

ESG Indicators

1. Non-Executive Chairperson/ Lead Director (DJSI 1.1.2)

Role of CEO and chairperson is split, and chairperson is non-executive but not independent.

ALEX FORT BRESCIA: Chairman of the Board of Directors Alex Fort Brescia, Chairman of the Board of Rimac, joined the Company in 1981, holding the position of General Manager between 1992 and 2010. He has been a Director in the Company since 1993. The CEO of the company since 2018 is FERNANDO RÍOS SARMIENTO.

2. Board Effectiveness (DJSI 1.1.5)

Board	Description	Mention which boards of the same economic group the directors belong to.	Mention which boards of other economic groups the directors belong to.
Alex Fort Brescia	Chairman of the Board of Directors of RIMAC, BBVA Peru and Melón (Chile). He is also Chairman of the Boards of Directors of RIMAC, BBVA Peru and Melón (Chile). He is also Co-Chairman of BRECA, Vice Chairman of the Board of Directors of Minsur, Compañía Minera Raura, Real Estate Companies of BRECA, Corporación Peruana of Chemical Products and Tricolor (Chile). He is the director of TASA, Intursa, an entity managed by Urbanova, and Cumbres Andinas. He is a member of the Executive Committee of BREIN, BRECA's innovation hub, and of the Board of Directors of Aporta, BRECA's social impact platform. He joined RIMAC in 1981, serving as General Manager from 1992 to 2010. He has been a Director of the Company since 1993. He has a BA in Economics from Williams College (USA) and an MBA from Columbia University (USA). Male gender. Year of birth: 1957. Chairman.	BBVA Peru and Melon (Chile). She is also Co-Chairman of BRECA, Vice-Chairman of the Board of Directors of Minsur, Compañía Minera Raura, of the real estate companies of BRECA de Corporación Peruana de Productos Químicos and Tricolor (Chile). He is the director of TASA, Intursa, an entity managed by Urbanova, and Cumbres Andinas. He is a member of the Executive Committee of BREIN, BRECA's innovation hub, and of the Board of Directors of Aporta, BRECA's social impact platform.	None

<p>Pedro Brescia Moreyra</p>	<p>Vice-Chairman of the Board of Directors of RIMAC and BBVA Peru. He is Co-Chairman of BRECA and Chairman of the Board of Directors of Corporación Peruana de Productos Químicos, BRECA's real estate companies, and Intursa, an entity managed by Urbanova. He also serves as a director of TASA, Minsur, Compañía Minera Raura, Cumbres Andinas. He is a member of the Executive Committee of BREIN, BRECA's innovation hub, and of the Board of Directors of Aporta, BRECA's social impact platform. He has been a director of RIMAC since 1998. He holds a B.A. in Economics from Boston University (USA). Gender: Male. Year of birth: 1967. Member of the Board of Directors</p>	<p>BBVA Peru. She is Co-Chairman of BRECA and Chairman of the Board of Directors of the Peruvian Chemical Products Corporation, of the real estate companies of BRECA and of Intursa, an entity managed by Urbanova. He also serves as director of TASA, Minsur, Compañía Minera Raura, Cumbres Andinas. He is a member of the Executive Committee of BREIN, BRECA's innovation hub, and of the Board of Directors of Aporta, BRECA's social impact platform.</p>	<p>None</p>
<p>Jaime Araoz Medanic</p>	<p>Director of RIMAC since 2015. He is CEO of Corporación BRECA and the Group's Holdings. He is Director of Minsur, Marcobre, Compañía Minera Raura, Corporación Peruana de Productos Químicos, the real estate companies of Breca, INTURSA, Melón (Chile) and TASA. He is also an Alternate Director of BBVA Peru and a member of the Board of Directors of Brein Hub Innovation of BRECA and Aporta, BRECA's social impact platform. He is a Director of Centenario, Director of the Peruvian Institute of Economics (IPE), and a member of the Board of Directors of the Asociación Por el Perú – Es Hoy. He holds a degree in Business Administration from Universidad de Lima and an MBA from Kellogg Graduate School of Management (USA). Gender: Male. Year of birth: 1971. Member of the Board of Directors</p>	<p>Minsur, Marcobre, Compañía Minera Raura, Corporación Peruana de Productos Químicos, the real estate companies of Breca, INTURSA, Melón (Chile) and TASA. Also, he is Alternate Director of BBVA Peru and member of the Board of Directors of Brein Innovation Hub of BRECA and Aporta, BRECA's social impact platform.</p>	<p>Centenario.</p>

