



Corporate Social Responsibility Report 2024

Sigma Software Group



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VALERY KRASOVSKY

*CEO and Co-Founder,
Sigma Software Group*

Sigma Software Group was founded 22 years ago, and from the very beginning, we, the company's co-founders, aimed to build more than just a business. Our goal was to create a company that develops full-cycle engineering products thinking about the future.

All this time, we have contributed to societal development in areas such as education, legislation, investment, and the business climate. Over the years, CSR has evolved from a core part of our mindset and commitment to building a sustainable business, to one of the most important areas of our operations.

Rapid globalization and several major global upheavals over the past five years have inevitably impacted businesses and individuals. In response, the company intensified its collaboration with governments to create favorable conditions for the development of the IT industry. In a synergy with 20+ professional associations, we managed to build trustful partnerships with government bodies and ensured that the opinion of business is taken into account.



Enormous efforts are directed towards protecting our specialists and providing them with support on financial, psychological, professional, and social levels. The development of DEI (Diversity, Equity, and Inclusion) is one of our top priorities, as the company operates in 20 countries worldwide, uniting people of different nationalities, races, genders, and ages. It's essential for us to give each of our specialists a sense of belonging, build an inclusive environment, create an atmosphere of friendship and mutual respect in every location where we operate, and provide equal opportunities for all.

Through our extensive ecosystem, we continue to advance the global tech and business community. In 2024 we supported and organized over 100+ events in 18 countries, featuring 100+ company's experts as speakers and mentors.

As a result, a full-scale invasion made significant changes to our CSR strategy. As a responsible citizen, we could not help but support our country in its desire to defend its independence and freedom. Therefore, in 2022 we established a charitable fund to assist the army, civilians, medical institutions, and educational organizations working with displaced children.

In April, together with partners, we launched the Defence Builder accelerator for defence startups, which works closely with the Ministry of Defence of Ukraine. The first batch featured 7 teams from over 400 applicants through an open call and network. The alumni teams are developing projects like aircraft-type drone guidance system, autonomous FPV drone software, optical fiber communication complexes, drone detection and neutralization turret systems, etc. Over the course of four months, they advanced their TRL from 3-4 to 6-7, confirming demand of unmanned systems from the Armed Forces

of Ukraine, unmanned system units, Marine Corps, Coast Guard, State Emergency Service, State Special Transport Service, Humanitarian Demining, etc. as well as for corporate orders.

Despite temporary challenges and crises, we remain committed to building a sustainable future for generations to come. As a strategic partner of Star for Life Ukraine, a growing charitable organization dedicated to providing children with access to quality education and computer literacy programs, we participated in launching 8 tech laboratories across various regions of Ukraine and 4 tech camps in the Carpathian Mountains in 2024. These initiatives provided 639 students with direct, hands-on tech experiences. Over the past 12 months, nearly 10,000 students have participated in various Star for Life events and activities.

Next year, Sigma Software will continue its efforts to change the world to a better place through developing education, boosting economic growth, promoting diversity, and protecting the planet.

About Sigma Software Group

Sigma Software Group is a multinational company with over 20 years of experience delivering best-in-class solutions to our customers. We are empowered by a mix of cultures, approaches, and views. We take the best from every nation to create superior software.

Founded in 2002, we have been driven by dedication, flexibility, and an unwavering commitment to delivering exceptional service, helping our clients elevate their businesses to new heights.

From the beginning, Sigma Software has aimed to be the best place for IT specialists to fulfill their ideas and potential while working on the most interesting and complex solutions using cutting-edge technologies.



Sigma Software in Numbers

MEMBER OF 20+
professional associations

42
offices in 20 countries

200+
clients in 30+ countries

130
organizations creating
a vast ecosystem

22
years of global delivery
experience

EXPERTISE IN 12+
business domains

2000
employees worldwide

**We Turn Ideas
into Technology**



Our Mission

Provide premier value IT services, keeping the focus on helping our customers to reach their business goals.

Our Principles

No matter what kind of project we undertake, we always listen, question, and deliver what is promised.

Our Values

- Our team is built on professionalism and mutual respect.
- We value the autonomy of the decisions our people make.
- We always keep our promises.
- We encourage the constant professional development of our people.

Sigma Software Worldwide

Sigma Software has offices in multiple locations in Europe, Middle East, Northern and Latin America.

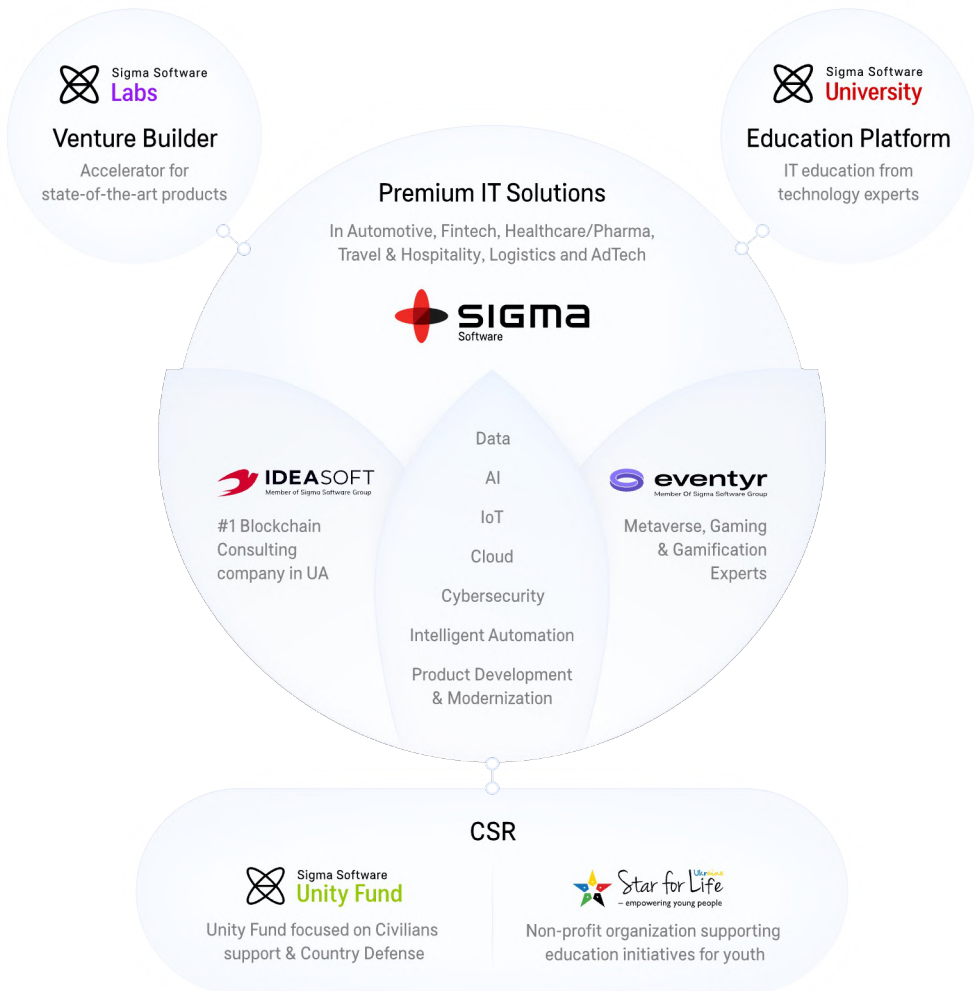
Our development centers are located at the cities known for their IT education facilities and large IT communities.



Sigma Software Group Ecosystem

Sigma Software Group leverages the business acumen, technology expertise, products, and capabilities of our ecosystem actors to boost collaboration, deliver premium value, and contribute to IT industry development and a more sustainable future.

We are building synergies between service companies, tech startups, business associations, education, and research institutions to boost business growth and innovation.



Acknowledgment

At Sigma Software, we are proud to receive recognition for our efforts to become a trusted partner and employer from independent global and local experts and recognition programs. In 2024, we earned 10 awards recognizing our technological excellence and expertise, the strength of our employer brand, and our efforts to build a sustainable business.

Professional

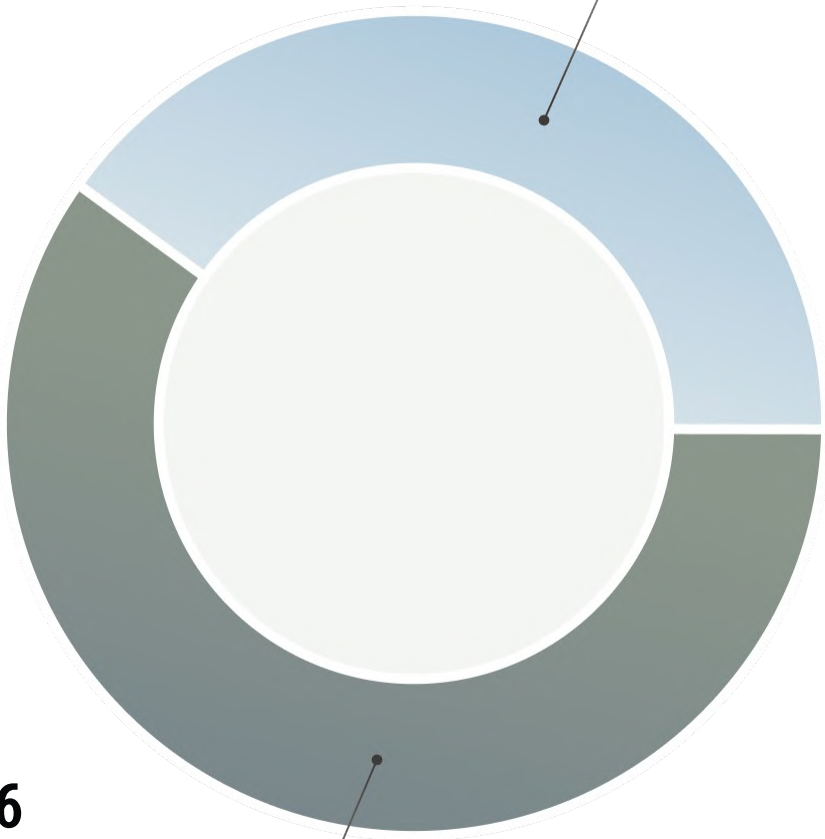
- Awarded by IAOP Top-100 Outsourcing for the 8th year in a row
- Recognized as Most Reviewed companies in Brazil, Mexico, Uruguay, and Colombia by Clutch and the Manifest
- Recognized as Global Leader and Champion for Spring 2024 by Clutch
- Awarded by Marketing Media Review for Old but Gold museum in Brand experience nomination

Employer Brand and Sustainability

- Recognized by “Best Employer 2024” by UGEN
- #1 Best IT Employer by Developers.org.ua
- #5 Best Employer by Forbes.ua
- Recognized by HR Brand Ukraine for navigating gender equality
- #2 among companies friendly to families by CSR development center
- Recognized as the Best Workplace for Women in Tech

4

Expertise awards



6

Employer Brand and Sustainability awards

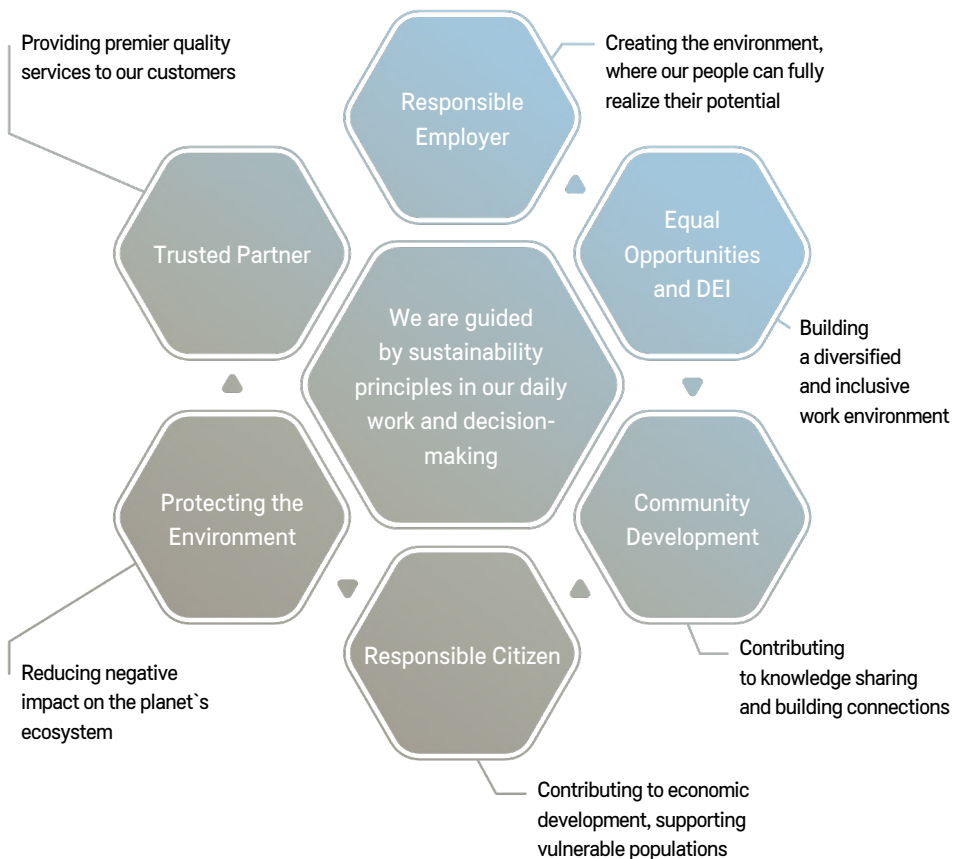
2024 Goals

The background of the page is an abstract, high-contrast image. It features thick, flowing, liquid-like patterns that resemble molten metal or glass. The colors are primarily dark, with deep blacks and greys, interspersed with bright, shimmering highlights in shades of silver, light blue, and white. The overall effect is one of dynamic movement and depth, with the patterns curving and swirling across the frame.

