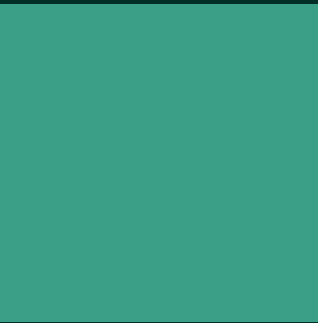


# Diversity, Equity and Inclusion Policy

December 17, 2021



# Diversity, Equity and Inclusion Policy

## Introduction

The Diversity, Equity, and Inclusion (DEI) Policy outlines our overarching DEI scope, vision, commitments and activities, monitoring and reporting, grievance mechanisms and governance.

At SimCorp, we are dedicated to increasing diversity, equity, and inclusion across our organization.

Each SimCorp employee has a unique set of experiences, strengths, and perspectives. By including this diversity in our everyday work, we develop, grow stronger, become more innovative, and maintain our competitiveness together. We acknowledge that creating an inclusive environment where diversity is celebrated, opportunities are equal, and everyone can thrive and reach their full potential requires proactivity.

We acknowledge the societal benefits and business needs of creating an organization that increasingly reflects the realities of our customers and the locations we operate in around the globe. Conversely, we recognize that a lack of diversity in our organization would mean missing out on talented employees, valuable perspectives, and critical skillset - all of which reduces the quality of the business solutions we build for ourselves, our customers, and our investors. Building a diverse, equitable, and inclusive environment is therefore key to building a sustainable organization.

We are on a journey of continual improvement where each employee, initiative, and action matters.

## Scope

The SimCorp Diversity, Equity, and Inclusion Policy applies to all employees, both full and part time. This global Policy applies to all markets and functional units and is viewed as a guiding principle for our company culture together with the 'Guideline for Good Business Behavior'. Local considerations may apply, but the global Policy must be observed.

We do not tolerate discrimination, harassment, or bullying in our workplace. Our [Anti-Harassment and Anti-Bullying Policy](#) complements our DEI Policy, and the principles around harassment and bullying apply to all SimCorp employees, contractors, and suppliers.

## Key definitions: Diversity, equity, and inclusion

*Diversity* is any range of dimensions, experiences, and perspectives that collectively make each employee unique. Diversity entails a large range of social identities including, but not limited to gender, gender identity, sexual orientation, age, culture, nationality, race, academic background, cognitive and neurodiversity, personality, ethnicity, physical or mental abilities, political or religious beliefs, and beyond.

*Equity* is about recognizing that each person has different circumstances and experiences based on their social identities, and that opportunities are not always equal. Our attention to equity is our commitment to increasing focus on making employment practices, policies, and opportunities throughout our organization more equal. This means a range of preventative, corrective, and affirmative-action measures.

*Inclusion* is the purposeful act or choice to embrace, value, and respect people regardless of differences in backgrounds, experiences, and social identities. We empower everyone to bring their authentic selves to work and join us in creating environments where everyone thrives.

## Vision

We are committed to making SimCorp a truly diverse, equitable, and inclusive workplace. A workplace where all employees have equal access to opportunities, feel included, and are valued for the different perspectives and competencies they bring. We believe that SimCorp will be most

successful when we are courageous, curious, and capable, and collaborate to build a culture where everyone can thrive and be their true self - together.

## Ambition

At SimCorp, we are dedicated to increasing diversity, equity, and inclusion across our organization; this is a journey of continual improvement where each employee, initiative, and action matters. We aim to cultivate and sustain an environment where diversity, equity, and inclusion are integrated into our daily work globally. We acknowledge that we must work to actively include diversity and make processes more equitable so that we can play our part in creating a sustainable organization.

By including diverse backgrounds, perspectives, and experiences, we become stronger, more innovative, and competitive as an organization.

We recognize that acts of inclusion and equitable policies and practices enable sense of belonging to our organization and we seek to create a work culture where all employees thrive and can reach their full potential.

We realize that each employee has a unique set of experiences, strengths, and perspectives. By including this diversity of backgrounds in our everyday collaboration, we develop and grow together.

Our diversity, equity and inclusion ambition is to therefore expand our talent pool, cultivate inclusive environments for our employees and our customers, and continue to make opportunities equitable for all.

## Commitments and initiatives

We realize that to achieve the benefits of diversity, we must have inclusion. We therefore undertake several initiatives both globally and locally across our organization.

