

Human Capital Management 2025

01.

Labor Practices Programs



Overtime Work

RIMAC	POLICY				Code: POL-3942
	OVERTIME HOURS				Version: 05
	Macroprocess:	Resource Management	Proceso:	People Management and Human Development	Pages 1 of 4

I. PURPOSE

The purpose of the overtime policy of RIMAC Seguros y Reaseguros and RIMAC EPS, hereinafter RIMAC, is to establish the general guidelines for the proper management of overtime work.

II. SCOPE

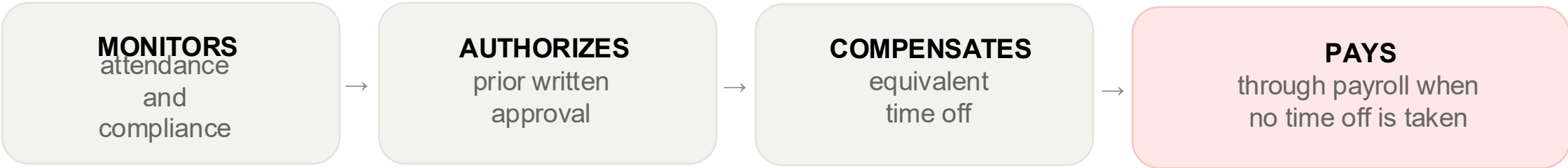
This policy applies, on an extraordinary and occasional basis, to RIMAC employees who hold a position classified as subject to immediate supervision.

This policy excludes RIMAC employees who hold a position classified as not subject to immediate supervision, as well as interns and part-time employees, who are not authorized to perform overtime work under any circumstances.

Legal Basis: This policy is based on Supreme Decree No. 007-2002-TR, which approves the Consolidated Text of Legislative Decree No. 854, the Working Hours, Work Schedule and Overtime Act.

III. DEFINITIONS

- Regular working hours:** the period of time an employee is required to work each day or week, as established in their employment contract or under applicable labor regulations. This period includes actual working hours and may vary depending on the type of contract. It does not include the meal break.
- Overtime work or Overtime Hours:** time worked before the scheduled start time or after the scheduled end time that exceeds regular working hours. This work is considered extraordinary and voluntary, both in its assignment by the employer and in its performance by the employee.
- Compensation:** The employer and the employee shall agree in writing, before the overtime work is performed, whether compensation will be provided through an equal number of rest hours within the following calendar month (unless both parties agree on another date) or through monetary compensation by payment of overtime hours.
- Calculation of Overtime Hours:** where overtime is compensated through payment of overtime hours, subject to prior authorization, the calculation shall be performed on a daily basis and in accordance with the law.
- Position Classification:** The classification of each position is duly communicated to the employee:
 - Positions subject to immediate supervision:** employees whose duties, by their nature, require a defined start and end time because they are part of a sequential production process or customer service, or because they work shifts (rotating shifts); therefore, immediate supervision of their position is required.



Paid Annual Leave

In RIMAC, our aspiration for our employees is to become the best community to work in, promoting their integral well-being and the development of their talent. That is why, apart from all the benefits we provide, we ensure that our employees take their paid annual leave.

Each full time employee has a total of 22 working days of vacation on an annual basis, as seen in the evidence on the right. In order to make use of them, you must coordinate with your boss and register them on an internal Platform, as shown below. If this is not done, reminders and date proposals are sent, to ensure that everyone uses that benefit.

Vacaciones



¡Cuidamos tu bienestar e impulsamos el balance vida-trabajo!

A través de un periodo **de vacaciones de 22 días hábiles para tu recreación, desconexión y descanso**, por cada año de trabajo.

Solo debes coordinarlas con tu líder inmediato

Conoce más aquí



Hola, Carlos Bornas

Mis Datos

Mis Vacaciones

Mis Descansos y Licencias

Mis Boletas

Mis Documentos

Mis vacaciones

Para solicitar vacaciones, selecciona las fechas y haz click en AGREGAR. Puedes realizar varios registros a la vez. Luego de indicar todos los registros presione el botón ENVIAR.

Registro de Vacaciones

Reporte de Solicitudes

Saldo de Vacaciones

Registro de Vacaciones

Autorizador: ADELA ALEJANDRA YARLEQUE LLACZA

Recuerda: Solo podrás registrar tus vacaciones hasta el día 15 de cada mes en curso. A partir del 16 solo podrás registrar vacaciones para los siguientes meses, siempre que tengas saldo de días disponibles.

Fecha inicial

 hasta

Fecha final

AGREGAR

Comentario

TA

TYT_Gestion Administrativa<tytgestionadm@rimac.com.pe>

Para: Carlos Bornas Giles

Lun 22/07/2024 21:54

No suele recibir correos electrónicos de tytgestionadm@rimac.com.pe. [Por qué esto es importante](#)

Hola!

En RIMAC, **las personas van primero**. En este 2024, continuaremos promoviendo el bienestar de todos nuestros colaboradores, inspirados por nuestro propósito: **"Protegemos tu mundo, impulsamos tu bienestar"**.

En base al reporte de vacaciones con corte a junio, se brindó un plazo para que puedas enviar nuevas solicitudes de vacaciones y alcanzar la meta 2024.

Sin embargo, al día de hoy que no se ha cumplido, por lo que se te ha asignado el siguiente calendario vacacional:

07/08/2024 al 23/08/2024
09/09/2024

Recuerda que este tiempo de desconexión es importante para que recargues energía, descanses y lo disfrutes al máximo.

Living Wage

RIMAC, as part of the Breca Group, uses the Living Wage methodology developed at Group level as a benchmark when reviewing employee remuneration.

Breca Living Wage benchmark

December 2023 methodology

S/ 2,825

monthly Living Wage

Reference basis

- ✓ **Food:** 1.5× basic food basket
- ✓ **Education:** Private school
- ✓ **Health:** RIMAC EPS
- ✓ **Housing:** 60 m² rent in Lima

[To see Breca Living Wage click here](#)



Compensation policy

We have a Compensation Management Policy through which we seek to ensure that all employees are adequately remunerated according to objective criteria defined by the company, avoiding any type of discrimination or unequal treatment. This approach supports fair and consistent compensation practices aligned with our commitment to equal opportunities.

Gender pay gap
Calculation performed
annually



The annual survey provides a regular measure of the wage gap between women and men.

“Mujeres Extraordinarias” Week

As part of International Women's Day, we organized activities tailored to different groups.

Topics Covered

- ✓ Empowerment
- ✓ Digital Skills Development
- ✓ The Role of Men in Promoting Gender Equality

Mentoring program

We promote collaborative learning and the exchange of experiences among people from different fields, levels, and backgrounds.

The program aims to

- ✓ Highlighting Women's Leadership
- ✓ Overcoming Unconscious Biases
- ✓ Strengthening Intergenerational Relationships

88 affected employees **≥40%** female mentors

Working Conditions and Terms of Employment

Through our *Tu Recibo* platform, all our employees can access their pay slips. These documents specify compensation, insurance, pension fund contributions, and any other applicable deductions.

