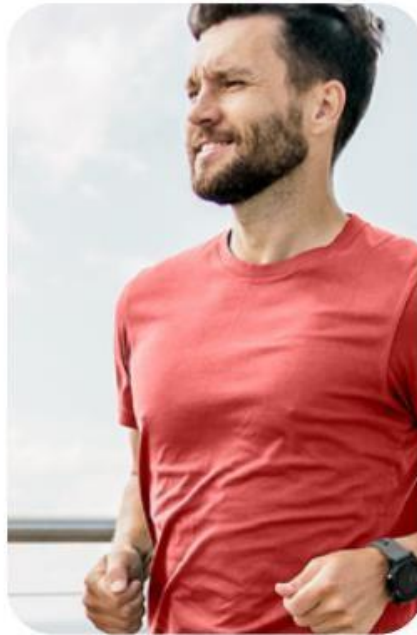


# ESG REPORT 2024



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# 1. INTRODUCTION

The ESG Report 2024 aims to clearly and transparently communicate RIMAC Seguros y Reaseguros' sustainability performance during 2024 through its environmental, social, and governance (ESG) indicators. It complements our [2024 Annual Report](#), which remains the main accountability document of RIMAC.

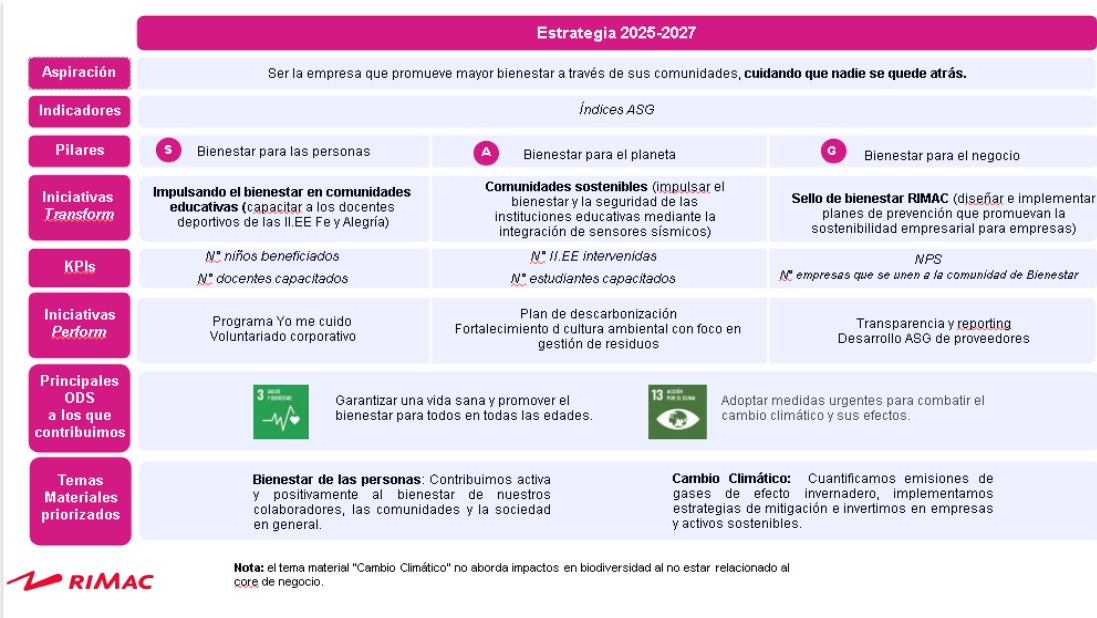
This report has been prepared in alignment with the criteria of the Corporate Sustainability Assessment (CSA), a questionnaire developed by S&P Global and part of the Dow Jones Sustainability Index (DJSI) family, as well as the "Empresa con Gestión Sostenible" (DEGS) platform of Peru Sostenible.

Through this report, we seek not only to be accountable to our stakeholders but also to reaffirm our commitment to ethical, responsible, and sustainability-oriented business management. The information presented reflects the progress, challenges, and actions implemented by RIMAC across the ESG dimensions, with the objective of generating long-term value for our customers, employees, shareholders, and society as a whole.

## 2. ABOUT RIMAC

### Sustainability Plan (DEGS)

RIMAC has a 2025–2027 sustainability strategy with the aspiration of being the company that promotes the greatest well-being through its communities. The following outlines the details:



### Sustainability Reporting Boundaries (CSA 1.1.1)

RIMAC Seguros y Reaseguros' Annual Report, Consolidated Financial Statements, and the 2024 ESG Report share full alignment in scope, covering 100% of the organization's operations during the period from January 1 to December 31, 2024.

The ESG indicators reported comprehensively and consistently reflect the company's performance. This coverage is based on the same consolidation boundaries used for financial reporting, ensuring a coherent, transparent, and comparable representation of RIMAC's sustainable management and impact.

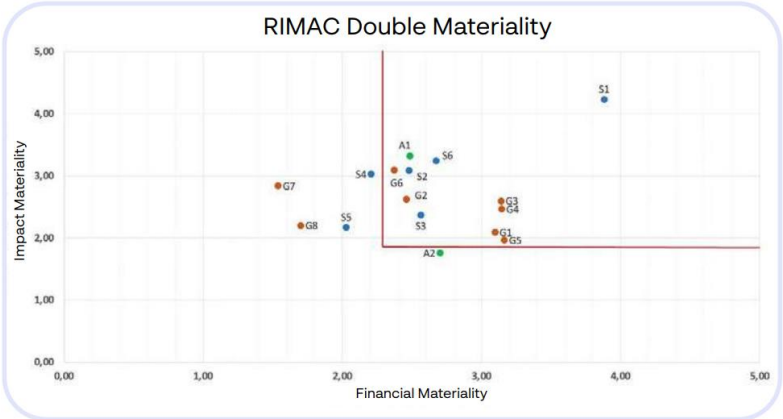
### Materiality (CSA)

#### Materiality analysis

In 2023, RIMAC carried out its first double materiality analysis, which will be updated every two years. This approach considers both impact materiality (identifying the effects the company generates externally in environmental, social, and governance areas) and financial materiality (how these aspects may affect the organization's performance and value).

The process was conducted in four key stages:

- Organizational context analysis
- Impact identification
- Internal and external relevance assessment
- Definition of material topics



Code	Governance Topic	Code	Social Topic	Code	Environmental Topic
G1	Responsible business ethics	S1	Consumers and end users	A1	Climate change
G2	Cybersecurity and data privacy	S2	Personal wellbeing	A2	Sustainable products and services
G3	Risk and compliance management	S3	Personalization and accessibility		
G4	Commitment to sustainability (ESG)	S4	Diversity, equity, and inclusion		
G5	Innovation and digitalization	S5	Human rights		
G6	RIMAC Culture	S6	Talent attraction and retention		
G7	Sustainable investments				
G8	Value chain				

The methodology was based on the analysis of global trends and the review of recognized sustainability frameworks and standards such as Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), and the International Financial Reporting Standards (IFRS).

Key internal and external stakeholders were engaged to identify the most relevant topics. In total, 241 individuals were consulted, including: 10 leaders, 7 customers, 231 employees, 16 suppliers, and 4 insurance brokers. This active participation enabled a comprehensive understanding of sustainability expectations and priorities.

The results were reviewed and approved by the top leaders of the organization: Fernando Ríos Sarmiento (CEO) and Javier Venturo (Executive Vice President of the Legal and Corporate Affairs Division). In addition, the process was verified by an independent third-party assurance provider, ensuring transparency and robustness.

This materiality assessment allows RIMAC to align its business strategy with the most relevant ESG management topics in the insurance sector and reinforces its corporate purpose: “Protect your world, improve your well-being.”

The following table shows how materiality analysis has been integrated into the company's enterprise risk management (ERM) process, strengthening the identification and prioritization of ESG risks.

