DAVIVIENDA Group	**OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM POLICY**	**CODE: DR-DO-01** **VERSION: 0.0** **DATE: 13/02/2026**

Davivienda Group. through its directors establishes as one of its fundamental policies the commitment to achieve and maintain the highest levels of physical, mental and social well-being of its employees, in order to achieve their integral development, aware of the need to prevent all those aspects that in the work environment may generate harmful effects; this through the implementation of an occupational health and safety management system, which applies to all of our employees and contractors To this end, it will fulfill the following objectives within its management:

- Identify hazards, evaluate and assess risks and establish the respective controls.
- To protect the safety and health of all workers by promoting their participation in the Occupational Health and Safety Management System.
- Prevent the occurrence of accidents and occupational diseases of direct and indirect personnel.
- Verify the OHSMS implementation process of our contractors and subcontractors.
- Comply with current national regulations, legal requirements and international standards applicable to occupational risks.
- Establishing quantitative targets and prioritized action plans that enable us to continuously improve health and safety performance
- Maintain an adequate performance in the implementation of the OHSMS in accordance with national regulations, for this we establish priorities, goals, objectives and action plans that contribute to continuous improvement.

Davivienda Group's commitment goes beyond the adequate exercise of its economic activity, therefore the execution of the OHSMS is a priority for Davivienda Group, for which it will assign the necessary human, physical and financial resources for its implementation and maintenance; being the management team responsible for its compliance. This policy was approved by the Board of Directors after being reviewed by the occupational health and safety committees and senior management.

ALEJANDRA MARÍA BOTERO GARCÉS
Representante por la Dirección SGSST

JULIAN ARTURO JIMENEZ SANTAFE
Líder de Gestión de Servicios de Talento Humano.

ÁLVARO MONTERO AGÓN
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