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I. INTRODUCTION

At RIMAC, we firmly believe that the diversity of people and talents at all levels of our company fosters empathy and innovation and gives us a better understanding of the diversity of our customers, suppliers, and other stakeholders with whom we interact on a daily basis.

This policy is part of RIMAC's structure and principles, declaring our commitment to diversity, equity, and inclusion, equal opportunities, and non-discrimination. It also highlights the importance of fostering an environment where dialogue is encouraged and everyone feels valued and respected. Accordingly, this document sets forth the guidelines we use to promote diversity, equity, and inclusion in our company.

II. PURPOSE

The purpose of this policy is to establish the corporate guidelines that the company shall apply at all of its levels, including the board of directors, CEO, executive vice presidents, and employees in general. By virtue of this document, we undertake to incorporate a focus on diversity, equity, and inclusion in all our processes.

III. SCOPE

This policy applies to all hierarchical levels of RIMAC Seguros and RIMAC EPS, including the board of directors of each organization, as well as the stakeholders involved in the value chain, such as employees, customers, suppliers, brokers, and any other person related to the company. The applicable legal grounds include Law 27270—the Law on Acts of Discrimination; Law 28983—the Act on Equal Opportunities for Women and Men; Law 29973—the General Act on Persons with Disabilities; Law 30947—the Mental Health Act; and RIMAC's Internal Regulations, Code of Conduct, and Sustainability Policy.


Dissemination

This policy shall be disseminated to our internal and external stakeholders:

1. Board of directors:
 - a. The policy shall be sent to non-executive, independent, and substitute board members so that they can familiarize themselves with it.
2. Employees:
 - a. The policy shall be published on RIMAC Home and the RIMAC Sustainability website so that it can be freely accessed.
 - b. Annual training shall be imparted to all employees on matters of diversity, equity, and inclusion, including this policy.
 - c. The policy shall be sent at least once a year via internal channels.
3. Suppliers and strategic partners:
 - a. The policy shall be published on the RIMAC Sustainability website so that it can be freely accessed.
 - b. The policy shall be sent once a year so they can familiarize themselves with it.
 - c. Annual training shall be imparted to all strategic partners (personnel who work at RIMAC's facilities) regarding this policy.
4. Brokers
 - a. The policy shall be published on the RIMAC Sustainability website so that it can be freely accessed.
 - b. The policy shall be sent once a year so they can familiarize themselves with it.

IV. DEFINITIONS

1. **Zero Tolerance:** Rejection of any act of discrimination, harassment, or abuse toward any related person.
2. **Inclusive Work Environment:** Facilitation of an inclusive labor environment that values and respects people's diversity, ensuring that all persons related to RIMAC feel accepted and integrated, and that no person is excluded based on gender, race, ethnicity, nationality, sexual orientation, disability, age, or any other reason.

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3. **Talent Attraction and Retention:** Attract, hire, retain, and contribute to the development of different profiles for all positions within the company.
4. **Talent Development:** Promote development opportunities in equal conditions, with promotions and salaries determined based on the expertise, attitudes, abilities, and merits required for each one.
5. **Labor Benefits:** Personalize labor benefits according to the particular needs of our employees and the company's possibilities.
6. **Corporate Communication:** Use non-discriminatory language in our internal and external communications, as well as our advertising.

V. POLICY IMPLEMENTATION

At RIMAC, we are aware of our employees' diversity, leading us to retain, value, and attract authentic, empathetic talent who are willing to value diversity as an essential part of an innovative environment. Through this policy, we seek to offer a work experience where people feel safe and are treated with dignity and respect, without excluding anyone for reasons of gender, race, ethnicity, nationality, sexual orientation, generation, disability, culture, religion, etc.

Raising visibility and promoting equality and respect for our talent's diversity plays a key role in the development of an inclusive work environment, including our board of directors. We are thus committed to working to benefit our employees and their family members, while also continuing to focus on diversity and inclusion in favor of our customers, community, suppliers, and other stakeholders.

Using this policy as a starting point, RIMAC undertakes to carry out initiatives that contribute to diversity, equity, and inclusion within the organization, based on the following core values:

1. Employee commitment
2. Metrics and reports
3. Employee training, sensitization, and development
4. Personnel selection
5. Development of inclusive and flexible products
6. Social impact initiatives
7. Marketing and internal communications
8. Corporate governance
9. Compliance and legal

VI. DIVERSITY, EQUITY, AND INCLUSION COMMITTEE

This policy is reviewed and approved by the Diversity, Equity, and Inclusion Committee of RIMAC Seguros, which is the body responsible for leading, promoting, and monitoring the company's diversity, equity, and inclusion strategies and actions.

The Corporate Affairs and Sustainability Department is responsible for advising the Committee, as well as executing the strategy designed together with the corresponding areas of the processes.

The committee members have two main responsibilities:

1. Design and supervise RIMAC's diversity and inclusion strategy using the annual action plan for opportunities identified in the organization.
2. Be ambassadors who inspire an inclusive and diverse culture at RIMAC.


Committee Makeup

The Diversity, Equity, and Inclusion Committee shall consist of people from different areas of the organization and different hierarchical levels, with equal gender representation. The members shall include at least two executive vice presidents. The Committee undertakes to submit annual proposals and results to the Management Committee.

Finally, each member shall have a substitute. Outside experts may be invited to participate in specific meetings, as needed.

