



Compensation Management Policy

I. OBJECTIVE

The objective is to establish the general parameters and scope of the salary policy of RIMAC SEGUROS Y REASEGUROS and RIMAC EPS, hereinafter RIMAC, so that leaders efficiently manage the budget assigned to their divisions and areas, allowing:

- Attracting the best talent in the market
- Retain the employees with the best performance and potential
- Rewarding those who contribute the most to the achievement of RIMAC's goals
- Motivate employees
- Improve efficiency
- Ensuring the rationality of the salary budget
- Comply with current regulations

Likewise, we seek to ensure that all employees are adequately remunerated according to the objective criteria defined by the company, avoiding any type of discrimination or unequal treatment.

II. SCOPE

We have a policy applicable to all employees of the company, except for interns, the General Manager and direct reports of the General Manager, whose compensation is defined by the BRECA Talent Committee.

III. RELATED DOCUMENTS

- Law N° 30709 – Law that prohibits remunerative discrimination between men and women.
- Supreme Decree No. 002-2018-TR - Regulations of Law No. 30709- Law prohibiting remunerative discrimination between men and women.

IV. APPROVAL FLOW MANAGERS

Our compensation policy was approved in 2024 under the following process:

Etapa	Área	Cargo	Nombre
Elaboration/Updating	Compensation	Compensation Leader	Jean Pierre Miranda

Approval 1	Performance	Compensation Manager	Lorena Mayorga
Approval 2	Talent and Transformation	Executive Vice President of Talent and Transformation	Carolina Peñaflor
Approval (Methodology)	Process Management	Process Manager ROLE: Document Management Administrator	Erick Machuca
Operational Risk Approval /CGIR	Operational Risk Management	Head of Operational Risk Management	Carlos Higa
Publication	Integral Risk Management Committee /Directory	Head of Operational Risk Management	Carlos Higa
Administration of the Publication	Process Management	Process Manager ROLE: Document Management Administrator	Erick Machuca