

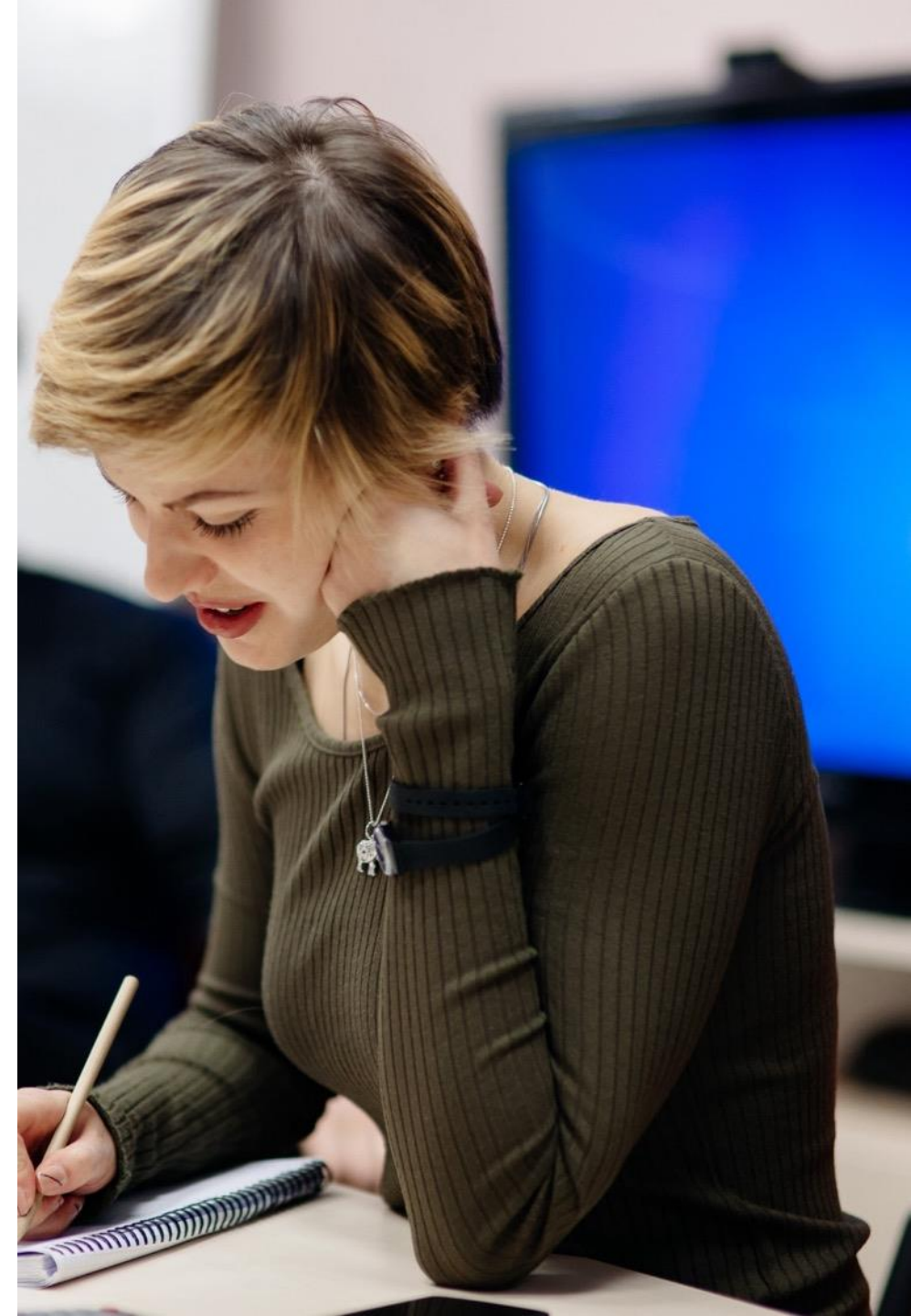
NAVIGATING GENDER EQUALITY

Sigma Software



Sigma Software is committed to removing barriers based on bias, not only within the company but in the industry in general. Sigma Software's strategy has always focused on people, their needs, professional growth, and realizing their potential, regardless of gender.

The company has been promoting gender equality since its inception and has singled it out as a separate project since 2022.



DIVERSITY IS THE KEY TO DEVELOPMENT 01

Different perspectives increase innovation & decision-making efficiency. Improved corporate culture and employee satisfaction.

