

Senior Management Indicators 2021

INDICATOR	% COMPLIANCE	CEO	CFO	CAO	CLO
Long Term ROE Grupo SURA / Financial	0%	50%	50%	50%	50%
Short Term ROE Grupo SURA / Financial	100%				
Average sustainability indicators	50%	25%	25%	25%	25%
Sustainable Finance - Climate risks - Human rights	100%	25%	25%	25%	25%
Total	62.5%	100%	100%	100%	100%