# SIGMA
Technology

# 2024
# SUSTAINABILITY REPORT

→

This report has been prepared in accordance
with the GRI standards: Core Option

# CONTENTS

# ABOUT SIGMA TECHNOLOGY GROUP

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.

Our vision is to become the leading tech consulting company where people are in focus, helping our clients innovate and our people grow. Our consultants and development teams provide cutting-edge expertise in software engineering, embedded systems, IT infrastructure, product information, AI & analytics, and digital solutions.

Sigma Technology Group currently has 1,100 employees in addition to 2,000 employees in Ukraine and has sales of approximately SEK 1.8 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, and Germany in 2024. 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 AS was founded in 2021 but is still a small operation not generating data for CSR report.

# CEO STATEMENT

## Engineering the digital revolution for a better tomorrow.

*"Expect a better tomorrow is more than a vision, it's a cornerstone of our operations. As the digital revolution accelerates, Sigma Technology's role in business and industry has never been more relevant. We apply new technologies and techniques to solve real problems, responsibly and at scale.*

*For our customers, that means innovation that improves everyday lives and strengthens competitiveness.*

*For our employees, it means a culture of trust, inclusion, and continuous learning where people build meaningful careers.*

*And for the world around us, it means investing in community, education, and sustainability, aligning our growth with clear environmental and social goals. Together, we are engineering progress that endures."*

- **Carl Vikingsson**, CEO at Sigma Technology Group

# SUSTAINABILITY HIGHLIGHTS

The 2024 Sigma Technology Sustainability Report summarizes our sustainability efforts and progress during the past year. 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. In 2024, we continued promoting sustainable technology solutions through identification and cooperation with local partners and customers.

Future CSRD requirements are being implemented and consequently our owner Danir AB is preparing for a consolidated report that includes its subsidiaries.

**50%**
goal to reduce emissions 2030

**200+**
clients globally

**27**
Years of superior delivery excellence

**37%**
female top managers 2024

**32%**
female employees 2024

**12 years**
among Sweden's Best Employers

**89,9%**
customer satisfaction rate, 2024

**ISO 27001**
**ISO 9001**
**ISO 14001**
compliant

**6 years**
among Sweden's Best Managed Companies

Sigma

# OUR VISION AND VALUES

**OUR PRIORITIES**

Superior Employment Value. Superior Supplier Value.

**COMPANY MINDSET**

Striving for success.

**OUR PHILOSOPHY**

Local Drive – Global Strength.

**OUR VISION**

Become a leading tech consultancy where people are in focus.

**EXPECT A BETTER TOMORROW**

# ORGANIZATION

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, digital solutions, and IT infrastructure with expert consultants, offshore delivery, and development teams, among others.

```
DANIR AB
   │
   ▼
SIGMA GROUP
   │
   ▼
```

## SIGMA TECHNOLOGY GROUP
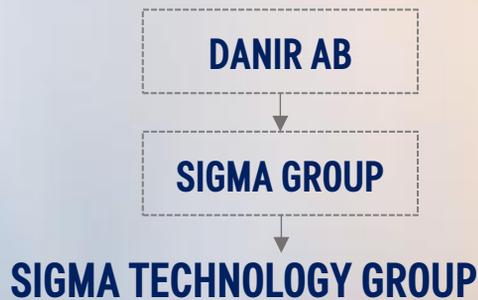
| | |
|---|---|
| Appbites | Sigma Technology Origo |
| Sigma Technology Development | Sigma Technology Software Solutions |
| Sigma Technology ERP Advisory | Sigma Technology Informatics Solutions |
| Sigma Technology IT Infra | Sigma Technology Hungary |
| Sigma Technology Experience | Sigma Technology Systems |
| Sigma Technology Insight Solutions | Sigma Technology Embedded Solutions |
| Sigma Technology Tech House | Sigma Technology Consulting |
| Sigma Technology Information | Sigma Technology Embedded Network |
| Sigma Technology Cloud | Sigma Technology Norway Group |
| Sigma Technology North Solutions | Sigma Technology Elevate |
| Sigma Software Group | Sigma Technology Systems AS |
| Sigma Technology Digital Solutions | Etecture |

# DELIVERY AND FOCUS AREAS

With a high focus on industrial customers, Sigma Technology'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 11 different industries.

| R&D | PRODUCTION | SUPPLY CHAIN MANAGEMENT |
|-----|------------|-------------------------|
| IT | AFTERSALES | BUSINESS MANAGEMENT |

*Figure 2. Sigma Technology's focus areas.*

# SUSTAINABILITY CONTEXT

Our operations are knowledge-driven, not material-intensive. Most of our supply chain consists of providers of specialized services, leased assets, software licenses, IT solutions, and travel partners. Physical purchases are limited to office supplies, prototype materials, and occasional investments in lab equipment and furniture. The true value of our chain lies in intangible assets—expertise, innovation, and strong stakeholder relationships. These include employees, customers, suppliers, and collaborative networks that enable us to deliver sustainable, high-impact solutions. Because our footprint is primarily social and intellectual, we focus on creating positive impact 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.

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 updated the materiality of sustainability for 2024 by adding "Geopolitical situation" as a new topic.