RAPID GLOBALIZATION 03

Entering new markets, including Americas and Europe, where DEI principles are much more developed than in Ukraine.

COMPLIANCE WITH CSR PRINCIPLES 05

Sigma Software strives to meet the requirements of international standards as well as the requirements of socially responsible partners and customers who pay great attention to DEI and gender balance.

Why Gender Equality is Important for Us

02 THE INDUSTRY DEVELOPMENT

For the successful growth of the company and the development of IT industry globally, it is necessary to attract more women to the technical area. Increasing the talent pool requires combating stereotypes in society that consider technical specialties to be male.

04 TEAM GROWTH

To ensure the growth of the team and onboarding the best talents, we have to attract women, who share our values and approaches and create a feeling of belonging.

06 ADHERENCE TO THE “PEOPLE FIRST” STRATEGY

The company has always strived to provide its experts with everything they need to realize their full potential. This includes equal opportunities and non-discrimination.

To overcome the barriers that cause inequality between men and women in the field of technology, Sigma Software directs its efforts to create synergy between business associations, educational institutions, society as a whole.

In reaching the gender balance, the company sees its main tasks as:

- Overcome the historical imbalance
- Overcome prejudices and stereotypes
- Increase the talent pool
- Remove hostility and non-inclusive culture
- Ensure work-life balance
- Eliminate unequal opportunities



INTERNATIONAL INITIATIVES

In 2024, Sigma Software Hungary announced its support of the international EMPOWER HER initiative aimed to promote gender equality and women's empowerment. EMPOWER HER is an initiative by the U.S. Department of Commerce, the American Chamber of Commerce to the European Union (AmCham EU), and AmChams in Europe (ACE). By signing the declaration, we support the first steps for a better future, including:

- Committing to increase female representation in leadership positions;
- Investing to increase and deepen programs that develop skills and opportunities among women;
- Promoting leadership development opportunities for women;
- Sharing experience and best practices regarding the implementation of gender equality and diversity;
- Supporting work-life balance for all employees, offering flexible work arrangements whenever possible, to promote a healthy work environment for staff.



FEMMEENGINEERING

Sigma Software's flagship project aimed at fighting stereotypes and attracting more women to technical professions. Femmeengineering focuses on making female role models more visible and creating a supportive, inclusive environment where women can access the resources needed to build successful careers in technology.

Project includes:

- Inspiring female stories: Featuring success stories from women in tech to motivate and encourage others
- Knowledge sharing events
- A series of regular meetups and workshops designed to unite and empower women through shared learning and networking
- Educational courses: Specialized programs aimed at equipping women with in-demand IT skills, mentorship, and tools for professional growth.

