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1. OBJECTIVE

Generate the participation of all persons engaged through an employment contract with Grupo Aval Acciones y Valores S.A., hereinafter Grupo Aval, and interested parties who have responsibilities in prevention and safety at work, through the guidelines of this Policy, in order to provide safe and healthy work environments, complying with current legal regulations on occupational health and safety.

2. SCOPE

It has scope over all persons engaged by an employment contract with Grupo Aval, including contractors and subcontractors.

3. REGULATION

Decree 1072 of 2015, Resolution 312 of 2019 and other current legal regulations.

4. GENERAL GUIDELINES

Grupo Aval expresses its firm interest and commitment to legal compliance, implementation and continuous improvement of the Occupational Health and Safety Management System, through the promotion of the quality of working life and the prevention of incidents and accidents at work, occupational diseases and damage caused to the company, society and the environment, having as a basic guideline continuous improvement with high safety standards.

In this sense, this Policy is defined to anticipate, recognize, evaluate, manage and control occupational risks that may affect health and safety at work, in order to generate a safe and healthy work environment, in which the physical integrity and health of all people engaged by an employment contract with Grupo Aval, contractors, subcontractors and visitors are protected.

Therefore, the purpose of this Policy is:

1. Identify and manage the risks inherent to the operation of Grupo Aval in a controlled manner in order to prevent occupational injuries and diseases, through the identification of hazards, risk assessment and determination of controls before, during and after the execution of the works in Grupo Aval.
2. Provide the necessary and adequate resources for the development of the Occupational Health and Safety Management System (OHS-MS), safe working

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conditions, the periodic review and dissemination of this Policy in search of continuous improvement.

3. Provide safe and healthy working conditions that prevent any damage, affection or injury to the health of the people engaged through an employment contract with Grupo Aval, contractors or subcontractors, seeking to promote quality of life.
4. Protect the health and safety of all persons engaged by an employment contract with Grupo Aval, through the continuous improvement of the Occupational Health and Safety Management System (OHS-MS).
5. Comply with the current national regulations applicable to occupational risks.

In order to achieve this commitment, the persons engaged by an employment contract with Grupo Aval will comply with the responsibilities and standards established in terms of the prevention of occupational accidents and diseases, will execute their functions with a preventive approach, reporting to Grupo Aval on unsafe conditions and in the same way, will actively participate in the proposed programs and objectives focused on the protection and promotion of health, as well as the sustainability of Grupo Aval.

To this extent, Grupo Aval undertakes to comply with the legal provisions in force, as well as those that modify or replace them, to guarantee the mechanisms that ensure adequate and timely prevention of occupational accidents and diseases within the Occupational Health and Safety Management System (OHS-MS), as well as to promote and guarantee the constitution and operation of the Joint Committee on Occupational Health and Safety (COPASST).

Grupo Aval will provide the human, technical and financial resources necessary for the design, implementation, review and evaluation of hazards, prevention and control measures for the risks arising from our activity, in order to achieve the objectives and goals proposed in the Occupational Health and Safety Management System (OHS-MS), aligned with compliance with the applicable legal provisions in force.

Failure to comply or any type of violation of this policy constitutes serious misconduct and consequently Grupo Aval may adopt the corresponding disciplinary measures, including the termination of the employment contract with just cause, in accordance with the provisions of the Internal Labor Regulations, the employment contract and the Substantive Labor Code.

5. APPROVAL AND UPDATE

The Board of Directors, as the highest management body of Grupo Aval, is responsible for approving any modification to this policy and may require the Administration to ensure its correct compliance in the Group.

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CHANGE CONTROL

DATE	VERSION	REASON FOR THE CHANGE
18/06/2025	8	Approval by the Board of Directors of Grupo Aval in a session held on June 18, 2025, under minutes No. 472

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