Sigma Software Approach to CSR

Corporate Social Responsibility (CSR) has become a key factor in driving a company's success and attracting top talent in today's world. For modern businesses, CSR is no longer just a voluntary effort. It is a vital component of a company's strategy and identity, permeating every aspect of business operations — from adhering to regulations to fostering partnerships that align with global sustainability goals.

We view sustainable development and corporate social responsibility the basis of our work, as we aim to make the world a better place. Therefore, we operate in a way that ensures a better world for future generations to come.



Our Focus in 2024

Trusted Partner

Honesty, transparency, and collaboration are the core principles guiding all our partnerships. We strive to be a reliable partner for our numerous contractors and partners, professional communities and associations. To help our clients achieve their goals and move to a sustainable future, we extend our offering with new products and services and invest in startups solving pressing business problems.

Responsible Employer

Our goal is to balance the people-centric approach with the rapid globalization of the company. Despite challenging times, we keep our team, supporting them at all levels with the company's ecosystem opportunities. We strive to be a better employer and raise the satisfaction level of our specialists across all 20 countries where Sigma Software operates.

Equal Opportunities

Operating on the global stage, we foster an inclusive and non-discriminatory environment, with a special focus on gender balance. This is one of the most important areas for our company, and we dedicate significant effort internally — by revising practices, changing approaches, educating our specialists, and collaborating with ambassadors — and externally — by organizing specialized events, maintaining communications, and implementing our own and partner projects.

Responsible Citizen

In all the countries where we operate, we conduct business with integrity and remain committed to contributing to societal well-being through our volunteer and pro-bono initiatives. Our ecosystem programs, like Star for Life Ukraine, Sigma Software Unity Fund, and initiatives like United by Victories, Inspirium, and Old but Gold, are available to all citizens. They provide crucial support and demonstrate our capacity to drive positive change.

Community Development

Community development is a key priority for us in 2024 and the years ahead. Knowledge sharing, networking, and opportunities for new partnerships at both the business and government levels are essential in driving the industry forward and shaping a sustainable future.

Protecting the Environment

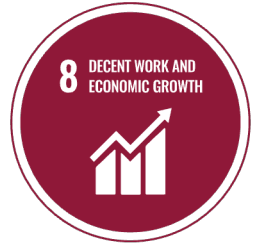
We remain committed to involving people in green initiatives, raising environmental awareness, and executing projects focused on protecting the planet. In partnership with Danir Group, we measure our emissions and track our progress, taking concrete steps to reduce our environmental impact. In 2024, we continued to expand our portfolio of projects aimed at tackling critical environmental challenges and fostering clean tech growth.

United Nations Sustainable Development Goals

At Sigma Software, we are committed to advancing global sustainability goals. Through regular communication, we raise awareness among all relevant stakeholders. We tailor our approach for each group, using strategies such as art and campaigns to educate and engage people, ultimately aiming to shift mindsets and fulfill our sustainability commitments.

To fully contribute to the U.N. Agenda 2030, we've analyzed how our current and future operations align with the 17 SDGs and 169 targets. We've identified the following goals within our area of influence:

- **Quality Education:** In collaboration with over 58 universities and colleges, Sigma Software designs and implements educational programs, supports student events, and offers internships and scholarships.
- **Gender Equality:** Sigma Software is committed to eliminating bias, both within the company and the broader industry. Our strategy has always centered on people—supporting their needs, professional growth, and potential, regardless of gender.
- **Peace, Justice, and Strong Institutions:** Through the Sigma Software ecosystem, we contribute to creating equal opportunities and fostering an inclusive environment, not only in IT but also in society. As part of numerous associations, we actively combat corruption and bribery while promoting fair business practices.
- **Decent Work and Economic Growth:** Sigma Software partners with more than 20 professional associations and government bodies to enhance the IT industry, stimulate global economic growth, and create new jobs. As a responsible employer, we foster a work environment where employees have the resources to grow professionally and support their families with educational opportunities and IT career paths. We also contribute to the development of IT education, aligning it with industry needs and promoting the IT profession as a gateway to decent work.
- **Life on Land:** We recognize that our environmental impact extends beyond our operations, affecting the performance of our products. To address this, we dedicate our R&D efforts to digitalization and energy-efficient approaches, striving to become a green service provider for our clients.
- **Partnership for the Goals:** We use synergies to create a greater impact. Sigma Software collaborates with governments, NGOs, educational institutions, charitable funds, tech communities, and DEI groups.



Trusted Partner



2024 Key Facts

68

new customers in 2024

~100

new projects started in 2024

25+

products

20+

services covering the full
product development cycle

~400

ongoing projects for

200+

clients in 30+ countries

98%

customer satisfaction rate

70

NPS score

350+

business trips to clients in 2024

12+

business domains

How We Ensure Success of Our Clients

At Sigma Software, we are committed to advancing global sustainability goals. Through regular communication, we raise awareness among all relevant stakeholders. We tailor our approach for each group, using strategies such as art and campaigns to educate and engage people, ultimately aiming to shift mindsets and fulfill our sustainability commitments.

Striving for excellence is a core value of the company, which is communicated consistently to all employees. To maintain and enhance the quality of services, Sigma Software invests significant resources in continuous education and professional development for all team members.

Sigma Software successfully renews its ISO certifications, ensuring that our quality management system is globally recognized and demonstrating our commitment to industry-leading practices.

Sigma Software Group is certified by:

- ISO 9001, a globally recognized standard for quality management.
- ISO 27001, the world's best-known standard for information security management systems.
- ISO 13485, an internationally agreed standard that sets out the requirements for a quality management system specific to the medical devices industry.



Sigma Software's Quality Policy

We take a proactive approach, positioning ourselves not just as a resource supplier, but as a consultant and advisor. We actively engage in discussions, define goals, explore technical solutions, track progress, and suggest improvements along the way.

We deliver high-quality code and software engineering services to ensure the reliability, quality, and cost-effectiveness of the software. This is supported by our internal quality management system, technical excellence practices, company-wide processes and procedures, a commitment to adopting client-specific standards, practices, and tools, an information security policy, and ongoing internal training and audits.

Above all, we treat each customer as a priority, which is embedded in our corporate strategy. We work closely with our clients, ensuring effective processes, communication, management, and guidance throughout the entire journey.

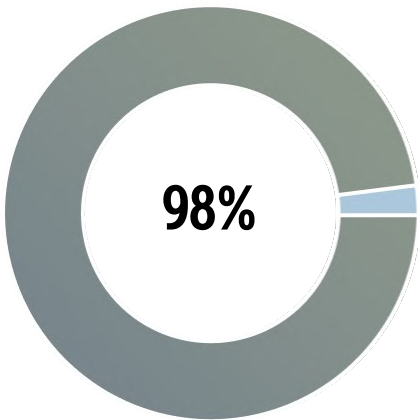


Highest Ever Scores for Customer Satisfaction in 2024

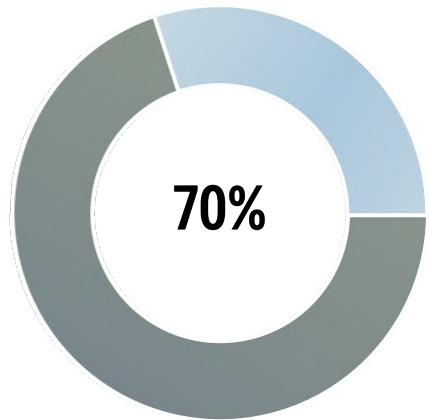
Our ongoing commitment to ensuring the best quality is reflected in the high ratings we receive in the annual Customer Satisfaction Surveys.

The results of the 2024 survey revealed that Sigma Software not only maintained its reputation as a premier IT service provider but also set a new benchmark in customer satisfaction. The company achieved a historic NPS of 70 and outstanding satisfaction scores, demonstrating that our commitment to quality is highly valued by our clients.

The overall satisfaction rate is 98%, marking the highest score ever achieved.



Overall Satisfaction Score

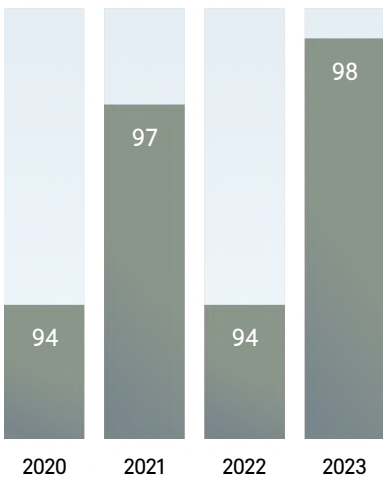


Net Promoter Score

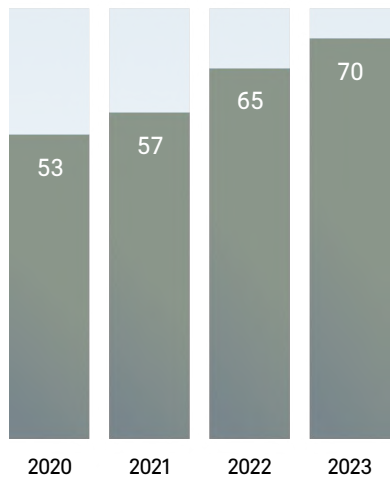
Satisfaction is evaluated across 8 categories: Quality, Communications, Customer Care, Technical Skills, Domain Knowledge, Project Management, Ability to Meet Deadlines, and Efficiency.

"One of the main objectives for Sigma Software is to establish long-term, trustworthy relationships with our customers, understanding what they appreciate about working with us and what can be improved. We value the feedback our customers provide, and I thank every customer who took the time to fill out the survey. We will carefully review all responses and do our best to address areas that need attention," says Evgeniy Bachinsky, Head of Management and Compliance Consultancy at Sigma Software.

CUSTOMER SATISFACTION SCORE



NPS



R&D and Internal Solutions

To ensure the company successfully navigates challenges, including fast-paced globalization, Sigma Software maintains a strong focus on internal innovative solutions and cutting-edge technologies. Among our internal solutions are a secure AI assistant, a chatbot that navigates through all company documents and statements, an HR tool to keep experts engaged and loyal, and a project management tool that helps make planning smooth and transparent.

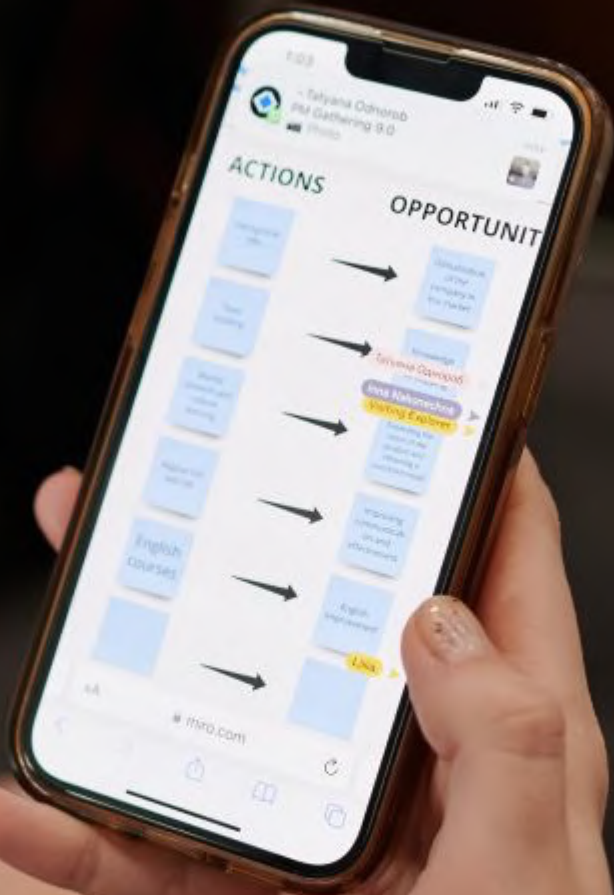
Moreover, implementing internal innovations serves as a robust R&D center — some of these new internal products and approaches are later proposed to our customers. There is a clear rationale behind these innovations: Sigma Software Group has over 2000 employees, distributed across numerous teams and business units, managing multiple projects within a broad digital ecosystem. This structure helps identify everyday gaps in IT businesses of such scale, invent ways to improve, and test the results in a real international corporate environment.

Helping Businesses on their Way to Sustainability

Sigma Software strives to become a trusted and reliable partner for clients seeking sustainable solutions. Over the years, our team has gained significant expertise in the green tech domain, including Energy Management, Sustainable Supply Chain, and more. The projects we have completed have helped our clients reduce their carbon footprint, improve operational efficiency, align with international standards, and prepare for the further introduction of sustainable solutions.

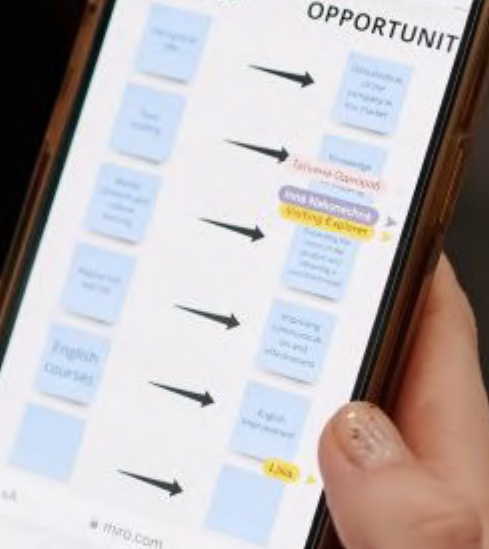
At the company level, Sigma Software aims to establish a Sustainability and Greentech Center of Excellence to support a culture of sustainable values and contribute to both the common good and our clients' business outcomes through our vast technical expertise.

The mission of the Center is to empower organizations in the green tech and sustainability sectors by delivering high-quality software solutions.



ACTIONS

OPPORTUNITIES



mro.com

UA Tech Network

Since the beginning of the full-scale war in Ukraine in February 2022, Ukrainian businesses have faced numerous challenges. Sigma Software Group co-founded the UA Tech Network association to help small and medium-sized companies connect with customers across different business sectors through its extensive network of clients and partners. By pooling technological expertise, the association offers new product solutions and a rapid response to customer requirements, bringing benefits to all involved parties.