# 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.
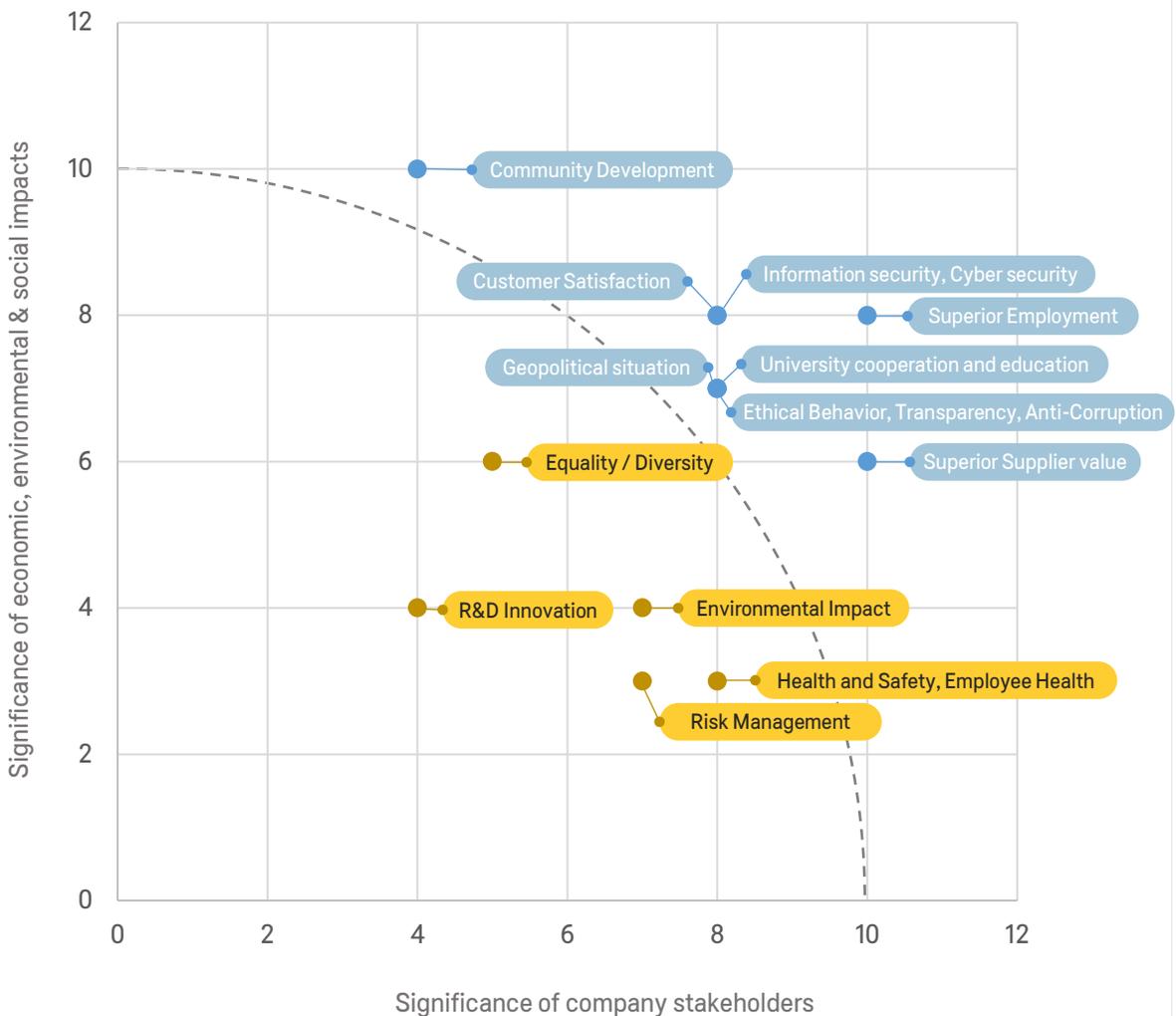


*Figure 4. Sigma Technology's materiality topics.*

# 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 | 16 |
| 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 | 19 |
| 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 | 23 |
| 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 | 40 |
| 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 | 24 |
| 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 | 33 |
| Geopolitical situation | **MEDIUM:** Customers may change location for development following current laws and sanctions. | **RISK:** Facing costs for business closure / movement. | 8 | 7 | 10,6 | XX |

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

sigma

# 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 | 7 | 10,6 | 41 |
| 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. | 7 | 4 | 8,1 | 42 |
| 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 | 17 |
| 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. | 5 | 6 | 7,8 | 37 |
| 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 | 19 |

*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 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.

QUALITY EDUCATION

DECENT WORK AND ECONOMICS GROWTH

RESPONSIBLE CONSUMPTION AND PRODUCTION

REDUCED INEQUALITIES

GENDER EQUALITY

SUSTAINABLE DEVELOPMENT GOALS

*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
- 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, 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 twelve 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. 2024 was the sixth year in a row when Sigma Technology Group became one among TOP 5 Sweden's Best Employers (been listed as the TOP 3 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.



