



CEO Remuneration

2024

About Our Remuneration Policy



At RIMAC, we have a Remuneration Policy:

To calculate the CEO's remuneration using the **Willis Towers Watson (WTW)** methodology, which helps us determine the valuation of the position in order to define the base of the salary structure. Both the valuation and the salary structure are **defined by the Vice President of Corporate Talent and validated by the board of directors of BRECA**, the economic group to which we belong, to ensure sustainability and equity in the group and the business unit.

CEO Compensation



$$\begin{array}{ccccccc} \text{Variable} & & \text{Target \%} & & \text{Fixed Ann.} & & \\ \text{Compensatio} & = & & \times & & \times & \\ \text{n} & & \text{Bonus} & & \text{Rem.} & & \text{\% Individual} \\ \text{(PVAR)} & & & & & & \text{BSC} \\ & & & & & \times & \text{Company} \\ & & & & & & \text{Multiplier} \end{array}$$

- **% Target Bonus:** Variable compensation percentage, defined by salary category.
- **Fixed Annual Remuneration:** 14 basic monthly salaries.
- **% Individual BSC:** The result of the calibrated evaluation of the balanced scorecard with individual objectives approved by the business unit's Talent Committee.
- **Company Multiplier:** Upon reaching the consolidated net earnings target (RIMAC Seguros y Reaseguros + RIMAC EPS + Clínica Internacional).

* Evaluation period 2024 (paid March 2025).

CEO BSC - 2024

Company Multiplier	Consolidated Net Earnings (Rimac+EPS+CI) (USD MM)		
	Outlook	Objective	Weight
Financial	ROE	Perform	30%
	Combined Ratio	Perform	15%
Business Levers	Market Share in Premiums	Perform	10%
	Rimac NPS (70%) / CI (30%)	Transform	15%
	Health ecosystem: # of customers in full journey	Transform	10%
Talent, Sustainability, and Innovation	Talent management	Transform	10%
	Cross-cutting risk management indicator	Perform	10%
			100%

Remuneration Indicators



Indicators to measure annual variable remuneration: Indicators/objectives are structured and weighted using the balanced scorecard methodology, based on three dimensions:

1. **Financial:** % return on equity (ROE) and combined ratios.
2. **Business Levers:** Market share in premiums (RIMAC EPS and RIMAC Seguros y Reaseguros), NPS (Net Promoter Score), and Health Ecosystem (full-journey customers).
3. **Talent, Corporate Affairs, and Sustainability:** Talent management (coverage: CEO, direct reports, and critical positions) and cross-cutting risk management indicator.

Long-term measurement indicators: The long-term payment establishment period is defined by the Talent Committee based on business indicators involving hitting strategic targets. The measurement period is currently four (4) years, with a deferred payment plan.

Remuneration Rules



- Includes the **target % bonus** for the month of December of the evaluation year.
- **To collect the variable remuneration**, the executive must be on the payroll on the payment date.
- **The payment shall only be made** if the percentage of balanced scorecard objectives achieved is greater than 70%. The maximum objective compliance percentage is 125%.
- For each individual objective of the balanced scorecard, if the compliance percentage is less than 70%, the evaluation for that objective is 0%.
- **The maximum value of the company multiplier** is 120% and the minimum is 0%.
- **The payment shall be made after deducting profits according to law.** If the profits are higher, only the profit shall be paid. This payment shall be subject to legally-required deductions and contributions.
- **The target variable remuneration of the CEO is defined by the Corporate Vice President of Talent and approved by the business unit's board of directors** according to position category and compensation strategy.