Pillar	Material Topic	Risk Events	Risk Fronts	Main Management Methods
Well-Being for the Planet (Environmental)	Climate change	Penalties for legal non-compliance	Technical risk management	<ul style="list-style-type: none"><li>• Environmental management system</li><li>• TCFD Disclosure</li><li>• Monitoring center (LEED-certified building)</li></ul>

Pillar	Material Topic	Risk Events	Risk Fronts	Main Management Methods
Well-Being for People (Social)	Consumers and end users	Operational inefficiency	Operational risk and business continuity management	<ul style="list-style-type: none"> <li>• RIMAC App</li> <li>• RIMAC Store</li> <li>• Business Customer Monitoring Center</li> <li>• Digitalization of customer-facing processes</li> </ul>
Well-Being for People (Social)	Personal wellbeing	Reduction in the company's overall performance	Operational risk and business continuity management	<ul style="list-style-type: none"> <li>• Occupational Safety &amp; Health System</li> <li>• Occupational Safety &amp; Health Committee</li> <li>• Wellness campaigns</li> </ul>
Well-Being for People (Social)	Personalization and accessibility	High costs for the company	Operational risk and business continuity management	<ul style="list-style-type: none"> <li>• Cuida: Cuídate Program and CuidaFarmacia</li> <li>• RIMAC Store</li> <li>• Monitoring Center</li> </ul>
Well-Being for People (Social)	Talent attraction and retention	Increased personnel turnover	Operational risk and business continuity management	<ul style="list-style-type: none"> <li>• Flexible work arrangements</li> <li>• Individual development plans</li> <li>• Benefits package</li> <li>• Development programs (Learning School) &amp; 360° performance reviews</li> <li>• Summer internship program</li> <li>• Periodic employee climate surveys</li> <li>• Talent &amp; Compensation Committee</li> </ul>
Well-Being for Business (Governance)	Responsible business ethics & corporate governance	Poor company reputation in ethical matters	Operational risk and business continuity management	<ul style="list-style-type: none"> <li>• Anti-corruption management system</li> <li>• Audit Committee</li> <li>• Talent &amp; Compensation Committee</li> <li>• Integrated Risk Management Committee</li> <li>• Integrity Channel Compliance Committee</li> <li>• Internal &amp; external audit processes</li> </ul>
Well-Being for Business (Governance)	Cybersecurity & data privacy	Improper use of information by team members	Operational risk and business	<ul style="list-style-type: none"> <li>• Security &amp; cybersecurity maturity model</li> <li>• Technology Committee</li> </ul>



Pillar	Material Topic	Risk Events	Risk Fronts	Main Management Methods
			continuity management	<ul style="list-style-type: none"> <li>• Data protection management framework</li> <li>• Regulatory information security training</li> <li>• Information breach prevention plan</li> </ul>
Well-Being for Business (Governance)	Risk compliance & management	Impact on reputation and RIMAC's competitive position	Market and credit risk management	<ul style="list-style-type: none"> <li>• Anti-corruption management system</li> <li>• Integrity Channel</li> <li>• Compliance Committee</li> <li>• Mandatory trainings (anti-fraud, AML/CFT prevention, Code of Conduct, etc.)</li> </ul>
Well-Being for Business (Governance)	Commitment to sustainability (ESG)	Weak integration of environmental criteria into decision-making	Operational risk and business continuity management	<ul style="list-style-type: none"> <li>• Alliances with government agencies &amp; business clients</li> <li>• Double materiality process &amp; ESG indicator publication</li> <li>• Sustainability courses in onboarding and compliance training</li> <li>• ESG training sessions for Strategic Partners (suppliers)</li> <li>• Annual participation in S&amp;P CSA</li> <li>• We were included in the Dow Jones Sustainability MILA Pacific Alliance Index, which recognizes the most sustainable companies in the Latin American Integrated Market. We are the only Peruvian and regional insurance company in this prestigious ranking.</li> </ul>
Well-Being for Business (Governance)	Innovation & digitalization	Competitive disadvantage	Operational risk and business continuity management	<ul style="list-style-type: none"> <li>• RIMAC App</li> <li>• RIMAC Store</li> <li>• Digitalization of customer processes</li> <li>• Online Medical Center CAC (Broker Services Center)</li> </ul>



Pillar	Material Topic	Risk Events	Risk Fronts	Main Management Methods
				<ul style="list-style-type: none"> <li>• Digitalization &amp; innovation courses</li> <li>• Development of an agile structure &amp; culture</li> </ul>
Well-Being for Business (Governance)	RIMAC culture	Effects on RIMAC's profit margins	Operational risk and business continuity management	<ul style="list-style-type: none"> <li>• Events &amp; recognitions</li> <li>• Flexible work arrangements</li> <li>• Individual development plans</li> <li>• Benefits package</li> <li>• Development programs</li> <li>• Summer internship program</li> </ul>

### Material issues and metrics for enterprise value creation

The company conducts materiality analyses to identify key topics that drive long-term value creation, establishing goals and KPIs associated with those topics.

	Material issue 1	Material issue 2	Material issue 3
Material issue	Climate change	Personal well-being	Responsible business ethics
Material risk or opportunity	Climate change management is a strategic axis at RIMAC. It is addressed through two pillars: GHG emissions reduction and operational eco-efficiency. As a financial and insurance entity, RIMAC recognizes climate change as a source of physical and transition risks affecting its investment portfolio, operations, and resilience. An environmental management system aligned with the TCFD framework enables	Occupational health and safety (OHS) is a key pillar for RIMAC, ensuring physical and mental well-being of employees who are essential to providing responsive and empathetic service. In a highly regulated environment, with field inspections and claim handling, preventive management mitigates psychosocial and operational risks, improves organizational climate, and sustains business continuity.	In RIMAC, we have an institutional commitment to transparency, ethics, and human rights. One of our cultural principles is "We achieve the extraordinary" and that includes to make things happen transparently, honestly, and responsibly. That is why we approach business ethics through compliance systems, internal controls, and a culture aligned to international standards is essential to prevent legal,

	the company to identify climate risks/opportunities and quantify emissions in scopes 1, 2, and 3.		operational, and reputational risks.
<b>Category</b>	Climate Transition & Physical Risks	Occupational Health & Safety	Corporate Governance & Ethics
<b>Business case</b>	<p>Climate change poses a structural risk to the insurance business model. At RIMAC, it is critical to all of our clients, due to the high vulnerability that Peru possess. That is why this material issue is critical in our operations, based on the services that we offer: to protect operations, infrastructure reserves, etc. We address physical risks (floods, landslides, frosts) and transition risks (regulatory, technological, reputational) via geospatial analysis, differentiated underwriting, and parametric insurance. Eco-efficiency and ESG criteria in investments and policies help reduce emissions, anticipate impacts, and access green markets. This enhances resilience, compliance, and</p>	<p>Occupational Health &amp; Safety (OHS) is a material topic for insurers like RIMAC. Our purpose is Protecting the world, improving your well-being. And there would not exist any kind of well-being without OHS. That is why we ensure safety for employees who provide frontline service, we display preventive management that reduces psychosocial and ergonomic risks, supports well-being, and improves business continuity. It also reduces absenteeism, turnover, and medical costs, aligning operations with legal standards and minimizing reputational and compliance risks.</p>	<p>Responsible ESG management (transparency, ethics, human rights) is key to sustaining the business and its reputation. Strong compliance frameworks and practices are vital to attract our target audience: institutional and strategic investors. Strengthening policies, effective reporting channels, and certifications like ISO 37001 foster an ethical environment and access to high-profile investors, resulting in higher premiums and long-term profitability.</p>

	competitiveness, aligned with climate scenarios (RCP 4.5 & 8.5; NGFS), generating long-term value.		
<b>Business strategy</b>	<p>We manage climate change as a strategic priority, aiming to reduce GHG emissions and enhance operational eco-efficiency while strengthening our resilience. Guided by our Climate Change Risk and Opportunity Management framework, aligned with TCFD, we identify and address physical and transition risks across our insurance portfolio, investments, and operations. Our strategy includes measuring Scope 1, 2, and 3 emissions, committing to a 20% reduction every five years from 2023, and achieving Net Zero by 2050. We implement actions such as LEED-certified ecofriendly buildings with sustainable features, alliances for waste recovery and composting, promotion of upcycling, and awareness</p>	<p>We manage Occupational Safety and Health (OSH) as a strategic pillar to ensure safe working conditions and protect the well-being of our employees. Our preventive, compliant, and participatory approach is guided by updated policies, regulations, and a validated Hazard Identification and Risk Assessment (IPERC) matrix. The annual OSH plan includes inspections, training, and emergency preparedness activities. In 2024, we achieved 95% execution of scheduled activities, significantly reduced accident rates, trained over 200 brigade members nationwide, created a new emergency response manual, and conducted more than 14 evacuation drills. These actions strengthen our capacity to prevent incidents and ensure business continuity.</p>	<p>We manage ethics and crime prevention to uphold transparency, integrity, and compliance with the highest standards. Our Anticorruption Management System, aligned with ISO 37001, focuses on preventing, identifying, and mitigating bribery and corruption risks, especially in interactions with public officials. In 2024, we updated 100% of ethics regulations, implemented action plans, and promoted the Integrity Channel. We achieved 98.5% compliance in Code of Conduct training for employees, delivered 9 specialized anticorruption training sessions, and held 2 sessions on the Insurance Contracting Process with the State. We strengthened internal and external</p>

	campaigns on proper segregation, fostering a low-carbon, sustainable business model.		communication on integrity, updated grievance, handling procedures, and reinforced coordination among all areas to ensure effective investigations.
<b>Objective</b>	Strengthen climate risk management and improve environmental performance by reducing GHG emissions.	<ul style="list-style-type: none"> <li>✓ OHS illness incidence rate: 0</li> <li>✓ Annual Inspection Program compliance: 90%</li> <li>✓ SST training completion: 80%</li> </ul>	Strengthen ethical management, anti-corruption system, and compliance culture (training, whistleblower channels, ISO 37001).
<b>Target year</b>	2024	2024	2024
<b>Progress</b>	In 2023, the company reported a total Scope 3 funded emissions intensity of 214 tCO <sub>2</sub> e/SM invested. The coverage of this metric encompassed assets under management, representing 32.5% of the total. In 2024, the total Scope 3 funded emissions intensity was 667 tCO <sub>2</sub> e/SM invested, with coverage of 41.6% of assets under management.	<p>0 fatalities and 0 occupational diseases reported, reflecting compliance with minimum legal OSH standards.</p> <p>99%: OSH inspections compliance 2024</p> <p>83% overall compliance with OSH training 2024</p>	<p>98.5% compliance in Code of Conduct training; 100% implementation of anti-corruption management action plans.</p> <p>As part of the ISO 37001 certification, we conducted 2 trainings on the Insurance Contracting Process with the State.</p>

#### Material issues and metrics for external stakeholders

The company evaluates the positive and/or negative impacts that its operations, products, services, and supply chain generate on external stakeholders, using quantitative metrics to assess their effect on society and the environment.