LOCAL DRIVE – GLOBAL STRENGTH
WE FOLLOW OUR CLIENTS GLOBALLY:
SWEDEN, HUNGARY, CHINA, CANADA, US, SPAIN, FINLAND, ITALY, POLAND, UKRAINE, CROATIA

Best Managed Company in Sweden 2024



Best Managed Companies award recognizes successful private Swedish companies based on strategic direction, ability to execute, corporate culture, and 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 2024, it consisted of the following four roles: CEO, CFO, COO, CIO/CPO.

# 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 2024 is 89,9%, 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

2013

Sigma supports the FC Rosengård club which is renowned for its focus on social development and helping young people realize their dreams.

2015

Star for Life
— empowering young people

As a proud sponsor of Star for Life, a unique program aimed to empower youth in Southern Africa, we have an opportunity to help children in South Africa follow their dreams, pursue further education, and fight against the spread of HIV and AIDS.

2016

SWEDISH CLUB

Sigma Technology's team is diverse and truly international. Our team launched internal Swedish Club meetings, where Sigma Technology colleagues could write, talk, and practice listening comprehension.

2017

# WiTech

WiTech is 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.
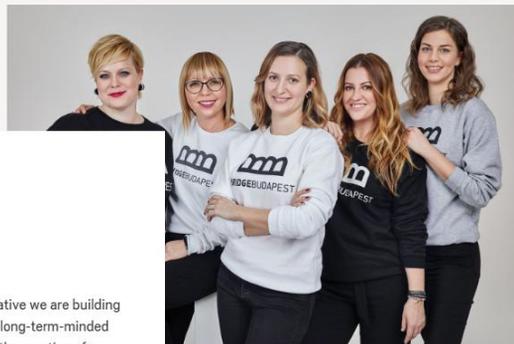
**A Female IT & Tech Network**

WiTech is an inspirational and networking platform where we share knowledge and act as role models.

www.witech.nu

2017

emerging cooking solutions

Swedish-Zambian Emerging Cooking Solutions vision and mission are to change energy use in Zambia, "level up" energy solutions, innovate and bring knowledge from North to South and back.
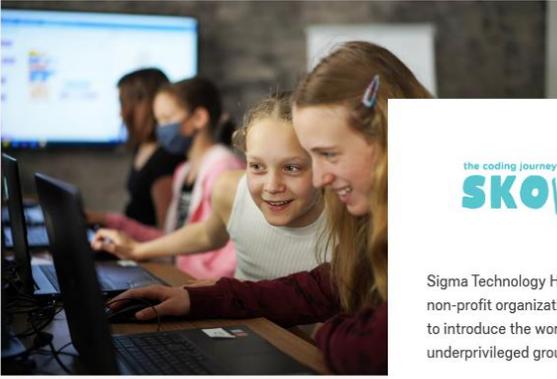
2018

**BRIDGEBUDAPEST**

Within the Bridge Budapest initiative we are building a movement of value-based and long-term-minded business actors to contribute to the creation of a world of meaningful work where knowledge and performance matter.

2018

**SKOOL**
the coding journey

Sigma Technology Hungary partners with Skool, a non-profit organization in Hungary, whose mission is to introduce the world of coding to young girls and underprivileged groups.

2019

**Special Olympics**

Special Olympics Sweden was established to inspire people with intellectual disabilities to engage in physical activities or sports. The main goal is to give everyone, regardless of ability, a chance to live a healthier and more physically active life.

2020

**WE ARE OPEN**
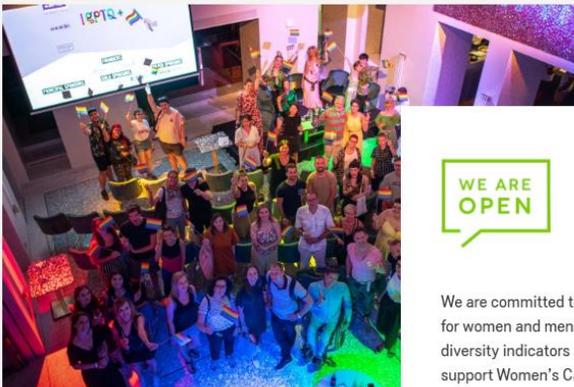
We are committed to promoting equal opportunities for women and men at the workplace by releasing diversity indicators and developing programs to support Women's Career Advancement. We still have much to do, but we believe that a successful company is one where equality reigns supreme.

2022
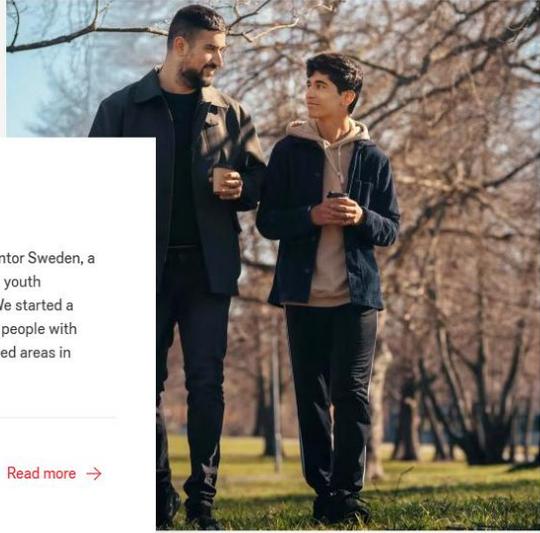


## Mentor

Sigma Technology partners with Mentor Sweden, a non-profit organization working with youth empowerment through mentoring. We started a mentorship program connecting our people with youth in socioeconomically challenged areas in Sweden.

