SUSTAINABILITY REPORT 2023

23 | SIGMA TECHNOLOGY GROUP

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

KEY FACTS

Sigma Technology Group, part of the Sigma Group, is a privately-owned global technology consulting company with operations in Sweden, Hungary, Norway, Germany, China, and Ukraine. The company offers cutting-edge expertise in software development, product information, embedded systems design & development, digital solutions, and IT infrastructure. Sigma Technology Group currently has 1,300 employees in addition to 2,000 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 2023. 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.

CONTENTS

CEO STATEMENT

Building a platform for profitable and sustainable growth

The 2023 Sigma Technology Sustainability Report summarizes our sustainability efforts and progress during the past year. Our purpose-driven strategy is summarized as "Expect a Better Tomorrow" and divided into several focus areas with ongoing long-term activities and objectives that support customers, owners, employees, society, and the world around us.

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. The evolving area for 2023 was promoting sustainable technology solutions through identification and cooperation with local partners and customers.

"We see a growing movement towards sustainability and transparency at our customers, especially within EU, where coming CSRD and ESRS will become enablers. 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 is our contribution to a better future."

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

SUSTAINABILITY HIGHLIGHTS

50%
goal to reduce emissions 2030

5
SDGs pledged to achieve

11
Sustainability impact projects

21%
female top managers 2023

34%
female employees 2023

11 years
among Sweden's Best Employers

89,6%
customer satisfaction rate, 2023

3
ISO certifications

5 years
among Sweden's Best Managed Companies

WHO WE ARE: 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.

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DANIR AB
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SIGMA GROUP
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SIGMA TECHNOLOGY GROUP
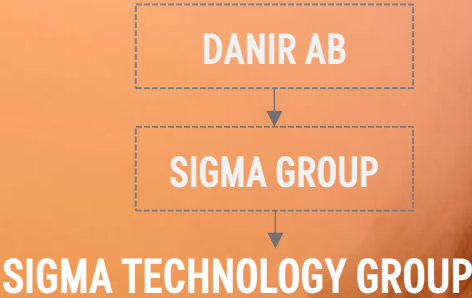
Sigma Technology China	Sigma Technology Origo
Sigma Technology Development	Sigma Technology Software Solutions
Sigma Technology Transformation	Sigma Technology Informatics Solutions
Sigma Technology IT Infra	Sigma Technology Hungary
Sigma Technology Experience	Sigma Technology Systems
Sigma Technology 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

WHO WE ARE: FOCUS AREAS

Sigma Technology focuses on our customers' activities in product development & IT 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. 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.