	Impact 1	Impact 2
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<b>Material issue for external stakeholders</b>	Consumers and end users	Customization and accessibility
<b>Category</b>	Customer relations	Customer relations
<b>Cause of the impact</b>	<ul style="list-style-type: none"> <li>• Operations</li> <li>• Products and services</li> </ul> <p>Coverage: &gt;50% of business activity</p>	<ul style="list-style-type: none"> <li>• Operations</li> <li>• Products and services</li> <li>• Supply chain</li> </ul> <p>Coverage: &gt;50% of business activity</p>
<b>External stakeholder(s)/Impact area(s) evaluated</b>	End users	End users and external employees
<b>Topic relevance on external stakeholder</b>	<p>The issue has a direct impact on the well-being, safety and satisfaction of customers. The company is working to improve the agility and personalization of its services, generating more positive experiences for users. This translates into concrete benefits such as greater satisfaction, increased sales and expansion of customer segments. From an external perspective, these impacts are relevant because of their scope and because they respond to growing consumer expectations regarding quality, transparency and good service. Adequate management strengthens trust and relationships, while its absence can generate negative consequences such as loss of reputation or customer loyalty.</p> <p>Type of impact: Positive and negative combined</p>	<p>The issue has a direct impact on the protection, wellbeing and quality of life of clients, especially in populations with greater access barriers. Through initiatives such as Cuida Farmacia, positive impacts are generated by facilitating access to medicines in a timely, affordable and proactive manner. This not only improves patients' health and reduces their emotional burden, but also strengthens trust with health system actors. The personalized and human approach of the service generates shared value with society by improving access to treatment for those who need it most.</p> <p>Type of impact: Positive</p>
<b>Output metric</b>	NPS shows user loyalty via recommendation intent	CUIDA digital pharmacy product sales
<b>Impact valuation</b>	Impact assessed: Access to products/services with positive impacts.	Impact assessed: Access to products/services with positive impacts.

	Impact assessed: NPS encourages cooperation and wider dissemination.	Impact assessed: 300 orders/month beyond Lima, even in remote areas
<b>Impact metric</b>	58 NPS points from individual customers	+6% monthly sales: increased access to medicines

## 3. CORPORATE GOVERNANCE

### Board of directors

#### Board Independence (CSA 1.2.1)

The company has a public declaration of board independence, which establishes strict criteria to ensure that board members act with objectivity and impartiality. This declaration, along with the Board Regulations, outlines best corporate governance practices and specific requirements for independent directors.

In line with the Dow Jones Sustainability Index (DJSI) standards — specifically criterion 1.2.1 — the company has adopted the following independence requirements:

Nº	Requirements of Independence
1	The director must not have been employed by the company in an executive capacity in the last year.
2	The director must not accept or have a "Family Member who accepts any payments from the company or any parent or subsidiary of the company in excess of \$60,000 during the current fiscal year," other than those permitted by SEC Rule 4200 Definitions, including (i) payments arising solely from investments in the company's securities; or (ii) payments under nondiscretionary charitable contribution matching programs. Payments that do not meet these two criteria are disallowed.
3	The director must not be a "Family Member of an individual who is employed by the company or by any parent or subsidiary of the company as an executive officer."
4	The director must not be (and must not be affiliated with a company that is) an adviser or consultant to the company or a member of the company's senior management.
5	The director must not be affiliated with a significant customer or supplier of the company.
6	The director must have no personal services contract(s) with the company and cannot be a member of the company's senior management.
7	The director must not be affiliated with a not-for-profit entity that receives significant contributions from the company.
8	The director must not have been a partner or employee of the company's outside auditor during the past year.
9	The director must not have any other conflict of interest that the board itself determines to mean they cannot be considered independent.

In addition to the above, the company complements these criteria with internal guidelines such as the prohibition of owning more than 5% of the company's shares, the

non-existence of relevant business relationships in recent years and the exclusion of candidates who have held positions in the company during the last three years. Directors are also required to have no family ties with majority shareholders.

Independence and diversity are key principles in the appointment of board members. This collegiate body is made up of individuals with no direct interest in the company and operates under four-year terms. There are also three alternate directors to strengthen the leadership structure.

The commitment to independent governance is reinforced in the ESG Report, which details compliance with international standards and adherence to principles of transparency, equity and sustainability. These mechanisms ensure that strategic decisions are based on the long-term interests of the company and its stakeholders.

## **Delimitation of functions (DEGS) / Non-Executive Chairperson/ Lead Director (CSA 1.2.3)**

### **Board of Directors and Executive Leadership**

- **Alex Fort Brescia:** Chairman of RIMAC's Board of Directors. He joined the company in 1981 and served as general manager from 1992 to 2010. He has been a director of the company since 1993.
- **Fernando Ríos Sarmiento:** General Manager of RIMAC since 2018.

### **Main functions of the general manager:**

- Execute acts and contracts within the corporate purpose of the company.
- Represent the company with the powers established by law and attend the meetings of the Board of Directors and the General Shareholders' Meeting with the right to speak, but not to vote, unless otherwise decided.
- Must issue certifications on company records, act as secretary at shareholders' and Board meetings, and ensure the accounting update.
- Reports quarterly to the Board of Directors on the company's financial situation, comparing the results with the established objectives, and submits the financial statements and the annual report.
- Informs the Board of Directors about directives or investigations by the Superintendency of Banking and Insurance (SBS).
- Reports on loans, guarantees, investments and sales that exceed the established limits, and complies with the functions assigned by law or the Board of Directors.
- The creation of new management positions implies the delegation of the corresponding faculties.

### **Main Functions of the Chairman of RIMAC's Board of Directors**

The Chairman of RIMAC's Board of Directors plays a key role in the governance of the company, ensuring compliance with legal, statutory and corporate governance regulations. His main functions include:

- **Board leadership:** ensures the proper functioning of the Board of Directors, promoting efficient decision making aligned with the company's interests.



- **Corporate Governance Oversight:** ensures the implementation of RIMAC's Corporate Governance standards, promoting transparency, accountability and independence in decision making.
- **Duty of Loyalty:** acts with loyalty to the corporate interest of the company, complying with the responsibilities established by law and the bylaws.
- **Coordination with Board Committees:** participates in and supervises the activities of the various Board committees, ensuring that their functions are aligned with corporate strategy.
- **Consistency in Decision Making:** promotes a coordinated approach within the Board, ensuring consistency in decision making and preventing conflicts of interest.
- **Participation in Meetings:** must attend and actively participate in the meetings of the Board of Directors and its committees, except in cases of excused absence.
- **Stakeholder interaction:** acts as a representative of the Board of Directors in its relationship with customers, executives and employees, ensuring effective communication.

The Chairman of the Board plays a strategic role in the company, ensuring that the Board's decisions are aligned with the company's objectives and sustainable development.

## Information Policy (DEGS)

At RIMAC, there is an area in charge of answering shareholders' queries in a precise manner. This is the Legal and Regulatory Division, which has a specific e-mail address where shareholders' questions are received and resolved directly.

## Board Gender Diversity (CSA 1.2.5)

Gender diversity	Number of members
Male Directors	9
Female Directors	1
Total number of members of the Board of Directors	10

Mariana Costa Checa has been a member of the Board of Directors since 2021 and currently serves as an independent director of our organization.

## Board Accountability (CSA 1.2.6)

In our organization, we ensure board accountability through a series of good governance practices aligned with the long-term interests of our shareholders. During the last fiscal year, average attendance at board meetings exceeded the required minimum of 75%, reaching 96%.

We also monitor the number of terms held by our non-executive and independent directors. 10 board members have four or fewer additional mandates, allowing for adequate dedication to their duties. These members have been identified and registered in accordance with internal requirements.

We have established board performance evaluation processes, which include both self-evaluation and periodic independent evaluations. In addition, board members are elected and re-elected on an annual basis, promoting transparency and continuous renewal.

We continue to work on strengthening our governance processes, identifying opportunities for improvement to consolidate a culture of integrity, transparency and accountability at all levels of the organization.