The companies participating in the UA Tech Network have fulfilled their commitments to clients, even in the most unpredictable and dangerous wartime conditions.

UA Tech Network's mission is to bring together technological companies under one roof and ensure compliance with global quality standards.

Consolidating resources of different businesses is aimed at:

- Creating an IT ecosystem of service and product companies, and startups
- Ensuring a win-win model for all participants and clients
- Forming and implementing breakthrough ideas into product solutions
- Developing new products: from Product Discovery to release
- Executing projects that require deep technical expertise
- Providing additional project support from a globally recognized company

 uatechnetwork.com

 [Facebook](#)

 [LinkedIn](#)

UA Tech Network in 2024

68

customer requests per year from companies across the globe

11K

specialists

40+

online and offline events

20

business domains

120

companies-residents

+4

new hubs in Ukraine and Europe

Responsible Employer

The background of the image is an abstract, fluid composition of dark blue and black tones, with bright orange and yellow highlights. The patterns resemble liquid or smoke in motion, creating a sense of depth and dynamic energy. The overall aesthetic is modern and sophisticated.

Key Facts in 2024

General

2000

Employees worldwide

193

Specialists joined the team, 27% are women

300

Ambassadors, 100+ speakers and mentors

Diversity

35

Is the average age. Age groups from 18 to 65

35%

Of employees are women and 50% in the management team

20

Nationalities presented

Education

9,584

Participants underwent corporate training in 2024

257

Internal educational events organized

96

Specialists promoted demonstrating improvement of their skills, 51% of them are women

Respecting the Employees` Rights

As a responsible employer, Sigma Software respects human rights and does its best to continuously monitor actions and educate specialists at every stage of the company`s business operations to avoid complicity in any human rights violations.

The company respects all human rights, regardless of whether the state is unable or unwilling to fulfill its duty to protect. It takes positive steps to ensure that the organization avoids passively accepting or actively participating in the infringement of rights.

In our everyday work, we ensure that the following matters are addressed:

- Freedom of association and collective bargaining
- Avoiding forced labor
- Equal opportunities, non-discrimination, and non-harassment
- Avoiding child labor

In our relationships with employees, we properly protect the right to privacy with all data belonging to specialists. The company takes responsibility for the timely implementation of agreements with every specialist. This includes providing opportunities for personal and professional growth, creating comfortable and productive working conditions, and informing specialists about achievements and changes that are taking place.

Creating a Culture of Trust and Respect

Sigma Software considers specialists to be one of its main values. Thus, we strive to create a favorable corporate climate that encourages creativity and develops the potential of our employees. We maintain a culture of openness where everyone's duties and efforts are valued equally. Our global strategy is to support each employee in their endeavors, show development options, and celebrate employees' success together.

A smart work-life balance allows our experts to fulfill their goals. Sigma Software provides everyone with opportunities to stay fit and healthy through medical care programs, sports events, mental health support, medical insurance, and other wellness activities.

Our internal code of conduct requires that every professional is treated with respect, regardless of differences, positions, titles, ages, or other types of distinctions.



Diversity, Equity, Inclusion

The diversity of our workforce has been steadily increasing over the years, as we take systematic actions to create beneficial conditions for specialists of any age, gender, and beliefs. We treat every professional with respect, regardless of differences, positions, titles, or other types of distinctions.

With 42 offices in 20 countries, Sigma Software places a strong emphasis on diversity and a multicultural approach as key drivers of successful development.

We have strategically implemented policies and processes to ensure non-discrimination, respectful behavior, and equal opportunities for everyone. These principles are integral to our company culture and are mandatory for all employees to uphold.





UNLOCKING
NEW LEVELS

OF SUCCESS

AMONG THE TOP 100
OUTSOURCING COMPANIES
IN THE WORLD



 SIGMA Software

 SIGMA Software



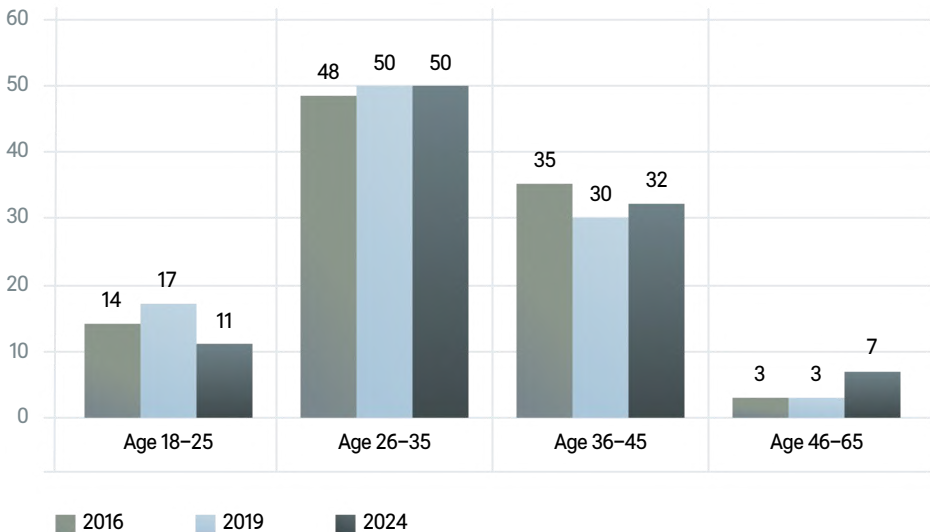


Age Groups

Sigma Software is proud to have a team of over 2,000 professionals, ranging in age from 18 to 65, with an average age of 35. We welcome both experienced professionals and students, fostering an inclusive environment with no barriers for mature candidates.

In recent years, the IT industry has seen a trend towards greater professional maturity, which is reflected in our workforce, with the 25-35 and 36-45 age groups representing the largest segments.

% OF EMPLOYEES WORKING IN THE COMPANY BY AGE



Inclusive Environment

In 2024, we took a systematic approach to ensure the continued development of an inclusive environment at all levels – from office space and work tools to training and communication.

This is particularly important for us as our global footprint continues to grow. We now operate from 42 offices in 20 different countries across the Americas, Europe, and Asia.

20 NATIONALITIES
specialists

10 OFFICES
accessible to people with special needs

2% OF PROFESSIONALS
from vulnerable groups

Integration of Veterans in Ukraine

Integrating veterans as employees in Ukraine's IT industry is crucial for both social and economic reasons. Veterans possess unique skills such as discipline, teamwork, adaptability, and problem-solving, honed through their military service, which aligns well with the demands of the tech sector. Employing veterans will help to accelerate their reintegration into civilian life, providing them with a stable income and a sense of purpose. Moreover, their inclusion fosters diversity and resilience within IT teams, while contributing to the national economy by tapping into an underutilized talent pool. By offering veterans training and opportunities in this fast-growing industry, Ukraine not only addresses workforce shortages but also honors their service, supporting societal cohesion and long-term national recovery.



In 2024, 44 specialists from Sigma Software served in the Ukrainian Armed Forces. For all of them, the company is keeping their positions and supporting them and their families.

Those who have the opportunity and want to work part-time are doing so.

We've developed materials for managers and trained staff on how to make veterans' return smooth and appropriate, including all the do's and don'ts, as well as psychological nuances.

Several people are already back at work with the company, and we are enormously proud to welcome them back.

A story of our colleague,
Oleksiy Mitiev, Senior
Test Automation Engineer
at Sigma Software.

Oleksiy joined for the Armed Forces of Ukraine from the first days of the war. He used his IT experience for nearly 2 years to make military communications efficient and reliable. Now, Oleksiy has returned to civilian life and work while continuing to support his comrades on the frontline.

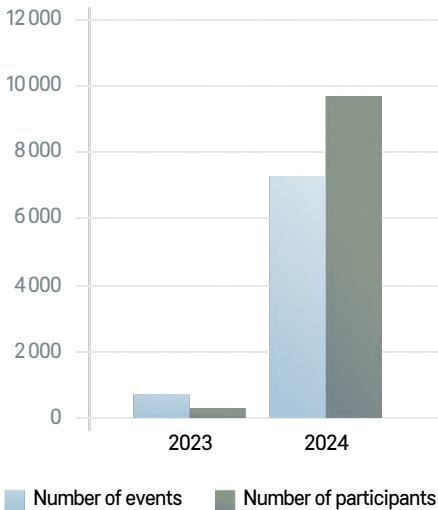
Lifelong Learning

Lifelong learning is especially vital in 2024 due to rapid advancements in technology and evolving workplace demands.

As older technologies become less needed, employees focused on them must adapt and master new ones.

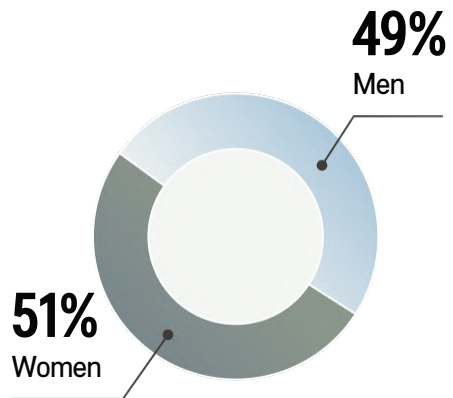
Emerging fields like artificial intelligence, data science, and cybersecurity require professionals to continuously update their skills to remain relevant and competitive. Additionally, automation is reshaping traditional roles.

At Sigma Software, we prioritize helping our team constantly upgrade their knowledge and switch technologies when needed.



- 5000+ trainings and courses completed by specialists
- 100+ courses available for the employees internally
- 257 internal educational events organized in 2024
- 9,584 participants trained
- NPS dynamics shows a positive trend line and grew 12 points during 2024
- 96 specialists promoted, with 51% women (up from 37% in 2023)
- +23% growth in the company's English proficiency level

PROMOTIONS



Preserving Mental Health

Supporting mental health in 2024 is crucial for maintaining a resilient, productive workforce. With ongoing challenges like hybrid work, economic uncertainty, and fast-paced technological change, employees face increased stress. We've focused on understanding and addressing the real needs of our people for years.

In 2024, we continued supporting grassroots mental health initiatives, such as:

- Reading Club
- Art Club
- Stress Management Knowledge Sharing Group

Long-standing communities like Sigma Cooking and Sports also continued their work, bringing together like-minded individuals and fostering support across the company.

350

sessions of psychological support provided by the company in 2024

40

internal events aimed at psychological support and preserving mental health

5

group trainings

Supporting Employee's Well-Being

IdeaSoft, member of Sigma Software Group

Sigma Software Group companies prioritize supporting employees and keeping them motivated. Since joining Sigma Software Group in early 2021, IdeaSoft has maintained its identity while focusing on employee well-being and burnout prevention. With around 150 specialists, they strive to create a resilient, productive work environment.

Regular Emotional Health Monitoring

Every two months, IdeaSoft conducts an anonymous Monthly Health Check to assess the emotional state of employees. Insights gathered help identify challenges and offer tailored support where needed.

Educational and Team-Building Events

IdeaSoft organizes internal events focused on burnout prevention, including workshops on stress management, recognizing early signs of burnout, and work-life balance. Informal, educational events are also held to strengthen team connections, particularly for remote employees, fostering a sense of collaboration and belonging.

Promoting Rest and Work-Life Balance

The company encourages employees to take vacations and actively monitors workloads to ensure sufficient rest and recovery. By discouraging overwork, IdeaSoft prioritizes well-being and work-life balance.

Combating Burnout Amid Wartime Challenges

Working during wartime presents unique challenges for Ukrainian employees, such as disrupted sleep due to nighttime missile strikes, power outages, and the loss of loved ones. IdeaSoft takes a holistic approach, considering both professional and personal circumstances, offering support where it's needed most to help employees manage the stress of these challenging times.

Navigating Gender Equality



Sigma Software is committed to breaking down barriers rooted in bias, not only within the company but across the industry. The company's strategy has always centered on people, their needs, professional growth, and realizing their potential, irrespective of gender.

Promoting gender equality has been a core focus since Sigma Software's inception, and in 2022, it was designated as a separate, dedicated project.



Why Gender Equality is Important to Us

1

DIVERSITY IS THE KEY TO SUCCESS

Diverse perspectives drive innovation and enhance decision-making efficiency. They contribute to a better corporate culture and boost employee satisfaction.

2

THE INDUSTRY DEVELOPMENT

For the successful growth of the company and the global IT industry, attracting more women to technical fields is essential. Overcoming societal stereotypes that view technical roles as male-dominated is key to expanding the talent pool.

3

RAPID GLOBALIZATION

Entering new markets like the Americas and Europe, where DEI principles are more established than in Ukraine

4

TEAM GROWTH

To drive team growth and onboard top talent, it's crucial to attract women who align with our values and approach, fostering a strong sense of belonging within the company.

5

COMPLIANCE WITH CSR PRINCIPLES

Sigma Software strives to meet international standards and the expectations of socially responsible partners and customers, who prioritize DEI and gender balance, ensuring a global alignment with best practices.

6

ADHERENCE TO THE “PEOPLE FIRST” STRATEGY

The company has always focused on providing its experts with everything needed to reach their full potential, ensuring equal opportunities and non-discrimination.

To overcome the barriers that contribute to gender inequality in technology, Sigma Software focuses its efforts on creating synergy among business associations, educational institutions, and society as a whole.

In achieving gender balance, the company identifies its main objectives as:

- Overcoming historical imbalances
- Challenging prejudices and stereotypes
- Expanding the talent pool
- Eliminating hostility and fostering an inclusive culture
- Ensuring work-life balance
- Providing equal opportunities



International Initiatives

In 2024, Sigma Software Hungary announced its support for the international EMPOWER HER initiative, which aims 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 commit to taking the first steps towards a better future, including:

- Increasing female representation in leadership positions;
- Investing in and expanding programs that develop skills and opportunities for women;
- Promoting leadership development opportunities for women;
- Sharing experiences and best practices for implementing gender equality and diversity;
- Supporting work-life balance for all employees by offering flexible work arrangements whenever possible, fostering a healthy work environment.



