



2025 Corporate Social Responsibility Report

SIGMA •

Nurturing a sustainable and ethical business

Sigma Group is on a mission to build AI that truly benefits humanity. This is at the core of everything we do, from our focus on cultivating a diverse, ethically driven workforce to our mindfulness of the impact of our actions on the community and our planet.

The nature of our industry leads us to learn and grow rapidly, seeking innovative solutions to meet our client’s most complex challenges. Throughout our journey, we assume responsibility for ensuring transparent, safe, and fair processes, while keeping a close eye on applicable laws and regulations.

Sustainability is a daily commitment ingrained into every aspect of our company. It demands consistent effort, revising our practices and behaviors, training our workforce, and cultivating a mindset of improvement. By being thoughtful and considerate in our use of natural resources and following ethical business practices, we’re contributing to a future where generations to come — and their businesses — can thrive.

Our Environmental, Social, and Governance (ESG) program addresses topics including employee training, skill development, partnerships, and environmental impact. This 2025 report provides an overview through 2024 of how we are implementing our commitments and highlights some of our recent accomplishments.

We hope our actions and ambition will also inspire customers, stakeholders, and employees to join us in creating a more just and sustainable future.



Daniel Tapias
Co-founder and CEO



Nuria Gómez
Co-founder and CFO



MISIONES SALESIANAS

Our Environmental, Social, & Governance (ESG) program

Our commitment to making a positive impact on the world

Sigma Group is committed to ethical, sustainable, and socially responsible business practices.

Our ESG program is embedded into our business, reflects our core values, and guides our actions to create positive change for our stakeholders, communities, and the environment.



Environmental responsibility

We are reducing our environmental footprint through sustainable practices, including carbon reduction, resource conservation, and minimizing waste.



Social responsibility

We actively support initiatives that address education, employment, and diversity through partnerships with like-minded organizations. These efforts contribute to the growth, well-being, and resilience of our local communities.

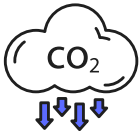


Governance responsibility

We are committed to upholding the highest standards of governance, ethics, and compliance. Our primary goal is to create a transparent, accountable, and ethical environment that inspires trust and confidence among our stakeholders.



Environmental responsibility highlights



Carbon reduction initiatives

Our carbon emissions assessment revealed an average of 0.226 tCO₂eq/worker in 2023. We implemented a comprehensive plan to cut emissions by 10% per employee annually. As part of these efforts, we are transitioning towards 100% sustainable electricity in our offices, planting 80 native trees in Spain with [Reforesta](#), and introducing vegetation stations that act as CO₂ sinks in offices.



Waste reduction

By distributing sustainable water bottles to employees, installing waste recycling centers, and using 100% recycled paper in our kitchen and bathrooms, we've prevented the single use of more than 70,000 plastic bottles and reduced our carbon footprint.



Sustainable suppliers

For our Madrid offices, we source coffee from [Café Filantropico](#), a 100% socially responsible business, and use sustainable coffee in our London offices.



Social responsibility highlights



Impact sourcing

We've established and nurtured partnerships with organizations like [Fundación Juan XXIII](#), [Accem](#), [Fundación Randstad](#), [Afanias](#), and [Filantrópico](#). We support [Misiones Salesianas'](#) emergency and education programs in countries with urgent needs. We continue prioritizing responsible purchasing from [CEE](#), a Special Employment Center.



Community engagement

For the second year, we've partnered with [Accem](#) for our Diversity Week initiatives and received a DIVEM distinction for best diversity practices. We also engaged with [Fundación Randstad's](#) disability support program.



Employee well-being

Our employees participate in health and nutrition workshops provided by Dra. Ester Tapias. We also promote a Fruit Day to integrate fresh fruit into the work environment and regularly share our ESG practices and principles with employees on office screens in Madrid and London.



Governance responsibility highlights



Transparency and accountability

Every quarter, we prepare and deliver a CSR Social Impact Report for certain partners. We also communicate our ESG/CSR projects and initiatives, encouraging our workers to participate. Other steps towards improving transparency in our operations involve registering our CO2 emissions in Spain and publishing our first annual ESG report.



Ethical conduct

We've joined the UN Global Compact and adhere to its ten principles for ethical business. We've also created our first Employee Handbook to promote ethical conduct and responsible business practices.



Compliance

We comply with the General Law on the Rights of People with Disabilities and their Social Inclusion (Royal Legislative Decree 1/2013, of 29 November), ensuring equal opportunities, non-discrimination, and accessibility in the workplace.