SELECTED CASES

10⁺

unique stories
& interviews
revealing real life
stories & inspiring

10⁺

events

50K⁺

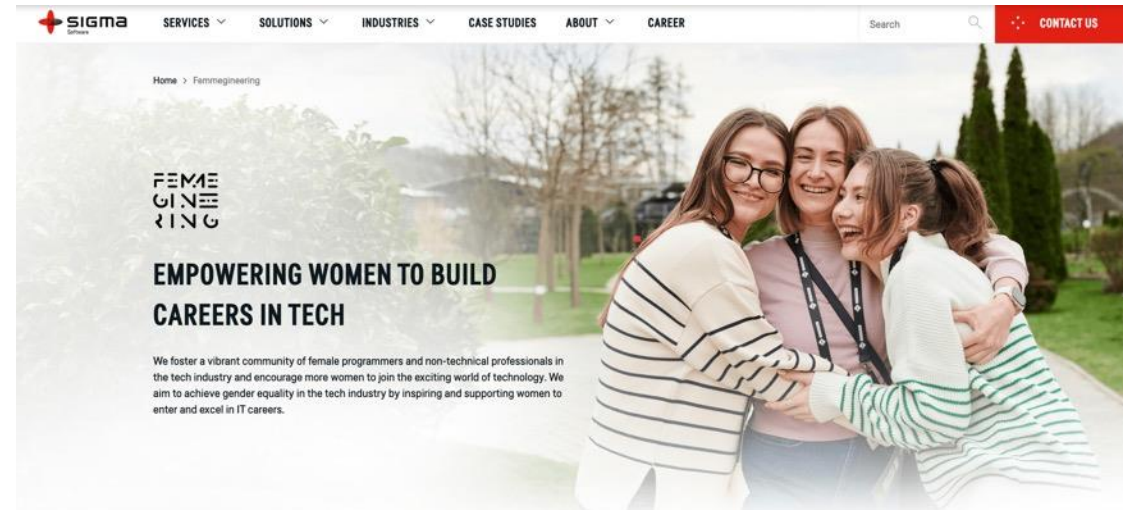
coverage

20⁺

female
speakers

20⁺

publications
in UA & EU
media



FEMMEENGINEERING IN BRIEF

SELECTED CASES

Geographic Reach

The initiative spans multiple regions including Poland, Bulgaria, Ukraine, Portugal, Sweden, Canada, the US, LATAM, and the Middle East.

Scaling for Emerging Markets

Sigma Software Group is taking this initiative to the next level by expanding it into Eastern European countries (mainly Ukraine). With many Ukrainian refugees being women and often the primary breadwinners, Femmegineering provides them with opportunities to gain new skills, secure employment, and rebuild their lives with the help of courses from Sigma Software University.

Community Leaders

Events have attracted top-notch experts from leading global tech companies like Air Canada, Google, Spotify, Ericsson, Snapchat, FlixBus, and more.

Collaboration & Global Impact

Femmegineering partners with global communities to amplify its message. For example, we hosted a special session during the Women in Tech Summit in Poland, one of the largest events in the region, attracting over 8,000 attendees. Additionally, in 2024, Femmegineering supported the Women in Data Science (WiDS) Worldwide Conference in Sweden.

Internal Impact

Within Sigma Software, the initiative has been scaled internally, gathering powerful women who share their personal stories to inspire others. With 50% of the company's management team being female, promoting women's empowerment is a strategic priority. The program is designed not just to inspire but also to drive tangible change across the organization.

Community engagement

While Femmegineering may not yet have an audience of 1 million, the initiative has cultivated a highly engaged community. Participants consistently return to our webinars because they find a safe, supportive environment where they can be vulnerable, openly share their challenges, and request the specific support they need in a tech industry still dominated by men. This trust and ongoing engagement demonstrate that it is more than just an empowerment project — it's a mission to create sustainable, lasting change.

INTERVIEW WITH KATERYNA BEZSUDNA, CEO & CO-FOUNDER OF DEFENCE BUILDER

How to Build Partnership in Conservative Teams and Why it is Important to Be Honest with Yourself

17 Sep, 2024 | Corporate news | 7 min read

Kateryna Bezsudna is an expert in sales and operations with a special superpower – uniting people and creating products. For over 10 years, she has worked in direct sales, agriculture, manufacturing, IT, and in the automotive industry. Now, Kateryna drives Ukrainian Startup Accelerator Defence Builder, which was founded in partnership with Sigma Software Labs, and aims to create conditions for the systemic development of the defence sector. We talked to her about her career path choices and experience related to gender relations at work.

Kateryna, please tell us about your childhood and education.

I grew up in Kyiv in a very supportive and motivating family that helped me create a solid foundation for development. They have always believed in me and encouraged me to express myself the way I wanted. As far as education is concerned, I graduated from two universities. The first one, the International Christian University, was founded by Kyiv National Economic University and the International University Vienna. All of the lectures were in English and in addition to teaching me Management and Administration, they helped me improve my English significantly. Most teachers were from the USA and they never distinguished us as male or female. Instead, they treated each of us as individuals and always showed respect.



SIGMA SOFTWARE STARS RECOGNIZED AS TOP WOMEN IN UKRAINIAN VC AND STARTUP ECOSYSTEM

10 Oct, 2024 | Corporate news | 4 min read

Daria Yanieva, Investment Director at Sigma Software Labs, was featured in the list of inspiring female entrepreneurs in the Ukrainian startup and venture capital landscape by Vestbee.

Vestbee has recently presented the list of Top Women from VC and Startup Ecosystem in Ukraine. Vestbee is one of the leading platforms empowering startup founders, VC funds, angels, accelerators, and corporates with the right community, infrastructure, and tools to succeed. It highlights impactful female leaders from various countries and has now spotlighted Ukraine.

We were happy to find in the list Daria Yanieva, Investment Director at Sigma Software Labs, the corporate venture capital wing of Sigma Software, as well as several other women related to our company.