Femmeengineering

Sigma Software's flagship project, Femmeengineering, is dedicated to fighting stereotypes and attracting more women to technical professions. This initiative focuses on amplifying female role models and creating a supportive, inclusive environment where women can access the resources needed to thrive in tech careers.

The project includes:

- Inspiring Female Stories: Showcasing 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 the tools for professional growth.

10+

unique stories
& interviews
revealing real-life
stories & inspiring
journeys

10+

events

50K+

coverage

20+

female
speakers

20+

publications in
UA & EU media



sigma.software/femmeengineering



Femmengineering in Brief

Geographic Reach

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

Collaboration & Global Impact

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

Scaling for Emerging Markets

Sigma Software Group is taking this initiative to the next level by expanding it into Eastern European countries, particularly Ukraine. With many Ukrainian refugees being women and often the primary breadwinners, Femmengineering offers them opportunities to acquire new skills, secure employment, and rebuild their lives through courses provided by 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.

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 Femmeengineering 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, share their challenges openly, and request the specific support they need in a tech industry still dominated by men. This trust and ongoing engagement show that it's more than just an empowerment project — it's a mission to create sustainable, lasting change.

Selected articles

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

16 Oct, 2024 | Corporate news | 4 min read

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

VerVee has recently presented the list of Top Women from VC and Startup Ecosystem in Ukraine. VerVee is one of the leading platforms empowering the top founders, VC funds, angels, accelerators, and corporates with the right community, industry events, and tools to succeed. It highlights impactful female leaders from various countries and has a strong global presence.

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



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 25% of women in the company against the average of 25% in the industry and keeps working on affecting women in 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 Hord Hordel – Strong Women 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.



INTERVIEW WITH KATERYNA BEZUSDNA, 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 Bezusdna is an expert in sales and operations with a special supervisor – building 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 systematic development of the defence sector. We talked to her about her career path choices and experiences 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 explore beyond 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.



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 Liyba Magiba, 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 along-term careers in one field and start a new professional path is primarily a sign of courage that is usually underrated? Today we are sharing a story of such changes and career development.

Liyba Magiba from Kharkiv, who was forced to move to Latvia 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. Liyba describes 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 Design, 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 write small programs to automate the work with databases.



Femmeengineering podcast

Hosted by Hanna Abdel Hamid, Head of Sigma Software Canada, the Femmeengineering Podcast features inspiring conversations with women from leading technology companies about AI, digital transformation, tech products, and the future. Follow [us on Spotify](#) to listen to all episodes!

**WOMEN OF INFLUENCE:
LEADING IN GLOBAL
TECH AND AVIATION**

**FEMME
ENGINEERING**

 Hanna Abdel Hamid
Head of Sigma Software
Canada

 Elifue Agbi
Product Owner at Air
Canada

Organiser: Sigma Software
August 2
11 am EDT / 5 pm CET
Online

Podcast Episode

AI Unleashed: Insights with Google DeepMind's Doina Precup (S1 E1)

Femmeengineering: Podcast

Nov 25 - 34 min 33 sec

Episode Description

AI is booming, and it's gaining even more steam with the power of women! Join us at our next Femmeengineering podcast as we step into the world of AI with Doina Precup, FRSC, Research Director at Google DeepMind, and Canada CIFAR AI Chair at McGill University and Mila.

Some of the Gender Equality Events Supported in 2024

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 discussing career opportunities for girls in tech and shared personal stories from female IT experts about how they became programmers.

Hosting Vona Tech Community at Sigma Software Offices

Vona Tech is a Ukrainian non-profit community, 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.



Female Leadership Campaign in Social Networks

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

Work in tech gives me flexibility, opens new horizons, and delivers a multi-cultural amazing experience

ALEXANDRA GOVORUKHA
Head of Global Affairs

I aim to empower women to see greatness as an achievable goal in the tech industry

HANNA ABDEL HAMID
Head of Sigma Software Canada

If you want to become the best, work with the best ones

IRYNA ROZHNOVSKA
Software Engineer, PhD

Aspiring to excellence is the first step toward leadership

DORA CSERESNYES
CEO of Sigma Software Hungary

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

VERA SOLDATOVA
Head of PR

Be kind to yourself and build a supportive community

ANASTASIA PROZOR
Head of Operations, LATAM

Do it with passion or not at all

KATE STEFANOYCH
Event Management Lead

Every role is a leadership role

OLHA PARAMONOVA
Vice President

The only limit is you. Believe in yourself and communicate

VALERIYA ZAKHARENKOVA
International Projects and Partnerships Manager



Internal Initiatives

Creating Policies & Complying with Them

- At all stages, female specialists are protected by relevant policies, ranging from work-life balance, working conditions, and remuneration to anti-harassment and non-discrimination.
- Training for HR, managers, and employees is provided to foster 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.

Internal Quiz “Women Leadership”

The webinars focused on highlighting work-life balance. We invited colleagues who successfully combine work, personal life, and various activities such as hobbies, sports, and volunteering to share their stories in a discussion club format. Nearly 100 people joined the events, with more than 85% expressing satisfaction with the webinars.

“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 build DEI environment.

Sigma Software Constantly Works to Reach a Balance

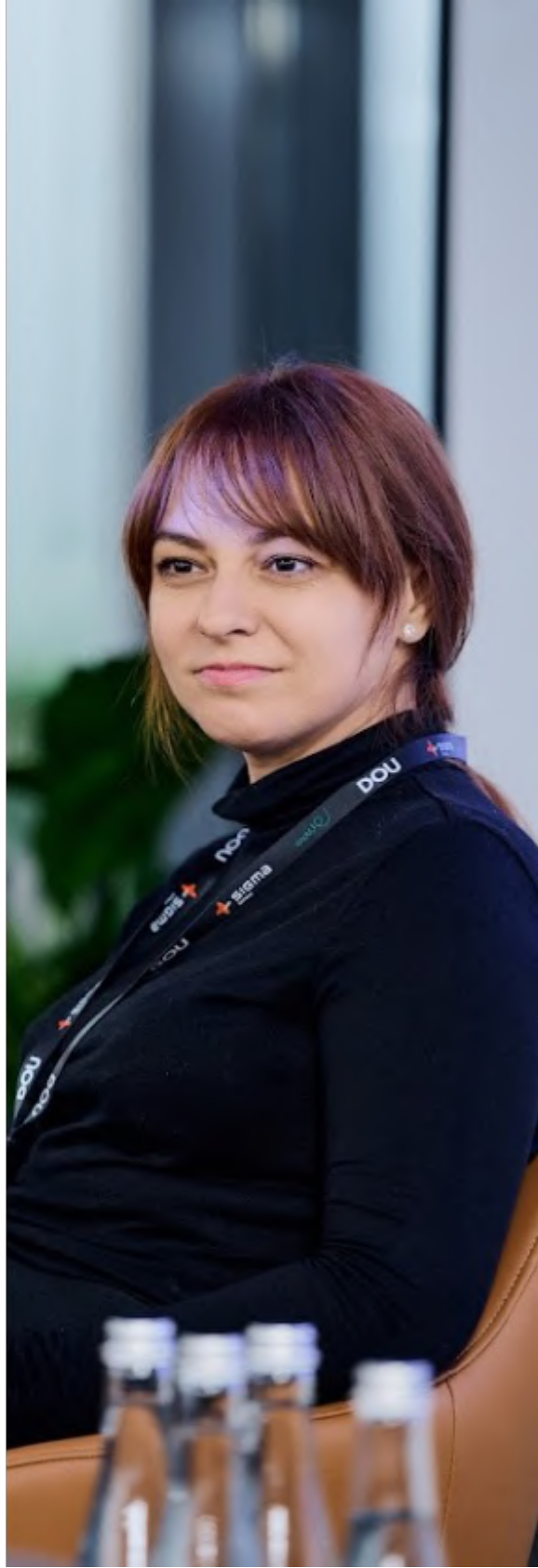
To ensure that the company's policies and practices are relevant and to attract more women, thereby improving our gender balance, the company conducts regular assessments.

- Over 50 policies have been reviewed and updated.
- We created 19 benefit packages, considering various cooperation conditions, competitor offers, and people's needs, ensuring they are free from discriminatory provisions.
- In 2023-2024, the company received no claims of unequal treatment or gender discrimination.
- The company offers numerous training opportunities. In 2024, we conducted 257 internal training events, with 9,584 participants, 36% of whom were women.
- Internal education has proven effective, with 96 specialists promoted in 2024, 51% of whom were women, up from 37% in 2023.
- The company's success in ensuring equal conditions and implementing anti-discrimination policies is reflected in an overall employee satisfaction level of 75%.
- Women demonstrate higher loyalty levels than men within the company. Among male specialists, 13% have been with the company for over 3 years, compared to 15% of female specialists. Additionally, 4% of male specialists have stayed for more than 5 years, compared to 7% of women.

Sigma Software encourages its professionals to become speakers and actively contribute to women's communities. They deliver keynote speeches at global events like Gitex Africa, Women in Tech Global Conference, Women in AI Canada, Collision Conference, and more, inspiring women to pursue tech careers and overcome challenges.

Female ambassadors worldwide participate in local initiatives, such as the WREPQ program launched by YES Montreal and the Quebec government, which supports women from diverse backgrounds in re-entering the labor market, changing careers, or starting new ones.

Our women also lead webinars and workshops on critical topics, including breaking the glass ceiling, overcoming impostor syndrome, and challenging stereotypes.



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, 9% of women are involved.

50%

Women in the management

40-80%

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

30+

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

70%

Company ambassadors are women

10+

Ambassadors of gender equality

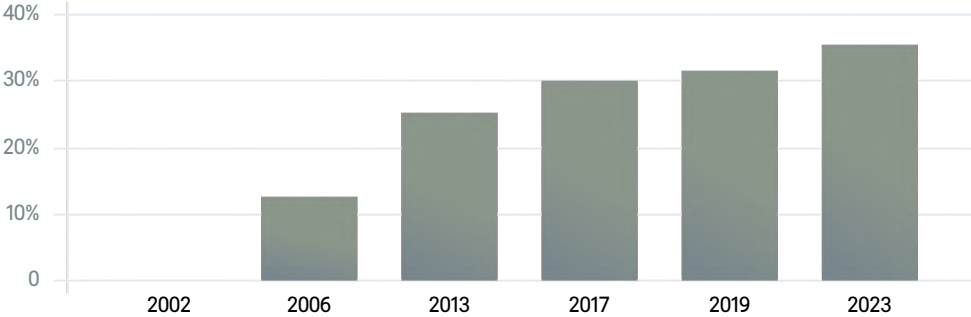
60%

Mentors are women

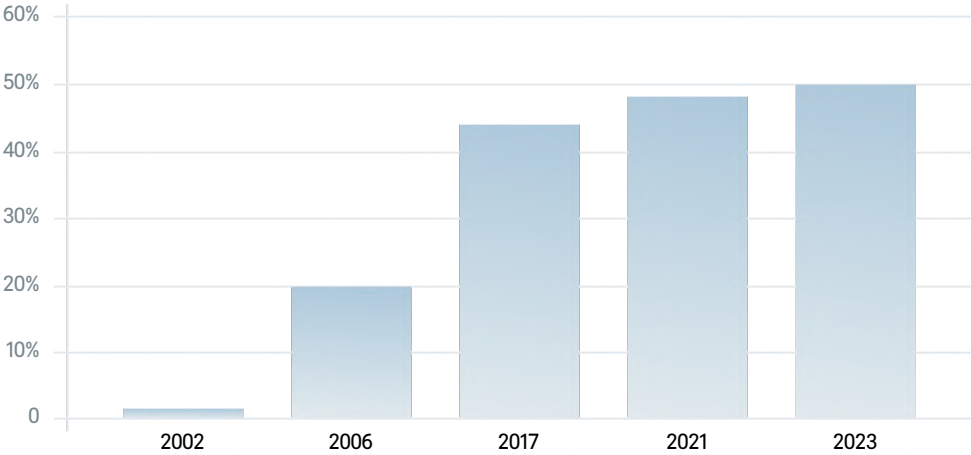
39%

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



40%

women

120K

followers in social
networks



49%

women

1-3M

media coverage
monthly



35-40%

women

Our Women Opinion

HANNA ABDEL HAMID

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

“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.”

DORA CSERESNYÉS

*CEO of Sigma Software
Hungary*

“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.”

Our Amazing Experts are on the Top Listings



KATHERINE TULUZOVA

CEO at Sigma Software Americas

In 2024, recognized as a finalist for the Chief in Tech Leader of the Year Award for driving exceptional organizational growth, pioneering innovative strategies, advocating for diversity and inclusion, and shaping key industry trends.



HANNA ABDEL HAMID

Regional Director, Sigma Software Canada

One of Canada's Most Powerful Women in Tech: Top 100 by the Women's Executive Network (WXN). Recognized among the Strong Women in IT 2023, nominated for the DEI Champion of the year title at the Startup Community Awards in Montreal. Hanna is a Certified DEIB Specialist from AIHR | Academy to Innovate HR.



DARIA YANIEVA

Investment Director at Sigma Software Labs

Recipient of the EIT Red Kalyna Award, which recognizes and highlights Ukrainian women innovators. Featured on Vestbee's list of inspiring female entrepreneurs in the Ukrainian startup and venture capital landscape.



ALEXANDRA GOVORUKHA

Head of Global Affairs at Sigma Software

Alexandra has been appointed as an official Ambassador of the IT Ukraine Association in the UK. In her role, she will advocate for the Ukrainian IT industry in Great Britain, with a focus on fostering new partnership opportunities.



JULIA NILGA

Chief Infrastructure Officer at Sigma Software

Dev.ua media gathered Ukraine's most active CIOs to discuss their work. Among them is Julia Nilga, our CIO and the only woman on the list — a fact we are incredibly proud of.

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, this web-based platform 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.