## Board Average Tenure (CSA 1.2.7)

Board of directors	Year appointed	Years served*	Average tenure
Alex Fort Brescia	1993	32	16 years
Mario Brescia Moreyra	1995	30	
Fortunato Brescia Moreyra	1997	28	
Pedro Brescia Moreyra	1998	27	
Bernard Fort Brescia	2005	20	
Ismael Benavides Ferreyros	2018	7	
Roberto Priday Woodworth	2019	6	
Carlos Kubick Castro	2020	5	
Mariana Costa Checa	2021	4	
Pedro Malo Rob	2024	1	

\*Note: Considering 2025 as the base year.

## Board Industry Experience (CSA 1.2.8)

Number of independent or non-executive members with industry experience	2
Name of the directors included in the above count	Ismael Benavides Ferreyros Alex Fort Brescia
Ismael Benavides Ferreyros	<p>Relevant experience:</p> <ul style="list-style-type: none"> <li>• CEO of Interbank (1993–2007) – major Peruvian bank</li> <li>• President of ASBANC – Peruvian banking association</li> <li>• Minister of Economy and Finance – oversight of national financial systems</li> </ul> <p>Has extensive executive and government experience in the Financials sector, which includes insurance companies according to the GICS classification.</p>
Alex Fort Brescia	<p>Relevant experience:</p> <ul style="list-style-type: none"> <li>• CEO of RIMAC Seguros from 1992 to 2010</li> <li>• Joined RIMAC in 1981</li> </ul> <p>Has extensive executive experience in the Financials sector, having served as CEO of RIMAC Seguros, which falls under the</p>

	Financials sector according to the GICS classification.
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## Family ownership (CSA 1.2.14)

Name	Country	Economic group
BRESCIA MOREYRA FORTUNATO JUAN JOSE	Peru	Breca
BRESCIA MOREYRA MARIO AUGUSTO MIGUEL	Peru	Breca
BRESCIA MOREYRA PEDRO MANUEL JUAN	Peru	Breca
FORT BRESCIA ALEX PAUL GASTON	Peru	Breca
FORT BRESCIA DE MULDER SYLVIA MARIA ISABEL	Peru	Breca
FORT BRESCIA VIVIANE MARIA LUISA	Peru	Breca

## ESG Governance Oversight (CSA 1.2.16)

RIMAC Seguros y Reaseguros has a formalized executive governance structure to oversee ESG issues, as part of the BRECA Group's Corporate Sustainability Committee. This executive committee brings together representatives of the group's main companies (RIMAC, Urbanova, AESA, Minsur, Qroma, BBVA, Clínica internacional, Tasa and Aporta) with the aim of aligning and implementing strategic sustainability actions and promoting international standards in an integrated manner.



RIMAC has **two official representatives** on this committee:

- Patricia Cortéz, Chief Sustainability and Corporate Affairs Officer, who fulfills a C-suite level role and leads sustainability strategies at the corporate level.
- Adela Yarlequé, Sustainability Manager, who is part of the team responsible for operational execution and implementation.

In addition, the company has a dedicated Sustainability Team to design, coordinate and oversee all environmental, social and governance (ESG) actions. This team also leads the climate strategy autonomously, in compliance with the committee's guidelines and RIMAC's internal priorities.

## Risk & Crisis Management

### Risk Governance (CSA 1.4.1)

Internal Audit is responsible for providing independent and objective assurance on the effectiveness of the governance, risk management, and control processes implemented by the organization. This function is exercised with functional independence from management, reporting directly to the Audit Committee, which guarantees its autonomy and objectivity. In this regard, Internal Audit actively contributes to strengthening the internal control system, promotes continuous improvement of processes, and supports the achievement of the company's strategic objectives, in line with the current regulatory framework and global auditing standards.

### Risk Management Processes (1.4.2)

The organization sets guidelines for preventive and corrective risk management in agile environments. Tribe Leaders are responsible for identifying and managing risks linked to the processes and products under their remit, including evaluating technical risks tied to new product launches or significant changes to existing products. The Risk & Control model begins by fostering a risk culture within Tribes so that risk management is embedded in the first line of defense and the model can mature over time. The operational risk team runs sessions to explain the importance of risk management, share case studies, and present the methodology for identifying, declaring, and treating risks. These sessions cover three topics: the importance of risk management, how to identify and declare risks, and how to create the Tribe's Risk Wall and design the Risk Marketplace event. Tribe Leaders, Technical Leaders, Agile Coaches, Product Owners, SMT Leaders, and Safe Business Officers are invited to participate.

In order to manage risks adequately, in RIMAC we provide multiple trainings focused on our risk management principles for our employees, especially those who are part of our Risk Division. That is why in 2025, 70 employees have completed those courses.

The topics that were addressed were the following:

- **Operational Risks:** definition, regulation, types of risks.
- **Loss Events and Major New Products/Changes:** definition, regulation, examples.
- **Risk Network:** context and objective, roles and functions, operating model, benefits and recognitions.
- **Performance of the Managers:** report management.
- **Important cases:** case studies presented

In the second stage, the model provides tools for risk identification and consolidation to ensure risks are identified, exposure is measured, and treatments are defined. The operational risk team develops initial tools and forms that are improved through iterations, with risk identification at the level of processes, initiatives, and loss

materialization. Diverse perspectives and alignment between business and control areas are essential, with touchpoints held with each Squad and SMT to deploy the methodology and give feedback. Tribe Leaders ensure that these tools and artifacts are incorporated into recurring work, while second line of defense teams join Tribe events such as Big Room Demo, Big Room Planning, and Reviews to learn about initiatives and results that may reveal new risks. The minimum structure of the risk base includes risk identification with causes, events, consequences, and characterization of the control environment, a residual risk assessment of impact and frequency to determine exposure, and action plans with mitigation measures and implementation dates.

Operational risk management involves objectives, policies, procedures, and actions to identify, measure, control, and disclose risks across the Company. Its main activities are awareness, evaluation, and mitigation. Evaluation focuses on identifying internal and external threats to key processes, determining their impact, and reviewing controls that mitigate associated risks. Risk treatment may include accepting the risk, reducing the probability, lessening the impact, transferring or avoiding it, or combining these measures. Controls must also assess risks arising from changes in operations such as new products, new projects, or system changes. This is an ongoing process, and Tribe Leaders must ensure regular risk reviews and the implementation of appropriate mitigation measures.

### Emerging risk (CSA 1.4.3)

Name of the emerging risk	Hijacking of IoT Infrastructure (Internet of Things)
Category	Technological
Description	The Internet of Things (IoT) has become an integral part of Rimac Seguros' operations, connecting devices and systems to improve efficiency and customer experience. However, this connectivity also introduces new vulnerabilities. IoT devices, such as monitoring sensors, smart home devices and management systems, may require robust security measures, making them attractive targets for cybercriminals. IoT infrastructure hijacking means that attackers can take control of these devices and use them to launch DDoS attacks, spy on business operations, manipulate data or even disrupt critical services.
Impact	The hijacking of IoT infrastructure can negatively impact our operations and reputation. Firstly, it can cause service disruptions, affecting the ability to monitor and manage insurance policies in real-time, leading to customer dissatisfaction and potential financial losses. Secondly, exposure of sensitive data, including personal and health information, can result in regulatory penalties and reputational damage, undermining the trust of customers and partners. Thirdly, the costs associated with recovering from an IoT attack, including system restoration and security enhancements, can be significant. Additionally, the company will need to adapt its cybersecurity strategy, investing in advanced technologies and staff training to manage and mitigate these risks. Finally, developing and testing incident response plans specific to IoT attacks is crucial to ensure swift and effective recovery, minimizing the impact on operations and protecting the integrity of customer data.

<b>Mitigating action</b>	<p>We have a Security and Cybersecurity Maturity Model aligned with international standards, including ISO 27001. Thanks to a working group created in 2023, we improved consent capture processes in direct sales channels. Other activities included compliance evaluation regarding Law 29733 and refresher training on the new regulatory framework for team members.</p> <p>A Technology Risk Management Department was recently created within the Risk Division, focusing on cybersecurity and information security. This department plans and manages policies and methodologies for identifying, analyzing, measuring, and quantifying technological risks. It establishes guidelines for IT Security/Cybersecurity aligned with the organization's risk appetite approved by the Board of Directors and advises Management on technological risk.</p>
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<b>Name of the emerging risk</b>	Generative Artificial Intelligence
<b>Category</b>	Technological
<b>Description</b>	<p>Generative Artificial Intelligence (AGI) presents several emerging risks. One of the main ones is misinformation, as it can create false or misleading content that looks authentic. In addition, there is a risk of inherent biases in training data, which can perpetuate or amplify existing biases. Privacy is also a concern, as the IAG can generate sensitive or personal data without consent. Another risk is the automation of work, which could displace human jobs in various industries. Finally, security is crucial, as malicious actors could use IAG to develop more sophisticated cyberattacks. It is essential to address these risks with appropriate regulations and ethical practices in the development and use of AGI.</p>
<b>Impact</b>	<p>The misinformation generated by the IAG could lead to erroneous decisions, affecting the accuracy of claims assessment and policy underwriting. Biases in training data could result in discriminatory practices, damaging the company's reputation and exposing it to litigation. Customer privacy would be at risk if IAG generates or handles sensitive data without proper consent, which could result in regulatory sanctions and loss of trust on the part of customers. Excessive automation could displace employees, creating internal resistance and affecting staff morale. In addition, the security of systems could be compromised if malicious actors use IAG for cyberattacks, endangering the integrity of the company's information and operating systems. It is crucial that the company implements preventive and ethical measures to mitigate these risks.</p>
<b>Mitigating action</b>	<p>Rigorous controls are being established to verify the accuracy and authenticity of the content generated, preventing misinformation. In addition, diverse and representative data are being used in model training to minimize bias and promote equity. Protecting customer privacy is essential, so data handling policies and verification of proper consent before using sensitive customer information are being adapted. To address the impact on employment, training and professional development of staff is being encouraged, helping them</p>

adapt to new roles that complement automation. In terms of security, robust cybersecurity measures and continuous monitoring of activities are being implemented to detect and prevent possible attacks. These actions will help manage risks and ensure ethical and responsible use of AGI.

