



Sustainability Report 2022

SimCorp A/S
Weidekampsgade 16
2300 Copenhagen S
Denmark

Company reg. no: 15505281
simcorp.com

Acting responsibly is part of our DNA at SimCorp, as a company, as an employer, and as individual employees. Because everything counts.

About the report

This edition of SimCorp's annual Sustainability Report covers our material environmental, social, and governance (ESG) impact areas, activities, and achievements in 2022, our near-term roadmap, and our longer-term ambitions.

Our report is structured around the term 'ESG', as it resonates well with our key stakeholders and aligns with how we measure and report on progress and performance. However, we continue to use the terms sustainability and ESG interchangeably.

We are guided by best-practice reporting principles and our standing commitment to provide transparent stakeholder communication. This report also represents our 2022 statutory statement on social responsibility, the underrepresented gender and diversity in accordance with sections 99a, b, and 107d of the Danish Financial Statements Act, and our report on the EU Taxonomy.

Previous years' reports are also available online. Please visit simcorp.com/en/who-we-are/sustainability

Contents

4 — 12 Introduction

- 5 SimCorp at a glance
- 6 Building the foundation for tomorrow
- 8 Sustainability strategy and governance
- 11 Double materiality assessment

13 — 29 Our progress

Environment

- 14 Climate change
- 16 Acting responsibly

Social

- 17 Diversity, equity, and inclusion
- 20 Our people
- 22 Human rights and labor rights

Governance

- 23 Business conduct
- 24 Case: Integrating sustainability in the client-vendor relationship between Swedbank Robur and SimCorp
- 26 Data privacy and security
- 27 Responsible product innovation
- 28 Case: Sava Re meets growing regulatory demands with SimCorp's ESG investing solution

30 — 41 Factbook

- 31 Environmental, Social, and Governance (ESG) data
- 35 EU Taxonomy
- 37 Task Force on Climate-Related Financial Disclosures (TCFD) index
- 38 Sustainability Accounting Standards Board (SASB) index
- 41 ESG ratings and memberships



Remuneration Report including
ESG targets for executive management

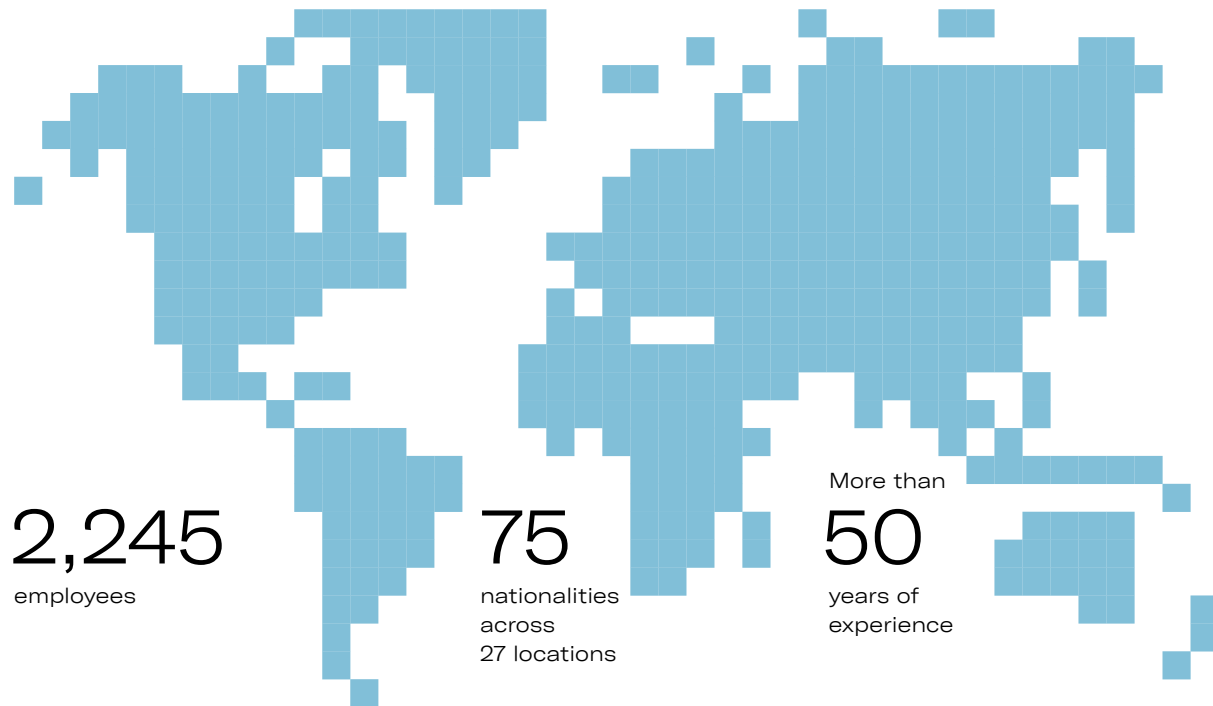


Introduction

- 5 SimCorp at a glance
- 6 Building the foundation for tomorrow
- 8 Sustainability strategy and governance
- 11 Double materiality assessment

SimCorp at a glance

SimCorp offers an industry-leading front-to-back investment management platform and ecosystem comprising partners, services and third-party connectivity. Be it on our software as a service (SaaS) platform or as an on-premise solution, we offer clients the operating efficiency and flexibility they need to succeed in an increasingly complex world.



AAA
MSCI's ESG rating of SimCorp (2021: AA)

51%
Decrease in carbon emissions from business travel (baseline: 2019)

Zero
Client data breaches (2021: 0)

88%
Increase in number of ESG solution clients (baseline: 2021)

Building the foundation for tomorrow

To progress on our sustainability journey, in 2022, we took important steps to strengthen our data and knowledge, increase transparency, and – ultimately – achieve bigger impact. Our sustainability agenda aligns with our business strategy, as we gradually integrate our sustainability efforts across business processes and operations, product innovation, client services, and engagement with our people and stakeholders.

Sustainability ambitions align with business strategy

Key strategic objectives linked to our company's SaaS transformation are also supporting our commitment to reduce the carbon footprint of our offerings.

Firstly, our goal to increase the share of revenue from cloud-based services requires that we migrate the operation of our offerings from on-premise data centers to our SaaS platform hosted on Microsoft Azure. As Azure ensures higher energy efficiency compared with on-premise data centers and runs mainly on renewable energy, the



“A strong integration of sustainability across our business, client services, people, and culture is at the core of our agenda. To ensure sustainable impact, we constantly improve our data, track progress, increase transparency, and engage with our stakeholders.”

Christian Kromann

SimCorp's Sustainability Committee

1. Mette Trier, Head of Sustainability
2. Christian Kromann, Chief Executive Officer
3. Johan Rosengreen Kringel, Chief of Staff
4. Marc Schröter, Chief Product Officer
5. Michael Bjergby, Chief Financial Officer
6. Marlene Nyholm Voss, Chief People and Culture Officer

migration can drive more than 70% lower carbon emissions.¹ Secondly, our goal to reduce our cloud service delivery costs will require us to optimize infrastructure requirements and usage, further reducing the carbon footprint of using our services.

Sustainable software development

Our 50 years of software development experience is underpinned by a continuous focus on optimization. From architecture to deployment and code to security, costs, and performance, we now also add CO₂ optimization to the list. Our exploration of sustainable software engineering initiatives aligns with client demands for energy-efficient services and delivery, and ultimately supports their sustainability ambitions.

ESG investing solutions

In 2021, we launched our ESG investing solutions to help our clients reach their ESG objectives, and thereby support the industry in its transition to sustainable finance. Due to high traction among our clients, we increased the number of clients acquiring our ESG solutions by 88% from 26 in 2021 to 49 in 2022. We now have a large ESG investing client community, which acts as a sounding board and enables us to evolve our offerings based on knowledge sharing and best practices. Based on rigorous methodologies and maximum transparency, our solutions contribute to the trustworthiness and legitimacy of ESG investing in the industry.

A people business united and guided by a strong culture

Our ability to attract the right talent, offer growth opportunities, and ensure the well-being of our people is crucial to our company’s sustainability. As such, it remains a key priority for us to create an engaging and meaningful

environment, and to ensure that everyone feels included and can continue to grow. Our people are our foundation, and our shared cultural strengths unite and guide us in our daily business operations - as people and professionals.

For more than 15 years, we have been present in Ukraine. The country and its people remain an integrated part of our company history, and our more than 240 Ukrainian colleagues have been instrumental to our progress and success over the years. We were shocked and saddened to witness the Russian invasion in February 2022. Our focus continues to be to ensure the safety and well-being of our colleagues and their families, offering them help and support that included relocation away from the conflict zones or outside of the country. This strong wish to help has been mirrored by an amazing number of employees across all regions, who have volunteered to offer donations, practical help, and mental support.

Commitments and stakeholder expectations united

In 2022, we conducted our first double materiality assessment, which identifies the ESG topics where our business has material social and environmental impact, and the ESG topics which may have material financial impact on SimCorp’s future performance. The outcome has confirmed that our people, responsible product innovation, data privacy and security, and strong governance are key impact areas. Based on the outcome, we have updated our commitments and related goals and activities to ensure progress in addressing our ESG impact areas. Furthermore, we have integrated a set of sustainability priorities into our company scorecard, executive bonus schemes, and a sustainability-linked loan agreement.

Better data drives better decisions for the future

In our continued support for the UN Global Compact, we recognize the importance of documenting our commitment to these principles throughout our report. This year, we have added the Sustainability Accounting Standards Board (SASB) industry-specific standards for the Software and IT services sector, the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), and the EU Taxonomy to our disclosures. A key focus area in 2023 will be to prepare for the coming EU Corporate Sustainability Reporting Directive (CSRD).

In the short term, the goal is to leverage better ESG data to turn our strategic priorities into KPIs. In the longer-term, the ambition is to establish a sustainability strategy that builds on SimCorp’s position as a business partner to the world’s leading asset managers and asset owners, an employer of highly talented employees, and a leader in a powerful fintech ecosystem. CSRD is much more than a compliance exercise – it will give businesses the foundation for future strategy work, drive engagement and awareness internally, and increase transparency for investors and other stakeholders. Going forward, this foundation will help us on our journey to create sustainable impact – because everything counts.



Christian Kromann
Chief Executive Officer

¹ The carbon benefits of cloud computing’, Microsoft 2018. www.microsoft.com/en-us/download/details.aspx?id=56950



Sustainability strategy and governance








We regularly assess impacts, risks, and opportunities across ESG factors, making any necessary adjustments to our sustainability roadmap. Reflecting growing expectations from clients, investors, employees, and society alike, sustainability is core to our company purpose: 'Enabling a prosperous life in a liveable world'.

Reviewing and updating our commitments

Our core commitments represent the areas where we can have the most impact. They are aligned with our business strategy and reflect the nature of our company. For each of the commitments, we have set goals that guide our activities. As external expectations evolve, and as environmental and social issues change, we recognize that our priorities will also evolve, just as our target-setting and reporting continuously mature.

