

Diversity Action Plan

2014

16 February 2015

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Diversity activities 2014

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 management level is increased, SimCorp will conduct a range of diversity activities in the years to come.

In 2014 SimCorp had 23.5% women at management level while the proportion of female employees in the SimCorp group was 31.7%.

Activities conducted in 2014 to increase the portion of women in leadership:

- Diversity Awareness Training for (135) managers with a focus on the benefits of a diverse work environment
- Interviews with potential female leaders to gain insight about pros/cons becoming a manager in SimCorp
- Focus groups with employees and managers to gain insight into the gender topic
- Articles on SimCorp's intranet about diversity and debate on SimCorp's intranet about the topic
- Review of our present recruiting policies to ensure no formal discrimination on gender

Activities planned for 2015 include:

- Awareness activities for employees about diversity in general
- Mentoring program for potential female leaders to increase the number of women at TMT level
- Evaluate the recruiting processes and ensure we do not discriminate on gender in the way we treat candidates through the whole recruiting process.

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.

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 management levels.