ANNUAL OCCUPATIONAL HEALTH AND SAFETY PLAN

2025

RIMAC Seguros y Reaseguros S.A.

PREPARED BY	REVIEWED BY	APPROVED BY
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1. SCOPE

The Annual Occupational Health and Safety Plan applies to all organisational units, divisions and employees of RIMAC Seguros y Reaseguros S.A.

2. MANAGEMENT SYSTEM BASELINE

To determine the system baseline, the Occupational Health and Safety service completed an “Occupational Health and Safety Management System Guidelines Checklist”, which is attached as an appendix (see Appendix No. 01). This document shall support continual improvement of the system, occupational risk prevention and employee care.

3. OCCUPATIONAL HEALTH AND SAFETY POLICY

RIMAC Seguros y Reaseguros S.A. recognises the importance of its human capital. It also places the safety and health of its workers as a priority and therefore adopts the following guidelines and commitments, which are set forth in its OHS Policy (see Appendix No. 02).

- Protect all members of the organisation in matters of occupational health and safety by preventing work-related accidents, diseases and incidents.
- Comply with all applicable agreements, provisions, regulations and legislation on occupational health and safety, including those that the organisation voluntarily determines or enters into with clients or other interested parties.
- Promote the active participation and consultation of workers and their representatives in the elements of the Occupational Health and Safety Management System.
- Promote continual improvement in the performance of the Occupational Health and Safety Management System.
- Integrate Occupational Health and Safety management into all operational and administrative processes of the organisation.
- Planning is based on the results of the initial assessment or subsequent assessments, enabling priorities, action plans and quantitative objectives to be established to improve the performance of OHS metrics.

RIMAC Seguros y Reaseguros S.A. shall comply with and enforce this Policy.

This Policy shall be reviewed regularly and updated by the corresponding area. It shall be applied and communicated to all workers and made available to the public and other interested parties.

4. OBJECTIVES AND TARGETS

RIMAC Seguros y Reaseguros S.A. has established, implemented and maintains Occupational Health and Safety Objectives that are consistent with the OHS Policy.

No.	2025 OHS OBJECTIVE	INDICATOR	MEASUREMENT METHOD	MAX. TARGET	OBJECTIVE TARGET	MIN. TARGET
1	Reduce occupational accident indicators compared with the previous year.	Accident Frequency Rate	Disabling accidents x 1,000,000 / No. of hours worked	N/A	< 0.62 (3 accidents)	< 0.83 (4 accidents)
		Accident Severity Rate	Days lost due to disabling accident x 1,000,000 / No. of hours worked	N/A	< 9.90 (48 days)	< 16.04 (80 days)
		Accident Rate	Frequency Rate x Severity Rate / 1,000	N/A	< 0.006	< 0.014
		Incidence Rate of Occupational Diseases	No. of occupational diseases x 1,000,000 / Total No. of workers	N/A	0	N/A
2	Comply with current occupational health and safety legislation.	Percentage of regulatory compliance	Score obtained x 100 / Maximum obtainable score	100%	97%	96%
3	Manage employee needs through OHS training based on worker recommendations and risk management.	Percentage of personnel trained in OHS	No. trained x 100 / No. scheduled	100%	95%	90%
4	Identify deviations (substandard conditions and acts) through compliance with the Annual Inspection Programme.	Annual Inspection Programme completion percentage	Activities completed x 100 / Activities scheduled	100%	90%	80%

No.	2025 OHS OBJECTIVE	INDICATOR	MEASUREMENT METHOD	MAX. TARGET	OBJECTIVE TARGET	MIN. TARGET
5	Comply with the Annual Occupational Health and Safety Programme.	Activities completed index	Activities completed x 100 / Activities scheduled	100%	90%	85%

5. OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

The Occupational Health and Safety Committee is composed on an equal basis of worker representatives and employer representatives. Its objective is to promote health and safety at work; advise on and monitor compliance with the Internal Occupational Health and Safety Regulations and national legislation; support well-being at work; and support the employer's development.

OCCUPATIONAL HEALTH AND SAFETY COMMITTEE STRUCTURE

CHAIR OF THE OHS COMMITTEE	SECRETARY OF THE OHS COMMITTEE
EMPLOYER REPRESENTATIVE MEMBER	WORKER REPRESENTATIVE MEMBER

5.1. Chair of the OHS Committee

- Convenes, chairs and leads ordinary and extraordinary meetings of the OHS Committee.
- Facilitates the implementation of OHS Committee resolutions.
- Represents the OHS Committee before the employer.
- Submits quarterly OHS Management System performance reports to Senior Management.
- Reviews matters to be addressed based on statistics or significant accidents occurring during the month.
- Monitors action plans established by area heads to address findings from the monthly inspection.

