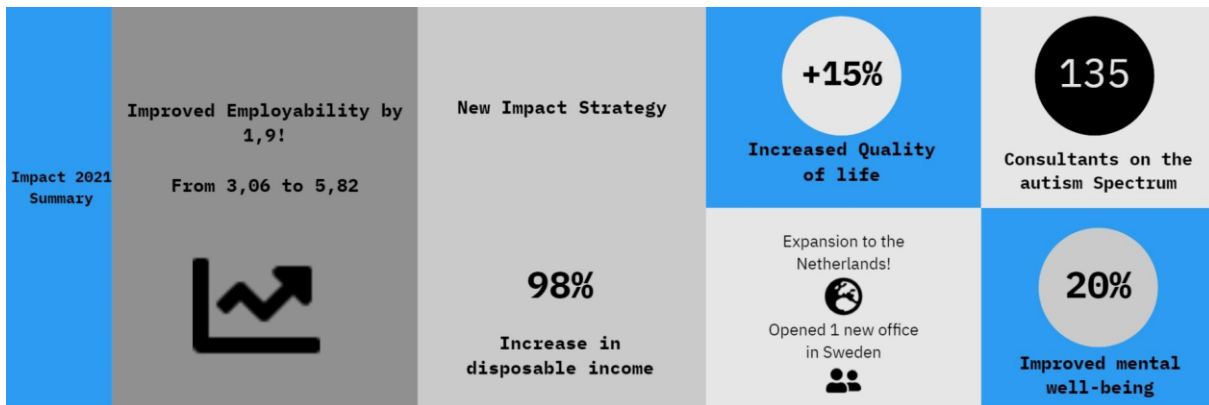


## UNICUS IMPACT 2021!

### 2021 - a year of Unicus impact!



Reached 135 consultants on the autism spectrum by 31.12.21

**Unicus really makes a difference! We reached all time high in number of employees and together with our employees, customers, and other stakeholders we delivered continued sustainable social impact results.**

When asking our consultants to self-assess a number of factors at the end of 2021 as compared to before they joined Unicus we see some great improvements. We saw a 15 % increase in improved Quality of life, 20% increase in improved mental well-being, 1,9x increase in employability and 98% increase in disposable income! We are very proud of Unicus' Impact in a time of uncertainty and other challenges.

During 2021 we launched an IMM (Impact Measurement and Management) initiative with a view to dig deeper in order to also look at more qualitative factors. Key factors like perceived improvement in mental health/ well-being, improved quality of life etc and to do this in a more standardized and annually recurring way across all our entities in Norway, Sweden and Finland.

## Unicus Impact results in 2021

### IMPROVED QUALITY OF LIFE BY 15%



#### Impact in Improved Quality of Life

One of the main areas of our impact measurement is Quality of Life, and for 2021 it shows that the quality of life for Unicus employees was improved by 15%, from 5,52 (on slightly low scale) to 6,37 (on slightly high scale), an Impact we are proud of. This is an aggregated area of 8 questions that we ask our employees, in order to measure Quality of Life in line with our impact strategy.

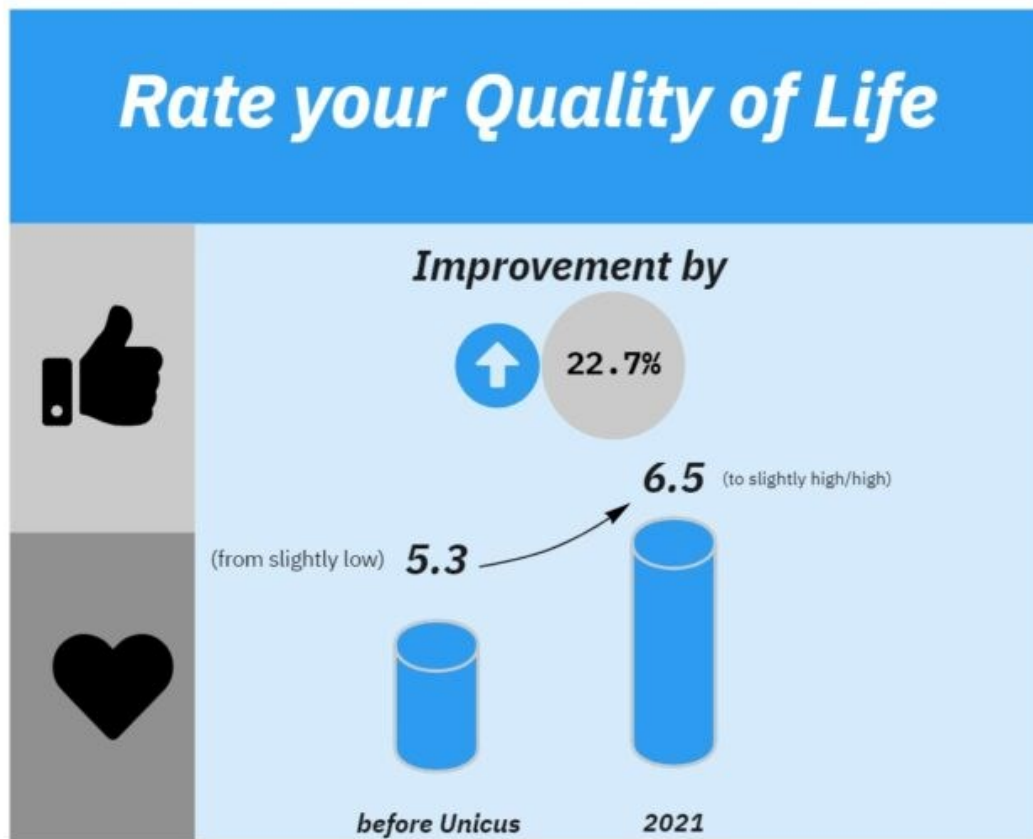
Below we have highlighted 2 areas in our survey on Quality of Life:

A key takeaway: “How satisfied are you with yourself?”



Here the results show that prior to joining Unicus, the average of Unicus employees answers were 4.7 (Unsatisfied scale) and 2021 results is 5.9 (slightly satisfied scale). This is an major improvement by 25,5% and has lifted our employees from unsatisfied scale to slightly satisfied scale.