HR

FINANCIAL

BUSINESS MANAGMENT

IT

PRODUCTION

R&D

AFTER SALES

SUPPLY CHAIN MANAGEMENT & SUPPORT
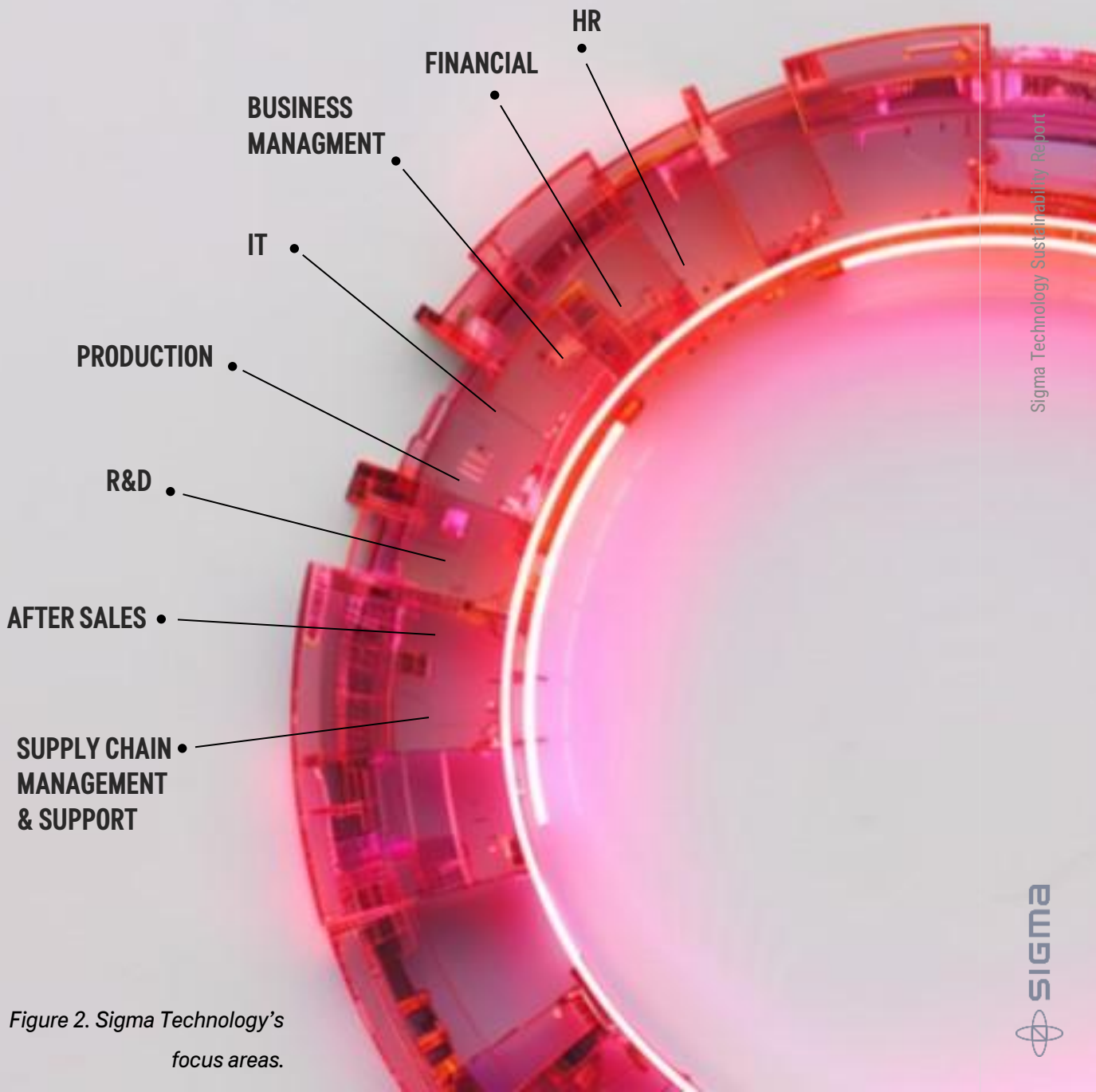
Figure 2. Sigma Technology's focus areas.

WHO WE ARE: INDUSTRIES

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 11 different industries.

AUTOMOTIVE

FINTECH AND BANKING

DEFENSE

PUBLIC SECTOR

MEDTECH

MANUFACTURING

GAMING

TELECOM

RETAIL

LOGISTICS

HIGH TECH

SUSTAINABILITY CONTEXT

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.

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 2023– it is the same as in 2022.

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.
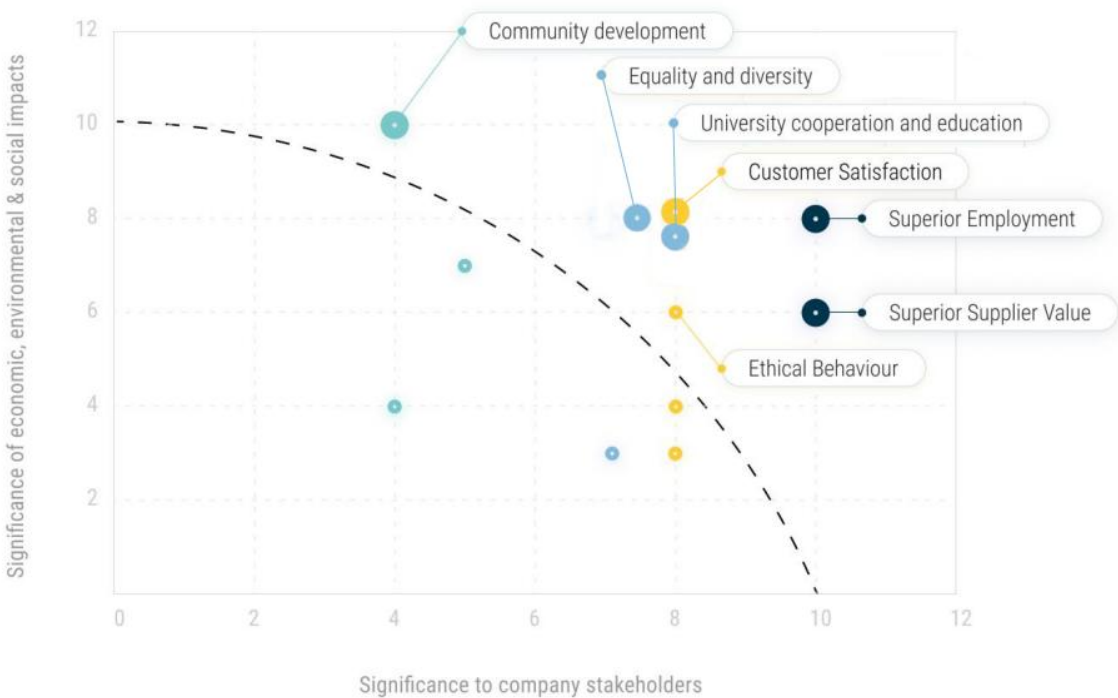

