

	POLICY		Code: POL-048
	OCCUPATIONAL HEALTH AND SAFETY		Version: 08 2025 Update
	Macro-process:	Talent and Transformation	Process: Occupational Health and Safety Publication Date: 06/27/2025

Occupational Health and Safety Policy



I. OBJECTIVE

To define the principles and commitments of RIMAC SEGUROS Y REASEGUROS S.A.'s Senior Management toward the implementation, updating, and continuous improvement of the Occupational Health and Safety Management System, providing safe working conditions for its personnel.

II. SCOPE

This policy applies to all locations of RIMAC SEGUROS Y REASEGUROS S.A., as well as to employees, suppliers, customers, and visitors.

III. PRINCIPLES AND COMMITMENTS

The principles and commitments governing our Occupational Health and Safety Management System are:

- Protect all members of the organization with regard to occupational health and safety, by preventing work-related accidents, illnesses, and incidents.
- Comply with applicable agreements, provisions, regulations, and legislation in force regarding occupational health and safety, including those the organization determines or voluntarily agrees to with customers or other interested parties.
- Promote the participation and consultation of workers and their representatives in the elements of the Occupational Health and Safety Management System.
- Foster continuous improvement in the performance of the Occupational Health and Safety Management System.
- Integrate occupational health and safety management into all of the organization's operating and administrative processes.
- Base planning on the results of the initial assessment or subsequent assessments, which makes it possible to establish priorities, action plans, and quantitative objectives to improve the performance of OHS metrics.

IV. RESPONSIBILITIES

RIMAC SEGUROS Y REASEGUROS S.A. must comply with and enforce this policy. Accordingly, the company defines objectives, indicators, and quantitative targets related to the commitments set forth in this policy. Detailed information is available in the Occupational Health and Safety Management System Objectives Matrix and the Annual OHS Plan.

This policy will be reviewed on a regular basis and updated by the relevant area; it will be implemented and communicated to all employees and made available to the public and other interested parties.

Lima, June 27, 2025.