SWITCHING TO IT AND GROWING FROM INTERN TO TEST LEAD

09 Aug, 2024 | Corporate news | 6 min read

"Don't give up after the first unsuccessful interview. Don't give up even after the tenth one." The story of Liliya Nagiba, a Sigma Software test engineer who got into IT after eight years at customs and grew from an intern to a test lead.

How do you dare to change your life so that you don't regret it? Why sometimes the decision to give up a long-term career in one field and start a new professional path is primarily a sign of courage that is usually rewarded? Today we are sharing a story of such changes and career development.

Liliya Nagiba from Kharkiv, who was forced to move to Lutsk because of the war, came to testing after 8 years of working at the customs in Kharkiv and grew from an intern position at Sigma Software to the position of Principal Test Engineer. Liliya described her personal and professional development, the importance of education, and key points that can help beginners. Here is her direct speech.

I DECIDED TO TRY IT

I'm a computer systems engineer by education, but I studied at the Academy of Customs in Dnipro, and after graduating, I started working as an inspector at the customs office. And even there, I tried to facilitate the work of my department and wrote small programs to automate the work with databases.



ADVOCATING FOR DEI: HANNA, HEAD OF SIGMA SOFTWARE CANADA

Navigating Gender Equality in the IT Landscape

07 Dec, 2023 | Corporate news | 12 min read

Recently, Sigma Software has won the title of Best Workplace for Women in Tech as a category in The Women in Tech Global Awards 2023. Best Workplace for Women in Tech celebrates companies for creating an environment where women can thrive and succeed in the tech field, are recognized as leaders in promoting gender diversity and inclusion within the industry.

Sigma Software has 35% of women in the company against the average of 25% in the industry and keeps working on attracting women to tech professions. Many women, who work in the company, promote gender parity in IT and fight prejudice related to gender roles. One of them is Hanna Abdel Hamid – Strong Woman in IT 2023 and a frequent speaker on DEI-related topics.

Hanna actively participates in various community initiatives and serves as a board member for a non-profit organization. She is highly engaged and enthusiastic about promoting Diversity, Equity, and Inclusion (DEI) initiatives. She mentors women and non-binary people in the early stages of their careers, helping them navigate their professional paths and achieve their goals.



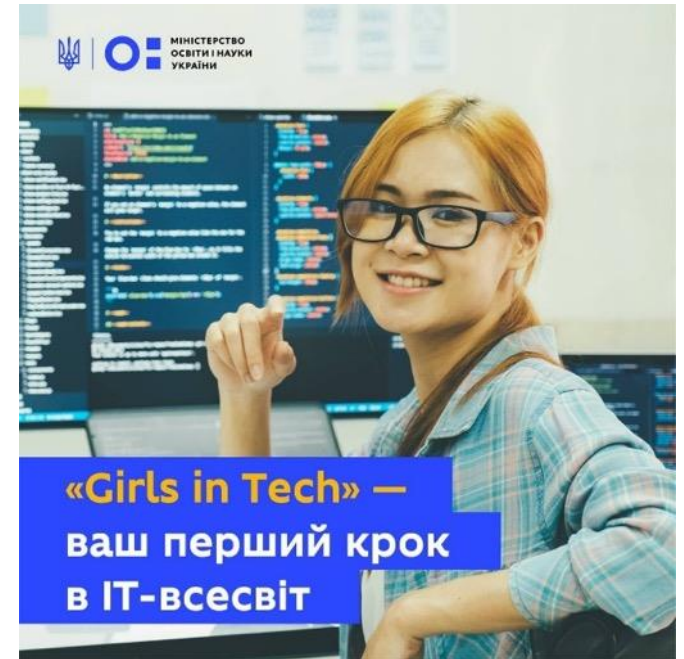
GIRLS IN TECH LEADERSHIP

IN PARTNERSHIP
WITH

STAR FOR LIFE UKRAINE

The project aims to attract girls to the technical field, give them confidence, and help them choose the profession that is more to their liking. Within the framework of this project, in 2024 Star for Life Ukraine in partnership with Sigma Software organized:

- Webinars with successful women leaders in the technical field from Sweden and Ukraine to share experience and motivate. The webinars gathered more than 100 participants, girls aged 11 to 15.
- UI/UX design courses for girls in grades 5-11 with highly professional teachers. So far, more than 500 participants have taken part in the course.
- Python development courses for girls in grades 5-7 attracted more than 100 participants.
- Career guidance lectures.