Reflecting on our ESG journey: Key learnings and milestones



ENVIRONMENTAL RESPONSIBILITY

Reducing our carbon footprint and promoting sustainable initiatives

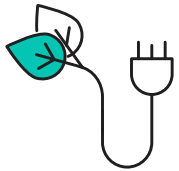
The urgency of climate change demands immediate, collective action. Sigma Group is actively working to meet the goals of the Paris Agreement, an international treaty that aims to reduce greenhouse gas emissions and limit global warming. We aim to reduce our carbon emissions by 75% by 2030 and reach carbon neutrality by 2050.

To achieve these ambitious targets, we have implemented a comprehensive plan to minimize our carbon footprint and we rigorously monitor our progress annually.

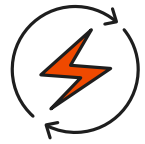
We voluntarily measure and register our greenhouse gas emissions, and our reduction plan, through [MITECO](#). In 2023, our average emissions per worker (0.226 tCO₂eq) were lower than the Spanish average (0.896 tCO₂eq). However, we're determined to reduce them further by 10% annually.



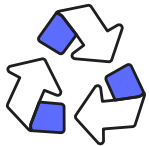
Key steps we're taking towards reducing our carbon footprint



Prioritize the sustainable use of energy and raw materials in all our operations.



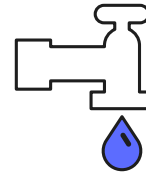
Transition our Madrid and London offices towards 100% renewable energy.



Provide regular training on reducing energy consumption and recycling practices to our employees.



Participate in reforestation initiatives such as planting and watering trees, contributing to the improvement of local ecosystems.



The use of dual flush toilets in our Madrid office has saved over 2.2 million liters of water since 2021.



Reduce plastic waste by eliminating single-use cutlery and bottles, while offering employees refillable glass bottles and filtered tap water. As a result, we saved over 40,000 plastic bottles in our Madrid office and 30,000 in our London office.



SOCIAL RESPONSIBILITY

Cultivating a diverse and inclusive workplace

Sigma Group includes a multicultural pool of more than 25,000 professionals — annotators, linguists, and domain experts — representing more than 120 countries and speaking over 600 languages and dialects. Our workforce is our greatest strength, and we uphold ethical standards to ensure a fair, inclusive, and supportive environment for all our employees.

We strongly believe that a diverse workforce is crucial for building high-quality AI solutions that represent and serve all humans, while avoiding biases and promoting equity.

Simultaneously, hiring professionals from a wide range of communities and backgrounds enables us to offer meaningful employment opportunities to underrepresented, marginalized, and disadvantaged groups.

Key demographics and characteristics of our workforce in 2024

Women make up more than **70% of our workforce**, across all levels and locations.

At least **1% of our workforce** includes people with disabilities.

We support Special Employment Centers, which facilitate the integration of working people with disabilities into the labor market.

78% of our workers live in low-income communities or rural areas.

SOCIAL RESPONSIBILITY

Ethical sourcing and sustainable development

Through our partnerships with more than 30 organizations, primarily in Asia and Africa, we create local jobs that offer fair wages, safe working conditions, and comply with all applicable laws. We prohibit child labor and prioritize worker well-being.

Our Quarterly Social Impact Report measures our efforts in helping young people secure their first jobs. We also emphasize hiring individuals who have been unemployed for over two years, or who belong to minority groups. We specifically measure the percentage of hired people under 25 years old, over 45 years old, women, people who have experienced or are at risk of gender violence, and people with disabilities.

We also have a program specifically designed to support speakers of minority and endangered languages, which are at risk of disappearing.



SOCIAL RESPONSIBILITY

Positive work environment

Incorporating healthy nutritional habits is key for a healthy and happy work environment. We promote this by celebrating Fruit Day and offering nutrition workshops to our employees. We encourage good physical work habits such as ergonomics, taking breaks from sitting and screen time, and stretching to ensure good physical health.

We also seek to ensure a respectful workplace by providing cross-cultural training and coaching programs on preventing bias both in human interaction and data annotation.



SIGMA·AI

**CON LA PREVENCIÓN
CONTRA EL CÁNCER**



SOCIAL RESPONSIBILITY

Making a positive impact on our global community

We believe that companies can make a positive impact on society by empowering disadvantaged communities, aligning operations to conserve resources, and contributing to a more equitable future.

We provide ongoing support to international, non-governmental organizations focused on children's education, emergency aid for vulnerable communities, and integrating people with disabilities into the workforce.



Philanthropic activities

We donate a portion of our profits and engage and collaborate with the following organizations:

Accem

A non-profit organization providing essential services for refugees, including labor integration. Our partnership includes funding and providing employment preparation training. Our hiring experts help refugees access job opportunities. Accem also provides Sigma with sensitization training about diversity and how to recognize and avoid bias.

Learn more about [Accem](#).