BOLETA DE PAGO MES DE JUNIO DEL 2025 (D.S.Nº001-98 TR)			
Razón social: Rimac Seguros y Reaseguros Domicilio : Calle El Parque 149 Piso 2 R.U.C. : 20100041953			
DATOS DEL TRABAJADOR			
[REDACTED] [REDACTED] F. Ingreso : 05/06/2023	Código : 06547438	Mes:06 Del:01/06/2025 al 30/06/2025	Sueldo Básico: [REDACTED]
	Cargo : [REDACTED]		Vacaciones:
	C.Costo : 6500180	Días Efectivos:30 HrsTrab: 240	
	No.CUSPP: 663561CBGNE0	Reg. Pen.: PRIMA	
CONF NO FISCAL	Tipo Trab: EMPLEADO	05/06/2023	
INGRESOS		DESCUENTOS	
SUELDO BÁSICO [REDACTED]		APORTACIONES EMPLEADOR	
		AFP PRIMA AP.OBLIG. [REDACTED]	BSSALUD [REDACTED]
		AFP PRIMA SEGURO [REDACTED]	EPS [REDACTED]
		DSCTO. IMP.RENTA 5TA.CAT. [REDACTED]	SEGURO VIDA LEY - C1 [REDACTED]
		SEG MÉDICO BASE [REDACTED]	PRIMA EPS TITULAR [REDACTED]
		SEGURO MÉDICO PADRES [REDACTED]	
TOTAL HABER:(S/.) [REDACTED]		TOTAL DESCUENTOS:(S/.) [REDACTED]	TOTAL APORTES:(S/.) [REDACTED]

Working Conditions and Terms of Employment

At RIMAC, each division has an Organization and Functions Manual (MOF), which establishes and specifies the specific responsibilities of each employee. Each employee can access it through the internal Goldenbelt platform.

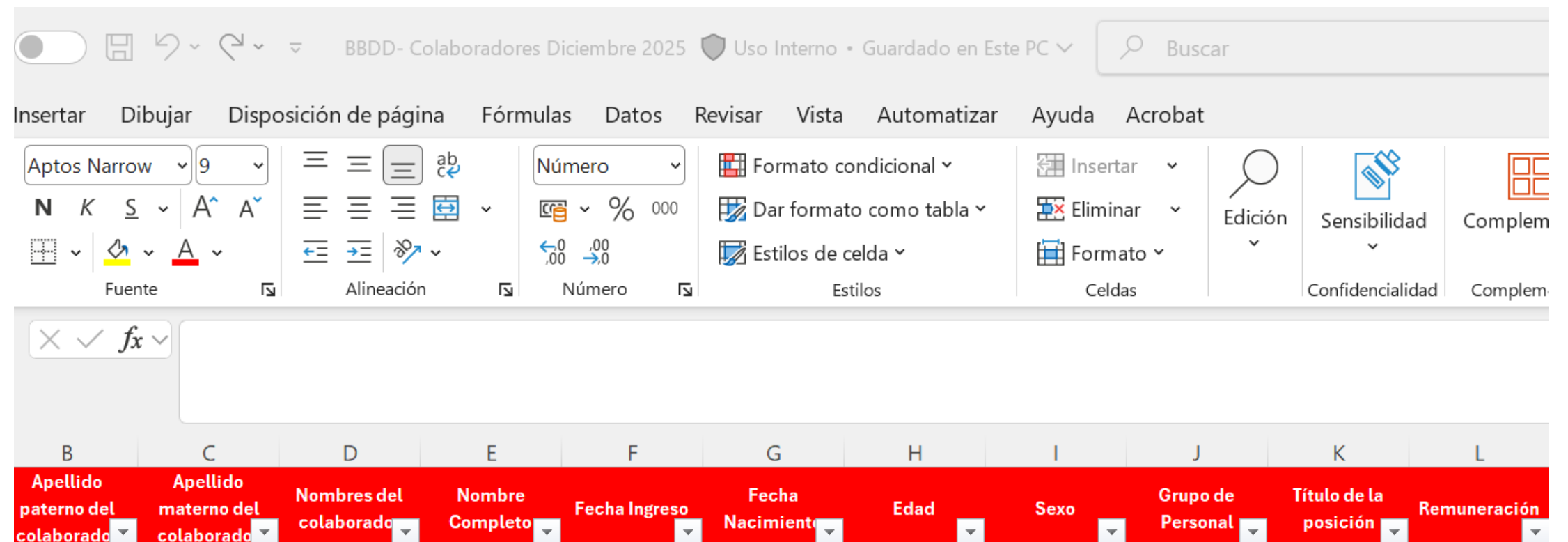
This can be seen in the example, where the responsibilities of a Sustainability Analyst are specified.

RIMAC	MANUAL DE ORGANIZACIÓN Y FUNCIONES (MOF)				Código: MAN-4884-MOF
	DIVISIÓN MARKETING				Versión: 01
	Macroproceso:	Gestión Estratégica	Proceso:	Gestión de la organización	Páginas 21 de 73

PUESTO: Analista de Sostenibilidad	
OBJETIVO:	
Brindar soporte a la gestión de sostenibilidad de la empresa en base a la Estrategia de Sostenibilidad y a la Política de Relacionamento con Grupos de Interés, así como proponer y diseñar iniciativas de alto impacto social y ambiental alineadas al core del negocio, al Pacto Mundial y a los Objetivos de Desarrollo Sostenible de las Naciones Unidas.	
REPORTES	
Reporta a: Gestor de Sostenibilidad	Supervisa a: No aplica
FUNCIONES y/o RESPONSABILIDADES:	
1. Planificar, diseñar, implementar y medir estrategias y proyectos de Desarrollo Sostenible con foco ambiental, social y de cadena de valor 2. Liderar los procesos de certificación de temas referidos a sostenibilidad y a la validación de los Reportes de Sostenibilidad 3. Apoyar en la gestión de la estrategia de sostenibilidad de la empresa. 4. Desarrollo de estrategias de comunicación interna y externa ligadas a la gestión de sostenibilidad. 5. Gestión conjunta de las iniciativas para el Plan de Reducción de Huella Medioambiental (certificación ISO 14001, gestión de residuos sólidos, movilidad sostenible, entre otras). 6. Apoyo en el despliegue presencial y digital del programa integral de prevención "Yo me cuido" 7. Monitorear la eficiencia del presupuesto de Sostenibilidad. 8. Apoyo en la coordinación de todas las actividades de voluntariado RIMAC. 9. Generar alianzas institucionales y propuestas junto a instituciones del sector público y privado. 10. Coordinar los procesos de levantamiento de información y/o validación del Reportes de Sostenibilidad. 11. Liderar la gestión presencial y digital del programa integral de prevención "Yo me cuido" 12. Generar alianzas institucionales y propuestas junto a instituciones del sector público y privado. 13. Desarrollar el plan de eficiencia ambiental de la empresa (movilidad sostenible, segregación de residuos, agua, y energía). 14. Cualquier otra función o actividad que defina la empresa relacionada con su puesto.	