**Another key takeaway “How would you rate your Quality of Life?”**



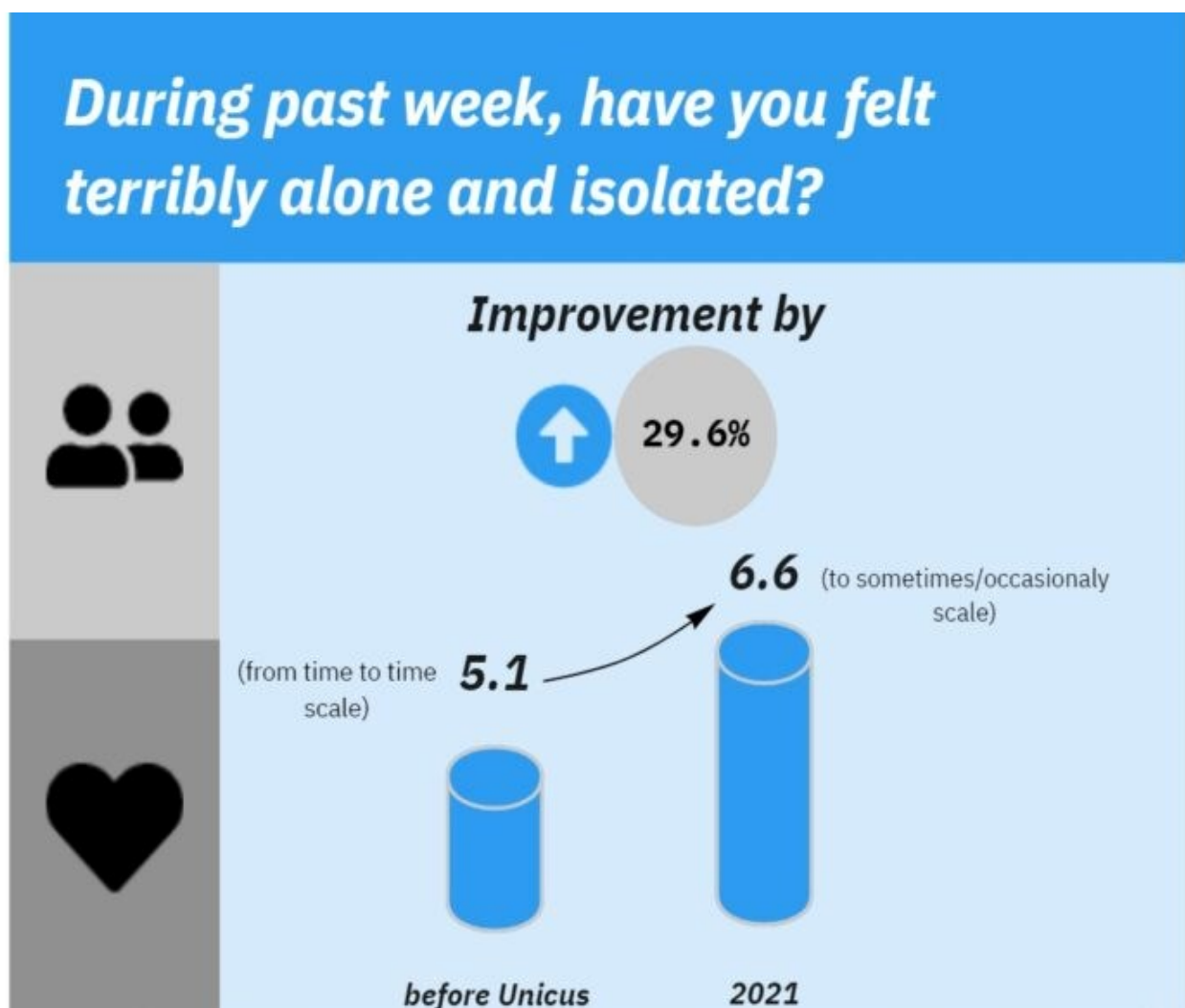
This is our employees' own perception of what their quality of life is like (and should not be mixed with the results of the overall measurement on Quality of Life). Here the results show that their Quality of Life has been lifted by 22.7% from 5.3 (slightly low) from time prior to joining Unicus, up to 6.5 (slightly high/high) in 2021.

## IMPROVED MENTAL WELL-BEING BY 20%



2021 results survey in one of the main parts of our impact measurement and shows that the mental well-being for Unicus employees has improved significant with 20%

Have you felt terribly alone and isolated?



Key finding: Have you felt unable to cope when things go wrong?:



Talking to people:





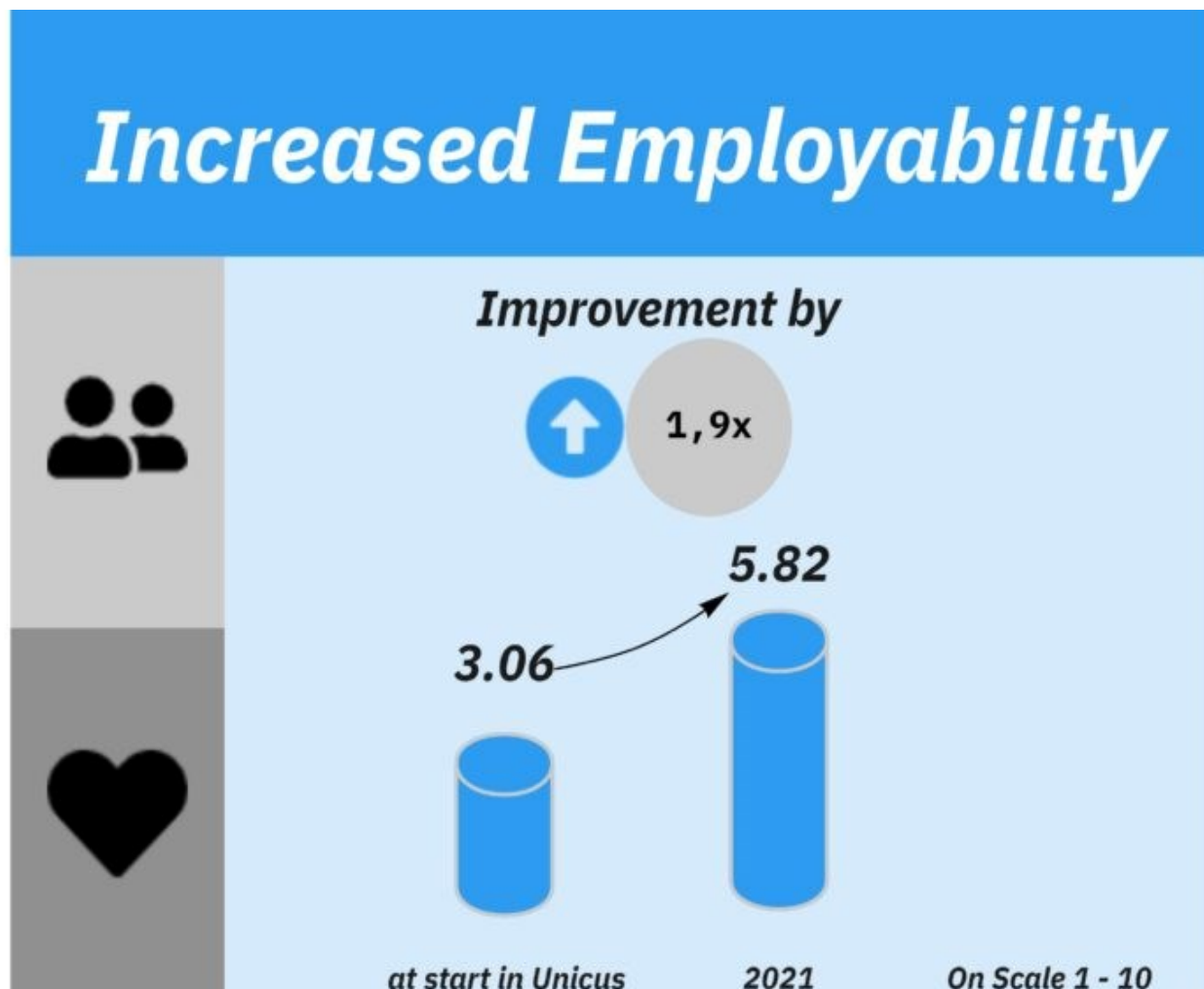
## IMPROVED EMPLOYABILITY BY 1.9X

## Building experience &amp; people



## Developing People

In 2021 we had an increase in employability by 1.9 times compared to baseline of 3.06 at the start of engagement at Unicus compared to a employability by 5.82 at end of 2021. This is a significant improvement in employability and a positive development for Unicus employees.