MARGARYTA SIVAKOVA

Co-founder & CEO @Legal Nodes

A portfolio company of Sigma Software Labs, this legal tech startup, co-founded in 2018, aims to transform operations in the legal market. Margaryta, one of its founders, was honored by Forbes Ukraine in its '30 Under 30' list in 2022 and Forbes Europe in its '30 Under 30' (Technology) list in 2024.

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.

KATERYNA BEZSUDNA

Co-founder @ Defence Builder & Buntar Aerospace

Sigma Software, as an investor in Buntar Aerospace and one of the creators of the DefenceTech accelerator program, Defence Builder, has had the opportunity 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 is honored 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.

Our Efforts Recognized

Sigma Software Group won the Diversity & Inclusion award by HR Brand Ukraine for our efforts to promote gender balance in the IT industry, making it more inclusive and equitable through initiatives that support women.

[Read more about our projects and initiatives.](#)





”

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

Community Development



“At Sigma Software, we believe people drive meaningful change, and collaboration is the key to progress. That’s why we actively support diverse communities globally, sharing our expertise with both tech and non-tech professionals. Our efforts include:

- **Mentorship at hackathons:** Inspiring bold ideas by guiding participants with technical expertise.
- **Knowledge sharing:** Hosting meetups where experienced specialists share insights to help others grow.
- **Global conference support:** Engaging as sponsors, speakers, and mentors at major events globally, connecting through interactive booths and exhibitions.
- **Beyond tech support:** Empowering professionals in design, product management, HR, PR, and recruitment.
- **Reviving in-person connections:** Organizing offline meetups in Ukrainian and European offices to foster meaningful interactions missed during the pandemic era.

Together, we’re building stronger communities and driving progress forward.”

KATE STEFANOVYCH

Event Manager Lead at Sigma Software



2024 in Figures

18

countries worldwide where we develop tech communities

102

events organized and partnered

10+

professional and business domains

100+

speakers and mentors

22

years of community development

15+

elements of the company's tech ecosystem involved
in community development

Global Community Development

Countries, where Sigma Software organized or partnered with tech and business events:



United Kingdom



The USA



Ukraine



Japan



The Netherlands



Portugal



Poland



Brazil



South Africa



Canada



Ireland



Italy



Germany



Sweden



France



Hungary



Bulgaria



Turkey

Communication Boosts Tech Community Development

38%

community growth in social media

120K+

social media followers

15M+

global reach

80K+

websites users monthly

300

brand ambassadors

35-40%

of our global audience are women

Promoting Ukraine`s Tech Potential Globally

This year, Sigma Software Group became the general partner of London Tech Week 2024, showcasing the opportunities within the Ukrainian IT industry at Ukraine's stand to over 45,000 attendees from 146 countries.

The Ukrainian delegation was organized in collaboration with the Ministry of Digital Transformation of Ukraine, along with our partners Ukrainian Startup Fund and Techosystem, supported by Seeds of Bravery and UK-Ukraine TechBridge.

Representatives of the company delivered two speeches on the main stages, presenting an overview of the Ukrainian IT industry, highlighting its impressive export value of \$6.7 billion in 2023 (a 18.7% year-over-year growth), and emphasizing the country's significant investment potential in defence technology.



IT Arena 2024: AI and Human Synergy

Sigma Software is a constant partner of IT Arena, the biggest tech event in Eastern Europe.

In 2024, over 50 Sigma Software colleagues attended and represented the company at the conference, with 8 speakers taking the stage.

To highlight the variety of ways AI can assist humans, we created the first unmanned booth run entirely by AI. The design, visuals, merchandise, music, and promotional materials — all crafted by AI — were on display. Instead of booth hosts, attendees interacted with an AI assistant to learn about the company and could compete for prizes through AI-generated quizzes on Artificial Intelligence. Our second booth, powered by humans, took on AI in an epic battle. The challenge? Deciding which booth — AI or human — was the better host. Spoiler: the human-powered booth won.

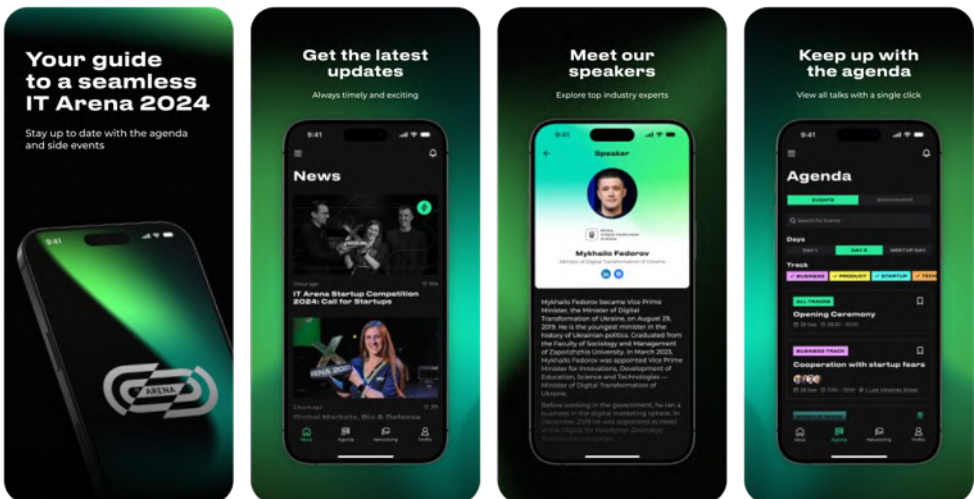
However, no matter how advanced technology gets, it's still far from the capabilities of the human brain. To showcase synergy, we created a "Friends with AI" setup, highlighting the best way to use AI today. The memorable setup featured iconic AI characters like C3PO, Agent Smith, and the Terminator, inviting participants to take photos, interact with characters, and join themed activities such as games and photo ops.

IT Arena Networking App Development

In 2024, Sigma Software developed and released the official IT Arena App, helping over 5,000 attendees navigate the event.

The goal was to create an app as dynamic as the community and the event itself. In today's world, a major event cannot function smoothly without technological support to ensure a convenient and efficient experience. Developed in just 3 months, the app includes the following features:

- Conference program with convenient filters
- Ability to register for events with limited access
- Personal attendee account
- Networking tools (list of participants and chats)
- Information about partners
- Event map
- Feedback from the team



Weekly Digests on LinkedIn with an Average Reach 15K+

The Sigma Software Tech Digest highlights the company's expertise and innovation, while also enhancing visibility by regularly featuring key individuals and companies.

This engagement with clients, partners, and the broader tech community strengthens relationships, boosts brand awareness, and positions Sigma Software as a thought leader in the industry.

- 19,813 subscribers
- 6-7K article views weekly



[Subscribe on LinkedIn](#)

Old But Gold, an Interactive Tech Museum in Sigma Software Lviv Office

A year ago at IT Arena 2023, Sigma Software launched an interactive retro tech museum, and it was a massive hit. The exhibit featured everything from vintage computers to old-school game consoles and mobile phones. Visitors had a blast checking out a clumsy Polaroid, snapping a pic with the first Mac, and playing Duke Nukem 3D. With over 3,000 visitors, the total reach exceeded 10,000 in just two days!

Building on this success, we collected even more cool, rare gadgets and turned 60+ exhibits into a permanent 'Old But Gold' museum at our Lviv office.

Now, our colleagues, partners, guests, and clients can explore and interact with these amazing devices. For some, it's a nostalgic trip back to childhood, while for others, it's a reminder of the early days of coding.

We also launched some awesome merch to complement the museum. Fun fact: the 'Old But Gold' museum has already won its first award from Marketing Media Review for creative company promotion!

 museum.sigma.software



Knowledge Sharing and Education



Sigma Software University. Key Figures in 2024

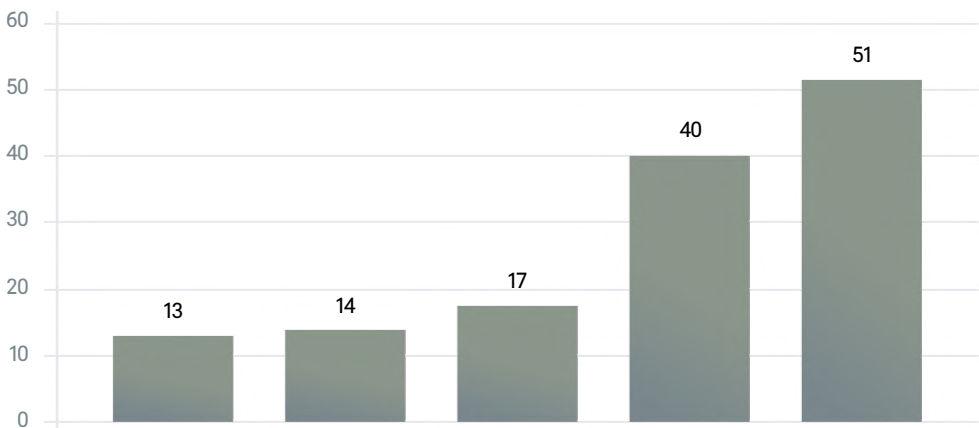
- 58 partner universities across Ukraine and Europe.
- 8 educational events for children with 700 participants.
- 39 events and programs for students, attracting 6,500 registrations, 5,000 participants, and 95% positive feedback.
- 12 events for teachers, with 2,770 registrations, 2,000 participants, 98% positive feedback.

In 2024, a total of 9,260 people participated in education and training programs from Sigma Software University, compared to 8,431 in 2023.

The company's educational platform Sigma Software University, works constantly to develop a global professional community on three main levels:

- Providing continuous education
- Collaborating with educational institutions and students
- Conducting courses and training for advanced audiences

NUMBER OF PARTNERS UNIVERSITIES



■ Number of Partners Universities

Sigma Software University Co-Founded EdTech Ukraine Association

The creation of the association aims to provide Ukrainian EdTech companies with direct access to European markets, investments, and technological solutions. The association plans to conduct market research and analysis, support specialized startups and scale-ups in innovation and AI implementation, and create a collaborative space for cooperation and knowledge exchange, along with a press center to aggregate industry news.

The Association has already become a member of the European Edtech Alliance, uniting EdTech organizations from 30 European countries.

“As a leading educational provider, we offer not only a range of educational services and courses but also products that enhance educational technologies and help businesses and the public sector modernize their processes. We look forward to sharing our experience and achievements with other market players in our newly formed association.”

MAKSYM POCHEBUT

CEO of Sigma Software University



L.E.A.D. Conference

Since 2022, Sigma Software University has hosted the L.E.A.D. conference, focusing on business development, team efficiency, professional growth, global DEI best practices, and working in a multicultural environment.

Originally an internal event with over 300 participants each year, Sigma Software University decided in 2024 to open it to an external audience, sharing valuable insights and practices with the wider market.

The 2024 event featured prominent speakers from Ukrainian companies, including C-level executives, Learning and Development professionals, and experts in building high-performing teams, who discussed key strategies for adapting to uncertain environments, fostering collaboration in multicultural teams, adopting customer-centric approaches, and staying competitive.



AdTech Academy Launched

Sigma Software's commitment to professional growth goes beyond courses and lectures, as we create dedicated internal training centers that specialize in specific technologies and areas.

With a strong background in AdTech and an ongoing demand for AdTech experts, we decided to launch a learning platform focused on this domain. This platform is designed for PMs, Developers, QAs, and other professionals looking to expand their knowledge in AdTech.

"We created this unique solution entirely with our internal resources, involving our engineers. Despite the challenges, it was an incredible opportunity to share knowledge and enhance soft skills. For the company, it's another step toward becoming the go-to provider for AdTech engineering," says Olha Paramonova, Vice President at Sigma Software and co-founder of AdTech Academy.

The program has attracted a solid number of participants, with engineers from our customer companies also attending our webinars and accessing the courses.



adtechacademy.sigma.software

Unique Opportunities for Students

Sigma Software actively participates in numerous student activities and collaborates with educational institutions. We firmly believe that only through the joint efforts of business and academia can we prepare specialists who are in high demand.

In 2024, Sigma Software University hosted free lectures by Professor Jeff Cabili, Course Instructor at Stanford Continuing Studies, who came to Ukraine at our invitation to share his expertise in pitching startups and product companies.

Jeff is a leading expert in nonverbal communication, storytelling, and pitching. He held a series of lectures for students from three universities in Lviv, offering valuable insights into how to deliver presentations and pitches that are assertive, convincing, and captivating. Participants also learned nonverbal communication techniques, from gestures and body movements to voice modulation.

We are excited to offer young, ambitious individuals unique opportunities for self-development and professional growth!



Career Guidance for Kids

Specialists at Sigma Software are actively involved in joint projects with schools, serve as speakers at events for kids, contribute to professional orientation programs, and assist in updating informatics curricula. The company also supports schools by equipping computer labs, providing students with the opportunity to learn using modern computers.

In 2024, we were thrilled to hold career guidance lectures for Ukrainian schoolchildren living in Poland, in partnership with the Foundation 'Unbreakable Ukraine.' These lectures took place at the Sigma Software Warsaw office, preceded by engaging office tours that gave students a glimpse of daily life at a large multinational IT service company.

During the lectures, Sigma Software specialists and guest speakers discussed various professions in IT, covering both technical and non-technical roles such as Project Manager, Test Engineer, Recruiter, Business Analytics Manager, PR Manager, and more.

Students also participated in a quiz to help identify which profession best suited their skills and interests.

It was incredibly rewarding to see not only the children's interest in the IT field but also the teachers, who humorously joked about the possibility of changing careers themselves!



Record-Breaking Motorcycle Expo Inspires Ukrainian Students

In 2017, the Inspirium motorcycle, developed by Ukrainian engineers, set a world speed record for one hour of racing on Lake Bonneville in the USA.

Sigma Software has been a partner in the project from the start, aiming to showcase the potential of Ukrainian engineers.

After returning home, Inspirium embarked on a large-scale tour to inspire young people to pursue technical careers.

In 2024, the legend was displayed at Lviv Polytechnic University. Founded 208 years ago, the university is now a modern institution that unites 35,000 students and ranks among the top 10 universities in Ukraine.

