

DIVERSITY AND CORPORATE INCLUSION

I. INTRODUCTION

At RIMAC we firmly believe that the diversity of people and talents we have at all levels of the company promotes empathy and innovation, as well as allowing us to better understand and know the diversity of our customers, suppliers and other stakeholders with whom we interact every day.

The presente Política emanates from the RIMAC Structure, which highlights the importance of promoting an environment where everyone feels valued and respected, and where diversity and dialogue are always promoted. Through this document we propose the guidelines to promote diversity and inclusion in our various processes as a company.

II. OBJECTIVE

Establish the corporate guidelines to be followed by the Company, at all labor levels such as the Board, General Management, Vice Presidencies and collaborators in general, in processes associated with diversity, equity and inclusion, in order to:

1. Promote equal opportunities in all areas of the Conference, including the Board, through training that contributes to professional development and facilitates diverse participation in decision-making processes
 - Reject any act of discrimination, harassment or abuse of any person
 - Facilitate an inclusive work environment that ensures that all the people who make up the Company feel accepted and integrated
 - Promote collaboration and respectful communication among members of all teams
 - Attract, hire and retain diverse profiles for all positions within the Company
 - Ensure an increasingly diverse composition of the members of the Board of Directors, Management Committee and middle leadership managers, in whose process no person is excluded on the basis of gender, race, nationality, sexual orientation, generational membership, disability, culture, religion or other.

III. SCOPE

This policy applies to all hierarchical levels of Rimac Seguros and Rimac EPS, including the Board of each organization. Also, the applicable legal basis includes Law No. 27270, Law Against Acts of Discrimination, Law No. 28983, Law on Equal Opportunities between Men and Women, Law No. 29973, General Law on Persons with Disabilities, Law No. 30947, Mental Health Law, as well as the Internal Labor Regulations, RIMAC's Code of Conduct, Sustainability Policy, Human Rights Policy and Sexual Harassment Prevention and Punishment Policy.

IV. POLICY DEVELOPMENT

At RIMAC we are aware of the diversity of our employees, which leads us to retain, value and attract authentic and empathetic talent, willing to value diversity as an essential part of an innovative environment. This is how through this Policy we seek to provide a work space where people feel safe and are treated with dignity and respect, without excluding anyone because of gender, race, nationality, sexual orientation, generational belonging, disability, culture, religion, among others.

Making visible and promoting equity and respect for the diversity of our talent is key to the development of an inclusive work environment, also taking into account our board of directors and management committee, which commits us to work in favor of our employees and their families, without neglecting the duty to continue working on diversity and inclusion in favor of our clients, community, suppliers and other stakeholders.

In this sense, through this policy as a starting point, RIMAC is committed to developing initiatives that contribute to diversity, equity and inclusion within the organization, based on the following axes:

- Collaborator engagement
- Metrics and *reporting*
- Training, awareness and development of employees
- Personnel selection
- Inclusive and flexible product development
- Social impact initiatives
- Marketing and External Communications
- Corporate governance
- *Compliance* and Legal

V. AREAS, POSITIONS, ROLES AND RESPONSIBILITIES

This policy proposes the creation of a Diversity Committee made up of representatives from the following areas:

1. Internal Communication and Culture
2. Sustainability and Corporate Issues
3. Talent attraction and retention
4. Compliance
5. Marketing
6. Innovation
7. Distribution
8. Learning and Knowledge Management
9. Corporate Commercial
10. Information technology

This committee will be the body in charge of developing RIMAC's Strategic Strategy of Diversity, Equity and Corporate Inclusion and its Action Plan. The committee will report to General Management on its progress.

VI. Annexs:

DEFINITIONS

1. **Discrimination:** it is a differentiated and unequal time towards a person or a group in various areas of social life depending on one or more categories, whether these are real, attributed or imaginary, such as culture, gender, age or social class, among others (Source: OECD)
2. **Diversity:** It is the sum of social, cultural and identity human attributes represented within a group. These include, but are not limited to, topics such as age, social class, disability, education, ethnicity, gender expression, gender identity, geographic location, nationality, income, race among others. (Source: Institute Community and Equity Office, MIT)
3. **Equity** : Quality that consists of giving each one what he deserves based on his merits or conditions (Source: Oxford)
4. **Gender identity:** it is defined as a personal conception of oneself as a man or as a woman, as both or neither. (Source: MIT)
5. **Gender equality:** equal rights, responsibilities and opportunities for women and men, and girls and boys. (Source: United Nations)
6. **Inclusive language:** set of proposals for the use of the Spanish language that seeks to personalize the presence of women and men when writing, speaking and representing, promoting that speakers abandon or not incur in linguistic sexism and social sexism present in the language. (Source: Ministry of the Mujer and Poblaciones Vulnerables of Peru)

- a. **LGBTIQ+** (Lesbian, Gay, Bisexual, Trans or Transgender, Intersex, Queer and others):
These acronyms are used to describe the various groups of people who do not conform to conventional or traditional notions of male and female gender roles. Regarding this particular acronym, the Court recalls that the terminology related to these human groups is not fixed and evolves rapidly, and that there are other diverse formulations that include Asexual, Queers, Transvestites, Transsexuals, among others (Source: Inter-American Court of Human Rights)
7. **Nationality:** it is the legal bond and belonging between a person and a State, which implies rights and duties between both parties in a reciprocal way. (Source: MIT)
8. **Sexual Orientation:** A person's ability for a deep feeling excites or sexual attraction to people of the opposite sex, people of the same sex, or people of the same or opposite sex. (Source: OECD)
9. **Person with disabilities:** person who has one or more permanent physical, sensory, mental or intellectual deficiencies who, when interacting with various attitudinal and environmental barriers, does not exercise or may be impeded in the exercise of their rights and their full and effective inclusion in society, on equal terms with others. (Source: Ministry of the Mujer and Poblaciones Vulnerables of Peru)
10. **Race:** Race is a flexible concept used to name people in a group according to various factors, including ancestral background and social identity. Race is also used to identify people in a group who share a set of visible characteristics, such as skin color and facial features. (Source: National Human Genome Research Institute)
11. **Freedom of worship or religion:** it implies the decision of each human being to freely and voluntarily choose the religion that most satisfies his spirituality, as well as not to choose religion or not to embrace any belief. Likewise, it implies the freedom to exercise their belief publicly, individually and collectively, if they so decide, without being a victim of discrimination or attempted change against their will. (Source: Ministry of Justice of Peru)
12. **Mental health:** a state of well-being in which the person realizes his or her abilities and is able to cope with the normal stress of life, work productively, and contribute to his or her community. (Source: WHO)
13. **Generations:** refers to a specific group of people with several characteristics in common. A generation of people can relate to all those born in a certain space of time, who have experienced changes in parallel or all people who are at the same stage of their lives. Generations can lead the growth of the population and its structure in terms of development trends, which are consolidated over the years. (Source: United Nations)

VII. RELATED DOCUMENTS

Among the internal regulations related to the policy are:

- Internal Work Regulations
- Code of Conduct
- Sustainability Policy
- Human Rights Policy
- Policy on the Prevention and Punishment of Sexual Harassment
- RIMAC Brand Manual
- RIMAC Internal Brand Manual