## UNICUS EMPLOYMENT - All time high nr of employees in 2021



We have now reached 102 employees in 2021

We are proud of the fact that Unicus in 2021 grew our business in an challenging world with the Covid-19 pandemic disturbing business environment in general.





Disposable income increased by 98%



The importance of disposable income

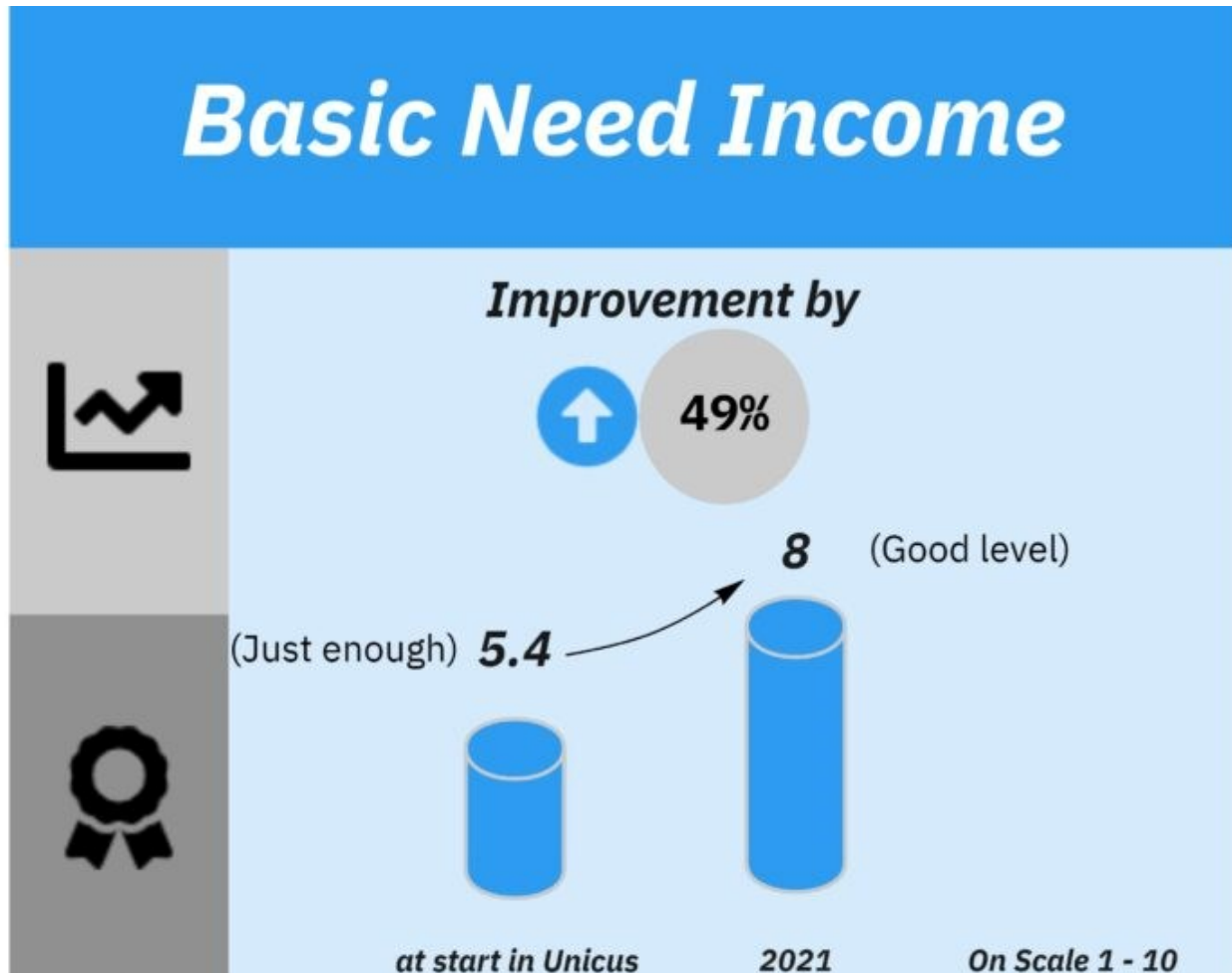
In 2021 Unicus employees disposable income increased by 98% compared to when joining Unicus. A significant improvement from 3.1 (not a lot) to 6.2 (moderate)!





## 2. Improved average perceived capacity to cover basic needs.

Average answer on a scale from 1-10 for Unicus employees is 8, good level, for meeting basic needs. An improvement of 49% from 5.4, just enough scale, when joining Unicus.



## Impact stories

[Sara: At Unicus, my strengths emerge, my weaknesses do not stop me!](#)



“I did not know that there was a workplace like Unicus. Here my strengths emerge, my weaknesses do not stop me, and I get a chance to work with the brain instead of with the body “, says Sara Storm who has been commissioned as Solution Architect at Vattenfall.

Before Sara started at Unicus, she studied software development at Nackademin. Among other things, she learned database technology and development towards SharePoint / Office 365 and further developed her knowledge in C #. The studies went well, but it stopped when they had to apply for an internship. The students themselves would call around to companies and mingle on industry days, something that is not Sara’s strength. At the same time, she heard about Unicus and got a job right away instead.

-During the interview at Unicus, I felt calm and received help to express myself.

Sara started in January 2020 and had time to do her internship in the office before the business was switched to teleworking. But when it was time for an interview with Vattenfall, it was no longer relevant with physical meetings, but they met digitally in a video meeting. The interview went well and Sara got the assignment.

– It was really nervous, and it was very nice to have Sara Sadarangani who is a consulting manager at Unicus as support. She also helped me prepare for the interview and helped me formulate answers to questions.

### **Documenting Data flows**

Today, Sara works with documenting data flows at Vattenfall, both within systems and to external parties. A job that suits Sara well as she is thorough and likes order and structure.

Sara met her supervisor Benny at a walking meeting in connection with the start-up, but otherwise the supervision has taken place entirely at a distance. They have daily team meetings and Benny has shared his screen to show how he works.

– Our team is spread out in different places in the world, so they are already used to working like this as we do now. Benny is nice and good to work with. For me, it's good that he's talkative, because then it's okay that I do not talk so much

### **Want to work with the brain**

Before Sara moved to Stockholm and started studying at Nackademin, she worked as a truck driver for several years. Prior to that, she worked in the engineering industry. The desire to have an office job and use the brain rather than the body has always been there, but she did not think she could do it because you need to be social.

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*-It has felt difficult to go to an interview without support. So for me, it was absolutely fantastic to find Unicus where everyone is like me, where my strengths come out and I do not have to feel weird.*

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## Kacper found his tribe at Unicus



*Hi Kacper, you work as a consultant at Unicus. Tell us a little about yourself and your work at Unicus.*

*How do you feel about your consulting colleagues at Unicus?*

For me, it is a big plus that I have had the opportunity to meet similar people like myself. Some I have had a very good contact with and they have become my friends. People with autism have great precision in the language and we do not expect the person we are talking to to read between the lines. In conversations with neurotypical people, I make an effort to understand what is not being said and that is one of the reasons why I get tired of social contacts. Here I have a small community where I can relax. I can be open about how I feel and no one takes it badly if I say no to an activity if I feel I need to prioritize recovery.