Working Conditions and Terms of Employment

We have a database in which we collect key information about our employees, such as payroll employee/intern status, area, position, office location, division, among others. In addition, the Compensation team has a separate database where it records the salaries of all employees, as well as the salary band for each position.





Assessment of Working Conditions

Every year, we conduct the “RIMAC Census” with the objective of understanding the living conditions of our employees in order to improve their quality of life and working conditions.

To this end, we adapted the Multidimensional Poverty Index developed by UNDP and Chile to create a Vulnerability Indicator based on **five dimensions** (see icons). This allows us not only to identify opportunities for improvement in the workplace, but also to identify employees who are in vulnerable situations.

Health

Education

Housing

Economy

Support Networks



Assessment of Working Conditions

Through this tool, we also measure indicators related to satisfaction with RIMAC, physical and mental well-being, benefits, and communication channels. Based on these results, we develop our annual well-being strategy with the aim of responding as effectively as possible to the needs of each of our employees.

Beneficios RIMAC

% de colaboradores que se han beneficiado de:

Salud mental

Considero que RIMAC se preocupa por mi salud mental

% de colaboradores satisfechos con su vida

Employee Benefits Program

Our aspiration for our employees is to become the best community to work in, promoting their overall well-being and talent development. We strive to generate a sense of pride among those who are part of our organization. For this reason, we provide multiple benefits, some of which apply under specific conditions. These include:

- We offer the Early Friday option, under which working hours on Fridays are from 8:00 a.m. to 2:00 p.m. However, this benefit applies to 72% of the company, as it does not include the sales force team.
- We also have a hybrid work model, which consists of two remote days and three in-person days, as well as flexible working hours, allowing each team to coordinate its schedules.
- We provide the option of a salary advance to address health-related or postgraduate study needs, for a maximum amount equivalent to three net salaries, payable over up to 36 months. Payment may be made through deductions from monthly salary and/or statutory bonuses.



Tus Beneficios
RIMAC



Adelanto de sueldo

¿En qué consiste?

- El adelanto de sueldo se puede brindar para atender gastos de salud o de post grado:
 - La solicitud por salud del colaborador o familiares directos (padres, abuelos o hijos) serán previamente revisados por el área de Recursos.
 - La solicitud por estudios de post grado deberán estar acompañados del acuerdo respectivo, constancia de aceptación al curso/mestría, correo de confirmación o algún otro documento que acredite el estudio. No hay financiamiento para estudios por grado.
- Para acceder al beneficio todos los colaboradores deben aprobar los siguientes filtros:
 - Estar APTD en Internet.
 - Tener como mínimo 1 año en la empresa.
 - No contar con sanciones.
 - No tener problemas vigentes.
- El monto máximo que se puede solicitar son 3 sueldos netos hasta en 36 meses. El colaborador puede elegir que le descuenten en menos meses y en las gratificaciones. El primer descuento comienza desde el mes siguiente de la aceptación del adelanto y será a través de la planilla.
- El colaborador no puede solicitar un adelanto de sueldo adicional si tiene uno vigente.
- El colaborador debe solicitar el VR de su jefe o gerente directo por correo para aprobar el adelanto de sueldo.
- Todo colaborador debe completar el formato de solicitud de adelanto de sueldo adjunto y firmarlo.
- El tiempo promedio de respuesta de la solicitud son 7 días útiles.



¡Horario Flexible!

Organízate con tu equipo, **coordina** con tu líder y **juntos** elijan el horario que mejor les funcione

Trabajamos **8 horas de lunes a jueves**, sin contar refrigerio. Por ejemplo:

De: 8:30 am a 6:30 pm | De 8:00 am a 6:00 pm

Y los viernes contamos con **Early Friday**, trabajando **6 horas de corrido**, sin contar refrigerio.

Las áreas de **Operaciones, FFVV Lima y Provincias, y Experiencia al Cliente** tienen beneficios adaptados a su tipo de trabajo. Coordinen con su líder para disfrutarlos.

Employee Benefits Program

Another benefit we offer to promote people's well-being is access to our Corporate Wellness Center, where employees can schedule appointments for internal medicine, psychology, nutrition, physical therapy, among other services.

In addition, we also provide half-day off coupons, which employees can use freely to enjoy reduced workweeks. Each employee, excluding interns, receives one coupon every three months, for a total of four per year. Additionally, all employees, including interns, receive one day-off coupon for their birthday.

Centro de Bienestar Empresarial (CBE)



¡Recibe bienestar!

Con tu EPS, te acompañamos en la gestión de tu bienestar **físico, mental y financiero** con aliados como Clínica Internacional, Clínica Internacional Digital y Cuida Farmacia.

**Encuétranos en el piso 8 de la Torre I y Torre II y el piso 1 en Wilson.*

Tiempo libre remunerado (Cuponera)



Sabías que además de tus vacaciones podrás disfrutar de:

4
cupones
De ½ día libre

1
cupón
de un día libre
por cumpleaños

Solo debes coordinarlo con tu líder inmediato.

[Regístralo aquí](#)

[Términos y condiciones](#)

Employee Benefits Program

In addition, as an insurance company committed to the well-being of our employees, we offer coverage that goes beyond traditional health insurance. We not only cover up to 90% of the EPS plan, but also provide the possibility of extending benefits to family members such as parents, siblings, nieces and nephews, stepchildren, and parents-in-law.

Finally, we have an EPS plan for same-sex partners, contributing to diversity and inclusion at RIMAC.

Plan EPS



¡Cubrimos hasta el 90% de tu plan de EPS!

Para que tú y tus familiares estén **seguros**.

Plan de EPS	Tarifa regular	Tarifa colaborador
Plan Base	S/-.263.70	S/. 19.00
Adicional 1	S/-.363.73	S/. 93.00
Adicional 2	S/-.410.13	S/. 128.00

Conoce más aquí

Plan EPS para familiares no directos



¡Beneficios para tu familia!

¿Sabías que puedes extender los beneficios de tu plan EPS a tus familiares?

Beneficiarios: Conviviente, hermanos, sobrinos, hijastros y suegros.

Conoce más aquí

o infórmate escribiendo a Patricio.collantes@rimac.com.pe

Plan EPS parejas del mismo sexo



¿Sabías que puedes solicitar el registro de tu pareja y disfrutar de los beneficios de tu plan EPS?

¿Qué necesitas para inscribir a tu pareja?

- Tener un plan EPS Rímac
- Completar la Declaración Jurada y la solicitud de Afiliación

Conoce más aquí

OHS System Audits

In 2025, our occupational health and safety system underwent multiple internal and external audits. This was carried out to ensure alignment with our purpose as an organization, focused on promoting the well-being and health of all people.