As part of our 2022 strategy review, we have conducted our first double materiality assessment (pages. 11-12). Based on the result, we have added "ensure responsible business conduct" to the sustainability focus areas defined in 2020, providing an updated list of strategic commitments.

Our strategic commitments

	 Environment	 Social	 Governance
Commitments	Reduce our carbon footprint Help reduce our clients' carbon footprint	Create a workplace that offers meaning and growth opportunities Foster diversity, equity and inclusion	Provide leading ESG investing solutions Ensure responsible business conduct
Material ESG area	Climate change Responsible product innovation	Talent attraction, retention and development Employee well-being and engagement Diversity, equity and Inclusion	Governance, risk management and internal control Business conduct Data privacy & security Responsible product innovation
Goals and activities	Hosting of more than 5 additional existing and more than 10 new clients on Azure in 2023 Establish Green Software Engineering practices Reduce emissions from SimCorp's operated on-premise data centers Take a circular approach to IT hardware use	Employee engagement score: >8 (2025) Women as share of Executive Committee: 25% (2025) Women as share of people leaders: 36% (2025)	Mandatory annual employee awareness training on business ethics Mandatory annual employee awareness training on IT & Data security Client data breaches: 0
SDGs		 	

Sustainability is an integral part of our business model

SimCorp’s sustainability priorities align with our business model, which directly supports our sustainability-related activities and ambitions.



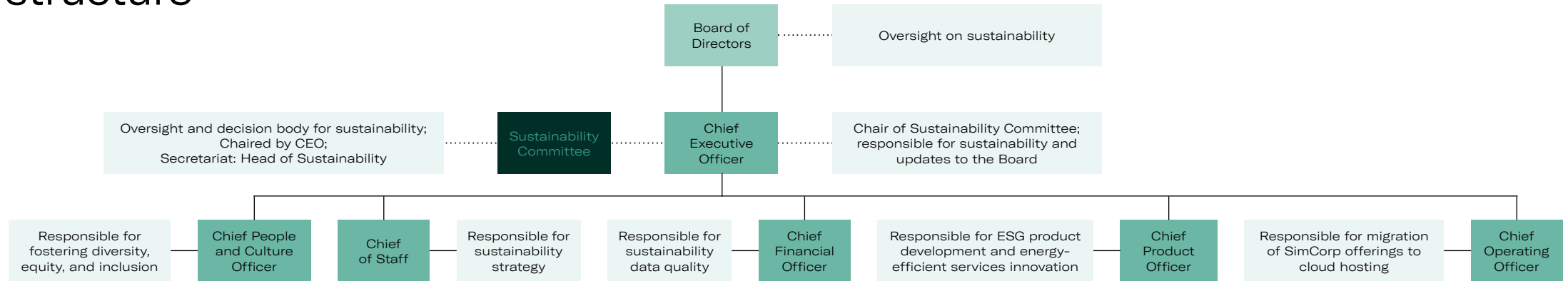
SimCorp's SaaS platform offers energy-efficient services that drive carbon emission reductions
 SimCorp’s transformation to a SaaS company has substantial carbon emission reduction benefits, as the cloud acts as a lever in our pursuit to decarbonize our operations and services, and the services run on mainly renewable energy in Azure. Our continued growth in Annual Recurring Revenue demonstrates our commitment to this strategy as it reflects the constant increase in the share of clients using our cloud-hosted services.

Integrated data and workflows underpin our ESG offering
 Enabling ESG investing to support the transition to sustainable finance is a core aim of SimCorp’s strategy. Our sustainability-related solutions, created in partnership with clients, enable asset managers to bring in any type of ESG data to their platform, create tailor-made ESG KPIs, leverage best-practice regulatory solutions, and integrate ESG investments across their entire investment management value chain.

A diverse, equitable, and inclusive workplace that offers meaning and growth opportunities
 Our people are the foundation of everything we do. We commit to create a diverse and inclusive culture at SimCorp with equal opportunities for all. This is the right thing to do, and it is good for our people and our business, as it enables teams and individuals to be innovative, creative, and grow.

Responsible business conduct governs our service offerings, processes, and stakeholder relations
 Responsible business conduct is a precondition for the sustainability of our business model. Our service offerings, processes, and stakeholder relations are governed by our policies and codes of conduct.

Our governance structure



Roles and responsibilities

Our Board of Directors (BoD) is responsible for the overall long-term success of SimCorp and for setting the company’s values and strategic direction, including on sustainability.

Our Sustainability Committee supports the Board on its oversight of sustainability, including climate and environmental impacts, risks, and opportunities connected to SimCorp’s business model and strategy. The Committee is chaired by SimCorp’s Chief Executive Officer (CEO), who has the ultimate responsibility for the organization’s sustainability agenda. The Committee meets on a quarterly basis to discuss recurring topics related to strategy, risk management, achievements, regulation, and reporting, as well as to take decisions related to the corporate sustainability agenda.

Our Head of Sustainability is a member of the Sustainability Committee and acts as the Committee liaison to senior management on sustainability issues. The sustainability team works closely with our other corporate functions such as finance, HR, legal, facility management, procurement, and IT to embed sustainability considerations across the entire organization and drive ESG progress.

Climate risk management

SimCorp’s Audit and Risk Committee has oversight of the organization’s Enterprise Risk Management (ERM) process to provide oversight of the company’s overall risk framework, ensuring that principal risks are being appropriately assessed.

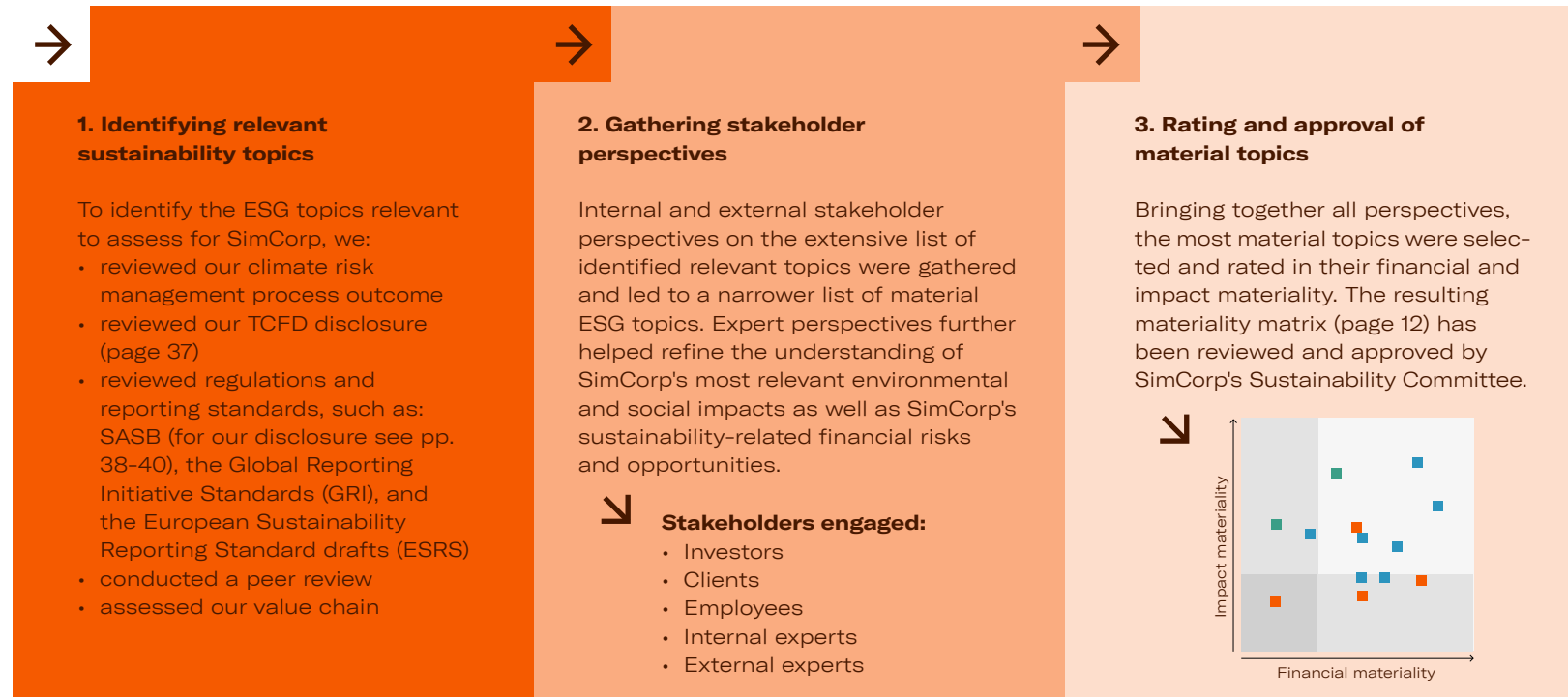
In 2022, we assessed SimCorp’s climate-related risks for the first time as part of our ERM process. Our reporting on climate-related risks and opportunities is guided by the

TCFD framework. For an overview of SimCorp’s TCFD disclosure, please see our TCFD Index on page 37.



Double materiality assessment

Our approach to double materiality



The 'double materiality' concept

The 'double materiality' concept acknowledges the fact that risks and opportunities can be material from both a financial and a non-financial perspective. It allows organizations to understand both their impacts on people, society, and the environment, and at the same time how such sustainability areas may affect the organization's future performance and position.

Double materiality at SimCorp

Today, working actively and strategically with all aspects of corporate risks and responsibility is a baseline requirement from our clients, investors, employees, regulators, society, and other stakeholders, whose expectations are increasingly converging.

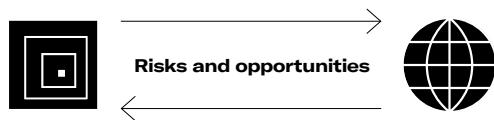
To meet these requirements and expectations, we decided to take a full ESG approach to our current sustainability agenda and conducted our first double materiality assessment in 2022.

Understanding the expectations of our stakeholders plays a crucial role in our success, and hence we are incorporating the results of the double materiality assessment as key input into our sustainability commitments and activities.

Topics with a high impact and financial materiality are addressed through ongoing initiatives, including setting of performance targets, transparent disclosures, and stakeholder engagement. For instance, to address the high impact of governance issues, we have included our first SASB disclosure in the Sustainability Report 2022. However, all the identified issues of our materiality assessment are continuously reassessed and topics with low impact and low importance to financial materiality are monitored to capture any changes in their relevance to SimCorp.