Figure 4. Sigma Technology's materiality topics.

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
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	37

*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	6	10,0	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.	8	4	8,9	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
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, 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. 2023 was the fifth year in a row when Sigma Technology Group became one among TOP 5 Sweden's Best Employers (been listed as the TOP 4 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 2023

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

8 DECENT WORK AND ECONOMIC GROWTH

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.

Sigma Technology Sustainability Report

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 2023, it consisted of the following four roles: CEO, CFO, COO, CIO/CPO.

CUSTOMER SATISFACTION
(DELIVERY QUALITY)

ATTRACTIVENESS TOWARDS CUSTOMERS BY SUPERIOR SUPPLIER VALUE
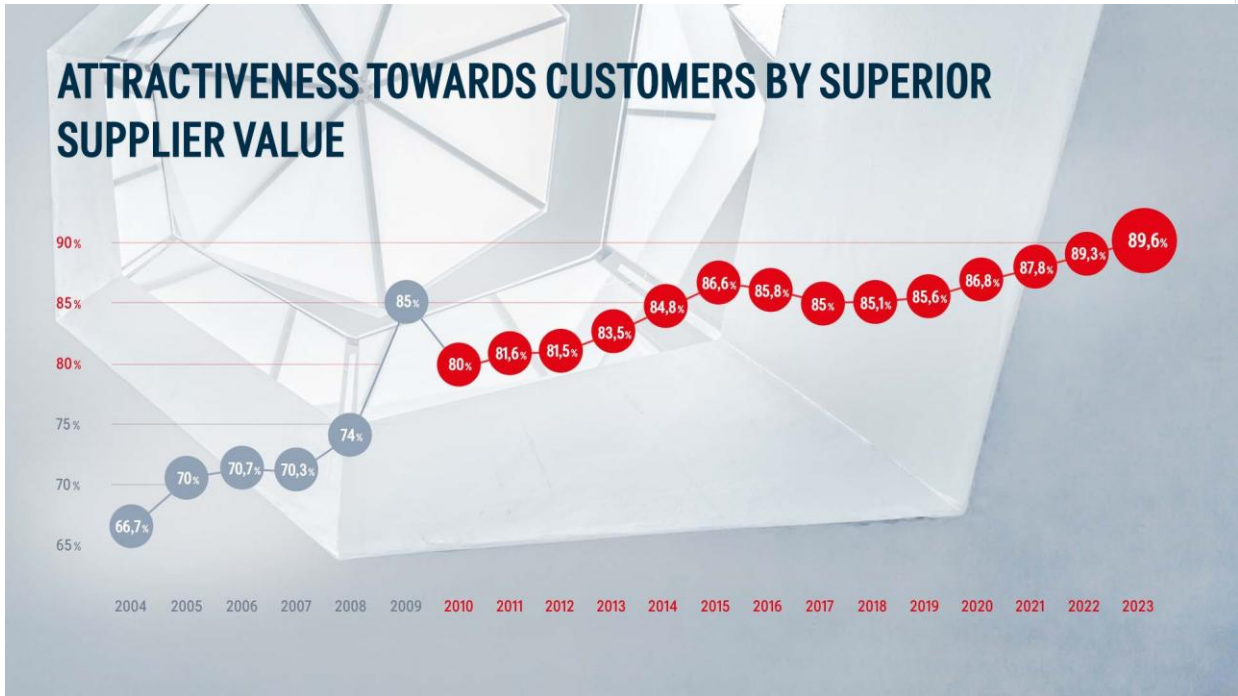
75% customer satisfaction is regarded as a good outcome by most organizations.