UNITING EFFORTS

SELECTED CASES

Women's Executives Leadership Development Initiative from the American Chamber of Commerce

The company supported the event as a general partner. The meeting took place in Kyiv, welcoming Elina Svitolina, famous Ukrainian tennis player, as one of the speakers. The event gathered 300 women from different industries

Women in Data Science Conference in Stockholm

Together with Spotify and Ericsson, Sigma Software became a partner of the conference. The Women in Data Science community unites more than 1,600 women working and living in 30+ countries around the world

International Day of Girls in Information & Computer Technologies

In partnership with Girls STEM, we organized an online event where we talked about career opportunities for girls in tech, and shared personal stories from women IT experts of how they became programmers

Hosting Vona Tech Community in Sigma Software Offices

Vona Tech Community is Ukrainian non-profit dedicated to inspiring women to succeed in tech careers. As part of their work, they organize meetups with very experienced women speakers, who made a successful career in IT. Sigma Software gladly hosts these meetups in our offices



WOMEN LEADERSHIP PROJECT IN SOCIAL NETWORKS

SELECTED CASES

In 2024, our company launched a series of posts dedicated to highlight the role of a women in tech company. Our aim was to share success stories from women not only on tech careers. Both tech and non-tech specialists can unleash their potential when confident and treated with respect. At Sigma Software, we give all our specialists equal opportunities, and we are proud to have so many bright women on board.






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*Lifelong learning
is the key to
a successful career!*



ADRIANA PELOSI FEITOSA
Head of Sigma Software Brasil




”

*Every role is
a leadership role*



OLHA PARAMONOVA
Vice President




”

*Leadership is about
creating an environment
where your team can
reach their full potential*



VERA SOLDATOVA
Head of PR

SELECTED CASES

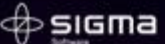



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*Aspiring to excellence
is the first step
toward leadership*



DORA CSERESNYES
CEO of Sigma Software Hungary




”

*Be kind to yourself
and build a supportive
community*



ANASTASIA PROZOR
Head of Operations, LATAM




”

*Do it with passion
or not at all*



KATE STEFANOVYCH
Event Management Lead

INTERNAL INITIATIVES



CREATING POLICIES & COMPLYING WITH THEM

- At all stages, female specialists are protected by relevant policies (from work-life balance, working conditions and remuneration to anti-harassment and non-discrimination).
- Training of HR, managers, and employees to work in a gender-balanced environment.



INTERNAL EDUCATIONAL PROGRAMS

- Professional education (Sigma Software University).
- Access to mentoring and educational events.
- Individual development and support programs.



CARE FOR CHILDREN

- Additional benefits during a maternity leave and medical insurance for children.
- Educational, sports, and entertainment programs for children.
- Psychological support for parents.



MOTIVATION TO GROW

- Opportunities to work on your own project or startup.
- Opportunities to be involved in various projects, develop as a speaker, mentor.

Sigma Software is committed to removing barriers based on bias, not only within the company but in the industry in general. Sigma Software's strategy has always focused on people, their needs, professional growth, and realizing their potential, regardless of gender.

The company has been promoting gender equality since its inception and has singled it out as a separate project since 2022.

Internal Quiz “Women Leadership”

The webinars aimed at highlighting the balancing between work and life, and as speakers, we invited our colleagues who successfully combine work, personal life, and various activities – hobbies, sports, volunteering work, etc. They shared their stories in the format of a discussion club. Nearly 100 people joined the events, more than 85% were satisfied with the organized webinars.

SELECTED CASES

“How She Does It” Series of Webinars

For Sigma Software team we created a unique quiz featuring most known women leaders from Ukraine and globally to inspire and charge with positiveness.

Regular Communication

In our internal communication, we highlight equal opportunities for all the specialists, inform about the company`s focus on gender equality and why it is important, provide trainings of working in gender-balanced teams and building DEI environment.