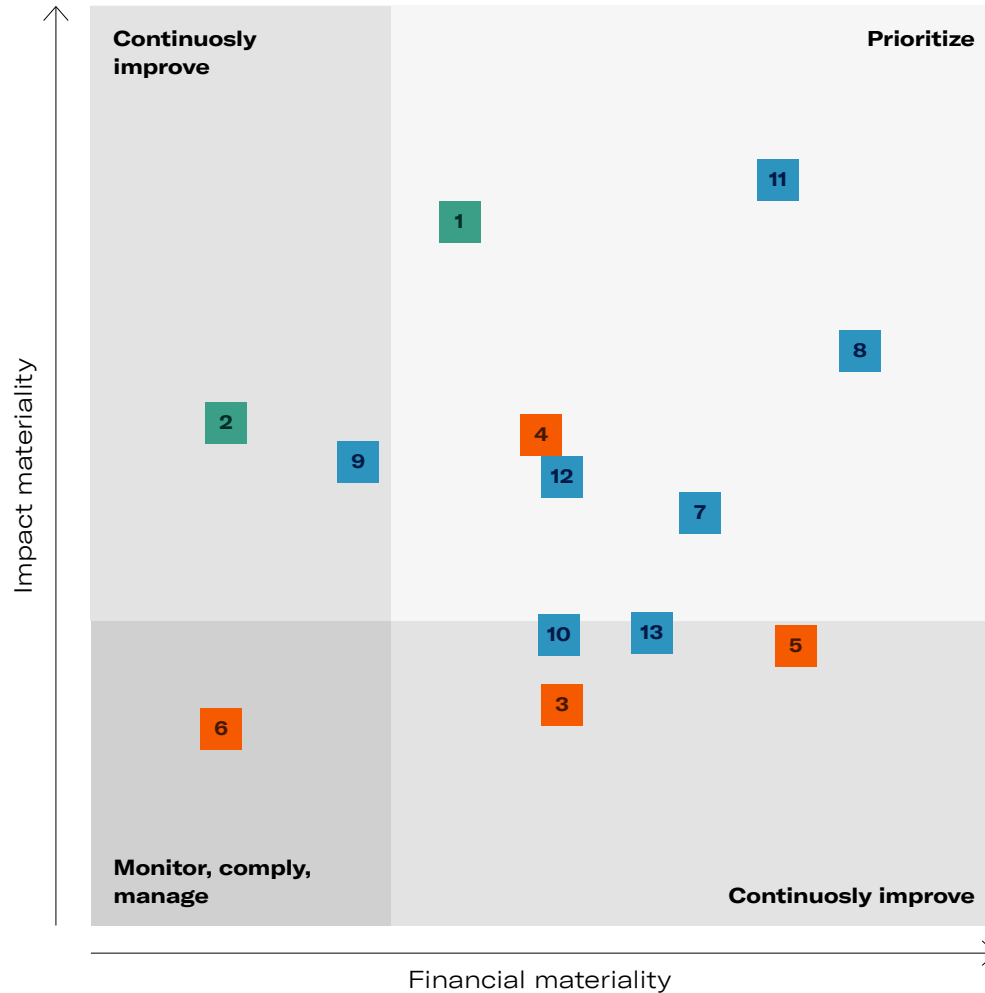
All topics shown on the right hand side have been identified as material for SimCorp, while other ESG topics fell below defined thresholds of materiality.

Impact materiality: Impact of company on environmental, people, and societal issues



Financial materiality: Impact of ESG topics on the company's financial performance and business value

Double materiality matrix



Material ESG topics

- **Environmental**
 1. Climate change
 2. Resource use and circular economy
- **Social**
 3. Employee well-being and engagement
 4. Diversity, equity, and inclusion
 5. Talent attraction, retention, and development
 6. Human rights
- **Governance**
 7. Governance, risk management, and internal control
 8. Responsible product innovation
 9. Responsible supply chain
 10. Client relations
 11. Data privacy and security
 12. Business conduct
 13. Managing technology disruptions



Our progress

Environment

- 14 Climate change
- 16 Acting responsibly

Social

- 17 Diversity, equity, and inclusion
- 20 Our people
- 22 Human rights and labor rights

Governance

- 23 Business conduct
- 26 Data privacy and security
- 27 Responsible product innovation

Environment

Climate change

Decarbonizing our offerings and operations

There is an urgent need to mitigate climate change to protect the planet and people. As greenhouse gas emissions constitute our most material environmental impact, we commit to decarbonize our offerings and operations.

Achievements for 2022:

- Onboarding of five existing and five new clients on energy-efficient hosting on Microsoft Azure
- Scope 2 emissions (market-based) reduced by 10.8%
- Planned phase-out of leased combustion engine vehicles

We commit to:

- Reduce carbon emissions from on-premise data center operations to zero by 2030.¹
- Move operations of more than 5 existing and more than 10 new clients to our SaaS platform in 2023.
- Innovate energy-efficient client services.

1 Due to efforts aimed at optimizing our offerings for energy-efficient Azure hosting, the use of on-premise data centers will be extended from 2025 to 2030, however, at a significantly lower consumption level.

Initiatives planned for 2023:

- Initiate CSRD aligned climate change transition plan
- Expand our Scope 3 accounting to include:
 - use of sold products emissions, i.e. emissions related to clients using our offerings
 - employee commuting emissions
 - all 'purchased goods and services' emissions

Decarbonizing client offerings

We are committed to decarbonizing our offerings, most significantly through our transformation to a SaaS company – essentially, moving our clients' operations of our services from traditional resource-intensive on-premise data centers to more efficient cloud computing powered by mainly renewable electricity (see figure in top right hand corner). We also commit to explore and report on emissions related to using our offerings (Scope 3, emissions from use of sold products), and aim to report baseline data in 2023. We assume that these emissions are significant but declining as a result of our SaaS transformation.

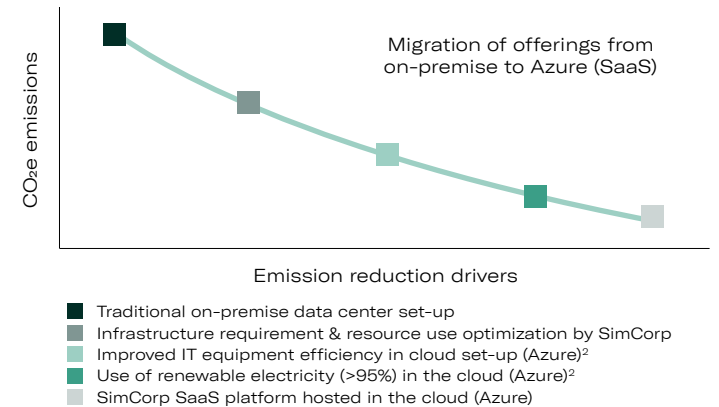
Decarbonizing our operations

To reduce our Scope 1 emissions, we work to phase out use of combustion engine vehicles over the next two years.

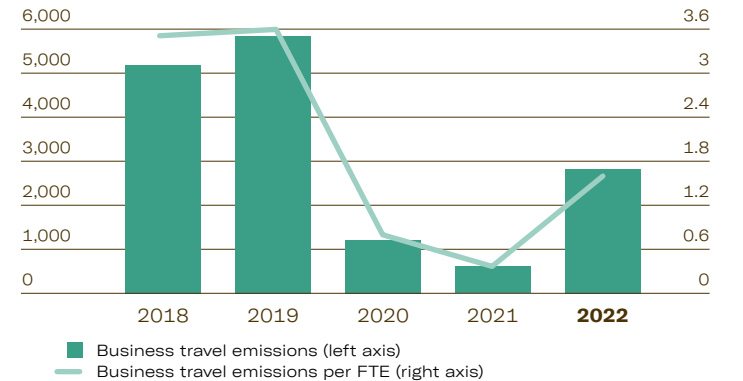
To reduce our Scope 2 emissions, we have procured 100% renewable energy (based on energy attribute certificates) for 40% of our global office space by square meter.

To reduce our Scope 3 emissions, we aim to decrease carbon emissions from business travel per FTE by 50% by 2025 (baseline: 2019), corresponding to 1.7mt (metric tons) of CO₂e (CO₂ equivalents) per FTE. While observing a post-pandemic rise in emissions, we are on track to reach our target (see figure to the right). As train travel has a substantially lower carbon intensity, we continuously work on substituting plane by train travel, when possible.

Reducing emissions related to clients running our services - indicative illustration



Business travel emissions (mtCO₂e)



² 'The carbon benefits of cloud computing', Microsoft 2018. www.microsoft.com/en-us/download/details.aspx?id=56950

Climate risk management and mitigation efforts

As part of our double materiality assessment (see page 11-12), climate change is identified as a material ESG topic for SimCorp. Hence, we have included climate risk in our enterprise risk management (ERM) process (see page 10).

Assessing our climate-related risks and opportunities

Based on the impact of climate change on SimCorp, we have assessed the related risks and opportunities, which will guide our mitigation efforts and sustainability strategy.

We applied time horizons in the assessment of the risks, using the following definitions: short-term (one to five years), medium-term (five to fifteen years), and long-term (more than fifteen years). Based on our current assessment, we do not expect a significant negative impact on our business operations as a direct result of climate change.

Transitional risks

— *Reputational perception (Short-term risk)*

Our key stakeholders expect SimCorp to commit to decarbonization. The impact of being seen as not actively contributing to climate change mitigation could lead to loss of client business, decrease in brand value, and increased difficulty to attract talent. To mitigate the risk, we work to provide our clients with energy-efficient services and help them achieve their sustainability goals, as well as to foster an internal sustainability culture where employees engage in achieving our carbon reduction goals.

— *Technological innovation (Short- to medium-term risk)*

Clients who look for technology-enabled energy-efficient services may shift their business away from SimCorp, if we are not seen to adopt a sustainable approach to our innovation and offerings. In response, we offer

energy-efficient hosting services and adopt technologies like machine learning and new development processes that drive lower carbon emissions.

— *Regulatory compliance (Short-term risk)*

ESG and climate-related risk disclosures are undergoing major global shifts, partly driven by a strong increase in regulatory requirements. Financial penalties and reputational damage may occur if we do not meet regulatory demands. We maintain oversight of the changing global sustainability-related regulatory environment to inform our business strategy and ESG reporting.

Physical risks

— *Acute (Medium- to long-term risk)*

Risks vary by geography, but acute risks may occur due to extreme weather events such as flooding. At least one of our global delivery centers could be exposed to flooding as a result of sea level rise, however, all staff is able to work remotely, preventing any operational disruptions.

— *Chronic (Medium- to long-term risk)*

Long-term shifts in climate patterns may cause chronic risk of heat waves. Extreme heat events may strain our office and data center cooling systems, increase our operational costs for cooling, and affect employee health and productivity. We offer our staff hybrid working arrangements, avoiding any operational disruptions or impact on well-being. Where feasible, we aim to lease energy-efficient office properties thereby reducing energy consumption.

Climate-related opportunities

■ *Energy-efficient offerings*

Executing on our strategy to become a true SaaS company offering energy-efficient hosting on Azure as well as energy-optimized services based on sustainable software engineering will allow us to help existing and prospective clients to better manage their climate risks and achieve stronger sustainability performance. Increased business, financial gain, and branding opportunities may result from leading in this field.