Committee Meetings

The Committee shall meet once each quarter. The first meeting shall be to design the annual action plan, the second and third meetings shall monitor actions, and the fourth shall be called to evaluate targets and indicators.

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VIII. RELATED DOCUMENTS


The following documents are aligned with and related to this policy:

- Sustainability Policy
- Human Rights Policy
- Sexual Harassment Prevention and Punishment Policy
- RIMAC Brand Manual
- Supplier Code of Conduct
- General Selection Policy
- Remuneration Policy
- Code of Conduct
- Supplier Code of Conduct
- Internal Regulations

VII. ANNEXES

Key Definitions


- Diversity:** The sum of social, cultural, and identity attributes of persons belonging to a group. This principle recognizes that each person is unique and such differences should be valued (source: MIT)
- Equity:** Involves providing people with access to the same opportunities based on an understanding of the different needs and characteristics of each one (source: Aequales).
- Inclusion:** Refers to people's experience in the workplace in which they are valued and respected for their particularities and given equal access to opportunities (source: CIT).
- LGBTIQ+ (Lesbian, Gay, Bisexual, Transgender, Intersex, Queer, and Others) Community:** This acronym describes a diverse group of people who do not conform to conventional or traditional notions of male and female gender roles. Regarding this specific acronym, the Court recalls that the terminology relating to these human groups is not fixed and evolves rapidly, and that many other terms exist including asexual people, queers, transvestites, and transsexuals, among many others (source: Inter-American Court of Human Rights).
- Persons with Disabilities:** Persons who present one or more permanent physical, sensory, mental, or intellectual deficiencies, and who, upon interacting with different attitudinal and environmental barriers, do not exercise or may be prevented from exercising their rights and their full and effective inclusion in society, under equal conditions with others (source: Peruvian Ministry of Women's Affairs and Vulnerable Populations).
- Gender Equality:** Equal rights, responsibility, and opportunities for women and men (source: United Nations).
- Gender Identity:** Refers to a person's innermost concept of self as male, female, both, or something else (source: MIT).
- Sexual Orientation:** A person's capacity for profound emotional and sexual attraction to opposite-sex individuals, same-sex individuals, or both opposite- and same-sex individuals (source: OECD).
- Inclusive Language:** A set of proposals for the use of the Spanish language that seeks to personalize the presence of women and men when writing, speaking, and representing, encouraging speakers to reject or avoid the linguistic and social sexism found in the language (source: Peruvian Ministry of Women's Affairs and Vulnerable Populations).

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10. **Nationality:** The legal bond between a person and a state, denotes membership to said state, and gives rise to reciprocal rights and duties (source: MIT).
11. **Race:** A flexible concept used to name people of a specific group based on various factors, including ancestral lineage and social identity. Race is also used to identify people belonging to a group who share a set of visible characteristics, such as skin color and facial features (source: National Institute for Research on the Human Genome).
12. **Ethnicity:** Cultural components and practices such as language, religion, or customs which shape the identity of peoples and communities (source: CEPAL).
13. **Generations:** Refers to specific groups of people with a major characteristic in common. A generation of persons can relate to all the people born at a certain time, who pass through life experiencing changes at the same time, or refer to all persons at a particular stage of their lives at different times. Generations can take the measure of a population's growth and structure in terms of development trends that become cemented over the years (source: United Nations).
14. **Freedom of Faith and Religion:** Involves each human being's decision to freely and voluntarily choose the religion that best satisfies their spirituality, or not to choose a religion or embrace any beliefs. It also involves the freedom to exercise their beliefs publicly, individually and collectively, if they so wish, without being victims of discrimination or attempts to change them against their will (source: Peruvian Ministry of Justice).
15. **Discrimination:** Differentiated or unequal treatment exerted without justification against a person or group of persons for one or more of their characteristics, such as sex, gender identity, background, race, ethnicity, sexual orientation, economic status, religion, language, disability, or illness, limiting or denying the free exercise of their rights (source: Ombudsman's Office).
16. **Workplace Sexual Harassment:** This is a form of violence. It consists of conduct of a sexual or sexist nature of connotation that is unwanted by the person at whom it is aimed, and which can: (i) create an intimidating, hostile, or humiliating atmosphere; or (ii) affect their work, training, and other activities or situations (source: RIMAC Seguros).

IX. PARTIES RESPONSIBLE FOR THE APPROVAL FLOW

Stage	Area	Title	Name
Drafting/Updating	Sustainability and Corporate Affairs	Sustainability Analyst	Carlos Bornás
Approval 1 (Content)	Sustainability and Corporate Affairs	Sustainability and Corporate Affairs Manager	Patricia Cortez
Approval 2 (Content)	Marketing and Strategy	Vice President of Marketing and Innovation	José Carlos Pestana
Approval (Methodology)	Business Process Engineering	Business Process Engineer Professional	José Marquez
Operational Risk / CRMC Approval	Operational Risk Management	Operational Risk and Continuity Manager	Renato Bedoya
Publication	Comprehensive Risk Management Committee (CRMC) / Board of Directors	Operational Risk and Continuity Manager	Renato Bedoya

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X. CHANGE CONTROL

DOCUMENT CREATION			
DATE DRAFTED	DESCRIPTION	V	DRAFTED BY
Mar. 17, 2021	Initial Document	1	Lucero Andaluz
Oct. 29, 2024	Version Two	2	Carlos Bornás