SIGMA SOFTWARE CONSTANTLY WORKS TO REACH A BALANCE

To make sure that the company's policies & practices are relevant and to attract women thus improving our gender balance, the company conducts regular work:

- 50+ policies reviewed and revised.
- 19 benefit packages created that take into account various conditions of cooperation, offers of the main competitors, people's needs, and are free from any discriminatory provisions.
- In 2023-2024, the company did not receive any claims regarding unequal conditions or gender discrimination.
- The company provides many training opportunities. In 2024, we held 257 internal training events with 9,584 participants, 36% of them are women.
- Internal education is proving to be effective. In 2024, 96 specialists were promoted demonstrating improvement of their skills, 51% of them are women (37% in 2023).
- The company's success in terms of providing equal conditions and implementing policies that prevent discrimination is evidenced by the overall level of employee satisfaction, which remains at 75%.
- Women's loyalty level in the company is higher than that of men. The number of specialists working in the company for 3+ years among men reaches 13%, while among women it is 15%. The number of specialists who have stayed with the company for more than 5 years among men is 4%, and among women – 7%.

Sigma Software motivates its professionals to become speakers and develop the women's community. They deliver keynote speeches at global events such as Gitex Africa, Women in Tech Global Conference, Women in AI Canada, Collision Conference, and more, inspiring women to pursue careers in tech and overcome challenges.

Female ambassadors around the world are joining local initiatives, such as the WREPQ program launched by YES Montreal and the Quebec government, which aims to help women from all walks of life and backgrounds re-enter the labor market, change or start a career.

Our women conduct webinars and workshops on key issues such as breaking the glass ceiling, overcoming impostor syndrome, overcoming stereotypes, etc.





WOMEN PLAY AN IMPORTANT ROLE IN THE COMPANY

35%

women in the company (compared to 24% in the IT industry in Ukraine and 25% globally). In tech roles, there are 19% of women.

40-80%

Women in the ecosystem elements (Sigma Software Labs, Sigma Software University, Sigma Software Unity Fund, etc.)

70%

Company ambassadors are women

60%

Mentors are women

50%

Women in the management

30+

Female speakers (45% of all company representatives at events around the world)

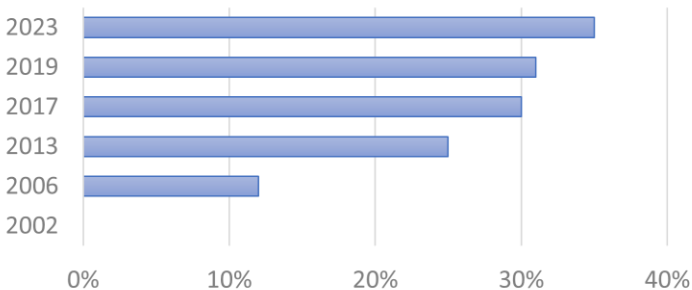
10+

Ambassadors of gender equality

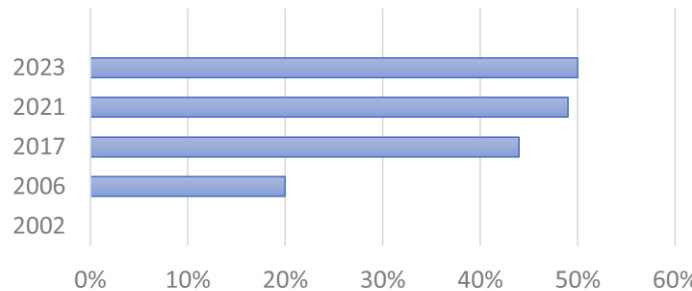
39%

New hires in 2023 are female specialists

Number of women in the company over years



Number of women on managerial positions



OUR REGULAR AND TRANSPARENT COMMUNICATION REACHES ITS AUDIENCE

80K

Website users monthly

110K

Followers in social networks

1-3M

Media coverage monthly

40%

women

49%

women

35-40%

women

OUR WOMEN OPINION

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Sigma Software provides invaluable opportunities for women within their team, offering access to support and mentoring that greatly benefits career growth. The company fosters an environment of trust between colleagues and management, promoting a spirit of collaboration that is truly commendable. Moreover, the company is dedicated to achieving gender parity in its executive management teams, demonstrating its commitment to equality.

On a personal note, Sigma Software has allowed me to pursue my passion for advocating diversity, equity, inclusion, and gender parity. They have encouraged me to deliver keynote speeches at renowned conferences, raising awareness about these crucial topics. Additionally, I feel unwavering support from my colleagues and direct manager in pursuing all my professional growth ambitions.