## Ethics and anti-corruption

### Inquiries and complaints channels (DEGS)

At RIMAC we have the Integrity Channel, which allows us to report conduct that may be illegal, unethical or violate professional standards; that is, conduct that is inconsistent with the company's Code of Ethics and Conduct. This channel is accessible to all our stakeholders (100%), including employees and suppliers.

We also carry out various communications to raise awareness of this channel and promote its correct use. For example, we have a [Guide to Use the Integrity Channel](#) , which can be found on our website to resolve doubts about what to report and how to do it.

In addition, in 2024, we sent various reinforcement communications to our employees, as shown in the following examples:



In the Integrity Channel you can report the following types of concerns:



- Alteration of company records, reports or documents.
- Misappropriation or misuse of company resources
- Conflict of interest
- Legal noncompliance
- Non-compliance with policies or procedures
- Confidential information
- Human resources
- Bribery
- Questionable accounting or auditing practices
- Bribery and corruption with special emphasis in the case of domestic and/or foreign public officials
- Activities, suspicious situations or red flags related to money laundering
- Activities, suspicious situations or red flags related to financing of terrorism
- Practices that threaten free competition
- Other unethical activities

In conducting investigations of reported cases, the company will respect the confidentiality of the case, the anonymity of the employee who provided the information, and will make every effort to keep identities as confidential as possible, consistent with the need to conduct a thorough review.

### **Number of complaints received through its ethical channel and the monetary amount of legal proceedings generated by substantiated complaints (DEGS)**

Complaints received	7 (1 for discrimination and harassment, and 6 for conflict of interest)
% of verified complaints	100%
% of complaints to be verified	0%
Total amount for legal proceedings generated by substantiated claims (soles)	0

### **Anti Bribery and Anti Corrupcion Policy (CSA 1.5.3)**

In our organization we have a zero-tolerance policy against corruption and bribery, applicable to the entire business group, including subsidiaries, employees, contractors and suppliers. This policy is formalized and published in the public domain and establishes a preventive system with specific guidelines to be followed by managers and other members of the organization. In turn, the policy incorporates guidelines related to Law No. 30424 and its amendments, ensuring compliance with current national regulations.

In addition, we have a Code of Conduct that expressly prohibits any form of bribery, whether direct or indirect, including the use of third parties to make improper payments or political contributions for irregular purposes. It also states that acts of corruption may include the acceptance of gifts, excessive hospitality payments or inappropriate donations, among others.

In line with our commitment, we have made our political and sponsorship contributions transparent. These are made only if they do not contravene established ethical principles, and their details are publicly available. We also promote responsible philanthropic practices, ensuring that support is not conditional on commercial or advertising considerations.

This comprehensive approach is reinforced by our Crime Prevention Model and Anti-Corruption Management System, with which we reaffirm our commitment to integrity, transparency and respect for Human Rights.

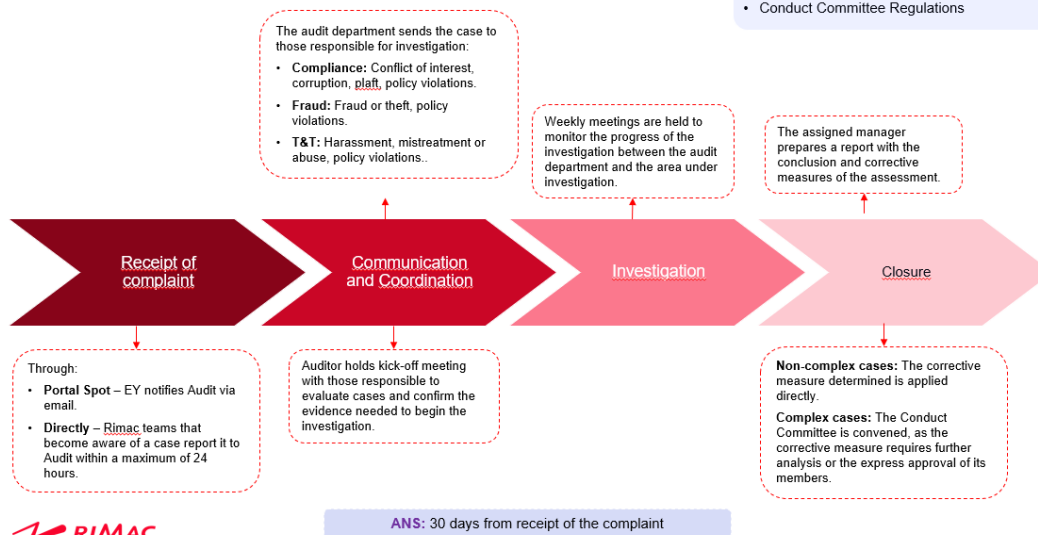
## Whistleblowing mechanism (CSA 1.5.4)

Canal de Integridad	
	 
<b>Introducción</b>	El Canal de Integridad permite reportar conductas que pueden ser ilegales, no éticas o que violen los estándares profesionales, es decir, que sean inconsistentes con el Código de Ética y Conducta de la empresa. Puede reportar sus preocupaciones utilizando los canales de atención que se indican en la siguiente sección.
<b>Canales de Atención</b>	<p><b>1. Página Web</b> Para registrar una nueva preocupación, puede ir al siguiente enlace: <a href="#">Reportar Preocupación</a> Para consultar el estado de una preocupación ya registrada, puede ir al siguiente enlace: <a href="#">Consultar Preocupación</a></p> <p><b>2. Buzón de e-Mails</b> Puede enviar un correo electrónico a la siguiente dirección: <a href="mailto:rimac@canalintegridad.com">rimac@canalintegridad.com</a></p> <p><b>3. Buzón de Voz</b> Puede reportar su preocupación a través de un mensaje de voz las 24 horas del día durante los 365 días del año, marcando la opción 2 al siguiente número: 0-800-1-0114</p> <p><b>4. Central Telefónica</b> Puede contactarse directamente con un profesional de Lunes a Viernes de 9:30 a.m. a 6:30 p.m. al siguiente número: 0-800-1-0114, código de empresa 2012</p> <p><b>5. Dirección Postal</b> Puede proporcionar copias de cualquier información que desee enviar físicamente, enviándola a la siguiente dirección: Atención: Sr. Rafael Huamán Referencia: Canal de Integridad – Rimac</p> <p><b>6. Entrevista Personal</b> Puede tener una entrevista personal para proporcionar la información a los profesionales de Ernst &amp; Young, dirigidos a: Av. Víctor Andrés Belaúnde 171, San Isidro, Lima 27, Lima – Perú Preguntar por: Sr. Rafael Huamán Disponibles en el horario de Lunes a Viernes de 9:30am a 6:30pm o, fuera de este horario, previa cita.</p>

The Integrity Channel is operated by an independent, specialized company (EY), which will receive information confidentially and anonymously and report it through the SPOT portal (Portal for Complaint Management).

Employees who report violations of the above rules are fully protected against any form of retaliation.

## Workflow



## Information security and data privacy

### Information Security Governance (CSA 1.8.1)

At Rimac, we have robust governance mechanisms in place to oversee information security and technology management. At the Board of Directors level, a member with experience in technology and cybersecurity, Ismael Benavides, has been appointed and

actively participates in the Risk Committee, which is responsible for overseeing the company's cybersecurity strategy.

Additionally, Rimac's Technology Committee plays a strategic role in guiding the direction of technology and cybersecurity, recognizing them as key enablers of business performance and evolution. This committee, composed of Ismael Benavides (Director), Fernando Rios (CEO), and Carlos Herrera (CIO), leads strategic discussions on how to leverage technology to enhance operations, mentors the technology team, establishes valuable external connections, and tracks major IT projects to ensure strategic alignment.