- 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 2023 is 89,6%, 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.
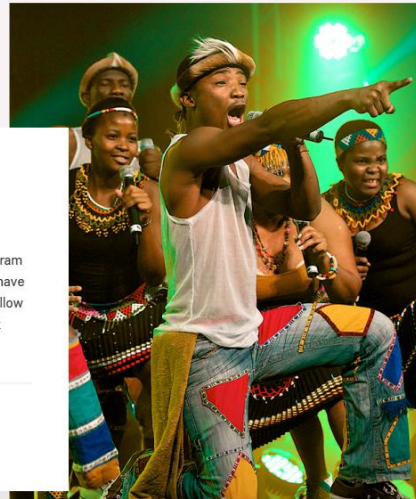
2016

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.

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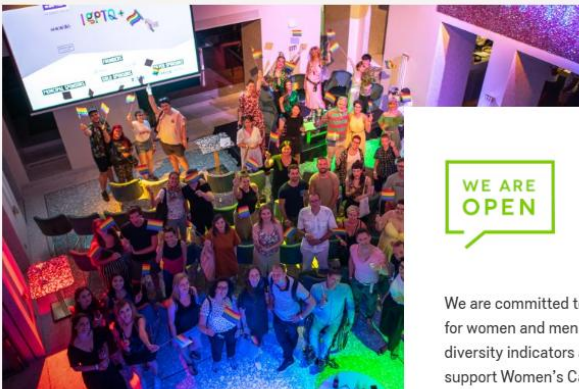
We are committed to promoting equal opportunities for women and men at the workplace by releasing diversity indicators and developing programs to support Women's Career Advancement. We still have much to do, but we believe that a successful company is one where equality reigns supreme.

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 →
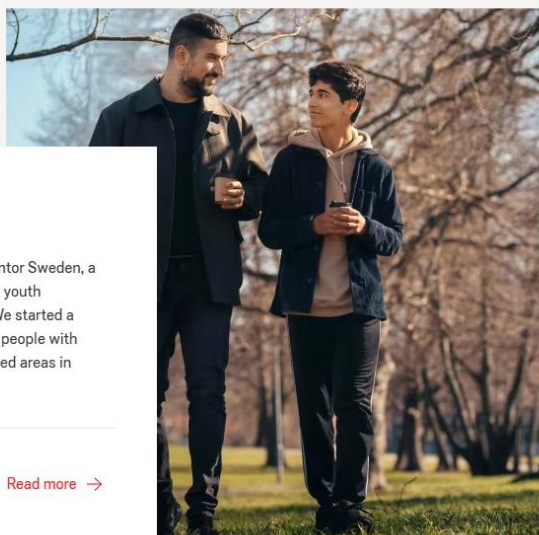
2022

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 seven 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.

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

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

COMMUNITY DEVELOPMENT

- Matric Farewell – supporting Mmemezi High School's farewell event for last year graduates

- Nompondo Curriculum project – following the donation of laptops to the school in cooperation with Computer Education in Southern Africa in 2022, Sigma Technology Ambassadors and Volunteers developed a dedicated computer education curriculum in school and trained local ambassadors and teachers to conduct classes.

- Pen Pals project exchanges between Nompondo Primary School and Sandsbro School in Växjö

- Sigma Graduation Grant – every year, Sigma Technology offers financial support to students of Mmemezi High School helping underpriviliged high school kids pursue university studies

The Star for Life Ambassadorship team will renew in 2024 following the field trip in Q3 2024. 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.

> *Thank you for giving children a chance to dream and see beyond the circumstances they are growing under. Just seeing someone from somewhere outside helps.*
> *"I do exist, there are people who are thinking about me. I can also maybe someday go there."*
> *So you are bringing hope. You are showing them, "Yeah, we see you."*
> *We thank you for that, and we are so grateful for that.*

SITHOKOZILE KHULUSE
Area Manager

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 2023, Sigma Technology Group runs 6-months mentorship program in Gothenburg and Stockholm, as well as Mentor Boost program in Växjö.

The results of the two years of participation and employee engagement will be evaluated in Q1 2024 to decide on further plans.

4 QUALITY EDUCATION

COMMUNITY DEVELOPMENT

THE EDISONPLATFORM, HUNGARY

Edison Platform is a think-tank community established by Bridge Budapest, a Hungarian NGO founded by entrepreneurs. The aim of Edison Platform is to foster connections among NGOs, businesses, scientific communities, and educational institutions focused on children's futures. By gathering best practices, creating new knowledge, and enhancing thinking among both children and adults, the platform strives to make a significant impact. In 2023, Edison Platform showcased Hungarian organizations and projects dedicated to children's education and development. Sigma Technology Hungary has been a long-term partner of the platform, with György Nagy, the country manager, serving as a mentor, jury member, and active advocate for the organization.

