

# Corporate Social Responsibility

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**in SimCorp 2010**

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Statutory corporate social responsibility statement  
pursuant to section 99 a of the Danish Financial Statements Act – for the financial year 2010

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## **1. Letter from the CEO**

For individuals and businesses alike, social responsibility is a matter of responsible conduct towards our surroundings, as everything we do has an effect on other people.

While “saving the planet” is a concern, by far and away the main drivers for SimCorp’s action on corporate social responsibility are business related. Employee recruitment and retention issues followed closely by cost management are thus important focus areas. Implementing and preserving sound social responsibility may enhance our attractiveness as an employer – but equally important, it will also improve the company’s efficiency to the benefit of all stakeholders; clients, employees and shareholders alike. As a corporation our role in society is to generate a profit, but there is no obvious conflict between caring for the surroundings and producing strong financial results.

SimCorp does not have a separate CSR policy. This is due to the fact that elements that may be part of a CSR policy are already integrated elements in SimCorp’s reporting, including the company’s Corporate Governance Guidelines, and as such adopted by the Board of Directors. This statement is thus a summary of information related to questions regarding corporate responsibility. To us it is a matter of being a responsible citizen, acting with respect for our surroundings; it is an ingrained part of us – something we have always practised in SimCorp. In fact, this is also reflected in our corporate values. So, when we say that “we are determined, enthusiastic, and perform with integrity – together”, we actually mean it. It is an approach that pervades the entire business.

Our commitment to sustainable development of SimCorp is based on combining financial performance with socially responsible behaviour and environmental awareness.

Overall, in the future we aim at maintaining and enhancing our professional relations with internal and external stakeholders based on mutual respect – for each other and our surroundings.



Peter L. Ravn, CEO

## **2. Organisational profile**

SimCorp is a leading provider of highly specialised software and financial expertise for the financial sector. Established in 1971, the SimCorp Group has 1,111 employees today located at 20 offices on four continents. Our corporate headquarters are in Copenhagen, Denmark, where SimCorp A/S is also listed on the NASDAQ OMX Copenhagen A/S stock exchange.

SimCorp's software product, SimCorp Dimension, is one of the most comprehensive standard systems of its kind on the market. Completely flexible, it comes with add-on services and can be configured to support the client's entire investment management process. By offering a seamless system platform we can help our clients in the investment management industry mitigate risk, reduce cost and enable growth. Our clients include financial institutions, asset managers, insurance companies, pension funds, mutual funds, banks and mortgage lenders, primarily in Europe, North America and Asia Pacific.

### **2.1. Employees**

In our business, we rely on our employees' financial expertise and software skills. Approximately 80% of the SimCorp employees hold an academic degree, most of them within finance, economics, IT or engineering, and we continuously focus on ongoing training and strengthening knowledge sharing.

SimCorp makes a sustained, targeted effort to continue to attract and retain highly qualified employees. These efforts include focused management and measurement of employee performance and development of skills to ensure that competent employees are rewarded and motivated to continuous learning in step with the development of SimCorp's business. Employees throughout the entire organisation thus participate in an employee performance review several times each year to identify and follow up on specific, individual targets related to the company's general targets. This enables individual employees to see and understand their own contribution to the company's performance. It also enables management to monitor target achievements on an ongoing basis and, if required, adjust efforts.

In addition, SimCorp operates a comprehensive training programme, which aims to efficiently translate general knowledge into specialised skills and ensure that all employees update and develop their qualifications on a regular basis. SimCorp considers it important that employees are able to translate their theoretical knowledge into practice in order to fully utilise skills for the benefit of clients and employees alike. An important feature of SimCorp's training programme is the SimCorp Academy certification programme, which is mandatory for all new SimCorp Dimension consultants and developers.

All new employees in SimCorp participate in a two-day introduction course instructed by top management and senior employees. Part of the programme focuses on the SimCorp code of conduct,

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our values and beliefs and how we do business. In addition, all SimCorp policies and procedures are available to all employees on the company's intranet.