In this way, our OHS policy and programs comply with the requirements established by national and international regulations.



RIMAC
Seguros

**INFORME DE AUDITORÍA PARA LA
EVALUACIÓN PERIÓDICA DEL SISTEMA DE
GESTIÓN DE SEGURIDAD Y SALUD EN EL
TRABAJO**

RIMAC SEGUROS Y REASEGUROS

OCTUBRE - 2025

Elaborado Por:	Firma
Ing. David Araoz Melgar CIP: N° 93923 Auditor para la Evaluación Periódica del SGSST con RD en el MTPE. RESOLUCION DIRECTORIAL N°: 00102- 2024-MTPE/1/20.3	

Auditoría externa

**INFORME DE AUDITORÍA INTERNA DEL
SISTEMA DE GESTIÓN DE SEGURIDAD Y SALUD
EN EL TRABAJO**



RIMAC

RIMAC SEGUROS Y REASEGUROS

ELABORADO POR:



EChem
ENVIROCHEM PERÚ



Ing. Nilton Alberto Camacho Cárdenas
CIP N° 147071

Auditoría interna

02.

Culture and Organizational Climate



Organizational Climate

Since 2019, we have used the Officevibe digital platform to assess our organizational climate through periodic surveys sent to our employees. This slide includes examples of the questions.

The model includes 122 questions distributed across 10 dimensions, which makes it easier to identify both positive aspects and opportunities for improvement:

- 1. Recognition
- 2. Feedback
- 3. Happiness
- 4. Personal Growth
- 5. Satisfaction
- 6. Well-being
- 7. Pride/Ambassadors
- 8. Relationship with Direct Managers
- 9. Relationship with Colleagues
- 10. Alignment



Se brinda reconocimiento de manera oportuna.

Muy en desacuerdo

En desacuerdo

Neutral

De acuerdo

Completamente de acuerdo

[abra la encuesta](#)

Mi gerente directo me mantiene informado sobre lo que sucede en nuestra organización.

Para nada

No mucho.

Un poco

Sí, absolutamente

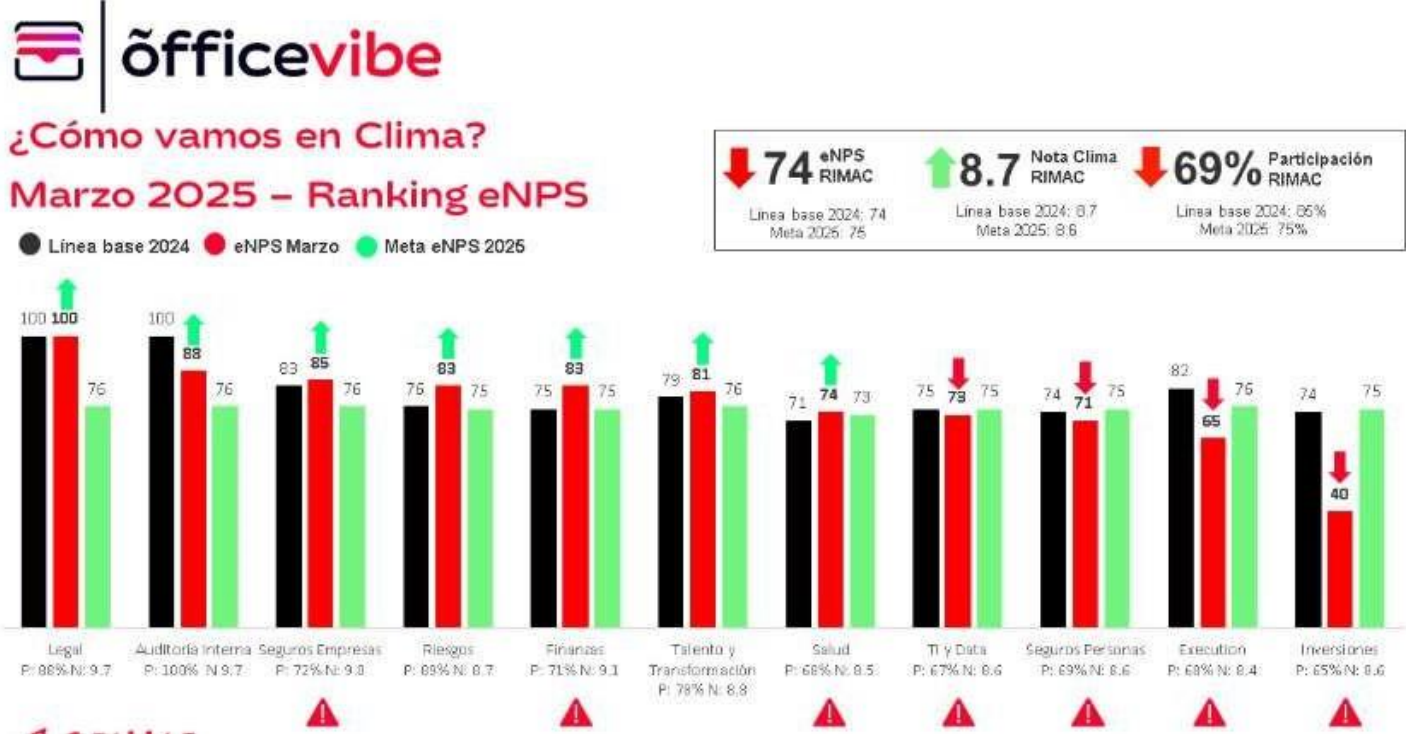
Dimensión	Meta 2025	Resultado 2025
Reconocimiento	8.4	8.5
Crecimiento Personal	8.8	9
Retroalimentación	8.6	8.8
Satisfacción	8.6	8.7
Relación con el Equipo	8.9	9
Bienestar	8.5	8.5
Felicidad	8.5	8.6
Relación con el Jefe Directo	8.7	8.8
Alineamiento Cultural	8.8	9
Orgullo/Embajadores	8.9	9.1

In 2025, we achieved an eNPS score of 75.

Organizational Climate

The results obtained are broken down and analyzed according to RIMAC's divisions. This allows us to identify opportunities for improvement in the management of our organizational climate and to measure the level of achievement of our goals.

The report is sent monthly through our WhatsApp groups with Leaders and Champions & Influencers, who act as brand ambassadors. Below is an example of a 2025 report.



Organizational Climate

However, all the information collected on organizational climate does not depend solely on our Officevibe platform.

In 2025, we held sessions with employees from different ages, areas, divisions, and hierarchical levels so that they could provide feedback and identify situations that were aligned—or not aligned—with the behaviors of our four cultural principles. These sessions are called “RIMAC Principles and Behaviors” and were led by the Culture and Organizational Climate area.

