

## REPORT ON COMPLIANCE WITH THE CODE OF GOOD CORPORATE GOVERNANCE FOR PERUVIAN COMPANIES (10150)

Name:

RIMAC INSURANCE AND REINSURANCE

Year :

2022

Website:

www.rimac.com

Name or trade name of the auditing company: (1)

RPJ

B80037

(1) Only applicable in the event that the information contained in this report has been reviewed by a specialized firm (e.g. audit firm or consulting firm).



**SECTION B:**

**Evaluation of compliance with the Principles of the Code of Good Corporate Governance for Peruvian Corporations**

**Principle 1: Parity of treatment**

**Question I.1**

	Yes	No	Explanation:
<i>Does the corporation acknowledge that shareholders of the same class who uphold the same conditions(*) are treated equally?</i>	x		Art. 12 of the Bylaws

(\*) The same conditions are understood as those particularities that distinguish the shareholders, or cause them to have a common characteristic, in their relationship with the company (institutional investors, non-controlling investors, etc.). It should be noted that this in no case implies that the use of privileged information is favored.

**Question I.2**

	Yes	No	Explanation:
<i>Does the company have only voting shares?</i>	x		Art. 5° and 6° of the Bylaws  Our charter only includes one type of shares and we have no investment shares.

a. Regarding the capital of the company, please specify:

Capital subscribed at year-end	Paid-in capital at year-end	Total number of shares representative of capital
1,784,000,000	1,784,000,000.00	1,784,000,000.00

a. Explain the following information for each class of shares held by the company:

Class	Number of shares	Nominal Value	Political Rights (*)	Economic Rights

(\*) In this field, you must indicate the particular rights of the class, such as participation and voting in shares, treatment in corporate reorganizations, GSMs, subscription rights, transfer of rights, and others.

**Question I.3**

	Yes	No	Explanation:
<i>If the company has investment shares, does the company have a policy of voluntary redemption or exchange of investment shares for common shares?</i>		x	The Bylaws of our company do not contemplate the existence of investment shares. Therefore, we could not promote the action described in this question. The General Shareholders' Meeting - the body that approved the Bylaws - was the one that gave rise to our internal share regime.

**Principle 2: Shareholder participation**

**Question I.4**

	Yes	No	Explanation:
1. Does the company expressly establish in its corporate documents the form of representation of the shares and who is in charge of the share registry?	x		Art. 8 of the Bylaws
2. Is the share registry kept permanently updated?	x		Art. 8 of the Bylaws

Indicate the frequency with which the share register is updated, after becoming aware of any changes.

<b>Periodicity:</b>	Within forty-eight hours	
	Weekly	
	Other / Explain (in working days)	30

**Principle 3: Non-dilution in equity interest**

**Question I.5**

	Yes	No	Explanation:
<i>1. Does the company have a policy requiring that proposals from the board of directors for corporate actions—such as mergers, acquisitions, spin-offs, and capital increases—that could affect the shareholders' right to non-dilution be previously explained by such body in a detailed report with the independent opinion of an outside advisor of recognized professional solvency appointed by the board of directors?</i>	x		Art. 29 of the Regulations of the Board of Directors
<i>Does the company have a policy of making such reports available to shareholders?</i>	x		Art. 29 of the Regulations of the Board of Directors

If during the fiscal year, the company has carried out corporate operations under the scope of numeral 1 of question I.5, and if the company has Independent Directors<sup>(\*)</sup>, specify whether in all cases:

	Yes	No
Did all the Independent Directors vote in favor of the appointment of the external advisor?		
Did all the Independent Directors clearly express their acceptance of the aforementioned report and support, if applicable, the reasons for their disagreement?		

(\*) Independent Directors are those who, in accordance with the Guidelines for the Qualification of Independent Directors, approved by the SMV, qualify as such.

## Principle 4: Shareholder information and communication

### Question I.6

	Yes	No	Explanation:
<i>Does the company determine the responsible parties and means for shareholders to receive and/or require truthful, sufficient, and timely information?</i>	x		Chapter 3, Art. 11 and Art. 12 of the General Shareholders' Meeting Regulation

a. Indicate the means by which shareholders receive and/or request information from the company.

Means	Receive information	Request information
At the company's offices	x	x
E-mail address	x	x
Telephone	x	x
Corporate website	x	x
Mail	x	x
Informative meetings (on-site or virtual)	x	x
Social Media		
Others / Explain		

b. Does the company have and does it comply with a formally established maximum period for responding to requests for information submitted by shareholders?

Yes  No

If yes, please specify the deadline:

Maximum term (in working days)	10
--------------------------------	----

### Question I.7

	Yes	No	Explanation:
<i>Do shareholders have mechanisms in place to express their opinion on the management of the company?</i>	x		Art. 10, Art. 13, Art. 21, and Art. 23 of the Regulations of the General Shareholders' Meeting. Art. 29 of the Board of Directors Regulations.

If yes, indicate the means by which shareholders express their opinion on the management of the company.

Means	Express their opinion	
At the company's offices		
E-mail address	x	
Telephone		
Corporate website	x	
Mail		
Informative meetings (on-site or virtual)	x	
Social Media		
Others / Explain		

## Principle 5: Participation in dividends of the Company

### Question I.8

	Yes	No	Explanation:
1. Is compliance with the dividend policy subject to periodically defined evaluations?	x		An annual review of compliance with the policy is carried out so that dividends can be distributed.
Is the dividend policy made known to the shareholders?	x		<a href="https://www.rimac.com.pe/uploads/Politica_de_Dividendos.pdf?_ga=2.39526560.2049986974.1641940463-508576080.1636500144">https://www.rimac.com.pe/uploads/Politica_de_Dividendos.pdf?_ga=2.39526560.2049986974.1641940463-508576080.1636500144</a>

- a. If the answer to item 2 of Question I.8 is affirmative, specify the means by which the company made its dividend policy available to the shareholders.

Means	Policy provision of dividends
At the company's offices	
E-mail address	
Telephone	
Corporate website	x
Mail	
Informative meetings (on-site or virtual)	
Social Media	
Others / Explain	

- b. Has the Company's dividend policy been complied with during the reporting period?

Yes  No

If the answer is negative, indicate the motives or reasons why the company has not complied with its dividend policy during the fiscal year.

--

- c. Indicate the company's dividend policy applicable to the fiscal year.

Date of approval	03/19/2013
Criteria for the distribution of profits according to the dividend policy	The company shall distribute annual cash dividends in an amount not less than the equivalent of fourteen percent (14%) of the available profit for the year, after deduction of taxes, reserves, and legal deductions. When the factors of liquidity, level of indebtedness and projected investments so justify, the Shareholders' Meeting may agree on a different percentage or opportunity for the distribution of dividends.

- d. Indicate the cash and stock dividends distributed by the company in the fiscal year and the previous fiscal year.

Per share	Dividends per share			
	Fiscal year reported		Fiscal year prior to reporting year	
	Cash	In shares	Cash	In shares
Class	0	8	3.77	12.23
Class				
Investment Share				



**Principle 6: Change or takeover**

**Question I.9**

	Yes	No	Explanation:
<i>Does the company maintain policies or agreements not to adopt anti-takeover mechanisms?</i>		x	The Company does not have any policies or agreements to adopt anti-takeover mechanisms; however, its implementation is under evaluation.

Indicate whether any of the following measures have been established in your company:

	Yes	No
Requirement of a minimum number of shares to become a Director		x
Minimum number of years as Director to be appointed as President of the Board of Directors		x
Severance arrangements for executives/officers as a result of changes following a takeover and/or corporate reorganization.		x
Others of a similar nature/Explain (e.g.: establishment of supermajorities to approve mergers, stock option plans for employees, among others)		

## Principle 7: Arbitration for Dispute Resolution

### Question I.10

	Yes	No	Explanation:
<i>1. Do the bylaws of the company contain an arbitration clause recognizing that any disagreement between shareholders or between shareholders and the board of directors, as well as any challenge by shareholders to the GSM and board of directors' decisions, must be arbitrated as a matter of law?</i>	x		Art 31 of the Regulations of the General Shareholders' Meeting.
<i>2. Does such a clause facilitate the resolution of disputes by an independent third party, except in the case of express legal reservation before the ordinary courts?</i>	x		Art 31 of the Regulations of the General Shareholders' Meeting.

In the event that decisions of the GSM and the Board of Directors have been challenged by shareholders or others involving the Company during the fiscal year, specify the number of such challenges.

Number of challenges of GSM decisions	0
Number of challenges to Board of Directors' decisions	0

**PILLAR II: General Shareholders' Meeting  
(GSM)**

**Principle 8: Role and competence**

**Question II.1**

	Yes	No	Explanation:
<i>Is it the exclusive and non-delegable function of the GSM to approve the remuneration policy of the Board of Directors?</i>	x		Art. 16 paragraph 3 of the Bylaws and Art. 6 of the Regulations of the General Shareholders' Meeting

Indicate whether the following functions are exclusive and non-delegable to the GSM, and if not, specify the body that performs them.

