

2024

SUSTAINABILITY REPORT

SIGMA CONNECTIVITY AB
EXPECT A BETTER TOMORROW
SUSTAINABILITY REPORT 2024
NEVER WORK ALONE

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**ENGAGE
CREATE
DELIVER**

FOREWORD

Lund April 4th, 2025

Sigma Connectivity has the ambition to achieve growth in the long term. We intend to be part of this business for a very long time and it is fundamental for us to be sustainable as a company with that in mind. We strongly believe in caring for our employees, the environment and the society where we operate. Therefore, sustainability is a valuable component of our daily work and our business strategy and is fundamental in order for us to remain attractive for our customers, stakeholders and the community.

In 2024, Sigma Connectivity continued its sustainability work and are looking forward to further work with these areas in 2025.



Jesper Larsson
CEO, Sigma Connectivity AB



INTRODUCTION

During 2024 Sigma Connectivity restructured its companies. The parent company, SC Group AB, took over ownership of all subsidiaries, including Sigma Connectivity AB. The only exception to this is Sigma Connectivity SRL in Romania which is owned by Sigma Connectivity AB.

This sustainability report applies to Sigma Connectivity AB. Throughout this report, we will refer to the company as 'Sigma Connectivity' without including its legal suffix, AB. The other companies within Sigma Connectivity Group adapt their strategies according to company size, location, and niche. All Sigma Connectivity companies share the same values, and ambitions to create a sustainable business strategy.

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

RESPONSIBILITIES WITHIN THE COMPANY

The CEO is overall responsible for Quality, Sustainability, and Environmental Management at Sigma Connectivity. These functions are included in the Operations team, which is led by the COO/Deputy CEO.

The Operations team supports the organization with specialized functions that ensure the efficiency of our day-to-day business and implement improvements to our organizational processes. This interdisciplinary group consists of Operation Excellence, Quality and Sustainability Management, Security, IT and Facility Management.

The Sustainability Manager is responsible for managing the company's ESG strategy and legislative environmental compliance, as well as our focused activities on sustainability.

The Quality Manager is responsible for the management and implementation of, as well as improvements to, the organization's Quality and Environmental Management System, SCMS (Sigma Connectivity Management System). The company is certified to ISO 9001 and ISO 14001. Some aspects of environmental management have been delegated by the Quality Manager to the Facility & Security Manager, and to the Sustainability Manager.

Communication to the organization is done on a regular basis through monthly meetings, newsletters, and employee meetings.

All employees are responsible for notifying the Quality Manager about any quality or environmental improvement and/or incidents through the SCMS Improvement & Incident Log.

NEVER WORK ALONE

OUR VALUES

Our company culture is based on our values; Engage, Create and Deliver.

We believe that diversity, teamwork, and passion drive innovation – and that this naturally creates a creative, inclusive, fast paced environment which is constantly growing.

Never Work Alone

- » We *engage* with customers in a respectful and proactive way.
- » We *create* solutions through innovation and engineering craftsmanship.
- » We *deliver* true results through knowledge, dedication, and structure.

Our values stand for how we relate to each other, to customers and to our business.

SIGMA CONNECTIVITY BUSINESS MODEL

“Expect a Better Tomorrow” is the vision of Sigma, including all the companies in the Sigma Group. We strive to create a better tomorrow for our customers, our employees, and for the world around us. It is a major part of our culture where we thrive in working together with our customers to find innovative solutions to new technology advancements. It also forms the basis of the Sigma Connectivity Business Model.

Sigma Connectivity is a technology driven design house that executes projects in-house, offers engineering services and supplies technical specialists on customer’s site. We offer knowledge as a service, specializing in developing advanced connectivity solutions that improve business and daily life for our customers and end-customers. We also have a unique set up of state-of-the-art labs for development, verification, and production.

We collaborate with clients from multiple industries, providing customized teams with all the competencies needed to help our customers bring connected solutions to the market. Our services range from hardware development to production technology and from front-end development to back-end integration.

The main business model is based on billable hours, where we charge per hour worked or for the value/results accomplished with the service.

Our strategic goals are:

- » Build a long-term sustainable company with profitable growth.
- » Build a company that is attractive for employees, partners, and customers as well as owners.
- » Build a company that acts according to our values Engage, Create and Deliver in the spirit of “Never Work Alone”.
- » Be a global company with an Internationally diversified customer base.



SUSTAINABILITY & CONNECTIVITY

At Sigma Connectivity, we have identified the internal and external stakeholders relevant to our organization and business as, in no particular order:

- » Customers, their needs and requirements.
- » Society, Laws and Regulatory requirements.
- » Employees, their needs and requirements.
- » Owners, their needs and requirements.

We continuously monitor the above listed interested parties regarding their needs and requirements as part of our routines. This is done through surveys, employee focus groups, monthly meetings, workshops, and network groups. We use newsletters to spread information within the organization for open and accessible communication.

