

Diversity Activity Plan

2013

August 2013

Diversity Activities 2013

As stated in SimCorp's Diversity Policy, it is our intention to increase the proportion of women in the group of managers who are part of the Total Management Team (TMT) at SimCorp and have staff responsibility so that it reflects the proportion of female employees in the SimCorp group.

To ensure that the proportion of women at the TMT level is increased, SimCorp will conduct a range of diversity activities in the years to come.

For 2013, the agreed diversity activities are:

- Awareness activities – articles about diversity in SimNews, debate on SimLink etc.
- Set up a diversity workshop for managers with a focus on the benefits of a diverse work environment.
- Review of our current Recruitment Policy and train our managers in unbiased interview techniques.

All of the activities will be introduced as global activities, with a local focus in terms of individual adoption activities that take into consideration what makes sense based on market conditions, legal requirements, client representation and other relevant factors.

Going forward, SimCorp will also consider adding focus groups and mentoring to the list of diversity activities.

We will continually review the activity level and decide whether or not, we have the right activities in place in order to increase the proportion of women at the TMT management levels.