

# Senior Management Indicators 2022

INDICATOR		CEO	CFO	CLO	Other employees
Financial Capital	Long Term ROE Grupo SURA / Financial	25%	25%	25%	0%
	Short Term ROE Grupo SURA / Financial	25%	25%	25%	50%
Social Capital	Reputation and trust indicators	7.50%	7.50%	7.50%	7.50%
Natural Capital	Climate change	7.50%	7.50%	7.50%	7.50%
Human Capital	Development of human capital Attraction and retention	10%	10%	10%	10%
Average sustainability indicators		25%	25%	25%	25%
Total		100%	100%	100%	100%