	Yes	No	Body
Arrange for special investigations and audits		x	Board
Agree to amend the Bylaws	x		
Agree to an increase in capital stock	x		
Agree on interim dividend distribution	x		
Appoint external auditors	x		

## Principle 9: Regulations of the General Shareholders' Meeting

### Question II.2

	Yes	No	Explanation:
<i>Does the company have a GSM Regulation, which is binding in nature and its non-compliance entails liability?</i>	x		Art. 1 of the General Shareholders' Meeting Regulations

a. Specify whether the following procedures are contemplated in the GSM Regulations or, if not, indicate in which document such procedure is contemplated, if applicable:

	Yes	No	Name of the document
Call for the in-person GSMs	x		
Convening of non-face-to-face GSMs in accordance with the Bylaws or regulations permitting such GSMs		x	
Incorporation of agenda items by shareholders	x		
Provision of additional information to shareholders for GSMs	x		
Development of the GSMs	x		
Appointment of the members of the Board of Directors	x		
Shareholder representation at GSMs	x		
Shareholder participation at the GSM	x		
Remote voting by electronic or postal means			
Other relevant in the GSM Regulations/ Details			

b. Indicate whether the procedure that regulates the development of the General Shareholders' Meeting establishes the mechanisms for the shareholders to express their opinion on the following matters:

	Yes	No
1. On the management of the Company and the Company's financial results.	x	
2. On a new agreement proposal, with respect to one or more of the following agenda items.	x	

## Principle 10: Convening Mechanisms

### Question II.3

	Yes	No	Explanation:
Does the company have methods to reach shareholders, particularly those who aren't involved in the company's management or control, in addition to those mandated by law?	x		Art. 8 of the Regulations of the General Shareholders' Meeting

a. Complete the following information for each of the GSMs held during the fiscal year:

date of call	Date of the GSM	GSM modality (*)	Type of GSM		Universal GSM		Quorum % of installation	No. of Shareh. attendees	Participation (%) of total voting stock		
			Special	General	Yes	No			Through proxies	Direct exercise (**)	Did not exercise his right to vote
08/03/2022	22/03/2022	Non-attendance		x		x	88.59	0	#####	#####	0

(\*) Specify whether the GSM was attended or not.

(\*\*) Direct voting includes voting by any means or modality that does not imply representation.

b. What means, in addition to those contemplated in Article 43 of the General Companies Law and the provisions of the Regulation on Material Facts and Confidential Information, did the company use to disseminate notices of GSMs during the fiscal year?

Means	Notice of Calls
At the company's offices	
E-mail address	
Telephone	
Corporate website	x
Mail	
Informative meetings (face-to-face or in-person) virtual)	
Social Media	
Others / Explain	

c. In the notice of call issued by the company during the fiscal year:

	Yes	No
Was the location of the information regarding the agenda items to be debated at the GSM specified?	x	
Was the location of the information on proposed decisions to be adopted (motions) at the GSM specified?	x	
Were the following included as agenda items: "other items", "miscellaneous items" or similar?		x
Was it specified where the model letter of proxy to the GSM was available?		x

**Question II.4**

	Yes	No	Explanation:
<i>Does the company make available to shareholders all information regarding the items on the GSM agenda and the proposed decisions to be adopted (motions)?</i>	x		Regulations of the General Shareholders' Meeting (Art. 11°, 12° and 13°)

a. If yes, please specify the means of dissemination of the documentation supporting the agenda items and motions of the GSM held during the fiscal year:

Means	Support points and motions
At the company's offices	
E-mail address	
Telephone	
Corporate website	x
Mail	
Meetings informative (face-to-face or Social Media)	
Others / Explain	Significant events were reported through the MVNet tool of the Superintendencia del Mercado de Valores.

b. Indicate which supporting documents or motions you disclosed for the GSM during the fiscal year (you may check more than one option):

Resumes of director candidates.	
Proposed text for modification of the articles of the Bylaws and reason for the change.	
Proposed text for amendment of articles of the GSM Regulations and the reason for it	
Proposed text for modification of the Dividend Policy and the reason for the	
Proposal for the application of dividends	
Proposal of services and experience of the External Auditing Company	
Other relevant (Explain):	Financial Statements, Annual Report, a notice of the meeting with agenda items

**Principle 11: Agenda item proposals**

**Question II.5**

	Yes	No	Explanation:
<i>Do the GSM Regulations include mechanisms that allow shareholders to exercise the right to formulate proposals for agenda items to be discussed at the GSM and the procedures for accepting or rejecting such proposals?</i>	x		Regulations of the General Shareholders' Meeting (Art. 10°)

a. Indicate the following information related to the procedure for formulating proposals for agenda items to be discussed at the GSM:

Minimum percentage of shares of capital stock to be represented by shareholders in order to submit proposals	Maximum deadline (in working days) before the GSM to formulate the agenda item proposal	Maximum period (in business days) in which the company responds (accepts or rejects) the proposal submitted.	Means by which the company responds (accepts or rejects) the proposal submitted.
No minimum percentage	Until February 10 of each year	10	In writing

b. Indicate the number of requests submitted by shareholders during the year to include agenda items to be discussed at the GSM, and how they were resolved:

Number of applications		
Received	Accepted	Denied
0	0	0

c. If requests to include agenda items to be discussed at the GSM have been denied during the fiscal year, indicate whether the company communicated the basis for the denial to the requesting shareholders.

- In all applications
- In some applications
- In none of the applications

## Principle 12: Procedures for the exercise of the right to vote

### Question II.6

	Yes	No	Explanation:
<i>Does the business have procedures in place that let shareholders to cast votes remotely using secure electronic or postal methods, ensuring that the individual casting the vote is the one who is authorized to do so?</i>	x		Art. 18 of the Bylaws

a. If applicable, indicate the mechanisms or means that the company has for the exercise of remote voting.

Electronic voting	x	Voting by mail	
-------------------	---	----------------	--

b. If remote voting was used during the fiscal year, please provide the following information:

Date of the GSM	% remote voting				% remote voting / total
	E-mail address	Corporate website	Mail	Others	
22/03/2022				88.591	88.5914

### Question II.7

	Yes	No	Explanation:
<i>Does the company have corporate documents that clearly specify that shareholders may vote separately on matters that are substantially independent so that they can exercise their voting preferences separately?</i>	x		Art. 23 of the Regulations of the General Shareholders' Meeting and Appendix 3 of the Regulations of the General Shareholders' Meeting

Indicate whether the company has corporate documents that clearly specify that shareholders may vote separately for:

	Yes	No
The appointment or ratification of Directors by individual vote by each of them.	x	
The amendment of the Bylaws, for each article or group of articles that are substantially independent.	x	
Other/ Explain		

### Question II.8

	Yes	No	Explanation:
<i>Does the company allow those acting on behalf of several shareholders to cast separate votes for each shareholder, so as to comply with the instructions of every represented shareholder?</i>	x		Art. 23 of the Regulations of the General Shareholders' Meeting Annex 3 of the Regulations of the General Shareholders' Meeting



## Principle 13: Proxy voting

### Question II. 9

	Yes	No	Explanation:
<i>Do the Company's Bylaws allow its shareholders to delegate their vote in favor of any person?</i>	x		Art. 15 of the Regulations of the General Shareholders' Meeting

If your answer is no, please indicate whether your Bylaws restrict the right of representation in favor of any of the following persons:

	Yes	No
From another shareholder		
From a Director		
From a manager		

### Question II.10

	Yes	No	Explanation:
<i>1. Does the company have procedures detailing the conditions, means, and formalities to be complied with in proxy voting situations?</i>	x		Art. 21 of the Bylaws. Art. 15 of the Regulations of the General Shareholders' Meeting
<i>2. Does the company make available to the shareholders a model proxy form, which includes the details of the proxies, the issues for which the shareholder delegates his/her vote, and if applicable, the voting intention of the shareholder for each of the proposals?</i>	x		Annex 3 of the Regulations of the General Shareholders' Meeting

a. If your answer is affirmative to question II.10 numeral 2, indicate the means by which the company made available the aforementioned model proxy form at the GSM held during the fiscal year:

Means	Model proxy form
At the company's offices	
E-mail address	
Corporate website	x
Mail	
Briefings (face-to-face or virtual)	
Social Media	
Others / Explain	

b. Indicate the minimum content and formalities required for a shareholder to be represented at a GSM:

Minimum content (e.g., information on the representatives, voting direction for each of the items on the agenda, or others).	Addressed to the Chairman of the Board of Directors, Name of shareholder, number of shares, name of proxy, broad powers to participate in the deliberations and votes without reservation or limitation.
Formality (indicate if the company requires a simple letter, notarized letter, public deed, or others).	A simple letter or public deed, at the shareholder's discretion.
Anticipation (number of business days prior to the GSM with which the proxy must be submitted).	At least 24 hours before the meeting is held.

