



Salary by Gender

2025

Our Statement



At RIMAC, we work to protect the world and foster wellbeing for all Peruvians. We know that to do this, we need to start at home: with our team.

To foster their wellbeing, we must ensure all our employees feel valued, which means that they must have equal opportunities and equal pay throughout their career at RIMAC. We guarantee transparency by issuing our Salary by Gender Report, which covers 100% of our operations and employees throughout Peru, demonstrating our hard work and commitment to reducing the gender pay gap.



Our Numbers

Employee Gender



At RIMAC, we have a highly diverse team. When it comes to our hiring practices, we are always focused on ensuring gender parity throughout the organization.

Categories	Gender	% Employees by Gender 2023	% Employees by Gender 2024	% Employees by Gender 2025
Payroll Employees	Female	55.1%	53.89%	55.02%
	Male	44.9%	46.11%	44.98%
Interns	Female	39.22%	46.77%	60.34%
	Male	60.78%	53.23%	39.66%
Total	Female	54.78%	53.73%	55.12%
	Male	45.22%	46.27%	44.88%

Female Leadership



We know we still have a great deal to do when it comes to RIMAC's leadership positions, starting with the organization's decisionmakers. We have set 2021 as the baseline for measuring our progress in the percentage of women in leadership positions at RIMAC.

% of Women in Leadership Positions					
Level	2021 Baseline	2022	2023	2024	2025
Board of Directors	17%	10%	10%	10%	10%
Management (VP, Exec. VP, managers, asst. managers)	37%	39%	39%	36%	38%
Area heads	39%	43%	39%	35%	50%



Pay Gaps

Our Gender Pay Gap



The **gender pay gap** is the difference in average salaries received by men and women within the organization, regardless of position or seniority.

Indicator	Difference between female and male employees (%) 2022	Difference between female and male employees (%) 2023	Difference between female and male employees (%) 2024	Difference between female and male employees (%) 2025
Average gender pay gap (monthly income)	0.73	0.75	0.76	0.77
Median gender pay gap (monthly income)	0.71	0.73	0.72	0.68
Average gender bonus gap	0.57	0.54	0.61	0.65
Median gender bonus gap	0.78	0.73	0.73	0.73

- The gender pay gap analysis is based on 100% of RIMAC’s employees.
- The gap is calculated by dividing women’s average or median salary by men’s average or median salary.
- In the case of the Salesforce, monthly income includes average monthly commissions.
- Only apt and eligible employees were included when calculating the average and median bonus.

Our Equal Pay Gap



The **equal pay gap** is the difference between men's and women's salaries in the same or similar job positions.

Employee Level*	Average Women's Salary 2022	Average Men's Salary 2022	Average Women's Salary 2023	Average Men's Salary 2023	Average Women's Salary 2024	Average Men's Salary 2024	Average Women's Salary 2025	Average Men's Salary 2025
Executive ¹ (base salary only)	13,187.66	20,307.18	15,935.05	22,766.90	19,208.29	23,565.36	21,364.09	25,994.54
Executive (base salary + other cash incentives)	19,615.97	32,030.43	24,345.11	36,033.00	30,733.26	37,298.09	33,616.67	45,758.16
Management ² (base salary only)	5,916.35	6,705.67	6,289.65	7,112.34	6,301.80	7,054.52	6,848.22	8,099.21
Management (base salary + other cash incentives)	7,859.20	8,988.94	8,340.13	9,554.70	8,364.09	9,462.57	8,998.99	10,866.87
Non-management ³ (base salary only)	808.59	1,332.11	817.06	1,355.24	848.55	1,408.48	915.94	1,481.22
Non-management (base salary + other cash incentives)	1,385.64	1,694.11	1,484.10	1,744.15	1,508.78	1,793.13	1,632.97	1,985.43

- The analysis of the gender pay gap in dollars is based on 100% of RIMAC's employees.
- In the case of the Salesforce, monthly income includes average monthly commissions.
- Employee level*
 1. Executive: CEO's direct reports.
 2. Management: All positions from first-line or assistant managers to senior managers, within 2 or fewer hierarchical levels from the CEO, excluding executive positions.
 3. Non-management: Employees in production and administrative positions.

Our Equal Pay Gap



Employee Level	Pay gap % between women and men 2022	Pay gap % between women and men 2023	Pay gap % between women and men 2024	Pay gap % between women and men 2025
Executive ¹	0.65	0.7	0.82	0.82
Management ²	0.88	0.88	0.89	0.85
Non-management ³	0.61	0.6	0.6	0.62

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- The gap is calculated by dividing women's average or median salary by men's average or median salary.
 - In the case of the Salesforce, monthly income includes average monthly commissions.
 - The pay gap was classified by employee level:
 1. Executive: CEO's direct reports.
 2. Management: All positions from first-line or assistant managers to senior managers, within 2 or fewer hierarchical levels from the CEO, excluding executive positions.
 3. Non-management: Employees in production and administrative positions.



Our Actions

What are we doing?

- We have a **Diversity and Inclusion Policy** declaring our commitment to diversity, equity, and inclusion, equal opportunities, and non-discrimination based on three core pillars: gender equity, differentiated benefits, and safe workspaces.
- We have a **Diversity and Inclusion Committee** that meets periodically to implement the work plan.
- A **Harassment-Free Workspace (HFWS)** survey was conducted for the prevention of sexual harassment and discrimination.
- We conducted 2 sessions of the Gender Equity Workshop targeted at leaders, emphasizing their role in creating safer, more equitable, and inclusive workplaces, including salaries.
- We did a workshop for recruitment, learning, compensation and development teams to enhance more objective and inclusive practices in talent attraction, development, and management processes,
- We performed a diagnosis of differentiated benefits by profile type.
- Sensitization and communication on dates such as November 25 (International Day for the Elimination of Violence Against Women) and December 3 (International Day of Persons with Disabilities).

Our Commitment to the Future



- Keep the Diversity and Inclusion Committee active with periodic meetings and comply with the 2026 work plan.
- Continue the workshops to break biases related to the development and compensation opportunities for women
- Apply and create awareness about our Compensation Management Policy and our gender pay indicators