■ *Internal energy management*

We will move all internal operations to more energy-efficient hosting in Azure. We also commit to foster a culture of high environmental awareness and to adopt processes and policies that drive lower carbon emissions. These initiatives both support SimCorp’s environmental performance and support our employer branding by attracting environmentally-aware talent.

Environment

Acting responsibly

Environmental responsibility

We commit to increase internal environmental awareness and to make efforts to run our business operations and processes in a continually more sustainable way. For a full overview of our Scope 1, 2, and 3 emissions, see our environmental data report on page 31.

Green building certification

To demonstrate our commitment to environmental responsibility and to reduce our environmental impact, we aim to lease office space in green certified buildings, wherever feasible. More than 50% of our global office portfolio, by square meter, is leased in office buildings with a sustainable building certification. Updated in 2022, our sustainable office fit-out requirements will help drive further energy optimization for new or renewed lease contracts.

Waste

We implement recycling in our offices where possible and endeavor to incorporate composting and circularity efforts in our operations. We expect our landlords in leased office locations to work with us to responsibly manage waste. Where we are responsible for managing waste disposal or recycling, we contract with certified waste management companies authorized to collect and dispose of our waste.

E-waste

We have implemented measures to reduce our IT-related waste. As standard procedure, we strive to extend the life of our used laptops and mobile devices by upgrading and reassigning devices, making them fit for purpose for employee reuse.

Increasing circularity

Additionally, in 2022, we contracted a service provider to collect our discarded electrical and electronic equipment (EEE), such as laptops and other computer equipment, from our key global offices for remarketing, where the EEE is refurbished and sold to give it a second life. If the EEE cannot be refurbished, the service provider guarantees that the equipment is recycled optimally in terms of raw material extraction or as spare parts in accordance with ISO 14001 standard.

Reducing food waste

Our canteen staff at SimCorp Headquarters has identified the most impactful measures to reduce food waste and carbon emission related to serving breakfast and lunch to our employees. Their analysis clearly documented that knowing the exact number of people to serve and portioning the food instead of serving a buffet can potentially reduce food waste and carbon emissions by around 50%.

Based on these findings, we have made it mandatory to register for lunch at the office and all food is portioned.



Sustainability Policy

All policies and codes of conduct

Social Diversity, equity, and inclusion

Promoting a diverse, equitable, and inclusive workplace

We are committed to make SimCorp a diverse and equitable workplace, because we believe this is how we will be most successful. We also strive to create an inclusive organization where everyone can thrive, be their true self, and feel valued, no matter their social identity.

Our commitment to diversity, equity, and inclusion (DEI) is driven by our values and our recognition of the importance of attracting and retaining talented employees.

Our focus on DEI across all areas and levels of SimCorp is therefore an integral part of our people and sustainability commitments, and we actively work to improve our performance through a wide range of activities. We measure our progress in our annual engagement survey and set corporate scorecard targets for overall engagement and inclusion that are linked to executive bonuses.

Our progress

In 2022, our efforts to increase diversity, equity, and inclusion increased significantly. Building on synergies and the foundation established in 2021, we initiated several new activities and process improvements globally, within our three strategic focus areas.



Building an inclusive culture

Building a common understanding of how to support a culture of inclusion



Boost diverse talent

Focus on how we attract talent with the purpose of fostering more diversity



Women in leadership

Creating a more even distribution of men and women on our management levels

Build an inclusive culture

Multiple activities converge to support the creation of an inclusive culture at SimCorp. All new, full-time employees are introduced to our DEI efforts and policies, and invited to join our DEI journey, during a monthly onboarding session. To track progress on DEI and employee engagement, satisfaction, and well-being, we regularly collect employee feedback on our efforts to maintain a diverse workforce and create an inclusive culture where everyone can contribute. The surveys allow us to actively listen to our employees and enable managers to act locally. In 2022, we included six questions related to inclusiveness, belonging, non-discrimination, feeling valued, and fair opportunities.



Diversity, Equity and
Inclusion Policy

Anti-Harassment and
Anti-Bullying Policy

“At SimCorp, people of all backgrounds are accepted for who they are?”

Inclusiveness score: 8.8 (1-10)

During 2022, our over 2,000 employees were offered to participate in e-learnings to build awareness on topics related to allyship, unconscious bias, race, and inclusion. In addition, current leadership training focuses on supporting inclusive, authentic, and personal leadership, which is especially relevant during times of transformation.

Boost diverse talent

We continue to track, measure, and report on three diversity dimensions that are legal and objective to measure: Internally, these three dimensions make up our “Diversity Dashboard,” which is available to all people leaders to track diversity in their teams. A new framework has been created and will be introduced to enable all leaders to promote diversity, inclusion, and engagement on their teams.



Diversity Dashboard – a best-practice example

A concrete example of a local initiative is how our APAC regional leadership has increased gender diversity by including data from the Diversity Dashboard in monthly

leadership meetings to continually discuss progress and share best practices. After this shift in focus, in 2022, our APAC office saw an increase of 9% in women as share of FTE and an increase of 52% in women as share of people leaders. Based on their success with increasing gender balance, a structured framework has been created to be rolled out globally. Gender composition is already on the agenda at internal business review meetings across all units.

DEI initiatives

SimCorp and our employees support and participate in several global initiatives to boost diverse talent, raise awareness, and continually raise the bar on inclusion.

The DEI Council, which was formed at the end of 2021, consists of global leaders who meet bi-monthly to discuss challenges; share research and best practices; and discuss ways of increasing diversity, equity, and inclusion across all areas of the business.

Furthermore, we currently have four Employee Resource Groups (ERGs) that support diversity, equity, and inclusion:

1. SimWoMen (Global)
2. SCAN: SimCorp Cultural Awareness Network (North America)
3. Warsaw Women’s Network (Poland, new 2022)
4. Flaming Unicorns LGBTQIA+ (Global)

ERG activities include panel debates, internal and external guest speakers, book talks, and other events to promote learning and awareness-raising on topics from mental health to race to gender and beyond.

Embedding DEI in process improvement

We continue to focus on embedding diversity, equity, and inclusion into all our people-related processes including

but not limited to all processes relating to recruitment, compensation, benefits, and promotions.

For talent acquisition, key improvements were the acquisition of a new AI software to scan job descriptions for biased language and a global training on bringing equity and inclusion into the recruitment process.

Women in leadership

We continue our focus on increasing the representation of women across all levels of SimCorp.

Recruitment and retention

During recruitment, we strive for at least 40% of the under-represented gender for shortlisted and hired candidates, which is aligned with our 2030 gender balance target and the Danish Confederation of Industries’ Diversity Pledge. We always seek to hire, develop, and promote the most qualified candidates, and our attention to women means expanding our talent pool.

Bloomberg Gender Equality Index (GEI)

For the first time ever, we were included in the Bloomberg GEI in January 2022 for data and reporting in 2021. Our participation allowed us to examine existing policies and practices, benchmark ourselves against 417 other global companies, and identify areas of excellence and improvement. SimCorp’s inclusion in the GEI is a recognition of both our data transparency and existing policies and practices, including those related to our parental leave, leadership, inclusive culture, DEI Policy, Anti-Harassment and Anti-Bullying Policy, and beyond.

Women’s Mentorship Program

Our mentorship program is a key initiative linked to developing, training, and promoting more equally. More than 100 SimCorp’ers participated and an impressive 95% would

recommend the program to their colleagues. The program received special recognition as a finalist for the “Diversity & Inclusion Initiative of the Year” in the first-ever Danish Diversity Awards.

Gender targets and diversity reporting

SimCorp strives for diversity at all levels of the organization. At year end, women comprise 33% of the Board of Directors, 14% of the Executive Committee (ExCo)¹, 25% of the Global Management Committee (GMC), and 34% of full-time employees. Equal representation of men and women was achieved at Board level in 2022, with two out of six members being women. The 2025 target of 25% women in ExCo* was not met in 2022 and the same applies to our 2025 targets of 36% women at the top leadership (GMC) and people leadership levels.

Whenever there is an open position at the Board of Directors, ExCo, and Group Management Committee levels, the most qualified candidate should be hired. At the same time, the goal is to increase diversity across several parameters - especially with regard to gender balance, but also in relation to age, nationality, professional capabilities, and experience. The different initiatives mentioned above relating to core people processes are also applicable in relation to all management positions and the expectation is therefore that these changes will impact the gender balance at all levels of the organization.

We continue to report on our DEI efforts annually and publicly, voluntarily and by request, to connect DEI with our ESG targets, benchmark ourselves and our progress globally, and continually improve. See page 33, for a full overview of our diversity reporting and social data.

Looking ahead

We will continue to champion for diversity, equity, and inclusion in 2023. We believe that increased reporting demands on diversity will positively impact our efforts to continually increase gender balance and targets at SimCorp.

We are committed to measuring and listening to employee feedback via pulse and annual surveys, with the intent to co-create an inclusive SimCorp culture where all employees grow, thrive, feel valued, and want to stay.

Throughout 2023, we will run initiatives relating to capabilities, healthy performance, corporate values, engagement, people change, and well-being; and here it will be critical to embed focus on diversity, equity, and inclusion from the outset.

Finally, we will continue to play a role in external DEI networks and participate in initiatives that promote diversity, equity, and inclusion not only at SimCorp but in STEM education and society in general.



To support our strategic focus on women in leadership, we launched our women's mentorship program in 2021, which continued in 2022.

¹ ExCo: SimCorp's Executive Committee represents the executive leadership team and includes the three members of the Executive Management Board.

Social

Our people

Commit to culture

A strong culture and shared values unite us across SimCorp. Based on an in-depth analysis of our culture, values, and behaviors, in 2022, we launched what we refer to as our “5Cs”, representing our values and the DNA of our culture. Our values have gotten us to where we are and, going forward, our 5Cs will act as a compass and guide us as employees and as a company.



Caring



Curious



Customer success driven



Courage



Collaborative

The 5Cs represent the values and behaviors we want to be known for as a company, but also describe what it is like to work at SimCorp. The values illustrate our approach to engagement and learning, and how we position ourselves externally towards future employees in our employer branding and value proposition.

Attracting and growing talent

Our strongly committed and skilled staff remains the foundation for our company and the key to our success and long-term growth. We are committed to ensuring that SimCorp is an attractive workplace where our employees are able to grow and deliver to their full potential. SimCorp’s business is based on specialized expertise and innovation, hence, it is imperative that SimCorp continues to attract, develop, and engage talent. An ‘Employer Value Proposition’ program is in place to strengthen the company’s employer brand by increasing the awareness of what SimCorp has to offer new employees.

We are looking for curious people who want to learn and grow. For many potential new employees, the possibility of joining other curious people in a learning organization is a deciding factor. We give learning high priority, and our

employees express that they want to be able to continue to grow. Currently, our online learning portal contains over 1,400 lessons, courses and videos and we continue to focus on developing our training efforts. Every week, our staff spend time on formal and informal learning – whether it is formal training, knowledge sharing sessions, or on-the-job learning. In addition to initiatives on growth and learning, our development and performance framework focuses specifically on how each individual can build capabilities and succeed in SimCorp as the company grows and evolves.

