STATEMENT ON **MODERN SLAVERY ACT**

JANUARY, 2022

INTRODUCTION

SimCorp supports the UK Modern Slavery Act 2015 and its objective to eradicate forced labor and human trafficking. We will continuously strive to be recognized as a trusted business partner, acting in accordance with our core values while taking into account internationally recognized principles for environmental protection, human and labor rights, business ethics, and anti-corruption. This includes improving business practices to combat modern slavery and to drive sustainable progress and positive impact in the societies we are part of.

This statement sets out SimCorp's actions to identify and understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in our own business. This statement relates to actions and activities during the financial year (January 1, 2021 – December 31, 2021)

ABOUT SIMCORP

SimCorp provides integrated, best-in-class, multi-asset investment management solutions to the world's leading asset managers, fund managers, asset servicers, pension and insurance funds, wealth managers, central banks, sovereign wealth funds, and treasury. SimCorp invests around 20% of its annual revenue in R&D, helping clients develop their business and stay ahead of ever-changing industry demands. Listed on Nasdaq Copenhagen, SimCorp is a global company, with regional offices across EMEA, including the United Kingdom, North America, and Asia Pacific.

At SimCorp, corporate social responsibility and financial performance go hand in hand. While our main focus is on delivering value to our clients and shareholders, our business decisions are also guided by considerations that include protecting people and our planet.

OUR POLICIES AND COMMITMENT

We are committed to respecting human rights, and we work to combat any kind of modern slavery in our business and our supply chains. National legislation, our core values, and international agreements form the basis for how we conduct our business in a responsible and transparent manner. We observe and support a number of initiatives of relevance to the Modern Slavery Act:

• UN Global Compact
• The Universal Declaration of Human Rights

SimCorp has a number of supporting policies and statements specifying our environmental, social and governance (ESG) commitments. These include our CSR Policy, Guideline for Good Business Behavior, and Diversity and Inclusion Policy.

OUR POLICIES AND COMMITMENT

At SimCorp, we have processes and procedures in place to ensure that human rights risks are identified, assessed, and mitigated. These include the following:

For our employees:

We have HR management procedures in all the countries where we operate to ensure that all employees are

recruited lawfully and in compliance with local labor law and trade unions.

When legally acceptable, we require candidates to present a clean criminal record. Further, we require that all employees have valid residence and work permits in order to ensure that they are living and working legally in the country in question.

Employees can report possible wrongdoings through our whistleblower scheme.

We have mandatory training programs in place to ensure that employees adhere to our policies and procedures, including eLearning modules on compliance, anti-money laundering, and whistleblowing. Procurement employees undergo specific training in ESG matters relating to their activity, hereunder supplier selection.

For our suppliers:

We contractually commit suppliers to adhere to our requirements as stated in our Guidelines for Good Business Behavior, hereunder that suppliers are responsible for setting the same or comparable standards for their subcontractors.

MEASURING THE EFFECTIVENESS OF OUR POLICIES AND PROCESSES

As part of our annual ESG report, we collect and report data on the number of breaches on our human rights policies and processes. So far, no reports of breach have been made.

CHRISTIAN KROMANN
Chief Executive Officer