the gender proportion for all employee is 35% women and 65% men.

Sigma Technology has three companies headed by female presidents (none in 2000). In 2022, Sigma Technology Group has 37% female unit managers, 35 individuals, comparing with 24% in 2016.

*[Statistisk analys, "Teknisk Obalans Man Och Kvinnor i teknik", Figur 10](#)

EQUALITY AND DIVERSITY

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. In 2022, Sigma Technology co-organized Tech Talk event together with WiTech, highlighting the topic of Ukrainian resilience in the time of war and encouraging continued networking to support temporary displaced Ukrainians in Sweden.
- Women in Tech conference in Stockholm is the biggest inspirational platform for female engineers and tech enthusiasts in Sweden. The team of Sigma Technology colleagues from different Swedish offices attended event during spring 2022.
- Femmeengineering 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.

In 2022, Sigma Technology launched a Femmeengineering campaign, highlighting our colleagues working in different roles to share their stories of how they started, are now working, and plan to develop their careers in IT. As the result of the campaign, we have created over 30 interviews with our female colleagues available on sigmatechnology.com.

5

GENDER
EQUALITY

8

DECENT WORK AND
ECONOMIC GROWTH

10

REDUCED
INEQUALITIES

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 2022 Skool returned to offline events. 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 into the office life and tell them about all those things that are beyond work and that make this world so much fun.
- 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.

In 2022, Sigma Technology Hungary was awarded the OPEN Survey Bronze Award. OPEN Survey is an initiative by WeAreOpen in Hungary to evaluate how participating companies contribute to creating an open and inclusive work environment. The survey is based on the responses of own employees only and is a great way to evaluate a company’s I&D performance. We are proud to be among the TOP 3 most inclusive companies in Hungary together with Vodafone Hungary and British Telecommunications.



5

GENDER
EQUALITY

8

DECENT WORK AND
ECONOMIC GROWTH

10

REDUCED
INEQUALITIES



INFORMATION AND CYBER SECURITY

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

CYBER SECURITY READINESS & AWARENESS

In 2022, Sigma Technology released updated Business Continuity Guidelines to all employees in Sweden on the verge of Sweden's application to NATO. The guidelines and corporate communication included recommendations and checklists covering information and cyber security routines and general information on preparing for an emergency released by local authorities.

The organization's BCP team reviewed the current Business Contingency plan.



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.

GENDER EQUALITY AND NON-DISCRIMINATION

At Sigma Technology, we firmly believe that fostering an environment of gender equality and non-discrimination is a key to success. We commit to promoting a workplace where everyone, regardless of gender, race, or background, can thrive and contribute fully to our collective mission. Our policy is grounded in respect, inclusivity, and the acknowledgment of the intrinsic value of every member of our community. Through sustained efforts, we aim to eradicate any disparities and barriers that hinder the realization of a genuinely equal and vibrant workplace.

We recognize that to build the future, we need diverse perspectives and a rich tapestry of experiences and skills. As such, we actively encourage a culture of mutual respect and understanding, where every voice is heard and every idea is valued. Through educational initiatives, ongoing dialogue, and adherence to the highest standards of conduct, Sigma Technology is crafting a tomorrow where diversity is welcomed and celebrated.



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 scopes 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 maintain the level of virtual meetings reached 2022.

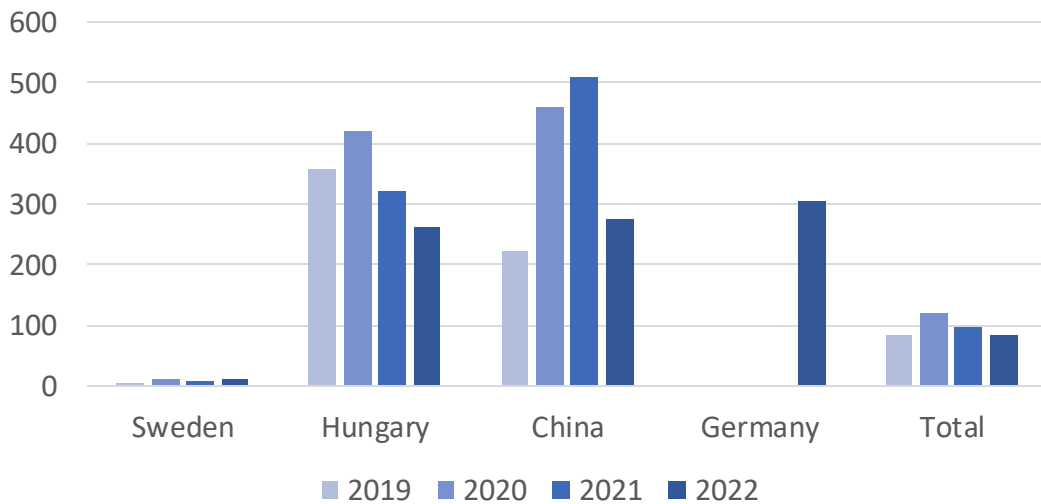
Our environmental focus:

- 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 transport or a bike to get 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.

CO2 emissions per person (kg/person)



Figures calculated from the scope 2



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.
- The Board of Directors consist of CEO and Chairman of the board of Danir (owner company) and CEO, COO and CFO of the Company. The Chairman of the board of Danir, Johan Glennmo, is Chairman of the board of the Company
- Members are nominated by Chairman of Danir and CEO of the company and they are elected by a majority of the shareholders.
- The board has delegated the responsibility of the sustainability to the CEO and the COO. Who informs the board on targets, challenges and major activities. The CEO and the COO delegate responsibility to the Company's Executive Management and to the Corporate Sustainability team.
- **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, etc. 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.

Additional topic relating to the Board of directors:

- No conflict of interests has been identified.
- Critical concerns are reported to the Board of Directors as soon as necessary. No critical concerns have been identified during 2022.
- New requests and demands from government bodies and customers are brought to the Board of Directors. Also information from external consultants is discussed.
- The Board of Directors evaluate its performance at meetings. Ultimately the performance is measured by the success of the Company.
- Board of Directors do not receive specific remuneration for its work in the board.



ABOUT OUR SUSTAINABILITY REPORT

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.

ABOUT OUR SUSTAINABILITY REPORT

Sustainability Report

The Sigma Technology Group management is responsible for ensuring 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 11](#)
- Employment, [page 17](#)
- Social responsibility, [page 26](#)
- Human rights and anti-corruption [page 42](#)
- Environment, [page 43](#)

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

2-7 Employees

Employees	ST Group			ST Sweden			ST Hungary			ST China			ST Germany		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total number of employees	1407	908	499	1019	683	336	238	159	79	67	10	57	83	56	27
Permanent employees	1324	858	466	965	651	314	219	146	73	61	8	53	79	53	26
Temporary employees	83	50	33	54	32	22	19	13	6	6	2	4	4	3	1
Non-guaranteed hours employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Full-time employees	1371	893	478	995	671	324	231	159	72	67	10	57	78	53	25
Part-time employees	36	15	21	24	12	12	7	0	7	0	0	0	5	3	2

Methodology

Head Count at the end of reporting period.

Context

N/A

Significant fluctuation

Growth has generally been 10% per year. No other significant fluctuations during or between the reporting periods.

2-8 Workers who are not employees

	ST Group			ST Sweden			ST Hungary			ST China			ST Germany		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total number of workers who are not employees and whose work is controlled by the organization	194			185			6			0			3		

Contract and relationship

Sub contractor

Type of work

SW development

Methodology

Head Count at the end of reporting period

Significant fluctuation

Growth has generally been 10% per year. No other significant fluctuations during or between the reporting periods.

2-30 Collective bargaining agreements

	ST Group			ST Sweden			ST Hungary			ST China			ST Germany		
	BA	Total	%	Total			Total			Total			Total		
The organization shall: a. report the percentage of total employees covered by collective bargaining agreements;	1019	1407	72,4%	1019			0			0			0		

b. for employees not covered by collective bargaining agreements, report whether the organization determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organizations.

The Swedish organization is covered by a collective bargaining agreement. Similar conditions in Hungary, Germany and China. The total coverage is 72%.

MATERIAL TOPICS

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

Senior management	Number	Locally recruited
Group level	4	100%
Company level	12	100%
Sum	16	100%

* See [page 22](#) for information about our senior management.