<p>Fortunato Brescia Moreyra</p>	<p>Director of RIMAC since 1997. He is also a Director of BRECA and is Chairman of the Board of Directors of Minsur and Cumbres Andinas. He is also Vice-Chairman of the Board of TASA and Director of BBVA Perú, Intursa, an entity managed by Urbanova, Corporación Peruana de Productos Químicos, Melón (Chile) and the real estate companies of BRECA. He is Chairman of the Board of Directors of Aporta, BRECA's social impact platform, and a member of the Executive Committee of BREIN, BRECA's innovation hub. He is a mining engineer, who graduated from the Colorado School of Mines (USA). Gender: Male. Year of birth: 1959. Member of the Board of Directors</p>	<p>TASA, BBVA Peru, Intursa, an entity managed by Urbanova, Corporación Peruana de Productos Químicos, Melón (Chile) and the BRECA real estate companies. He is Chairman of the Board of Directors of Aporta, BRECA's social impact platform, and member of the Executive Committee of BREIN, BRECA's innovation hub.</p>	<p>Ninguna</p>
<p>Bernardo Fort Brescia</p>	<p>Director of RIMAC since 2005. He is the Director of Melón (Chile) and Intursa. He is also a founding partner of Arquitectónica (1977), one of the most prominent international architectural and urban planning firms with offices located in North America, South America, Europe, the Middle East, and Asia. He was a professor at Harvard University (USA). He is an architect from Princeton University and holds a Master's degree from Harvard University (USA). Gender: Male. Year of birth: 1951. Member of the Board of Directors.</p>	<p>Intursa Chile melon</p>	<p>Ninguna</p>
<p>Mario Brescia Moreyra</p>	<p>Director of RIMAC since 1995. Director of BRECA and is also Chairman of the Board of Directors of TASA, as well as Vice Chairman of the Board of Directors of Melón (Chile) and Intursa, an entity managed by Urbanova. He is a Director of BBVA Perú, of the real estate companies BRECA, Minsur, Compañía Minera Raura, Cumbres Andinas, and Corporación Peruana de Productos Químicos. He is Vice-Chairman of the Board of Directors of Aporta, BRECA's social impact platform, and a member of the Executive Committee of BREIN, BRECA's innovation hub. He is a Business Administrator, who graduated from Ricardo Palma University. Gender: Male. Year of birth: 1961. Member of the Board of Directors.</p>	<p>TASA, Intursa, entity managed by Urbanova, BBVA Peru, of the real estate companies of BRECA, Minsur, Compañía Minera Raura, Cumbres Andinas, and Corporación Peruana de Productos Químicos. He is Vice President of the Board of Directors of Aporta, BRECA's social impact platform, and member of the Executive Committee of BREIN, BRECA's innovation hub.</p>	<p>Ninguna</p>