UNIVERSITY COOPERATION AND EDUCATION

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 2023, Sigma Technology Hungary team participated in the Researchers' 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 our stand at the university paid tribute to John von Neumann, who is an unavoidable figure in the development of computer technology. Born 120 years ago, the Hungarian engineer-scientist was included in the golden book of technological history by making a lasting impact in several fields. We had a quiz about his life and some classic arcade games to play.

UNIVERSITY COOPERATION AND EDUCATION

We also had a partnership with BME, the Budapest University of Technology and Economics. A couple of our colleagues held a course in English on Technical Communication.

UNIVERSITY COOPERATION AND EDUCATION

SWEDEN

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

In 2023, Sigma Technology welcomed several interns from technical universities and vocational schools, practicing in the area of software development, test, embedded systems, and product information. Our partner institutions include Linnaeus University, University of Gothenburg, Chalmers University of Technology, Jönköping University, Hermods Vocational School, IT-Högskolan, EC Utbilning, and many more.

One of the highlighted projects is digitalization of toys to introduce logical thinking for preschoolers and extend the product lifespan that was conducted together with one of the Swedish toy manufacturers and students from Linnaeus University. The internship project focused on digitalizing a toy train to introduce logical thinking already in preschool and thus increase children's interest in technology and programming at an early age. The toy manufacturer wanted to experiment to see how a traditional toy could be combined with digital tools to facilitate digitization in preschool and extend the toy's lifespan, thereby contributing to more sustainable consumption. The product aims to offer a collaborative play where children can build the train set together and decide how the train should run using color tiles and an app.

SUSTAINABLE TECHNOLOGY WITH DIGITAL PRODUCT PASSPORTS

In 2023, Sigma Technology was at the forefront of developing frameworks for Digital Product Passports (DPP) in line with upcoming EU legislation focused on product traceability and transparency. As an early adopter, Sigma Technology created a fully functional example of DPP, partnering with Interior Cluster from the Nordic Blockchain Alliance to design a framework that allows companies to update digital product information throughout the product lifecycle as legislation evolves.

