

# **DIVERSITY AND INCLUSION POLICY**

# DIVERSITY AND INCLUSION POLICY

## 1. POLICY AND PURPOSE

At SimCorp, 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 market place.

## 2. FOCUS

At SimCorp, we recognize that diversity means understanding how people's differences and similarities can be mobilized for the benefit of the individual, the company, and our clients.

We want to be an inclusive workplace and will act on our goal of balance by focusing on employee groups that are currently underrepresented in the company. Today, SimCorp has underrepresentation of some groups in our workforce. To initiate our journey towards making this more equal, we have decided to put our initial focus on balancing gender representation.

The work on diversity at SimCorp will be ongoing, and even though we will focus our effort on gender diversity to begin with, it is our aim to ensure that SimCorp is an inclusive workplace for all employees.

## 3. GENDER DIVERSITY – CURRENT PROPORTIONS

The right level of gender proportion must be based on local market conditions in terms of gender proportion in the industry, legal requirements, client representation, candidate pools, and other relevant factors.

When working with gender diversity at SimCorp, we want to focus on the Board of Directors as well as all managers who are part of the total management team at SimCorp.

### 3.1. Board of Directors

The gender proportion on the Board of Directors (AGM-elected) is currently 14% women and 86% men.

### 3.2. SimCorp Management

In SimCorp's Group Management Committee, one out of ten members is a woman, i.e. the gender proportion is currently 10% women and 90% men.

The gender proportion at the other management levels is currently 31% women and 69% men compared with an overall SimCorp staff composition of 33% women and 67% men.

## 4. GENDER DIVERSITY – INTENTIONS

Based on our current gender-proportion and market conditions we have decided to work with the following intentions for gender diversity in the Board of Directors and at other management levels.

### 4.1. Board of Directors

The target figure for the proportion of directors of the underrepresented gender elected by the general meeting to the Board of Directors under section 139a(1) of the Danish Companies Act (Selskabsloven) shall be at least two shareholder-elected Board members. The Board of Directors believes the target is ambitious while at the same time realistic. The target will be realized through the recruitment of new Board members.

### 4.2. Other management levels

SimCorp intends to increase the proportion of women at other management levels so that it reflects comparable companies and general market conditions. It intends to create a broader basis for hiring and retaining talents in which both genders have equal opportunity.

SimCorp has decided to set the target figure for the proportion of women at other management levels to reflect the proportion of female employees in the SimCorp group.

## 5. DIVERSITY REPORT

SimCorp will assess progress in the gender diversity area once a year and will ensure actual progress by implementing a range of diversity activities specified in our annual Diversity Report

The 2018 Diversity Report can be found here:

<http://www.simcorp.com/en/about/investor/-corporate-governance>

## 6. REPORTING

According to section 99b(2) of the Danish Financial Statements Act, SimCorp has a duty to account for the Diversity and Inclusion Policy in our annual reporting.

All managers must therefore regularly and at least once a year inform the HR Business Partner/Manager of the initiatives taken in the preceding year to comply with the Diversity and Inclusion Policy, and of the outcome of those initiatives.

## ABOUT SIMCORP

SimCorp provides integrated, best-in-class investment management solutions to the world's leading asset managers, fund managers, asset servicers, pension and insurance funds, wealth managers and sovereign wealth funds. Regardless of how you deploy it, SimCorp's core solution, SimCorp Dimension<sup>®</sup>, and its life-cycle services support the entire investment value chain and range of instruments, all based on a market-leading IBOR. SimCorp invests around 20% of its annual revenue in R&D, helping clients develop their business and stay ahead of ever-changing industry demands. Listed on Nasdaq Copenhagen, SimCorp is a global company, regionally covering all of Europe, North America, and Asia Pacific.

For more information, please visit [www.simcorp.com](http://www.simcorp.com)

## ONE SYSTEM FOR A COMPLEX WORLD



### LEGAL NOTICE

The contents of this publication are for general information and illustrative purposes only and are used at the reader's own risk. SimCorp uses all reasonable endeavors to ensure the accuracy of the information. However, SimCorp does not guarantee or warrant the accuracy, completeness, factual correctness, or reliability of any information in this publication and does not accept liability for errors, omissions, inaccuracies, or typographical errors. The views and opinions expressed in this publication are not necessarily those of SimCorp.  
© 2019 SimCorp A/S. All rights reserved. Without limiting rights under copyright, no part of this

document may be reproduced, stored in, or introduced into a retrieval system, or transmitted in any form, by any means (electronic, mechanical, photocopying, recording, or otherwise), or for any purpose without the express written permission of SimCorp A/S. SimCorp, the SimCorp logo, SimCorp Dimension, and SimCorp Services are either registered trademarks or trademarks of SimCorp A/S in Denmark and/or other countries. Refer to [www.simcorp.com/trademarks](http://www.simcorp.com/trademarks) for a full list of SimCorp A/S trademarks. Other trademarks referred to in this document are the property of their respective owners.