Read more →

2022

## UPPROP UKRAINA

Upprop Ukraina is a fundraiser and direct support without intermediaries for the benefit of the Ukrainian nation. The project is supported Andrii Plakhotniuk, Ukraine's ambassador in Sweden, and Carl Vikingsson, Ukraine's honorary consul in Sweden and head of Sigma Technology Group, which has 2,000 IT consultants in Ukraine through its subsidiary Sigma Software.

# COMMUNITY DEVELOPMENT: WE STAND WITH UKRAINE

## SUPPORT FOR UKRAINE
### HUMANITARIAN AID FOR THE COUNTRY

**$3,72 MILLION**
donated to the Ukrainian army and Ukrainians

**$675 000**
spent by our own charity fund for humanitarian and military aims

**$382 520**
donated to the Come Back Alive fund & transferred to the Lviv IT Cluster

**$2 MILLION**
Upprop Ukraina donated to Ukraine

**270 ACCOMMODATION PLACES**
rented in Morshyn for employees and their families

**FREE IT COURSE LAUNCHED**
for our specialists relatives

**100+ ADDITIONAL REMOTE JOB OPPORTUNITIES**
opened

**120**
computers and laptops provided to Ukrainian schoolchildren through Star For Life Ukraine fund

**3000 EMPLOYEES WITH FAMILIES AND 120 PETS**
evacuated to safer places

**BATCH OF STARLINK STATIONS**
in our offices

**50+ PUBLICATIONS, 4M REACHED**
raised awareness about russia's invasion effects

**95% OF OUR TEAM**
returned to work in the first 2 weeks of the war

**4 CORPORATE ENGAGEMENT AWARDS**
won

**IT CAMP FOR NEWBIES**
in Java, Big Data, Support, PHP & JS

**17 NEW OFFICES**
opened in Ukraine and worldwide

**$71,000 FUNDS RAISED**
by Star for Life Ukraine

We continue actively support our team and people in during the challenging time of war. The wide range of activities aiming to support businesses and people in Ukraine performed by Sigma Software and Sigma Group companies are available for review in the Sigma Software's CSR Report.

# 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 eight 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 Sigma Technology employees – Star for Life Ambassadors that are selected on a two-year basis.

Current ambassador team gathers Sigma Technology employees from Sweden and Hungary, and a colleague from Sigma Technology's operations in Germany at Etecture.

# COMMUNITY DEVELOPMENT

## Selected projects:

- **#share_a_pair** – No child should walk to school barefoot (raised funds for 120 pairs of shoes for children in need)

- **Heroes of Tomorrow** – high-school students get career guidance and support to pursue their dreams in higher education

- **Jewelry auction** – by selling jewelry produced by the kids during art lessons, we secured microwaves to Nompondo Primary School providing access to heated food

- **Star for life – A book for Mmemezi -** The Star for Life ambassador team are thrilled to announce that our most passionate project, A book for Mmemezi, was officially launched during the Sigma Technology Summit! Together we raised 12140 SEK (~1065 Euro).

- **Pen pals -** Now 12-year-old kids from Nompondo Primary School and Sandbro School in Växjö are pen pals. Kids get the opportunity to see the world outside their own and expand their cultural horizons by communicating with peers. It gives them new perspectives and sparks their curiosity. In addition, a school in Germany started sending letters to Mmemezi High School students.

