



Gender Pay Report

2023

Our Statement



At RIMAC, we work to protect the world and promote the wellbeing of all Peruvians. We know that to achieve this, we must start at home: with our team.

To promote their wellbeing, we need to make sure that all our employees feel valued, and therefore, that they receive equal opportunities and pay throughout their career at RIMAC.

Our transparency practices include the presentation of our “Gender Pay Report,” which covers all our operations and employees in Peru, demonstrating our hard work and commitment to reducing the gender pay gap.



Our Numbers

Employee Gender



At RIMAC, we have a highly diverse team. We always take care to ensure equality throughout the organization, starting at the time of hiring.

Categories	Gender	% Employees by Gender 2023
Payroll Employees	Female	55.10%
	Male	44.90%
Interns	Female	39.22%
	Male	60.78%
Total	Female	54.78%
	Male	45.22%

Female Leadership



We know that we still have much to do in terms of leadership positions at RIMAC, starting with the organization's decision-makers. We have used 2021 as the baseline year for improving and increasing the percentage of women in leadership positions at RIMAC.

% of Women in Leadership Positions			
Job Level	2021 Baseline	2022	2023
Board of Directors	17%	10%	10%
Management (VP, EVP, manager, assistant managers)	37%	39%	39%
Area heads	39%	43%	39%



Pay Gaps

Our Gender Pay Gap



Gender pay gap is the average difference in salaries between men and women across the organization, regardless of position or seniority.

Indicator	Difference between Female and Male Employees (%) 2022	Difference between Female and Male Employees (%) 2023
Mean gender pay gap (Monthly income)	0.73	0.75
Median gender pay gap (Monthly income)	0.71	0.73
Mean gender bonus gap	0.57	0.54
Median gender bonus gap	0.78	0.73

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- 100% of RIMAC's employees were included in the gender pay gap analysis.
 - The gap is calculated by dividing the women's average or median compensation by men's average or median compensation.
 - In the case of the salesforce, monthly income includes average monthly commissions.
 - Only suitable and eligible employees were included in the calculation of the mean and median bonus.

Our Equal Pay Gap



Equal pay gap is the pay difference between men and women in the same or similar job positions.

Employee Level *	Average Pay - Women 2021	Average Pay - Men 2021	Average Pay - Women 2022	Average Pay - Men 2022	Average Pay - Women 2023	Average Pay - Men 2023
Executive level¹ (base pay only)	10,988.24	15,912.61	13,187.66	20,307.18	15,935.05	22,766.90
Executive level (base pay + other cash incentives)	15,854.12	23,872.94	19,615.97	32,030.43	24,345.11	36,033.00
Managerial level² (base pay only)	5,438.94	5,930.57	5,916.35	6,705.67	6,289.65	7,112.34
Managerial level (base pay + other cash incentives)	7,240.39	7,887.78	7,859.20	8,988.94	8,340.13	9,554.70
Non-managerial level³ (base pay only)	798.40	1,230.43	808.59	1,332.11	817.06	1,355.24
Non-managerial level (base pay + other cash incentives)	1,297.74	1,531.36	1,385.64	1,694.11	1,484.10	1,744.15

- 100% of RIMAC's employees were included in the gender pay gap analysis in dollars.
- In the case of the salesforce, monthly income includes average monthly commissions.
- Employee level*
 1. Executive level: CEO's direct reports.
 2. Managerial level: All positions from first-line managers or subalterns to upper managers, with a hierarchical line of 2 levels or less from the CEO, excluding executive level positions.
 3. Non-managerial level: Employees in production and administrative positions.

Our Equal Pay Gap



Employee Level	Salary Gap % between Women and Men 2022	Salary Gap % between Women and Men 2023
Executive level ¹	0.65	0.70
Managerial level ²	0.88	0.88
Non-managerial level ³	0.61	0.60

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- The gap is calculated by dividing the women's average or median compensation by men's average or median compensation.
 - In the case of the salesforce, monthly income includes average monthly commissions.
 - The pay gap was classified by employee level:
 1. Executive level: CEO's direct reports.
 2. Managerial level: All positions from first-line managers or subalterns to upper managers, with a hierarchical line of 2 levels or less from the CEO, excluding executive level positions.
 3. Non-managerial level: Employees in production and administrative positions.



Our Actions

What are we doing?

- **We have a Diversity, Equity, and Inclusion (DEI) Policy** to promote equal opportunities in all areas of the Company, based on three pillars: Workplace Sexual Harassment (WSH), Female Leadership, and Personalization of Benefits.
- We reactivated our Diversity, Equity, and Inclusion Committee, which has designed an action plan for 2024–2025 based on the abovementioned pillars.
- This plan was **designed based on the diversity and inclusion diagnosis performed by AEQUALES** to identify our beliefs, knowledge, and attitudes toward equity, diversity, and inclusion at RIMAC. This will then become the basis for improving and making the necessary changes to provide access to equal opportunities and foster inclusion in our work environment.
- **We have provided training** to the CEO and executive vice presidents on DEI, as well as talks on the same subject and WSH to employees. Administrative personnel and salesforce induction includes videos on both topics.

Our Commitment to the Future



At **Rímac**, we are convinced that a diverse and inclusive culture creates value for our team members in terms of innovation, growth, and the ability to hit targets. As such, we are currently working **to update our Diversity, Equity, and Inclusion Policy to bolster actions that help close gender pay gaps.**