5.2. Secretary of the OHS Committee

- Is responsible for the administrative work of the OHS Committee.
- Maintains the minutes of OHS Committee meetings, records resolutions adopted, and performs the respective monitoring and control.
- Is responsible for preparing the minutes of OHS Committee meetings.
- Ensures that OHS Committee members are notified of upcoming meetings.
- Ensures that meeting minutes are prepared and distributed to OHS Committee members immediately after the meeting.
- Ensures that OHS Committee recommendations are recorded and monitored in accordance with the corrective action system.
- Provides accident statistics to OHS Committee members before the meeting.

5.3. Members of the OHS Committee

- Represent the entire workforce, have safety knowledge, report matters, submit requests, approve OHS Committee resolutions, and participate in the Committee's monthly inspections.
- Collect workers' concerns and present them at the OHS Committee meeting.
- Review cases submitted, occupational accidents and incidents, and accident statistics.
- Approve documents related to the Occupational Health and Safety Management System.

5.4. Alternate Members

- Assume the responsibilities of a representative before the OHS Committee when a principal member ceases to serve as a representative.

5.5. All Members of the Occupational Health and Safety Committee

- Comply with the functions established in the Internal OHS Regulations.

6. HAZARD IDENTIFICATION AND RISK ASSESSMENT, RISK MAP

One of the main Occupational Health and Safety Management activities is Hazard Identification, Risk Assessment and Control Determination (IPERC). RIMAC Seguros y Reaseguros S.A. has established a methodology described in the Hazard

Identification, Risk Assessment and Control Determination Procedure, which applies to all activities established by the organisation.

The purpose of this methodology is to identify existing hazards and risks in the activities and establish the control measures required to eliminate or reduce the risk level to a non-significant level. Hazard identification and risk assessment are recorded in the IPERC Matrix and displayed on the RIMAC Home Portal and physically in common areas for all employees.

Control measures shall be implemented in accordance with the following hierarchy: Elimination / Substitution / Engineering Controls / Administrative Controls / Personal Protective Equipment.

The IPERC Matrix may be prepared or updated under the following circumstances:

- Initial identification of hazards and risks.
- Development of new projects or services, or modifications thereto.
- Physical modification of company facilities.
- Incorporation of new equipment and/or materials.
- Engagement of new services.
- When a new legal or other requirement is amended or identified.
- When an incident or accident occurs.

The IPERC Matrix is reviewed at least once a year in accordance with the Annual Occupational Health and Safety Programme (see Appendix No. 03). Risk Maps are also posted within the facilities to enable recognition of the main occupational risks that could cause accidents and occupational diseases. Evacuation and Safety Signage Maps are also available. Review and/or updating of the Risk Map is detailed in the activities of the Annual Occupational Health and Safety Programme.

7. ORGANISATION AND RESPONSIBILITIES

7.1. Senior Management

- Ensure the availability of the resources necessary to establish, implement, maintain and improve the OHS Management System.
- Define functions, assign responsibilities and delegate authority to facilitate effective OHS management; and document and communicate functions, responsibilities and authority. Such responsibility is independent of other responsibilities.

7.2. Head of Comprehensive Security

- Ensure that the OHS Management System is established, updated and maintained in accordance with legal and other requirements.
- Request the resources required from Senior Management to maintain and improve the OHS Management System.
- Conduct internal audits and monitor closure of external OHS System audits.
- Ensure that OHS Management System performance reports are submitted to Senior Management for review.
- Support Senior Management by ensuring that persons in the workplace accept responsibility for the OHS matters under their control.

7.3. Occupational Health and Safety Supervisor

- Plan, organise, direct, coordinate and control OHS activities aimed at preventing injury and ill health among workers.
- Implement and update documents, deliver training, and follow up with the different areas to verify compliance with the OHS System.
- Participate in accident and incident investigations and implement all activities specified in this OHS Plan.
- Provide advice during OHS inspections.
- Be responsible for submitting the information requested by the Head of Comprehensive Security.
- Coordinate continuously with Senior Management, the Chair of the OHS Committee, the Head of Comprehensive Security and area heads to jointly address and resolve Occupational Health and Safety issues arising at RIMAC Seguros y Reaseguros S.A.
- Strictly comply with and enforce company OHS procedures, guides and instructions.
- Understand the scope and characteristics of RIMAC Seguros y Reaseguros S.A., as well as the company’s legal and contractual obligations.

7.4. Occupational Physician

- Develop medical examination protocols for job positions.

- Identify and assess risks that may affect health in the workplace.
- Monitor workplace environmental factors and personnel practices.
- Advise on work planning and organisation, and on the selection, maintenance and condition of equipment, machinery and substances used at work.
- Participate in programmes to improve work practices and in testing and assessing new health-related equipment.
- Provide advice on health, occupational hygiene and ergonomics.
- Issue and assess medical restrictions where warranted.
- Assist in adopting vocational rehabilitation measures where warranted.
- Collaborate in disseminating health information and education.
- Provide first-aid support and training.
- Participate in the analysis of occupational accidents and diseases.
- Manage workers' occupational examinations.
- Ensure and/or deliver medical examination results.