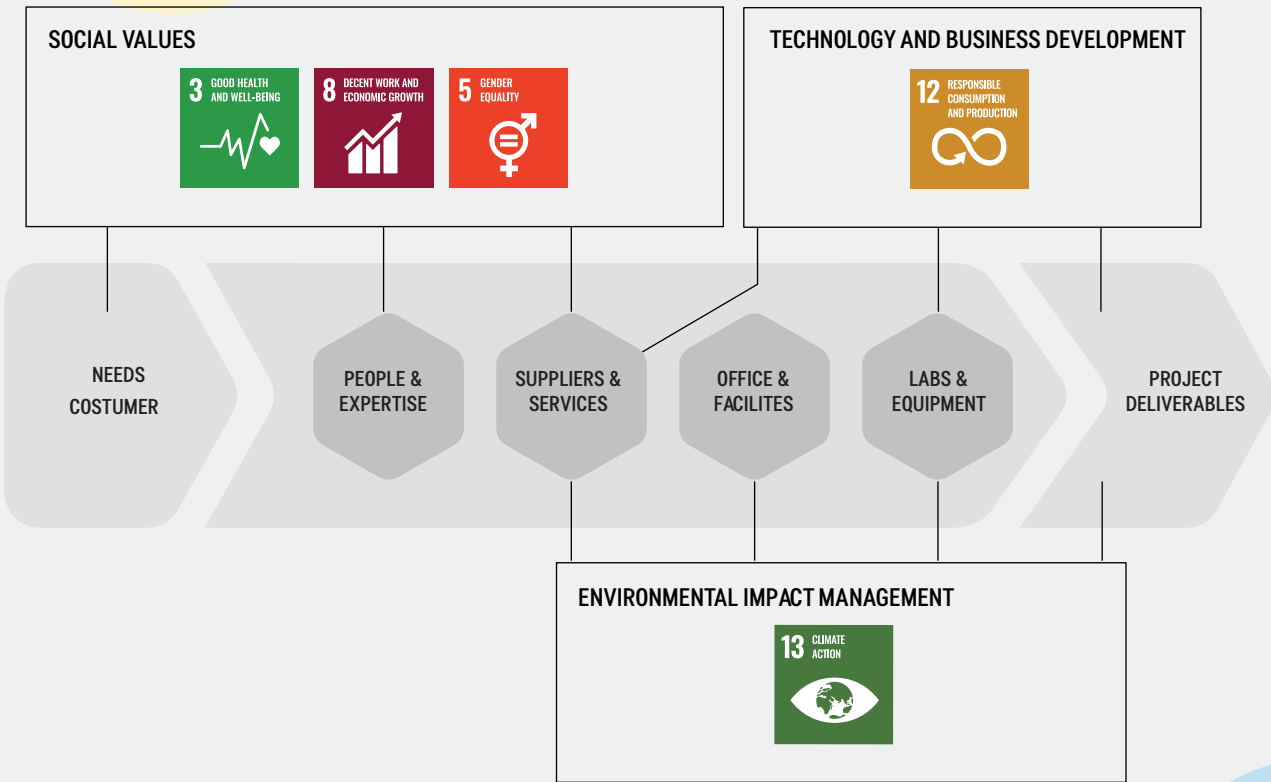
Customers are monitored through our Sales and Customer management processes. We track Customer Satisfaction which are part of our annual goals.

Our goals are based on the UN’s Sustainable Development Goals (SDG) and the environmental goals set by the Paris Agreement. We do an annual evaluation of the SDGs and how they apply to our business and how we can support these through our work. A double materiality analysis and risk analysis are part of our continuous improvement of our sustainability. Each year we take steps in improving our strategies. This year’s focus has been on further implementation of sustainability into organizational processes and defining activities to our goals and measurable progress tracking. Some of the findings are under implementation and some under planning for the coming year.

Change management follows our Governing Process, which ensures that decisions are ably taken and accounted for by senior management.

OUR VALUE CHAIN

Establishing a sustainable business model requires that we understand our value chain from a sustainability perspective. The study of our value chain has been a recurring practice over the last few years and has become more refined with gained knowledge. It has become an effective tool for sharing knowledge and discussing our impacts. Using this graphical presentation of our Value Chain, as shown below, we apply knowledge acquired during our Double Materiality Analysis to create a representation of SDGs linked to our Value Chain. Here, we identify potential impact areas that are affected by our business to varying extents.



As a provider of consultancy services, we do not handle large flows of materials in our operations. In our supply chain we have mainly providers of knowledge-based services, leased assets, licenses, IT services, travel agencies and food. We purchase materials such as office supplies and materials for prototypes and we make investments in lab equipment and furniture.

A significant portion of our value chain consists of intangible assets, mainly including knowledge and expertise across our operations, as well as stakeholder relations such as employees, networks, customers, suppliers, and factories supporting our customer projects.

Taking this into account, we have placed a strong focus on social values and decent work conditions in our strategy.

DOUBLE MATERIALITY ANALYSIS

Based on the identified Value chain we conducted a Double materiality analysis.

For each of the six parts in our Value chain we connected them to a number of European Sustainability Reporting Standards (ESRS). For each of these ERSR, and with the value chain in mind, we continued by identifying risks, impact and opportunities. From these identified risks, impact and opportunities we sorted out the ones that are material to us.

