



SOCIAL ANNEX

Social Annex

This document contains complementary and detailed information to the 2024 Management and Sustainability Report, prepared with the aim of enriching, expanding, and deepening the key aspects of human talent management, among others, while strengthening Grupo Aval's transparency and accountability to its stakeholders.

Through an in-depth and systematic analysis of human talent management and the work environment at Grupo Aval, relevant figures and trends are presented broken down by age, gender, job category and nationality. This multidimensional perspective allows us to highlight the organizational complexity, the richness of our human capital and the ability to adapt to contemporary social and labor challenges. Each section differentiates, precisely, when the data correspond only to Grupo Aval holding and when its main entities (Banco de Bogotá, Banco de Occidente, Banco Popular, Banco AV Villas, Corficolombiana and Porvenir) are integrated.

3.1.1. Our organization

Grupo Aval's organizational culture is built on an explicit commitment to ensure that each person, regardless of their level, is recognized as a subject of rights and a protagonist of collective development. Convinced that the respect and protection of labor practices go beyond a normative obligation, our policies and internal work regulations have been designed taking as a reference both the universal principles of decent work, promoted by the International Labor Organization (ILO), and the provisions of current Colombian legislation.

This framework translates into concrete actions to guarantee not only compliance with the minimum required, but also the generation of a work environment that promotes well-being and personal fulfillment. Fair and dignified remuneration, always above the Colombian legal minimum wage and subject to annual review indexed by the cost of living (CPI), is the first step in this regard. Respect for the maximum legal working day, the reduction and effective control of overtime, as well as the guarantee of access to paid vacations, are rights protected by the Internal Work Regulations, supervised in the daily operation and periodically validated by our Human Talent team.

Similarly, stability and transparency are an essential part, when there are organizational changes of magnitude that imply possible collective dismissals, mass transfers or substantial modifications of working conditions, the company strictly complies with the procedures provided for by Colombian law. First, prior notification is made to the Ministry of Labor in accordance with the provisions of the Substantive Labor Code, including the request and formal processing of authorization in cases where it is required (articles 67 et seq., and as contemplated in recent case law). This process involves the delivery of supporting documents, the guarantee of the participation of workers' representatives, and the definition of measures that minimize the social impact. Once the corresponding authorization has been obtained, transparent and timely information actions are implemented for the directly affected population.

Finally, we ensure equal pay for equivalent work, without distinction of gender, ethnicity, nationality or any other status. Salary structures are constantly reviewed, and promotion and promotion processes are managed based exclusively on merit, abilities and proven performance. These actions are subject to continuous monitoring and improvement, consolidating a culture of internal fairness and transparency for the entire organization.

3.1.2 Our programs

Salary above the cost of living

At Grupo Aval Holding, the concept of a living wage is based on a comprehensive and constant analysis of the cost of living in our main areas of operation, which goes beyond legal compliance and considers in detail the essential factors for the well-being of our employees, such as the costs of food, housing, transportation, etc. basic services, health, education and other daily expenses that constitute the minimum basket necessary to guarantee an adequate quality of life.

According to the National Administrative Department of Statistics (DANE), the official entity of the Government of Colombia responsible for producing and disseminating the country's fundamental statistics, the average Colombian household is composed of approximately 4 people. According to the official monetary poverty line defined by DANE for 2024, a household of these characteristics requires a minimum monthly income of \$2,040,644 COP to not be in poverty. However, living with dignity means having additional resources that allow us to cover, in addition to the basic food basket, the costs of housing, public services, health, education and transportation.

Under technical standards accepted in the sector, and based on studies by DANE itself, it is internationally recognized that the living wage line must be at least between 30% and 50% above the monetary poverty threshold. For this reason, by 2024, it is estimated that a living wage for an average Colombian household is in the range of \$2,600,000 to \$3,000,000 COP per month, a figure that allows its members to live with dignity and stability, and to fully access all fundamental rights.

