Sustainability Progress Report
2022

Alpha Variance
Solutions

Executive Summary

Key Statistics in Alpha Variance Solutions Sustainability Report 2022

Important Milestones we have reached in the past 6 month

100% Equal Pay

100% Safe Working Environment

100% Voice to Female Podcast Guests

63% Female Leadership

50% Female Management

35% Overall Female Employees

9% More Female employees than industry average
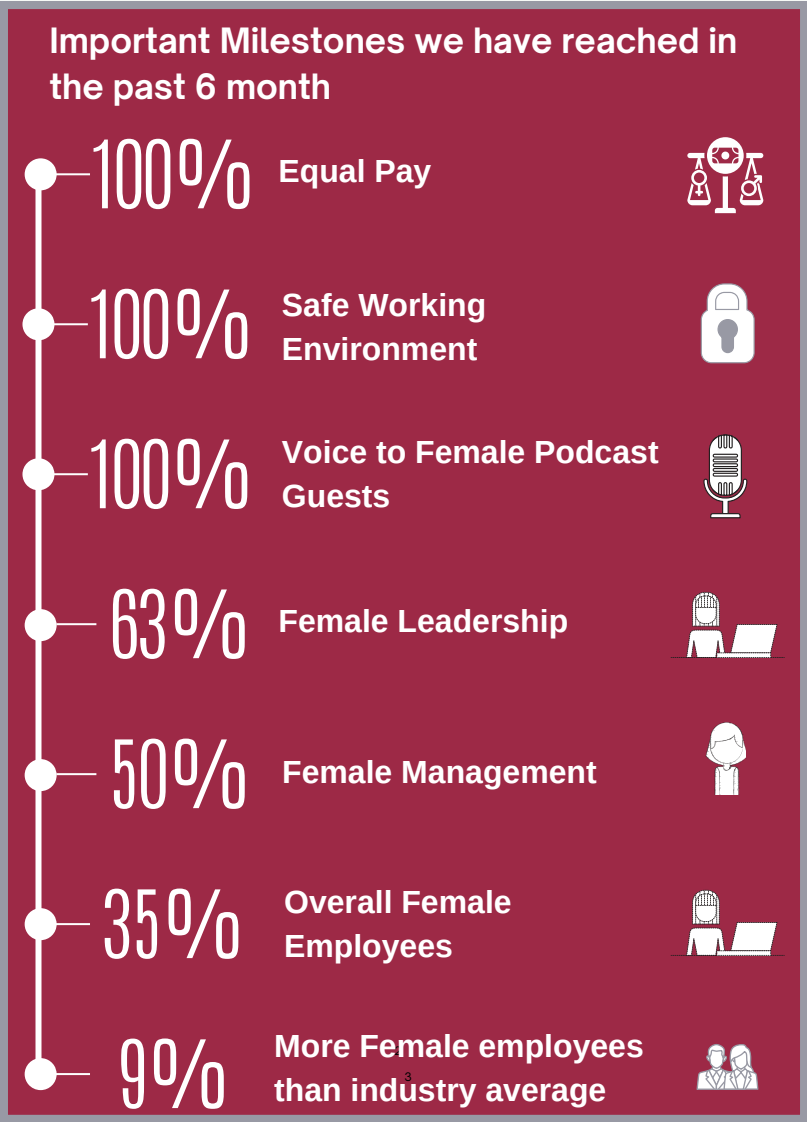
Memberships for diversity