7.5. Occupational Health and Safety Committee

- Approve the Annual OHS Plan and Programme.
- Approve the Internal OHS Regulations.
- Participate in the preparation, approval, implementation and assessment of OHS promotion and accident and occupational disease prevention policies, plans and programmes.
- Approve the Annual OHS Training Programme for workers.
- Promote adequate training, instruction and guidance on risk prevention for all new workers.
- Monitor compliance with legislation, internal rules and technical work specifications related to workplace health and safety, as well as the Internal OHS Regulations.
- Promote commitment, collaboration and active participation by all workers in preventing occupational risks through effective communication, worker participation in solving safety issues, induction, training, drills, competitions and other activities.
- Carry out periodic inspections of administrative and operational areas, facilities, machinery and equipment to strengthen preventive management.
- Lead compliance with this Occupational Health and Safety Plan.
- Approve the IPERC Matrix for job positions.
- Consider the circumstances and investigate the causes of all workplace incidents, accidents and occupational diseases, issuing recommendations to prevent recurrence.
- Analyse and report statistics on workplace incidents, accidents and occupational diseases; the employer's OHS organisational unit shall keep the related records and assessments continuously updated.
- Collaborate with medical and first-aid services.
- Oversee OHS services and the assistance and advice provided to the employer and worker.
- Record and monitor compliance with resolutions in the Minute Book.
- Meet monthly in ordinary session to analyse and assess progress against objectives established in the annual programme, and in extraordinary session to analyse serious accidents or whenever circumstances so require.

7.6. Area Heads

- Lead safety in their area by example and participate in all OHS-related activities.
- Verify that workers under their supervision have received New Personnel Induction and signed the Compliance Commitment, both mandatory requirements before starting work at RIMAC Seguros y Reaseguros S.A.
- Instruct personnel on risk-prevention work procedures and verify compliance during work activities.
- Instruct personnel on the proper use and care of personal protective equipment.
- Continuously use the personal protective equipment required for the work and require personnel to use it correctly and on a mandatory basis.
- Maintain order, cleanliness and environmental protection in their work area.
- Immediately report any incident or accident in their area to the Occupational Health and Safety Supervisor.
- Participate in and promote worker participation in training programmes, drills and other OHS-related activities.

7.7. Employee

- Comply with the work policies, provisions and procedures established at RIMAC Seguros y Reaseguros S.A.

- Participate in scheduled Occupational Health and Safety activities.
- Use personal protective equipment correctly.
- Strictly comply with the obligations set forth in the Internal OHS Regulations (RISST).
- Participate actively in OHS training.
- Comply with the procedures, standards and rules established by the organisation.
- Participate in accident and incident investigations.
- Immediately report any incident or accident to their manager or the Occupational Health and Safety Supervisor.
- Report any substandard work practice to their manager or the Occupational Health and Safety Supervisor.

8. OCCUPATIONAL HEALTH AND SAFETY TRAINING

One objective of this Plan is to promote a preventive culture among workers and mechanisms for raising awareness of accident and occupational disease prevention. Training and awareness begin with induction delivered before work commences, during which personnel are informed of the implemented management system and of the organisation's objectives, commitments and policies, and are provided with the necessary occupational health and safety information.

The organisation has established an Annual OHS Training Programme (see Appendix No. 04) for all personnel to raise awareness and foster a preventive culture by teaching the necessary OHS concepts focused on preventing accidents and occupational diseases.

9. PROCEDURES

The established Occupational Health and Safety procedures include:

- Hazard Identification, Risk Assessment and Control Determination.
- Occupational Health and Safety Inspection.
- Notification, reporting and investigation of occupational accidents and incidents.
- Contractor Management.
- Identification and Assessment of Legal and Other Requirements.
- OHS Committee selection process.
- Management System Review.

10. INTERNAL OCCUPATIONAL HEALTH AND SAFETY INSPECTIONS

An Occupational Health and Safety inspection is an analytical technique involving direct observation of facilities, equipment and production processes to identify existing hazards and assess workplace risks.

OHS inspections enable the identification and analysis of hazards and risks that cause accidents, incidents and occupational diseases, as well as worker behaviours that may cause losses of any kind, so that they can be corrected immediately.

RIMAC Seguros y Reaseguros S.A. has established an Inspection Programme under the responsibility of the Occupational Health and Safety Committee. The OHS service shall also inspect unsafe acts, unsafe conditions and emergency equipment. These activities are included in the Annual Occupational Health and Safety Programme.

