

Commitment to Responsible Labor Practices

At Grupo Aval Acciones y Valores S.A., we reaffirm our commitment to respecting labor rights and complying with Colombian labor legislation. To this end, we are committed to:

- **Fair compensation:** We ensure the payment of salaries in accordance with Colombian legal standards. Annual salary increases are based on the Consumer Price Index (CPI), reflecting the rise in the cost of living in Colombia, and individual performance evaluations.
- **Responsible working hours:** We comply with the workweek established by Colombian law and, on a voluntary basis, offer our employees a weekly schedule below the legal maximum as a measure to promote well-being and work-life balance. In addition, we adopt practices to prevent, monitor, and reduce overtime, ensuring timely payment when required and preventing excessive workloads.
- **Equitable compensation:** We promote pay equity between women and men, basing our decisions on merit, professional background, and individual skills. We conduct periodic reviews of gender pay gaps and implement corrective actions when necessary.
- **Training and development:** Our training programs for employees include topics aimed at raising awareness and mitigating the impacts of technological and digital transformation, climate change, and other emerging challenges.
- **Comprehensive well-being and quality of life:** We foster an organizational culture centered on the physical, emotional, and mental well-being of our employees. We enable flexible schedules, diverse work schemes (hybrid and on-site), and spaces for disconnecting from work. We encourage effective use of rest periods, ensuring that employees enjoy their annual vacations and legally mandated paid leave. We also implement programs focused on mental health, recreation, sports, stress prevention, and quality of life, complementing mandatory health coverage with additional benefits that enhance protection and care for our employees.
- **Organizational transformations and restructuring:** In the event of organizational transformation, restructuring, or similar processes, we adhere strictly to Colombian legislation governing collective contract terminations.

This commitment applies to all our operations, including corporate, administrative, and operational processes. To ensure compliance and strengthen our organizational culture, we rely on a set of policies such as the Code of Ethics, Internal Work Regulations, Workplace Coexistence Policy, Sexual Harassment Prevention Policy, Occupational Health and Safety Policy, and the Right to Disconnect Policy, among others, which are integrated into our talent management system and aimed at fostering a respectful, equitable, and sustainable work environment for our employees.