These where the major material findings:

- » ESRS E1: Risk, impacts and opportunities pertaining to business travel.
- » ESRS E1: Risk, and impacts pertaining to commuting.
- » ESRS E5: Risk of not learning how to accommodate needs of customers regarding circular economy technology (reuse, repair, recycle), leading to loss of business. Impact from EU directives from the Green Deal.
- » ESRS S1: Risk of stressing our own work force, impact from policies and opportunity to promote work-life balance.
- » ESRS S2: Risk that stakeholders in our value chain doesn't follow the Sigma Connectivity Code of Conduct.
- » ESRD G1: Risk of Code of Conduct and company policies not followed. Impact through Quality management system according to ISO 9001 and Whistle blower function.

Our findings are based on ESRS standards and the UN 17 SDGs, and analyzed for IROs. Materiality was determined on the basis of significant financial impact and/or significant impact on people and environment.

This helped us improve our sustainability strategy, which focuses on the global development goals, as well as our business strategy, which harmonizes with our community and stakeholders.

CUSTOMER NEEDS

Our customers' needs can vary across several of the seventeen sustainability development goals set forth by UN, just as their technology needs vary across different industries. We encourage lasting business relations by providing quality services and by respecting the business ethics and social values stated in our code of conduct.

PEOPLE AND EXPERTISE

Our employees are one of our most important stakeholders, and it is their skills and expertise that is the core of our customer offers. We provide a safe and healthy work environment, where employees can develop their skills and their career in a fulfilling way. We promote labor rights, good health, diversity, inclusion, and see this as an important part of fostering innovation and creativity

SUPPLIERS AND SERVICES

We have suppliers that support our operations with goods and services, and we have suppliers that support our customer projects. The latter are part of our customers' supply chain in terms of goods and services, but we work with them in the same manner as our own suppliers, under the same policies and processes aimed at improving environmental impacts and maintaining quality and ethical business practices throughout the delivery scope.

OFFICES AND FACILITIES

Our main offices utilize only renewable or fossil-free energy. They have good accessibility to public transportation and are bicycle-friendly locations. We manage office waste by maintaining sorting practices and overall strive to minimize the environmental impacts of our operations.

LABS AND EQUIPMENT

Our labs and equipment support technology development and innovation. We have a unique setup of labs specialized in connected devices, audio, optics, and prototype development. With this setup, we can accommodate the diverse needs of our customers and expand our knowledge in various fields.

PROJECT DELIVERABLES

The projects we do with our customers vary in scope and technology fields. We develop and grow experience together with our customers while creating the products of tomorrow. Here, we see great opportunities to make positive impacts through innovations and smart technology.

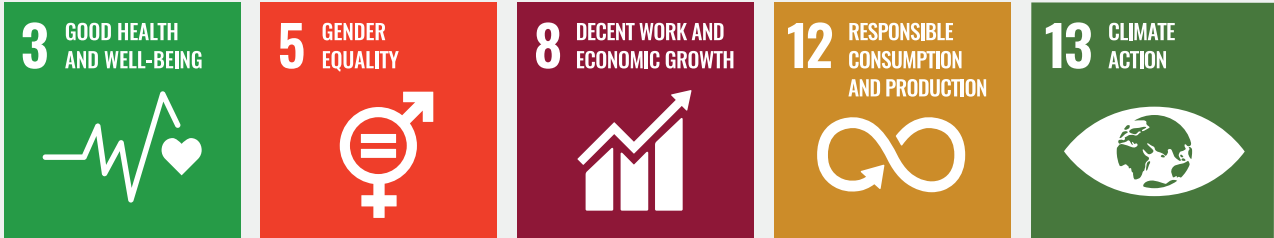
OUR CHOSEN DEVELOPMENT GOALS

The Double Materiality Analysis resulted in a number of sustainability development goals.

Our focus goals are:

- » SDG 3 – Good health and well-being.
- » SDG 5 – Gender equality.
- » SDG 8 – Decent Work & Economic Growth.
- » SDG 12 – Responsible Consumption & Production.
- » SDG 13 – Climate Action.

These five goals complement our Business Model and are applicable to our Value Chain.



OUR SUSTAINABILITY STRATEGY

Our Sustainability Strategy is based on established information from our Materiality Analysis, our chosen SDGs, and our Value Chain. Each year, we review our goals, as well as the action plans related to each goal. This year’s review has resulted in better strategies for measuring and following up on goals within our focus areas, and we have identified a need for better implementation of sustainability into our organizational processes. These improvements will ensure ongoing progress and will be a focus for the coming year 2025.