Employee well-being and engagement

Employee well-being and engagement are key elements in our people strategy. In 2022, we strengthened our focus on physical, mental, and social well-being by creating a global network of well-being ambassadors. Also, we will host three well-being light-house events annually to promote both physical and mental well-being. The global initiatives are all complemented by local initiatives. As an example, in 2022, more than 600 SimCorp’ers actively engaged in our global and local week-long Walkathon activities.

We use our engagement surveys to continue to explore how we can enable positive experiences across the employee lifecycle. In 2022, we introduced regular pulse surveys to collect real-time feedback from all employees across key areas. Frequent pulse surveys enable us to understand and – if necessary – immediately act on how we are doing as an employer. They also enable our managers and employees to constantly keep track of team and personal engagement. A more in-depth annual survey, allows us to take a close look at key topics and drivers for engagement. Overall engagement and the sense of belonging are important measures for individual employee engagement, but they are also strategic focus areas in enabling us to retain and attract talent at SimCorp.

Meaning in work

One of our commitments is to create a workplace that provides meaning for our employees. We do this by offering continuous learning and growth opportunities, as well as through dedicated sustainability-related activities.

SimCorp’s ESG Fund for Employees

The SimCorp ESG Fund supports employees who take an active part in sustainability-related activities that make a positive impact in their local communities. With a current budget of EUR 50,000 per year, all SimCorp employees globally can apply for support for projects.

In 2022, the SimCorp ESG Fund gave donations for:

- “Rodovid school library for Ukrainian children in Denmark”, an initiative to help give Ukrainian children access to books in their native language.
- “Walk for the Children’s Helpline”, an initiative raising funds for the Children’s Helpline in Denmark, which provides vulnerable children with the opportunity to speak with an advisor.
- “Give Hope to Leyte”, a project supporting the families affected by the Tropical Storm Agaton in the Philippines by providing relief goods, school supplies, toys, and food.
- “Shelter Under the Wings”, a day care facility in Warsaw for adults with mental health conditions, which was refurbished by SimCorp volunteers.
- “Happy Sunshine School refreshment”, an initiative that helps provide teaching materials and refurbish classrooms to support Cambodian children.

- “Building Block Baby Bank Project and The Coffee Morning Luncheon Club”, charity activities in London by the Church of God (Seventh Day).
- “Smart Family – School of Foreign Languages” funding of classroom and teaching materials improvements in a children’s school in Kyiv.

SimCorp volunteers giving toys and snacks to children affected by the Tropical Storm Agaton in the Philippines.



code.org – a way of giving back

code.org is a nonprofit organization dedicated to expanding access to computer science in schools and increasing participation by young women and students from other under-represented groups. In 2022, SimCorp has donated EUR 27,000 to code.org through our referral program across the global SimCorp organization. By supporting code.org, we give something back to the talent pool that we are hiring from.

SimCorp volunteers, Kristina Manukyan and Karolina Baryla, painting the walls of a day care facility for adults with mental health conditions in Warsaw.



Social

Human rights and labor rights

Respecting human rights and labor rights

We are dedicated to respecting human rights, and we strive to prevent any kind of modern slavery related to our business and our supply chain. We are committed to respecting all internationally recognized human rights in our dealings with employees, workers in our supply chain, and anyone else connected to our business. SimCorp is a signatory to the UN Global Compact and we support the rights set forth in the International Bill of Human Rights and the core Conventions of the International Labor Organization (ILO). Failure to comply with these rights and principles constitutes a reputational risk to the company.

SimCorp's Statement on Modern Slavery Act sets out our actions to identify and understand all potential modern slavery risks related to our business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in our own business and in our relations with external partners.

All of our employees are expected to consider how their decisions may adversely impact human and labor rights, and to report any breaches of our standards to management or through our whistleblower system.

In 2022, we have not reported any violations of human rights.

Our 'Guidelines for Good Business Behavior' are part of the contract signed with all new employees, and our 'Code of Conduct for Suppliers' is now also part of all supplier contracts entered. In 2023, we will include our principles and guidelines on human rights in an online training program that all employees need to complete on a regular basis. Further, SimCorp respects the rights of our employees to associate freely and engage in collective bargaining, if they so choose.

Sustainable procurement

We also extend ethical requirements to our suppliers in our Code of Conduct for Suppliers. The Code of Conduct has been established as a contractually binding framework to guide and support external parties to act in accordance with SimCorp's values and its core principles. These principles include requirements relating to human rights and labor practices (such as anti-harassment, discrimination, and equal opportunity), governance impacts (such as anti-bribery and corruption) and other sustainability issues (such as environmental protection and climate change). Our Code of Conduct requires suppliers to apply similar standards to companies within their own supply chain.

Further, in 2022, we added sustainability requirements to our sourcing process. Major suppliers are being asked to complete a self-assessment ESG questionnaire, where they are expected to demonstrate that they are in alignment with our sustainability standards and have required ESG processes and policies in place.



Statement on
Modern Slavery Act

Code of Conduct for Suppliers

Governance Business conduct

Good business behavior, ethics, and anti-corruption

Respect for business ethics and the rule of law are a precondition for a fair and sound business environment. At SimCorp, we have processes and procedures in place to ensure that risks associated with business ethics are identified, assessed, and mitigated.

In 2021, SimCorp adopted a 'Data Ethics Policy' in accordance with Section 99 d of the Danish Financial Statements Act. The aim of the policy is to raise awareness of and enhance SimCorp's data ethical values and their anchoring in our organization.

We have a zero-tolerance policy on corruption and bribery in any form, and we are committed to conducting our business responsibly, both in our own organization and in our dealings with external partners. Whereas the 'Code of Conduct for Suppliers' (see page 22) sets our guidelines for our suppliers, SimCorp's 'Guidelines for Good Business Behavior' guide our employees' daily decisions to act within our core business principles and reinforce our compliance

culture. The Guidelines cover a wide range of issues, including anti-bribery and corruption, conflict of interest, and rules and thresholds around gifts and hospitality. Non-compliance in these areas could lead to significant reputational damage among clients and employees as well as financial losses.

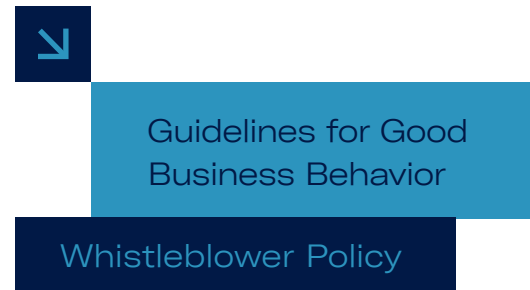
The Guidelines support our goal of being a compliant and trusted company for the long-term success of our business and are established as a means of ensuring that we continuously maintain a high standard of business conduct, including:

- Avoiding bullying, harassment, and any kind of discrimination
- Ensuring diversity and supporting an inclusive work environment
- Preventing bribery or any kind of corruption
- Respecting human rights and labor rights
- Maintaining high standards for data privacy and information security

As part of our onboarding program, all employees must confirm compliance with our Guidelines for Good Business Behavior and, annually, complete the mandatory associated e-learning program. In 2022, more than 90% of employees completed the training, and SimCorp has not seen any breaches of our anti-bribery rules during 2022. We will maintain our efforts to inform employees and suppliers about the guidelines to prevent any breach in the future.

Whistleblower system

SimCorp provides a whistleblower system for internal or external parties to report any potential misconduct without fear of retaliation, whether they are employees, suppliers or other business partners. The whistleblower system is hosted by an external provider and can be accessed online where reporters can safely express their concern. Reporters can choose to stay anonymous throughout the process, knowing that they can file a report in good faith with no adverse employment consequences and with complete confidentiality. Our Whistleblower Policy provides further details and can be found on our website.



Case: Swedbank Robur

Integrating sustainability in the client-vendor relationship between Swedbank Robur and SimCorp

Working collaboratively with our clients is key to building successful long-term relationships that can unlock significant value for both parties in the collaboration. Our partnership with Swedbank Robur reflects how sustainability has become integral to this client-vendor relationship, creating additional shared value.

Swedbank Robur, one of Scandinavia's largest asset management companies, is committed to promoting the transition to sustainable development and to being a world leader in sustainable value creation. With a commitment to ensure that their investment portfolios are managed in line with the Paris Agreement by 2025 and to be carbon neutral by 2040, they

have adopted a holistic approach to achieving their sustainability goals.

SimCorp has in place a strategic partnership with Swedbank Robur, who has been a SimCorp client since 2001. Swedbank Robur uses SimCorp's offerings to achieve the operational efficiency across their investment management processes that enables them to continue to grow and retain a competitive edge.

For Swedbank Robur, a partner that lives up to the asset manager's ESG criteria is critical for the success of the partnership as it helps deliver shared goals and reduces risks related to ESG management.

“As Sweden's largest fund company, our customers expect us to utilize and integrate all aspects of ESG in our processes. We want to be the forerunner and part of the solution, driving the development and capital in a sustainable direction. SimCorp supports that work by providing us with the technical pre-requisites that are needed. They are a very valued business partner to Swedbank Robur.”

Fredrik Ulfhielm
CFO at Swedbank Robur



Fredrik Ulfhielm
CFO at Swedbank Robur

Swedbank Robur is very adept at identifying companies' sustainability risks and potential improvement areas. Their assessment of SimCorp's ESG performance, carried out in Q1 of 2022, has provided us with valuable insight on how SimCorp can further strengthen its sustainability journey to mitigate risks and improve ESG performance.

"Usually, our sustainability analysts perform in-depth ESG analysis on companies that Swedbank Robur invests in, but not that often on vendors," says Kristin Wallander, senior sustainability analyst at Swedbank Robur. "A vendor assessment usually focuses on risks in the supply chain; however, for major strategic partners like SimCorp, we believe that an overall assessment on their ESG performance is important. SimCorp is progressing well on their ESG journey, and we believe that our ESG analysis has provided additional insights that can support their future journey towards sustainable impact. Already, they meet our expectations for our vendors in the software and IT services sector."

Stakeholder engagement ensures alignment on ESG ambitions

As a valued client, Swedbank Robur, took part in a stakeholder survey that helped inform SimCorp's 2022 double materiality assessment (see pages. 11-12). Identifying and understanding the expectations of our key stakeholders in relation to our sustainability performance is crucial as it ensures that our sustainability commitments stay aligned with the ESG areas that are most important to our stakeholders, including our clients. Fulfilling our client's ESG expectations supports our continued relevance as their trusted vendor.