Grupo Aval Holding periodically validates that its salaries and compensation schemes are above this threshold, ensuring that employees receive a decent and sufficient remuneration to guarantee their well-being and that of their families.

Trade union collaboration and participation:

The employment relationship at Grupo Aval is based on respect and active collaboration with the workers' representatives. Organizations such as the Joint Committee on Safety and Health at Work (COPASST) and the Coexistence Committee are formal spaces for participation and dialogue, where safe, fair and harassment-free working conditions are promoted. These collegiate bodies promote the joint construction of internal policies, the attention to concerns and the generation of strategies for integral well-being, reaffirming commitment to a harmonious and transparent work environment.

Expansion of social protection coverage:

In line with the comprehensive approach to health and well-being, social protection coverage has been extended for all employees of Grupo Aval Holding, including annual preventive executive check-ups. These specialized medical assessments contribute to the early detection of risks and the promotion of healthy lifestyles, reinforcing the Grupo Aval's commitment to the prevention and promotion of occupational health. In the same way, this benefit is extended to the relatives of employees through a preferential rate.

Right to paid holidays:

Grupo Aval guarantees strict compliance with Colombian legislation on the right to paid vacations. In order to promote the rest of employees, 100% of the Holding's employees have the possibility of agreeing with their leaders on the vacation dates they wish to enjoy during the year. On average, during 2024 each employee enjoyed 12.4 days of vacation and during each day of rest they continued to receive payment of their usual salary. This action is aligned with the corporate values of respect for labor rights and seeks to preserve the balance between personal and professional life as a basis for sustainable performance and positive work experience.

Likewise, some of the entities, as an extralegal benefit for their employees, make an additional economic recognition to the salary during the employees' vacations.

Aval Environmental Training

Grupo Aval has structured a comprehensive training process aimed at mitigating the negative effects of both industrial changes and the climate transition, aligning its ESG strategy with the challenges of the global context. From the induction, new employees receive training in key components of sustainability and climate change, where fundamental concepts, environmental and social impacts, the double materiality approach and corporate goals for climate action are addressed, ensuring that each person understands the regulatory environment, trends and risks associated with the transition.

GESTIÓN DE LA SOSTENIBILIDAD

Evolución de la sostenibilidad en GA

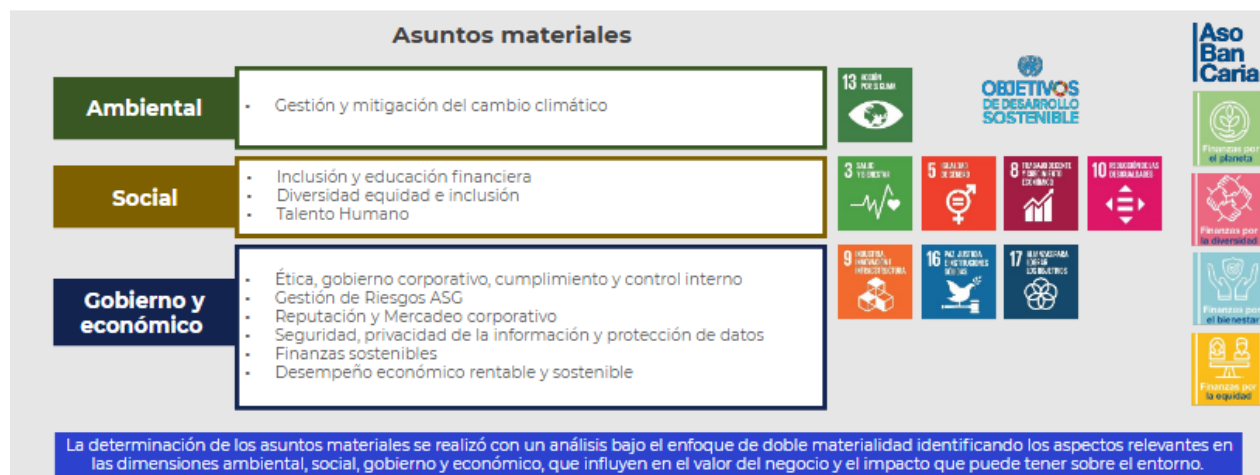
- Atender a inversionistas
- Responder estándares
- Cumplimiento normativo