Within just a few hours of the exhibition, several hundred students visited our booth to learn about Ukraine's engineering talent. We were proud to see that many students were already familiar with Ukrainian inventors. Additionally, many knew about our company because they had participated in tours of our Lviv office. We're thrilled that Sigma Software's Lviv office has become a familiar place for many students, and we welcome them to visit again, whether as guests, interns, or potential candidates.

In November 2024, Inspirium headed to Kyiv to be showcased at the legendary Kyiv Polytechnic Institute, one of the oldest and largest universities in Ukraine.



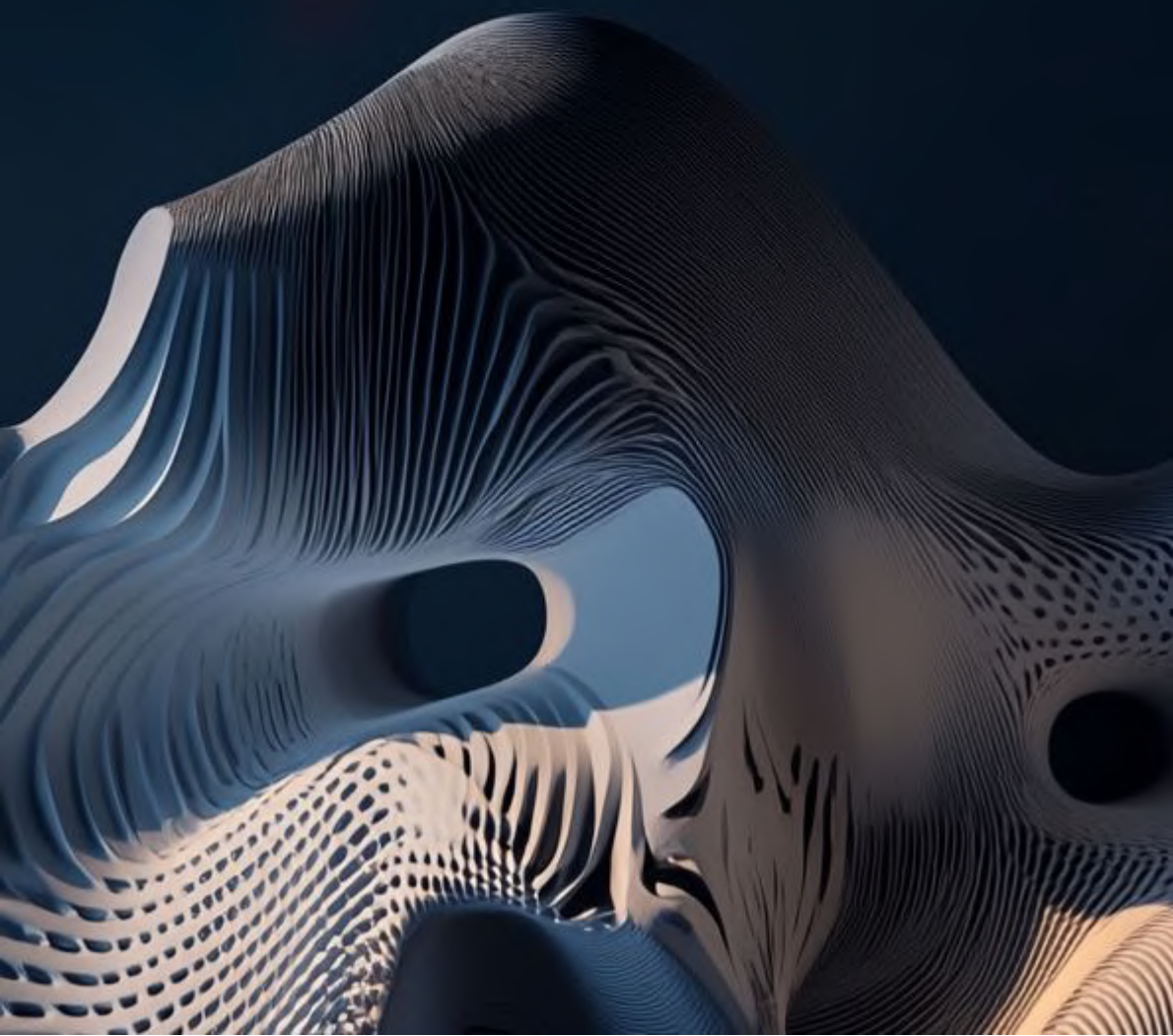
sigma.software



We turn ideas into technology
Your trusted IT solutions partner

Перетворюємо ідеї на технології
Твій надійний IT партнер

Startups and Entrepreneurship Spirit



Sigma Software Labs

Sigma Software Labs, the investment wing of Sigma Software, has been supporting Ukrainian startups for over 5 years, helping them grow and achieve success.

The primary goal of Sigma Software Labs is to create an ecosystem for startups, providing mentoring, securing investments, and accelerating product development through a global network of partners and clients. The company also boasts extensive connections with funds and investors, along with over 200 B2B contacts worldwide, which support the growth of ecosystem products.

Sigma Software Labs is committed to globally promoting Ukrainian solutions and actively participates as a partner in various startup-focused events both in Ukraine and internationally.

Awards and Recognitions:

- One of the most active investors during the wartime in Ukraine.
- Shortlisted at the European CVC Awards.
- Daria Yaniieva, Investment Director of corporate VC of Sigma Software, recognized among the Top Women in VC and the startup ecosystem in Ukraine according to Vestbee.

20

Portfolio
companies

18

Startup and
business events
supported

\$2.1M

Invested

1M+

Global reach

“At Sigma Software Labs, our commitment to supporting innovation remains strong. Since the start of the full-scale invasion, our approach to identifying startups has not only stayed the same but has expanded its focus and vision.

Necessity drives invention. When costly solutions from the West fell short in even basic battlefield missions, modern warfare demanded advanced tools and strategies. To defend our country, we need the creativity and innovation that come from the very people of Ukraine. In an era where technological progress and smart solutions are key, rather than sheer numbers of weapons, we see our role as leveraging our decades of tech experience to help startups in the defence field shape the future of the industry for global safety. By attracting industry leaders and supporting domestic companies, we aim to help Ukraine harness its full potential to become a leader in Defence Tech.

In March 2024, alongside our tech partners and the Ministry of Defence of Ukraine, we supported the launch of Defence Builder — an acceleration program designed to assist Ukrainian defence startups in adapting technologies to the needs of the armed forces, while preparing them for scaling and investment. The first cohort graduated in October 2024, with seven teams working on projects like an aircraft-type drone guidance system, autonomous FPV drone software, an optical fiber communication complex, and a drone detection and neutralization turret system. These teams are currently raising new funding rounds, conducting polygon and battlefield tests, and confirming demand from various Armed Forces units.

This war is a tech war, and engineers will win it. Today’s defence tech is about much more than weapons. It’s about smart solutions for logistics, media, software, and drones — where weapons are only a small part of the equation. We believe in the power of synergies, where businesses work closely with the government to establish transparent rules for the stable development of the defence sector. By combining state instruments with business connections, agility, and experience, we create opportunities for new ventures that will defend our country long-term.

Innovation doesn’t just help us react to challenges — it shapes the future of defence technologies. In less than a year, we’ve seen promising results, and as we look ahead, we remain committed to empowering startups and future generations to continue fighting for freedom and safety.”

DARIA YANIEVA

Investment Director at Sigma Software Labs



One of the Notable Projects Contributing to the Development of the Startup Community is the UNICORN Startup Competition



UNICORN Startup Contest 2024

The contest has been held by Sigma Software and its partners since 2013.

In 2024, UNICORN became the regional stage for the Startup World Cup, a prestigious series of conferences and competitions for startups. The competition spans over 75 regional contests in more than 20 countries, culminating in the Grand Final in Silicon Valley. The best startups from each region gather in the United States to compete for the grand prize of \$1 million in funding.

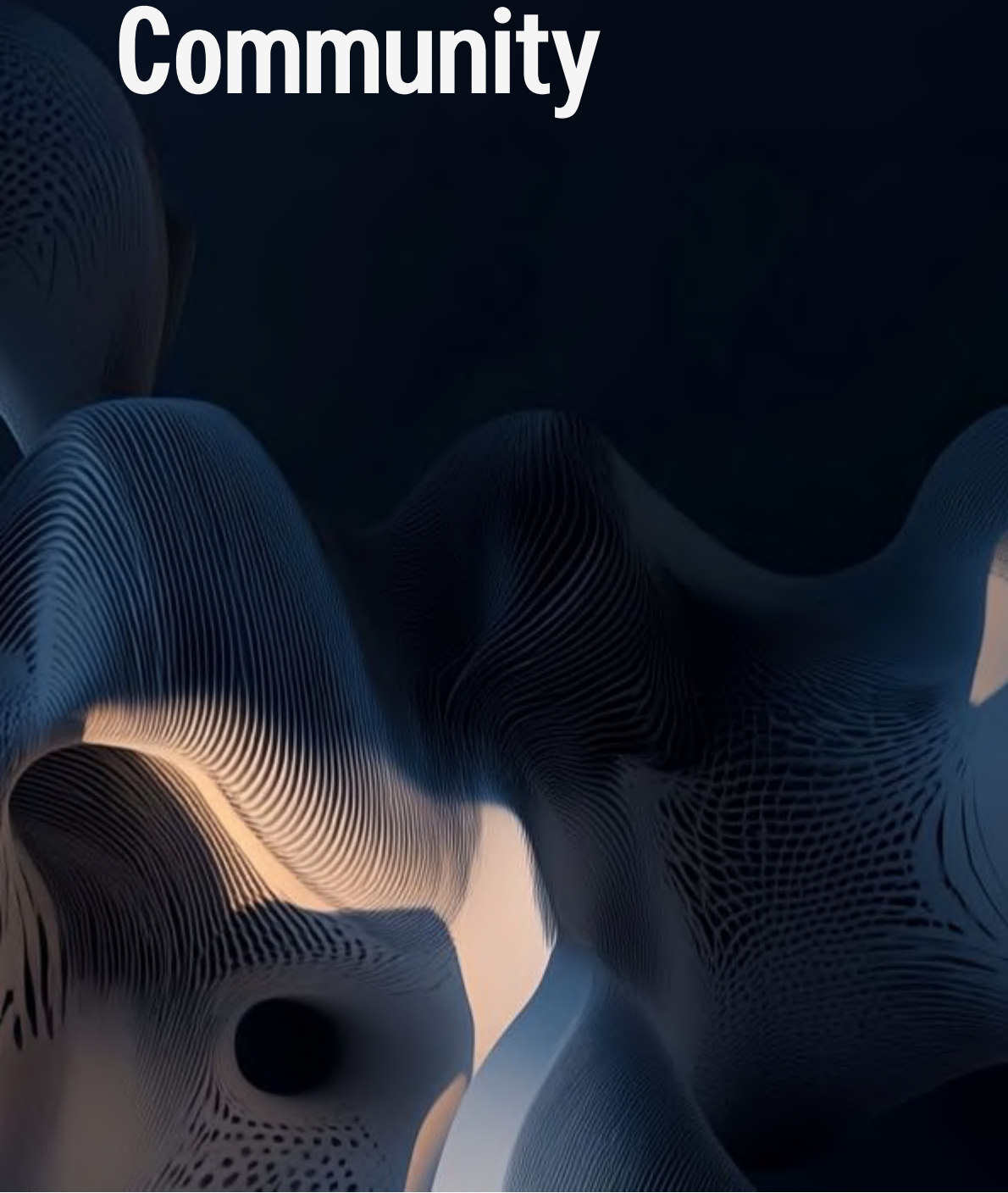
The Ukrainian stage of the Startup World Cup 2024 was organized by Sigma Software Labs, together with the EIT Community RIS Hub in Ukraine, and with the support of the Ministry of Digital Transformation. The national contest featured two distinct tracks: Established Startups could apply directly for the final competition, while Rising Stars participated in the UNICORN acceleration program by Sigma Software Labs.

This program included intensive mentoring sessions and opportunities for startups to present their ideas to technical specialists and startup development experts. In the finals, they pitched their ideas to a professional jury, which brought together a wealth of experience and industry expertise to select the best of the best.



labs.sigma.software/unicorn

Sports Community



Nurturing Healthy Lifestyle

Employees' well-being and sports community development have always been key areas of Sigma Software's CSR efforts.

A smart work-life balance allows our experts to achieve their goals, while a healthy, open, and safe environment fosters dedication to work and pride in what they do. Sigma Software provides everyone with opportunities to stay fit and healthy through medical care programs, sports events, mental health support, medical insurance, and other wellness activities.

In addition to equipped gyms in our offices, reimbursement for sports club memberships, and support for various sporting events, Sigma Software regularly holds its flagship event – the Sport Challenge. Every year, it attracts more and more sports-dedicated teammates who compete in various categories and reach new heights.

This year, employees were challenged to participate in nine categories, including cycling, walking, swimming, and running. Over several weeks, we received more than 500 results.

“I like the Sport Challenge, as it promotes a healthy lifestyle and brings the team together. Sport is an integral part of my life; it helps me to recharge, and take a break from routine tasks, and also keeps me in shape, gives me energy for daily tasks and motivates me to achieve new goals together with my colleagues. This is a great opportunity to develop willpower and team spirit, which also has a positive effect on the work process.”

VALERIYA ZAKHARENKOVA

International PR project manager



We Celebrate Our Champions

Sports are an integral part of Sigma Software, and we take immense pride in supporting the sporting achievements of our colleagues.

In 2024, Katherine Tuluzova, CEO of Sigma Software Americas, successfully completed the IRONMAN 70.3 Gulf Coast and the IRONMAN 70.3 Waco.

Both IRONMAN courses included a 1.2-mile swim, a 56-mile bike ride, and a 13.1-mile run, attracting thousands of athletes from around the world.

Balancing her role as CEO and being a mother of two, Katherine's determination and resilience continue to inspire us all.

We're incredibly proud of Katherine and all our champions, who exemplify success in every aspect of their lives!