Cost (indicate if there is a payment required by the company for these purposes and how much it amounts to).	No
--	----

**Question II.11**

	Yes	No	Explanation:
<i>1. Does the Company have a policy of establishing limitations on the percentage of proxy voting in favor of members of the Board of Directors or Senior Management?</i>		x	There is no such policy because the Company prioritizes and accepts the will of the shareholder.
<i>2. Does the company have a policy requiring that shareholders who delegate their votes to proxy holders leave the meaning of these explicit when doing so in circumstances where the votes are being cast in favor of members of the Board of Directors or Senior Management?</i>	x		Annex 3 of the Regulations of the General Shareholders' Meeting

**Principle 14: Follow-up of GSM agreements**

**Question II.12**

	Yes	No	Explanation:
1. Does the company follow up and document the decisions adopted by the GSM?	x		Minutes of the Board of Directors and Organizational and Functional Manual of the Legal and Corporate Affairs Division
2. Does the company's Senior Management issue periodic reports to the Board of Directors on such agreements and are they made available to the shareholders?		x	Internal regulations do not contemplate the issuance of such reports. Their implementation will be evaluated in the future.

a. If applicable, indicate the area and/or person responsible for following up on the decisions adopted by the GSM. In the event that a person is responsible, also include his/her position and the area in which he/she works.

Responsible area	Legal and Corporate Affairs Division
------------------	--------------------------------------

Responsible person		
First and Last Name	Position	Area
Javier Venturo Urbina	Executive Vice President	Legal and Corporate Affairs Division

b. If the answer to question II.12.2 is affirmative, indicate the means by which the company makes such reports available to the shareholders:

Means	Makes available
At the company's offices	
E-mail address	
Corporate website	
Mail	
Informative meetings (face-to-face or virtual)	
Social Media	
Others / Explain	

## PILLAR III: THE BOARD OF DIRECTORS AND SENIOR MANAGEMENT

### Principle 15: Formation of the Board of Directors

#### Question III.1

	Yes	No	Explanation:
<p><i>Has the company established and applies selection and permanence criteria so that its Board of Directors is made up of people with different specialties and competencies, with prestige, ethics, economic independence, sufficient availability, and other qualities relevant to the company, so that there is a plurality of approaches and opinions?</i></p>	x		<p>Art. 2° and Art. 4° of the Regulations of the Board of Directors Procedure for the election of Directors - (SBS Res. N° 211-2021)</p>

a. Indicate the following information corresponding to the members of the Board of Directors of the company during the fiscal year.

First and Last Name	Nationality	Gender (M/F)	Year of birth	Vocational Training	Date		Shareholding (***)		Other positions / Boards of Directors (****)
					Start (*)	Term (**)	N° of shares	Share (%)	
<b>Directors (excluding independent directors)</b>									
Alex Fort Brescia	Peruvian	M	1957	Economy	05/07/1993				Co-chairman of Corporation
Pedro Brescia Moreyra	Peruvian	M	1967	Economy	02/12/1998				Co-chairman of Corporation
Mario Brescia Moreyra	Peruvian	M	1961	Business Management	12/26/1995				Director of Corporation
Bernardo Fort Brescia	Peruvian	M	1951	Architect	03/28/2005				Member Founder of
Fortunato Brescia Moreyra	Peruvian	M	1959	Mining Engineer	02/07/1997				Director of Corporation
Jaime Araoz Medanic	Peruvian	M	1971	Business Management	03/22/2016				Director of Urbanova,
<b>Independent Directors</b>									
Mariana Costa Checa	Peruvian	F	1986	Bachelor of Arts in International Relations	03/23/2021				RIMAC INSURANCE, Board of Directors
Ricardo Cilloniz Champin	Peruvian	M	1949	Civil Engineer	04/01/1979				CELEPSA
Ismael Benavides Ferreyros	Peruvian	M	1945	Agronomist Engineer	03/26/2019				Agroindustrial Huamani S.A.C.,
Robert Damian Priday	England	M	1960	Graduate in Administration and Finance	03/26/2019				RIMAC EPS, Clinic
Carlos Kubick Castro	Chile	M	1952	Industrial Engineer	03/26/2019				RIMAC EPS (Vice President)

(\*) Corresponds to the first appointment in the reporting company.

(\*\*) To be completed only if he/she had ceased to hold the position of Director during the fiscal year.

(\*\*\*) Mandatorily applicable only to Directors with a shareholding in the capital stock equal to or greater than 4% of the shares of the reporting company.

(\*\*\*\*) State whether the Director holds other executive positions outside the company and/or simultaneously participates in other Boards, specifying the number and whether these are part of the economic group of the reporting company. For this purpose, the definition of economic group contained in the Regulation on Indirect Ownership, Linkage and Economic Groups should be considered.

Also indicate the following:

% of total shares held by directors	1.02
-------------------------------------	------

	Number of women	Total Directors	% women on the Board of Directors
Presence of women in the Board of Directors	1	14	9

b. Indicate whether there are specific requirements formally established to be appointed Chairman of the Board of Directors, in addition to those required to be appointed Director.

Yes  No

If yes, please indicate these requirements.

c. Does the Chairman of the Board of Directors have a casting vote?

Yes

No

**Question III.2**

	Yes	No	Explanation:
<i>Does the company avoid appointing alternate directors, especially for quorum reasons?</i>		X	No, the Company does not avoid the appointment of Alternate Directors, since it promotes a plurality of approaches and in the absence of a Regular Director, the number of Alternate Directors is not reduced.

If there are alternate or substitute Directors, specify the following:

First and Last Name	Nationality	Gender (M/F)	Year of birth	Vocational Training	Date		Shareholding (***)		Other positions / Boards of Directors (****)
					Start (*)	Term (**)	N° of shares	Share (%)	
Miguel Angel Salmon Jacobs	Peruvian	M	1964	Lawyer	03/22/2016				Real Estate Limatambo,
Gianmarco Tagliarino Rondinelli	Peruvian	M	1982	Lawyer	03/23/2021				Member of the Board of Directors
Pedro Malo Rob	Ecuador	M	1972	Economist	02/22/2022				Director of Clinic

(\*) Corresponds to the first appointment in the reporting company.

(\*\*) To be completed only if he/she ceased to be an alternate or substitute Director during the fiscal year.

(\*\*\*) Mandatorily applicable only to Directors with a shareholding in the capital stock equal to or greater than 4% of the shares of the reporting company.

(\*\*\*\*) State whether the Director holds other executive positions outside the company and/or simultaneously participates in other Boards, specifying the number and whether these are part of the economic group of the reporting company. For this purpose, the definition of economic group contained in the Regulation on Indirect Ownership, Linkage, and Economic Groups should be considered.

## Principle 16: Functions of the Board of Directors

### Question III.3

	Yes	No	Explanation:
Which of the following is a function of the Board of Directors?: 1. Approve and direct the corporate strategy of the company.	x		Art. 16 of the Regulations of the Board of Directors
2. Establish objectives, goals, and action plans including annual budgets and business plans.	x		Art. 16 of the Regulations of the Board of Directors
3. Control and supervise the management and to be in charge of the governance and administration of the company.	x		Art. 16 of the Regulations of the Board of Directors
4. Supervise the adoption of good corporate governance practices and establish the necessary policies and measures for their better implementation.	x		Art. 16 of the Regulations of the Board of Directors
5. Approve procedures or policies to prevent, detect, manage, disclose, and sanction conflicts of interest.	x		Arts. 11 and 16 of the Board of Directors' Regulations
6. Approve and oversee the design and implementation of the compensation and incentive system, ensuring that it is aligned with the company's corporate strategy, policies, and soundness financial.	x		Art. 16 of the Regulations of the Board of Directors. The Board of Directors approves the system of remuneration of the Board of Directors. The remuneration system for the Board of Directors is established by the General Shareholders' Meeting.

- a. List any other relevant powers vested in the Board of Directors of the company.

To elect the President and Vice President, to regulate its own functioning, to accept the resignation of its members and to fill the vacancies they produce in the cases provided for in the Bylaws and the law, to delegate, in one or more of its members or in officers of the corporation, the exercise of certain powers or to entrust them with certain matters for that purpose it may confer general or special, individual or joint powers of attorney, Appoint the managers, assistant managers and attorneys-in-fact of the corporation and determine their obligations and remuneration, remove them or revoke their powers, call general shareholders' meetings and execute the decisions adopted, prepare the annual report, the balance sheet, the profit and loss statement and any other financial statement or document legally required, among others.

- b. Does the Board of Directors delegate any of its functions?

Yes  No

Indicate, if applicable, which are the main functions of the Board of Directors that have been delegated, the body that exercises them by delegation and the name of the document where such delegation is contained:

Functions	Body / Area to which functions have been delegated	Document Name
Approve the manuals for the administration of	Integral Risk Management Committee	Rules of Procedure of the Management Committee
Monitor the proper functioning of the system	Audit Committee	Audit Committee Regulations
Propose to the Board of Directors the system of	Talent and Compensation Committee	Rules of Procedure of the Talent Committee and

## Principle 17: Duties and rights of the members of the Board of Directors

### Question III.4

	Yes	No	Explanation:
Are the members of the Board of Directors entitled to?: 1. Request the Board of Directors the support or contribution of experts.	x		Art. 6 of the Regulations of the Board of Directors
2. Participate in induction programs on their powers and responsibilities and to be informed in a timely manner about the organizational structure of the company.	x		Art. 32 of the Regulations of the Board of Directors
3. Receive training on topics of interest to perform their functions.	x		Art. 6 of the Regulations of the Board of Directors
4. Receive remuneration for the work performed, which combines recognition of professional experience and dedication to society with criteria of rationality.	x		Art. 13 of the Regulations of the Board of Directors Art. 38 of the By-laws

- a. Specify whether the members of the Board of Directors have the duty to inform the Board of Directors of the corporation in a timely manner in the following cases:

	Yes	No
Ownership or holding of securities or rights over securities issued by the company		x
Conducting transactions with securities or rights on securities issued by the company		x
Negotiations in progress with respect to securities or rights on securities issued by the company		x
Participation in other Board of Directors		x

- b. If specialized advisors were hired during the fiscal year, indicate whether the list of specialized advisors of the Board of Directors who have rendered services during the fiscal year for the company's decision-making was made known to the shareholders.