women in manufacturing®

certified WBENC WOMEN'S BUSINESS ENTERPRISE

Women in Dynamics

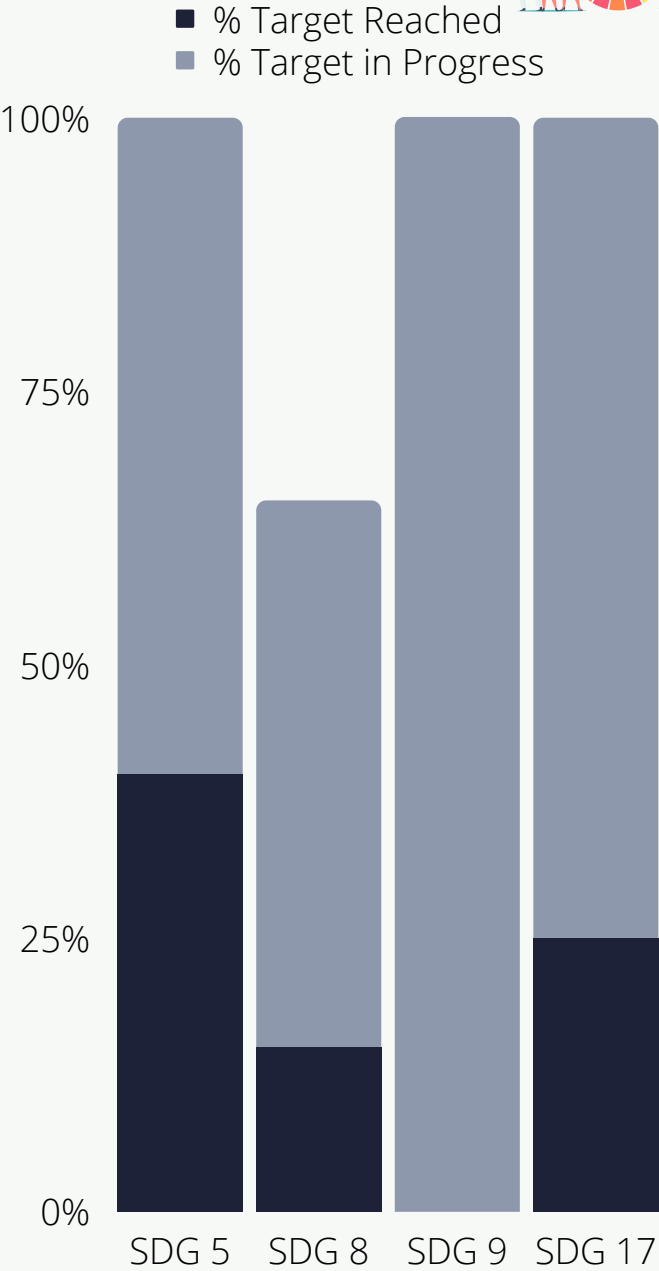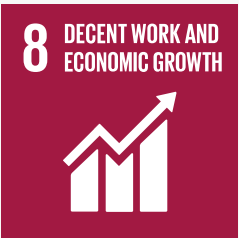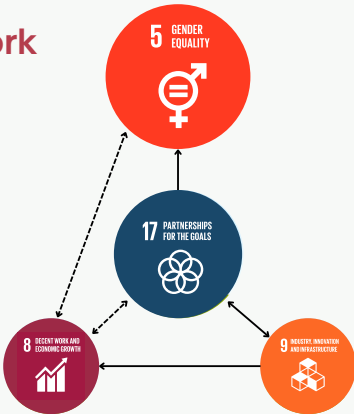## Podcast for diversity

100% Female Guests
100% Female Hosts

Projects for CSR

A platform for NGOs to gain digital knowledge, to increase their social impact, and social days where employees can choose to support social causes.

SDG Network Model

5 GENDER EQUALITY

17 PARTNERSHIPS FOR THE GOALS

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

17 PARTNERSHIPS FOR THE GOALS

■ % Target Reached
■ % Target in Progress

100%
75%
50%
25%
0%

SDG 5   SDG 8   SDG 9   SDG 17

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Contents

Lead Authors

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EU Marketing & Sustainability Manager

After studying Global Business and Sustainability at the Erasmus University in Rotterdam, Zoe joined Alpha Variance Solutions as our Marketing and Sustainability Manager for Europe. She focused on examining critical aspects of the sustainability challenges organizations are facing. Having learned cutting-edge advancements in sustainable business, combined with the theory of leadership, issue management, corporate integrity, and responsibility. Now, she is looking to foster gender equality and diversity in the tech industry.