- **Sigma Graduation Grant** – every year, Sigma Technology offers financial support to students of Mmemezi High School helping underprivileged high school kids pursue university studies.
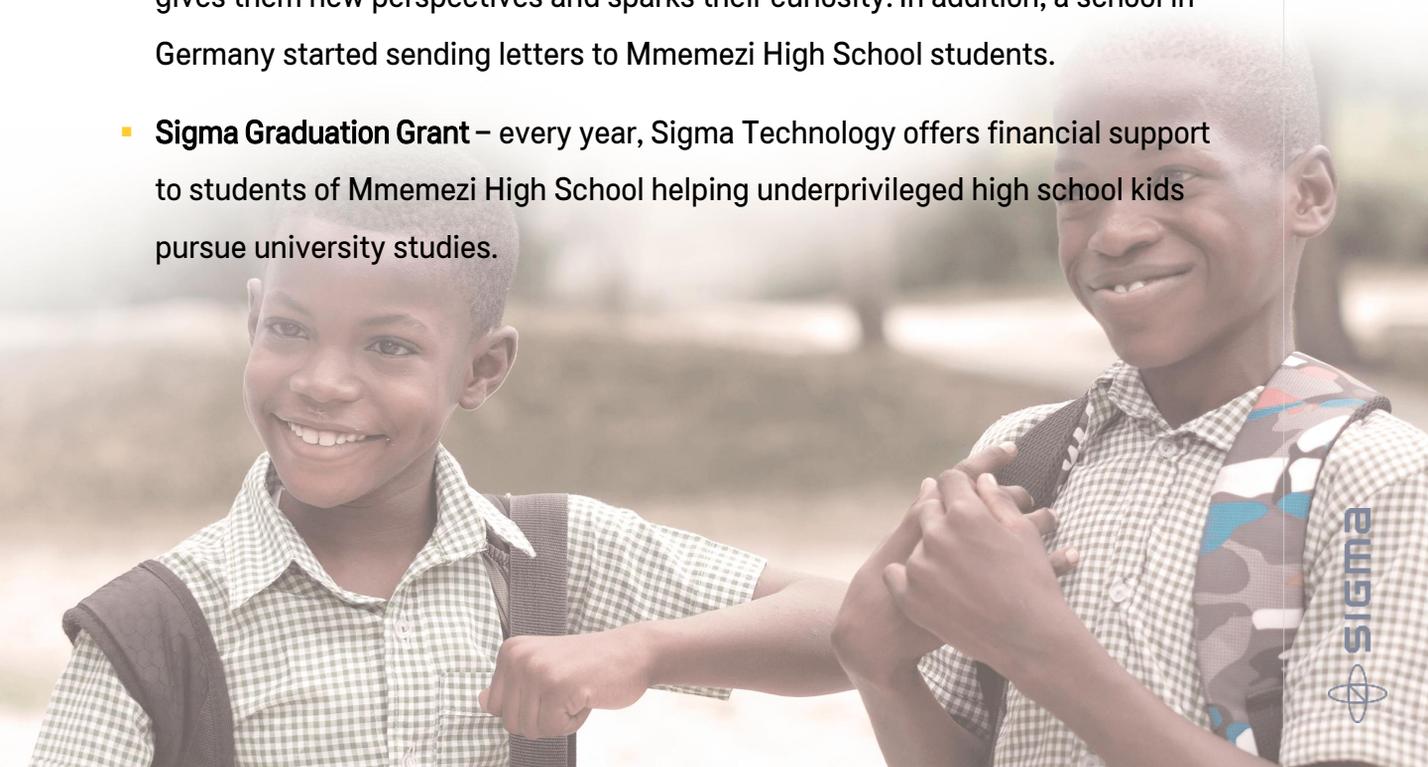
# COMMUNITY DEVELOPMENT

## HUNGARY

Sigma Technology Hungary supports a multitude of initiatives to promote a more equal and inclusive business environment and society.

WeAreOpen (WaO) is a nonprofit organization that creates campaigns together with businesses to promote diversity and inclusion for millions and helps companies become more open by offering services, workshops, talks, and consulting. WaO's "Break the Silence!" campaign, created in collaboration with Publicis Groupe Hungary, has dominated the media landscape, spotlighting the pressing issue of workplace discrimination. Participating companies reached millions through TV ads on RTL and AMC, extensive press coverage, out-of-home (OOH) digital city lights displayed in key urban areas, and display banners. Additionally, our social media communication and activation generated widespread interaction and raised awareness, effectively amplifying our message. 30+ companies and 15+ media partners joined the initiative. Full details at: WeAreOpen 2024 Annual Report.

Together with Bridge Budapest, we have cooperated to establish and publicize the concept of Legacy Leadership: Legacy Leadership - Bridge Business (in Hungarian).

# UNIVERSITY COOPERATION AND EDUCATION



## HUNGARY

Sigma Technology cooperates with leading engineering universities in the country to contribute to a better quality of higher technical education in Hungary, including Óbuda University and the Budapest University of Technology and Economics.

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.

During 2023-2024, Sigma Technology Hungary conducted 3-month education program, software academy with telecommunication focus, giving students needed skills and tools to prepare for real-project environments.

# UNIVERSITY COOPERATION AND EDUCATION

**SWEDEN**

In 2024, Sigma Technology in Sweden continued to cooperate with Swedish universities and higher education institutions to support research, skills development, and academic-industry collaboration within areas such as data-driven systems, digitalization, and emerging technologies. The company engaged in structured internship programs, providing students with hands-on experience in technology projects that bridge academic learning and industry practice, while supporting future competence supply within the technology sector.

During the year, Sigma Technology welcomed interns from Jönköping University and other educational institutions, offering practical training within areas such as software development, data analysis, and business intelligence.

# SUSTAINABLE TECHNOLOGY WITH DIGITAL PRODUCT PASSPORTS

In 2024, Sigma Technology continued its work on Digital Product Passports (DPP) in line with upcoming EU legislation aimed at improving product transparency, traceability, and circularity. Building on earlier initiatives, the company supported DPP adoption through strategic partnerships, industry pilot projects, and advisory services, including blockchain-enabled solutions and practical implementations within the furniture industry. Sigma Technology also contributed to European standardization efforts through participation in SIS committees and engaged in industry dialogues and knowledge-sharing activities, supporting organizations in preparing for regulatory requirements and enabling more sustainable and circular product lifecycles.