### Focus areas

Our three focus areas guide our DEI journey:

- Build an inclusive culture
- Boost diverse talent
- Increase women in leadership positions

These three focus areas complement one another and often overlap. We continually build upon these initiatives and update them when relevant.

### Recruitment and employment practices

- We have targets for recruitment to ensure we have diversity in our shortlists
- We measure gender composition during our recruitment process
- We are committed to increasing gender at all levels of our organization, including at the management level. Our commitment to reaching a 40% representation of women at SimCorp by 2030 is publicly communicated and tracked
- We use AI technology to screen job postings for biased language that might detract otherwise qualified candidates
- We continually work on expanding our talent pool and hire the most qualified applicant
- All decisions on promotion are based on merit
- We have created a diversity dashboard to allow managers to instantaneously view gender, age, and nationality of teams and continue to measure progress
- We review our employment practices regularly to ensure fairness, equity, and compliance with relevant legislation wherever we operate
- We measure DEI in our Employee Engagement Survey
- We regularly report on gender composition to the Board

### Education, awareness-raising and training

- We are committed to offering continual learning and development opportunities to our employees so that they can reach their full potential and we can cultivate an inclusive work environment

- We offer training across a wide spectrum of diversity, equity, and inclusion topics. These learnings are available to all employees and include micro-learnings, self-guided learnings, facilitated sessions, book clubs, inspirational speakers, and beyond
- We have and advocate for the creation of Employee Resource Groups (ERGs)
- We run a women's mentorship program to retain, promote, and develop women across our organization
- We actively knowledge-share through internal communications to champion diversity, equity, and inclusion in our organization and ensure best practices are shared
- We participate in several internal and external events to encourage curiosity, growth, and development on this shared journey

### **SimCorp employee responsibilities**

As a SimCorp employee, you are empowered to help us create a diverse, equitable, and inclusive environment. In accordance with this Policy and other corporate policies, you are obligated to:

- Respect your fellow colleagues
- Understand and follow the terms of your employment as outlined in your contract, our [Guideline for Good Business Behavior](#), and this DEI Policy
- Actively sign your receipt, understanding, and acknowledgement of your responsibility to act in accordance with this Global DEI Policy as part of your onboarding process
- Report any concerns or breaches of this Policy in accordance with grievance mechanisms explained below

### **Monitoring and reporting**

While we are a Danish headquartered company, we are also global; we are proud of our Danish roots and our global reach. We adhere to Danish legislation: section 99b(2) and 107d of the Danish Financial Statements Act.

The three diversity dimensions we report on globally are age, gender, and nationality, and we encourage local initiatives that incorporate other diversity dimensions where relevant. We proactively engage in internal dialogues to continually learn from best practices in the organization. By tracking and monitoring data frequently, we are able to not only measure progress, but also make data-driven decisions in relation to new and ongoing DEI-related activities.

Our progress related to diversity, equity, and inclusion is published annually both in SimCorp's publicly available Sustainability Report and Annual Report. While we externally publish statistics and achievements in these annual reports, we also actively share diversity, equity, and inclusion data voluntarily and by request. This allows us to benchmark ourselves against other organizations, incorporate business-driven initiatives, and continually improve in the DEI space.

### **Grievance mechanisms**

While this Policy outlines our preventative measures and initiatives to create a diverse, equitable, and inclusive environment, SimCorp's Global Anti-Harassment and Anti-Bullying Policy and the [Whistleblower Policy](#) clearly outline procedures to be taken, should any employee have a grievance or concern. We take all inquiries and concerns seriously, are committed to ensuring confidentiality, and have a non-retaliation policy for all whistleblowers.

### **Governance**

The Global DEI Policy is updated, reviewed, and approved annually by our Board of Directors in collaboration with our Head of HR and Head of DEI. This Policy should be read together with SimCorp's package of corporate policies. Responsibility for monitoring compliance with the DEI Policy is anchored within SimCorp HR.

This policy is adopted in Copenhagen  
on December 17, 2021

**Board of Directors**

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Peter Schütze

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Morten Hübbe

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Hervé Couturier

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Simon Jeffreys

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Adam Warby

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Joan A. Binstock

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Susan Standiford

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Else Braathen

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Vera Bergforth

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Hugues Chabanis



## **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, see [www.simcorp.com](http://www.simcorp.com)