2019



- Integración con la estrategia de negocio
- Gobernanza de sostenibilidad y cambio climático
- Políticas ASG
- Cultura de sostenibilidad
- Materialidad y métricas ASG

2024



INTEGRACIÓN CON EL NEGOCIO



Gestión integral del riesgo:

- Gestión de Riesgos ASG
- Ética, gobierno corporativo, cumplimiento y control interno

Bienestar y cultura organizacional:

- Talento Humano

Generación de valor social

- Diversidad equidad e inclusión
- Inclusión y educación financiera

Liderazgo en los mercados

- Desempeño económico rentable y sostenible
- Finanzas sostenibles

Entorno Ambiental

- Gestión y mitigación del cambio climático

Sinergias Corporativas

- Reputación y Mercadeo corporativo
- Seguridad, privacidad de la información y protección de datos

Innovación

This initial awareness is complemented by the dissemination of institutional emails, in which topics such as the effects of climate change, including the loss of biodiversity, the reduction of water

resources, the frequency and intensity of extreme events, the impacts on food security and the appearance of vector-borne diseases, as well as the mitigation strategies implemented by the organization, are socialized.



Nuestras decisiones tienen el poder de impulsar un futuro más **sostenible.**

¿Qué es el cambio climático y cuáles son sus principales efectos?

Se refiere a los cambios a largo plazo de las temperaturas y los patrones climáticos. Estos cambios pueden ser naturales, debido a variaciones en la actividad solar o erupciones volcánicas grandes. Pero desde el siglo XIX, las actividades humanas han sido el principal motor del cambio climático, debido principalmente a la quema de combustibles fósiles como el carbón, el petróleo y el gas.

Algunos de los efectos del cambio climático son:

- Pérdida de biodiversidad.
- Reducción de la disponibilidad de agua dulce.
- Fenómenos climáticos más frecuentes e intensos.
- Impactos en la agricultura y la seguridad alimentaria.
- Aumento de enfermedades transmitidas por vectores (dengue o malaria).
- Impacto en ecosistemas estratégicos.

Conoce más sobre el cambio climático aquí:
¿Qué es el cambio climático? | Naciones Unidas

✿ ¿Cuál es el compromiso de Grupo Aval?



Alcanzar la **carbono neutralidad** en los alcances 1 y 2 para 2025



Reducir **nuestras emisiones** en un 51% para 2030



Lograr el objetivo de ser **Net Zero** para 2050

✿ ¿Qué ha logrado Grupo Aval para luchar contra el cambio climático?

Junto a nuestras entidades hemos adoptado un modelo bajo en carbono, que nos ha permitido:



Sembrar más de **3.3 millones de árboles.**



Proteger más de **6.300 especies de fauna y flora.**



Compensar más de **6.440 toneladas de CO₂.**



Evitar la emisión de 268 toneladas de CO₂ por la implementación de alternativas de movilidad sostenible.



Reducimos nuestro consumo de **agua en un 2,5% y de energía en un 7,7%** entre 2023 y 2024.



Aprovechamos cerca de **1.000 toneladas de residuos sólidos** en 2024.

✿ ¿Cómo puedes contribuir desde tu rol?

- Promueve prácticas para disminuir los residuos (reutiliza y recicla).
- Reduce el consumo de agua, energía y papel.
- Opta por medios de transporte sostenibles como la bicicleta o vehículos eléctricos.
- Comparte tu carro con tus compañeros.
- Comparte buenas prácticas con tus compañeros.

