

Social Indicators

1. Diversity (DJSI 3.2.2) (At least one public target)

Diversity Indicators 2020	Percentage (0 - 100 %)
Female share of total workforce (%)	58.14
Share of women in all management positions, including junior, middle and top management (as % of total management positions)	33.33
Share of women in junior management positions, i.e. first level of management (as % of total junior management positions)	32.62
Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions)	34.55
Share of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	38.46
Share of women in STEM-related positions (as % of total STEM positions)	34.00

2. Workforce Breakdown: Other Minorities (DJSI 3.2.3)

Breakdown <i>Nationality</i>	Share in total workforce (as % of total workforce)	Share in all management positions, including junior, middle and senior management (as % of total management workforce)
Nationality 1 Peruvian	99.02%	94%
Nationality 2 Venezuelan	0.40%	0.70%
Nationality 3 Colombian	0.18%	2.14%
Nationality 4 Chilean	0.11%	0.70%
Nationality 5 Spanish	0.04%	0.70%
Nationality 6 Mexican	0.04%	0.70%

Nationality 7 Argentinian	0.07%	0.70%
Nationality 8 Honduran	0.04%	0.00%
Nationality 9 Bolivian	0.04%	0.00%
Nationality 10 English	0.04%	0.70%

3. Workforce Breakdown: Other Minorities (DJSI 3.2.4)

Diversity Indicator	% of FTEs	Coverage
People with disability	0.16%	> 75% of FTEs
Age groups:		> 75% of FTEs
<30 years old	22.91%	
30-50 years old	69.71%	
>50 years old	7.38%	

4. Gender Pay Indicators (DJSI 3.2.5)

Employee Level	Proporción (= salario medio femenino / salario medio masculino)
Executive level (base salary only)	0.81
Executive level (base salary + other cash incentives)	0.90
Management level (base salary only)	0.93
Management level (base salary + other cash incentives)	0.90
Non-management level	0.68

5. Training & Development Inputs (DJSI 3.4.1)

	FY 2020	
Average hours of training and development per FTE	18.68	
Average amount invested in training and development per FTE	161.48	USD - US Dollar

- Gender
- Management level (e.g. junior/low level, middle, senior/top level management)
- Type of training

6. Hiring (DJSI 3.5.1)

	FY 2017	FY 2018	FY 2019	FY 2020
Total number of new employee hires	1462	1520	1916	776
Percentage of vacant positions filled by internal candidates (internal hires)		13.09%	9.81%	13.27%
Average hiring cost / FTE		69.40	77.14	76.20
Currency	USD - US Dollar			

DATA BREAKDOWN

- Age group
- Gender

7. Employee Turnover Rate (DJSI 3.5.6)

	FY 2017	FY2018	FY2019	FY2020
Total employee turnover rate	47	45	46	48
Voluntary employee turnover rate	30	24	28	20
Data coverage (as % of all FTEs globally)	100	100	100	100

8. Employee Engagement (DJSI 3.5.7)

Our collaborators are the ones who forge the leadership and strength of RIMAC Seguros. By it, the effort of each one is paid with optimal working conditions, good weather work and encouragement of their comprehensive development, both professional and personal. This way, we retain the best talent on the market insured.

Employee engagement	Unit	FY2020	What was your target for FY 2020?
Employee engagement	% of actively engaged employees	8	7.6
Data coverage	% of total employees	57%	

9. Absentee Rate (DJSI 3.7.2)

Absentee rate	Unit	FY 2017	FY 2018	FY 2019	FY 2020	What was your target for FY 2020?
Employees	% of total days scheduled	8.86	8.81	8.73	9.88	9.5
Data coverage (as % of employees, operations or revenues)	percentage of: Employees	100	100	100	100	

Methodology

The formula is
 $A = \frac{DPP}{(I+F)/2} \cdot DL \cdot 100$
 Donde
 A= Absenteeism rate
 DPP= Person days lost due to absenteeism in the period
 I= Personnel that were had at the beginning of the period
 F= Personnel that were had at the end of the period
 DL= Working days during the period

10. Philanthropic Contributions (DJSI 3.6.3)

Diversity Indicator 2020	Total amount (in local currency)
Cash contributions	\$291,005.97
Time: employee volunteering during paid working hours	\$4,283.00
In-kind giving: product or services donations, projects/partnerships or similar	\$64,946.68
Management overheads	\$733,453.00