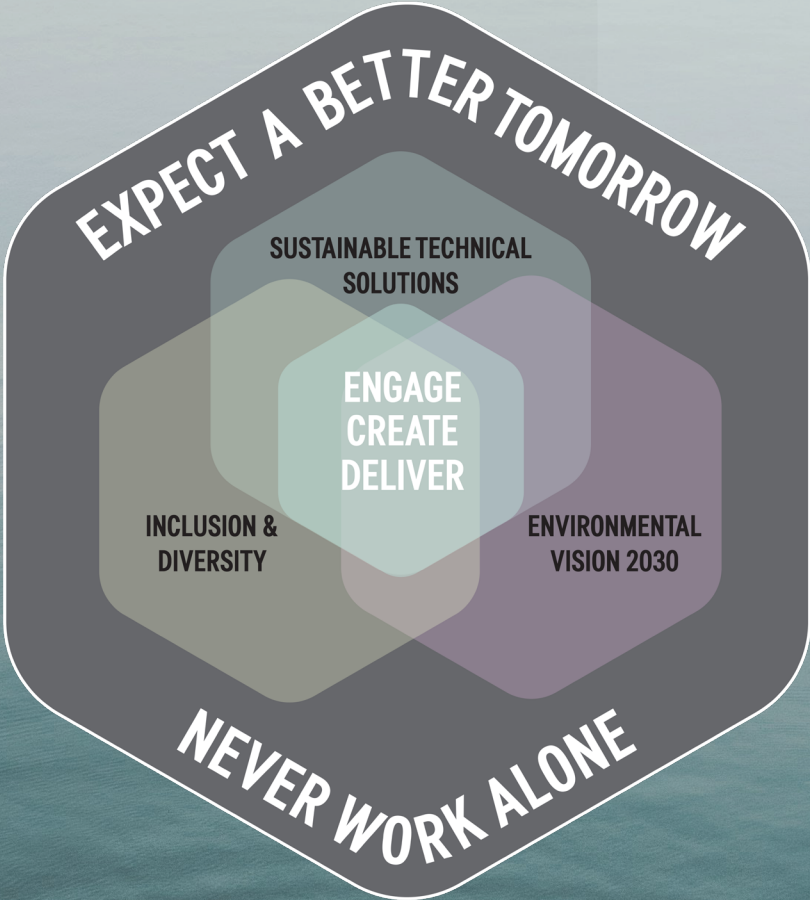
Our sustainability goals are divided into three activity areas.

- » Inclusion & Diversity.
- » Environmental Vision 2030.
- » Sustainable Technical Solutions.

These three activities will drive their respective area to meet the established organizational goals and objectives.

Those goals not represented by these activities are already an integrated part of our daily operations and need no independent guidance. An example of this is our HR processes, which, following long-standing Swedish traditions have evolved to support labor rights, union collaboration, whistleblower functions, healthy work environments, and more. This helps create an inclusive and healthy workplace for our employees and minimizes the risk of workplace malpractice.

Our certifications in ISO 14001 and ISO 9001 put requirements on environmental and quality management within our operations and form the foundation of our Way of Working. Additionally, we have emphasized our environmental ambitions in our Quality Policy.



Inclusion & Diversity

We have a Inclusion and Diversity vision, which states the following:

At Sigma Connectivity, we embrace diversity and inclusion as the cornerstone of our innovation-driven culture, focusing on attracting and retaining top talent from the whole world.

Why Inclusion and Diversity is vital to us is answered via the se bullets:

Innovation - We are dependent on innovation and finding new innovative solutions with and for our customers. With diversity and inclusion being foundations in creating an innovative environment, we are very much dependent on having a mix of people for various context and experiences in order to find new innovative solutions.

Global context - We are in a global context with Customers and Partners from all over the world and it is therefore important for our organization to resemble that. It is of value in our customer relations as well as our Partner relations.

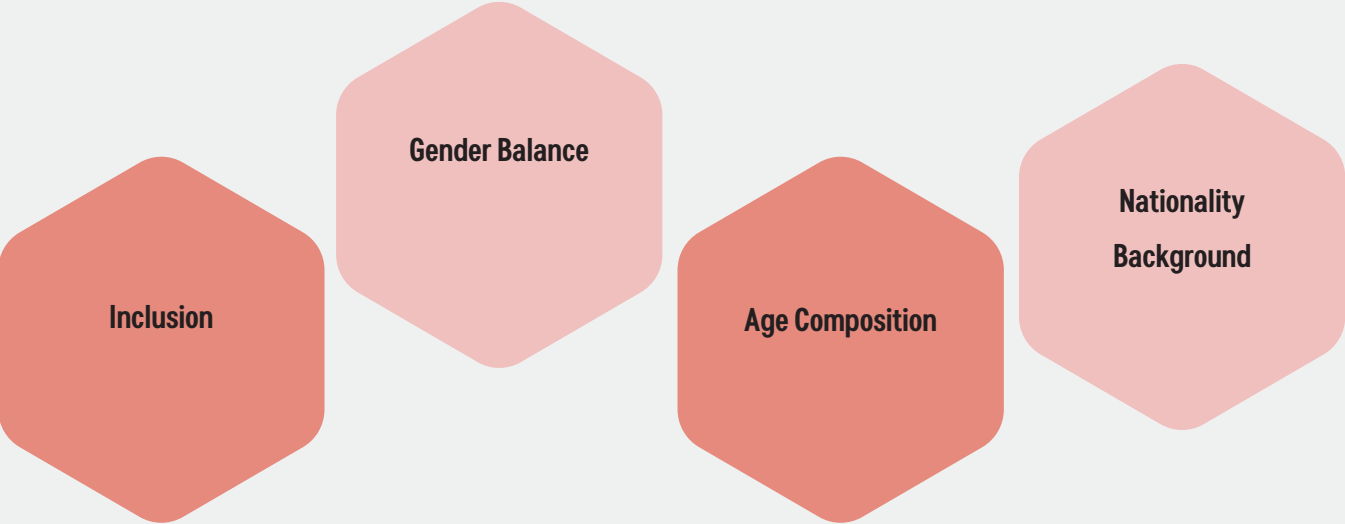
Wellbeing - We strongly believe that the wellbeing of people - a work environment where people enjoy working and can develop and grow are best accomplished by a high level of inclusion and a mix of individuals.