Conoce más sobre nuestro compromiso con la gestión del cambio climático, y la generación de valor ambiental, social y económica

en nuestra Política Corporativa ESG



Training is reinforced in a transversal way with re-induction processes, where the key elements of the corporate ESG policy, advances and new challenges are updated and deepened.

In addition to this process, there are participations in forums such as **"The sustainable future: value that is generated and shared"**, spaces led by executives and experts where the integration of sustainability into Grupo Aval's business strategy is discussed.

The multidimensional approach of the training process also encompasses the promotion of good environmental practices, waste reduction, rational use of water and energy, and adoption of sustainable transport. The adoption of practices that favor institutional resilience and adaptability to climate and industrial transition scenarios is encouraged, integrating the Sustainable Development Goals (SDGs) as part of ESG risk management.

3.1.3 Prevention of workplace harassment and ethics line

Prevention of workplace harassment and discrimination

In compliance with current Colombian regulations, including the Substantive Labor Code, Law 1010 of 2006 on workplace harassment and other related provisions, Grupo Aval has established a robust policy framework to prevent and address workplace harassment. These policies, which include the Diversity and Inclusion Policy, the Workplace Coexistence Policy and the Sexual Harassment Prevention Policy, clearly establish the guidelines for identifying, reporting and sanctioning any form of harassment, ratifying the organization's commitment to a zero-tolerance stance.

In addition, Grupo Aval has a Corporate Human Rights Policy that articulates the prevention of harassment as an integral part of respect for human dignity at work. This policy strengthens the domestic regulatory framework through the implementation of the Human Rights Due Diligence process, which comprises four fundamental components:

1. **Identification:** Grupo Aval systematically maps human rights-related risks, including workplace harassment, to detect vulnerabilities in its operations and value chain. This process integrates context assessment, internal risk analysis, and stakeholder engagement.
2. **Prevention:** based on identification, preventive programs are designed and deployed that include clear policies, communication campaigns, continuous training, and strengthening of the labor coexistence management system. The coexistence committee plays an essential role, developing activities that promote healthy work environments and foster a culture of respect and zero tolerance.
3. **Mitigation:** when cases or situations that could lead to harassment are detected, Grupo Aval implements immediate actions to minimize negative impacts. This includes complaint management protocols, impartial and confidential investigations, and agile definition of

disciplinary and corrective measures, all with the support of the Coexistence Committee and the Human Resources area.

4. **Remediation:** Grupo Aval guarantees reparation and follow-up mechanisms for victims, ensuring adequate reintegration and the reconstitution of a healthy work environment. In confirmed cases, in addition to sanctions, continuous improvement plans and focused training are established to avoid recurrences.

The Labor Coexistence Committee, made up of members appointed in a bipartite manner from among employees and representatives of the company, is the body in charge of managing complaints and promoting prevention actions. Members receive specialized training that prepares them to assume their responsibilities in accordance with current legislation and best international practices.

This commitment is reflected in **the absence of complaints about workplace harassment during the last four years**, which shows an active organizational culture and a healthy work environment at Grupo Aval Holding. With this comprehensive and preventive approach, Grupo Aval not only meets its legal obligations, but also strengthens the protection of human rights in the workplace, contributing to the construction of a fair, respectful and inclusive work environment.

Ethics line

Grupo Aval maintains a firm commitment to **the principle of "zero tolerance"** for acts of corruption, ensuring compliance with the highest ethical standards in its operations, in areas such as the management of conflicts of interest, donations, sponsorships, public or political contributions, gifts and invitations, acquisitions, joint ventures and associates, corporate environment and management of third party intermediaries (TPI). Through the Anti-Corruption Compliance Program (ABAC), the organization integrates the elements of the internal control system to prevent and manage corruption events, directing and promoting the principles and values defined in its business ethics and corporate policies.

During 2024, Grupo Aval's subsidiaries complied with the corporate indicators established for high-impact events and confirmed complaints in the ethical line related to corruption. No materialized events of corruption or complaints whose investigation concluded in acts related to corruption were identified.