At the executive level, the formal responsibility for information security lies with the Information Technology and Security Office (CISO), a function embedded in our organizational structure for several years. This layered approach ensures that both strategic oversight and operational execution of cybersecurity and IT management are well integrated, reinforcing Rimac's commitment to innovation and secure digital transformation.

**Experience of Ismael Benavides:** Director of Rimac since 2018. Additionally, he serves on the boards of Quimpac, BBVA Continental, Tupemesa, and Agroindustrial Huamani. Dedicated to rural and social development as well as the preservation of nature, the director of Pro-Naturaleza and chairman of the board of directors of Innova Rural. He is a member of the Board of Directors of San Ignacio de Loyola University, the Advisory Council of the Schools of Economics and Business Administration of the Peruvian University of Applied Sciences, and the Vice President of the Water Resources Group of the World Bank in Peru. He has more than 40 years of banking and financial experience. He served as President of ASBANC and General Manager of Interbank between 1993 and 2007. He has served as Peru's Minister of Economy and Finance, Minister of Agriculture, and Minister of Fisheries. He holds an MBA from the University of California, Berkeley, and is an agronomist and agricultural economist. He regularly oversaw cybersecurity and IT management while serving as General Manager of Interbank.

## **Information Security Management Program (CSA 1.8.3)**

### **Incident response**

We have business continuity plans, contingency plans and incident response procedures, which are tested every six months. Our cybersecurity strategy establishes protocols for responding to information security incidents, ensuring efficient and coordinated management to mitigate impacts and restore operations quickly.

We have implemented specific policies and procedures, such as the Information Security and Cybersecurity Policy and the Information Security Incident Management Procedure. These documents establish a structured approach based on event planning, response coordination and continuous improvement through the identification of lessons learned.

### **Certification and vulnerability analysis**

Our IT infrastructure and information security management system are 100% certified under ISO 27001, ensuring compliance with the highest international cybersecurity

standards. In addition, we conduct periodic external audits to evaluate the effectiveness of our security measures, including vulnerability analysis and penetration tests.

We conduct vulnerability assessments through third parties, who perform specialized audits, such as Ethical Hacking and external penetration tests. These analyses allow us to identify and mitigate potential risks before they materialize.

The frequency of our internal information security audits reflects a strategic approach that prioritizes the effective implementation of action plans derived from each assessment. We choose to devote the time and resources necessary to comprehensively address identified opportunities for improvement, thereby ensuring continuous and sustained improvement in our security control and management systems. When those improvements are accomplished, we schedule another information security audit, always aligned with the priorities of the company.

### **Privacy Policy: Systems/ Procedures (CSA 3.7.1)**

In our organization, we ensure the effective implementation of the privacy policy in all our operations, including the management of employee, customer, supplier and other third-party data. This policy is publicly available on our sustainability and corporate governance platforms.

We defined a methodology and taxonomy for technological risk management and closely monitored compliance with the action plans established for prioritized risks. These risks include obsolescence, technical debt, information leakage, and adherence to the Personal Data Protection Act (LPDP). Furthermore, we ensured proper segregation of roles and duties between the first and second lines of defense.

### **Customer Privacy Information (CSA 3.7.2)**

In our organization, we inform our customers about the protection of their privacy through our public and corporate communication platforms. We provide details on the nature and use of the information collected, ensuring transparency in the treatment of personal data.

We offer our customers the possibility to decide how their private data is collected, used and processed. To this end, we have opt-out options and require explicit consent (opt-in) before processing your information. In addition, we guarantee the right to access stored data, allowing customers to request correction, deletion or transfer of their information to other service providers.

We monitor and report the percentage of users whose data is used for secondary purposes. **In 2024, it was 35.61%.** The FY2024 figure remained consistent with FY2023, as our automated internal processes are designed to continuously capture and reflect any updates to user consent, ensuring that data usage is always aligned with the permissions explicitly granted by our clients.

## **4. ECONOMIC PERFORMANCE**

### **Investment strategies and sustainable finance**

## Contributions & Other Spending (CSA 1.6.1)/ Financial political contributions (DEGS)

We have a transparent framework for reporting on our contributions and other expenses. We publish this information to ensure accountability and alignment with our ethics and compliance principles.

Type of expense	FY2021 (USD)	FY2022 (USD)	FY2023 (USD)	FY2024 (USD)
Lobbying, interest representation or similar	0	0	0	0
Local, regional or national political campaigns / organizations / candidates	0	0	0	0
Trade associations or tax-exempt groups (e.g. think tanks)	49,587	644,284	894,556	1,013,343
Other (e.g. spending related to ballot measures or referendums)	0	0	0	0
Total contributions and other spending	575,332	644,284	894,556	1,013,343
Data coverage (% of operations reported)	100%	100%	100%	100%

## Largest Contributions & Expenditures (CSA 1.6.2)

Issues and Topics (USD)

Issue or Topic	Corporate Position	Description of Position/Engagement	Total Spend in FY 2024
APESEG	Support	Guild	708,549

## Other Large Expenditures (USD)

Name of organization,	Type of organization	Description	Total amount paid in 2024
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<b>candidate or topic</b>			
Peruvian Institute of Economy - IPE	Tax-exempt group	A non-profit research center with the aim of contributing to Peru's economic public policies, as well as strengthening the free market in democracy.	31,122
AMCHAM	Trade association	Independent and non-profit organization, which has more than 5,000 representatives of 580 associated companies between Peruvians, Americans and non American foreigners. It promotes the principles that encourage the economy, the market, investment and trade, all within a framework of social responsibility, values and business ethics.	7,954
Official Spanish Chamber of Commerce in Peru	Trade association	Non-profit civil association officially recognized by the Spanish State and created in order to strengthen the development of economic and business relations between Spain and Peru, promoting investments and commercial exchange between both countries. Currently, it has created alliances	2,551

		with more than 250 associated companies and a network of contacts that allow both Peru and Spain to create spaces conducive to commercial and economic exchange.	
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## Effective Tax Rate (CSA 1.7.3)/ Effective annual income tax rate (DEGS)

	2023 (USD)	2024 (USD)
Earnings before income taxes	113,532,150	118,968,772
Reported taxes	0	0
Effective tax rate (%)	0	0
Cash taxes paid	0	0
Cash tax rate (%)	0	0

In accordance with Article 18 of the Texto Único Ordenado de la [Ley del Impuesto a la Renta \(Peruvian Income Tax Law\)](#), approved by Decreto Supremo N.º 179-2004-EF, the income and capital gains generated by the assets that support the technical reserves of life insurance companies are exempt from Income Tax, as long as they are intended to comply with pension obligations (such as pensions and annuities). This disposition applies directly to RIMAC, as it is a life insurance company regulated by the Superintendencia de Banca, Seguros y AFP [Superintendence of Banking, Insurance and AFPs (SBS)], and responds to the objective of guaranteeing the financial solvency and sustainability of its pension obligations. Consequently, the fact that RIMAC does not pay tax on that income does not constitute an irregularity, but a legal consequence of a tax regime applicable to our activity. It translates into a tax loss and therefore an income tax of 0 and an effective tax rate of 0%.

## Sustainable Investing Policy (CSA 1.9.1)

We have a [Responsible Investment Policy](#) that is public and accessible from RIMAC's website.

### Implementation highlights

#### Asset class-specific ESG guidelines

Although our Responsible Investment Policy applies to 100% of the portfolio, the ESG evaluation approach can be tailored to each asset class as follows: In fixed income, we primarily evaluate environmental risks and credit exposure to high-carbon sectors, as



well as alignment with green bond frameworks. In equities, governance quality and social factors such as board composition and human rights are key criteria. For alternative assets (e.g. infrastructure, funds), we prioritize alignment with sustainability frameworks, SDGs, and thematic ESG impact objectives.

### **Outcome measurement**

To monitor the impact of our sustainable investments, we currently calculate the financed emissions (Scope 1 and 2) associated with our investment portfolio. This calculation follows the PCAF methodology and covers both corporate bonds and equities. As of 2024, the assessment covers 41.6% of our Assets Under Management (AUM). Key indicators include:

- Absolute financed emissions: 101,943 tCO<sub>2</sub>e
- Carbon intensity: 667 tCO<sub>2</sub>e per million USD invested

This information allows us to identify high-emitting sectors (e.g., Industrials, Materials, and Utilities), which account for 96% of total financed emissions, and to prioritize engagement efforts with companies based on their emission profiles, transition plans, and sustainability commitments.

We intend to continue refining our measurement practices and use these results to guide our decarbonization strategy and manage climate-related transition risks more effectively.