<p>Ismael Benavides Ferreyros</p>	<p>Director of RIMAC since 2018. He is also a Director of Quimpac, BBVA Continental, Tupemesa and Agroindustrial Huamani. Chairman of the Board of Innova Rural and Director of Pro Naturaleza, dedicated to rural and social development, as well as nature protection. He is Vice President of the Water Resources Group of the World Bank in Peru, a member of the Board of Directors of San Ignacio de Loyola University, and of the Advisory Board of the Schools of Economics and Business Administration of the Peruvian University of Applied Sciences. He has more than 40 years of experience in Banking and Finance. Between 1993 and 2007 he was General Manager of Interbank and President of ASBANC. He has been Minister of Agriculture, Minister of Fisheries, and Minister of Economy and Finance of Peru. He is an Agricultural Engineer and Agricultural Economist, with an MBA from the University of California at Berkeley. Gender: Male. Year of birth: 1945 Member of the Board of Directors.</p>	<p>BBVA Peru</p>	<p>Quimpac</p>
<p>Ricardo Cillóniz Champín</p>	<p>Director of RIMAC since 1979. He is Chairman of the Board of Corporación Aceros Arequipa S.A. and Director of Empresa Eléctrica El Platanal. He is a Civil Engineer, who graduated from the Pontificia Universidad Católica del Perú, and holds a Master's degree in Business Administration from the University of Michigan (USA). Gender: Male. Year of birth: 1949. Member of the Board of Directors</p>	<p>Director of RIMAC</p>	<p>Corporación Aceros Arequipa S.A</p>
<p>Mariana Costa Checa</p>	<p>Director of RIMAC since 2021. She is co-founder and CEO of Laboratoria, an organization that encourages women who dream of a better future to start and grow a career in technology with a presence in Peru, Chile, Mexico, Brazil, and Colombia. Laboratoria works to achieve a more diverse, inclusive, and competitive digital economy in Latin America. Due to her work as a social entrepreneur, Mariana has been recognized as one of the most innovative leaders in the region by organizations such as MIT, the BBC, and President Barack Obama. She is also actively involved in multiple initiatives to promote</p>	<p>Director of RIMAC</p>	<p>None</p>

	<p>entrepreneurship in Peru. She is a member of the Board of Directors of Kunan and AVP. She holds a B.A. in International Relations from the London School of Economics and an M.A. in Public Administration and Development from Columbia University in New York. Gender: Female. Year of birth: 1986. Member of the Board of Directors.</p>		
<p>Carlos Kubick Castro</p>	<p>Industrial Civil Engineer from Universidad de Chile. He was General Manager of BANMEDICA S.A. between 1985 and 2015. He is currently Chairman of the Board of Red Dental Norden, Director of Clínica Puerto Varas, and holds the position of Director of RIMAC SEGUROS since May 26, 2020. Gender: Male. Year of birth: 1952 Member of the Board of Directors.</p>	<p>Director of RIMAC</p>	<p>None</p>
<p>Robert Damian</p>	<p>Director of RIMAC since 2019. Director of the companies Qroma, TASA and Machu Picchu Foods. He was also Chairman of the Board of Unión de Cervecerías Backus and held the position of General Manager of this company. He worked as an Executive in the Sab Miller Group and held various management positions in the Piwowarska Company (Poland), Saris SA (Slovakia), and Cervecería Hondureña (Honduras). He holds a degree in Finance and Business Administration from Henley Great Britain (Henley School of Business - Great Britain). Gender: Male. Year of birth: 1960. Member of the Board of Directors.</p>	<p>Director of RIMAC, TASA</p>	<p>None</p>

3. Board Average Tenure (1.1.6)

Directores	Año inicio	Año medición	Total
Alex Fort Brescia	1993	2021	28
Pedro Brescia Moreyra	1998	2021	23
Jaime Araoz Medanic	2015	2021	6
Fortunato Brescia Moreyra	1997	2021	24
Bernardo Fort Brescia	2005	2021	16
Mario Brescia Moreyra	1995	2021	26
Ismael Benavides Ferreyros	2018	2021	3
Ricardo Cillóniz Champín	1979	2021	42
Mariana Costa Checa	2021	2021	0
Carlos Kubick Castro	2020	2021	1
Robert Damian	2019	2021	2
Promedio			15.5

4. CEO-to-Employee Pay Ratio (DJSI 1.1.15)

CEO Compensation	Total CEO Compensation	
Total annual compensation of the Chief Executive Officer (or any equivalent position): Total compensation includes fixed and variable compensation as well as all other parts of compensation which are required to be included in total remuneration reporting according to national accounting standards	15'906,135.00	
Employee Compensation	Median Employee Compensation	Mean Employee Compensation
Please indicate either median or mean annual compensation of all employees, except the Chief Executive Officer (or any equivalent position):	320'875.00	462'400.00
The ratio between the total annual compensation of the Chief Executive Officer and the mean or median employee compensation: CEO compensation divided by the mean or median employee compensation	49.57	34.40
The currency used in the table:	USD - US Dollar	