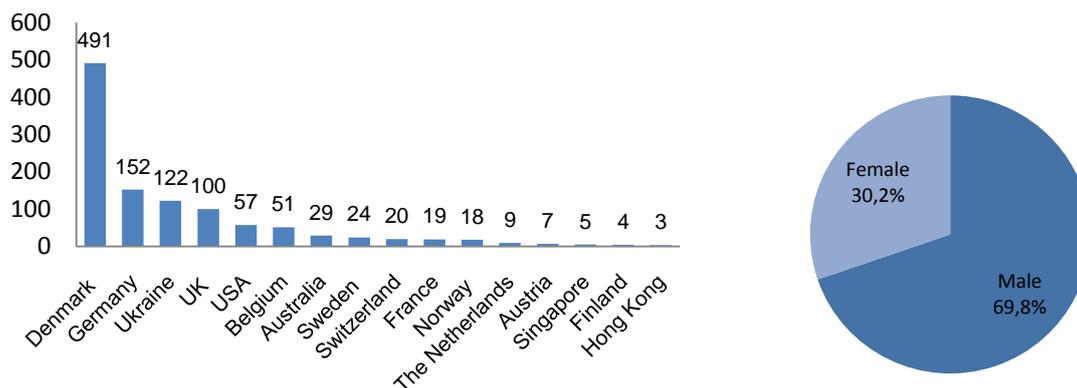
- The organisation's name is SimCorp A/S and it has its headquarters at Weidekampsgade 16, Copenhagen, Denmark. In addition, SimCorp has offices and branches in Amsterdam, Brussels, Frankfurt, Helsinki, Hong Kong, Kiev, London, Los Angeles, Luxembourg, Munich, New York, Oslo, Paris, Singapore, Stockholm, Sydney, Toronto, Vienna and Zurich.
- At 31 December 2010, SimCorp had 1,111 employees. In 2010 the average length of service was approximately five years and the staff turnover rate was 10.9%, while the average age of SimCorp employees was 37.4 years.
- In 2010 SimCorp employees spent more than 10,600 days on training and education
- The total number of lost days (defined as sick days) in 2010 amounted to 7,000 – equalling 2.6% of the total number of work days in the Group. SimCorp has not reported any occupational injuries or occupational diseases in 2010 resulting in any permanent damage.
- At 31 December 2010, SimCorp had approximately 7,300 registered shareholders representing more than 86% of the company's share capital. Around 11% of the company's share capital was held by the company's management and employees. The company held 3.2% of the shares as treasury shares.
- In 2010 SimCorp posted EBIT of EUR 35.2m. The EBIT margin was 19.0%. Profit after tax was EUR 24.4m. SimCorp generated revenue of EUR 185m.

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Charts showing number of employees distributed by country of employment and gender. In SimCorp's opinion the gender distribution in the company reflects broadly the recruitment base within finance and IT in SimCorp's markets



Data per 31 December 2010

### 2.2. Environment

As SimCorp is committed to proper and diligent conduct in everything we do, we also aim to reduce our environmental impact in respect for our surroundings. Among other things, we maintain a steady focus on reducing our energy consumption. Specific measures have been taken, which include:

- Replacing all standard computers with low-energy laptops
- Replacing all IT servers with low-energy servers
- Installing automatic light and heat adjustment at our corporate headquarters to reduce energy use during off-peak hours
- Establishing video equipment at all SimCorp locations to facilitate virtual meetings and hence reduce the need for travel between subsidiaries

Further, we urge all employees to consider not only their on-the-job energy consumption but also their personal discharge.

In 2010 we have implemented monitoring and measuring of electricity consumption data from all subsidiaries with the intention of identifying various ways to further reduce use and spending. Electricity consumption increased by 10% compared to 2009, while the average number of full-time employees grew by 3%. The increase is primarily attributed to SimCorp's headquarters in Den-

mark, because of an increase in computers and because cooling of the building in Weidekampsgade has been installed.

Looking ahead, we will continuously look for ways to further reduce environmental impact.

### **3. Report parameters**

The SimCorp Group's CSR reporting is prepared with a view to the G3 Sustainability Reporting Guidelines, GRI level C. This is the company's second CSR report applicable for the period 1 January 2010 – 31 December 2010 and it covers the entire SimCorp Group. The report is updated annually following the fiscal year. Questions relating to the contents of the report can be directed at [info@simcorp.com](mailto:info@simcorp.com).

There are no comments on previous reports.

The company's Board of Directors has self-assessed this report.

### **4. Governance, Commitments and Engagement**

SimCorp's commitment to sustainable development of our business is based on combining financial performance with socially responsible behaviour and environmental awareness. It is firmly based on the Group's core values and SimCorp's Corporate Governance Guidelines as adopted by SimCorp's Board of Directors.

#### **4.1. Board of Directors**

As provided in the company's articles of association, SimCorp's Board of Directors consists of between three and six members elected by the company's shareholders in addition to members elected by and from SimCorp A/S employees. The Board currently consists of four members elected by the shareholders and two members elected by the employees. All shareholder-elected board members are regarded as independent, whereas the two employee-elected members are not regarded as independent due to their employment with SimCorp. Members of SimCorp's Board of Directors are elected for one year at a time (employee-elected members for four years).