In 2025, the sessions were held with the following groups:

- Employees from administrative areas
- Employees from the Sales Force

All findings were systematized in order to implement actions that strengthen the behaviors aligned with RIMAC’s culture. This gave rise to the “Alonso’s Super Manual” series, which provided examples of actions employees should or should not take according to the



Organizational Climate

Finally, we communicate the results of our organizational climate assessment, explaining our strengths and opportunities for improvement. We do this in two ways:

- First, on a monthly basis through the WhatsApp groups we have with Leaders and with Champions & Influencers, who act as brand ambassadors, where we share the results of the month that has just ended.
- Second, at the beginning of each year, we communicate the results of the previous year by sharing the annual results through our Viva Engage intranet.

Comunicaciones RIMAC
12 ene • Se ha editado

Visto por 3232

Las buenas noticias las celebramos 🎉

JUNTOS, superamos nuestras metas de clima laboral y alcanzamos resultados que nos llenan de orgullo:

- 75 puntos de eNPS
- 8.8 en Clima Laboral
- 80 % de participación en las encuestas

Sus opiniones nos permiten seguir construyendo un entorno de trabajo donde las personas están al centro y la experiencia laboral sigue fortaleciéndose día a día. ❤️

Seguimos avanzando con el mismo compromiso y la certeza de que, cuando trabajamos en equipo, **logramos lo extraordinario.** ✨

¡Juntos lo hicimos posible!
Obtuvimos 75 ptos. en el Employee Net Promoter Score (eNPS)



¡Hola Champions & Influencers! Les compartimos el reporte Officevibe con los resultados del 2025:

- **Clima laboral: 8.8** 🌟 ¡superamos nuestra meta de 8.6!
- **Participación: 80%** ✅ ¡5 puntos por encima de la meta!
- **eNPS: 75 puntos** 🚀 ¡cumplimos la meta! (Este resultado corresponde al promedio de los últimos 3 meses del año, considerando diciembre hasta el 22)

📌 **Así cerramos el año:**

- ✅ **8 divisiones** alcanzaron su meta de eNPS: Legal y Regulación, Riesgos, Auditoría Interna, Talento, Seguros Empresas, Seguros Personas, Transformación, Salud
- ❌ **4 divisiones** quedaron muy cerca: Tecnología, Finanzas, Inversiones y Marketing & Estrategia

Sabemos que el 2025 fue un año retador para todos, pero también sabemos que juntos lograremos grandes cosas en el 2026. Queremos reconocer su esfuerzo y compromiso para hacer de **RIMAC el mejor lugar para trabajar**, impulsando nuestra Cultura y Clima Laboral. 💪

¡Juntos todo es posible!

2:32 PM

03.

Diversity and Inclusion



Commitments to Diversity, Equity and Inclusion

At RIMAC, we are committed to fostering an equitable and safe environment for everyone. This effort is led by a dedicated Diversity, Equity and Inclusion Committee, which works to ensure that every employee feels valued in their diversity. Accordingly, we focus on three main pillars: promoting gender equity, creating workplaces free of harassment, and designing inclusive benefits that respond to different needs.

For 2025, we defined an objective (see evidence), as well as clear and achievable targets that we reviewed throughout the year in order to measure their level of achievement. These were four:

- Achieve a better result in Aequales' PAR Ranking. The target was 60%, and we achieved 61.8%.
- Improve our performance in GenderLab's ELSA Survey. The target was 71%, and we achieved 73.3%.
- Reach a score of 80 in the Officevibe indicator related to DEI. In 2025, we achieved a score of 86.
- Reach a score of 90 in the RIMAC Census statement related to DEI. In 2025, we achieved this same score.

Crear un entorno laboral inclusivo y seguro, que promueva el bienestar y la equidad, donde cada persona se sienta valorada y respetada en su diversidad.



Indicadores



*Estudio completo Aequales 2027

Avance del plan: **Meta: 80%**

Training Sessions

As part of the 2025 action plan, the following initiatives were carried out to train and raise awareness on the importance of diversity and to continue promoting an inclusive environment:



- **Two “Gender Equity Workshop” sessions with leaders:** These sessions aimed to explore and discuss the role of leadership in promoting a safer and more equitable work environment. Satisfaction score: 4.8/5
- **“Extraordinary Women” Week for International Women’s Day:** Segmented activities were carried out for the different profiles within RIMAC.
 - Mother, Professional and Successful – Satisfaction score: 4.8/5
 - Connect with Your Feminine Energy – Satisfaction score: 4.9/5
 - Tech-Savvy Women – Satisfaction score: 4.7/5
 - Gender Equity: The Key Role of Men – Satisfaction score: 4.8/5
- **“The Pride of Being” Workshop:** A space to discuss general concepts of diversity and raise awareness that everyone should be respected and valued.
- All RIMAC: Satisfaction score: 4.8/5

Training Sessions

As part of the 2025 action plan, the following initiatives were carried out to train and raise awareness on the importance of diversity and to continue promoting an inclusive environment:



- Sales Force: Satisfaction score: 5/5
Customer Solutions: Satisfaction score: 5/5
- “Breaking Down Biases” Workshop: Aimed at the Recruitment, Learning, and Development teams.
Satisfaction score: 5/5
- #FeelingSafe Awareness Week for 25N, the International Day for the Elimination of Violence against Women.
- Workplace Sexual Harassment training aimed at the Management Committee.
Satisfaction score: 5/5
- Talk for all RIMAC employees on the International Day for the Elimination of Violence against Women.
Satisfaction score: 5/5
- Training on the concepts and procedure related to Workplace Sexual Harassment, aimed at committees, leaders, and responsible areas involved in the prevention and management of workplace sexual harassment cases.
Satisfaction score: 5/5

04.