Kelly Gustafson

Engagement Manager/Sr. Functional Consultant

A graduate of the University of Louisville, Kelly has a degree in Organizational Leadership and Learning with an emphasis on Leadership, Training, and Organization Development. Being a Microsoft MVP and with her extensive knowledge in the Tech space, she inspires women, and people in general, every day. Kelly is a Microsoft MVP and Microsoft Certified Trainer (MCT).

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Introduction

In this report, the reader will be able to find nine different assessment criteria we have internally used to evaluate the Progess we have made in the past six months*.

These criteria are based on the knowledge of Alpha Variance Solutions' sustainability professionals, the SDG Compass, and guidance from the International Integration Reporting Council (IIRC).

First, we explore measures Alpha Variance Solutions has taken to address our corporate social responsibility. Here, the Sustainability Development goals - which we have committed to in the last six months - are highlighted.

The key findings are displayed, and our priorities and goals are explained. Second, we openly discuss our overall workforce, achievements, and improvement points.

Following, we give a short introduction and and provide detailed information on our efforts to engage more women in the Tech industry through podcasts and Internships.
Concluding we have outlined our next steps and given an overview of our findings.

*Alpha Variance Solutions has always had a great focus on empowering women in the tech industry. But only in 2022 we officially committed to SDG 5. Thus, the report focuses on the first six month of 2022.

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Message from our President

Being the Founder and President of a Woman-Owned Business, fostering more gender equality seems like a natural task for me. 25% of all jobs in the tech industry are currently held by women, which is not enough, as it is one of the highest paying industries in the world.

We have accepted the challenge to work towards a more sustainable tech industry. This includes various topics, targets, and tasks. I am excited that we are committing to the UN Sustainability Development Goals 5, 8, 9, and 17.

As a company, transparency and openness have always driven our client engagement strategies and here too we believe these sustainability goals, together with metrics that are measurable, long-term, and explicit, should be reported in the same spirit that has guided our client engagements and outcomes.

We share this report as our roadmap and testament to the journey we have undertaken, including our processes, practices, ambitions, challenges as well as success stories that resulted along the way!
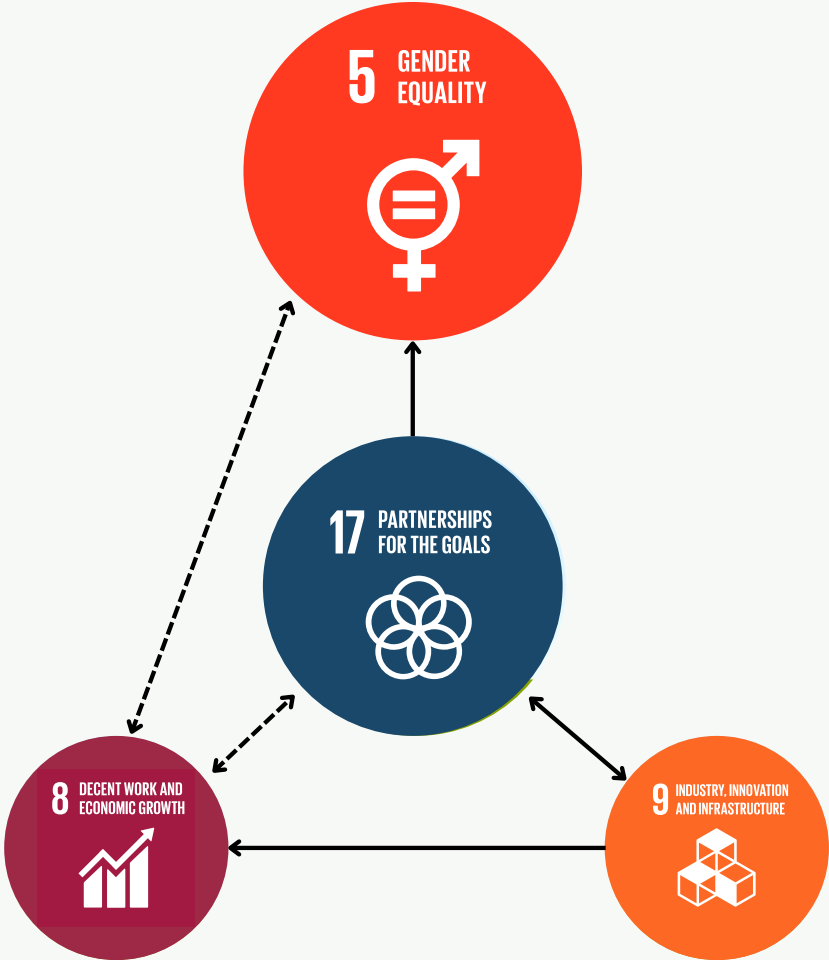
Yuanming Chu