"Training for IRONMAN 70.3 is extremely time-consuming and demanding — and juggling it with work and travel was definitely a fun challenge! I think it taught me a lot about making every moment efficient, being flexible, and optimizing my performance in everything I do," shared Katherine Tuluzova.



Uniting People through Sports

Sigma Software actively supports external sporting activities, including participating in marathons, organizing plogging events, and serving as the general partner of the amateur bicycle team Sigma Software – Unicorn.

In 2024, the company took its commitment to sports a step further by organizing a special sporting event during IT Arena, the largest tech conference in Eastern Europe. The goal was to bring together like-minded individuals, provide a refreshing break after two intense days of the conference, and create opportunities for meaningful networking.

Our 5 km Glory Tech Run was held in the historic Stryiskyi Park in Lviv, followed by coffee and networking. Evgeniy Bachinskiy, Head of Management and Compliance Consultancy, Head of the Kyiv office, and one of our prominent athletes, led the pack.



Supporting Rising Stars

In 2024, Sigma Software proudly supported Oleksandr Ponomar, a young Ukrainian tennis prodigy born in 2006. Before the war, Oleksandr moved to Sweden to pursue his tennis career at an academy in Stockholm. However, due to the war and his family's financial difficulties, he was unable to continue at the academy. Despite these challenges, Oleksandr stayed in Sweden and connected with Nynäshamns Tennisklubb, where he was awarded the Sigma Scholarship 2024.

This scholarship, provided by Sigma Software Group and Sigma Technology Group, enabled Oleksandr to continue his journey toward greatness. With the support of the scholarship, he dedicated this season to achieving ambitious goals, traveling across three continents to compete in major tennis tournaments: Malaysia Juniors J300, Finland Hanko Juniors 100, and Sweden Juniors World Tour 100.

In 2024, Oleksandr transitioned from junior competitions to men's PRO tournaments and traveled to Egypt to compete in his first Men's ATP series — a significant milestone in his career.

Currently, Oleksandr is ranked approximately 300 globally among youths born in 2006 and holds the No. 2 position in Sweden for boys of the same age group.

Sigma Software is committed to supporting young talent and continuously invests its knowledge, time, and resources in Ukrainian youth. We firmly believe in the importance of building a brighter future and supporting those who will one day shine on the world stage, representing Ukraine with pride.



Responsible Citizen



Joining Forces With Governments

At Sigma Software, we deeply care about the countries where we live and operate, striving to coexist harmoniously with the societies around us. We actively engage in community-related issues and activities, contributing to the improvement and development of society through innovative solutions in everyday life, sports, science, education, and industry.

As a member of more than 20 professional associations, Sigma Software participates in impactful projects focused on rebuilding Ukraine and its infrastructure following the Russian invasion. The company works to establish constructive dialogue with the government to create favorable conditions for industry development and attract investments. Additionally, we are committed to advancing IT education and fostering collaboration among different companies to strengthen the tech ecosystem.

By building an interconnected IT ecosystem rather than isolated, competing entities, Sigma Software ensures sustainable growth and support for businesses of all sizes, from startups to enterprises, spanning both products and services.



“Governments are becoming key players in the IT sector. Beyond their traditional regulatory functions, they are increasingly stepping into roles as clients and partners. Sigma Software Group has extensive experience collaborating with state bodies in both capacities.

First, the company actively contributes to building a thriving tech ecosystem through participation in over 20 professional associations and involvement in initiatives led by Ukraine’s Ministry of Digital Transformation. Second, it delivers a wide range of IT service projects, showcasing its ability to meet the needs of government clients.

In 2024, Sigma Software reaffirmed its commitment to strengthening collaboration between the private sector and government, recognizing that sustainable growth and innovation flourish in an environment of open dialogue and shared goals. To advance this vision, the company has taken significant steps to bridge the gap between IT companies and government representatives.

This year, Sigma Software, together with several IT industry leaders, launched the NGO DiiiaCity.Union for residents of Diiia City. The organization’s primary mission is to facilitate continuous communication and maintain an open dialogue between IT companies and government representatives.”

OLHA KSONZENKO

Government Relations Director



Sigma Software is a Member of 20+ Professional Associations



Unleashing the Industry Potential

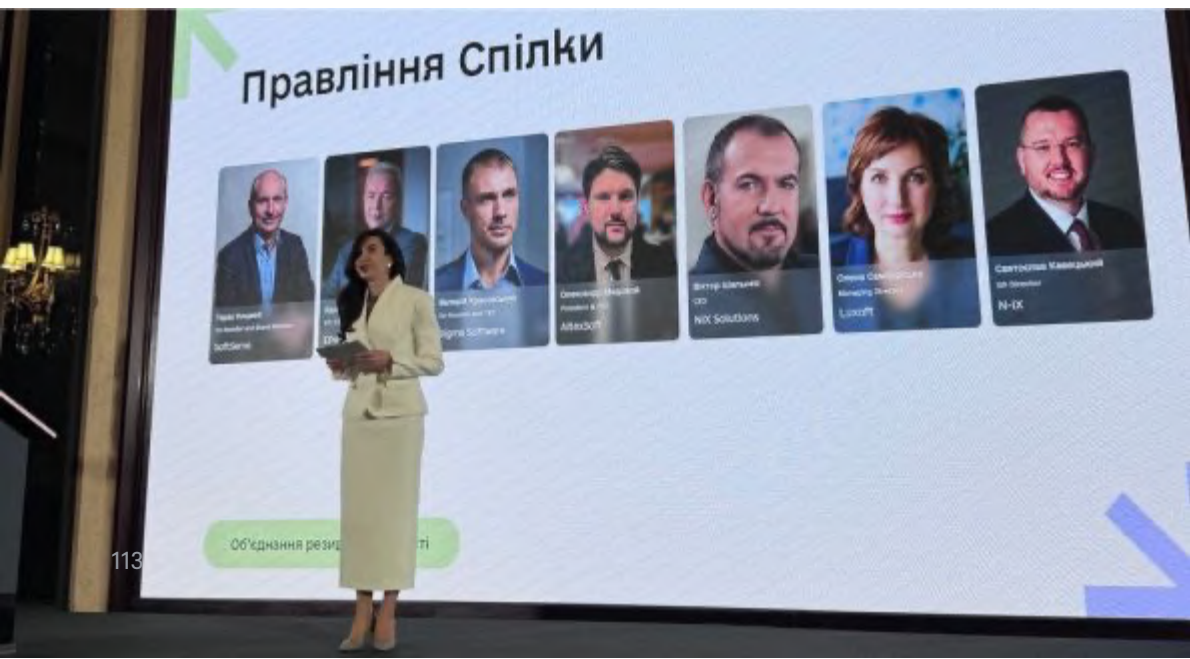
Since 2022, the Ukrainian government has launched a special legal regime, Diia.City, designed to foster the growth of the IT industry — one of the most dynamic and resilient sectors in the country.

In 2024, the residents of Diia.City co-founded Diia.City.Union, an association with the mission of uniting businesses to drive the development and scaling of the Ukrainian IT industry. The association aims to position Ukraine as a strong competitor on the international stage while promoting innovation worldwide.

The Association focuses on several key activities, including participation in international events and delegations, organizing meetings with government officials, providing legal assistance to members, and fostering collaboration among various IT market players.

Currently, the Association unites over 160 companies.

Sigma Software is proud to have been one of the co-founders of the Association. Additionally, Valery Krasovsky, our CEO and Co-founder, serves on the Board of the Association, further demonstrating our commitment to supporting the growth and success of the Ukrainian IT industry.



Volunteering and Charity

Sigma Software specialists have been involved in various volunteer projects for many years, but corporate volunteering gained significant momentum following the full-scale invasion in 2022.

In the early days and weeks of the invasion, a group of volunteers was quickly formed to support their colleagues. Since then, the company's specialists have continued to actively participate in and organize volunteer initiatives, often involving their coworkers in meaningful projects.

Among these dedicated individuals are volunteers who have been involved in procuring military and humanitarian aid from the very beginning. Others have remained in frontline areas, providing daily support to Ukrainians and defending their country.

The company also plays an active role in charitable initiatives and events, many of which are driven by Sigma Software specialists.

Corporate volunteering, CSR efforts, and pro-bono projects not only unite people but also offer opportunities to enhance both hard and soft skills, fostering a sense of purpose and contribution to the greater good.

Guided by the strategy "Think globally, act locally," Sigma Software extends its support beyond Ukraine. In 2024, the company organized a fundraising campaign for the Survivor organization in Brazil following a devastating flood that affected nearly the entire state of Rio Grande do Sul. The campaign focused on helping the most vulnerable groups – women and children in shelters.



ВСТУП
ВІДПОВІДНОСТІ

НА ЗЛАЧУ
КРОВІ
←

УКРИТТЯ
←

sigma

Sigma Software Unity Fund in 2024

"In 2024, we focused primarily on meeting the urgent needs of the Armed Forces, responding to numerous requests for support. Among the critical supplies provided were equipment for defenders, electronic warfare systems, drones, Mavics, and Ecoflow stations. We also transferred over 100 laptops and computers to various military units.

In terms of humanitarian aid, we made significant contributions, including helping Okhmatdyt, Ukraine's largest pediatric hospital, restore and replace equipment damaged during enemy shelling. We also supported the people of Brazil following a major flood.

In celebration of Sigma Software's 22nd anniversary, we organized a large-scale fundraising campaign aimed at supporting a major project to develop a system for protecting Ukrainian cities. Thanks to the generosity of our community, we raised approximately \$45,000.

Throughout the year, we collaborated with medical centers, hospitals, and volunteer organizations across various fields. We supported the Kharkiv Rehabilitation Spine Center, which helps our defenders recover, collected clothes for hospitals on the frontline, and donated blood to the Kharkiv Blood Center.

We also contributed to the equipping of protected educational facilities at KhAI University in Kharkiv and provided funds for computer equipment at a school in the Ukrainian Carpathians.

Despite the challenges, we remain firm in our belief that cultural and educational development must continue. To this end, the Sigma Software Unity Fund supported events and competitions for talented youth and launched personal grants for rising Ukrainian sports stars who relocated to Sweden due to the war.

Additionally, the fund became a partner in the screening of the film "Bucha" both in Ukraine and abroad. This powerful documentary tells the real story of Ukraine and helps combat the distortion of historical facts."

SERHIY EVDOKIMOV

Head of Sigma Software Unity Fund

\$4.8M

transferred to help the army and civilians since 2022

\$700K

to support the army and civilians in 2024

~ \$45K (1.7M UAH)

gathered and transferred to ensure the safety of ukrainian cities in partnership with kharkiv it cluster

\$15K (500K UAH)

to help okhmatdyt children's hospital that suffered from shelling

\$10K (400K UAH)

gathered during events, where we told about the fund and its projects

Big BDay Fundraising Project

On May 10, Sigma Software celebrated its 22nd anniversary. In lieu of birthday gifts for our colleagues, we chose to donate funds in support of the Ukrainian Army and the citizens of Ukraine.

We also launched a major fundraising campaign for a project aimed at developing a system to protect Ukrainian cities, starting with Kharkiv, which has been heavily impacted by enemy missile attacks.

The results were truly inspiring:

- Our incredible colleagues donated a total of \$13,035.82 USD (approximately 534,839.53 UAH)! We are immensely proud to be part of such a compassionate and united team.
- Additionally, through a call for donations on social media by our ambassadors, we raised another \$4,200 USD (166,210 UAH).
- Sigma Software and the Sigma Software Unity Fund then matched the total amount raised, doubling the funds that had been initially set aside for birthday gifts.

As a result, the total amount transferred to the project reached 1,702,099 UAH, or approximately \$45K USD!



Charity Standup Evenings

In 2024, Sigma Software brought the Lviv community together with the largest and most impactful Charity StandUp event to date. Combining humor, camaraderie, and a powerful cause, the event exemplified our unwavering commitment to supporting Ukraine during challenging times.

The Charity StandUp had several key goals:

- Support the Ukrainian Armed Forces, with proceeds dedicated to a Sigma Software team member currently serving in the military.
- Raise awareness of Sigma Software’s charitable initiatives, particularly the Unity Fund.
- Engage the community by fostering a spirit of solidarity and collaboration.

This marked our third Charity StandUp, following successful events in Kyiv and Lviv in 2023. The 2024 edition exceeded expectations, with two sold-out performances that showcased exceptional community engagement and captivated audiences through the performances of four professional stand-up comedians.

2

Years

10+

Comics

335K

The total outreach empowered by own wide community and cooperation with influencers

64,5K UAH

Gathered selling tickets and auctioning unique and symbolic lots

Blood Donation

Among Sigma Software employees, many specialists regularly donate blood to support hospitals and rehabilitation centers.

This summer, the Kharkiv Regional Blood Service Center reached out to us due to a critical blood shortage. Without hesitation, our team responded and came together to support this vital initiative.

The company actively supports employees' aspirations to help others, offering additional opportunities for rest and recovery following blood donations.



“Bucha” –Telling the True Story of a Hero, Who Saved Dozens of Lives

In 2014, Sigma Software and the Sigma Software Unity Fund supported the screening of “Bucha”, a film based on the true story of volunteer Konstantin Gudauskas, who saved dozens of lives during the Russian occupation of parts of the Kyiv region.

The film continues to make waves at prestigious international film festivals, including the Berlin International Film Festival, screenings in New York and Boston, the Venice Film Festival, the Toronto International Film Festival, and a special screening at the Cinema for Victory event in Ukraine. We are proud to witness the global impact it has generated.

On September 17, during the 40th anniversary of the Warsaw International Film Festival, “Bucha” had its official world premiere. Among 57 nominees, the film secured 2nd place in the audience awards.

In November, special screenings were held in Vienna for the media and OSCE delegations, where the director was present. On November 7, the film was released in all Ukrainian cinemas, and it will be available on Ukrainian Netflix in January 2025. Contracts have already been signed for distribution in cinemas in Canada and Portugal.

The support of Ukrainian businesses in dubbing the film into English has played a key role in promoting “Bucha” on the global cinema market.

It is of utmost importance for us to share our true history with the world and prevent the distortion of facts.