Yes  No

If so, please specify if any of the specialized advisors had any relationship with any shareholder holding more than 4% of the share capital, member of the Board of Directors, and/or Senior Management<sup>(\*)</sup>.

Yes  No

(\*) For the purposes of the linkage, the linkage criteria contained in the Regulation on Indirect Ownership, Linkage, and Economic Groups will be applied.

- c. If so, indicate whether the company conducted induction programs for new members joining the company.

Yes  No

- d. Does the company have a Board of Directors' compensation policy approved by the GSM?

Yes  No

- e. Indicate the percentage that the total amount of Directors' remuneration and annual bonuses represent with respect to gross income, according to the company's financial statements.

Remuneration	(%) Revenues Gross	Bonuses	(%) Revenues Gross



Directors (excluding independent)		Delivery of shares	0
Independent Directors		Delivery of options	0
		Delivery of money	0
		Others (Explain)	

f. Specify the remuneration scheme for the members of the Board of Directors applicable during the fiscal year:

Remuneration scheme	Fixed	x
	Variable	
	Mixed (fixed + variable)	

g. Specify the criteria on which the Company bases its determination of the remuneration scheme for Board members:

Fixed scheme	Per Board meeting	x
	Per Committee meeting	x
	Per month	
	Per year	
	Other (Explain)	

Variable scheme	By results of the exercise	
	For compliance with objectives	
	Other (Explain)	

## Principle 18: Board of Directors Regulations

### Question III.5

	Yes	No	Explanation:
<i>Does the company have a Board of Directors' Regulation that is binding and its non-compliance entails liability?</i>	x		Art. 34 of the Regulations of the Board of Directors

Indicate whether the Board of Directors Regulations include:

	Yes	No
Policies and procedures for its operation	x	
Organizational structure of the Board of Directors	x	
Functions and responsibilities of the Chairman of the Board of Directors	x	
Roles and responsibilities of the members of the Board of Directors	x	
Procedures for the identification, evaluation, and nomination of candidates to the Board of Directors who are proposed to the GSM.	x	
Procedures in the event of vacancy, termination, and succession of Directors	x	
Policies and procedures for preventing, detecting, managing and to disclose conflicts of interest of the members of the Board of Directors	x	
Criteria used for the evaluation of the Board of Directors and its members	x	
Others / Explain		

**Principle 19: Independent Directors**

**Question III.6**

	Yes	No	Explanation:
<i>Is at least one-third of the Board of Directors made up of Independent Directors?</i>	x		The Board of Directors has five Independent Directors

In addition to those established in the "Guidelines for the Qualification of Independent Directors", the Company has established the following criteria to qualify its Directors as independent:

The criteria established in the Corporate Governance and Comprehensive Risk Management Regulations are applied. (Res. SBS N° 272-

**Question III.7**

	Yes	No	Explanation:
<i>1. Does the Board of Directors declare that the candidate it proposes is independent on the basis of the inquiries it makes and the candidate's statement?</i>	x		Art. 2 of the Regulations of the Board of Directors
<i>2. Do candidates for Independent Directors declare their independent status to the company, its shareholders, and directors?</i>	x		For 2022, an Affidavit of Independence has been used, a format based on the criteria applicable to the determination of independent director of the SBS

Indicate whether at least once a year the Board of Directors verifies that the Independent Directors maintain compliance with the requirements and conditions to be qualified as such.

Yes  No

## Principle 20: Operationalization of the Board of Directors

### Question III.8

	Yes	No	Explanation:
<i>Does the Board of Directors have an annual work plan that contributes to the efficiency of its functions?</i>	x		Monthly analysis topics are scheduled on a regular basis. In addition, there is a schedule of regulatory issues.

### Question III.9

	Yes	No	Explanation:
<i>Does the company provide its Directors with the necessary channels and procedures so that they can participate effectively in the Board meetings, including in a non-face-to-face manner?</i>	x		Art. 24 Regulations of the Board of Directors. Art. 34 of the Bylaws

- a. Indicate the following in relation to the Board of Directors' meetings held during the fiscal year:

Number of sessions held	12
Number of meetings for which the notice period has not been observed	0
Number of sessions in which the provisions or procedures have not followed internal reporting to the Directors	0
Number of meetings at which no notice of the meeting has been given (*)	0
Number of meetings not attended by the Chairman of the Board of Directors	0
Number of meetings at which none of the independent Directors attended	4
Number of meetings at which one or more Directors were represented by alternate Directors	4
Number of incumbent Directors represented at least once	4

(\*) In this field, the number of meetings that have been held under the last paragraph of Article 167 of the LGS must be reported.

- b. Indicate the following information regarding Directors' attendance at Board meetings during the fiscal year.

First and Last Name	Number of meetings convened	Number of sessions convened and attended	Number of universal sessions attended
Alex Fort Brescia	12	12	12
Pedro Brescia Moreyra	12	11	11
Mario Brescia Moreyra	12	11	11
Bernardo Fort Brescia	12	12	12
Fortunato Brescia Moreyra	12	12	12
Jaime Araoz Medanic	11	11	11
Mariana Costa Checa	12	12	12
Ricardo Cilloniz Champin	10	10	10
Ismael Benavides Ferreyros	12	12	12
Robert Damian Priday	12	12	12
Carlos Kubick Castro	10	10	10

- c. Indicate the average period of time prior to the Board of Directors' meetings during the fiscal year:

3 calendar days	4 to 6 calendar days	More than 6 calendar days
	x	

- d. Indicate the average period of time prior to the meetings of the Board of Directors during the fiscal year in which all the information regarding the matters to be discussed at such meetings was made available to the Directors.

Less than 3 business days	3 to 5 working days	More than 5 working days
	x	

**Question III.10**

	Yes	No	Explanation:
<i>1. Does the Board of Directors objectively evaluate its performance as a collegiate body at least once a year?</i>	x		Art. 27 of the Regulations of the Board of Directors
<i>2. Does the Board of Directors objectively evaluate the performance of its members at least once a year?</i>	x		Art. 27 of the Regulations of the Board of Directors
<i>3. Does the self-evaluation methodology alternate with the evaluation conducted by external assessors?</i>	x		Art. 27 of the Regulations of the Board of Directors

a. Indicate whether performance evaluations of the Board of Directors have been carried out during the fiscal year.

	Yes	No
As a collegiate body		x
To its members		x

If the answer to the previous question in any of the fields is affirmative, please indicate the following information for each evaluation:

Evaluation	Self-evaluation			External evaluation			
	Date	Dissemination of results (Yes/No)	Disseminated to <sup>(*)</sup>	Date	Entity in charge	Dissemination of results (Yes/No)	Disseminated to <sup>(*)</sup>

<sup>(\*)</sup> Indicate whether the results of the evaluation were disclosed to shareholders, the Board of Directors, or any other body or interest group.

## Principle 21: Special Committees

### Question III.11

	Yes	No	Explanation:
1. Does the company's Board of Directors form special committees that focus on the analysis of those aspects most relevant to the company's performance?	x		Art. 26 of the Regulations of the Board of Directors
2. Does the Board of Directors approve the bylaws governing each of the special committees it forms?	x		Art. 26 of the Regulations of the Board of Directors
3. Are the special committees chaired by Independent Directors?	x		The Audit Committee and the Integral Risk Management Committee are chaired by Independent Directors. The Talent and Remuneration Committee is not chaired by an Independent Director; however, it does have the participation of an Independent Director, in order to have a vision and opinion that allows the exchange of different points of view.
4. Do the special committees have an assigned budget?	x		The company's general budget includes a budget for operating expenses and any external advisory services that may be required.

### Question III.12

	Yes	No	Explanation:
Does the company have an Appointments and Remuneration Committee that is responsible for nominating candidates for Board members, who are proposed to the GSM by the Board of Directors, as well as for approving the remuneration and compensation system for the members of the Board of Directors?	x		Section III of the Regulations of the Talent and Compensation Committee.