*What about your assignment at Vattenfall?*

My job is to create interactive reports that are used by the business. The reports can be described as small gadgets that are linked to a database and when a user presses a graph, it needs to be linked to the correct data. So I work both a bit with the graphical interface and get to code a bit in the background as well so that it will work as I want.

*How was it to get started with the job when you stepped on your assignment??*

In the beginning it was a lot to get acquainted with, but I took the help of my work buddy when something felt unclear. Since we work in sprints in two weeks, I always know what to do and if I have questions, I know who to turn to. It feels really good and I feel that I have developed since the start.



*What did you do before you started with us??*

I studied IT for almost three years but did not graduate. When the pandemic came, I started looking for a job instead, and that's how I came to Unicus. During the education I have studied programming, computer game design but also database management.

*How did you experience the interview process when you were introduced to Vattenfall?*

It was a bit stressful, but since my consulting manager Sara was with me, I felt that I was not alone and with her I was safe all the way. She pushed me through the recruitment process and highlighted my strengths, which is something I have had a hard time coping with on my own before. Sara also frequently checked in with me the first weeks on the project to make sure I was doing well. Even though it was not something I needed help with, she felt good about her commitment.

*What do you do in your spare time?*

Most of my free time is spent practicing martial arts and walking the dog. I have a German Shepherd and it needs a lot of exercise, so we go for long walks in the forest near where I live. I am definitely a dog person and if I did not have a dog it would be something that was missing in my life.

I have had an interest in martial arts since childhood, but have tried a few different variants over the years. Today I practice Karate Kyokushin and kickboxing. I am a person who has a lot of energy and if I do not exercise I can become restless. I notice that I become more focused and enduring in front of the computer thanks to the fact that I train.

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*"For me, it is a big plus that I have had the opportunity to meet similar people like myself.  
Some I have had a very good contact with and they have become my friends."*

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## Jan Kristian

“There are many who are not extroverted and it is not so easy to just decide to be extroverted”



“Jan Kristian Haugland has something in common with Elon Musk: the Asperger diagnosis. For Haugland, the diagnosis has made it more difficult to get a job. Despite his doctorate in mathematics at the University of Oxford and a master’s degree in computer science at the University of Bergen, Haugland struggled to find work.

I have been myself all my life and my life is normal for me. But I have realized that something is a little different, than with most people, says Haugland.

There are many who are not extroverted and it is not so easy to just decide to be extroverted. Therefore there should be opportunities for those of us who are not, he says.

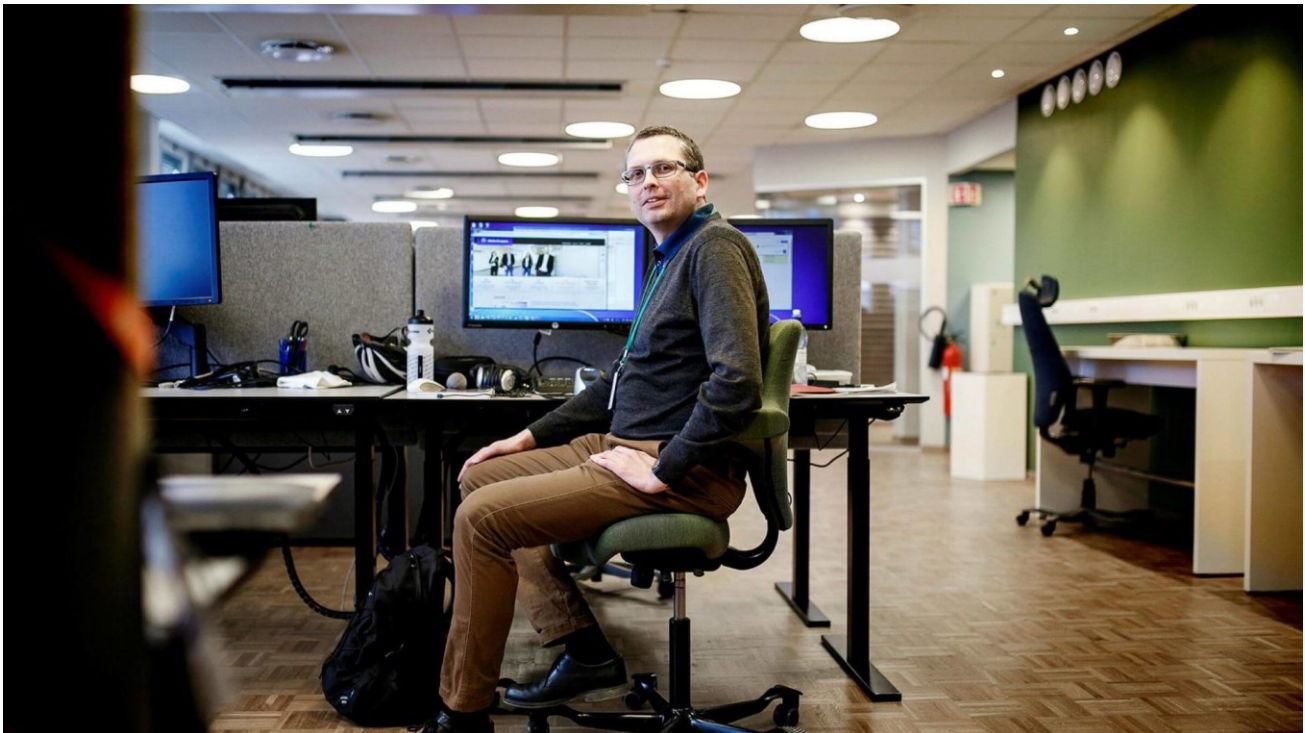
Working on an challenging Data Science project for Statnett

Jan Kristian works for Statnett, with a challenging data science project, focusing on load balancing of the infrastructure.

“We took in Jan Kristian on a very challenging project. The project analyzes data – historical data, capacity, consumption, weather – huge amounts of data had to be structured and analyzed. The ambition of the project was to create algorithms that can predict imbalances in advance and then ensure correct dimension afterwards. That competence is almost impossible to find. Jan Kristian has been heavily involved in the project, he has worked with the algorithms. They are far ahead of what we thought they would be and will create huge savings. This is not an easy issue. That’s why we’ve hired Unicus”

*Olav Resser, Statnett*

## IMPACT UNICUS GROUP



### Impact Unicus Group 2021

#### **Unicus have shown very good development during 2021**

I am very proud of the hard work we all have made together and the Impact we created during 2021. We have seen growth in all our markets and an increase in nr of employees. 2021 was a year of many interesting events and challenges that we all together have faced and handled very well.

#### **The Covid pandemic**

The Covid pandemic that changed way of working in many ways and that we still are learning to adapt to and to innovate together with.

We see some long term positive outcomes form this that will impact the way society operates and how it have embraced the digital way of working, a way of working that often is match made in heaven for Unicus and our employees. It has reduced some hurdles that many of our employees face, things like:

- social interaction is become less important
- work efficiency have increased – less “onsite coffee machine talking”
- work from familiar environment – stress reducing
- fewer commutes improves persons energy levels

#### **Expansion to the Netherlands**

Unicus has been established as one of the worlds leading companies within IT and Autism, and a milestone during 2021 was when Unicus entered as a shareholder in Dutch sister company Specialisterren. Through this Unicus now reach about 135 consultants on the autism spectrum and are an important employer and

inspirator for the autism environment and advocacy for neurodiversity. It is a valuable addition for our customers and employees because the combined customer base and the expansion of the service offering creates even more jobs for people with autism. This will increase impact on several layers and we are looking forward to work close with Specialisteren on creating sustainable impact.