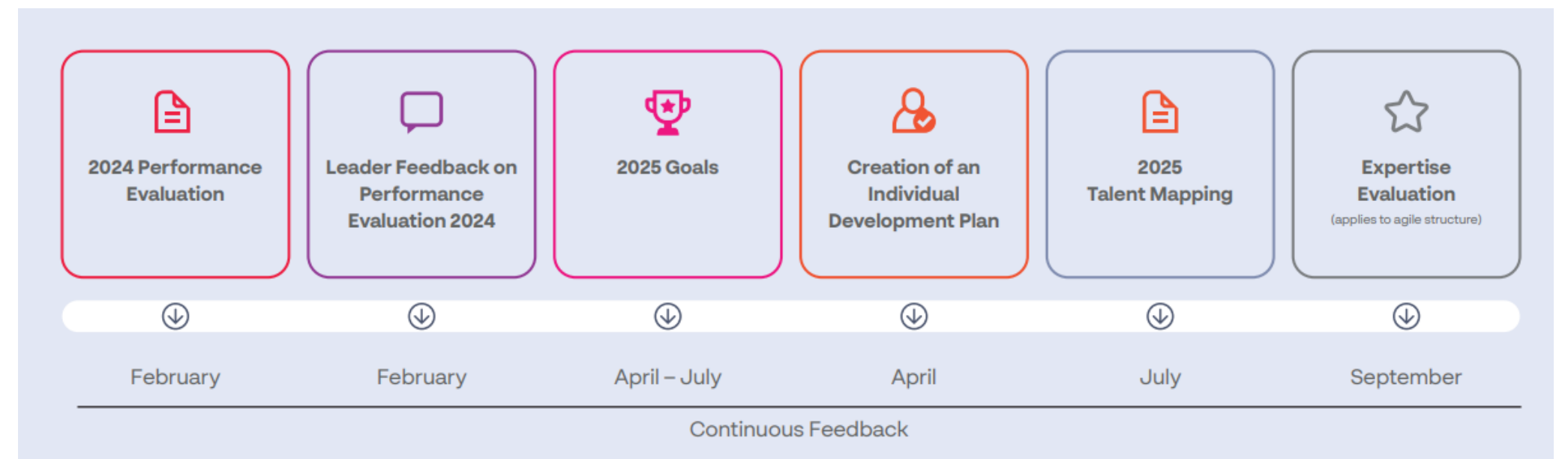
Type of Performance Appraisal



Talent Management Journey

The Talent Management Journey is the sequence of every step that is part of the development journey of every RIMAC's employee. This includes our annual performance appraisal process.

First, we define the annual goals for the company. Then, each person receives a performance evaluation of the year prior. After that, there is a feedback session to discuss the results and to create an individual development plan collaboratively.



Agile Conversation

Reminder for feedback session (Step 2)

As mentioned before, Agile Conversations are part an intrinsic and essential part of every employee's development journey through feedback session.

The use of agile conversation in form of continuous feedback is crucial, given that allows every person to establish their own goals through a collaborative process with their leaders.

Thus, we use our communication channels to remind that those spaces are obligatory, as well as to give each employee tips for an effective exercise.

Juntos Somos Bienestar

Juntos Somos Desarrollo

Juntos Somos Reto

Juntos Somos Cultura

Logramos lo extraordinario

RIMAC

¡Iniciamos el proceso de Evaluación de Desempeño 2024!



¿Cómo impacta en tu desarrollo?

Este proceso te dará visibilidad de cómo te fue respecto al cumplimiento de tus Metas 2024 "el qué" y a la vivencia de la cultura RIMAC "el cómo", identificando tus fortalezas y oportunidades de mejora para crear tu Plan de Desarrollo Individual 2025.

Completa el siguiente checklist como líder RIMAC:

○ Verificación de equipo y Evaluación de principios culturales 360°
Febrero: Del lunes 3 al viernes 14

🔒 ¡Pronto!: Alcance de metas 2024 y nota final
Febrero: Del lunes 17 al viernes 28

🔒 ¡Pronto!: Reunión de feedback
Marzo: Del lunes 3 al viernes 14

Revisa **AQUÍ** el toolkit del proceso

Sé owner de tu propio desarrollo y sigue estos 3 pasos:

1

Agenda las reuniones de feedback sobre el desempeño 2024 hasta el lunes 24 de marzo.

Ingresa a **Rankmi** y dirígete al módulo de feedback.

2

Aprovecha la reunión para conocer todo sobre tu desempeño respecto al cumplimiento de tus metas, principios culturales y la fórmula vigente para el cálculo de bono.

3

Diseña, en base al feedback, tu plan de desarrollo individual (PDI) en Rankmi desde el 07 lunes de abril.

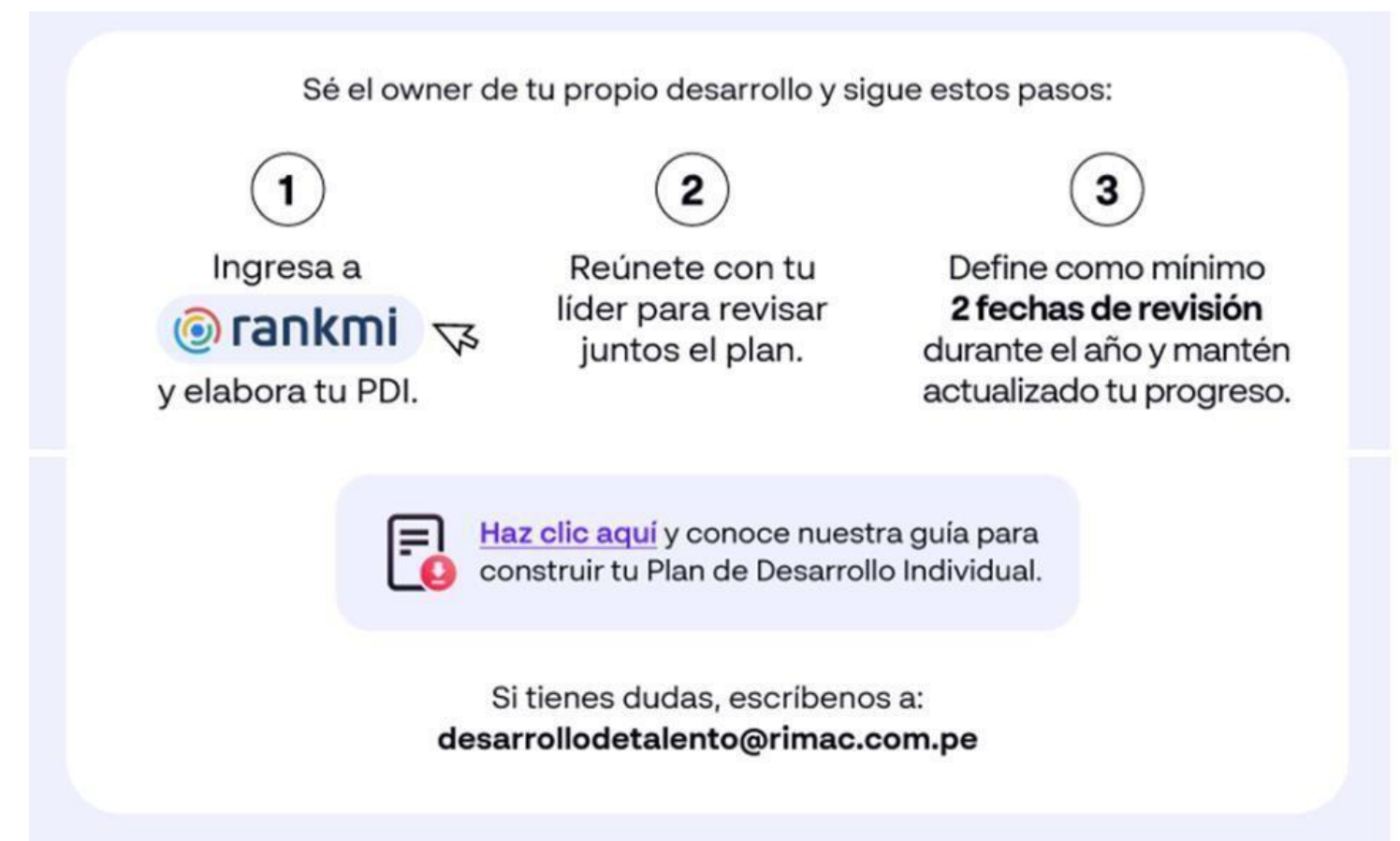
Tips for feedback session

Management by Objectives

After those feedback sessions, each employee must create their own Individual Development Plan. **Those plans are elaborated by pre-defined and measurable goals based on different capacities (Data, Business, Top Skills, Innovation and Digital & Tech) that are later validated with each, focusing on a collaborative approach.**