Design for everyone - We design and develop for everyone, so everyone must be represented. We have a co-operation partner, Mitt Liv, that has worked to promote an inclusive labor market that values diversity since 2008. Together with Mitt Liv and our focus group we have set Inclusion & Diversity targets for Sigma Connectivity in Lund. (Sigma Connectivity AB, Sigma Connectivity Engineering and Sigma Connectivity MedTech).

The targets, all have the goal to continuously improve each year until the vision of each goal is achieved.

We measure four areas:

- » Inclusion.
- » Gender balance.
- » Age distribution.
- » Nationality background.



INCLUSION & DIVERSITY TARGETS

Our 2024 figures are illustrated below. Our employees' range in age from 22 to 69 years, and we have representation from over 30 nationalities in the organization. The gender distribution is male dominated, with 84% male and 16% female employees, among manages it is roughly the same - 73% male and 23% female. While we operate in a male-dominated industry, we view gender balance as an important factor for increasing creativity, collaboration and our competitiveness.

#1: INCLUSION

Level of Inclusion today, scale: 0-10

» Sigma Connectivity AB: 8,2 (Oct 2024)

TARGET:

- » Improve the level of inclusion every year.
- » No scores below 4

VISION:

- » 100% - A combined score of 8 or higher

Sigma Connectivity AB: **8,2**



#3: AGE COMPOSITION

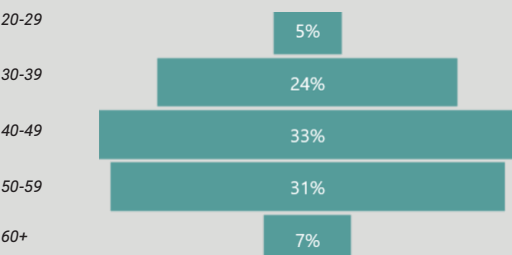
Age composition today (October 2024)

TARGET:

- » Min 10% and Max 40% for all age span.

VISION:

- » Min 10% and Max 40% for all age span.



#2: GENDER BALANCE

Gender balance today (October 2024)

TARGET:

- » At least 22% female co-workers by 2030
- » At least 40% female managers by 2030

VISION (DREAM STATE):

- » Max 60% of any one gender identity

ALL: 16% - 84%
Co-workers: 14% - 86%
Managers: 27% - 73%

#4: NATIONALITY BACKGROUND

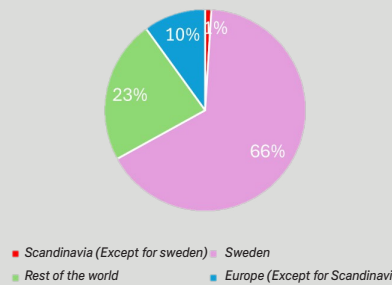
Nationality Background today (October 2024)

TARGET:

- » Keep level for co-workers above 30%
- » 25% for Managers by 2030

VISION FOR MANAGERS:

- » Mirror the level for co-worker



ENVIRONMENTAL VISION 2030

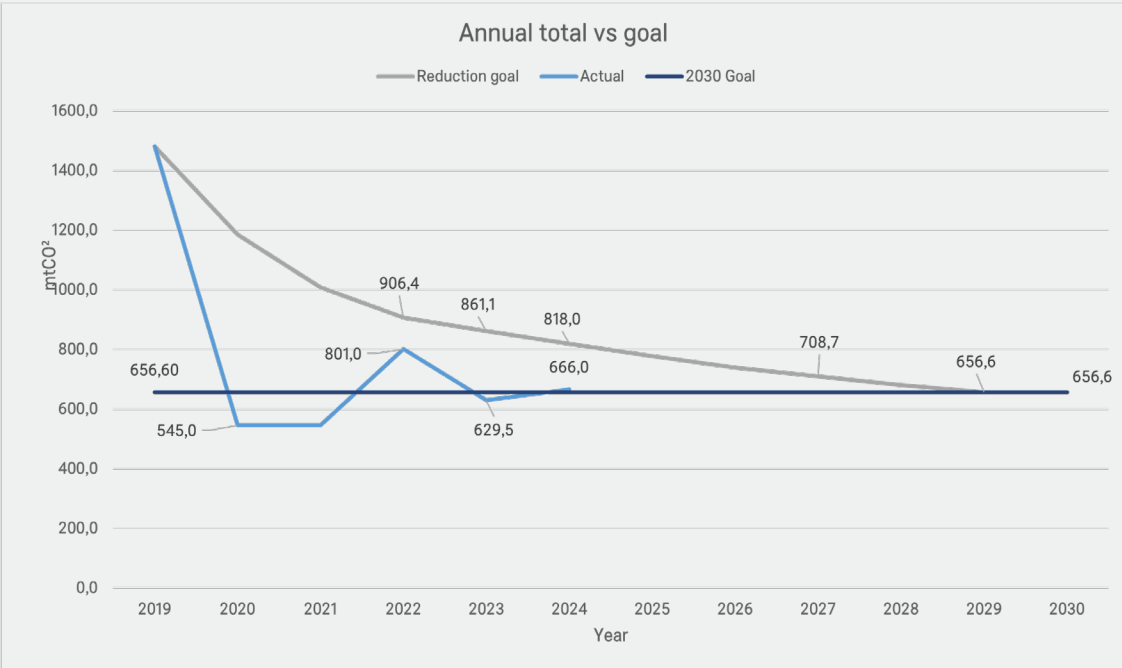
Environmental Vision 2030 (EV2030) is an activity that started during 2020 and that looks at how we, as an organization, can make choices to minimize our environmental impact both locally as well as globally. To do this we have defined our vision for the near future as,

Sigma Connectivity will be climate neutral in our operations by 2030.