These initiatives contribute to increased data transparency across value chains, support responsible product design and reuse, and help organizations reduce environmental impact by enabling informed decision-making throughout the product lifecycle.
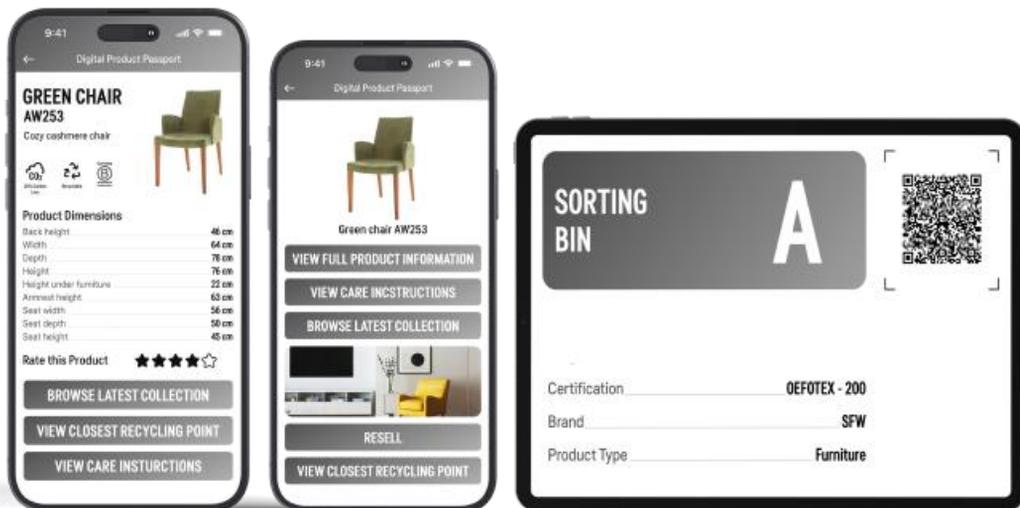
# EQUALITY AND DIVERSITY



*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 2024, the gender proportion for all employee is 32% women and 63% men.

Sigma Technology has 6 companies headed by female presidents. In 2024, Sigma Technology Group has 37% female unit managers.

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

# EQUALITY INITIATIVES

## WITECH

WiTech is 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

Femmegineering is Sigma's global initiative dedicated to building a community of female tech professionals, contributing to a more equitable and inclusive tech industry.

In 2024, Sigma Technology extended work with the Femmegineering campaign, highlighting our colleagues working in different roles to share their stories of how they started, as well as hosting inspirational events attracting company's professionals and industry representatives. In September 2024, Sigma Technology arranged event on Inclusive Workplaces together with Women in Tech network in Gothenburg, gathering 150 participants from the company, industry & academia.

# EQUALITY INITIATIVES

## SKOOL

Skool is a non-profit organization in Hungary, providing programming education for girls aged 10-18. In 2024, Skool continued to inspire young girls to explore technology and programming through interactive workshops and hands-on coding activities. In partnership with Sigma Technology Hungary, the initiative provided practical learning experiences that encouraged girls to consider future careers in tech. By promoting digital skills and confidence, Skool contributes to improving gender balance and diversity within the technology sector.

## WeAreOpen

In 2024, Sigma Technology supported the *We Are Open* initiative — a collaboration with a Hungarian nonprofit that promotes diversity, inclusion, and openness in the workplace. The initiative focuses on supporting organisations to become more open and inclusive by offering campaigns, workshops, talks, and consulting that help employers and employees understand the benefits of inclusivity. By participating in *We Are Open*, Sigma Technology reinforces its commitment to equal opportunities, gender equality, and an open culture where diverse perspectives are valued and everyone can thrive.

# 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, and during 2024 Sigma Technology was granted certification in accordance with the new version of the standard: ISO 27001:2022.

## 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.

## CHANGING GEOPOLITICS

Increasing threats in geopolitical situation call for raised awareness and readiness. Sigma Technology BCP team had initiated a range of activities, including review and extension of the 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.

During fall 2024, Sigma Technology and the whole Sigma Group organization reviewed and extended existing Code of Conduct and Business Ethics to fulfill high international standards and coming regulations. The extended Code of Conduct and Business Ethics covered the following areas:

- Whistleblowing.

- Corruption, extortion, and bribery, due diligence and money laundering.

- Third-party management.

- Human rights and working conditions.

- Environmental sustainability.

The ongoing compliance management work has passed ongoing compliance audits.

## 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.

Sigma Technology and Sigma Group regularly review existing policies to insure transparent and compliant business operations. In 2024, Sigma Technology conducted anti-corruption awareness training to inform new and existing managers on the organization's anti-corruption policy.

# 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.

## HALVING OUR EMISSIONS BY 2030



**GOAL:**

As part of our climate commitment, our target is to reduce our emissions by 50% by 2030, with the reference year 2019. We aim to achieve this by reducing our direct and indirect emissions according to the GHG Protocol's scope 1 and 2, striving for efficient and sustainable energy usage and optimizing resource consumption.

In addition, we are promoting sustainable commuting and reducing business travel to significantly reduce our scope 3 emissions.

- 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.