Misiones Salesianas

A religious entity that provides education, protection, and opportunities to children and young people in need. We support their training projects in Africa, Asia, and South America and donate funds to support Ukrainian refugees and humanitarian emergencies in the Democratic Republic of Congo. Learn more about [Misiones Salesianas](#).

Fundación Juan XXIII, Afanias, and Fundación Randstad

These organizations promote equal employment opportunities for people with disabilities. We support Special Employment Centers, purchasing office supplies, promotional material, reprographics, and other items. Additionally, we support training and educational programs to improve the employability of people with disabilities. Learn more about [Fundación Juan XIII](#), [Afanias](#), and [Fundación Randstad](#).

Reforesta

This non-governmental organization helps combat desertification and prevent land and forest degradation. Our employees volunteered to plant more than 80 native trees with Reforesta this year. We are committed to planting more! Learn more about [Reforesta](#).

POSITIVE GLOBAL IMPACT

Employee growth and development

We help our employees grow and succeed personally and professionally by investing in training programs to increase their skills and professional capabilities, offering internal mobility and promotion, and encouraging community engagement through volunteering opportunities.

In 2023, our employees contributed to their communities by participating in tree-planting projects and refugee employment workshops.





GOVERNANCE RESPONSIBILITY

Ensuring ethical business standards

At Sigma Group, we strive for integrity and transparency. We believe that strong governance and ethical behavior are essential for building trust with our stakeholders and creating a positive impact on our communities.

In August 2024, we formally aligned our strategies and operations with the United Nations Global Compact, a framework that outlines [10 principles](#) for responsible business conduct in the areas of human rights, labor, environment, and anti-corruption.

These are some of our commitments:

- Maintaining high ethical standards throughout our supply chain and employee treatment.
- Minimizing intermediaries to reduce the risk of unethical behaviors and maintaining tight control over our operations.
- Adopting a zero-tolerance approach to bribery and corruption to uphold ethical business standards throughout the organization.
- Establishing a permanent channel for employees throughout the Sigma Group, initially available for Sigma AI, to report any concerns or suspicions of misconduct, ensuring prompt action to address any issues.
- Annually reporting on our progress in adhering to these principles, demonstrating our commitment to transparency and ethical business practices.

WE SUPPORT



GOVERNANCE RESPONSIBILITY

Sigma Group's commitment to the UN Global Compact's 10 principles

The UN Global Compact's 10 principles guide our ethical business practices. We expect our suppliers, vendors, partners, and clients to align with these principles as well.

Here's how we adhere to them at the Sigma Group:

HUMAN RIGHTS

1. Protect internationally proclaimed human rights

We support the principles of the Universal Declaration of Human Rights of 10 December 1948, focusing on protecting people with disabilities, minorities, and other vulnerable groups.

We collaborate with several local entities, as outlined in our Social Responsibility section.

As part of our efforts, we also promote human rights awareness and education among our employees through internal communication and training initiatives.

HUMAN RIGHTS

2. Make sure we are not complicit in human rights abuses

We carefully evaluate every company and organization we collaborate with to avoid any association with entities that have been convicted of human rights violations.

We do not work with, purchase from, or provide services to companies that have been implicated in such cases.

LABOR

3. Freedom of association and collective bargaining

At Sigma Group, we recognize the right of our employees to join organizations that promote fair practices and defend their rights at work.

Our workers have elected 13 union representatives who belong to two different unions. We value and collaborate with our employees and their Union's representative committee, incorporating their suggestions and improvements. We are working to improve workplace conditions.

LABOR

4. Elimination of all forms of forced and compulsory labor

We are committed to ensuring that all of our employees work freely and voluntarily. We implemented a specific procedure to eliminate the possibility of forced or compulsory labor in any of our hiring locations. We carefully monitor our operations to prevent intermediaries, entities, or individuals from taking advantage of our employees.

We strictly adhere to minimum wage laws in every country where we operate and strive to offer competitive, living wage salaries to our employees. We believe that fair compensation is a fundamental right of all employees and is essential for their well-being and their personal and professional development.

WE SUPPORT



LABOR

5. Effective abolition of child labor

At Sigma Group, we advocate for the abolition of child labor. We require all employees to provide documentation that verifies their legal age for employment in any location where they work. We actively support projects developed by local entities and international organizations that specialize in the elimination of child slavery.

LABOR

6. Elimination of discrimination

We are committed to creating an inclusive and equitable workplace for all employees. We implemented a robust procedure to eliminate discrimination throughout the hiring, selection, and employment processes. We actively encourage diversity and train all employees to hire, manage, and work effectively with our diverse teams. At Sigma, we have a protocol in place to prevent and address sexual or any other type of harassment.