## Impact results

2021 Impact shows that we are on the right path and do a lot of good things in Unicus:

We have a positive change in all of our areas of impact measurement and proves Unicus theory of change. We measure the following areas:

Impact area	Impact metric	At start in Unicus	2021	Change	How to calculate
Employment	Number of people taken from unemployment to employment	0	102,00	102	Number of employees since the start that had less than 50% employment over the six months prior to joining Unicus and that have stayed at Unicus for more than 6 months.
	Average time of employment at Unicus	0,00	3,19	3,19	Average employment duration with Unicus
	Continuing employment 12 month after leaving Unicus	0,00	19,00	19	Nr of previous employees who are in another employment 12 months after leaving Unicus
Employability	Employability	3,06	5,82	190 %	Average employability after training / internship period compared to latest measurement of employability, percentage increase
Disposable income	Disposable income	3,11	6,16	98 %	Average assessment of disposable income prior to joining Unicus compared to latest measurement now a Unicus employee
	Ability to finance basic needs	5,36	7,98	49 %	Average assessment of ability to meet basic needs prior to joining Unicus compared to latest measurement now a Unicus employee
Quality of life	Quality of life	5,52	6,37	15 %	Average self assessed quality of life at start of employment compared to latest measurement
Mental health	Mental health	5,67	6,81	20 %	Average self assessed mental health at start of employment compared to latest measurement



We have also identified area “sleeping” as an area that we will put extra focus on during 2022. We believe that this can be an area of improvement that, if we succeed, will have a positive impact on our employees quality of life/mental well being and Unicus overall quality of services.

### **Impact Strategy**

During 2021 Unicus launched a new and updated Impact strategy based on both academic and best practice from our long history of experience in the field of autism and work. You can read more about Unicus Impact strategy and parts of it can be downloaded in the Impact strategy.

For more detailed information of the 2021 impact survey and the results you will find below and on the Impact front page.

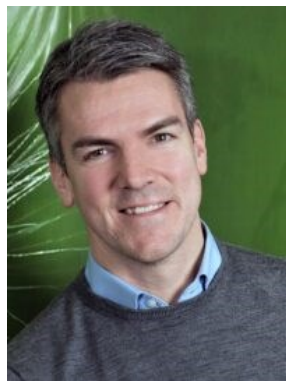
### **Impact together with our Customers**

During 2021 we also reached an all-time high in number of Customers that have chosen to work with Unicus and create change and impact by exceptional unique service deliveries from Unicus in the field of Data Science, Software Development, RPA, Testing and other analytics services. We are very proud and humble of the fact that our Customers come from many different sectors and are demanding high quality in the services we provide.

Together with them we innovate, find new ways of working and new services that utilize the autism advantage. We have together created awareness and good experiences for all of us and also educated society in general in our daily interaction through our deliveries, meetings, on stage in seminars and other lectures we have made during 2021. It's about inspiring and co-create impact.

But in the end it's the quality of the services that our employees deliver on a daily basis, that makes sustainable impact going forward as we operate in a highly competitive environment.

And we can reassure you that they definitely deliver above expectations (and they are high)!



*Lars Johansson-Kjellerød  
Founder & CEO Unicus Holding*

## Impact Unicus Norway



### Impact Unicus Norway 2021

**Unicus AS has had a very positive development financially in 2021, increasing both top line and bottom line significantly. But just as important, we also created a sustainable impact for our consultants. Some key areas we create impact are increased employability after they started working for Unicus, increased quality of life and improved disposable income**

**To help us manage impact and run our business, we perform regular impact surveys with our employees. Below are some of our key results from the latest impact survey.**

#### **Employability**

We have in the 12 years Unicus AS has existed taken 40 people with Asperger from unemployment to employment. We aim to increase that number with 14 people in 2022.

We also see that a significant percentage of the consultants that leave Unicus, manage to find and hold on to other relevant jobs. We also assess that the average employability of our current employees has increased 225 % since they started working for Unicus.

Our consultants are very loyal, the average time of employment is 5.11 years.

We have a structured approach to how we attract and hire people with potential, and we work hard to improve the process. In 2021 we implemented quick video chats with potential candidates, so we could reach a higher number of candidates and get additional insights compared to just relying on CV and other written material. In addition, we implemented programming test so we could get a better idea of the technical skills of the candidates.

#### **Quality of life**

Most of our employees rate their current quality of life as relatively high, and it has increased 7 % since they started at Unicus.

All of our consultants are unemployed when we hire them. Many have been unemployed for several years

and some have also been isolated socially. We believe the well-being and quality of life of our employees is a key factor and we believe that gainfully employment is a key factor in increasing quality of life. We also believe that the social relationships they have to navigate in a project situation improve their ability to manage social relationships privately. We also arrange frequently social gatherings like pizza nights and activities like laser tag, bowling, escape room etc.

Since quality of life often is linked with how one masters their work life, we have a structured process for staffing and on-boarding on projects. This is to increase the probability for the individual consultant to succeed on a project for a client.

### **Disposable income**

Our employees have through working with Unicus increased their disposable income on average with 51 %. This has also increased their ability to finance basic needs – assessed by the employees to have increased by 16% on average.

We will during 2022 evaluate the total compensation model, to better understand how we better can tailor a package of salary and benefits to our employment needs.

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*“Another impact effect was when one of Statnett's young talented developer asked if he could come and work with Unicus consultant on the complex project Unicus participated in. Developer said: "I know optimization but Unicus consultant know so much more and I want to work with him, and to learn from him".*

*So it's not just that Unicus brings knowledge, they transfer it as well”*

*- Olav Resser, Statnett*

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**Statnett**

## Impact Unicus Sweden



### Impact Unicus Sweden 2021

**The impact results shows that Unicus employees as a collective have a significantly higher quality of life and better mental health compared with before. In addition, which is quite obvious, a clearly better financial standard. All questions in our survey asked have support in academia, which gives our measurement greater credibility than if the questions were our own.**

#### Impact results Sweden

In conclusion, I want to return to the results from the measurement of the impact Unicus makes in the lives of our employees. The scale used is 1-10. Our conclusion is that Unicus makes a difference – but we will not stop evolving – we can do more. Both for those who are already in the company and for many who have not yet had a chance to work.

Impact area	At start Unicus	2021	Change
Employability	3,1	5,5	64 %
Disposable Income	3,6	6,1	69 %
Quality of Life	5,0	6,1	21 %
Mental Well-Being	4,9	6,5	34 %

#### Growth

Unicus Sweden is growing, which means that we can offer jobs to more and more people. Since the start in January 2017, we have grown to 50 employees at the time of writing (2021), of which 45 are consultants. In 2021 alone, we have grown with 15 employed consultants. The way forward is about continuing to grow, the



closest intermediate goal is that we will be at least 100 consultants in Sweden when we close the books in 2024.

### **Be a good employer**

Unicus' business stands and falls with how good we are at taking care of and developing our employees. These are words said by many companies but in the world of Unicus it is more true and central than for others its our way of operating our DNA.

