

Diversity Action Plan

2016

24 February 2017

Diversity activities 2016

As stated in SimCorp's Diversity Policy, it is our objective to increase the proportion of women at management level in SimCorp, so that it reflects the total proportion of female employees in the SimCorp Group.

To meet this objective, SimCorp will conduct a range of diversity-related activities in the years to come.

Activities and results in 2016

In 2016, the female representation at management level in SimCorp has increased to 27.9% compared to 25.8% in 2015, while the total proportion of women in the SimCorp Group has increased to 31.3% from 30.5% in the same period.

Activities conducted in 2016 to increase the proportion of women in managerial positions have focused on maturing a female mentoring program in 2015. The program is targeted at female employees with manager potential. Nine female employees were selected for participation in the program and they were all assigned a mentor from SimCorp's Global Management Committee. One of the participants in the program already stepped into a managerial position in 2015, and two more participants have become managers in 2016.

The aim of the program is to support the building of a pipeline of potential female leaders, which over time will help increase the number of women at management level in SimCorp. The program has received positive feedback, and we will further develop the program in 2017 with a number of mentoring programs.

Regarding gender diversity on the Board of Directors, the company has set as a target to have at least two directors of the underrepresented gender elected by the general meeting to the Board of Directors by 2018.

This target will be realized through the recruitment of new Board members. In the most recent recruitment process, candidates of both genders were represented, and Mr. Adam Warby was assessed to be the strongest candidate in terms of matching the business challenges SimCorp is currently facing. Consequently, as of the Annual General Meeting 2017, it is still the case that one of the six directors elected by the general meeting is of the underrepresented gender, which means that SimCorp has not yet reached the target figure.

Diversity activities 2017

Activities planned for 2017 include:

- A global mentoring program for a selected group of employees with the potential to take on a managerial position
- A global diversity discussion network will be set up with the aim to generate activities that will support diversity in SimCorp

The diversity activities planned for 2017 will be executed on a global scale and supported by local adoption activities, taking into consideration local market conditions, legal requirements, and client representation.

The activity level and content will be reviewed and monitored on a continuous basis, in order to ensure that we have the right activities in place at the right time to increase the proportion of women at management levels.