305-1 Direct (Scope 1) GHG emissions

Number of cars	Total mileage (km)	CO ₂ (ton)
8	315160	27,8

305-2 Energy indirect (Scope 2) GHG emissions

Office	Consumption (kWh)	CO ₂ (ton)
Sweden ¹	558305	10,7
China ²	34269	18,4
Hungary ¹	202740	62,5
Germany ¹	121120	2,5
Sum	916434	117,0

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 [CT2022-China-Web.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	5	0	0	0	1	0	4
Sigma Technology Business Team	35	60	2	0	30	40	3	20
Employees	499	908	135	197	325	607	39	104

GRI CONTENT INDEX

GRI 1: General Disclosures (2021)

Statement of use		
Sigma Technology has reported the information cited in this GRI content index for the period 2022-01-01 to 2022-12-31 with reference to the GRI Standards.		
Disclosures	Requirements	Location of Disclosure
2-1	Organizational details	Sigma Technology Group AB, Lindhomlspiren 9, 41756 Göteborg, Sweden. Operations in Sweden, Hungary, Germany and China. Owner: Sigma AB (owned by Danir AB). Privately owned Limited Liability Company.
2-2	Entities included in the organization's sustainability reporting	Sweden, Hungary, Germany, China.
2-3	Reporting period, frequency and contact point	1 January - 31 December 2021, Annual reporting, info@sigmatechnology.com
2-4	Restatements of information	No
2-5	External assurance	Sigma Technology follow national laws for audits of financial topics, environmental topics, and other topics. The board and senior executives be informed on vital result of the audit reports. None of the operative companies in Sigma Technology Group is targeted by legal requirements to audit environmental aspects of the business. The CSR report for year 2021 was assured by an external party. The CSR report for 2022 follow GRI structure and has been internally reviewed.
2-6	Activities, value chain and other business relationships	Page 2 , page 6 , page 7 , page 8 , page 19 , page 48 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.
2-7	Employees	Page 48
2-8	Workers who are not employees	Page 48
2-9	Governance structure and composition	The board is the highest governance body, it has meetings 2 to 4 times per year and here are no formal committees within the board. The board consists of 5 members, two represent the owner and three holds executive positions in the company. Board members are elected for one year period and the chairman for a two year period.
2-10	Nomination and selection of the highest governance body	See 2-9
2-11	Char of the highest governance body	Johan Glennmo

GRI CONTENT INDEX

Indicators	Requirements	Location of Disclosure
2-12	Role of the highest governance body in overseeing the management of impacts	Page 45
2-13	Delegation of responsibility for managing impacts	The board has delegated the sustainability to the CEO and COO. CEO and COO informs the board on targets, challenges and major activities.
2-14	Role of the highest governance body in sustainability reporting	Page 45
2-15	Conflicts of interest	Page 45
2-16	Communication of critical concerns	Page 45
2-17	Collective knowledge of the highest governance body	Page 45
2-18	Evaluation of the performance of the highest governance body	Page 45
2-19	Remuneration policies	Page 45
2-20	Process to determine remuneration	Page 45
2-21	Annual total compensation ratio	Sigma as a private company will not publicly share this type of information for integrity reason.
2-22	Statement on sustainable development strategy	Page 4, page 5
2-23	Policy commitments	Page 45 , 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. Due diligence is performed according to supplier assessment procedure. The Code of Conduct and Business Ethics stipulates commitments respecting human rights.
2-24	Embedding policy commitments	Policies are implemented in the management system, continuously ongoing work to implement and provide training for employees by means of e-learning courses and corporate information activities. All suppliers are expected to follow Code of Conduct and Business Ethics, which is communicated as a part of the supplier assessment process.

GRI CONTENT INDEX

Indicators	Requirements	Location of Disclosure
2-25	Processes to remediate negative impacts	Page 45 Negative impacts such as problems, quality issues or deviations from schedule is handled according to defined Project Delivery Process in conjunction with the interested party. Major issues should always be resolved with the involvement of senior management.
2-26	Mechanisms for seeking advice and raising concerns	Code of Conduct and Business Ethics
2-27	Compliance with laws and regulations	Nothing to report for the reporting period.
2-28	Membership associations	Page 27, page 28, page 29, page 30, page 31, page 32 , Star for Life, Almega, SCCH, Edison Platform, Obuda University Industry Committee, Linnaeus University Committee DISA, BOTI, IoTAP, WiTech.
2-29	Approach to stakeholder engagement	Page 11, page 15 , 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 any cause to update the materiality of sustainability for 2022.
2-30	Collective bargaining agreements	The Swedish organization is covered by a collective bargaining agreement. Similar conditions in Hungary, China and Germany. The total coverage is 72%.
3-1	Process to determine material topics	Page 11, page 12, page 13, page 14
3-2	List of material topics	Page 12, page 13, page 14 , no changes.
3-3	Management of material topics	Appendix 1

