

Diversity Action Plan

2015

22 February 2016

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Diversity activities 2015

As stated in SimCorp's Diversity Policy, it is our objective to increase the proportion of women in SimCorp's Total Management Team (TMT), 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 2015

In 2015, the female representation at management level in SimCorp has increased to 25.8% compared to 23.5% in 2014, while the total proportion of women in the SimCorp Group has decreased to 30.5% from 31.7% in the same period.

Activities conducted in 2015 to increase the proportion of women in managerial positions have focused on piloting a female mentoring program. The program ran over six months and was targeted at female employees with manager potential. Nine females 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 has already stepped into a managerial position.

The aim of the program was to support the building of a pipeline of potential female leaders, which over time will help increase the number of women at TMT level in SimCorp. The program has received positive feedback, and we will run a similar program in 2016.

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.

As of the Annual General Meeting 2015, SimCorp has not yet reached the target figure.

Activities in 2016

Activities planned for 2016 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 2016 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.