Unicus creates great value by offering real jobs. But working is not just easy, as it is for everyone, so our ongoing follow-up of our employees is crucial. Undoubtedly most important are our consulting managers who have regular contact and dialogue with their employees. As an addition and to get a more impartial and impersonal follow-up, we conduct short surveys every month. The questions vary but are recurring and focus on three different areas. The employee's mood, thoughts about Unicus and thoughts about his assignment. This is an important part of our impact management and embedded in our operations.

Unicus' model as a consulting company provides an impact that lasts over time. Because our employees are consultants, they always have access to customer-independent support in their everyday lives. They also have someone who looks after their mood and development over a longer period of time and who can be involved in acting if things happen to a customer who goes against this. Transparency, i.e. that our employees have an autism diagnosis, remains. In addition, Unicus will be a community where our employees can meet like-minded people and establish peer relationships.

### **Impact through communication and to inspire**

Social media is a central part of Unicus' communication with the outside world. Our business gives us many experiences and thoughts that are grateful to share. We produce customer cases and employee stories about once a month. The idea with the customer case is that it should contribute to creating interest among customers who have not yet bought, but also contribute to security for customers who are about to buy. In addition, we would like to share which highlights those who choose to buy from us. The employee story has proven to be very useful in our recruitment by showing diversity and the personal, which also helps to color the picture of our employees' abilities and interests. Hopefully it also feels fun to be portrayed.

In May, Unicus participated in the EU-organized Diversity Month. We contributed there with four much appreciated webinars about Unicus start and development, recruitment. In the last webinar, we invited two of our customers to speak.

Arbetsförmedlingen is a partner that we interacted closely with in 2021, for example by giving lectures and sharing our experience in "autism and work".

### **New office in Malmö**

In 2021, we expanded our business to Malmö and look forward to continue the successful and positive development we have had since the start in Stockholm in 2017.

## Impact Unicus Finland



### **Employment**

During 2021 the number of consultants rose from 8 to 12.

The pandemic has limited the growth, however it has also made it possible to recruit persons from outside the greater Helsinki region. One consultant was hired from Iisalmi and one from Kouvola. Remote work makes it possible to start consulting assignments from remote locations.

Unicus consultants are performing well in remote offices. Saving time & energy whilst not commuting to office and back is possible with modern technology.

One additional meeting type was added, as Unicus introduced the walking meetings. Once a month the manager goes to the home of the consultant to walk for an hour. Perfect way to exchange ideas and hear the latest from the customer projects, as well as getting some fresh air.

### **Disposable income**

According to the recent survey the satisfaction with the disposable income in the Finnish Unicus team rose from 4,9 to 8,63.

A significant increase of 3,73. Unicus salary is based on the local collective agreement.

Fair salary is one of the Unicus key principles.

### **Quality of life**

Finnish people are, according to studies, the happiest people on the planet. That is shown in the Unicus social impact surveys. All 9 different measured areas improved during 2021. The most significant increase in disposable income, but areas developed well too.

### **Mental well-being**

In the Unicus survey 11/12 areas increased in mental well-being. Focus on supporting falling asleep will be done in 2022. This will include some lectures and also out-door activities, such as the walking meetings.

During the pandemic it has been important to regularly follow up employees and their well-being.

## Specialisterren Netherlands

Specialisterren Netherlands have shown good development during 2021

Read more here: <https://www.specialisterren.nl/over-ons#social-return>



## UNICUS IMPACT STRATEGY

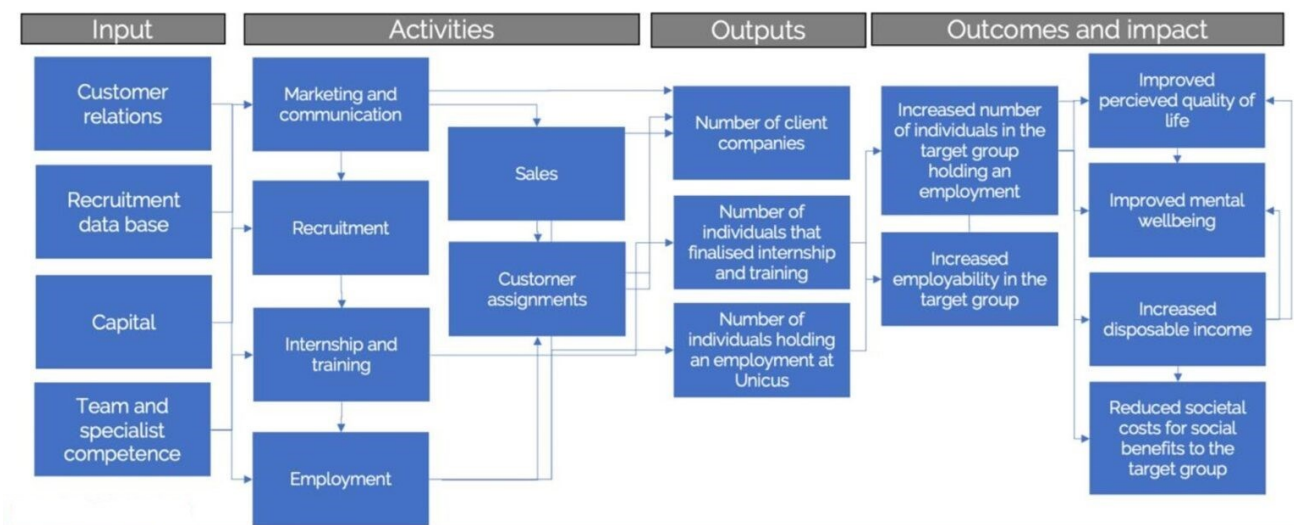


### Unicus Theory of Change

#### In 2021 Unicus launched a new Impact strategy!

During 2021 we launched an IMM (Impact Measurement and Management) initiative with a view to dig deeper in order to also look at more qualitative factors like perceived improvement in mental health/ well-being, improved quality of life etc. and to do this in a more standardized and annually recurring way across all our entities in Norway, Sweden and Finland. In so doing we refined our Theory of Change.

We have ambitious goals for our Impact strategy and are humble to the fact that creating an new impact strategy is an extensive work and a continuous development that will affect how we build competence, measure and operate as we move along, adapts and deploy as a leading company in social innovation.





Unicus theory of change is developed during many years operating in the field of autism & IT, and is revised and based on both long experience and with dialogue of experts within the field.

Our impact strategy is aligned with our mission/vision & values.

Measuring and reporting on impact is not something we do for communication purposes or to satisfy our investors. We do this to make sure that we stay true to what we want to achieve in this world, to make sure we continue to deliver high value to our employees, and in a larger perspective to society.