The inspection methodology is set forth in the Occupational Health and Safety Inspection Procedure, and performance of inspections is recorded in the OHS Inspection Record.

11. OCCUPATIONAL HEALTH

11.1. OCCUPATIONAL HYGIENE

RIMAC Seguros y Reaseguros S.A. aims to prevent occupational diseases among workers and has established activities for recognising, assessing and controlling occupational agents that could cause harm to health.

RECOGNITION OF CONDITIONS

The organisation classifies occupational agents as follows:

- Chemical Hazards: Presence of dusts, mists, vapours and gases.
- Physical Hazards: Noise, lighting, radiation, temperature, humidity and ultraviolet radiation.
- Biological Hazards: Fungi, microbes, microorganisms, vectors and viruses.
- Ergonomic Hazard: Working postures, repetitive movements and manual handling of loads.
- Psychosocial Hazard: Effects of work-related stress, workplace violence, workplace harassment, burnout and other psychological factors.

Based on this classification and the hazard identification and risk assessment for the activities of each area, the parameters of these agents are determined and compared with permissible limits.

ASSESSMENT OF OCCUPATIONAL AGENTS

At this stage, occupational agents identified in the first stage are assessed and compared with legally established permissible limits to verify whether the levels detected are harmful and may affect worker health.

The reference standards are:

- Ministerial Resolution RM-375-2008-TR, Basic Ergonomics Standard (for physical agents).
- NTP-ISO 9612:2010, Determination of Occupational Noise Exposure - Engineering Method.

CONTROL OF CONDITIONS

The organisation has established monitoring of occupational agents as a control measure. This monitoring is integrated into the Annual Occupational Health and Safety Programme to compare the data obtained against permissible limits.

Monitoring of occupational agents shall be evidenced in the Occupational Agent Monitoring Record.

11.2. ERGONOMIC RISK

The organisation aims to prevent occupational diseases among employees, and one preventive measure is the ergonomic analysis of workstations. This assessment is conducted in accordance with the Annual Occupational Health and Safety Programme.

These assessments focus on activities involving working postures and repetitive movements and are conducted in the different work areas. Ergonomic monitoring shall be evidenced in the Occupational Agent Monitoring Record.

11.3. PSYCHOSOCIAL RISK

In keeping with its commitment to prevent occupational diseases and promote a flexible organisational structure that adapts and responds quickly to client needs, RIMAC Seguros y Reaseguros S.A. recognises that psychosocial risks may affect achievement of its established objectives. Scheduled assessments are therefore conducted to detect cases that may pose a risk. Standards of conduct based on good faith, honesty, loyalty, respect, dedication, effectiveness and productivity have also been established. Psychosocial monitoring shall be evidenced in the Occupational Agent Monitoring Record.

The organisation promotes respect among its members at every level and penalises harassment practices or methods and discrimination based on race or illness.

11.4. PHYSICAL RISK

The organisation aims to prevent occupational diseases among employees, and one preventive measure is the assessment of lighting quality at workstations. This assessment is conducted in accordance with the Annual Occupational Health and Safety Programme.

11.5. BIOLOGICAL RISK

The organisation aims to prevent occupational diseases among employees, and one preventive measure is biological analysis through the monitoring of specific parameters, including the dining facility and water quality. This assessment is conducted in accordance with the Annual Occupational Health and Safety Programme.

11.6. OCCUPATIONAL MEDICINE

The organisation has assessed the risks present in its activities and, in compliance with current legal regulations, considers it appropriate to conduct different types of medical examinations to promote and prevent harm to worker health arising from the occupational agents present. The Occupational Health area has therefore established criteria for conducting such assessments for the different job positions at RIMAC Seguros y Reaseguros S.A.

TYPES OF MEDICAL EXAMINATIONS

Medical examinations shall be conducted before, during and at the end of the employment relationship, with exit examinations being optional:

- Pre-employment assessment (EMPO): conducted before the worker starts in the position to determine their health status upon entry and fitness for the position.
- Periodic occupational medical assessment (EMOP): conducted to monitor exposure to risk factors and identify at an early stage any temporary, permanent or aggravated changes in the worker's health status.

- Exit occupational medical assessment (EMOR): optional and may be conducted at the request of the employer or worker. The employer's obligation to conduct this examination arises upon receipt of a written request from the worker.

Medical examinations may also be conducted following a change in job position or duties, upon return to work after prolonged temporary incapacity, and whenever the occupational physician considers it appropriate based on the assessment of the situation.

12. CLIENTS, SUBCONTRACTORS AND SUPPLIERS

As part of its commitment to provide Occupational Health and Safety for its clients, subcontractors and suppliers, RIMAC Seguros y Reaseguros S.A. has established a Contractor Management Procedure that sets forth the considerations and requirements applicable while suppliers and contractors are on company premises.

