DIVERSITY AND INCLUSION POLICY OF DAVIVIENDA GROUP S.A.

1. INTRODUCTION

Davivienda Group believes that it is important for its teams to reflect the diversity inherent to Colombian society. Diversity fosters empathy and innovation, and it delivers value to Davivienda Group, positively impacting its results.

Embracing diversity is a key component of our human talent management processes and we reinforce this commitment by enforcing a policy applicable across all the companies that are part of the group.

We embrace diversity as a comprehensive value that includes the following dimensions: cultural diversity, gender diversity, sexual orientation diversity, generational diversity, diversity of skill sets, among others.

2. COMMITMENTS

We are committed to the protection and promotion of human rights and applicable laws on Diversity and Inclusion. We are an equal opportunity employer and guarantee non-discriminatory, fair, and impartial treatment of all people across our organization, without prejudices against race, nationality, ethnic origin, religion, gender, sexual orientation, civil status, age, disability, or family responsibilities.

3. DIVERSITY ON THE BOARD OF DIRECTORS

Davivienda Group S.A. ensures that proposals for appointment or re-election of directors by shareholders are based on a prior analysis of the needs of the Board of Directors of the entity, with the objective of aiming for a diversity of knowledge, professional and personal skills (experience, gender, race, and nationality), in order to enrich debates, promote analysis, and raise different points of view for decision-making.

4. EFFECTIVE DATE

This Policy shall be effective upon approval by the Board of Directors of Davivienda Group