Here is a link to downloadable version of Unicus Impact measurement system:



Impact measurement and management system

<https://www.unicus.com/unicus-impact-2021/unicus-impact-strategy/>

## Measure to act

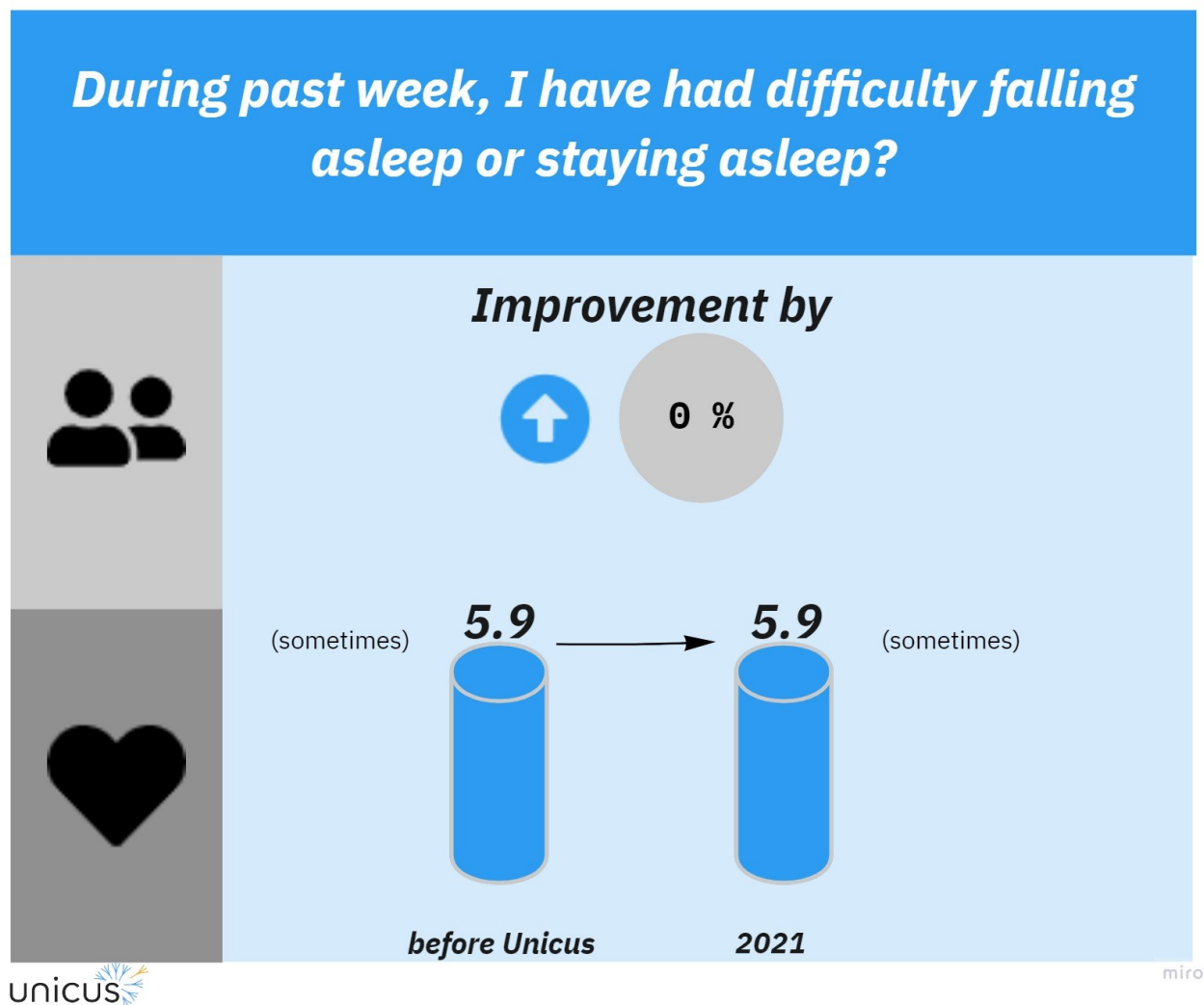


## Impact Management - How we act on our Impact

**Impact management is one of the main reasons why we measure our Impact, and is core in our way of running our strategic and daily business.**

In our survey this year we found a area we would like to act on and manage our business. We see that several of our employees have areas of improvement when it comes to their sleeping pattern. Therefore we will initiate offers to our employees that are not happy with and want to try to improve their sleeping pattern.

The survey showed that there has not been any improvement in sleeping pattern during the last year, it is unchanged. Results in January was 5,9 compared to 5,9 historically. This means that the average numbers are OK, but that we can see that some individuals having a potential for improvement. The average of 5,9 puts us up to almost “occasionally” that is 6 on our scale and 5 is “sometimes”.



We believe in that this can be an area of improvement that, if we succeed, will have an positive impact on our employees quality of life/mental well being and Unicus overall quality of services.

## Customer Impacts - Impact in society

Scania -Jakob Robertsson



Diversity is a success factor for Scania

**At Scania, diversity is a strength to be reckoned with. This can be seen not least in Jakob Robertsson's team, which is responsible for the development of Scania's website. When they needed a tester, Unicus' unique skills were an exciting opportunity.**

– We have a very mixed team from six different continents, Jakob explains. Our cultural diversity has really been a success factor. Therefore, it felt exciting to see if Unicus' competencies could add a new dimension. It has worked fantastically well!

At Unicus, all consultants have autism. For example, it can mean strong analytical ability and perseverance in repetitive processes, but also challenges in social contexts. The competence from Unicus in the form of eye for details and the ability to tackle challenges in new ways has strengthened the entire team.

–It could not have been better, says Jakob with a smile. Both in the team and in the form of deliveries. Our consultant from Unicus had never worked as a tester before, but has delivered in a fantastic way.

The richness of detail at Unicus consult has led to more discussions about how to improve different work processes. It has affected the whole team positively. Today, they often talk about the importance of feedback and how they can work to grow together as a team. Jakob also notes that there are many things that have interacted very nicely:

–Being understanding and kind are good starting values for success.

Unicus' goal for all consultants is to grow with the role. You often start as a brand new in your field, to grow over time with the assignment. Unicus consultant quickly became part of the team, which Jakob believes is due to the work culture:

–We have a strong culture in taking responsibility. One result of this is that we have control over who does what. It also makes it easier to get into the team.

The first thing I notice when meeting Jakob is his humility. The team works a lot with what is called servant leadership. Instead of leading with the whole hand, the model focuses on letting everyone in the team take responsibility for driving the work forward. Each person is responsible for solving the task in the best way. The leader is supportive instead of authoritarian. At the same time, it places higher demands on the employee himself to be active in the change work.

I ask Jakob how it works when you join the team as a newcomer. He says that they work with buddies, someone you should be able to lean on casually. With warmth, he talks about his team, which has grown rapidly in recent years.

–When you join the team, it almost feels more like a family than a team basically, says Jakob. This is such a safe place to lean on. It's a little fascinating that we manage to keep that feeling even though we do not meet much.

An open culture where everyone feels safe is important for building sustainable teams. Seeing diversity as a strength is another piece of the puzzle. Jakob strives to always look for diversity into the team. He always returns to the question of how he can add new dimensions to the team.

–The exploration will be a starting point in our work, Jakob explains. Many of those who apply for jobs with us are curious about the diversity aspect. So it is not a disadvantage to recruit to a team with mixed backgrounds, but rather an advantage.

The culture and work model also means that it is always okay to solve things in your own way. It creates room for individual development and more responsibility over time. Now it's soon time for Unicus' consultant to introduce another tester to the team:

–If you have good people around you, it is easier to navigate new tasks. Try to remove all barriers – all forms of authority must be removed in order to succeed, Jakob concludes.





## Vattenfall experiences the Autism advantage



**“The feedback I am getting is that Sara works fast, delivers high quality and that she blends into the team well”, says Steffen Scheer who works as a team manager at Vattenfall IT. Unicus’ consultant Sara works with system documentation, tasks that require precision and structure and align well with the Asperger advantage.**

Steffen Scheer manages a team at Vattenfall IT that is responsible for the integrations of different systems that connects the company across functions and countries. His team is made up of integration developers who write code, and DevOps engineers with focus on maintenance and operation as well as taking care of the underlying systems.