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UN Sustainability Goals

"The Sustainable Development Goals (SDGs) or Global Goals are a collection of 17 interlinked global goals designed to be a blueprint to achieve a better and more sustainable future for all" (1). Alpha Variance Solutions decided on four Sustainability Development Goals (SDGs). Namely, SDG 5 - Gender Equality; SDG 8 - Decent Work and Economic Growth; SDG 9 - Industry, Innovation, and Infrastructure; SDG 17 - Partnerships for the Goals. In the following pages, we transparently and critically analyzed our progress to achieve the targets and outlined key indicators.

To the right is the SDG network model that prioritizes the four SDGs by using a system analysis to map the network of goals most relevant to our business. We took the company's core business perspective to prioritize the SDGs in line with our business mission, values, and strategy. The resulting SDG network model shows the four SDGs classified into three levels of priority - depicted by the size of the circles - and shows the direct and indirect relationship between them - indicated by the solid and dotted lines.

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SDG Overview

Goals	Relevance[1]	Potential Impact	Our Status	Future Plan[2]

SDG #5

+ Strenghten female leaders and managers in the workplace
+ Increase share of women working in the tech-industry on all levels within the workplace
+ Increase awareness about gender inequality in the industry by using women-empowering marketing and development practices

- Strengthen female leaders and managers in the workplace
- Lower percentage of females overall in the company
- Provide full pay during maternity leave

- Include more women in IT trainee program
- Strengthen Gender Equality in all our offices as part of our corporate culture
- Create more incentives for women to apply for our company. Through online training sessions and advertised benefits, such as maternity leave and the ability to work from home

SDG #8

+ Ensure sage working environment and sustainable growth with low employee turnover
− Little effort to assist in the development of local communities

- Offer innovation support for our internal team to develop products to support our internal growth and methods to work with external stakeholders
- Gain special licences in specific regions to ensure female employees have the same opportunities as male employees

- Offer innovation support for our internal team to develop products to support our internal growth and methods to work with external stakeholders

SDG #9

+ Supporting NGOs to develop a template that can benefit the entire industry
+ Working together with our Retail costumers to develop a product that can benefit the entire industry

- Work together with our suppliers on innovation projects
- Supporting NGOs in developing templates for D365 implementation in the industry

- Initiate one research project to upgrade the technological capabilities of our clients in Retail.

SDG #17

+ Lead Partnerships with other Microsoft Partner and NGOs
+ Form partnerships to share knowledge, and give access to technology and foster gender diversity in the tech industry as well as in STEM Jobs

- Participation in the Microsoft NGO Tour
- As a member of Women in Dynamics, WBE and Women in Manufacturing, we actively support women to enter into STEM Jobs
- Leading Partnerships to encourage innovation.

- Work together with Tech-Universities in India to encourage more women to enter Tech-Jobs
- Fund a Microsoft User Group that supports NGOs to exchange knowledge and experiences

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1) The indicator "Relevance" only refers to the relevance for Alpha Variance Solutions and how we have decided for which SDG we can have the greatest impact.
2) These future plans are a general summary based on the goals identified in the following pages. In these pages the goals are defined measurable, transparent, timeline oriented and with a clear objective.

SDG #5 - Gender Equality

Target: Establish high-level corporate leadership for gender equality

Indicators: 50% female employees at all levels within the organization by January 2023

Progress: In the Leadership and management positions we have achieved this goal. For our overall workforce, we still lack 22% women to make our workforce gender-equal (See the following page).