### Question III.13

	Yes	No	Explanation:
Does the company have an Audit Committee that oversees the effectiveness and adequacy of the company's internal and external control system, the work of the audit firm or independent auditor, as well as compliance with auditing standards?	x		Audit Committee Regulations

a. Specify whether the company also has the following Special Committees:

	Yes	No
Risk Committee	x	
Corporate Governance Committee		x

b. If the company has Special Committees, indicate the following information regarding each committee:

COMMITTEE 1	
Name of the Committee:	Audit Committee
Date of creation:	07/10/2000

<p>Main functions:</p>	<p>Monitor the proper functioning of the internal control system.</p> <p>To inform the Board of Directors about the existence of limitations in the reliability of accounting and financial processes, to monitor and keep the Board of Directors informed about compliance with internal policies and procedures and about the detection of internal control and management problems, as well as the corrective measures implemented based on the evaluations made by the Internal Audit Unit, External Audit, and the regulatory entities.</p> <p>Define the criteria for the selection and hiring of external auditors, evaluate their performance as well as determine the supplementary reports required for the best performance of their functions or compliance with legal requirements, except in those cases in which the audit committee of the parent company defines the criteria for the selection, hiring, and evaluation of external auditors, among others.</p>
------------------------	--



Committee Members <sup>(*)</sup> : First and Last Name	Date		Position within the Committee	Position within the Company
	Start (**)	Term (***)		
Carlos Kubick Castro	10/20/2020		Chairman of the Committee	Independent Director
Ricardo Cilloniz Champin	03/23/2021		Member	Independent Director
Jaime Araoz Medanic	10/20/2020		Member	Principal Director
% Independent Directors with respect to the total number of Directors of the Committee			66.6	
Number of sessions carried out during the exercise:			4	
It has delegated powers in accordance with article 174 of the General Corporations Law:			Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
The committee or its chairman participates in the GSM.			Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>

(\*) Information will be provided on the persons who are or were members of the Committee during the fiscal year being reported.

(\*\*) Corresponds to the first appointment as a member of the Committee in the reporting company.

(\*\*\*) Complete only in the event that he/she ceased to be a member of the Committee during the fiscal year.

COMMITTEE 2	
Name of the Committee:	Integral Risk Management Committee
Date of creation:	01/31/2013
Main functions:	Approve the organization, objectives, guidelines, policies, incentive systems and adequate procedures for comprehensive risk management in accordance with the nature, size, and complexity of the Company's operations and services, as well as any changes thereto; Approve manuals for the management of operational, technical, market and credit risks, including the methodologies to identify, measure, treat, control and report such risks, as well as any possible modifications thereto; Approve reports on risks associated with new products and the proposed or implemented treatment measures, prior to their launching, including market conduct aspects; Approve reports on risks associated with significant changes in the business, operating or IT environment, prior to their execution, as well as the proposed or implemented treatment measures, among others described in the Committee's Regulations.

Committee Members <sup>(*)</sup> : First and Last Name	Date		Position within the Committee	Position within the Company
	Start (**)	Term (***)		
Ismael Benavides Ferreyros	03/23/2021		Chairman	Independent Director
Carlos Kubick Castro	10/20/2020		Member	Independent Director
Pedro Malo Rob	03/22/2022		Member	Alternate Director
Jaime Araoz Medanic	10/20/2020	03/22/2022	Member	Principal Director
% Independent Directors with respect to the total number of Directors of the Committee			66.6	
Number of sessions carried out during the exercise:			12	
It has delegated powers in accordance with article 174 of the General Corporations Law:			Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
The committee or its chairman participates in the GSM.			Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>

(\*) Information shall be provided regarding the persons who are or were members of the Committee during the fiscal year being reported. (\*\*) Corresponds to the first appointment as member of the Committee in the reporting company.

(\*\*\*) Complete only if he/she has ceased to be a member of the Committee during the fiscal year.

COMMITTEE 3	
Name of the Committee:	Talent and Compensation Committee
Date of creation:	12/13/2016

Main functions:	<p>a) Propose to the Board of Directors the compensation system and its modifications. The remuneration of the Board of Directors must be approved by the General Shareholders' Meeting. b) Analyze the proposals to modify the remuneration system and appoint the personnel in charge of verifying compliance with the application of this system.</p> <p>c) Evaluate potential conflicts of interest in the compensation system and propose solutions.</p> <p>d) Define the goals and indicators considered in the compensation system.</p>
-----------------	--

Committee Members(*) : First and Last Name	Date		Position within the Committee	Position within the Company
	Start (**)	Term (***)		
Alex Fort Brescia	12/13/2016		Chairman	Chairman of the Board
Robert Damian Priday	04/23/2019		Member	Independent Director
Jaime Araoz Medanic	12/13/2016		Member	Principal Director
% Independent Directors with respect to the total number of Directors of the Committee			33.3	
Number of sessions carried out during the exercise:			2	
It has delegated powers in accordance with article 174 of the General Corporations Law:			Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
The committee or its chairman participates in the GSM.			Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>

(\*) Information will be provided on the persons who are or were members of the Committee during the fiscal year being reported.

(\*\*) Corresponds to the first appointment as a member of the Committee in the reporting company.

(\*\*\*) Complete only in the event that he/she ceased to be a member of the Committee during the fiscal year.

COMMITTEE 4				
Name of the Committee:				
Date of creation:				
Main functions:				
Committee Members(*) : First and Last Name	Date		Position within the Committee	Position within the Com
	Start (**)	Term (***)		
% Independent Directors with respect to the total number of Directors of the Committee				
Number of sessions carried out during the exercise:				
It has delegated powers in accordance with article 174 of the General Corporations Law:			Yes <input type="checkbox"/>	No <input type="checkbox"/>
The committee or its chairman participates in the GSM.			Yes <input type="checkbox"/>	No <input type="checkbox"/>

(\*) Information shall be provided regarding the persons who are or were members of the Committee during the fiscal year

being reported. (\*\*) Corresponds to the first appointment as member of the Committee in the reporting company.

(\*\*\*) Complete only if he/she has ceased to be a member of the Committee during the fiscal year.

COMMITTEE 5				
Name of the Committee:				
Date of creation:				
Main functions:				
Committee Members(*) : First and Last Name	Date		Position within the Committee	Position within the Company
	Start (**)	Term (***)		

% Independent Directors with respect to the total number of Directors of the Committee			
Number of sessions carried out during the exercise:			
It has delegated powers in accordance with article 174 of the General Corporations Law:	Yes <input type="checkbox"/>	No <input type="checkbox"/>	
The committee or its chairman participates in the GSM.	Yes <input type="checkbox"/>	No <input type="checkbox"/>	

(\*) Information will be provided on the persons who are or were members of the Committee during the fiscal year being reported.

(\*\*) Corresponds to the first appointment as a member of the Committee in the reporting company.

(\*\*\*) Complete only in the event that he/she ceased to be a member of the Committee during the fiscal year.

## Principle 22: Code of Ethics and Conflicts of Interest

### Question III.14

	Yes	No	Explanation:
<i>Does the company adopt measures to prevent, detect, manage, and disclose conflicts of interest (*) that may arise?</i>	x		Paragraph 2.4 of RIMAC's Code of Conduct

(\*) For the purposes of this report, a director, manager, officer, and/or employee of the company is considered to have a conflict of interest in any situation, particular or general, temporary or permanent, current or probable, in which he/she has an interest, particular or general, that is or may be in conflict with the corporate interest.

Indicate, if applicable, which area and/or person is responsible for the follow-up and control of possible conflicts of interest. If a person is in charge, also include his/her position and area in which he/she works.

Area in charge	Talent and Transformation Division	
Person in charge		
First and Last Name	Position	Area
Carolina Peñaflor	Executive Vice President, Talent, Transformation and Development Division	Talent and Transformation Division

### Question III.15 / Compliance

	Yes	No	Explanation:
<i>1. Does the company have a Code of Ethics(*) that its Directors, Managers, Officers, and Other Employees(**) are obligated to abide by? Does the Code of Ethics(*) incorporate professional ethical and responsibility standards, including the management of potential conflicts of interest?</i>	x		Chapter III of the Code of Conduct
<i>2. Does the Board of Directors or the General Management approve and execute at least once a year training programs for compliance with the Code of Ethics?</i>	x		Regulatory courses, Inductions to new employees, training to risk areas, etc.
<i>Does the Board of Directors evaluate the effectiveness of training programs for compliance with the code of ethics?</i>	x		The Board of Directors monitors compliance with regulatory courses which contain training related to the Code of Ethics. These are presented in compliance reports.

(\*) The Code of Ethics may form part of the Internal Standards of Conduct.

(\*\*) The term "employees" includes all persons who have any type of employment relationship with the company, regardless of the employment regime or type of employment.

If the company has a Code of Ethics, indicate the following:

a. It is available to:

	Yes	No
Shareholders	x	
Other persons to whom it is applicable the general public	x	
	x	

b. Indicate the means by which the company makes the Code of Ethics available:

Means	Made available
In the offices of the company	
E-mail address	x
Corporate website	x
Mail	
Informative meetings (on-site or virtual)	x

Social Media	
Others / Explain	Rimac internal page (Rimac Home)

c. Indicate the area and/or person responsible for monitoring and compliance with the Code of Ethics. If a person is in charge, also include his/her position, the area in which he/she works, and to whom he/she reports.

Area in charge	Compliance Committee		
Person in charge			
First and Last Name	Position	Area	Person to whom you report
Fernando Ríos Sarmiento Carolina Peñaflores Altet Javier Venturo Urbina	General Manager VPE Talent and	General Management Talent and Transformation Division	General Manager General Manager General Manager

d. Is there a record of cases of non-compliance with the Code?

