

Diversity Action Plan

for SimCorp 2017

20 February 2018

Report on the underrepresented gender, cf. Section 99 b of the Danish Financial Statements Act for the financial year 2017.

This document – Diversity Action Plan for SimCorp 2017 – is an integral part of the management report in the SimCorp Annual Report 2017.

Diversity activities 2017

As stated in SimCorp's Diversity and Inclusion Policy: "We strive to create a diverse and inclusive workplace that welcomes people of all views and backgrounds, and offers equal opportunities regardless of race, gender, religion, national origin, physical ability, marital status, or sexual orientation. We believe that we are stronger when we reflect the diversity in the world around us, making us more dynamic, more innovative and more successful in the marketplace."

To meet these objectives, SimCorp has and will conduct a range of diversity-related activities in the years to come.

Activities and results in 2017

- a. Report on gender diversity at management level and Board level in accordance with Section 99 b of the Danish Financial Statements Act

Management level:

Regarding gender diversity, it is our objective to develop female talent within the business and 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.

In 2017, the female representation at management level in SimCorp has increased to 29.1% compared to 27.9% in 2016, while the total proportion of women in the SimCorp Group has increased to 33.2% from 31.3% in the same period.

Activities conducted in 2017 to increase the proportion of women in managerial positions have focused on maturing and professionalizing a female mentoring program initiated in 2015. An award-winning UK Consultancy has been engaged to support and grow the process and scope of mentoring at SimCorp and to ensure high quality and impact. The program is targeted at supporting female employees with manager potential as well as growing and broadening the experience of female managers in the role through mentoring. 11 female employees were selected for participation in the program in 2017 and they were all assigned a mentor from SimCorp's management group. One of the participants in the program's first year already stepped into a managerial position in 2015, two participants became managers in 2016, and the participants in the program are strong candidates for any first line managerial positions that will be vacant in 2018.

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 have further developed the program in 2017 with a differentiated matching of mentor and mentee in terms of management levels to ensure a relevant dialogue. However, it should be noted that the goal is not that all participants should step into managerial roles but that all participants are supported in their roles through mentoring.

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Board level:

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

In 2017, the target was not reached as the recruitment process, which had both genders represented, resulted in the election of Mr. Adam Warby, who was assessed to be the strongest candidate in terms of matching the business challenges SimCorp is currently facing.

In 2018, the target will also be sought to be realized through the recruitment of new Board members. The recent recruitment process has had candidates of both genders represented, and to replace Patricia McDonald, who has decided not to seek re-election, Joan Binstock, until recently CFO and COO at Lord, Abnett & Co. LLC, will be nominated for election by the Annual General Meeting 2018 as ordinary Board member. Further, if a proposal to the annual general meeting to expand the Board to consist of four to eight members, instead of the current three to six members, Morten Hübbe, currently Group CEO at Tryg, will be proposed for election at an extraordinary general meeting in April, as he was assessed to be the strongest candidate for the second member proposed for election in terms of bringing executive management experience and hence know-how of working with key market players like investors and regulators. Consequently, as of the Annual General Meeting 2018 and the extraordinary general meeting, it will be the case that one of the seven directors elected by the general meeting is of the underrepresented gender, which means that SimCorp has not reached the target figure.

b. Recruitment process for SimCorp employees

A systematic process has been set in place to

- ensure that SimCorp's job adverts appeal to both genders and promote our Diversity and Inclusion Policy (see top of this document).
- ensure that all applicants and candidates are treated equally and in accordance with our Diversity and Inclusion Policy during the screening and interview process by educating all hiring managers.

c. Senior Policy

To acknowledge the value brought to us by our more experienced workforce and ensure that we retain these colleagues, we have, as part of our Diversity and Inclusion Policy, released a global Senior Policy. The purpose of this Senior Policy is to ensure that our seniors¹ can remain part of our workforce. We wish to provide a workplace where seniors can continue to develop their skills and

¹ For the purposes of this policy, "senior" is used as an overall term for SimCorp employees from the age of 60.

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contribute with their considerable experience - for example by acting as mentors to younger colleagues.

We provide a workplace where seniors can influence their work and cater for their individual needs on an individual basis. This could be a need to reduce their workload, a care responsibility towards parents, spouse or grandchildren, or just a wish to have more freedom or flexibility in their work life. With this Senior Policy, we aim to make it possible for seniors to maintain a balance between these needs and working for SimCorp.

d. Diversity Sounding Board

It has been decided to launch a global Diversity Sounding Board in 2018. The goal of the Board, which is sponsored by a member of SimCorp Group Management Team, is to influence the future direction of SimCorp's diversity focus through concrete action and by testing new ideas.

e. Employee Engagement Survey

To get an employee perspective on how diversity is handled in SimCorp, the employee engagement survey performed in 2017 was expanded to include questions related to diversity in specific and inclusion in general. The results showed that employees feel that SimCorp fosters an environment where diversity is celebrated, equal opportunity exists, and high levels of trust are maintained.

Diversity activities 2018

The diversity activities carried out or initiated at Headquarters in 2017 will be continued in 2018 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 follow and promote our Diversity and Inclusion Policy.