After the plan is set, **its necessary to establish at least 2 follow up sessions throughout the year to review the progress.**

Examples of objectives	Capacity related
Take 1 course during the year on Innovation.	Innovation
Increase my team's NPS by 10% during the course of the year	Business
Have 4 feedback sessions per year with Brokers about our products	Business



Multidimensional Performance Appraisal

The performance evaluation in RIMAC is multidimensional. That means that, as referred in our Annual Report 2025, **each team member has a 360° performance review, which is focused on both the “what” (goals) and the “how” (cultural principles.)**

Multidimensional Performance Appraisal (Step 1)

Juntos Somos Bienestar

Juntos Somos Desarrollo

Juntos Somos Reto

Juntos Somos Cultura

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Team-based Performance Appraisal

As detailed in RIMAC's Talent Management Journey, the first step required for every performance evaluation is the definition of the company's annual goals. After that, as the evidence shows, those goals are a key factor in the performance evaluation.

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¡Hemos actualizado **tus metas 2024!**



¿Sabías que los indicadores se actualizan periódicamente según la estrategia del negocio?; por ello, te recomendamos revisarlos siguiendo estos pasos:

1

Ingresa a **Rankmi**, verifica tus metas y acéptalas.

2

Asegúrate de que tu líder también **valide tus metas** en la plataforma.



Recuerda que las metas representan un factor clave para la **Evaluación de Desempeño 2024** y el cálculo **bono anual** por resultados del próximo año.

04.

Employee Development Programs



Training and Personal Development

Based on the needs identified, as well as the conversations held with the leaders of each division, four training programs were designed for employees in 2025:

1. **Learning School:** A cross-functional program developed to strengthen three strategic capabilities: Tech Savvy, Customer Centric, and Industry Savvy. Designed in partnership with leading institutions, the program was delivered through 42 courses, both in-person and asynchronous. This strategy allowed us to reach 2,143 employees, achieve a 99% completion rate, and obtain an average NPS of 86.
2. **Sales Mastery:** A program aimed at strengthening the performance of our sales force through a comprehensive learning path that combines key soft skills and technical competencies focused on negotiation, commercial management, and in-depth knowledge of our products. As a result, more than 290 employees completed the training curriculum, rating the experience with an NPS of 89.


ESCUADRÓN RIMAC
• PROSPEROUS •
Sales Mastery:
Tu talento en acción 💪
Vive una experiencia única para potenciar tus habilidades blandas y llevar tu gestión comercial al siguiente nivel.
 **Lunes 17 de noviembre**
 **9:00 a.m.**
 **Aulas 5, 6 y 7**
Piso Learning - TDPII
Asistencia obligatoria
¡Te esperamos!


Juntos Somos Bienestar
Juntos Somos Desarrollo
Juntos Somos Reto
Juntos Somos Cultura

**Learning School**

¡Learning School
llegó a nuestra órbita!
Ven al evento de lanzamiento y prepárate para despegar con tus capacidades.
 **Martes 10 de junio**  **10:00 a.m.**
 **SUM piso 3 - TDP II**
 **Teams Live**
Si no puedes asistir en presencial, únete a la retransmisión en vivo.
Ingresa AQUÍ



Training and Personal Development

The other two programs were:

- 1. **RIMAC Squad:** Specialized training sessions on sales techniques, with strategic reinforcement on products to ensure in-depth and up-to-date knowledge. Through practical workshops, innovative dynamics, and sessions focused on excellence, the program reached more than 400 advisors.
- 2. **Copilot Route:** Training sessions aimed at promoting the adoption of artificial intelligence across the organization by enabling 1,150 MS365 Copilot licenses. A total of 20 sessions were delivered, representing 26.5 hours of training, and the program achieved an NPS of 92, reflecting its high impact and positive assessment.

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¡Respuesta ágil con Copilot!

Descubre cómo responder de manera más rápida, segura y profesional a las diferentes solicitudes / requerimientos

¡Te esperamos!

24/09: De 11:00 a.m. a 12:30 p.m.

Teams Live

✦ Aunque esta sesión no está incluida en la malla de Learning School, forma parte de nuestra ruta de aprendizaje en Copilot. ¡Tu participación es importante!

	Escuadrón RIMAC - Canal Convenios	TDP 2 - SUM 3er pi...	mar 7/10/2025 08:00	mar 7/10/2025 09:30
	Escuadrón RIMAC - Rentas	TDP 2 - SUM 3er pi...	mar 7/10/2025 10:00	mar 7/10/2025 11:30
	Escuadrón RIMAC - VIP	TDP 1 - piso 04 (Sal...	mar 7/10/2025 12:00	mar 7/10/2025 13:30
	Escuadrón RIMAC - HUB Multigestión	Sala SUM Wilson	lun 13/10/2025 09:00	lun 13/10/2025 10:30

Training and Personal Development

At RIMAC, the definition of our training goals and objectives is based on a solid strategic framework. We use the Balanced Scorecard (BSC) as a starting point, ensuring that learning initiatives are aligned with the corporate vision.

The process is progressive: we take the average and historical performance from previous years as a reference, where possible, and, based on that, we continuously raise our targets, always in alignment with the Learning strategy. This allows us to ensure that training programs not only address immediate needs, but also drive sustained and measurable growth over time.

META	80
NPS	86%

META	85
NPS	92%

Training and Personal Development

We are responsible for measuring employee satisfaction with our training programs. Therefore, in the case of Learning School and Copilot Path, we conduct surveys at the end of each session to measure the NPS.

In 2025, the results were highly successful. For Learning School, we set an NPS target of 73, and the result was 86, exceeding the target. In the case of Copilot Path, we had an NPS target of 92.

