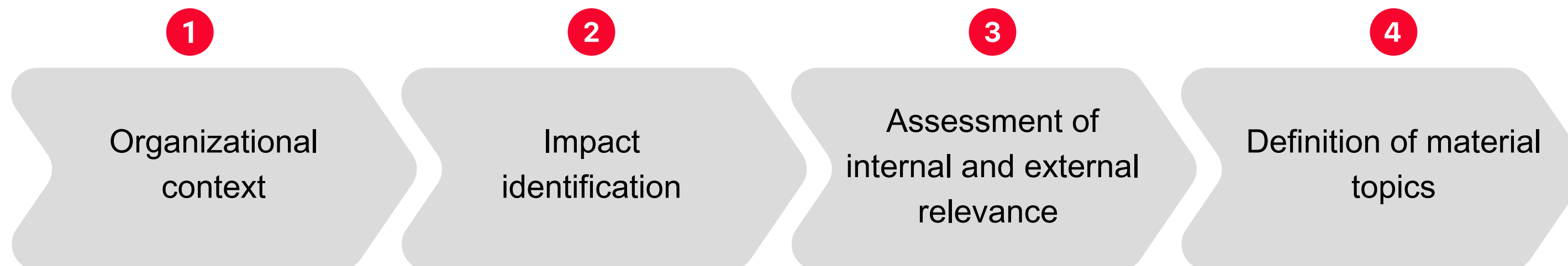# Materiality Process

Materiality Analysis

In 2023, RIMAC conducted a double materiality process for the first time, based on two facets: impact materiality (identification of external impacts) and financial materiality (impacts on the organization). The results will enable RIMAC to align its strategy with the most relevant ESG management topics in the industry, based on the perspective of its leaders and stakeholders. Ultimately, this will lead to a greater positive impact as part of our efforts to achieve our purpose: **"Protecting your world, Improving your wellbeing."**

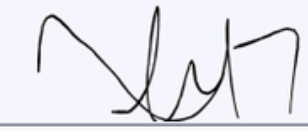| 1	2	3	4
Organizational context	Impact identification	Assessment of internal and external relevance	Definition of material topics

Materiality analysis is conducted every two years.

The results are reviewed and approved by Fernando Ríos Sarmiento (CEO) and Javier Venturo (Executive VP of the Legal and Corporate Affairs Division).

Double materiality frameworks

Stakeholder engagement

Involvement of external and internal stakeholders in identifying the material issues.

10 leaders + 7 clients + 231 employees + 16 suppliers + 4 brokers
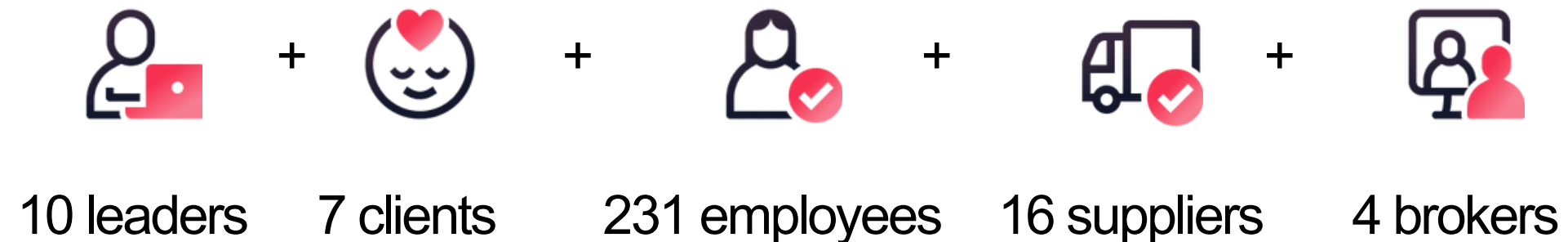
241 consulted people

Materiality Analysis

After this process, a total of 11 material topics were defined for RIMAC:

RIMAC Double Materiality
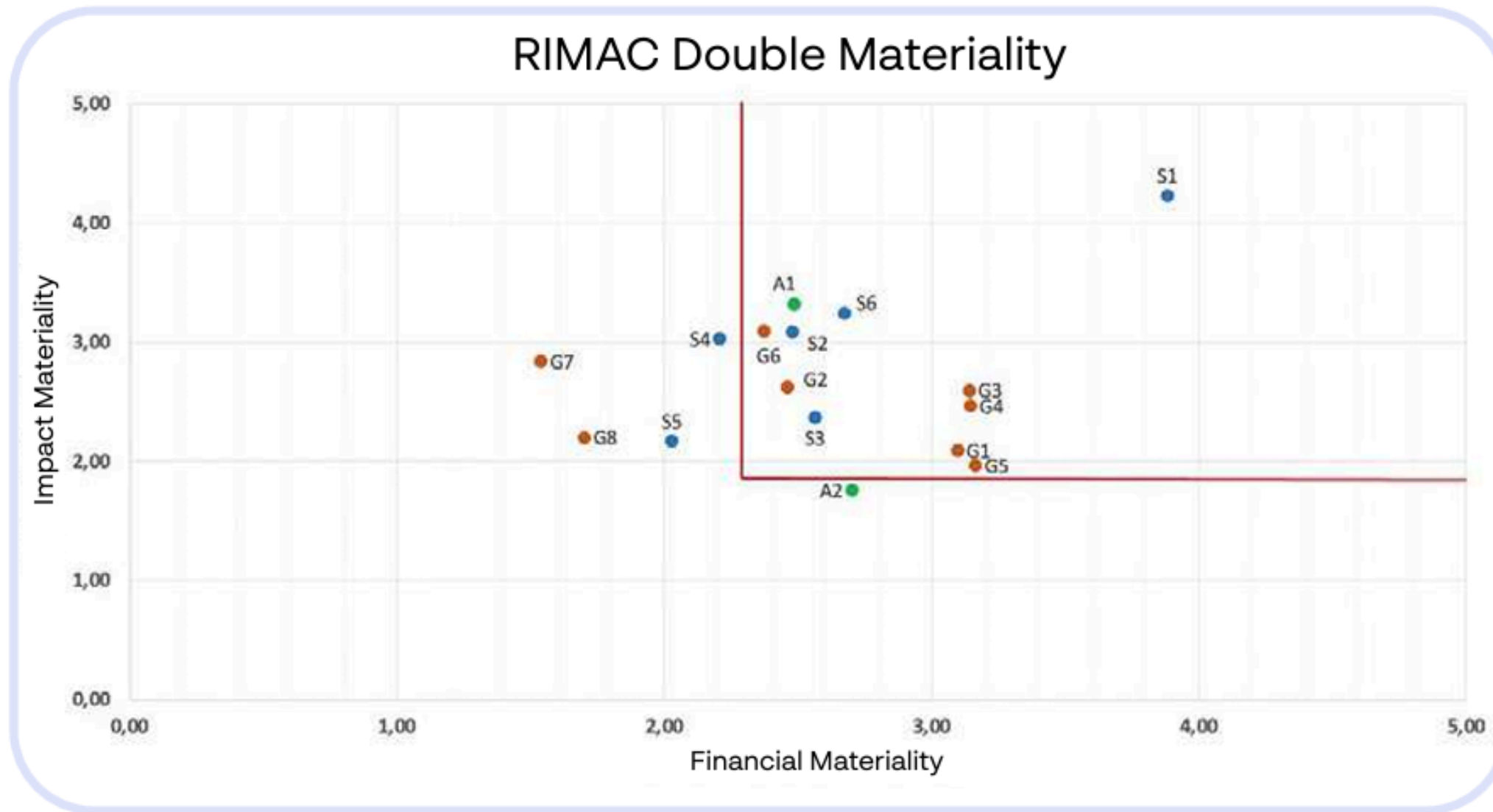
Code	Governance Topic	
G1	Responsible business ethics	✓
G2	Cybersecurity and data privacy	✓
G3	Risk and compliance management	✓
G4	Commitment to sustainability (ESG)	
G5	Innovation and digitalization	✓
G6	RIMAC Culture	✓
G7	Sustainable investments	✓
G8	Value chain	

Code	Social Topic	
S1	Consumers and end users	✓
S2	Personal wellbeing	✓
S3	Personalization and accessibility	✓
S4	Diversity, equity, and inclusion	
S5	Human rights	
S6	Talent attraction and retention	✓

Code	Environmental Topic	
A1	Climate change	✓
A2	Sustainable products and services	

Material Topic ✓

Pillars of RIMAC's Strategy and Material Topics

Pillar	ESG	Material Topic
Caring for tomorrow	Environmental	• Climate change
Protecting What Matters Most	Social	• Consumers and end users • Personal wellbeing • Personalization and accessibility • Talent attraction and retention
Builiding Trust	Governance	• Responsible business ethics and corporate governance • Cybersecurity and data privacy • Risk and compliance management • Sustainability commitment (ESG) • Innovation and digitalization • RIMAC Culture

Our materiality assessment process is verified by a third-party assurance provider

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Building a better
working world

Limitations of Our Assurance Engagement

Our assurance engagement was limited to the **Subject Matter** contained in the **Memory** for the period between January 1 and December 31, 2023, it does not include information from previous years included in the **Memory**, nor is it related to future projections or goals.