Swedbank Robur's ESG expectations for vendors in the software and IT services sector include:

- Transparent reporting regarding ESG factors
- Performance of a materiality assessment
- Supplier engagement and assessments
- Diversity, equity and inclusion (DEI) targets and initiatives
- Data security and privacy policies
- Whistleblower process

Governance

Data privacy and security

Data privacy and security

SimCorp maintains an Information Security Policy, based on ISO 27001 principles, which defines the security-related rules and requirements for use of Information Technology across the company. The policy also defines the rules for monitoring and logging events in order to detect and investigate security incidents. It is reviewed and updated at least annually and subsequently approved by the Executive Management Board and the Board of Directors. The Audit Committee is responsible for maintaining the policy and for ensuring that we remain in compliance with the policy. Additionally, our SaaS offerings are supported by ISAE 3402 and SOC2 third-party audit reports, which document the control framework and operating effectiveness of these services.

We provide our Privacy Policy to all new contacts (clients, prospect clients, and visitors to the company's website) that are registered in the company's CRM system to inform them about our protection of personal data. The Privacy Policy is compliant with EU General Data Protection Regulation (GDPR) and informs contacts about their right to insight,

deletion, and to complain about processing of personal data. The Privacy Policy is easily accessible on our website. Further, we provide Employee Privacy Policies detailing the information gathered and used by SimCorp during the course of the employee's employment with SimCorp. SimCorp Dimension supports the clients' efforts to ensure compliance with GDPR, introducing new functionality to better protect and separate personal data within the application. When dealing with suppliers, SimCorp enters data processing agreements, whenever this is required under GDPR.

Responsible and secure handling of our clients' data

Data security is crucial to the way we develop products and services that handle a significant amount of client financial data. In general, SimCorp does not process data when developing software. However, our clients use our products in the processing of large amount of financial data and to make decisions on investments that eventually concern individuals. The functionality of our products therefore has a big impact on our clients' data processing. It is thus a core value for SimCorp that our products are built and set up to provide the opportunity to exercise ethical and responsible data processing.

Security and internal control measures to avoid errors and breaches in connection with our data processing and our development of software are fundamental to our business operation. In this respect, we have taken measures to ensure a high level of security that range from monitoring our technical infrastructure and successful due diligence of

our third party service providers to having a disaster recovery plan in place and establishing procedures and solutions that enable a quick restoration of critical business services. Additionally, all our employees undergo mandatory GDPR compliance and IT security courses as part of our online learning. SimCorp's 'Information Security Policy' ensures the accessibility, performance, confidentiality, and integrity of the IT infrastructure and applications and is applicable to all SimCorp employees.

Transparency and reporting on data privacy and security

In 2022, SimCorp disclosed for the first time in accordance with the SASB industry-specific standards for the Software and IT services sector (see pages. 38-40).



Governance

Responsible product innovation

Expanding our support for ESG investments

The changing regulatory climate around sustainable and ESG investing has been designed to encourage capital to flow towards efforts that promote and enable a more sustainable economy. The EU Sustainable Finance Disclosure Regulation (SFDR) and the EU Taxonomy reporting introduce significant disclosure requirements in 2023, which are designed to increase transparency within the financial markets and to introduce standards for reporting and disclosing of environmental and societal data.

SimCorp's ESG investing solution has been developed to support our clients' ESG investments throughout their lifecycle and the operations underpinning their sustainability-related investing strategies. Furthermore, our offerings help clients meet the specific regulatory demands of the EU SFDR and EU Taxonomy reporting, and provide a consistent, integrated approach to sustainable investing.

Our services are created in partnership with clients, to help them better manage their ESG risks across the entire investment value chain and to ensure that critical ESG promises are fulfilled in every investment decision. We believe the co-creation approach has helped shape the solutions needed by our clients and provided us with

valuable knowledge and experience that we can apply within our offerings for our growing client base.

Growing our ESG investing client base in 2022

Our ESG investing solutions were launched in 2021, and by the end of the year, we had 26 clients signed up. Throughout 2022, we managed to substantially grow our

ESG investing solution client base to 49 companies. In 2023, we will leverage the traction to attract more clients and to expand our offers around emerging ESG strategies and analyses, such as impact investing and climate risk modelling.

Our ESG investing solutions not only deliver value to our clients, but also form a key component of our sustainability promise and support our commitment to the UN SDGs, specifically SDG Target 10.5: Improve the regulation and monitoring of global financial markets and institutions and strengthen the implementation of such regulations.

Green software engineering

One of our key sustainability priorities is to reduce our clients' carbon footprint. We have linked this ambition to our software development strategy by establishing an advisory team that will focus on opportunities within 'Green Software Engineering'. The initiative is linked to our corporate target to reduce infrastructure cost and consumption of our SaaS offerings in 2023. To realize this goal, we will establish green software engineering principles to guide the way we think, design, and deliver software solutions, to continuously optimize and improve our solutions from a sustainability perspective.

Applying green software engineering principles can make software solutions more energy-efficient and optimizes the use of other resources, for example, by significantly reducing storage needs. This kind of energy optimization of our software not only enables us to help our clients reduce their carbon footprint, it is also cost-efficient – proving that sustainability and good business go hand-in-hand.

Our ESG investing solutions support regulatory drivers facing our clients

In 2023:

- SFDR Principal Adverse Impact Indicators for products and entities
- EU Taxonomy alignment of products

In 2024:

- EU Taxonomy Annual reporting for Insurance
- EU Taxonomy reporting for Asset Management

Case: Sava Re

Sava Re meets growing regulatory demands with SimCorp's ESG investing solution

Enabling our clients to comply with the evolving sustainable finance regulation applying to ESG investing is a core commitment for SimCorp. Sava Re's integration of SimCorp's ESG investing offering into their operations has provided the reinsurance company with an over-arching solution that is future-proof.

Sustainability commitment is key to Sava Re

Sava Re is the largest reinsurance company in Central and Eastern Europe, actively providing services to more than 350 partners across a

broad spectrum of over one hundred reinsurance markets globally. As part of the company's overall strategy, a commitment to sustainability has always been a key focus for the company. To comply with sustainability-related regulation, including the EU Taxonomy and SFDR, while committing to increase the share of ESG compliant investments in their portfolio, Sava Re found a need for a flexible and functional solution. Further, the reinsurance company aims to eventually decarbonize their investments entirely.



Marko Jazbec,
Chairman, Management Board of Sava Re

“Sava Re was confident that SimCorp was the ideal partner, as the company had a dedicated team ready to provide any support and assistance Sava Re required, and was committed to keeping up with any changes in the regulatory landscape and to implementing these changes seamlessly.”

Marko Jazbec,
Chairman, Management Board of Sava Re

Investments aligned with regulatory ESG requirements and internal goals

With SimCorp's ESG investing solution incorporated into their operations, Sava Re can measure and monitor key ESG metrics such as carbon footprint, emissions to water, board gender diversity, etc., to ensure compliance with the SFDR and EU Taxonomy reporting requirements across all its investments. The ESG investing solution also enables Sava Re to proactively vet potential investments against ESG requirements and its internal ESG targets and objectives contributing to its commitment towards sustainable investment practices.

Easy and consistent implementation of SimCorp's ESG investing solution

Since Sava Re already used SimCorp Dimension for its front-to-back operations, it was easy to onboard SimCorp's ESG investing solution. Moreover, with compliance controls embedded into the solution, Sava Re can rest assured that its ESG strategies are executed successfully and consistently.

“Additionally, having a dedicated ESG investing expert team at SimCorp that keeps up to date with any changes in the regulatory field is crucial for integrating new solutions for future

compliance requirements and to ensure smooth and efficient operation of the system,” says Marko Jazbec, Chairman of the Management Board of Sava Re.

“The EU Action Plan for sustainable finance represents a positive step for ESG investing in the EU. SimCorp is proud to help its clients achieve their ESG investing goals as part of our collaborative partnership,” says Christian Kromann, CEO at SimCorp.



Factbook

- 31 ESG data
- 35 EU Taxonomy
- 37 TCFD index
- 38 SASB index
- 41 SimCorp's ESG ratings and memberships

ESG data

Environmental data

Greenhouse gas emissions	Unit	2022	2021	2020	2019	2018		
Scope 1 - Total¹	mtCO₂e	469.2	398.4	-	-	-		
Scope 2 - Total¹								
Total (location-based) ¹	mtCO ₂ e	980.8	1,064.1	-	-	-		
Total (market-based) ¹	mtCO ₂ e	860.3	964.1	-	-	-		
Scope 3 - Total¹	mtCO₂e	3,338.8	1,029.8					
C1: Purchased goods & services: Electricity for third-party data centers ^{1,2}	mtCO ₂ e	442.9	420.4	-	-	-		
C5: Waste generated in operations ¹	mtCO ₂ e	20.4	29.3	-	-	-		
C6: Business travel	mtCO ₂ e	2,875.4	580.1	1,348.6	5,873.1	5,179.4		
Total – Scope 1, Scope 2 (market-based), and Scope 3	mtCO₂e	4,668.3	2,392.3					
Environmental targets and emissions intensity		Target 2030	Target 2025	2022	2021	2020	2019	2018
Scope 2 emissions: Electricity, operated data centers (location-based) ^{1,3}	mtCO ₂ e	0	30	131.3	130.2	-	-	-
Scope 2 emissions: Electricity, operated data centers (market-based) ^{1,3}	mtCO ₂ e	0	30	152.6	154.0	-	-	-
Total Scope 1, Scope 2 (market-based), Scope 3 emissions per revenue ¹	mtCO ₂ e/EURm revenue			8.3	4.8	-	-	-
Electricity and heating emissions for offices per FTE (location-based) ¹	mtCO ₂ e/FTE		0.4	0.5	0.6	-	-	-
Business travel emissions per FTE	mtCO ₂ e/FTE		1.7	1.4	0.3	0.7	3.4	3.3

1 Comparable full five-year historical data not available.

2 Scope of category revised to also include third-party hosting of clients' operations, which was reported under C11 'Use of sold products' in 2021. 2021 data is restated.

3 Targets on operated data center emissions updated to accommodate for location- and market-based reporting.

Accounting principles for greenhouse gas (GHG) reporting

All emissions are accounted for in accordance with the GHG Protocol Corporate Standard. All CO₂ emission factors used for fossil fuels and electricity are in accordance with the 2006 Intergovernmental Panel on Climate Change (IPCC) Guidelines for National GHG Inventories. Emissions are reported as metric tons of CO₂ equivalents (CO₂e), i.e. greenhouse gases other than CO₂ are multiplied by their Global Warming Potential (GWP) and hence converted to the equivalent amount of CO₂. GWP factors of the different greenhouse gases are from the 2007 IPCC Fourth Assessment. The organizational boundaries have been based on the operational control approach as set out in the GHG Protocol.

SCOPE 1 emissions are related to stationary combustion at offices, mobile combustion from leased cars, and refrigerant leakage. As recommended in the GHG Protocol, for mobile combustion, activity data is based on fuel consumption when possible and otherwise on distance activity. For stationary and mobile combustion activities, fossil-fuel specific emission factors from the Environmental Protection Agency (EPA) are applied. For refrigerant leakage (fugitive emissions), emission factors from the 2007 IPCC Fourth Assessment have been applied.