Target: Treat all women and men fairly at work – respect and support human rights and non-discrimination

Indicator: Committing to 100% Equal pay for Equal work by July 2022
Progress: Alpha Variance Solutions provides equal pay for equal work.

Implement enterprise development, supply chain, and marketing practices that empower women

Target: Launch a podcast about the tech industry, inviting at least 50% female guests to give space for their voices to be heard. Also, by being certified as a WBE, we foster a diverse and equal supply chain.
Progress: The first season of our Podcast included 100% female guests and we have been certified as a WBE, and are proud members of Women in Manufacturing and Women in Dynamics.

Target: Ensure the health, safety, and well-being of all women and men workers while promoting domestic responsibilities

Indicators: Every employee is provided with a safe working environment.
Progress: Every employee at Alpha Variance Solutions is working in a safe working environment. To promote domestic responsibilities for both women and men equally, during maternity leave we ensure the full payment for both women and men.

Target: Promote education, training, and professional development for women

Indicator: Create a Technology Trainee program with at least 50% female attendees by January 2023.
Progress: In January 2022 there were 100% male trainees. For those starting in July 2022, 50% of all traineeship participants are female.

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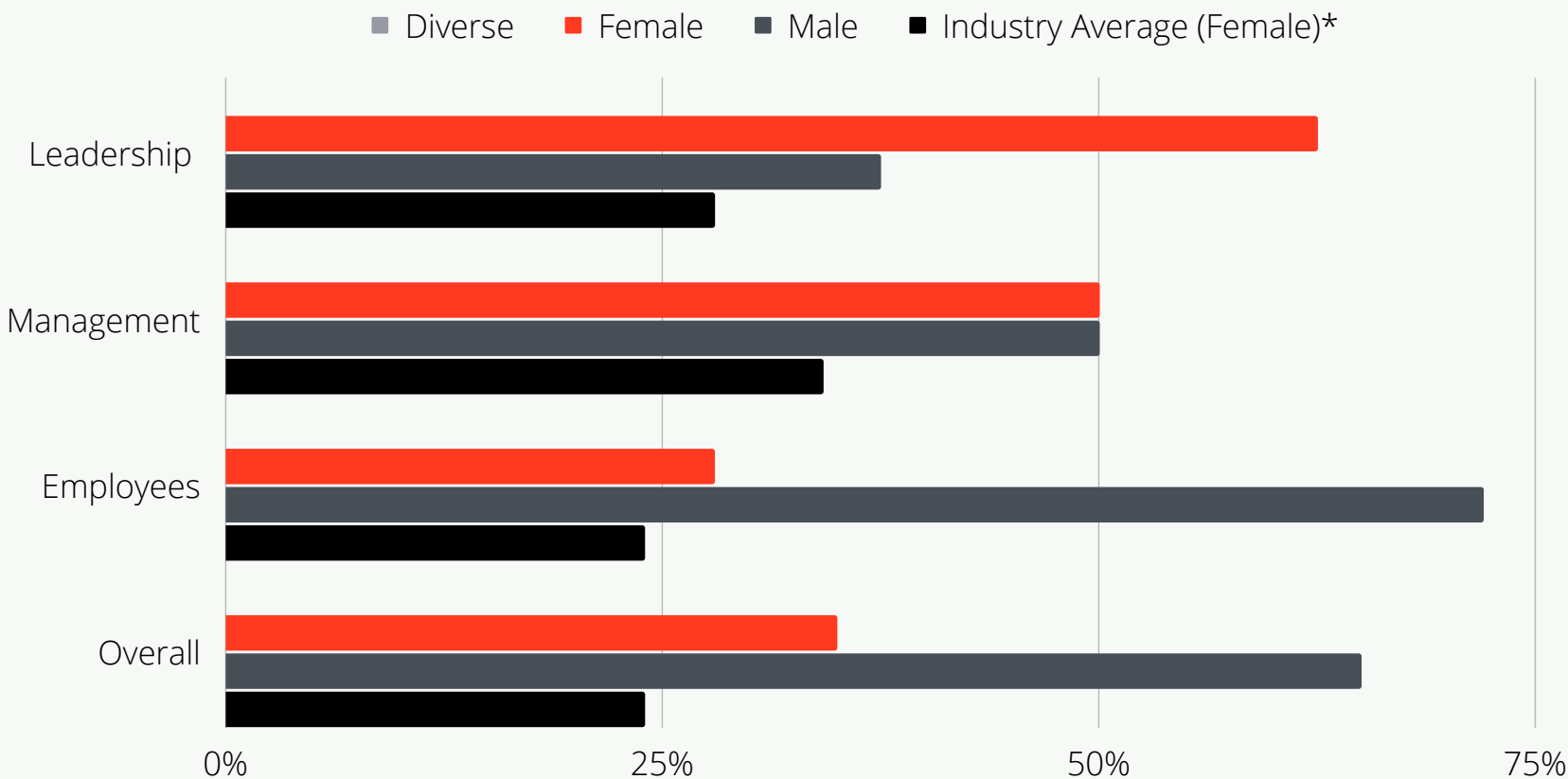
63 %
Females in Leadership Positions