GRI INDEX

GRI 202: Market Presence (2016)

Indicators	Requirements	Location of Disclosure
202-2	Proportion of senior management hired from the local community	Page 22 , page 49

GRI 305: Emissions (2016)

Indicators	Requirements	Location of Disclosure
305-1	Direct (Scope 1) GHG emissions	Page 43 , page 44 , page 49
305-2	Energy indirect (Scope 2) GHG emissions	Page 43 , page 44 , page 49

GRI 405: Diversity and Equal Opportunity (2016)

Indicators	Requirements	Location of Disclosure
405-1	Diversity of governance bodies and employees	Page 37 , page 38 , page 39 , page 40 , page 49

APPENDIX 1

3-3 MANAGEMENT OF MATERIAL TOPICS					
A	B	C	D	E	F
For each material topic reported under Disclosure 3.2, the organization shall:	h. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities/business relationships.	c. describe its policies or commitments regarding the material topic.	d. describe actions taken to manage the topic and related impacts, including:	e. report the following information about tracking the effectiveness of the actions taken:	f. describe how engagement with stakeholders influenced the actions taken (3-3-d) and how the effectiveness of the actions taken (3-3-e)
				I. processes used to track the effectiveness of the actions; II. goals, targets, and indicators used to assess progress; III. the effectiveness of the actions, and how these are incorporated into the organization's operations and procedures.	
<p>MATERIAL TOPICS</p> <p>Superior Employment (employee satisfaction)</p> <p>Superior Supplier</p> <p>Customer Satisfaction</p> <p>Community Development</p> <p>University Cooperation and Education</p> <p>Equality/Diversity</p> <p>Information and Cybersecurity</p> <p>Ethical Behavior, Transparency and Business Ethics</p>	<p>Identified potential negative impacts would be a result of our activities when managers do not follow business tasks.</p> <p>Negative potential impacts: Managers not following business rules in order to achieve personal advantages both economy and people. These potential negative impacts are related to individual incidents. Positive impacts: Satisfied customer have positive impacts on profits. In addition, leads to better satisfaction between attrition which has a positive impact on economy too. Cooperation with actors within the educational area has a positive impact on individuals such as students, and the environment. Community development, for example, supporting schools in South Africa, is an example of positive impact on human development, which gives the children the opportunity for a better future.</p>	<p>Page 53</p>	<p>I. actions to prevent or mitigate potential negative impacts</p> <p>II. actions to address actual negative impacts, and actions to provide for remediation.</p> <p>III. actions to manage actual and potential positive impacts.</p>	<p>I. processes used to track the effectiveness of the actions; II. goals, targets, and indicators used to assess progress; III. the effectiveness of the actions, and how these are incorporated into the organization's operations and procedures.</p>	<p>Page 15; The outcome from the yearly customer survey is used to assess the effectiveness of actions taken.</p>
<p>Environment</p>	<p>Service supply only has a small negative environmental impact. We encourage our business relationships by encouraging and participating in activities connected to sustainability.</p> <p>Negative impacts: Activities in the service supply business area only has a small short-term and long-term negative environmental impact. We are connected with electricity consumption, facility heating/cooling and commuting. Positive impacts: Sigma Technology supports sustainability by acting responsibly and by choosing renewable energy. The high level of digitalization of the company has reduced the impact on the environment by reducing the work-related travel.</p>	<p>Page 53</p>	<p>No actual negative impacts identified.</p> <p>Business growth: expanded operations leading more employees and more tasks/ assignments</p> <p>As a result of reduction of work related to environmental hazardous waste. We support the increased number of employees who have been made. For example educational activities to set up and use virtual meetings, and conference rooms.</p>	<p>I. actions to prevent or mitigate potential negative impacts</p> <p>II. actions to address actual negative impacts, and actions to provide for remediation.</p> <p>III. actions to manage actual and potential positive impacts.</p>	<p>Page 17-19 Page 20-23 Page 25 Page 26-32 Page 33-36 Page 37-40 Page 41 Page 42 Page 43-44</p>

For better readability, please follow this link: <https://sigmatechnology.com/content/uploads/2023/11/CSR-Report-Appendix.pdf>





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