SCOPE 2 emissions are related to the purchase of electricity and district heating for leased offices and the electricity consumption of all data centers within the operational control of SimCorp. The emissions are calculated using both the market-based and location-based approach. The market-based approach

considers the purchase of energy attribute certificates (SimCorp only considers the certificates that fulfill the GHG Protocol Scope 2 Quality Criteria) for several offices and data centers, while the location-based approach solely applies national grid energy emissions factors provided by the IEA. For offices, the electricity and heating consumption data is mostly based on meter readings and invoices provided by the building lessors. Where meter readings are not available, consumption of electricity and heating is estimated based on the office-specific FTE numbers. For operated data centers, the energy consumption data is either based on total power consumption as provided by vendors or based on power-use calculations considering technical specifications of the installed servers.

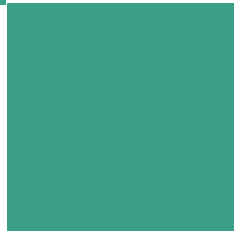
SCOPE 3 reported emissions encompass currently the following categories that have been identified as relevant for SimCorp:

- **C1 – Purchased goods and services:** Includes emissions related to electricity for third-party data centers and hyperscalers which are not operationally controlled by SimCorp. This includes both data center usage for SimCorp’s operations as well as cloud usage related to hosting SimCorp’s services for clients (SaaS). Total emissions calculations are based on the data provided by the operators, i.e., either GHG emissions data, power usage, or server specifications. Where applicable, IEA emissions factors dependent on the server location are applied.
- **C5 – Waste generated in operations:** Includes emissions related to office waste. Calculations are based on the waste-type-specific method and DEFRA

emissions factors are applied. Where waste types were not available at local offices, an estimate was made based on waste type composition at HQ.

- **C6 – Business travel:** Includes emissions related to air and train travel as provided by the travel management platform. Flight duration, mileage, cabin class, and segments are considered, and the relevant DEFRA emissions factors are applied.
- **C11 – Use of sold products (to be included in Sustainability Report 2023):** Includes emissions related to clients’ use of our offerings, i.e. clients running SimCorp’s solutions on their on-premise data centers. Data availability is not sufficient for reporting on the category in 2022, however, we expect the related emissions to be significant and are working to make data available for reporting in 2023.

Additional environmental data	Unit	2022	2021	2020	2019	2018
Total energy consumption	GJ	23,352	23,814	-	-	-
Electricity and heat consumption at offices	MWh	4,790.3	4,946.1	4,542.0	-	-
Electricity consumption of operated data centers	MWh	967.4	957.8	-	-	-
Additional energy consumption of fuels (vehicle and generator fuel)	MWh	729.0	711.2	-	-	-
Energy intensity – total energy consumption per revenue	GJ/EURm revenue	41.6	48.0	-	-	-
Percentage of energy usage generated from renewable sources	%	26.3	24.4	-	-	-
Percentage grid electricity	%	57.4	55.9	-	-	-
Water consumption (Group)	Mio. liters	10.1	8.1	-	-	-
Waste (Group)	mt	218.8	292.7	-	-	-



ESG data

Social data

We live in a connected world in which society is increasingly committed to the values of responsible business, sustainable economic development, and long-term value creation. Organizations like SimCorp are expected to embrace human rights, by fostering diverse, equitable, and inclusive workplaces, by ensuring well-being and safety for its employees, and by offering all those with a stake in the firm's value creation the opportunity to thrive and grow.

We are a global company with Danish roots. We therefore follow the Danish legislation and actively monitor, promote, and report on age/generation, gender, and nationality as three diversity dimensions. However, we also acknowledge the cultures and societies in which our employees operate globally. We therefore allow our regions to give attention to further diversity dimensions, e.g. race and ethnicity, in addition to our focus on gender, age, and nationality. Also, SimCorp is a signatory to The Danish Confederation of Industry's "Gender Diversity Pledge" to reach an overall goal of a 40/60 gender ratio in the business community by 2030.

	Unit	Target 2030	Target 2025	2022	2021	2020	2019	2018
Women as share of Executive Committee (ExCo) ¹	%	40	25	14	-	-	-	-
Women as share of Global Management Committee (GMC) ²	%	40	36	25	11	10	10	10
Women as share of people leaders (Managers)	%	40	36	33	33	27	25	-
Women as share of all employees	%	40	36	34	33	33	32	-
Nationalities among all employees	Number			75	67	68	63	57
Share of non-Danish, shareholder elected Board members	%	40	36	67	71	67	67	57
Share of non-Danish GMC members ²	%	40	36	50	-	-	-	-
Share of employees x - 30 years	%			14	12	12	14	13
Share of employees 30 - 44 years	%			53	52	52	52	52
Share of employees 45 - 59 years	%			30	32	32	31	33
Share of employees 60+ years	%			4	4	4	3	2
Voluntary turnover ratio ³	%		<7	7.7	8.7	5	7	6.6
Employee turnover ratio ⁴	%			11.0	12.0	8.2	11.1	9.4
Employee training hours as share of total working hours ⁵	%			2.1	2.7	2.8	3.2	3.7
Corporate income tax	EURm			28.9	27.4	27.8	30.9	25.6
Effective tax rate	%			22.5	20.0	24.0	24.2	24.9
Number of human rights violations cases	Number			0	0	0	0	0
Employee engagement score ⁶	Number		>8.0	7.7	-	-	-	-

1 In 2022, the executive management level was expanded to include seven members, compared with previously three members.
 2 In 2022, the Global Management Committee was expanded from 18 to 32 members.
 3 Voluntary leavers as share of total number of employees.
 4 Total turnover reflects both voluntary and involuntary departures and is calculated on the rate employees leave, divided by the average number of employees during 2021. For total turnover, we do not count retirees or fixed term/temporary employees.
 5 Training hours are based on registrations in Workday and this process is still being rolled out throughout the company.
 6 Technology - Software & Services benchmark: 8.0.

ESG data

Governance data

According to our double materiality assessment (see pages 11-12), governance, data privacy and security, and business conduct are material sustainability topics for SimCorp.

The governance metrics to the right are supplemented by our first disclosure according to the Sustainability Accounting Standards Board (SASB) industry-specific standards for the Software and IT services sector (see pages 38-40). Combined, the set of metrics will enable us to continue to track a constantly high level of corporate governance in SimCorp.

SimCorp's Board of Directors has a primary influence on the quality of oversight and the decisions made for ensuring long-term sustainable value creation. We comply with regulation by disclosing the Board's activity and composition.

	Unit	Target 2030	Target 2025	2022	2021	2020	2019	2018
Board meetings, annually	Number			7	6	6	6	6
Women as share of shareholder-elected Board members	%	40	36	33	29	17	17	14
Nationalities among among shareholder-elected Board members	Number			3	4	4	4	4
Board members: x-35 years (shareholder-elected Board members)	Number			0	0	0	0	0
Board members: 36-50 years (shareholder-elected Board members)	Number			1	1	1	1	1
Board members: 51-70 years (shareholder-elected Board members)	Number			4	5	4	4	6
Board members: 71+ years (shareholder-elected Board members)	Number			1	1	1	1	0
Security breaches involving client data	Number	0	0	0	0	0	0	0
Net promoter score (NPS), client engagement measure	Number			42	42	44	39	38
Staff dismissed due to non-compliance with anti-corruption policy	Number			0	0	0	0	0
CEO pay ratio ¹	Ratio			1:21	1:18	1:19	1:23	1:19

¹ Total CEO compensation divided by average total FTE compensation (Group).



EU Taxonomy

Background and objectives

As part of the EU Sustainable Finance Action Plan, the EU Taxonomy was developed to help investors, companies, and issuers navigate the transition to a sustainable economy. The Action Plan centers around the EU Taxonomy (Regulation (EU) 2020/852), which is a classification system for environmentally sustainable economic activities.

Taxonomy eligibility and alignment

An economic activity is considered Taxonomy-eligible if it is described in the Taxonomy's delegated acts. An activity is only considered environmentally sustainable, i.e. Taxonomy-aligned, if the activity also:

- meets the technical screening criteria
- meets the Do-No-Significant-Harm (DNSH) criteria
- is carried out in compliance with the minimum safeguards.

SimCorp Taxonomy-eligibility

SimCorp has identified the service of hosting its clients' operations of SimCorp solutions as the only Taxonomy-eligible activity related to its business model, which is considered relevant to report on (see 'Decarbonizing client offerings' on page 14).

The activity is described in the delegated acts as 'Activity 8.1 Data processing, hosting and related activities (included in environmental objectives a. and b.)'. The activity includes turnover from the Group's activities, where SimCorp acts as a hosting partner, who stores, controls, transmits, and processes data through data centers.

Going forward, we expect this Taxonomy-eligible activity to grow, just as we will explore potential additional eligibility among our other activities on an ongoing basis.

SimCorp Taxonomy-alignment

Currently, SimCorp's Taxonomy-eligible hosting services are not Taxonomy-aligned. However, in the near-term future, we expect Taxonomy-alignment to be achieved via our main hosting partner Microsoft.

Assessment of Taxonomy-eligible activity

SimCorp's Taxonomy-eligible, but not Taxonomy-aligned, hosting services are measured on three KPIs across our revenue (turnover), CAPEX, and OPEX. The financial figures relevant for the SimCorp Group are based on the IFRS consolidated financial statements for the fiscal year 2022. Where

possible, the figures have been directly assigned to an economic activity.

KPI for turnover

Numerator

Taxonomy-eligible turnover is calculated as the turnover, which is generated from the Taxonomy-eligible hosting activity covered by the delegated acts (Activity 8.1). Turnover is recognized when the SimCorp client has obtained control of the service and has the ability to use and obtain substantially all the benefits from the service.

Denominator

Turnover as shown in Revenue note 2.1 in the Annual Report for 2022.

KPI for CAPEX

Numerator

Taxonomy-eligible CAPEX is calculated as the 'Additions of tangible and intangible assets', which is generated from the Taxonomy-eligible hosting activity covered by the delegated acts (Activity 8.1).

Denominator

Additions of tangible and intangible assets shown in note 5.2 and 5.3 in the Annual Report 2022. Included in the figures is the

value from additions of long-term leased assets and additions of investment property measured at cost less impairment losses.

KPI for OPEX

Numerator

OPEX is defined in the EU Taxonomy Delegated Act of 6 July 2021 as direct non-capitalized costs that relate to research and development, building renovation measures, short-term leases, maintenance and repair, and any other direct expenditures relating to day-to-day servicing of assets of property, plant, and equipment. For the Group, Taxonomy-eligible OPEX includes:

- 8.1 Data processing, hosting and related activities: Expenses for day-to-day servicing for data centers.

Denominator

Direct non-capitalized costs that relate to: Costs relating to building renovation measures, costs related to maintenance and repair, and any other direct expenditures relating to day-to-day servicing of assets of property, plant and equipment including wages for employees servicing data centers.