HANNA ABDEL HAMID

Regional Director, Sigma Software US & Head of Sigma Software Canada

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I have over 17 years of experience in the technology industry in business development manager and leadership roles. I have always advocated for diversity, equity and inclusiveness, and I try to actively promote a more inclusive technology landscape. Persistence in communication and building trust has always been my strategy in overcoming gender barriers. I appreciate the company's position on providing equal opportunities and support corporate initiatives aimed at promoting gender balance. The company also encourages and gives the opportunity to participate in projects that go beyond the scope of Sigma Software Group, such as the Club of Women Leaders of the Hungarian Business Leaders Community, where I am an active member.

Combining a demanding management position and personal life, I am grateful to the company for the opportunity to work on a flexible schedule.

DORA CSERESNYÉS

CEO of Sigma Software Hungary

OUR EFFORTS RECOGNIZED

We are proud to be recognized among the Best Employers, this proved that we are on the right track with our efforts of creating the best conditions for our experts worldwide, fostering DEI environment, and gender balance.

During 2023-2024, we received 20+ CSR and HR brand awards, including:

#1 IT Employer

according to DOU.ua

Best Workplace for Women in Tech

in The Women in Tech Global Awards 2023

#5 Best Employer

according to Forbes.ua

Sustainability Award

in partnership with UN Global Compact,
for Femmegineering project



OUR AMAZING EXPERTS ARE ON THE TOP LISTINGS



DARIA YANIEVA

Investment Director
@ Sigma Software Labs

was featured in the list of inspiring female entrepreneurs in the Ukrainian startup and venture capital landscape by Vestbee



ALEXANDRA GOVORUKHA

Head of Global Affairs
@ Sigma Software Group

has been recognized as an ambassador of the IT Ukraine Association.

She will represent the interests of the Ukrainian IT industry in Great Britain, focusing on creating new partnership opportunities



JULIA NILGA

Chief Infrastructure Officer
@ Sigma Software Group

Dev.ua media gathered the most active CIOs in Ukraine, ready to talk about their work. Among them is Julia Nilga, our CIO and the only woman on this list, which we are also incredibly proud of



HANNA ABDEL HAMID

Regional Director @Sigma Software US
Head of Sigma Software Canada

was recognized among the Strong Woman in IT 2023, nominated for the Speaker of the Year Award by WomenTech Network, as well for the DEI Champion of the year title at the Startup Community Awards in Montreal

CONTRIBUTING TO WOMEN EMPOWERING IN TECH

At Sigma Software, we are fascinated to see CEO and top managers of our partners in the list of inspiring female entrepreneurs in the Ukrainian startup and venture capital landscape by Vestbee.

ANASTASIIA SMYK

Co-founder & CEO @INPUT SOFT

a portfolio company of Sigma Software Labs, a web-based platform that helps optimize resources, reduce costs, and collect and analyze data from all processes at airports. Anastasiia was featured in Forbes Ukraine's '30 Under 30' list and is a Techstars alumni

GALYNA ISAKIV

Head of Portfolio & Operations @ SID Venture Partners (Co-Founded by Sigma Software)

mentor at the Ukrainian Startup Fund, and advisor at Sigma Software Labs

MARGARYTA SIVAKOVA

Co-founder & CEO @Legal Nodes

a portfolio company of Sigma Software Labs. This is a legal tech startup she co-founded in 2018, aimed at transforming the operations of the legal market. She was recognized by Forbes Ukraine in its '30 Under 30' list in 2022 and by Forbes Europe in its '30 Under 30' (Technology) list in 2024

KATERYNA BEZSUDNA

Co-founder @ Defence Builder & Buntar Aerospace

Sigma Software, as an investor of Buntar Aerospace and one of the creators of DefenceTech accelerator program Defence Builder had a chance to appreciate the talents of Kateryna

KATERYNA HRECHKO

CEO @ Techosystem

a civic union representing key players in Ukraine's tech ecosystem, with a focus on product companies. The organization aims to bring together market participants to create more favorable business conditions in Ukraine, promote the tech ecosystem, and showcase its global potential. Sigma Software has the honor to be one of the companies that initiated the creation of Techosystem

VERONICA KORZH

Partner @ SID Ventures (Co-Founded by Sigma Software), Co-founder & CEO @ GeekPay

a platform dedicated to simplifying and securing batch payments in digital currencies

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**I'M LOOKING FORWARD TO THE FUTURE,
WHEN WE NO LONGER NEED TO TALK
ABOUT WOMEN IN IT, BECAUSE OUR
PRESENCE IS OBVIOUS**

DORA CSERESNYÉS

CEO of Sigma Software Hungary

**THANKS FOR
YOUR ATTENTION!**