### **Sustainable Stewardship (CSA 1.9.2)**

As part of its responsible investment strategy, RIMAC implements stewardship practices through active engagement and voting activities. The following outlines how RIMAC operationalizes its policy commitments:

#### **Engagement guidelines by ESG topic**

To complement our Responsible Investment Policy, the following engagement guidelines outline how the Investment Selection Team engages with companies on key ESG topics:

- Climate change: We assess companies' Scope 1, 2, and 3 carbon emissions, climate-related targets, transition to renewable energy, water efficiency, and waste management. This informs decisions on investment renewal or adjustment.
- Corporate governance: We monitor companies' governance practices through alerts (e.g., Material Events), news, analyst platforms, and meetings with issuers and agencies, with a focus on risk relevance.
- Social issues: We analyze companies involved in social controversies (e.g., data breaches, anticompetitive behavior, or product safety incidents), which may lead to divestment, retention, or increased monitoring.
- Engagement activities involve direct interaction and continuous monitoring. If objectives are not met, an escalation strategy (outlined in our Policy) is activated.

### **Prioritization approach**

Our engagement targets and topics are prioritized based on the following criteria:

- Controversies: Companies involved in severe or repeated ESG controversies, as tracked via alerts or media reports.
- Strategic alignment: Topics aligned with our sustainability commitments, including climate action, governance improvement, and human rights.

Prioritized companies are flagged for engagement planning, and their progress is tracked annually.

### **Collaborative engagement**

RIMAC considers collaboration a strategic tool within its stewardship approach. Accordingly, the company will assess the possibility of engaging either collectively or individually, depending on factors such as the relevance of the ESG issue, the level of investment exposure, the potential impact, and the availability of strategic alliances.

As a member of the Responsible Investment Program (PIR) and a signatory of the Principles for Responsible Investment (PRI), RIMAC is committed to driving sustainable practices through collaboration with other institutional investors, sector organizations, and fund managers. When deemed appropriate, RIMAC may participate in joint engagement initiatives or collaborative dialogue with other shareholders or key stakeholders, aiming to maximize the reach and impact of engagement on critical ESG topics.

### **Escalation strategy**

If engagement efforts do not lead to the expected sustainability improvements, RIMAC may escalate its engagement through additional steps such as direct meetings with senior management or supporting shareholder resolutions. As a last resort, and based on internal risk analysis, RIMAC may decide to reduce or withdraw investments in the concerned entity.

### **Voting guidelines**

Voting decisions are guided by ESG-specific principles. For environmental matters, we support resolutions aligned with climate transition plans, renewable energy use, or improved environmental disclosures. On social issues, we favor proposals enhancing human rights practices, workplace diversity, or data privacy. On governance, we support resolutions reinforcing board independence, transparency, and shareholder rights.

## **Sustainable Insurance Underwriting Policy (CSA 1.9.3)**

RIMAC integrates ESG aspects into its insurance underwriting processes. As part of the insurance underwriting process, our RIMAC Team of Inspectors performs on-site verification to primarily assess the following risk categories:

- Fire
- Machinery breakdown
- Natural Hazards
- Theft

In order to measure the level of each of these risks, we have the INSPAT application, which consists of a questionnaire that inspectors answer during the inspection. The rating indicates the identified risk level, so that the higher the rating, the better the risk and therefore means that the probability of materialization is low as well as the severity.

## 5. MACROECONOMIC ENVIRONMENT

### Government Ownership (CSA 1.2.13)

Our ownership structure does not grant any governmental institution more than 5% of the total voting rights. As of December 31, 2024, we have 546 shareholders of record, of which 99.63% are domestic shareholders and 0.37% are foreign shareholders. The shareholders owning more than 5% of the subscribed and paid-in capital are as follows: Breca Seguros y Salud SAC (78.65%) and Minsur (5%). This structure confirms that there are no privileged shares for government entities within our organization.

### Family Ownership (CSA 1.2.14)

Our company is part of the Breca Group, a business conglomerate with presence in Peru, Chile, Brazil and Ecuador. As of December 31, 2023, 83.65% of the total voting rights of the company belong to the founding members and their family, reflecting the long-term commitment to the growth and development of the organization.

The main shareholders with more than 5% of the subscribed and paid-in capital stock are Breca Seguros y Salud SAC (78.65%) and Minsur (5%), which reaffirms that ownership is mostly concentrated within the economic group.

The *Superintendencia del Mercado de Valores* (SMV) also reports the relationship of the members of the Brescia Moreyra family with [the economic group](#), consolidating its leadership and participation in various industries such as insurance, mining, cement and health.

The Breca Group's purpose is to "create opportunities that transcend", based on values of integrity, innovation and progress. Through its operations, it promotes investments with a positive impact on social, economic and environmental development, ensuring sustainable growth in the future.

All this information is supported by our Annual Report 2023, the SMV GCG 2023 Report, and the RIMAC Governance 2023, reaffirming our commitment to transparency and corporate sustainability.

Name	Country	Economic group
Fortunato Juan Jose Brescia Moreyra	Peru	Breca
Mario Augusto Miguel Brescia Moreyra	Peru	Breca
Pedro Manuel Juan Brescia Moreyra	Peru	Breca
Alex Paul Gaston Fort Brescia	Peru	Breca
Sylvia Maria Isabel Fort Brescia de Mulder	Peru	Breca
Viviane Maria Luisa Fort Brescia	Peru	Breca

## 6. RIMAC TALENT

### Well-being

#### Employee Support Programs (CSA 3.3.7) / Employee

## benefits program (DEGS)

At RIMAC we have implemented a Sustainability Management in Human Rights course that is taught transversally to all our employees, including management teams, as it is part of the Regulatory Courses.

The course addresses topics such as sustainability, RIMAC's pillars and management of key issues such as human rights. In 2024, we will impact 2,678 people through this course.

Likewise, in order to strengthen the knowledge of our employees on this subject, a specific course on Human Rights was designed and approved in 2024 and will be implemented in 2025. It addresses the following topics:

- What are Human Rights and their importance
- RIMAC's Commitment to Human Rights
- RIMAC's human rights policy
- How to report human rights violations

### 1.1 ¿Por qué es importante hablar de los Derechos Humanos?

El 10 de diciembre de 1948 ocurrió uno de los hitos más importantes en la historia de la humanidad: la Declaración Universal de los Derechos Humanos. Este documento, el cual fue adoptado por todos los países pertenecientes a las Naciones Unidas, fue la primera vez en la que nuestra sociedad tuvo un consenso sobre cómo actuar para proteger la libertad, igualdad y dignidad de todas las personas (Amnistía Internacional, s/f).

Es así que esta declaración establece 30 derechos que nos pertenece a cada uno desde el momento en que nacemos y que nada ni nadie nos puede quitar. Eso se debe a que los derechos humanos son inherentes a todos nosotros, sin independencia de nuestras características físicas y culturales (OHCHR, s/f).

Asimismo, estos derechos cuentan con algunos principios que contribuyen a cumplir sus objetivos:

## DDHH

Cursos  
Regulatorios

2025





**Universales:** este principio significa que **todas las personas, sin distinción alguna, tienen el mismo derecho de gozar de los derechos humanos**. Eso lo hace universal (OHCHR, s/f).



**Inalienables:** este principio indica que **ningún derecho humano puede ser suprimido o arrebatado a alguien, a excepción de situaciones concretas y conforme un procedimiento adecuado**. Por ejemplo, el derecho a la libertad puede restringirse en caso alguien sea declarado culpable de un delito y deba cumplir una pena privativa (OHCHR, s/f).



**Indivisibles e interdependientes:** este principio establece que **todos los derechos humanos tienen la misma importancia**. Ello significa la posibilidad de ejercer ciertos derechos siempre puede afectar positiva o negativamente a los otros. Ningún derecho puede disfrutarse plenamente sin los otros (OHCHR, s/f).

## Appreciation of individual performance (DEGS)

	2022	2023	2024
% of employees who have had performance evaluations	82%	87%	86%

## Turnover rate (CSA 3.3.5 y DEGS)

	2021	2022	2023	2024
Total employee turnover rate	37	40	43.62	12.41
Voluntary employee turnover rate	19	25	25.27	7.77
Involuntary turnover rate	18	15	18.35	4.64
Data coverage as 100% of all employees FTE globally)	100	100	100	100

## Gender diversity (DEGS)

	2022	2023	2024
% female employees	54.4%	54.7%	54%
% female employees at management level	27%	27%	28.45%
% female employees at management level	49%	25%	37%
% female employees' Professional level	37%	56%	57.4%
% female employees at the Operational level	0%	0%	0%

## Women in the organization (CSA 3.1.4)

Category	2023 (%)	2024 (%)
Share of women in total workforce	54.7	53.7%
Share of women in all management positions	37.2%	35.3%
Share of women in junior management positions,	35.9%	36.1%
Share of women in top management positions	25	21.9%
Share of women in management positions in revenue-generating functions	56	66.6%
Share of women in STEM-related positions	21	21.1%

## Grievance mechanisms related to Human Rights (EGS)

At RIMAC we have grievance mechanisms related to Human Rights. For this purpose, we have the Integrity Channel, which also addresses complaints from all our stakeholders on multiple issues such as harassment and discrimination, which are considered Human Rights issues.

Likewise, we have a Complaint Management Procedure, which defines procedures, responsibilities, follow-up, evaluation activities and communication instances regarding the complaints made, as well as determines the type of acts to be reported through the Integrity Channel for Rimac Seguros and Rimac EPS.