Turnover	Absolute turnover EURm	Proportion of turnover	Substantial contributions (%)						Do no significant harm (Y/N)						Minimum social safe- guards	Taxonomy aligned turnover	Category (enabling/ transitional)	
			Objectives 1 - 6						Objectives 1 - 6									
Taxonomy-aligned activities																		
None	-	0%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Taxonomy-eligible but not aligned activities																		
8.1 Data processing, hosting and related activities	25.8	5%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	T	
Taxonomy non-eligible activities	535.2	95%																
Total	561.0	100%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

CAPEX	Absolute CAPEX EURm	Proportion of CAPEX	Substantial contributions (%)						Do no significant harm (Y/N)						Minimum social safe- guards	Taxonomy aligned turnover	Category (enabling/ transitional)
			Objectives 1 - 6						Objectives 1 - 6								
Taxonomy-aligned activities																	
None	-	0%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Taxonomy-eligible but not aligned activities																	
8.1 Data processing, hosting and related activities	-	0%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	T
Taxonomy non-eligible activities	10.5	100%															
Total	10.5	100%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

OPEX	Absolute OPEX EURm	Proportion of OPEX	Substantial contributions (%)						Do no significant harm (Y/N)						Minimum social safe- guards	Taxonomy aligned turnover	Category (enabling/ transitional)
			Objectives 1 - 6						Objectives 1 - 6								
Taxonomy-aligned activities																	
None	-	0%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Taxonomy-eligible but not aligned activities																	
8.1 Data processing, hosting and related activities	26.0	6%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	T
Taxonomy non-eligible activities	409.9	94%															
Total	435.9	100%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TCFD index

The Financial Stability Board's Task Force on Climate-Related Financial Disclosure (TCFD) has developed consistent recommendations for reporting on the risks and opportunities of climate change to help financial market participants understand their climate-related risks.

The table to the right provides references to where the relevant information can be found in the SimCorp Sustainability Report 2022. Further details are provided in our most recent CDP Climate Change survey response (<https://www.cdp.net/en/responses/17048/SimCorp-A-S>), which covers elements of the TCFD requirements in more detail. Our TCFD analysis does not include a climate change scenario analysis.

Thematic area	Recommended disclosure	Sustainability Report references
Governance Disclose the organization's governance around climate-related risks and opportunities.	The board's oversight of climate-related risks and opportunities.	Sustainability strategy and governance pages 8-10
	Management's role in assessing and managing climate-related risks and opportunities.	Our governance structure page 10
Strategy Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning where such information is material.	Climate-related risks and opportunities the organization has identified over the short-, medium- and long-term.	Sustainability strategy and governance pages 8-10
	The impact of climate-related risks and opportunities on the organization's business, strategy and financial planning.	Climate risk management and mitigation efforts page 15 Climate change pages 14-15 Climate-related opportunities page 15
Risk management Disclose how the organization identifies, assesses, and manages climate-related risks.	The organization's processes for managing climate-related risks.	Our governance structure page 10
	The organization's processes for identifying and assessing climate-related risks.	Double materiality assessment pages 11-12
	How identifying, assessing, and managing climate-related risks is integrated into the organization's overall risk management.	Climate risk management and mitigation efforts page 15
Metrics and targets Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	The metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Climate change pages 14-15
	Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Environmental data pages 31-32
	The targets used by the organization to manage climate-related risks and opportunities and performance against targets.	

SASB index



The SASB Index provides information or references to where you can find relevant information on SimCorp's 2022 disclosures as applied in the Sustainability Accounting Standards Board (SASB) industry-specific standards for the Software and IT services sector. We are awaiting the EU's

sustainability reporting standards to be able to further align our current ESG disclosures with the regulatory requirements of the EU Corporate Sustainability Reporting Directive (CSRD).




ESG category	SASB code & topic	Accounting metric	Reference ¹ or comment
Environmental and climate data	TC-SI-130a.1 Environmental Footprint of Hardware Infrastructure	Total energy consumed (GJ)	SR: Page 32 Environmental data
		Percentage grid electricity	SR: Page 32 Environmental data
		Percentage of energy usage generated from renewable resources	SR: Page 32 Environmental data
	TC-SI-130a.2 Environmental Footprint of Hardware Infrastructure	Total water withdrawn	Not applicable for SimCorp to report on
		Total water consumed	None of SimCorp's water consumption is consumed in locations with high or extremely high baseline water stress. SR: Page 32 Environmental data
	TC-SI-130a.3 Environmental Footprint of Hardware Infrastructure	Discussion of the integration of environmental considerations into strategic planning for data center needs	SR: Pages 14-15 Climate change

¹ Links to report. AR=Annual Report 2022. SR=Sustainability Report 2022.

ESG category	SASB code & topic	Accounting metric	Reference ¹ or comment
 Social data	TC-SI-330a.3 Recruiting & Managing a Global, Diverse & Skilled Workforce	Percentage of gender and racial/ethnic group representation for management	Currently, we do not report on racial/ethnic group representation for management, but will consider to include in future reporting. SR: Page 33 Social data
		Percentage of gender and racial/ethnic group representation for technical staff	Not applicable for SimCorp to report on
		Percentage of gender and racial/ethnic group representation for all other employees	Currently, we only report on gender and nationality but not racial/ethnic group representation for employees, but will consider for future reporting. SR: Page 33 Social data
	TC-SI-330a.1 Recruiting & Managing a Global, Diverse & Skilled Workforce	Percentage of employees that are foreign nationals	SR: Page 33 Social data
		Percentage of employees that are located offshore	Not applicable for SimCorp to report on
	TC-SI-330a.2 Recruiting & Managing a Global, Diverse & Skilled Workforce	Employee engagement as a percentage	SR: Page 33 Social data
 Governance data	TC-SI-520a.1 Intellectual Property Protection & Competitive Behaviour	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	In 2022, SimCorp did not sustain any material monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations.
	TC-SI-550a.1 Managing Systemic Risks from Technology Disruptions	Number of performance issues	In 2022, SimCorp did not experience a performance incident or downtime issue on the SimCorp SaaS platform that had a material impact on the business that required regulatory reporting to authorities or incurred financial penalties.
		Number of service disruptions	
		Number of total customer downtime (days)	
	TC-SI-550a.2 Managing Systemic Risks from Technology Disruption	Description of business continuity risks related to disruptions of operations	AR: Page 32 Cyber attack
TC-SI-220a.1 Data Privacy & Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	SimCorp has policies in place to guide our employees on how to handle any type of user data and a Privacy Policy which tells our users how we use their data. This also includes marketing, primarily e-mail marketing, where we make sure to collect the consent of the user, when and if needed. The users can withdraw their consent at any time, which they are informed of in the Privacy Policy that is sent out to all users registered in the CRM system.	

¹ Links to report. AR=Annual Report 2022. SR=Sustainability Report 2022.

ESG category	SASB code & topic	Accounting metric	Reference ¹ or comment
 Governance data	TC-SI-220a.2 Data Privacy & Freedom of Expression	Number of users whose information is used for secondary purposes	SimCorp may use the information of a client's employees, if this is required to provide our services, for secondary purposes including market research, surveys, profiling of perspective clients, and preventing and detecting any misuse of our websites. It is not possible to give any numbers on how many users this might apply to.
	TC-SI-220a.3 Data Privacy & Freedom of Expression	Total amount of monetary losses as a result of legal proceedings associated with user privacy	In 2022, SimCorp did not sustain any material monetary losses as a result of legal proceedings associated with user privacy.
	TC-SI-220a.4 Data Privacy & Freedom of Expression	Number of law enforcement requests for user information	Zero
		Number of users whose information was requested	Not applicable for SimCorp to report on
		Percentage resulting in disclosure (%)	Not applicable for SimCorp to report on
	TC-SI-220a.5 Data Privacy & Freedom of Expression	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	Zero
	TC-SI-230a.1 Data Security	Number security breaches involving client data	SR: Page 34 Governance data
		Percentage involving personally identifiable information (PII)	Not applicable for SimCorp to report on
		Number of users affected	Not applicable for SimCorp to report on
	TC-SI-230a.2 Data Security	Approach to identifying and addressing data security risks, incl. use of third-party cyber security standards	AR: Page 32 Cyber attack

¹ Links to report. AR=Annual Report 2022. SR=Sustainability Report 2022.

SimCorp ESG ratings and memberships

SimCorp is regularly assessed by global rating agencies on our environmental, social, and governance (ESG) performance. These ratings are used by investors as part of their investment decisions. Furthermore, we actively contribute information to leading ESG indices and are a signatory to the UN Global Compact.



MCSI ESG Rating

MSCI's ESG rating is designed to measure a company's resilience to long-term ESG risks. SimCorp is rated AAA (Last update: August 26, 2022).



ISS ESG QualityScore

An ISS score of 1 indicates better disclosure and lower risk, while a 10 indicates worse disclosure and higher risk. SimCorp has received the following scores: Environment: 3, Social: 3, Governance: 1 (December 2, 2022).



Nasdaq ESG Transparency Partner

SimCorp submits its ESG data to Nasdaq to help increase market transparency and raise awareness of environmental standards directly to the public as well as present and future investors.



Sustainalytics

SimCorp is rated as "low risk" of experiencing material financial impacts from ESG factors and is noted for its strong corporate governance, which is reducing its overall risk (Last update: September, 2022).



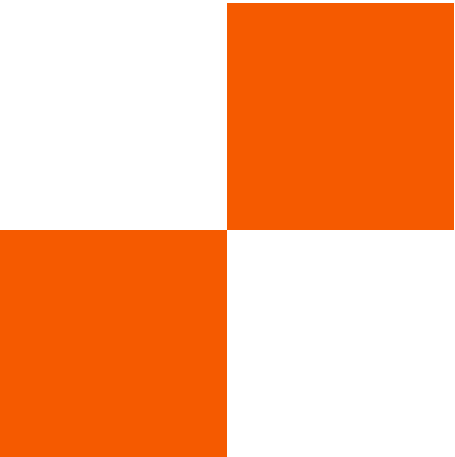
CDP Disclosure on Climate Change

SimCorp supports CDP's disclosure system that focuses on factors impacting climate change. 2022 score: D (2021: D).



UN Global Compact

SimCorp is a signatory to the UN Global Compact and actively supports its Ten Principles by integrating these into its processes and policies across the business, as well as our reporting.





About SimCorp

SimCorp offers industry-leading, integrated investment management solutions. Our platform and ecosystem, comprising partners, services, and third-party connectivity empowers us to provide 40% of the world's top 100 financial companies with the efficiency and flexibility needed to succeed. With over 25 offices around the world, and more than 2,200 employees, we are a truly global, collaborative team that connects every continent and industry seamlessly.

For more information, please visit www.simcorp.com

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. © 2023 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 for a full list of SimCorp A/S trademarks. Other trademarks referred to in this document are the property of their respective owners.