Nor did it attempt to determine whether the technological tools used for the development of the **Memory** are the most appropriate and/or efficient.

Conclusion

Based on our procedures and the evidence obtained, we are not aware of any material modification that must be made to the information of the **Subject Matter**, contained in the **Memory**, for the period from January 1 to December 31, 2023, so that it is in accordance with the provisions of the **Criteria**.

Use of this Assurance Report

Our liability, in carrying out limited assurance procedures, is solely with the **Company's** Management, therefore, we do not accept or assume any liability for any other purpose or to any other person or organization.

Lima, Peru,
April 29, 2024

Endorsed by:

J. Camarena   *Tanaka, Valdivia & Asociados*

Victor Camarena
C.P.C.C. Registration No. 22566

Subject matter

The sustainability information identified in the indicators included in the **Memory** and included by the Company on its website[2] is presented in the following tables[3]:

GRI Standard	Content	Description
GRI 2: General Contents 2021	2-7	Employees
GRI 3: Material Topics 2021	3-3	Management of material issues (Occupational Health and Safety)
GRI 401: Employment 2016	401-1	New Employee Hires and Employee Turnover
	401-3	Parental leave
GRI 403: Occupational Health and Safety 2018	403-9	Work-related Injuries
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee
	404-2	Programs for upgrading employee skills and transition assistance programs
	404-3	Percentage of employees receiving regular performance and career development reviews
GRI 405: Diversity and Equal Opportunities 2016	405-1	Diversity of governance bodies and employees.
	405-2	Ratio of basic salary and remuneration of women to men.
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs.

Own indicator	Description
Non-GRI: RIMAC Culture and Organizational Climate	Trend of Employee Engagement
Non-GRI: Financial Inclusion	Access to Insurance/Social Value Added

ERM Process

We integrate environmental, social, and governance material topics into the company's risk strategy and processes.

Pillar	Material Topic	Risk Events	Risk Fronts	Main Management Methods
Caring for Tomorrow	Climate change	Penalties for legal noncompliance	Technical Risk	El Niño strategy Environmental management system Monitoring center LEED building
Protecting What Matters Most	Consumers and end users	Operational inefficiency	Operational Risk	RIMAC App RIMAC Store Business Customer Monitoring Center Digitalization of customer-facing processes
Protecting What Matters Most	Personal wellbeing	Reduction in the company's overall performance	Business continuity	Occupational Safety and Health System Occupational Safety and Health Committee El Niño strategy Wellness campaigns
Protecting What Matters Most	Personalization and accessibility	High costs for the company	Operational risk	Flexible health insurance RIMAC Store Monitoring Center

Pillar	Material Topic	Risk Events	Risk Fronts	Main Management Methods
Protecting What Matters Most	Talent attraction and retention	Increased personnel turnover	Operational risk	Flexible work Individual development plans Benefits package Development programs, 360 performance reviews Summer internship program Mentorship program Periodic work climate measurement Talent and Compensation Committee
Building Trust	Responsible business ethics and corporate governance	Poor company reputation in ethical matters	Operational risk	Anticorruption management system Audit Committee Talent and Compensation Committee Integrated Risk Management Committee Integrity Channel Compliance Committee Internal and external audit processes
Building Trust	Cybersecurity and data privacy	Improper use of information by team members	Business continuity	Security and cybersecurity maturity model Technology Committee Protection management framework Regulatory information security course Information breach prevention plan
Building Trust	Risk and compliance management	Impact on reputation and RIMAC's competitive position	Market and credit risk	Anticorruption management system Integrity Channel Compliance Committee Mandatory courses: antifraud policy, ML/TF prevention, Code of Conduct, etc. El Niño strategy

Pillar	Material Topic	Risk Events	Risk Fronts	Main Management Methods
Building Trust	Commitment to sustainability (ESG)	Weak integration of environmental criteria into decision-making	Business continuity	Diversity and Inclusion Committee Health and Safety Committee Diversity and Inclusion Action Plan El Niño strategy Annual volunteering plan ["I Care for Myself"] Alliances with government agencies and business clients Double materiality process ESG indicator collection process and publication of annual report Annual participation in S&P Corporate Sustainability Assessment (CSA)
Building Trust	Innovation and digitalization	Competitive disadvantage	Business continuity	RIMAC App RIMAC Store Digitalization of processes with customers Online Medical Center CAC (Broker Services Center) Digitalization and innovation courses Development of an agile structure and culture
Building Trust	RIMAC Culture	Effects on RIMAC's profit margins	Operational risk	Business strategy eNPS measurement Events and acknowledgments Flexible work Individual development plans Benefits package Development programs Summer internship program Mentorship program