13. EMERGENCY AND CONTINGENCY PLAN

RIMAC Seguros y Reaseguros S.A. has established an Emergency and Contingency Plan addressing emergencies such as fire, first-aid events and earthquakes, as set forth in the Emergency Response Manual. That document establishes action procedures for these events. As preventive and response measures, the organisation has installed emergency equipment throughout company premises and has emergency response brigades trained for different emergency situations and in using response equipment.

As part of worker awareness, the organisation has scheduled training and drills during the year to improve emergency response.

14. INVESTIGATION OF ACCIDENTS, INCIDENTS AND OCCUPATIONAL DISEASES

Accident and incident investigation is essential to Occupational Health and Safety Management because it helps identify the primary causes of an accident or incident and determine how and why it occurred.

RIMAC Seguros y Reaseguros S.A. has established an accident and incident investigation methodology that enables the facts and root cause to be identified so an action plan can be developed from the resulting data. This methodology is detailed in the Occupational Accident and Incident Investigation Procedure and the Occupational Accident and Incident Investigation Record.

15. AUDITS

Internal and external audits have been scheduled during the year to verify compliance with national Occupational Health and Safety standards and with standards adopted by the organisation. These audits are detailed in the Annual OHS Programme.

The organisation has allocated the resources necessary to ensure performance of audits relating to the OHS Management System.

16. STATISTICS

Accident statistics shall be monitored monthly and included as agenda items at Occupational Health and Safety Committee meetings. Monitoring shall be documented using the OHS Statistics Record.

MANAGEMENT INDICATOR	FORMULA
Frequency Rate	No. of accidents (disabling + fatal) x 1,000,000 / Hours worked
Severity Rate	No. of days lost or charged x 1,000,000 / Hours worked
Accident Rate	Frequency Rate x Severity Rate / 1,000
Occupational Disease Prevalence and/or Incidence Rate	Total No. of occupational diseases x 100 / Total No. of workers

17. PLAN IMPLEMENTATION

17.1. BUDGET

Senior Management of RIMAC Seguros y Reaseguros S.A. provides the resources required to implement the activities scheduled for the year. These resources are recorded in the annual budget of the Comprehensive Well-being area.

17.2. OCCUPATIONAL HEALTH AND SAFETY PROGRAMME

RIMAC Seguros y Reaseguros S.A. has defined activities to be carried out under the Annual Occupational Health and Safety Programme (see Appendix No. 03) to prevent occupational accidents and diseases and protect worker health. The OHS Committee reviews and approves this programme.

Monthly monitoring shall be performed to verify completion of activities, and the programme shall be updated once a year.

The following criteria shall be prioritised for the activities:

- Critical, significant or intolerable risks identified and assessed through the Hazard Identification and Risk Assessment process (IPERC).
- Occupational Health and Safety statistics collected and analysed for the previous period.
- Improvement opportunities identified by OHS Committee personnel, area heads and all company personnel.
- Reviewed and updated national legislation.
- Internal and/or external audits.

The programme contains activities, budget, details, completion percentage, responsible person and implementation deadlines.

18. RECORD RETENTION

Occupational Health and Safety records are controlled by the OHS Service and stored in physical and/or digital media.

In accordance with Article 35 of the Regulations of Law No. 29783, occupational disease records shall be retained for twenty (20) years; occupational accident and dangerous incident records for ten (10) years after the event; and all other records for five (5) years after the event. Records for the twelve (12) months following an event are kept readily available and are subsequently transferred to an inactive archive for the periods specified above.

19. MANAGEMENT SYSTEM REVIEW

The Occupational Health and Safety Management System is reviewed at least once a year in accordance with the guidelines set forth in the applicable Peruvian OHS standard. The matters reviewed include:

- Results of internal OHS Management System audits and assessments of compliance with legal and other requirements subscribed to by the organisation.
- Occupational Health and Safety Management System Baseline.
- Annual report of the OHS Committee.
- Quarterly reports received from the OHS Committee.
- Results of the consultation and participation process (OHS Committee).
- Communications from external interested parties, including complaints.
- The organisation’s Occupational Health and Safety performance.
- Progress against OHS Management System objectives, specific objectives and targets.
- Status of accident and incident investigations and corrective and preventive actions.
- Follow-up actions arising from previous management reviews.
- Recommendations for improvement.

The conclusions of the review conducted by the employer shall be recorded and communicated to:

a) The Occupational Health and Safety Service.

b) The Occupational Health and Safety Committee or Supervisor, employees and the trade union organisation.

c) Employees through internal communication using the available channels.

