

Annual Employee's Bonus 2025

Calculation Formula



Company factors:

Trigger: the annual bonus for results is activated at the company level as long as %Net Income RIMAC Achieved is greater than 70%

%
Net Income RIMAC Achieved > 70%

Multiplier: the higher the net profit achieved, the higher the multiplier, therefore the higher the bonus

Bonus provision adjusted based on compliance with RIMAC's Net Income Target.

Individual factors:

Annual Bonus

=

N° Bonus Target Salaries (December)

X

Gross Monthly Salary (December)

X

% Achievement of Individual BSC Goals

X

% Net Income RIMAC Achieved

X

Cultural Principles

X

Time Worked Factor

- **N° Bonus Target Salaries:** It is the number of salaries assigned at the end of the year (December) based on the salary category of the position.
- **Gross Monthly Salary:** It is the gross monthly salary at the end of the year (December) that appears on the payroll.
- **% Achievement of Individual BSC Goals:** It is the % of the employee's individual achievement, which must be at least 70% and a maximum of 125%
- **% RIMAC Net Income Achievement:** It is the % of the business's compliance of the goal established for the year under evaluation, which considers a maximum limit of 120%.
- **Cultural Principles:** It is the evaluation that measures how our leaders and collaborators live the principles and evidence the desired behaviors in the development of their tasks and relationship with all others.
- **Time worked factor:** It is a ratio between 0 and 1 that considers the total number of calendar days worked in the year based on 360 days per year (only the days worked in the positions that apply to the Bonus for Results will be considered).

* Evaluation period 2025 (Payment March 2026)

N° Target Bonus Salaries by salary category



N° Sueldos Bono Target	Categoría Salarial
5.6	Corporate Managers
4.2	Managers
3.1	Assistant Manager
2.1	Heads
1.1-1.7	Employees (Administrative)

* Number of Bonus Target Salaries: Number of salaries assigned to receive.

* The Annual Bonus for Results is a voluntary, variable and complementary concept to the legal participation in the profits. Therefore, RIMAC reserves the right to modify or eliminate it depending on the needs of the business.

Employees benefited



RIMAC Employees	Total
# of employees benefited	1938
% of employees benefited	57%

Policy Guidelines



1. The bonus is applicable to all Leaders and Collaborators of the company, with the exception of Interns / Trainees, temporary staff, FFVV and personnel with a monthly variable scheme for service quality objectives. In addition to this, it excludes the position of General Manager and Direct Reports of the General Manager whose compensation is defined by the BRECA Talent Committee.
2. The payment is proportional to the time worked during the year under evaluation, so the date of entry will be taken into account. Employees that started working from October 1 to December 31 will not apply to the bonus.
3. The payment will be effective as long as the person maintains an employment relationship as of March 31, 2025
4. In case the person has had paid leave or accredited medical rest for a period of less than 6 months, the calculation of the bonus will not be affected by the time not worked. In case it is greater than or equal to 6 months, the bonus will be calculated in proportion to the time worked, effectively, during the year under evaluation.
5. For the calculation, the salary and target bonus for December is considered, or the last salary in the annual bonus model in case it had gone to a variable scheme.
6. The amount of the bonus to be paid will be made by subtracting the legal profits, if any. In the event that the legal profits are higher, only profits will be paid.
7. The annual bonus for results is subject to the discounts of the Law: Income Tax and contribution to the AFP (Pension Fund Administrators).