The flow of complaints is as follows:



Finally, all complaints registered on the channel are accounted for and reported in RIMAC's Annual Report 2024.

## 7. SUSTAINABLE VALUE CHAIN

## Improving Customer Experience

### Financial Inclusion Products & Services (CSA 3.5.2)

As part of our commitment to financial inclusion, we offer products and services designed to serve underserved groups and vulnerable populations. These initiatives are aligned with our sustainability and social development objectives. Our main initiatives include:

**Management Social Landing:** Published on our sustainability platform, this section presents information about our financial inclusion programs.

**Catastrophic Agrarian Insurance (SAC):** Social support program developed in collaboration with the Peruvian Ministry of Agrarian Development and Irrigation. Through the Seguro Agrario Catastrófico (SAC), we facilitate access to free insurance, promote financial education and provide banking services to small farmers. During the 2023-2024 agricultural campaign, RIMAC was selected to cover eight regions: Apurímac, Ayacucho, Huancavelica, Madre de Dios, Moquegua, Puno, Tacna, and Tumbes. The number of insured farmers was 141,265.00, cultivating across an insured area of 339,039.66 hectares and the total premium associated with this coverage amounts to S/ 46'539,040.41. We actively contribute to the advancement of small farmers by not only offering insurance coverage but also providing 4 training sessions on the fundamentals of insurance and its benefits. These efforts equip farmers with essential tools for better crop management. These actions underscore our commitment to sustainable development and the inclusion of vulnerable communities.

Net Promoter Score (NPS) - Individual Customers	Net Promoter Score (NPS) - Healthcare Customers	Net Promoter Score (NPS) - Business Customers
61 points	61 points	78 points

For the 2024–2025 agricultural season, three companies were awarded contracts through the selection process for insurers providing coverage under the Catastrophic Agricultural Insurance program. RIMAC was selected to cover the regions of Apurímac, Cusco, Pasco, Puno, and Loreto, thereby renewing our commitment to protecting this sector, with a participation share of 37.12%.

	Awarded Premium (S/)	Net Premium (S/)	% Share
RIMAC	22,272,500.00	18,875.000.00	37.12%

### Benefited populations

Our products are targeted at various vulnerable groups, including:

- microenterprises
- People living in poverty and low income
- Rural residents with limited access to financial services
- Women
- Other underserved groups

### Impact and scope

Our financial inclusion approach seeks to expand access to essential services for vulnerable communities. We regularly measure the number of clients reached and the volume of transactions carried out under these programs.

All this information is available in our sustainability reports and annual reports, reaffirming our commitment to transparency and social impact.

### Customer Satisfaction Measurement (CSA 3.6.1)

Satisfaction measurement	Unit (please select the unit of measurement)	FY 2021	FY 2022	FY 2023	FY 2024	What was the target for FY 2024?
Satisfaction measurement	Satisfaction measurement methodology: Net promoter score of similar	53	60	64	66	61
Data coverage:	Percentage of Customers	100	100	100	100	

### Product and/or service information (EGS)

We have a program that ensures product disposal and the management of its environmental and social impacts. We also promote equal accessibility to our services for all demographic groups, without discrimination.

### Non-compliance related to product/service information (DEGS)

	2022	2023	2024
Number of confirmed complaints of non-compliance with labelling information during the last 3 years	80	122	106

## 8. OUR ENVIRONMENTAL COMMITMENT

### Environmental management

#### Coal Re/Insurance Underwriting Policy (CSA 2.5.5)



In line with our commitment to sustainability and the integration of ESG criteria in our operations, we do not currently underwrite policies for activities related to coal and its derivatives. This decision is part of our exclusion policies in insurance underwriting, in line with environmental responsibility standards and the transition to a low-carbon economy.

All this information is supported in our publication “ESG Integration in Insurance”, where we detail our lines of business excluded from underwriting, reaffirming our commitment to sustainability and environmental impact mitigation.

### Environmental complaints (DEGS)

Item	2022	2023	2024	Meta 2024
Confirmed environmental complaints filed during the last 3 years	0	0	0	0

Likewise, our environmental policy includes a commitment to comply with all current environmental legal obligations, as well as RIMAC Seguros' internal policies, standards and regulations.

### Energy consumption (CSA 2.1.1)

Total energy consumption	Unit	FY 2021	FY2022	FY2023	FY2024	What was the target for FY 2024?
Total non-renewable energy consumption	MWh	930.20	1,581.13	3,166.05	3,148.96	3150
Total renewable energy consumption	MWh	1,499.55	1,941.11	1,574.64	1,502.51	1550.0
Data coverage (as % of denominator)	Percentage of operations:	100	100	100	100	100

### Waste Disposal (CSA 2.2.1)

	Unit	FY 2021	FY2022	FY2023	FY2024	What was the target for FY 2024?
Total waste recycled/reused	metric tonnes	0.85	33.38	27.86	35.24	
Total waste disposed	metric tonnes	11.13		72.33	71.97	72.00

Waste landfilled	metric tonnes	11.13		72.33	71.97	
Waste incinerated with energy recovery	metric tonnes					
Waste incinerated without energy recovery	metric tonnes					
Waste otherwise disposed, please specify:	metric tonnes					
Waste otherwise disposed, please specify:	metric tonnes	0	0	0	0	
Data coverage (as % of denominator)	Percentage of operations:	100	100	100	100	

### Water consumption (2.3.1)

Total water consumption	Unit	FY 2021	FY2022	FY2023	FY2024	What was the target for FY 2024 ?
A. Water withdrawal (excluding saltwater)	Million cubic meters	0.027958	0.016715	0.0262933	0.0293045	
B. Water discharge (excluding saltwater)	Million cubic meters	0	0	0	0	
Total net fresh water consumption (A-B)	Million cubic meters	0.027958	0.016715	0.0262933	0.0293045	0.026
Data coverage (as % of denominator)	Percentage of operations :	100	100	100	100	

## Direct Greenhouse Gas Emissions (Scope 1) (CSA 2.4.1)

Direct GHG (Scope 1)	Unit	FY 2021	FY2022	FY2023	FY2024	2024 Target
Total direct GHG emissions (Scope 1)	metric tonnes CO <sub>2</sub> equivalents	324.71	308.48	638.16	827.36	600
Data coverage (as % of denominator)	% of operations	100	100	100	100	

Note: Our 2024 emissions were higher due to the increase of the number of employees in 2024 compared to the year 2023 (2617 vs 2490).

## Indirect Greenhouse Gas Emissions (Scope 2) (CSA 2.4.2)

IGHG (Scope 2)	Unit	FY 2021	FY 2022	FY 2023	FY 2024	What was the target for FY 2024?
Location-based	metric tonnes of CO <sub>2</sub> equivalents			600.4	705.09	600
Data coverage (as % of denominator)	percentage of operations			100	100	
Market-based	metric tonnes of CO <sub>2</sub> equivalents	376.54	706.36	899	764.52	800
Data coverage (as % of denominator)	percentage of operations	100	100	100	100	

## Indirect Greenhouse Gas Emissions (Scope 3) (CSA 2.4.3)

IGHG (Scope 3)	Unit	FY 2021	FY 2022	FY 2023	FY 2024	What was the target for FY 2024?
Total indirect GHG emissions (Scope 3)	metric tonnes of CO2 equivalents	3,473.33	4,740.6	2,092.82	1963.48	2000

Scope 3 Category	Emissions in the reporting year (metric tonnes CO2e)	Emissions calculation methodology and exclusions
1. Purchased goods and services	255.64	DEFRA 2023- Material Use, Ecoinvent 3.9  Incluye: compra de merchandising, insumos de cafetería, consumo de servicio de agua, energía home office y hospedaje.
2. Capital goods		
3. Fuel-and-energy-related-activities (not included in Scope 1 or 2)	826.57	2006 IPCC Guidelines for National Greenhouse Gas Inventories  Incluye el combustible para grúas, ambulancias y médicos a domicilio.
4. Upstream transportation and distribution	13.45	2006 IPCC Guidelines for National Greenhouse Gas Inventories
5. Waste generated in operations	40.10	2006 IPCC Guidelines for National Greenhouse Gas Inventories
6. Business travel	430.91	DEFRA 2023 - Business Travel - Air
7. Employee commuting	304.42	2006 IPCC Guidelines for National Greenhouse Gas Inventories
8. Upstream leased assets		
9. Downstream transportation and distribution	2.96	DEFRA 2023 - Business travel - land, Taxis, regular taxi, passenger.km
10. Processing of sold products		
11. Use of sold products		
12. End-of-life treatment of sold products		

13. Downstream leased assets		
14. Franchises		
15. Investments		
Other upstream	89.43	DEFRA 2023 - Hotel Stay
Other downstream		

## 9. Our social commitment

### Monetary and non-monetary costs of the social investment strategy (DEGS)

	Amount 2024 (in soles)
Total cost of monetary contributions (direct financing)	365,376
Total cost of donations (goods and/or services)	38,820.54