– Our team communicates with people from different countries and cultures within the company and that is something that I personally find very rewarding, says Steffen.

When Steffen’s manager presented the opportunity to have a consultant from Unicus join his team, he decided to explore if it could be beneficial to them.

– Unicus’ consultants have IT-skills that we demand, and there was no risk in trying, so I thought it was a great opportunity. Our team needs to create sustainable integrations that remain stable over time, and diversity has a positive impact on quality. It provides us with wider perspective of both challenges and solutions.

Vattenfall has a company culture that is characterized by openness. They believe that diverse teams outperform homogenous ones, and that a key to leverage the power of diversity is to make everybody feel

included. Steffen believes that you contribute to the culture every time you do anything, whether you do it consciously or not.

## **A fully remote onboarding process**

Unicus' consultant Sara started her assignment at Vattenfall just as the pandemic became a fact in our lives, and she was one of the first to experience a fully remote onboarding process. During a regular onboarding she would have worked in close physical proximity to her closest colleague Benny, who is also her work buddy, but instead they established a working relationship via digital tools. Sara was also introduced to the rest of the team in an online meeting.

Steffen was careful to prepare Sara before the meeting, and not to put her on the spot by asking questions she had not been prepared for. He has also tried to create an environment where Sara could integrate socially with the team at her own pace, and where she was introduced to one task at a time, allowing her to focus during the learning process.

– I am not sure if my strategy was necessary for success, but Sara has blended into the team well, I have seen that she has grown more comfortable over time, and she really delivers on the job.

Sara was brought onboard to assist with the documentation of the integrations. Work which involves piecing together information from different sources, and that has a complexity that requires precision and structure.

– The feedback I keep getting is that Sara makes an important contribution to the team, that she works very fast and that anyone else would have needed more time to perform a particular task. I think other teams also can benefit from the chance to collaborate with Unicus and experience as great a match as we have.

The Vattenfall logo is centered within a light blue rectangular box. It consists of the word "VATTENFALL" in a bold, dark grey, sans-serif font, followed by a circular icon. The icon is a circle divided horizontally into two equal halves: the top half is yellow and the bottom half is blue.



Statnett – a challenging data science project, focusing on load balancing of the infrastructure

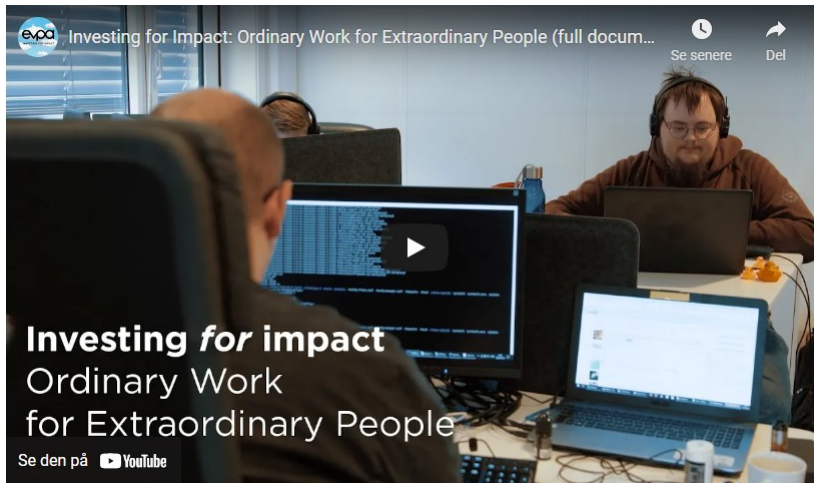
**“We took in Jan Kristian on a very challenging project. The project analyzes data – historical data, capacity, consumption, weather – huge amounts of data had to be structured and analyzed. The ambition of the project was to create algorithms that can predict imbalances in advance and then dimension afterwards. That competence is almost impossible to find. Jan Kristian has been heavily involved in the project, he has worked with the algorithms. They are far ahead of what we thought they would be and will create huge savings. This is a very complex project. That’s why we’ve hired Unicus”**

Olav Resser, Manager at Statnett

**Statnett**

## Unicus Story & Impact!

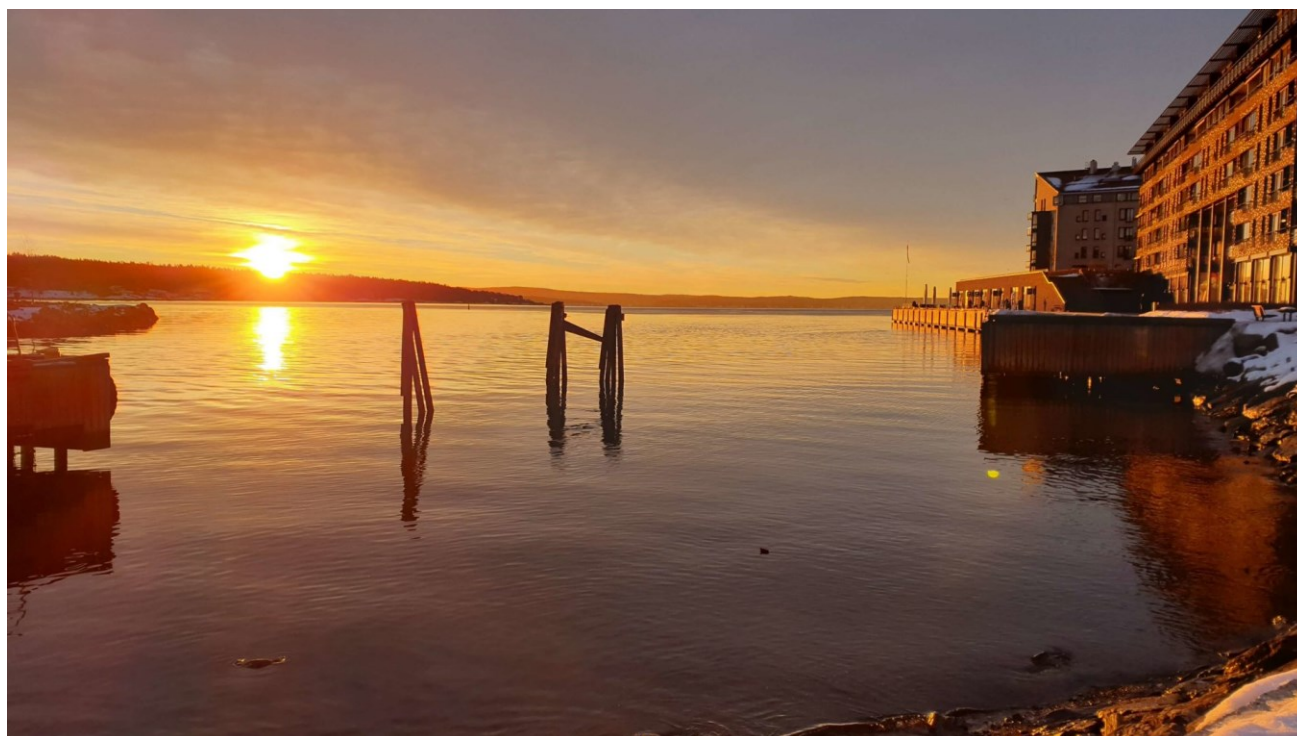
This video gives you an insight in Unicus from an Impact perspective



<https://youtu.be/yXKP7QSt1cg>



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