20. APPENDICES

20.1. Appendix 1: Occupational Health and Safety Guidelines Checklist

GUIDELINES	COMPLIANCE LEVEL (%)	COMPLIANCE SCORE	MAXIMUM CHECKLIST SCORE
I. Commitment and Involvement	100	20	20
II. Occupational Health and Safety Policy	100	32	32
III. Planning and Application	98	45	46
IV. Implementation and Operation	99	93	94
V. Regulatory Assessment	100	18	18
VI. Verification	76	35	46
VII. Information and Document Control	84	37	44
VIII. Management Review	100	14	14

GUIDELINES	COMPLIANCE LEVEL (%)	COMPLIANCE SCORE	MAXIMUM CHECKLIST SCORE
[redacted]	[redacted]	[redacted]	[redacted]

20.2. Appendix 2: Occupational Health and Safety Policy

Occupational Health and Safety Policy

RIMAC Seguros

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.

20.3. Appendix 3: Annual Occupational Health and Safety Programme

RIMAC	PROGRAMA ANUAL DE SEGURIDAD Y SALUD EN EL TRABAJO RIMAC SEGUROS - AÑO 2025	PRO-SST-002 Versión: 01 Fecha de actualización: 10/01/2025

RAZON SOCIAL O DENOMINACIÓN SOCIAL	RUC	DOMICILIO (Dirección, distrito, departamento, provincia)	ACTIVIDAD ECONÓMICA	Nº TRABAJADORES EN EL CENTRO LABORAL	OBJETIVO	META	INDICE
Rimac Seguros y Reaseguros	20100041953	San Isidro, Lima - Perú	Seguros	2638	Cumplir el Programa Anual de Seguridad y Salud en el trabajo	90% de Cumplimiento de las actividades del Programa de SST	N° de Actividades Ejecutadas x 100 / N° de Actividades Programadas