To achieve this, we will focus on renewable energy, minimize consumption & maximize recycling.

At Sigma Connectivity we include scope 1, scope 2 and scope 3 in our objective.

From our baseline in 2019, we plan to lower our total emissions by at least 55% until 2030. The emissions that are left will be compensated for through carbon offsetting. All larger company conference trips are already being compensated for since several years back. However, we always calculate all our emissions in our emission report without including any offsetting.



Business travel and employee commuting are a big part of our climate impact, which we work to reduce through internal and external projects.

Internally, we have promoted bicycling through bicycle challenges and leasing deals for electrical bikes. Our travel policy is written to promote travel by the most environmental means considered reasonable and surveys are sent out each year to give better insights into travel and commuting habits. But achieving the biggest reduction effects is of course to avoid traveling altogether. For this reason, we try to meet online instead of traveling when possible. We also have a Working Offsite Policy, which aims to offer employees a more flexible lifestyle, but also helps to reduce commuting emissions.

An example of an external project is “Sustainable Business Travel 2.0” that was driven by the Lund and Helsingborg municipalities together with the Skåne County Board, and focuses on helping local businesses lower their emissions generated through business travel and employee commuting. This project was ended during 2024, and its continuation is called “Lund CoAction”.

We also report all our emissions to our owners, Danir. As a result of the new reporting directive CSRD, our owners have taken responsibility for collecting our emissions data from now on, along with all the other Sigma and Sigma Connectivity companies. This means that some of our measurement methods will be changed, and we will get better resolution in some areas and less resolution in others.

	2022	2023	2024
Total GHG emission	801	629	666
[mtCO ₂]			
Scope 1	0	7,6	11
[mtCO ₂]			
Scope 2	0	0	3
[mtCO ₂]			
Scope 3	679	622	652
[mtCO ₂]			

SUSTAINABLE TECHNICAL SOLUTIONS

The third, and last, of our current sustainability activities is Sustainable Technical Solutions (STS) and here we will focus on how we as an organization can work together with our customers to increase the sustainability of their products and solutions.

We strive to help our customers develop the sustainable products of tomorrow.

This activity started during the latter half of 2021 by exploring the direction EU is taking regarding product regulation under the Green Deal. Understanding how future products are planned to fit into a circular economy helps us adapt the way we design and think about products.

We have a focus group in mechanics that follows up on new materials and different aspects of eco-design development. With the support of this group, we will have at least one development project a year that aims to explore sustainable technical solutions independently from customers projects. This can be a master’s thesis work, a pet-project or research into new material technologies.

OUR CODE OF CONDUCT

Our Code of Conduct addresses the norm for how employees at, and representatives from Sigma Connectivity shall act regarding ethical matters. Each subsidiary is responsible for ensuring that their employees follow this policy. In addition to good labor principles and social standards, it is important to us that human rights and anti-corruption laws are respected. This document describes the ethical principles that are represented by companies in the Sigma Connectivity Group. All new employees are part of a training program that provides them with all necessary training including our Values, Code of Conduct, Policy against victimization, Work Environment Policy and Quality Policy.

Sigma Connectivity also expects and requires our partners and suppliers to adhere to the sentiments expressed in this document. The Terms & Conditions signed by all contracted partners stipulate compliance with Sigma internal instructions, including an onboarding training session covering our Code of Conduct.

Our Code of Conduct is available through our home page.



SUSTAINABILITY POLICIES

We have several organizational policies related to sustainability. These are a part of our Way of Working and continuously monitored and updated when needed.

QUALITY POLICY

Sigma Connectivity is committed to:

- » Provide customers with quality product designs and services,
- » Consider the environmental impact of materials selected for our projects,
- » Minimize our need for travel and to travel environmentally friendly,
- » Utilize effective planning to minimize waste and to recycle as much as possible,
- » Comply with statutory and regulatory requirements, and
- » Maintain and continuously improve the effectiveness of the Quality Management System.

Our success in meeting these commitments is measured by customer response and through environmental metrics.

ENVIRONMENTAL POLICY FOR PROJECTS

All projects must consider their environmental impact, focusing on the following areas:

- » The project shall consider the environment impact of the materials selected for the product.
- » The project shall seek to minimize the environmental impact of travel, for example through use of telephone conferences, carpooling and selection of more environmentally friendly forms of travel such as trains when possible.
- » The project shall seek to minimize the number of prototypes needed during the product development. Prototypes are generally waste at the end of the project execution, and measures should therefore be taken to minimize need through efficient planning and sharing of prototypes between team members whenever possible.