50 %
Females in Management Positions

50 %
Females in our Traineeships

9 %
More Female employees than industry average

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SDG #5 - Gender Equality

Legend: Diverse ■ Female ■ Male ■ Industry Average (Female)*

Chart categories (top to bottom): Leadership, Management, Employees, Overall

X-axis: 0%, 25%, 50%, 75%

Alpha Variance Solutions (AVS) believes there is still work to be done. AVS is ahead of the averages in the areas of Leadership, Management, and Employees. We have worked hard to achieve this level of success in each of these metrics and will continue to strive to improve. Our policies and our corporate "nature" are to always promote diversity, gender equality, equal pay, and inclusion. We look forward to continued improvement in these metrics.

*All numbers are as of the first of July 2022
*Reference: Why Tech Still Needs More Female Leaders (forbes.com) | Women in tech: Repairing the career ladder | McKinsey

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Hires in 2022

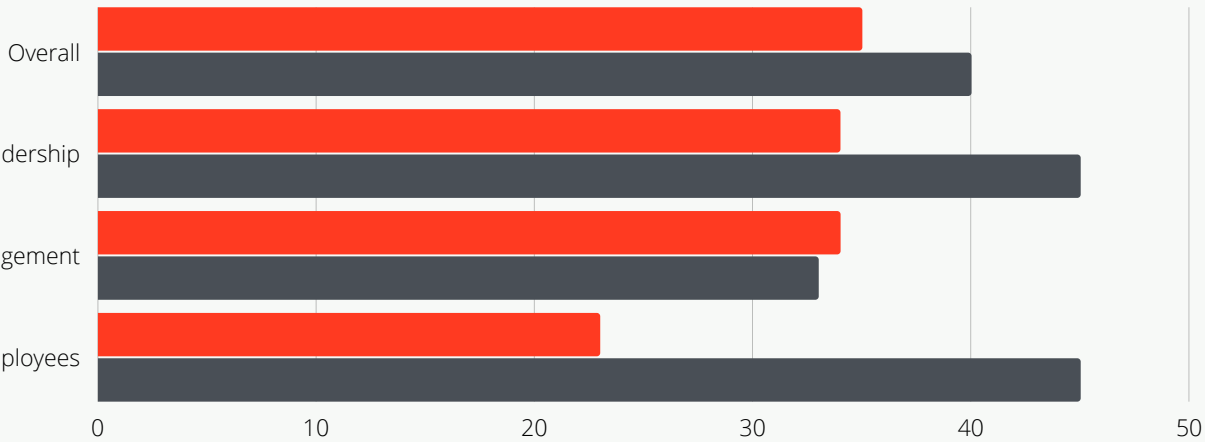**100%**

Males in our Traineeship in January 2022

50 %

Females in our Traineeship starting July 2022

In the beginning of 2022 we started with out Traineeship. Initially, we hired 5 male Trainees. After committing to SDG 5, to reach our target of equal opportunity and education we hired 50% women starting July 2022.