N°	ACTIVIDAD	FRECUENCIA	TIPO	2025 ENE	FEB	MAR	ABR	MAY	JUN	JUL	AGO	SET	OCT	NOV	DIC	META	RESPONSABLE	GRADO DE AVANCE	OBSERVACIONES
I. Objetivo General: COMPROMISO Y LIDERAZGO																			
Objetivo Específico: Evidenciar el compromiso y liderazgo visible de la Alta Dirección y de las líneas de mando a través del CSST. Meta: 90% de Cumplimiento de las actividades del Programa de SST Indicador: (N° de actividades ejecutadas / N° de actividades programadas) x 100 Presupuesto: Asignado a Seguridad Integral periodo 2025 Recursos: Ley 29783 , DS-005-2012-TR																90.00%	Varios	0.00%	
1	Elaboración del Diagnóstico de Línea Base	Anual	P	P												90.00%	SST	0%	
			E																
2	Elaboración y aprobación de los objetivos de SST 2025	Anual	P	P												90.00%	CSST / SST	0%	
			E																
3	Difusión de los objetivos de SST (Comunicación interna, RIMAC HOME)	Anual	P		P											90.00%	SST	0%	
			E																
4	Elaboración y aprobación del Plan Anual de SST 2025	Anual	P	P												90.00%	CSST / SST	0%	
			E																
5	Elaboración y aprobación del Programa Anual de Seguridad y Salud en el Trabajo 2025	Anual	P	P												90.00%	CSST / SST	0%	
			E																
6	Revisión de la política de SST	Anual	P							P						90.00%	CSST / SST / Dirección	0%	
			E																
7	Difusión de la política de SST (Comunicación interna, extranet)	Anual	P								P					90.00%	SST / Comunicación Interna	0%	
			E																
8	Revisión del procedimiento de conformación del CSST	Anual	P				P									90.00%	SST	0%	
			E																
9	Reuniones ordinarias del Comité de Seguridad y Salud en el Trabajo	Mensual	P	P	P	P	P	P	P	P	P	P	P	P	P	90.00%	CSST	0%	
			E																
10	Convocatoria y elecciones del CSST	Anual	P					P P P P								90.00%	SST / Dirección	0%	
			E																
11	Actualización de Registro de Indicadores de Accidentabilidad SST	Mensual	P	P	P	P	P	P	P	P	P	P	P	P	P	90.00%	SST	0%	
			E																
12	Elaboración del informe trimestral de las estadísticas de accidentes, incidentes y enfermedades ocupacionales	Trimestral	P			P			P			P			P	90.00%	SST	0%	
			E																
13	Elaboración de informe trimestral de las actividades del Comité de SST	Trimestral	P			P			P			P			P	90.00%	CSST / SST	0%	
			E																
14	Elaboración del informe anual de las actividades del Comité de SST	Anual	P	P												90.00%	CSST / SST	0%	
			E																
15	Revisión del procedimiento de identificación y evaluación de cumplimiento de requisitos legales	Anual	P			P										90.00%	SST	0%	
			E																
16	Revisión y/o actualización de la matriz de identificación de requisitos legales	Bimensual	P		P		P		P		P		P		P	90.00%	SST	0%	
			E																
17	Revisión del procedimiento de control de documentos y de la matriz documentaria	Semestral	P		P						P					90.00%	SST	0%	
			E																
II. Objetivo General: EDUCACIÓN Y MEJORAMIENTO DEL DESEMPEÑO																			
Objetivo Específico: Desarrollar y/o afianzar competencias para la prevención de riesgos, mediante la capacitación y/o entrenamiento Meta: 90% de Cumplimiento de las actividades del Programa de SST Indicador: (N° de actividades ejecutadas / N° de actividades programadas) x 100 Presupuesto: Asignado a Seguridad Integral periodo 2025 Recursos: Ley 29783 , DS-005-2012-TR																90.00%	Varios	0.00%	
1	Elaboración y aprobación del Programa Anual de Capacitaciones	Anual	P	P												90.00%	CSST / SST	0%	
			E																
2	Seguimiento a la ejecución del Programa Anual de Capacitaciones	Mensual	P		P	P	P	P	P	P	P	P	P	P	P	90.00%	SST	0%	
			E																
III. Objetivo General: SENSIBILIZACIÓN Y COMUNICACIÓN																			
Objetivo Específico: Promover y reconocer el mejor desempeño del SGSST, sobre la base de los valores organizacionales. Meta: 90% de Cumplimiento de las actividades del Programa de SST Indicador: (N° de actividades ejecutadas / N° de actividades programadas) x 100 Presupuesto: Asignado a Seguridad Integral periodo 2025 Recursos: Ley 29783 , DS-005-2012-TR																90.00%	Varios	0.00%	
1	Establecer metodología para el reconocimiento de desempeño de los trabajadores en materia de SST y mejora de clima laboral: Día mundial de la SST	Anual	P				P P									90.00%	CSST / SST	0%	
			E																
2	Elaboración / Revisión del procedimiento de comunicación interna y externa en temas de SST	Anual	P							P						90.00%	SST	0%	
			E																
3	Emisión y difusión de comunicados referidos a SST	Mensual	P	P	P	P	P	P	P	P	P	P	P	P	P	90.00%	SST / Comunicación Interna	0%	
			E																
IV. Objetivo General: MÉTODOS DE TRABAJO																			
Objetivo Específico: Definir e implementar los mecanismos de control, sobre la base de la valoración de los impactos de los peligros/riesgos identificados y requisitos legales. Meta: 90% de Cumplimiento de las actividades del Programa de SST Indicador: (N° de actividades ejecutadas / N° de actividades programadas) x 100 Presupuesto: Asignado a Seguridad Integral periodo 2025 Recursos: Ley 29783 , DS-005-2012-TR																90.00%	Varios	0.00%	
1	Revisión del procedimiento de Identificación de Peligros, Evaluación de riesgos y controles (IPERC)	Anual	P		P											90.00%	SST	0%	
			E																
2	Revisión, actualización y difusión de la Matriz IPERC	Anual	P			P P P P										90.00%	SST	0%	
			E																
3	Revisión, actualización y difusión de las recomendaciones de SST	Anual	P									P				90.00%	SST / Gestión administrativa	0%	
			E																
4	Revisión y aprobación de Mapas de riesgos	Anual	P				P P									90.00%	CSST / SST	0%	
			E																
5	Revisión del procedimiento de gestión de Contratistas- Proveedores y lineamientos de compras/arrendamientos	Anual	P						P P							90.00%	SST / Compras Logística	0%	
			E																
6	Revisión y actualización del Reglamento Interno de Seguridad y Salud en el trabajo.	Anual	P										P			90.00%	CSST / SST	0%	
			E																
7	Aprobación del Reglamento Interno de Seguridad y Salud en el trabajo; y su entrega o difusión	Anual	P											P		90.00%	CSST / SST	0%	
			E																
V. Objetivo General: SALUD OCUPACIONAL																			
Objetivo Específico: Desarrollar los programas de vigilancia (monitoreo ocupacional) según aplique y los programas de prevención respectivos. Meta: 90% de Cumplimiento de las actividades del Programa de SST Indicador: (N° de actividades ejecutadas / N° de actividades programadas) x 100 Presupuesto: Asignado a Bienestar Integral periodo 2025 Recursos: Ley 29783 , DS-005-2012-TR																90.00%	Varios	0.00%	
1	Revisión del status de trabajadores con EMO vigente	Mensual	P			P			P			P			P	90.00%	Bienestar	0%	
			E																
2	Presentación de informe de Salud Ocupacional DIGESA	Anual	P			P										90.00%	Bienestar	0%	
			E																
3	Revisión y/o actualización del procedimiento del protección a la gestante	Anual	P			P										90.00%	Bienestar	0%	
			E																
4	Ejecución de Monitoreo Psicosocial	Anual	P			P										90.00%	Bienestar / SST	0%	Soporte de Empresas (Muestra 500 colaboradores)
			E																
5	Ejecución de Monitoreo Ergonómico	Anual	P			P										90.00%	Bienestar / SST	0%	Soporte de Empresas (5 puestos)
			E																
			P							P									