Yes  No

e. Indicate the number of complaints filed and investigations initiated and completed during the fiscal year regarding non-compliance with the provisions of the Code:

Number of complaints filed	
Number of investigations initiated	
Number of investigations finished	
Number of non-compliances	15

**Question III.16**

	Yes	No	Explanation:
1. Does the company have mechanisms in place that allow for the reporting of any illegal or unethical behavior, ensuring the confidentiality of the whistleblower?	x		Integrity Channel
2. Are complaints presented directly to the Audit Committee when they are related to accounting issues or when the General Management or the Financial Management are involved?	x		The Audit Committee has the respective independence to manage these matters.

**Question III.17**

	Yes	No	Explanation:
1. Is the Board of Directors responsible for monitoring and controlling possible conflicts of interest involving its Directors?		x	The specific case is not foreseen. If such a case were to arise, it would be submitted to BRECA's Board of Directors.
2. In the event that the company is not a financial institution, does it have a policy that the members of the Board of Directors are prohibited from receiving loans from the company or any company of its economic group, unless they have prior authorization from the Board of Directors?		x	There is no policy that contemplates this possibility.
3. In the event that the company is not a financial institution, does it have a policy established that members of Senior Management are prohibited from receiving loans from the company or any company of its economic group, unless they have prior authorization from the Board of Directors?		x	There is no policy that contemplates this possibility.

a. Indicate the following information on the members of Senior Management who are shareholders in a percentage equal to or greater than 4% of the company.

First and Last Name	Position	Number of shares	% of total shares

% of total shares held by senior management	0
---	---

- b. State whether any member of the Board of Directors or Senior Management of the Company is the spouse, first or second cousin, or relative in the first degree of kinship of any other member of the Board of Directors or Senior Management:

First and Last Name	Linkage with:			First and Last Name of shareholder / Director / Manager	Type of relationship (**)	Additional information (***)
	Shareholder	Director	High Manage			
Alex Fort Brescia		x		Bernardo Fort Brescia	Fourth degree collateral kinship	
		x		Mario Brescia Moreyra	Fourth degree collateral kinship	
		x		Pedro Brescia Moreyra	Fourth degree collateral kinship	
		x		Fortunato Brescia Moreyra	Fourth degree collateral kinship	
Pedro Brescia Moreyra		x		Mario Brescia Moreyra	Second degree collateral kinship	
		x		Fortunato Brescia Moreyra	Second degree collateral kinship	
		x		Alex Fort Brescia	Fourth degree collateral kinship	
		x		Bernardo Fort Brescia	Fourth degree collateral kinship	
Fortunato Brescia Moreyra		x		Mario Brescia Moreyra	Second degree collateral kinship	
		x		Pedro Brescia Moreyra	2nd degree collateral kinship	
		x		Alex Fort Brescia	Fourth degree collateral kinship	
		x		Bernardo Fort Brescia	Fourth degree collateral kinship	
Mario Brescia Moreyra		x		Fortunato Brescia Moreyra	Second degree collateral kinship	
				Pedro Brescia Moreyra	Second degree collateral kinship	
				Alex Fort Brescia	Fourth degree collateral kinship	
				Bernardo Fort Brescia	Fourth degree collateral kinship	
Bernardo Fort Brescia		x		Alex Fort Brescia	Second degree collateral kinship	
		x		Mario Brescia Moreyra	Fourth degree collateral kinship	
		x		Pedro Brescia Moreyra	Fourth degree collateral kinship	
		x		Fortunato Brescia Moreyra	Fourth degree collateral kinship	

(\*) Shareholders with an equity interest equal to or greater than 4% of the capital stock.

(\*\*) For the purposes of the linkage, the linkage criteria contained in the Indirect Ownership, Linkage and Economic Groups Regulations shall be applied.

(\*\*\*) In the event that there is a relationship with a shareholder, include the shareholder's shareholding. In the event that the relationship is with a member of the management, include his/her position.

- c. In the event that any member of the Board of Directors holds or has held during the fiscal year covered by this report any management position in the company, indicate the following information:

First and Last Name	Managerial position held or held	Date in management position	
		Start (*)	Term (**)

(\*)Corresponds to the first appointment in the reporting company in the management position.

(\*\*) To be completed only if he/she has ceased to hold the managerial position during the fiscal year.

- d. In the event that any member of the Board of Directors or Senior Management of the company has maintained during the fiscal year, any commercial or contractual relationship with the company, which have been important due to their amount or subject matter, indicate the following information.

First and Last Name	Relationship Type	Brief Description



## Principle 23: Related party transactions

### Question III.18

	Yes	No	Explanation:
1. Does the Board of Directors have policies and procedures for the assessment, approval, and disclosure of certain transactions between the company and related parties, as well as to know the commercial or personal relationships, direct or indirect, that the Directors maintain among themselves, with the company, with their suppliers or customers, and other stakeholders?		x	The Company is governed by IFRS, which requires that transactions with related parties must be disclosed in the Financial Statements, for which reason there is no additional policy for this type of transaction.
2. In the case of operations of special relevance or complexity, is the intervention of independent external advisors contemplated for their valuation?	x		Yes, the intervention of external advisors is contemplated; especially for the performance of transfer pricing studies, the so-called Local Report or Master Report.

- a. If the answer to number 1 of question III.18 is affirmative, indicate the area(s) of the company in charge of the treatment of transactions with related parties in the following aspects:

Aspects	Responsible Area
Valuation	
Approval	
Disclosure	

- b. Indicate the procedures for approving related party transactions:

--

- c. List those transactions carried out between the company and its related parties during the year that have been significant due to their amount or the matter in question.

Name or corporate name social security of the related party	Nature of the link <sup>(*)</sup>	Type of Operation	Amount (S/.)

(\*) For purposes of determining the linkage, the Provisions for the application of literal c) of Article 51 of the Securities Market Law, approved by Resolution No. 029-2018-SMV/01 or regulation that replaces it, shall be applied.

- d. Specify whether the company sets limits for transactions with related parties:

Yes  No

## Principle 24: Functions of Senior Management

### Question III.19 / Compliance

	Yes	No	Explanation:
1. Does the company have a clear policy of delimitation of functions between the administration or governance exercised by the Board of Directors, the ordinary management in charge of Senior Management, and the leadership of the Chief Executive Officer?	x		Art. 40 of the Bylaws
2. Are the appointments of the Chief Executive Officer and Chairman of the Board of Directors of the company made by different persons?	x		Minutes of the Annual General Meeting of March 22, 2022 Minutes of the Board of Directors' Meeting of March 22, 2022
Does Senior Management have sufficient autonomy to perform its assigned functions within the framework of policies and guidelines defined by the Board of Directors, and under its control?	x		Art. 40 of the Bylaws
4. Is the General Management responsible for complying with and enforcing the policy of providing information to the Board of Directors and its Directors?	x		Art. 6 of the Regulations of the Board of Directors
5. Does the Board of Directors annually evaluate the performance of the General Management based on well-defined standards?	x		Art. 37 of the Bylaws Art. 15 of the Regulations of the Board of Directors
6. Does the compensation of Senior Management include a fixed and a variable component that takes into account the company's results, based on a reasonable and responsible assumption of risks, and the accomplishment of the objectives established in the relevant plans?	x		Art. 37 of the Bylaws Art. 15 of the Regulations of the Board of Directors

- a. Indicate the following information regarding the remuneration received by the General Manager and senior management (including bonuses).

Position	Remuneration (*)	
	Fixed	Variable
General Manager and Senior Management	0.2	0.13

(\*) Indicate the percentage that the total amount of annual compensation of the members of Senior Management represents with respect to the level of gross income, according to the company's financial statements.

- b. In the event that the company pays bonuses or indemnities other than those determined by law to Senior Management, indicate the form(s) in which they are paid.

	General Management	Managers
Delivery of shares		
Delivery of options		
Delivery of money	x	x
Others / Explain		

- c. If there is a variable component in the remuneration, specify the main aspects taken into account for its determination.

For the variable remuneration of the GM and senior management, the company's results are taken into account according to the following criteria: i) Financial ii) Customers iii) Internal processes and iv) Learning and growth.

- d. Does the company have a defined long-term incentive plan for management?

Yes

No

e. Indicate whether the Board of Directors evaluated the performance of the General Management during the fiscal year.

Yes

No

## PILLAR IV: Risk and Compliance

### Principle 25: Risk management system environment

#### Question IV.1

	Yes	No	Explanation:
<i>Has the Board of Directors established a thorough risk management policy that outlines steps and duties in accordance with the scope and complexity of the risk, encouraging a risk management culture inside the business from the Board of Directors and Senior Management to the employees themselves?</i>	x		Art. 15 of the Regulations of the Board of Directors
<i>2. Does the integrated risk management policy cover all the companies in the group and provide an overall view of critical risks?</i>	x		Rules and Regulations of the Integral Risk Management Committee

a. If your answer to number 1 of question IV.1 is affirmative, please indicate which of the following mechanisms the Board of Directors uses to promote the risk management culture (you may check more than one option):

The appointment of a person in charge of integrated risk management at the highest level.	x
A risk-based delegation of authority policy.	
Training and awareness of key responsibilities and risks.	
Monitoring of risk exposure at the highest level.	x
Approval of an annual risk management work plan.	x
Others (Explain)	

b. Does the company have a risk management delegation policy that establishes the risk limits that can be managed by each level of the company?