Sigma Technology also collaborates with Linnaeus University in Växjö, where students are researching DPP applications. Additionally, the company is in discussions with other Nordic Blockchain Alliance members to explore blockchain-enabled DPP prototypes. In April 2023, at Borås Science Park's event on circular textile practices, CEO Niklas Malmros and Interior Cluster's Erik Lundh outlined how Swedish companies can prepare for the EU's DPP requirements, furthering Sigma Technology's role in supporting sustainable industry transitions.
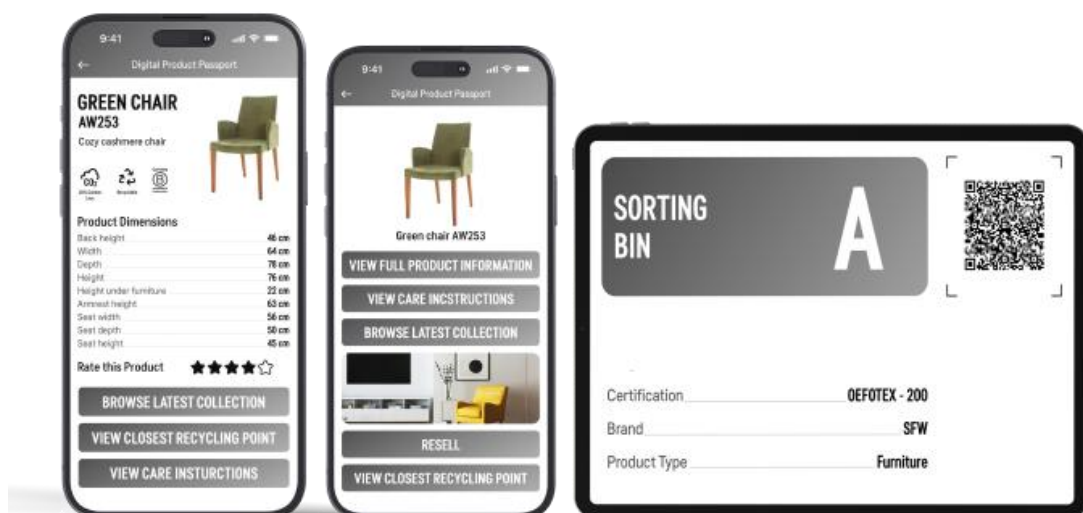
EQUALITY AND DIVERSITY
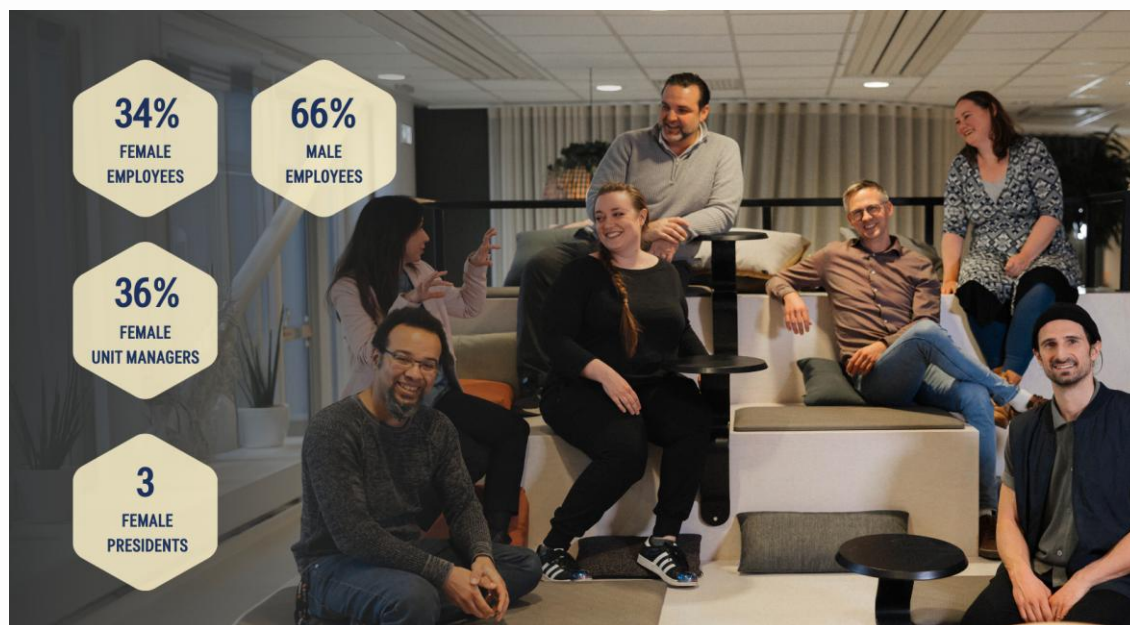
Figure 8. Sigma Technology's management team, gender statistics.

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 2023, the gender proportion for all employee is 34% women and 66% men.

Sigma Technology has three companies headed by female presidents. In 2023, Sigma Technology Group has 36% female unit managers, 35 individuals.

*[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.

In 2023, Sigma Technology and WiTech hosted a pop-up event focusing on how to make IT & Tech a top choice for future generations and create an attractive tech sector in Karlskrona. The evening opened with an inspirational talk from Matilda Höglund, a Blekinge Tekniska Högskolan student and Microsoft's "Årets Tech-tjej" nominee and was followed by a panel discussion with Tina-Mari Eriksson, Business Developer at Karlskrona Kommun, and Cajsa Augustzén, Business Developer at Paraply Produktion AB, and moderated by Annika Antonsson, Regional Manager at Sigma Technology. The event gathered students, academia, and IT professionals.

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 2023, Sigma Technology continued a Femmegineering 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.

Sigma Software, part of Sigma Technology and Sigma Group, are driving the initiative in the emerging tech markets across Europe, including Poland, Romania, Bulgaria, and Portugal. In 2023 Sigma Software won the Best Workplace for Women in Tech Award by Womentech Network.

EQUALITY INITIATIVES

SKOOL

Skool is a non-profit organization in Hungary, providing programming education for girls aged 10-18. In 2023, our long-standing collaboration with SKOOL provided girls and aspiring young coders with lifelong experiences. By offering mentorship and a space for workshops, we aimed to foster a future where all children embrace scientific and technological professions.

WeAreOpen

In 2023, we continued recognizing the immense value of being open. Diversity and inclusion have proven to increase companies' profitability and innovation capacity, enhance their employer brand, and boost employee engagement and personal well-being. That's why we supported diversity, equality, and inclusive company culture throughout the year together with WeAreOpen (Nyitottak Vagyunk).