**CORPORATE ENVIRONMENTAL RESPONSIBILITY**

**Offices**
- ISO 14001:2015 certified
- Overall decrease in the number of prints
- Overall increase in remote meetings solutions
- Minimize the use of consumables
- Office temperature is controlled by thermostats

**Equipment**
- Energy-efficient laptops
- Low emission screens

**Travel**
- Environmentally-friendly travel
- Opportunity for colleagues to lease a benefit bike
- Pool cars are available on several sites

**Recycling**
- Recycling system for the air conditioning
- Inventories are recycled
- Laptops are reused or recycled
- Paper and tissues are environmentally certified
- Printer toner is recycled
- Waste is sorted

**Energy saving**
- Goal to halve our emissions by 2030
- Only renewable electricity is procured in Sweden
- Automatic shutdown of lights
- Energy-saving lamps

nqa.
**ISO 14001**
Registered
**Environmental Management**

Sigma Technology Sustainability Report

# 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. 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.

# GOVERNANCE

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 2024.

- 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 7
- Sustainability KPIs, page 10
- Employment, page 16
- Social responsibility, page 24
- Human rights and anti-corruption page 39
- Environment, page 40

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 | 1154 | 785 | 369 | 849 | 577 | 272 | 219 | 149 | 70 | 2 | 1 | 1 | 66 | 45 | 21 |
| Permanent employees | 1091 | 744 | 346 | 806 | 552 | 354 | 203 | 138 | 65 | 2 | 0 | 1 | 62 | 42 | 20 |
| Temporary employees | 63 | 39 | 24 | 43 | 25 | 18 | 16 | 11 | 5 | 0 | 0 | 0 | 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 | 1222 | 774 | 346 | 831 | 571 | 260 | 211 | 149 | 62 | 2 | 0 | 0 | 60 | 42 | 18 |
| Part-time employees | 32 | 9 | 23 | 18 | 6 | 12 | 8 | 0 | 8 | 0 | 0 | 0 | 6 | 3 | 3 |

| | |
|---|---|
| **Metodology** | Head Count at the end of reporting period |
| **Context** | N/A |
| **Significant fluctuation** | 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 | 259 | 235 | 24 | 235 | 211 | 24 | 6 | 6 | 0 | 0 | 0 | 0 | 18 | 18 | 0 |

| | |
|---|---|
| **Contract and relationship** | Subcontractor |
| **Type of work** | SW development |
| **Metodology** | 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:<br>a. report the percentage of total employees covered by collective bargaining agreements; | 849 | 1154 | **73.6%** | 849 | 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 74%.**

# 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 21 for information about our senior management.

### 305-1 Direct (Scope 1) GHG emissions

| Number of cars | $CO_2$ (ton) |
|---|---|
| 5 | 16.09 |

### 305-2 Energy indirect (Scope 2) GHG emissions

| Office | Consumption (kWh) | $CO_2$ (ton) |
|---|---|---|
| Sweden[1] | 611989 | 9,3 |
| Hungary[1] | 197670 | 61,0 |
| Germany[1] | 93890 | 19,8 |
| Sum | 903549 | 90,1 |

[1] $CO_2$ equivalents have been calculated based on the actual energy mix procured from our energy providers

### 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 | 0 | 20 |
| Employees | 368 | 786 | 67 | 172 | 261 | 527 | 40 | 132 |

# GRI CONTENT INDEX

| Statement of use | Sigma Technology has reported in accordance with the GRI Standards for the period 2023-01-01 to 2023-12-31. |
|---|---|
| GRI 1 used | GRI 1: Foundation 2021 |

**GRI 2: General Disclosures 2021**

| Disclosure | | Location of Disclosure |
|---|---|---|
| 2-1 | Organizational details | Sigma Technology Group AB, Lindholmspiren 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. |
| 2-3 | Reporting period, frequency and contact point | 1 January - 31 December 2024, 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 are 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 2024 follow GRI structure and has been internally reviewed. |
| 2-6 | Activities, value chain and other business relationships | Page 3, page 7, page 8, page 18, page 46 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 45 |
| 2-8 | Workers who are not employees | Page 46 |
| 2-9 | Governance structure and composition | The board is the highest governance body and 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

| Disclosure | | Location of Disclosure |
|---|---|---|
| 2-12 | Role of the highest governance body in overseeing the management of impacts | Page 42 |
| 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 42 |
| 2-15 | Conflicts of interest | Page 42 |
| 2-16 | Communication of critical concerns | Page 42 |
| 2-17 | Collective knowledge of the highest governance body | Page 42 |
| 2-18 | Evaluation of the performance of the highest governance body | Page 42 |
| 2-19 | Remuneration policies | Page 42 |
| 2-20 | Proess to determin remuneration | Page 42 |
| 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 5 |
| 2-23 | Policy commitments | Page 42, 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

| Disclosure | | Location of Disclosure |
|---|---|---|
| 2-25 | Processes to remediate negative impacts | Page 42 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 25-33, 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 14, Sigma Technology made a fundamental analysis and conclusion of its materiality of sustainability in 2018, when the first CSR report was published. We have updated the materiality of sustainability for 2024 by adding "Geopolitical situation" as a new topic. |
| 2-30 | Collective bargaining agreements | The Swedish organization is covered by a collective bargaining agreement. Similar conditions in Hungary and Germany. The total coverage is 72%. |
| 3-1 | Process to determine material topics | Page 10, page 11, page 12 page 13 |
| 3-2 | List of material topics | Page 11, page 12, page 13. |
| 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 21, page 46 |