Yes

No

#### Question IV.2

	Yes	No	Explanation:
<i>Does the General Management manage the risks to which the company is exposed and bring them to the attention of the Board of Directors?</i>	x		The General Manager's Office carries out this management through the quarterly report that the Executive Vice Presidency of Finance and Risk Control submits to the Board of Directors.
<i>2. Is the General Management responsible for the risk management system, if there is no Risk Committee or Risk Management?</i>		x	Our company has an Integral Risk Management Committee, which is the body in charge of controlling and monitoring the company's risk control.

a. Indicate the following with respect to the integral risk system:

	Yes	No
<i>Does senior management maintain a risk management process that includes identification, measurement, management, control, and monitoring?</i>	x	
<i>Does Senior Management inform the Board of Directors of the risk exposure through an Audit or Risk Committee?</i>	x	

b. Does the company have a Risk Manager?

Yes

No

If yes, please provide the following information:

First and Last Names	Date of office		Area/body to which it reports
	Start (*)	Term (**)	
Silvana Sarabia Quiroz	09/28/2021		General Management

(\*) Corresponds to the first appointment in the reporting company.

(\*\*) Complete only if he/she has ceased to hold office during the fiscal year.

**Question IV.3**

	Yes	No	Explanation:
<i>Does the Company have an internal control system that the Board of Directors of the company monitors for effectiveness and adequacy?</i>	x		We have a crime prevention model and internal control areas.

a. If your answer to the previous question is affirmative, please indicate whether such a system is integrated with a complaint reporting line and a process for resolving complaints.

Yes

No

b. Does the company have a prevention model implemented and in operation, in accordance with the provisions of Law No. 30424, Law that regulates the administrative liability of legal entities, or the rule that modifies or replaces it?

Yes

No

If yes, please indicate which of the following elements you consider to be your prevention model:

Risk identification, assessment, and mitigation	<input checked="" type="checkbox"/>
Prevention Manager	<input checked="" type="checkbox"/>
Implementation of whistleblower procedures	<input checked="" type="checkbox"/>
Dissemination and periodic training of the model	<input checked="" type="checkbox"/>
Continuous evaluation and monitoring of the model	<input checked="" type="checkbox"/>

Indicate the certifications, if any, the company has for its risk management system, risk management of Compliance, risk management of the risk management system, or anti-bribery management system.

ISO 37001- Insurance contracting process with the State
---

**Principle 26: Internal audit**

**Question IV.4**

	Yes	No	Explanation:
1. Does the internal auditor have independence for observing and assessing the efficacy of the risk management system? Does the internal auditor undertake audit work exclusively?	x		Internal Audit Manual, MOF, and Bylaws
2. Are the permanent verification of the accuracy of regulatory compliance as well as the permanent examination of the validity and reliability of all financial information generated or recorded by the company among the responsibilities of the internal auditor?		x	The financial information is reviewed by the External Auditors. Rimac Seguros has a Regulatory Compliance Officer whose functions include the management of compliance with internal and external regulations. Internal Audit as a third line of control validates the financial information related to the review of the audited processes according to the Annual Plan approved by the Board of Directors and also verifies the effectiveness of regulatory compliance in these processes.
Does the internal auditor present their plans, budget, activities, progress, findings, and actions to the Audit Committee directly?	x		Internal Audit Manual, MOF, and Bylaws

a. Indicate whether the company has an independent area in charge of internal auditing.

Yes  No

If the answer to the previous question is affirmative, please list the hierarchical positions that auditing reports to within the organizational structure of the company.

Depends on:	Audit Committee
-------------	-----------------

b. If the company belongs to an economic group, indicate whether the company has a Corporate Internal Auditor.

Yes  No

If your answer is affirmative, indicate what are the main responsibilities of the corporate internal audit manager and whether he/she performs other functions outside internal audit.

--

**Question IV.5**

	Yes	No	Explanation:
Is the appointment and removal of the Internal Auditor the responsibility of the Board of Directors upon proposal of the Audit Committee?	x		Audit Committee Regulations

**Principle 27: External auditors**

**Question IV.6**

	Yes	No	Explanation:
Does the GSM appoint the independent auditor or auditing firm, which clearly retains its independence from the company, at the Board of Directors' proposal?	x		Article 6 of the Regulations of the General Shareholders' Meeting

a. If your answer to the previous question is affirmative, does the Board of Directors or the Audit Committee verify that the auditing firm or the independent auditor maintains clear independence from the company?

Yes  No

If the answer is yes, please specify the mechanisms the company used to validate independence (you can check more than one):

<p><i>The company requires an affidavit from the audit firm or independent auditor declares its independence from the company.</i></p> <p><i>The company performs its own validation of potential conflicts of interest of the audit firm or independent auditor.</i></p>		
---	--	--

b. Does the external audit firm or the external auditor report directly to the Board of Directors or the Audit Committee?

Yes  No

c. Does the company have a policy approved by the Board of Directors or the Audit Committee for the appointment of the External Auditor?

	Yes	No
Board of Directors		x
Audit Committee		x

If the above question is affirmative, describe the procedure for contracting the auditing firm in charge of auditing the annual financial statements (including identification of the company's body in charge of selecting the auditing firm).

d. In the event that the audit firm has performed services other than the audit of the accounts, indicate whether such engagement was reported to the GSM, including the percentage of invoicing that such services represent of the total invoicing of the audit firm to the company.

Yes  No

e. Do persons or entities related to the external audit firm or the independent external auditor provide services to the company other than the auditing of the accounts?

Yes  No

If the answer to the previous question is affirmative, indicate the following information regarding additional services rendered by persons or entities related to the audit firm in the fiscal year reported.

Name or corporate name	Additional Services	% of remuneration(*)
Ernst & Young Asesores Sociedad Civil de Limited Liability	Updating of DAF matrices	2.43
Tanaka, Valdivia & Asociados Sociedad Civil de Responsabilidad Limitada (Limited Liability Partnership)	Evaluation of the money laundering and terrorist financing prevention system 2021	2.07

(\*) Invoicing of additional services over invoicing of audit services.

f. Indicate whether the external audit firm or the independent external auditor has used different equipment, in the event that it has provided additional services to the audit of accounts.

Yes

No

**Question IV.7**

	<b>Yes</b>	<b>No</b>	<b>Explanation:</b>
1. Does the company maintain and implement a policy of renewal of the partner in charge of the audit and the external audit firm?	x		Art. 12 of the External Audit Regulations (SBS Res. 17026-2010)
2. In the event that such policy establishes longer terms for the renewal of the audit firm, does the audit firm's work team rotate at most every five (5) years?	x		Art. 12 of the External Audit Regulations (SBS Res. 17026-2010)



Indicate the following information on the auditing firms that have provided services to the company in the last five (5) years.

Period (start with exercise)	Company name of the auditing company	Service (*)	Approximate duration of the audit work (in business days)	Compensation (**)	% of revenues audit firm (***)
2018	Paredes, Burga & Asociados S. Civil de R.L.	Audit of Statements	182	91	0.28
2018	PricewaterhouseCoopers Civil Society of	Consulting in Subject			
2018	Ernst & Young Advisors Civil Society of	Assistance in the Development of			
2018	Deloitte Consulting, S.L.U.	Consulting			
2018	Gaveglio, Aparicio and Associates Civil Society of R.	Process Consulting			
2019	Paredes, Burga & Asociados S. Civil de R.L.	Audit of Statements	198	98	0.8
2019	PricewaterhouseCoopers Civil Society of	Consulting i			
2019	Ernst & Young advisors Civil Society of	Assistance in the Development of			
2019	Deloitte Consulting, S.L.U.	Consulting			
2019	Gaveglio, Aparicio and Associates Civil Society of R.	Process Consulting			
2019	BDO Consulting S.A.C.	Assistance in the evaluation of			
2020	Paredes, Burga & Asociados S. Civil de R.L.	Audit of statements	183	100	0.86
2020	PricewaterhouseCoopers Civil Society of	Consulting in Subject			
2020	Gaveglio, Aparicio and Associates Civil Society of R.	Consulting			
2020	Deloitte Consulting, S.L.U.	Consulting in actuarial matters			
2020	Ernst & Young advisors Civil Society of	Consulting			
2021	Paredes, Burga & Asociados S. Civil de R.L.	Audit of Statements	180	97	0.7
2021	PricewaterhouseCoopers Civil Society of	Consulting in Subject			
2021	Gaveglio, Aparicio and Associates Civil Society of R.	Consulting			
2021	Deloitte Consulting, S.L.U.	Consulting in actuarial material			
2021	Ernst & Young advisors Civil Society of	Consulting			
2022	Tanaka, Valdivia & Associates Soc. Civil de R.L.	Audit of Statements	195	92	0.91
2022	PricewaterhouseCoopers Civil Society of	Consulting in Subject			
2022	Deloitte Consulting, S.L.U.	Service for Statement identification			
2022	Ernst & Young advisors Civil Society of	Consulting			

(\*) Include all types of services, such as financial reporting opinions, expert accounting reports, operational audits, systems audits, tax audits or other services.