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.

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. We have also started preparations for compliance to the new version of the information security standard, ISO 27001:2022.

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 2023 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.

- Human rights and working conditions.

- Environmental sustainability.

The ongoing compliance management work has received positive feedback from the organization's global customers and 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 2023, Sigma Technology launched anti-corruption awareness training to inform new and existing managers on the organization's anti-corruption policy. The training module will be available as e-learning from 2024.

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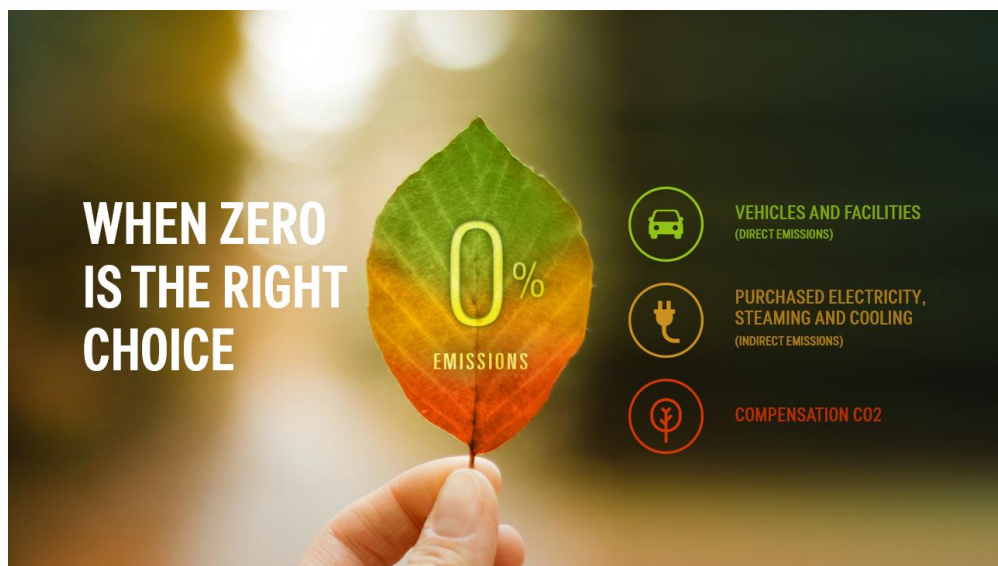
GOAL: Reach net-zero emissions by 2030 by reducing our direct and indirect emissions according to scopes 1 and 2 of the GHG Protocol, striving for efficient and sustainable energy usage, optimizing resource consumption, encouraging sustainable commuting, and reducing business travel.

GOAL: Reduce the CO_2 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.
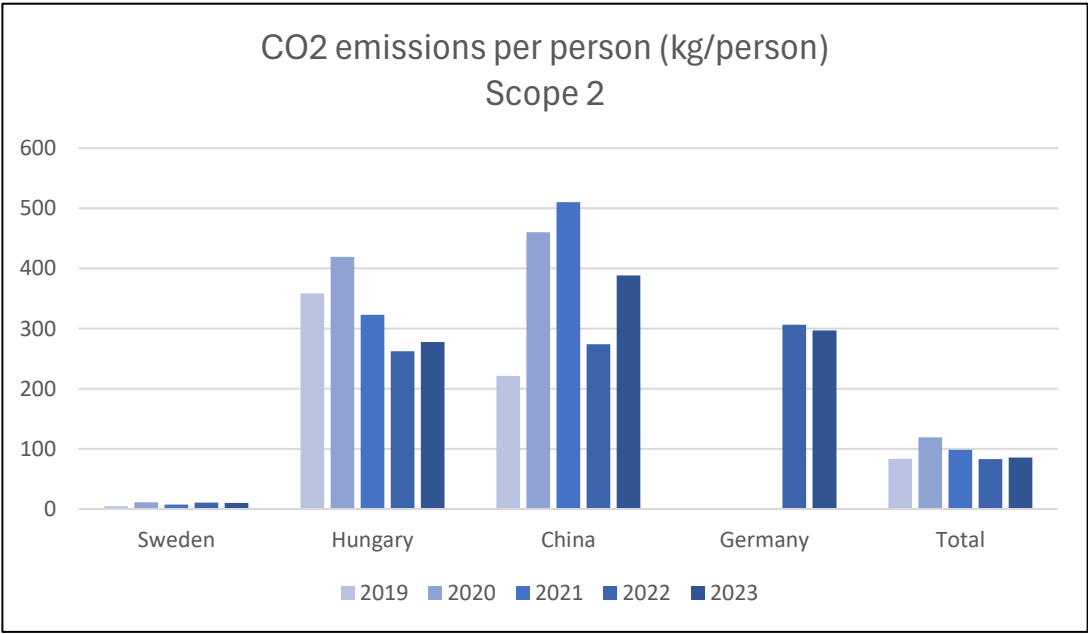
Figures calculated from the scope 2