### GRI 305: Emissions (2016)

| Indicators | Requirements | Location of Disclosure |
|---|---|---|
| 305-1 | Direct (Scope 1) GHG emissions | Page 40, page 41, page 46 |
| 305-2 | Energy indirect (Scope 2) GHG emissions | Page 40, page 41, page 46 |

### GRI 405: Diversity and Equal Opportunity (2016)

| Indicators | Requirements | Location of Disclosure |
|---|---|---|
| 405-1 | Diversity of governance bodies and employees | Page 35, page 36, page 45 |

# APPENDIX 1 (part 1)

| Disclosure 3-3 Management of material topics | | | | |
|---|---|---|---|---|
| | a | b | c | d |
| For each material topic reported under Disclosure 3-2, the organization shall: | a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; | b. 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 or business relationships; | c. describe its policies or commitments regarding the material topic; | d. describe actions taken to manage the topic and related impacts, including: |

| Material topics | | | | |
|---|---|---|---|---|
| Superior Employment (employee satisfaction)<br><br>Superior Supplier<br>Customer Satisfaction<br>Community Development<br>University Cooperation and Education<br>Equality /Diversity<br>Geopolitical situation<br>Information and Cyber security<br><br>Ethical Behavior, Transparency and Business ethics | Negative potential impacts: Managers not following business rules in order to achieve personal advantages may have potential negative short-term impacts on economy as well as people. These potential negative impacts are related to individual incidents. Positive impacts: Satisfied customers have positive impacts on economy which leads to business growth and better profit. In addition employee satisfaction brings down attrition which has positive impact on economy as well. Cooperation with actors within the educational area has a positive impact on people as students get the possibility to increase their skills when participating in different projects. Community development, for example supporting schools in South Africa, is an example of positive impact on human rights as it gives the children the opportunity for a better future. | Identified potential negative impacts would be a result of our activities, managers not following business rules. | Page 47-50 (GRI Index) | |
| Environment | Negative impacts: Activities in the service supply business area only has a small short-term and long-term negative impact on the environment, mainly connected with electricity consumption, facility heating/cooling and commuting. Positive impacts: Sigma Technology supports sustainability by acting responsibly on business travels, recycling and by choosing renewable energy. The high level of digitalization of the company has reduced the impact on the environment thanks to the reduction of work related travel. | Service supply only has a small negative environmental impact. We strive to reduce negative impacts in our business relationships by encouraging and participating in activities connected to sustainability. | Page 47-50 (GRI Index) | |

For better readability, please follow this link

# APPENDIX 1 (part 2)

**Disclosure 3-3 Management of material topics**

| | | | e.report the following information about tracking the effectiveness of the actions taken | | | | | f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e). |
|---|---|---|---|---|---|---|---|---|
| i. actions to prevent or mitigate potential negative impacts; | ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; | iii. actions to manage actual and potential positive impacts; | | i. processes used to track the effectiveness of the actions; | ii. goals, targets, and indicators used to evaluate progress; | iii. the effectiveness of the actions, including progress toward the goals and targets; | iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; | |

**Material topics**

| i | ii | iii | | i | ii | iii | iv | f |
|---|---|---|---|---|---|---|---|---|
| Several actions are taken to prevent and mitigate potential negative impacts. There are company developed policies for different topics and commitments, including Code of Conduct, sensitized by training and information to employees. Set up of IT-environment including access management to prevent misuse. Sigma Technology is certified according to ISO 9001:2015 and ISO 27001:2022. | No actual negative impacts identified. | Management of more employees and assignments as a result of business growth and increased profitability. | | Page 17-19 | Page 17-19 | Page 17-19 | Page 17-19 | Page 15, page 25; The outcome from the yearly customer satisfaction survey is used to assess the effectiveness of actions taken. |
| | | | | Page 20-24 | Page 20-24 | Page 20-24 | Page 20-24 | |
| | | | | Page 25 | Page 25 | Page 25 | Page 25 | |
| | | | | Page 26-32 | Page 26-32 | Page 26-32 | Page 26-32 | |
| | | | | Page 33-36 | Page 33-36 | Page 33-36 | Page 33-36 | |
| | | | | Page 37-40 | Page 37-40 | Page 37-40 | Page 37-40 | |
| | | | | Page 41 | Page 41 | Page 41 | Page 41 | |
| | | | | Page 42 | Page 42 | Page 42 | Page 42 | |
| We strive for efficiency to reduce our consumption of electricity. We minimize usage of consumables, sort waste and properly dispose environmentally hazardous waste. We encourage to choose remote solutions, if we need to travel we do so as environmentally friendly as possible. We encourage our employees to use public transport or bike to work. 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. | As a result of reduction of work related travel, adaptions to support the increased number of virtual meetings have been made. For example educational activities to improve knowledge of how to set up and use virtual meetings, and expansion of conference rooms. | | | Page 43-44 | Page 43-44 | Page 43-44 | Page 43-44 | |

[For better readability, please follow this link](#)