

Senior Management Indicators 2021

INDICATOR	CEO	CFO	CAO	CLO
Financial metric: ROE Grupo SURA	50%	50%	50%	50%
Sustainability rating: Weighted average of Sustainability ratings (S&P, MSCI, FTSE, ISS, Sustainalytics)	25%	25%	25%	25%
Climate Change Strategic Project	15%	15%	15%	15%
Human rights Strategic Project	10%	10%	10%	10%
Total	100%	100%	100%	100%

Senior Management Indicators 2020

INDICATOR	% COMPLIANCE	CEO	CFO	CAO	CLO
Δ EVA	0%	25%	25%	25%	25%
ROE Grupo SURA / Financial	0%	25%	25%	25%	25%
Dow Jones Sustainability Index (DJSI)	98.78%	25%	25%	25%	25%
Reputation and Brand	100%	25%	25%	25%	25%
Total	49.70%	100%	100%	100%	100%