	N°	%
Promotores	5005	88%
Detractores	115	2%
Total	5683	
META	80	
NPS	86%	

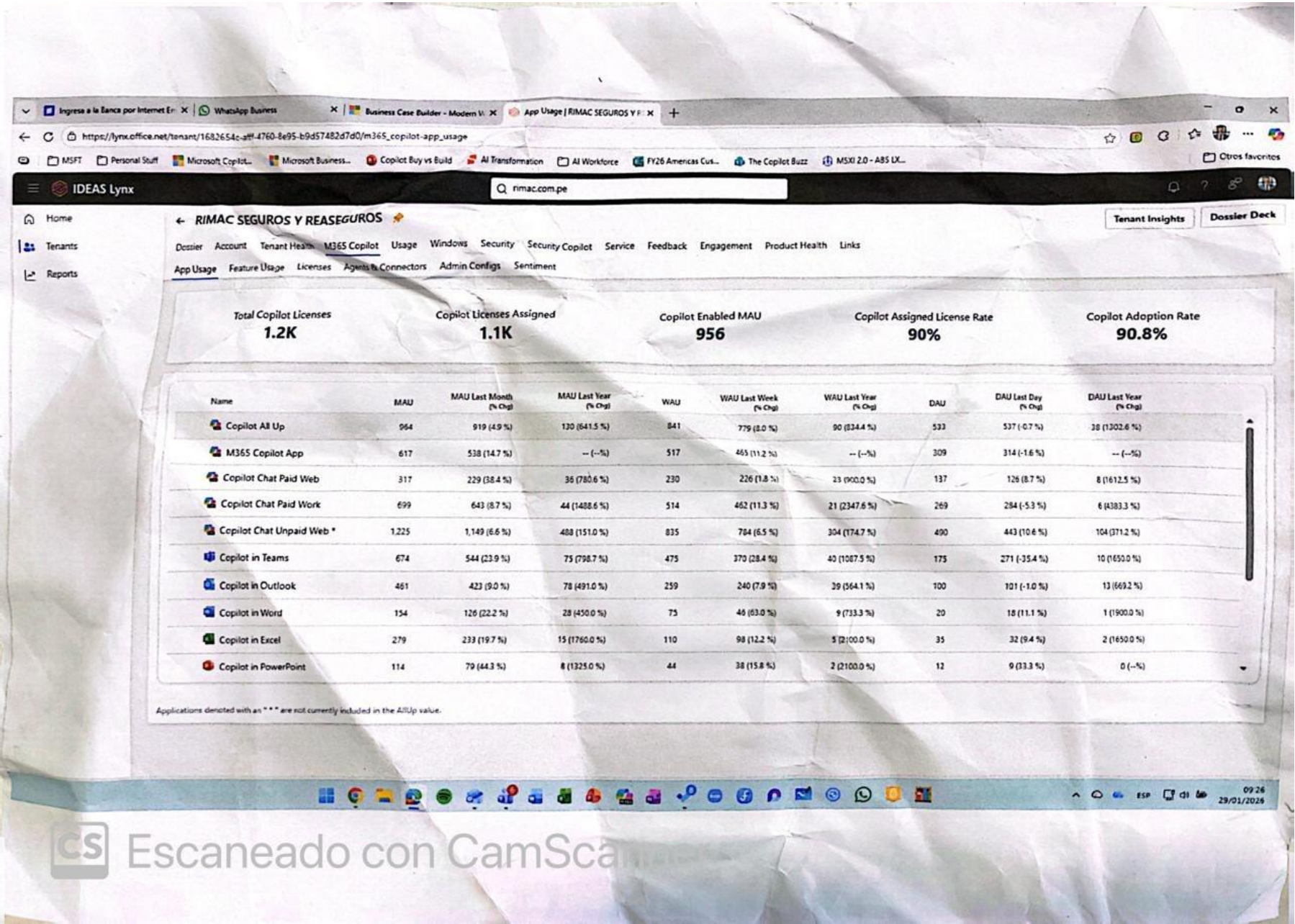
[illegible]

	N°	%
Promotores	289	93%
Detractores	2	1%
Total	311	
META	85	
NPS	92%	

Training and Personal Development

In addition, we also measure the effectiveness of our development programs through behavioral changes. In 2025, one of the most relevant examples was the use of Copilot by our employees.

As a result of all the training sessions carried out through our “Copilot Path” program, by the end of 2025, 90% of our employees were using it in their daily work.



Mentoring program

In 2025, we developed our RIMAC Mentoring Program with the objective of developing employee talent through the exchange of knowledge, experiences, and best practices. Through this program, we had 88 participants, 44 mentors and 44 mentees, who formed mentoring relationships to grow and strengthen the business.

For the development of the program, the following objectives were established:

NPS: 90 puntos

Number of sessions: 5–7 sessions throughout the duration of the program

Based on these indicators, we obtained the following results:



NPs: 96 puntos

Mentor: 95

♀ 53%
Mujeres

♂ 47%
Hombres

Mentee: 88

♀ 51%
Mujeres

♂ 49%
Hombres

Engagement:

5-7 sesiones

90%

3-4 sesiones

10%

Mentoring program

To assign the mentoring pairs, a process was carried out to match participants based on their personal objectives and development needs.

To this end, there were two key processes: mentors had to complete a questionnaire to share their experiences and key competencies, while mentees had to complete their Individual Development Plan to identify their growth expectations.

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RIMAC

¡Futuro Mentor RIMAC!

Nos gustaría conocerte mejor



Como parte del proceso, hemos diseñado un cuestionario para descubrir aquellas **competencias, capacidades y experiencias que te definen**, y que hacen de tu acompañamiento una experiencia transformadora para otros.

¿Cuál es su impacto?
Tu participación en esta etapa **nos permitirá comprender mejor tu perfil y el potencial match con tu mentee**, lo que será clave para definir los próximos pasos del proceso.

Registra tu respuesta

Aquí

 Tienes hasta el viernes 26 de setiembre

Si tienes dudas, escríbenos a:
desarrollodetalento@rimac.com.pe

¡Juntos somos RIMAC!

Mentoring program

In addition, mentors received training to strengthen their communication, feedback, and leadership skills, with the aim of enhancing their relationship with mentees and generating greater learning for both parties. This can be seen in the following example.

Additionally, a Mentoring Toolkit was developed, providing mentors with a recommended structure of topics to address in each session.

- **Toolkit del Programa:** En  [Toolkit Programa Mentoring.pptx](#) descubrirán la estructura recomendada para cada sesión, junto con herramientas para diagnóstico, autoconocimiento y motivación.

★ ¡Impulsa tu rol como Mentor! ★

🕒 Este evento ocurrió el hace 5 meses (Vie 14/11/2025, de 10:00 a 11:00)

📍 Reunión de Microsoft Teams

👤 Desarrollo de Talento le ha invitado
[Aceptados: 21](#), [Rechazados: 5](#), [15 sin respuesta](#)

🌐 [Chatear](#)

Las personas van primero

¡Impulsa tu rol como Mento
Descubre cómo liderar se
de Mentoring efectiv

En esta próxima sesión **potenciarás tus habilidades clave**, descubrirás **herramientas prácticas para acompañar a tu Mentee** y profundizarás en el impacto transformador del programa.

¡Prepárate para llevar tu rol al siguiente nivel!

📅 **Fecha: Viernes 14 de noviembre**

🕒 **Duración: 1 hora**

¡Desarrollo de Talento!

Mentoring program

Finally, the program results were also monitored to assess its level of impact. First, a logbook was created in which mentors were required to record what was addressed in each session, including both the objectives and the commitments agreed upon for the next meeting.

This made it possible to track the number of sessions held by each pair, as well as the learnings obtained through the program.