Average Age

- **Female**
- **Male**
- **Diverse**

*All numbers are as of the first of July 2022

Podcast

Finished the first season with 6 episodes

Focussed on the topic of Women in STEM, how to enter the tech industry and the challenges our guests see to achieve gender equality

Reached more than 500 listeners

Had 100% female Podcast-Guests working in STEM
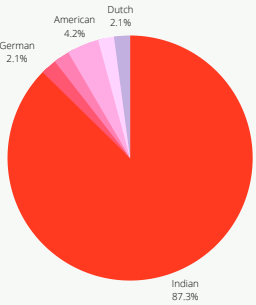
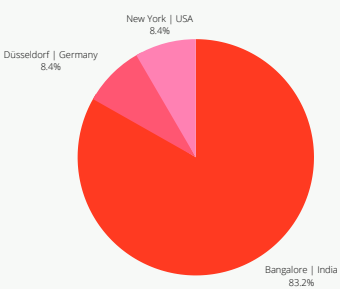### Nationalities

Indian 87.3%
German 2.1%
American 4.2%
Dutch 2.1%

100 %

Equal Pay for Equal work

Locations

New York | USA 8.4%
Düsseldorf | Germany 8.4%
Bangalore | India 83.2%

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SDG #8 - Decent Work and Economic Growth

Target: Diversify, innovate and upgrade for economic productivity

Indicators: By January 2023, achieve higher levels of economic productivity through technological upgrading, and innovation by launching one product to support innovation in Microsoft D365.

**Target 8.8:Protect labor rights and promote safe working environments**

Indicator: By July 2022, Alpha Variance Solutions will protect labor rights and promote a safe and secure working environment for all workers.
Progress: Alpha Variance Solutions ensures a safe working environment for 100% of the workers. Also, as a company, we ensured that women in Bangalore, India are allowed to work at all times, as it fits them.

Target: Decent work with equal pay

Indicators: By July 2022, Alpha Variance Solutions commits to equal pay for equal work, regardless of a person's gender. This will be measured based on their occupation, and age.
Progress: Alpha Variance Solutions pays 100% for equal work (see the previous page)
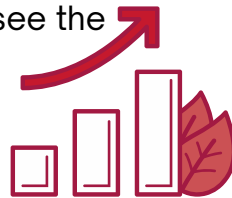
Target: Improve resource efficiency in services

Indicator: By July 2023, use resources more efficiently to develop economic growth from environmental degradation. Alpha Variance Solutions will use technology to reduce the company's digital footprint by 10%.

SDG #9 - Industry, Innovation and Infrastructure

Target: Upgrade Company infrastructures for sustainability

Indicators: By July 2023, upgrade internal infrastructure to make them more sustainable, with a 10% resource-use efficiency measuring the total company footprint.

Target: Increase internal research spending and upgrade technologies

Indicator: By July 2023, complete at least one research project to upgrade the technological capabilities of our clients in a sector.

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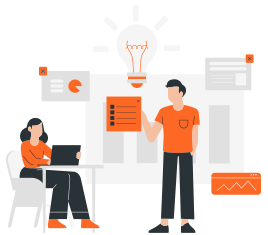
SDG #17 - Partnerships for the Goals

Target: Partner to Share Knowledge

Indicators: By January 2023, we will partner with 5 external organizations or partners to share knowledge in the tech industry
Progress: At the moment, Alpha Variance Solutions has partnered with 3 organizations to promote gender equality in the tech industry and STEM sector. Namely, Women in Manufacturing, Women in Dynamics, WBE. Also, we participate in the NGO-Microsoft Tour to share knowledge with the German NGO-Sector.

Target: Lead Partnership

Indicator: By January 2023 Alpha Variance Solutions will partner with 1 German NGO to jointly develop a template for NPOs to integrate D365, to decrease time and increase efficiency for other NPOs.
Progress: Alpha Variance Solutions has approached potential NPOs to develop the template.