United By Victories Art Project Continues its Tour

In 2022, Sigma Software became a partner of the United by Victories art project, which brought together the best artists from 25 regions of Ukraine to create a powerful mural.

The mural's impact was so meaningful and beautiful that we decided to take it beyond the wall and showcase these works of art across Ukraine and internationally, sharing Ukraine's vision of future victory.

In 2024, we presented the mural reproduction at several key events:

- At the Space Meduza art bar in Berlin, where over 100 people attended the opening of the expo.
- At the DOU conference in Kyiv, attracting 1,200 participants.
- In the shelter of the Opera and Ballet Academic Theater in Kharkiv during a closed screening of Bucha, a film based on real events that took place in Bucha and Irpin during the Russian occupation in February-April 2022.
- At Sigma Software offices in Kyiv, Odesa, Lviv, and Warsaw, engaging company specialists and local community guests.

To date, the mural has been visited by over 900,000 people. During the expos, we raised \$7,000 for the Ukrainian Army. The project also received the Corporate Engagement Award in London.



IT Education for Unprivileged Kids: Partnership with Star for Life Ukraine

Star for Life Ukraine is a growing charitable organization founded in 2022, with the mission of providing children with access to quality education and computer literacy programs, regardless of their social or economic background or geographic location.

Sigma Software has been a strategic partner of Star for Life Ukraine since its inception.



sflua.org



[Facebook](#)



Reach for
the stars



Star for Life

Reach for
the stars



Reach for
the stars



Star for Life

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Star for Life

Partnership with Star for Life Ukraine - 2024

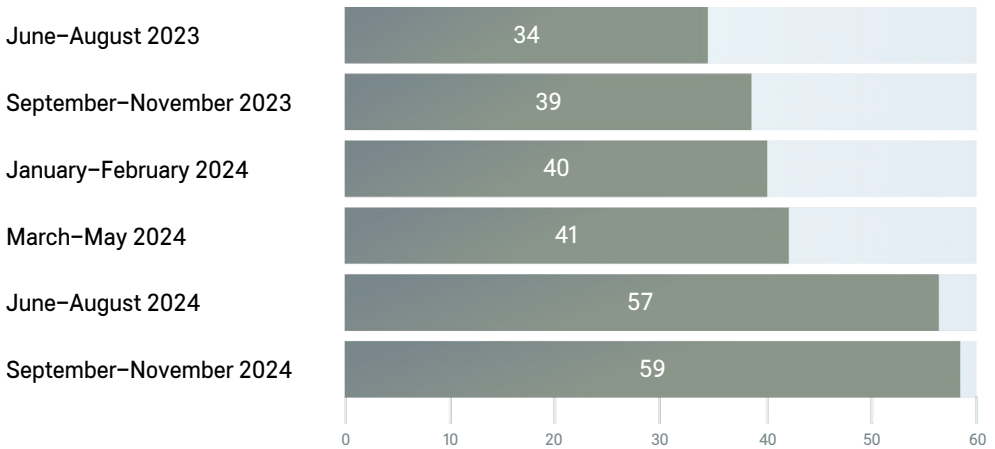
- 8 tech labs across various regions of Ukraine and 4 tech camps in the Carpathian Mountains, providing direct, hands-on tech experiences to 639 students.
- Ukraine's First National Programming Tournament: A groundbreaking initiative where students tackle IT company product challenges, judged by developers. In partnership with the Ministry of Education, 39 teams (100+ participants, ages 13-17) participated in a 10-day Tech Camp, evaluated by experts from Ukraine, Sweden, and Italy.
- #BehindTheCodeTour: Over 200 students took part in tech tours across Lviv, Ivano-Frankivsk, and Vinnytsia, sparking interest in coding and technology careers.
- 100 Questions for IT Pros: Ask Anything!: A successful initiative in Kharkiv (a region near the warzone), providing students with unique opportunities to engage directly with IT professionals.
- 2 open UI/UX design lessons for Ukrainian children abroad, held in Portugal and Sweden.
- 9,920 children participated in IT education and other online courses and offline activities.



Together with Star for Life Ukraine, we continue to focus on bridging the gender gap in technology.

We run the Girls in Tech Initiative, with over 1,600 girls participating in Python, UI/UX design courses, and the Leadership program. We are proud to see that our efforts have paid off, as the number of girls enrolling in Star for Life Ukraine programming courses continues to grow.

NUMBER OF GIRLS PARTICIPATING IN IT COURSES



Environmental Protection



Sigma Software Strives To Be An Environmentally Friendly Company

Our offices are designed to meet environmental standards and follow the best green practices. Existing premises are renovated to be more environmentally friendly, and new office locations are selected from those that are best suited to operate in a sustainable manner.

Sigma Software makes steps to switch to sustainable resources in our daily routines going paperless with electronic tools, using recycled materials, sorting waste, and raising awareness.

- *Tree planting.* We invite colleagues with families, pets, friends, and couples to participate because this is a great opportunity to make a big contribution to the environment together, unite as a team, get to know your colleagues' relatives, and involve children in good deeds.
- *Plogging and Cleaning.* Our colleagues regularly participate in cleaning activities such as plogging, a Swedish invention that combines jogging and garbage gathering. It illustrates perfectly the Swedish commitment to ecology, a healthy way of life, and personal responsibility.
- *Waste Reduction.* Sigma Software has installed waste sorting bins in all offices and encourages employees to take a responsible approach to waste sorting. To raise awareness, the company organizes open lectures on international initiatives and uses internal communication platforms to attract people join the environmental initiatives.



Reducing Carbon Footprint

Without taking the time to reduce our daily, weekly and yearly carbon footprints, the fast pace at which global warming is affecting Earth will continue. Thus, Sigma Software:

- Sets up a bike rack for specialists in all locations
- Takes care of the company's car (keeping tires properly inflated can increase fuel efficiency by three percent, and ensuring that the car is properly maintained can increase it by four percent)
- Strives to minimize purchases of new products, especially resource-intensive, heavy or heavily-packaged products

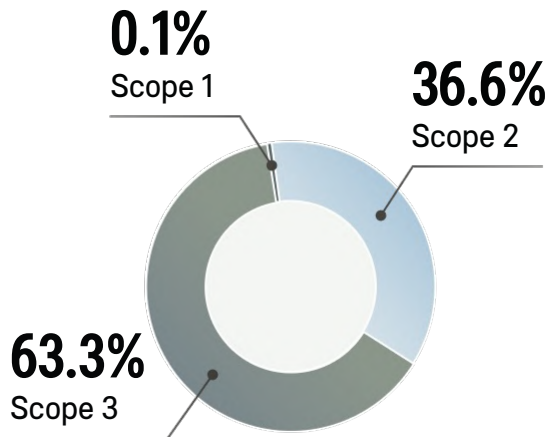
In 2024 Danir Group issued the report highlighting carbon footprint reducing according to the global standard Greenhouse Gas Protocol (GHG-Protocol). This report includes the data for the previous year, and we are glad to share the main information on Sigma Software.



Emission Report 2023 Key Findings

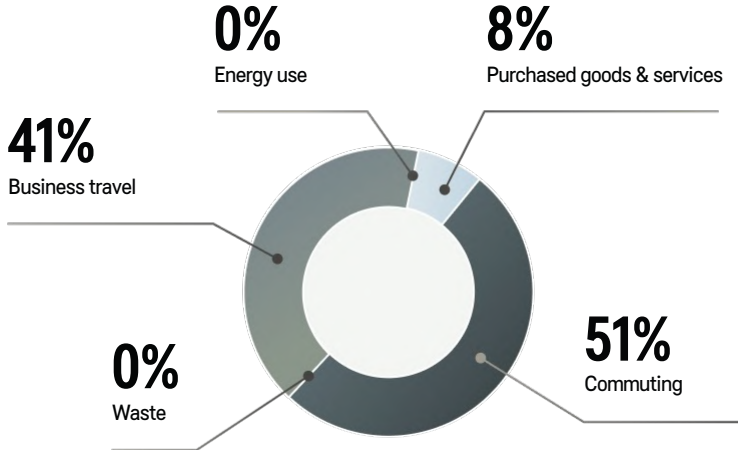
The emissions generated by Sigma Software in 2023 are 2 871,57 tonnes of CO₂-eq (which stands for carbon dioxide equivalent, a measure used to compare the emissions from various greenhouse gases based on their global warming potential). This corresponds to approximately 1,4 tons of CO₂-eq per employee as compared to Danir Group's average of 1,6 tons of CO₂-eq. The majority of emissions are indirect and fall under Scope 3. Company-specific emissions have been calculated in accordance with the GHG Protocol.

EMISSIONS PER SCOPE 2023



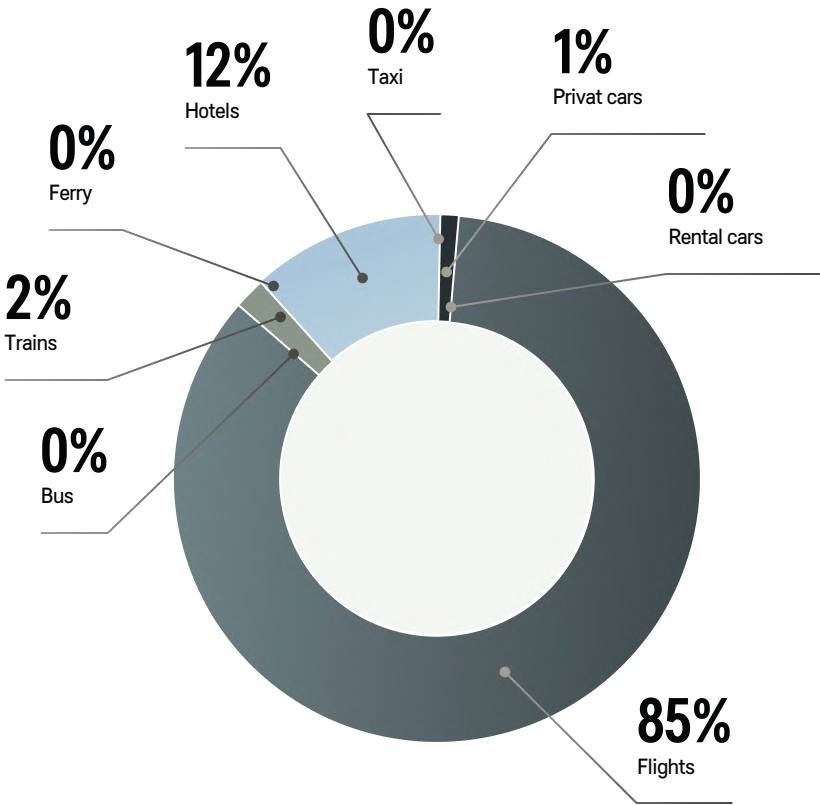
Emission Report 2023 Key Findings

SCOPE 3 — EMISSIONS PER CATEGORY 2023



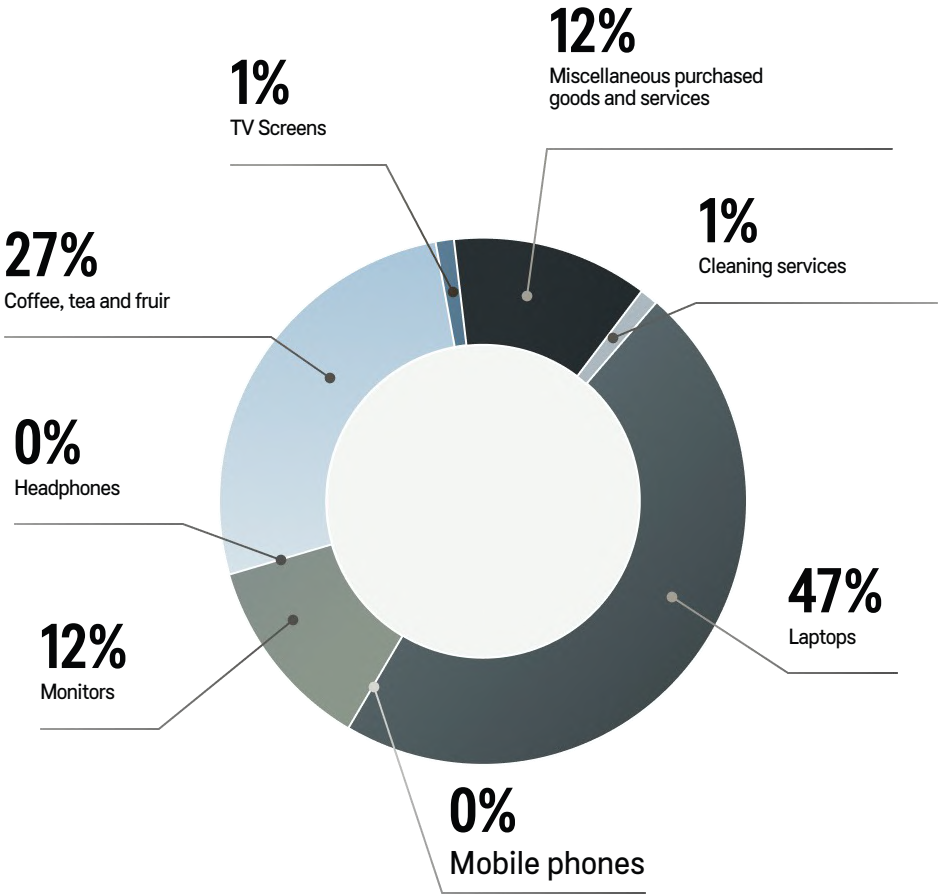
Emission Report 2023 Key Findings

BUSINESS TRAVEL



Emission Report 2023 Key Findings

PURCHASED GOODS AND SERVICES







COUNTRIES

-  USA
-  Sweden
-  Germany
-  UK
-  Canada
-  Israel
-  Singapore
-  UAE
-  Australia
-  Austria
-  Ukraine
-  Argentina
-  Brazil
-  Bulgaria
-  Colombia
-  Czech Republic
-  Hungary
-  Mexico
-  Poland
-  Portugal

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*For more information, please
contact info@sigma.software*