20.4. Appendix 4: Annual OHS Training Programme

RIMAC

PROGRAMA ANUAL DE CAPACITACIONES EN SST

RIMAC SEGUROS - AÑO 2025

PRO-SST-004
Versión: 01
Fecha de actualización: 10/01/2025

RAZON SOCIAL	RUC	DOMICILIO (Dirección, distrito, departamento, provincia)	ACTIVIDAD ECONÓMICA	Nº TRABAJADORES EN EL CENTRO LABORAL	OBJETIVO	INDICE
Rimac Seguros y Reaseguros	20100041953	San Isidro, Lima - Perú	Seguros	2638	Contar con personal capacitado en Seguridad y Salud en el Trabajo	% Cobertura = (personal capacitado / personal programado) x 100

N°	TEMA	PUBLICO OBJETIVO	RESPONSABLE	TIPO	ENE	FEB	MAR	ABR	MAY	JUN	JUL	AGO	SET	OCT	NOV	DIC	DURACIÓN (Minutos)	N° total de Programados	N° de Asistentes	Índice de Cobertura	Meta
	CURSOS BASICOS (REGULATORIOS)																				
1	Inducción de SST	Todo el personal de RIMAC	Gestión del conocimiento y aprendizaje	P	P	P	P	P	P	P	P	P	P	P	P	P	45 min	2600		0.00%	95%
				E																	
2	Ergonomía y prevención de fatiga visual	Todo el personal de RIMAC	Gestión del conocimiento y aprendizaje	P	P	P	P	P	P	P	P	P	P	P	P	P	45 min	2600		0.00%	95%
				E																	
3	Estilo de vida Saludable y prevención de riesgos psicosociales	Todo el personal de RIMAC	Gestión del conocimiento y aprendizaje	P	P	P	P	P	P	P	P	P	P	P	P	P	45 min	2600		0.00%	95%
				E																	
4	Seguridad en zonas administrativas	Todo el personal de RIMAC	Gestión del conocimiento y aprendizaje	P	P	P	P	P	P	P	P	P	P	P	P	P	45 min	2600		0.00%	95%
				E																	
5	Respuesta a emergencias	Todo el personal de RIMAC	Gestión del conocimiento y aprendizaje	P	P	P	P	P	P	P	P	P	P	P	P	P	45 min	2600		0.00%	95%
				E																	
	COMITÉ DE SST																				
6	Funciones y responsabilidades del Comité de SST (Nuevo)	Comité de SST	SST	P							P						45 min	4		0.00%	100%
				E																	
7	Inspecciones de Seguridad y Salud en el Trabajo	Comité de SST	SST	P									P				45 min	4		0.00%	100%
				E																	
8	Investigación de accidentes e incidentes de Trabajo	Comité de SST	SST	P											P		45 min	4		0.00%	100%
				E																	
	BRIGADAS DE EMERGENCIA																				
9	Manual de Respuesta a Emergencias Rimac	Brigadas de todas las sedes	SEGURIDAD INTEGRAL	P										P			60 min	200		0.00%	80%
				E																	
10	Prevención de incendios y uso de extintores (Virtual)	Nuevos Brigadistas de todas las sedes	SEGURIDAD INTEGRAL	P		P											90 min	20		0.00%	80%
				E																	
11	Evacuación en situaciones de emergencia (Virtual)	Nuevos Brigadistas de todas las sedes	SEGURIDAD INTEGRAL	P		P											90 min	20		0.00%	80%
				E																	
12	Primeros Auxilios (Virtual)	Nuevos Brigadistas de todas las sedes	SEGURIDAD INTEGRAL BIENESTAR	P		P											90 min	20		0.00%	80%
				E																	
13	Lucha Contra Incendio, Primeros Auxilios y Evacuación (Teorico-Práctico)	Brigadas de sede Wilson	SEGURIDAD INTEGRAL	P			P										90 min	200		0.00%	80%
				E																	
14	Lucha Contra Incendio, Primeros Auxilios y Evacuación (Teorico-Práctico)	Brigadas de sede TDP1	SEGURIDAD INTEGRAL	P			P										90 min	200		0.00%	80%
				E																	
15	Lucha Contra Incendio, Primeros Auxilios y Evacuación (Teorico-Práctico)	Brigadas de sede TDP2	SEGURIDAD INTEGRAL	P			P										90 min	200		0.00%	80%
				E																	