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 2023.

- 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 10
- Employment, page 16
- Social responsibility, page 24
- Human rights and anti-corruption page 41
- Environment, page 42

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	1257	841	432	934	630	304	222	155	75	34	5	29	67	51	24
Permanent employees	1184	796	404	886	602	284	205	143	69	31	4	27	63	48	23
Temporary employees	73	45	29	49	29	20	18	12	6	3	1	2	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	1223	829	410	913	621	292	215	155	67	34	5	29	62	48	22
Part-time employees	34	12	22	21	9	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	219	194	25	200	175	25	6	6	0	0	0	0	13	13	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: a. report the percentage of total employees covered by collective bargaining agreements;	934	1257	**74.3%**	934	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	Total mileage (km)	CO_2 (ton)
8	358 626	11,9

305-2 Energy indirect (Scope 2) GHG emissions

Office	Consumption (kWh)	CO_2 (ton)
Sweden[1]	613655	9,6
China[2]	32616	17,5
Hungary[1]	200583	61,7
Germany[1]	94800	19,9
Sum	941654	108,7

[1] CO_2 equivalents have been calculated based on the actual energy mix procured from our energy providers
[2] CO_2 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	62	1	0	31	41	3	20
Employees	426	831	99	159	287	555	40	118

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, China.
2-3	Reporting period, frequency and contact point	1 January - 31 December 2023, 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 2023 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

Disclosure		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	Proess to determin 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

Disclosure		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 25, 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 2023.
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 48

GRI 305: Emissions (2016)

Indicators	Requirements	Location of Disclosure
305-1	Direct (Scope 1) GHG emissions	Page 42, page 43, page 48
305-2	Energy indirect (Scope 2) GHG emissions	Page 42, page 43, page 48

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 47

APPENDIX 1

3-3 MANAGEMENT OF MATERIAL TOPICS

	A	B	C	D	E				I	II	III	IV	F
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:	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 it has influenced the effectiveness of the actions taken (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

	A	B	C	i	ii	iii	I	II	III	IV	F
Superior Employment (employee satisfaction)	Negative potential impacts: Managers not following business rules in order to achieve personal advantages may have potential negative short-term impacts on both economy and 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 a positive impact on economy too. Cooperation with actors within the educational area has a positive impact on individuals such as students, having 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 when managers do not follow business rules.	Page 47	Several actions are taken to prevent and mitigate potential negative impacts. There are corporate policies on different topics and commitments, including a 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 27001:2013.	No actual negative impacts identified.	Business growth: expanded operations means handling more employees and more tasks/ assignments	Page 16-18	Page 16-18	Page 16-18	Page 16-18	Page 15. The outcome from the yearly customer satisfaction survey is used to assess the effectiveness of actions taken.
Superior Supplier							Page 19-22	Page 19-22	Page 19-22	Page 19-22	
Customer Satisfaction							Page 23	Page 23	Page 23	Page 23	
Community Development							Page 24-32	Page 24-32	Page 24-32	Page 24-32	
University Cooperation and Education							Page 33-36	Page 33-36	Page 33-36	Page 33-36	
Equality/Diversity							Page 37-39	Page 37-39	Page 37-39	Page 37-39	
Information and Cybersecurity							Page 40	Page 40	Page 40	Page 40	
Ethical Behavior, Transparency and Business Ethics							Page 41	Page 41	Page 41	Page 41	
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 by reducing the work-related travel.	Service supply only has a small negative environmental impact. We strive to reduce negative impacts in our business relationship by encouraging and participating in activities connected to sustainability.	Page 43	We strive for reducing 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 42-43	Page 42-43	Page 42-43	Page 42-43	

For better readability, please follow this link:
https://sigmatechnology.com/content/uploads/2025/01/CSR-Report-Appendix.pdf