5. Governance Contributions & Other Spending (DJSI 1.5.1)

Tipo de contribución	FY 2021
Lobbying, representation of interests or similar	0
Local, regional or national political campaigns / organizations / candidates.	0
Trade associations or tax-exempt groups (for example, think tanks)	49, 587 ¹
Other (for example, expenses related to ballot measures or referendums)	0
Total contributions and other expenses	575, 332²
Data coverage (place as percentage %). Indicate the scope of the reported data	100

6. Integration of ESG Criteria in Insurance Underwriting (DJSI 1.8.3)

Rimac has guidelines that exclude risks that are random, due to the type of activity or assets to be insured. These guidelines are translated into the Company's Underwriting Policy, such risks are not assumed by our contracts, and in case the decision is made to do so, nothing is retained, and the risk is transferred 100% to optional reinsurance.

Examples Spins/Activity: Charcoal, explosives, mattresses / foams, firework, nitrocellulose, prawns.

With regard to our interaction with its stakeholders (brokers and clients), for the last 3 years, Rimac has launched a webinar aimed at our clients, suppliers and brokers so that they are informed of everything necessary to prevent scenarios with environmental risk, specifically for rainy seasons.

Among the topics discussed were:

- Current weather conditions.
- El Niño- Oscilación del Sur (ENSO) monitoring and perspectives
- Effects of ENSO conditions (coast, mountains, and jungle).
- Precipitation prospects at the national level.
- Climatology and analog forecasts for the specific region. Risk and prevention scenarios.

¹ Includes COMEX; AMCHAM, IPE and cameras

² Includes APESEG and APEPS

Te invitamos a participar de la charla:

Perspectivas meteorológicas para la temporada de lluvias 2022

En esta charla se presentará la actualización del escenario de lluvias para la temporada 2022 y las implicancias para tu negocio, el de tus clientes y proveedores.

Jueves

17

Marzo

🕒 4:30 p.m

Podrás registrarte al evento [AQUÍ](#).

Trataremos estos temas:

- Condiciones climáticas actuales.
- Monitoreo y perspectivas ENSO (El Niño/La Niña).
- Efectos de las condiciones ENSO (costa, sierra y selva).
- Perspectivas de las precipitaciones a nivel nacional.
- Climatología y pronósticos de análogos para la región específica. Escenarios de riesgo y prevención.

¡Te esperamos!

RIMAC

UNIDOS TODO VA A ESTAR BIEN

7. Training & Development Inputs (DJSI 3.4.1)

Management level - hours 2021			
Level	Total hours	FTEs	Indicator
Management	5,069.50	132	38.41
Administrative	44,487	1,700	26.17
Massive FFVV	1,706.50	548	3.11
Masivos Front	935.5	223	4.20
Training Modality	1,776	52	34.15

Management level - Amount spent per FTE on training and development 2021			
Level	Total hours	FTEs	Indicator
Management	399,905.35	132	3029.59
Administrative	404,583.92	1,700	237.99
Massive FFVV	9,105.13	548	16.62
Masivos Front	4,439.75	223	17.62
Training Modality	10,167.42	52	195.53

8. Employee Support Programs (DJSI 3.5.6)

Employee Support Programs	%
Flexible working hours	70
Working-from-home arrangements	85
Childcare facilities or contributions	0
Breast-feeding/lactation facilities or benefits	90
Paid parental leave for the primary caregiver in excess of the minimum legal requirement. Please indicate the number of paid weeks. If the minimum legal requirement is 30 weeks or more, please also tick this option and select the corresponding bracket.	Rimac provides 10 days
Paid family or care leave beyond parental leave (care for a child, spouse, partner, dependent, parent, sibling, or other designated relation with a physical or mental health condition)	Rimac provides 7 days

9. Customer Privacy Information (DJSI 3.10.2)

We monitor the percentage of users whose customer data is used for secondary purposes. Please indicate the percentage of customers whose data is used for secondary purposes and provide publicly available evidence.

% of users whose customer data is used for secondary purposes.	30.57% ³
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³ The secondary purpose of the use of the personal data of our clients was for commercial purposes (sending new offers of our insurance). For which, they gave us their consent for the processing of information for the purpose of sending commercial communications, such as new offers of our RIMAC products and services.