The composition of the Board of Directors ensures its ability to act as an efficient, visionary and result-oriented dialogue partner for SimCorp's Executive Management Board, independent of any special interests, just as it reflects diversity in terms of age and international experience, among other characteristics. It is part of SimCorp's communication policy to pursue an open dialogue with investors and analysts about the company's business and financial performance. In order to ensure that SimCorp stakeholders have equal access to corporate information, news is released to NASDAQ OMX Copenhagen A/S, the media and on SimCorp's website, where users can also subscribe to SimCorp's news service.

#### **4.2. Stakeholder communication**

SimCorp wants to maintain an open and ongoing dialogue with stakeholders. We have defined our primary stakeholders as our clients, our shareholders and our employees. The ongoing dialogue is maintained firstly by keeping an open line of communication at all times, but also through structured means. One of the methods used by SimCorp is the regular client satisfaction survey in which SimCorp gauges the clients' satisfaction with the products and services we provide. Following the survey, ideas for improvement are discussed and implemented – either generally or with specific clients.

Internally, SimCorp prides itself on having an open and straightforward dialogue among its employees – regardless of age and rank. In addition to the less formalised communication, all SimCorp employees world-wide are invited to take part in an annual employee survey. The survey focuses on overall job satisfaction and engagement. In 2010, the survey response rate amounted to 90% and showed considerably satisfaction in all areas, above-average among comparable organisations. Still, as SimCorp has high ambitions for the well-being of its employees, the results highlighted areas for further improvement, especially concerning visibility of career opportunities in SimCorp. Concrete measures have consequently been taken to enhance the transparency of career paths and in particular the specific qualifications required to meet new challenges. Specifically, SimCorp has developed a career finder that will be implemented globally in the organisation. The career finder will allow all employees a complete overview of all career paths in SimCorp and a gap analysis summarising specific, individual areas for training and education.

In addition to the dialogue with the above stakeholders, SimCorp A/S maintains membership of various industry associations, including Dansk Industri (The Confederation of Danish Industry), IT Brancheforeningen (the IT trade organisation) and Center for Ledelse (Danish Centre for Leadership) but SimCorp as a company does not engage in any political or societal relations, nor does it support any political party.

#### **4.3. Whistleblower policy**

SimCorp has established a whistleblower system as a means of increasing our focus on transparency. The whistleblower system allows employees, management and members of the Board of Directors of SimCorp who believe they have become aware of actions or omissions that could damage SimCorp whether financially, reputationally or in some other way to pass on this information to a whistleblower e-mail account.

The Board of Directors has appointed a representative of SimCorp, who possesses the professional qualifications and integrity in order to provide for a credible and reasonably independent administration of the whistleblower policy, to act as gatekeeper in respect of the whistleblower account.

Any information received via the whistleblower system and which by the gatekeeper is not considered clearly un-founded will be passed on to the CEO and the Chairman of the Board of Directors

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who will then consider the appropriate measures. Reports and questions that are received via the whistleblower system are treated confidentially.

### 4.4. The SimCorp Organisation

SimCorp's Executive Management Board is responsible for the day-to-day management of the company and currently consists of three members. The Executive Management Board reports to the Board of Directors, which is elected directly by the SimCorp shareholders at the Annual General Meeting. Two members of the Board of Directors are elected for a four-year-period by and among SimCorp's employees in Denmark.

#### Board of Directors

Jesper Brandgaard (chairman), Carl Christian Ægidius (deputy chairman),  
Susan Hakki-Haroun, Hervé Couturier,  
Jacob Goltermann (employee-elected), Raymond John (employee-elected)

#### Executive Management Board

CEO Peter L. Ravn, CTO Georg Hetrodt, COO Torben B. Munch

SimCorp management structure as at 31 December 2010

SimCorp is headquartered in Denmark and has subsidiaries throughout the world:

#### SimCorp A/S



The SimCorp organisation as at 31 December 2010

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In addition to this document, we refer to SimCorp's Annual Report 2010 [www.simcorp.com/Home/Publications/Financialreports.aspx](http://www.simcorp.com/Home/Publications/Financialreports.aspx) and SimCorp's Corporate Governance Guidelines <http://www.simcorp.com/Corporategovernance>.

## 5. Overview

This report is made with an eye to the Global Reporting Initiative's sustainability reporting guidelines, level C. Below is an overview of the elements and where to find them. Additional information about SimCorp and our business may also be found on the company's website, [www.simcorp.com](http://www.simcorp.com).

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	<b>Environmental</b>	
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LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	5
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