(\*\*) Of the total amount paid to the auditing firm for all concepts, indicate the percentage that corresponds to remuneration for financial auditing services.

(\*\*\*) Data obtained from the auditing company.

#### Question IV.8

	Yes	No	Explanation:
--	-----	----	--------------

<i>In the case of economic groups, is the external auditor the same for the whole group, including off-shore subsidiaries?</i>	x		
--	---	--	--

Indicate whether the auditing firm hired to audit the financial statements of the company for the fiscal year covered by this report also audited the financial statements for the same fiscal year for other companies in its economic group.

Yes

No

If your answer above is yes, please indicate the following:

Name or corporate name of the company(ies) in the economic group
ADMINISTRACION DE EMPRESAS S.A.C., BODEGAS VIÑAS DE ORO S.A., BRECA BANCA S.A.C., CORPORACIÓN BRECA

## PILLAR V: Information Transparency

### Principle 28: Information policy

#### Question V.1

	Yes	No	Explanation:
<p><i>Does the company have an information policy for shareholders, investors, other stakeholders, and the market in general, which defines in a formal, orderly, and comprehensive manner the guidelines, standards, and criteria to be applied in the handling, compilation, preparation, classification, organization and/or distribution of the information generated or received by the company?</i></p>	x		SMV's Material Fact Regulation (SMV Res. No. 005-2014)

a. If so, indicate whether according to its information policy the company discloses the following:

	Yes	No	Means in which it is disseminated
Bylaws	x		Website
Objectives of the company	x		Website
Resumes of Senior Management Members	x		Website
Regulations of the Board of Directors	x		Website
Rules of Procedure of the Board Committees		x	
Contact information for the investor relations office or whoever performs these functions.		x	
GSM Regulations	x		Website
Code of Ethics	x		Website
Integrated risk management policy		x	
Dividend policy	x		Website
Others / Explain	Significant events, financial information, Corporate Social Responsibility		

#### Question V.2

	Yes	No	Explanation:
<p><i>Does the company have an investor relations area?</i></p>	x		The Legal and Regulatory Vice Presidency is responsible for supervising CAVALI and process shareholder requests for information.

a. If you have an investor relations area, please indicate who is responsible.

Head of Investor Relations	Javier Venturo Urbina
----------------------------	-----------------------

b. If there is no investor relations area, indicate the unit (department/area) or person in charge of receiving and processing requests for information from the company's shareholders and the general public. If it is a person, also include his/her position and the area in which he/she works.

Area in charge	
----------------	--

Person in charge			
First and Last Name	Position	Area	Reports to

**Principle 29: Financial Statements and Annual Report**

a. Does the external auditors' opinion on the financial statements for the year include qualifications and their measurement?

Yes

No

b. If there are qualifications in the external auditor's report, have such qualifications been explained and/or justified to the shareholders?

Yes

No

## Principle 30: Information on shareholding structure and agreements between shareholders

### Question V.3

	Yes	No	Explanation:
<i>Does the company disclose the ownership structure, considering the different classes of shares and, if applicable, the joint participation of a given economic group?</i>	x		The information consulted through the SMV is presented.

Indicate the composition of the company's shareholding structure at the end of the fiscal year.

Holding of voting shares	Number of holders (at year-end)	% of participation
Less than 1%	549	8.66
Between 1% and 4%	2	7.69
Between 4% and 10%	1	5
Greater than 10%	1	78.65
Total	553	100

Holding of non-voting shares (if any)	Number of holders (at year-end)	% of participation
Less than 1%		
Between 1% and 4%		
Between 4% and 10%		
Greater than 10%		
Total		

Holding of investment shares (if applicable)	Number of holders (at year-end)	% of participation
Less than 1%		
Between 1% and 4%		
Between 4% and 10%		
Greater than 10%		
Total		

Percentage of shares held as a percentage of capital stock:

### Question V.4

	Yes	No	Explanation:
<i>Are there any agreements or covenants between shareholders?</i>		x	We are not aware of any shareholders' agreements or covenants that have been signed.

If yes, please indicate the matters covered by each of the shareholder agreements or covenants in force.

Election of members of the Board of Directors	
Exercise of voting rights at GSMs	
Restriction of the free transferability of shares	
Changes in the internal rules or bylaws of the company	
Others /Details	

**Principle 31: Corporate governance report**

**Question V.5**

	Yes	No	Explanation:
Does the company, following a report from the Audit Committee, the Corporate Governance Committee, or an external consultant, if applicable, disclose the standards adopted in the area of corporate governance in an annual report other than this report, the content of which is the responsibility of the Board of Directors?	x		The company discloses its Corporate Governance standards through the Annual Report and its self-assessment on Compliance with the SMV's Corporate Governance Principles. An External Consultant authorized by the LSE issues a report on compliance with the CGM Principles. In addition, the Internal Audit Unit monitors the implementation of the recommendations made by the External Consultant, whose report is made known to the BVL.

a. If your answer is yes, please provide the following information:

Document Name	Date of approval	Web link:
Annual Report	02/22/2022	<a href="https://www.rimac.com/sostenibilidad/gobierno-corporate">https://www.rimac.com/sostenibilidad/gobierno-corporate</a>

b. Specify the bodies that review the report before it is submitted to the Board of Directors:

General Management	x
Internal Audit	
Audit Committee	
Corporate Governance Committee	
Specialized external advisor	
Specialized ESG area	x
Other / Explain:	

c. Does the company have mechanisms for the internal and/or external dissemination of the corporate governance practices adopted?

	Yes	No
Internal Dissemination	x	
External Dissemination	x	

If yes to the above answer, check the mechanisms used, as appropriate:

	Internal Dissemination	External Dissemination
A specific section of the website	x	x
E-mail address		
Physical publication and distribution		
Participation in specialized institutional events or forums		
Other / Explain:		

## SECTION C:

### Contents of Company documents

Indicate in which of the following Company document(s) the following issues are regulated:

		Principle	Bylaws	Internal Regulations (*)	Manual	Others	Not regulated	Not Applicable	Document name (**)
1	Policy for the redemption or redemption of shares without the right to vote	1						x	
2	Method of registration of share ownership rights and the person responsible for registration	2	x						
3	Procedures for the selection of outside counsel to provide an independent opinion on proposals by the Board of Directors for corporate transactions that may affect shareholders' non-dilution rights	3		x					Regulations of the Board of Directors
4	Procedure for receiving and responding to requests for information and opinions from shareholders	4		x					Regulations of the Board of Directors
5	Dividend policy	5				x			Dividend Policy
6	Policies or agreements not to adopt anti-absorption mechanisms	6					x		
7	Arbitration Agreement	7		x					Board Rules General Shareholders' Meeting
8	Policy for the selection of Company Directors	8		x					
9	Policy for evaluating the remuneration of Company Directors	8	x	x					
10	Mechanisms to make available to shareholders information regarding items on the GSM agenda and proposed decisions.	10	x	x					
11	Means other than those established by law, used by the company to convene a GSM	10		x					
12	Additional mechanisms for shareholders to formulate proposals for agenda items to be discussed at the GSM	11		x					
13	Procedures for accepting or rejecting shareholder proposals to include agenda items for discussion at the GSM	11		x					
14	Mechanisms that allow non-profit organizations to participate in shareholders in person	12	x	x					
15	Differentiated voting procedures by the shareholders	12		x					
16	Procedures to be followed in situations of delegation of vote	13		x					
17	Requirements and formalities for a shareholder to be represented at a GSM	13		x					
18	Procedures for the delegation of votes in favor of members of the Board of Directors or Senior Management	13		x					
19	Procedure to follow up on the decisions of the GSM	14				x			



20	The minimum and maximum number of Directors that comprise the Board of Directors of the company	15	x						
21	Procedure for the selection and permanence of the members of the Board of Directors	15	x						
22	The duties, rights, and functions of the Directors of the company	17	x	x					
23	Board of Directors Compensation Policy	17	x			x			
24	Policy for contracting consulting services for Directors	17		x					
25	Induction policy for new Directors	17		x					
26	Special requirements to become an Independent Director in the company	19		x					
27	Mechanisms for reporting any illegal or unethical behavior	22			x				
28	Policy defining the procedure for valuation, approval, and disclosure of related party transactions.	23				x			
29	Responsibilities and functions of the Chairman of the Board, Chief Executive Officer, Chief Executive Officer, and other officers in senior management positions	24	x	x					
30	Criteria for the evaluation of the performance of the Senior Management	24				x			
31	Policy for establishing and evaluating the remuneration of the Senior Management	24		x					
32	Integrated risk management policy	25		x	x				
33	Responsibilities of the Internal Audit Manager	26		x					
34	Policy for the appointment of the External Auditor, contract duration, and criteria for renewal	27		x					
35	Investor Disclosure and Communication Policy	28				x			Material Fact Regulation (Res. SMV No. 005-2014)

(\*) Includes General Shareholders' Meeting Regulations, Board of Directors Regulations, or others issued by the company. (\*\*)

Indicate the name of the document, except in the case of the Company's Bylaws.