FINANCIAL POLICY

Sigma Connectivity have a financial policy that governs:

- » Financial governance.
- » Revenue management.
- » Expense management.
- » Financial reporting and auditing.
- » Cash and asset management.
- » Fraud prevention and internal controls.
- » Anti-corruption and anti-bribery.

TRAVEL AND CAR POLICIES

Our Travel Policy states that before booking a trip, the factors of time, money and environmental impact shall always be weighed against each other. The most environmentally friendly way to travel should always be chosen if it is financially and timewise reasonable.

Our Company car policy is focusing and promoting the use of environmentally friendly cars. One objective of Sigma Connectivity's Company Car Policy is to reduce the environmental impact attributable to car transport within Sigma Connectivity's operations, and thus only cars with CO2 emissions of <60 g/km (WLTP) may be chosen.

Sigma Connectivity has arrangement that gives our employees in Sweden the opportunity to order a bicycle that is paid for through gross salary deductions. Sigma Connectivity also owns several bicycles that can be borrowed for travels within the city.

ENVIRONMENTAL CONTROLL PROCESS

HEALTH & SAFETY POLICIES

Sigma Connectivity adheres to its Work Environment Policy to maintain a safe and healthy workplace. The company board has delegated the responsibility for systematic environmental management to the CEO, who in turn has assigned relevant managers within the organization to oversee the process.

In the Work Environment Policy, we address all identified environmental aspects as well as the legal and regulatory requirements. Both the environmental aspects and the regulatory requirements are monitored and reviewed annually.

In addition, we have policy against victimization, policy against harmful use, working offsite policy and policy against threat and violence.

Performance indicators

In our employee survey that takes place in the beginning of each year, measurements are made in the areas of teamwork, work environment, stress and health, life balance, corporate culture and values, development opportunities, leadership, skills, motivation, communication, roles and responsibilities, victimization, discrimination, ethnicity, nationality, gender, age and feeling of inclusion. These measurements show that our employees are safe and satisfied with our work environment and our working conditions. Below metrics show the aggregated outcome from the 2024 survey.

Other parameters and forums we use to monitor the wellbeing of the company and our employees include: Personnel Turnover, Overtime, Sick Leave, Work Related Injuries and Incidents, Safety Inspections, Personal Development at Sigma, First Impression Feedback interviews, Exit Interviews with HR, Team Meetings and F2F, Incident & Improvement Log, Risk Assessments of organizational Changes, Rehabilitation, Yearly Summary of our Work Environment, Customer Satisfaction, Training Compliance etc. Several parameters are monitored on a monthly basis together with the union representatives, the Safety Representatives and the Safety Committee.

WASTE AT SIGMA CONNECTIVITY

At Sigma Connectivity we employ waste sorting and strive to facilitate recycling. We separate the following waste fractions: Residual Waste, Recyclable Cans and Bottles, Paper – Confidential and Non-Confidential Information, Cardboard and Paper Packaging, Plastic, Metal, Wood, Glass, Batteries, Electronic Waste, Confidential Non-Paper Waste, Light Sources, Hazardous Waste and Food waste. This is described in our Waste Disposal Procedure.

CHEMICAL HANDLING AND CONTROL

Procedures for chemical handling and control are available according to regulations in printed copies at the places where the chemicals are stored and handled. The handling of chemicals is described in both our Lab Safety Routines and our Chemical Handling Instructions.

ENVIRONMENTAL ASPECTS

Environmental Aspects are those parts of Sigma Connectivity's activities/businesses, or services that can have an impact on the environment. The Environmental Aspects are a part of Sigma Connectivity's work with environmental impacts and risk mitigations.

The company's environmental work is influenced by legislation and other outside requirements. The Quality Manager is responsible for monitoring, identifying, and communicating these. The Quality Manager ensures that a periodic evaluation of conformity with legislation is carried out and documented in Environmental Aspects & Compliance.

For Sigma Connectivity the environmental laws and regulations are reviewed for updates twice per year by the Quality Manager, Facility & Security Manager, and the Sustainability Manager as part of their role's responsibilities. Other resources within the organization may be called upon when and if needed.

Sigma Connectivity's environmental work is certified according to ISO 14001:2015. This means that it is reviewed and audited regularly by a third-party certification body.

OUR CSR INITIATIVES

Sigma is engaged in several projects aimed at creating positive development in society – both in Sweden and in developing countries. It's through drive and involvement real change can be achieved. Together everyone at Sigma can make a big difference.

STAR FOR LIFE

Star for Life is a unique program aimed at preventing the spread of HIV and AIDS among young people in southern Africa. The vision is to inspire school children to believe in their own futures and their dreams and support them in their efforts to live a life without AIDS. Star for Life was founded in 2005 and now involves more than 100 000 young people and their families in South Africa and Namibia.

Sigma Connectivity is promoting Star for Life in different charity events, such as running competitions, fundraising via methods like PET recycling, and the sale of calendars and other means. In the context of Star for Life Sigma Connectivity also sponsors 100 000 SEK per annum to the Dllilanga High School in South Africa.