Target: Knowledge sharing and cooperation for access to technology and innovation

Indicator: By January 2023, Alpha Variance Solutions will support the development of a Microsoft User Group in Germany. This gives NGOs the possibility to share knowledge. Likewise, as a company, we will participate to ensure access to technology and innovations, including at least one sponsored live event per quarter.
Progress: Together with Microsoft for Social Impact in Germany, Alpha Variance has started to create the User Group and working towards the first live event.

Target: Maximise likelihood of positive impact on SDG 5, 8, 9

Indicator: By January 2023, Alpha Variance Solutions will form at least 1 partnership to support each one of the SDGs.
Progress: For SDG 5, Alpha Variance Solutions has formed 3 partnerships by July 2022, with Women in Manufacturing, Women in Dynamics, and WBE.

Next Steps

The question is, where do we go from here? This Report provided insights into current and past developments, but it is essential to look forward as well, as this SDG Progress Report is a continuous work in progress. In this, section the strategy for future actions is outlined.

SDG 5

- Increase the female workforce within Alpha Variance Solutions by 22%. In order to do this, we will take several actions. First, our job postings will be more inclusive, second, share stories online of women who are succeeding across all levels of our organization to encourage more women to apply.

SDG 8 & 9

- Launching One Product innovation in Microsoft D365 to upgrade our economic productivity.
- Analyze and determine to company's digital footprint and reduce this by 10%.
- Initiate one research project to upgrade the technological capabilities of our clients in Retail.
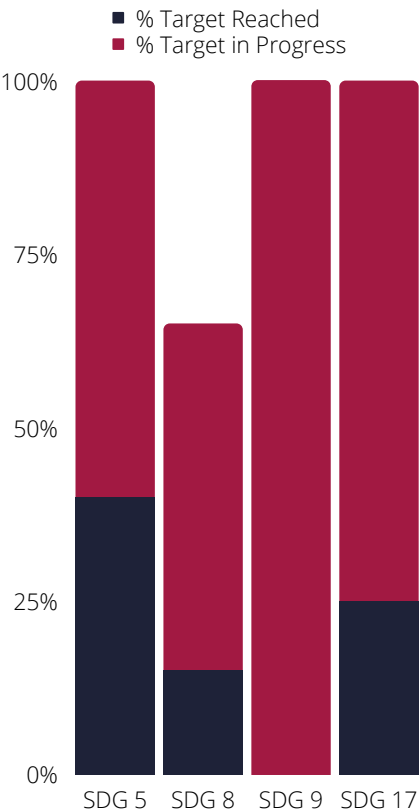
SDG 17

- Developing a D365 Template which will shorten the implementation phase and consequently reduce risks for NPOs.
- Reaching out to Microsoft to create the NGO-User Group together with Microsoft for Social Impact in Germany

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Conclusion

This section reviews the highlights of this report, and summarizes our key efforts

Alpha Variance Solutions is dedicated to improving Social and Environmental Efforts by committing to these sustainability goals:

| 5 GENDER EQUALITY | 8 DECENT WORK AND ECONOMIC GROWTH |
| 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE | 17 PARTNERSHIPS FOR THE GOALS |

This is ongoing progress. For SDG 5 we have reached the highest percentage of targets. But, this is a long-term sustainable development, that will help us build dup resistance and can thus not be achieved in one day.

■ % Target Reached
■ % Target in Progress

100%
75%
50%
25%
0%

SDG 5 SDG 8 SDG 9 SDG 17

These are essential Milestones in our fight for more sustainability in the tech industry we are proud to have reached:

Important Milestones we have reached in the past 6 month

- 100% Equal Pay
- 100% Safe Working Environment
- 100% Voice to Female Podcast Guests
- 63% Female Leadership
- 50% Female Management
- 35% Overall Female Employees
- 9% More Female employees than industry average

As part of our efforts to become a more sustainable company, we have pledged to half-year reporting on our SDGs. As part of this pledge, the Progress report will again be published in Q1 of 2023. For further questions please do not hesitate to reach out to the authors of this report.

References

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https://www.alphavsolutions.com/

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