We dedicate significant resources and time to diversity training, sensitization, and bias prevention in all internal processes, including hiring, team management, and Research and Development (R&D) AI projects.



ENVIRONMENT

7. Precautionary approach to environmental challenges

Sigma Group actively promotes environmental impact awareness among our employees through monthly tips, quizzes, and training materials. Our goal is to enhance our team's knowledge and educate them to take personal action to make a positive environmental impact.

We believe that prevention is the most effective way to care for our planet. In 2024 alone, we delivered more than 30 different messages to employees on environmental topics.

ENVIRONMENT

8. Promote greater environmental responsibility

Collective responsibility is crucial in protecting our planet. We recognize the significant role that companies can play in caring for the environment. Sigma Group is committed to sustainable practices by ensuring the use of renewable energy in all operations, measuring our carbon footprint, and committing to reduce and offset emissions by 2030. Based on our 2023 carbon emissions assessment, we emit 0.226 tCO₂ eq per employee, 72% lower than [industry peers](#).

We actively train our employees to reduce their individual environmental impact through initiatives like energy conservation, food waste reduction, avoiding plastic bags, and refilling bottles. We also prioritize waste reduction by reducing paper usage and using 90% recycled paper. Our goal is to achieve 100% recycled paper usage by 2025. Additionally, we promote a circular economy by reusing furniture and computers whenever possible, avoiding unnecessary purchases of new items.

WE SUPPORT



ENVIRONMENT

9. Develop and use environmentally friendly technologies

We actively support the development and diffusion of environmentally friendly technologies. Our engineers have led and participated in several R&D projects to improve sustainability. These projects focus on AI-powered solutions to reduce waste, save water, and mitigate pollution.

Sigma Cognition is also investing in internal technological advancements to reduce energy consumption in our operations. We participate in conferences and events to learn about and share innovative environmental solutions.

ANTI-CORRUPTION

10. Work against corruption in all forms

Sigma Group is committed to combating corruption in all its forms, including extortion and bribery. Our Code of Ethics dedicates 4 out of 13 points to this issue:

- Comply with the applicable laws and regulations.
- Protect the interests of customers and always maintain a professional and independent position.
- To avoid conflicts of interest whenever possible and report them to affected parties when they occur or are expected to occur.
- Reject and do not participate in, perform, or promote bribery, extortion, blackmail, or fraud in any form.

Finally, we've implemented a homologation system to prevent collaboration with entities that do not comply with anti-corruption laws or ethical standards. This system carefully evaluates potential partners to ensure their adherence to our ethical standards.





**Looking ahead: Our goals
and commitments for
the future**



Our path towards a sustainable future

The urgency of climate change demands immediate, Sigma Group is committed to making a meaningful impact on the planet and our communities. Our ESG practices continuously evolve, often at the suggestion of our employees, to ensure we are contributing to a more sustainable future.

We maintain transparency and hold ourselves accountable through regular reporting and adherence to international standards, so that we can fulfill our responsibilities to our employees and stakeholders.

We believe that sustainability and ethical business practices are a daily commitment. The following pages detail some of our long-term goals and commitments for the future.

Environmental responsibility goals and commitments

- By the end of 2025, we aim to **reduce our carbon footprint by an additional 10%** compared to 2023 and **reach carbon neutrality by 2050**.
- We will purchase **100% renewable energy in 2025** for our Madrid office.
- We aim to reach **100% recycled paper usage** across all company operations by the end of 2025.
- We will continue to volunteer for and support **reforestation initiatives** to protect our natural environments.
- We will continue to **promote recycling and resource efficiency** in our offices and homes through employee education, communication, and voluntary activities.



Social responsibility goals and commitments

- We will continue to promote **diversity, equity, and inclusion** through our hiring practices and with regular employee training.
- We will **support employee well-being** through a whole-person approach to physical and mental health.
- We will **continue to engage with our communities**, looking for additional opportunities to **support philanthropic causes** and initiatives that **improve the lives of marginalized people**.
- We will continue to **increase the feeling of belonging** of employees.
- We will **connect employees with volunteer opportunities** that **protect the environment and support vulnerable people**, making an impact on their communities.



Governance responsibility goals and commitments

- Every quarter, we will review and report on our efforts on **transparency, sustainability, and ethical business practices**.
- We will continue to ensure **ethical supply chain practices**.
- We will continue expanding and improving the **inclusion and participation of people with disabilities** in all our activities.



Join us

We hope our first annual CSR report has inspired you to elevate your organization's approach to environmental and social responsibility.

If you have questions about Sigma Group's practices, programs, or would like to learn more about how you can participate in leading change in your organization, we welcome you to contact omerino@sigma.ai.

SIGMA •