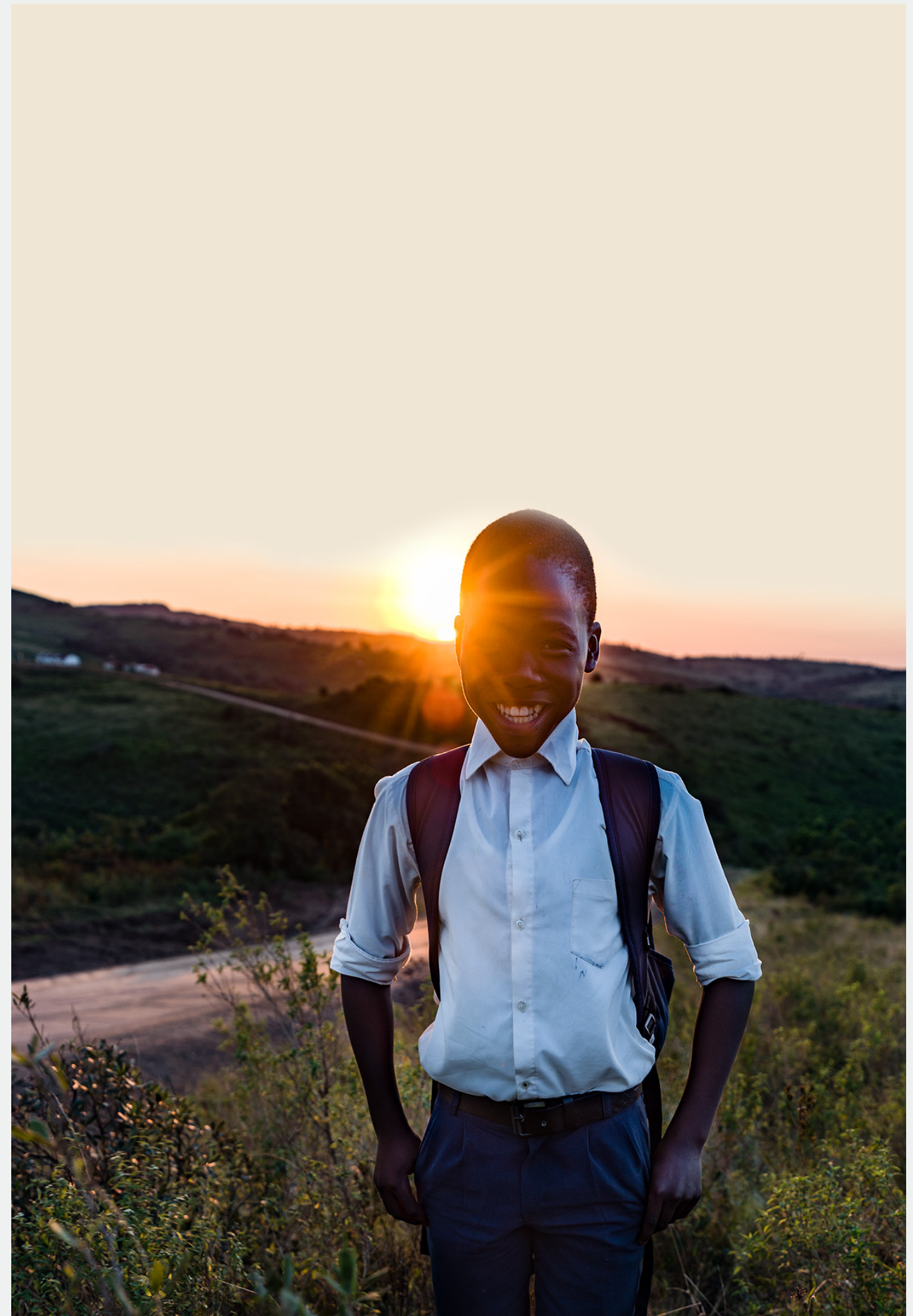
This initiative was started by our owners and is supported by all companies in the Sigma Group.

FC ROSENGÅRD

FC Rosengård is one of the most competitive women's football teams in all of Europe. They are reigning Swedish Champions, for the second consecutive year, and renowned for their focus on social development and helping young people realize their dreams.

FC Rosengård is active in two large social development projects, 'Boost', aimed at helping young people raise their level of competence and competitiveness on the labor market and 'Football for Life', strengthening the self-esteem and awareness of young women at hundreds of schools in South Africa.

Sigma Connectivity supports this initiative together with other companies in the Sigma Group.



SAVE LIVES@WORK - BLOOD DONATION

Save lives at work is an initiative to facilitate blood donation and get more people to become blood donors. Lack of time and forgetfulness are the most common reasons why those who can and want to give blood do not become blood donors. Employers who encourage blood donation during working hours are therefore making an important contribution to society.

This is a new initiative at Sigma Connectivity in Lund and Linköping. A donation bus stops close to our office premises and all employees are entitled to use one working hour per quarter for donating blood.

FEMMEENGINEERING

The tech industry is screaming for engineers, especially female engineers. But only around 25 % of those who apply for engineering programs are women. A number that we want to change, and therefore must strive to change.

Femmeengineering seeks to increase female representation in the industry and encourage more girls to pursue technical careers. An aim that will make the entire industry more equal.

This initiative is driven by Sigma Connectivity together with other companies in the Sigma Group.



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