As a technical context, it is relevant to note that the Financial Superintendence of Colombia regulates the implementation of ethical lines in the financial sector through its Basic Legal Circular. This regulation requires supervised entities to adequately implement specific channels for the reception of complaints, thus facilitating the effective reporting and management of possible irregularities.

Reporting Areas	Number of violations 2024
Corruption or bribery	0
Discrimination or Harassment	0
Customer Privacy Data	0
Conflicts of interest	0
Money laundering or insider trading	0

3.1.4 Number of Grupo Aval Consolidated employees, direct contracts, outsourcing and temporary contracts:

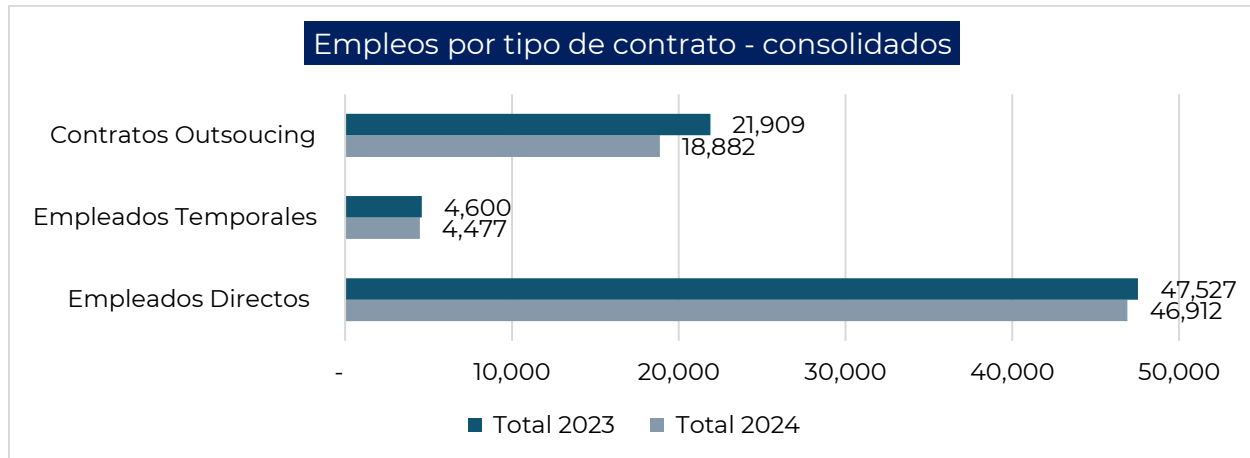
This section presents a detailed and updated breakdown of the number of employees in the consolidated Grupo Aval, considering the different contractual modalities, including direct outsourcing and temporary contracts. The variations that occurred between December 2023 and December 2024 are analyzed, both in absolute figures and percentages, detailing the behavior by entity and subsidiary.

Company	Dec-23	Dec-24	Variation	
			#	%
Grupo Aval	124	124	0	0.0%
Brokerage House Endorsement	151	152	1	0.7%
Fiduciary Guarantee	486	438	-48	-9.9%
Banco de Bogotá and subsidiaries	16,855	15,632	-1,223	-7.3%
Corficolombiana and subsidiaries	25,407	22,684	-2,723	-10.7%
Porvenir and subsidiaries	2,469	2,464	-5	-0.2%
Banco de Occidente and subsidiaries	16,737	16,800	63	0.4%
Banco Popular and subsidiaries	5,576	5,680	104	1.9%
Banco AV Villas and subsidiaries	6,231	6,297	66	1.1%
Consolidated Group Total	74,036	70,271	-3,765	-5.1%

The following graph illustrates the distribution and evolution of jobs at Grupo Aval by type of contract at a consolidated level, comparing the totals for 2023 and 2024 for the three main modalities: outsourcing contracts, temporary employees and direct employees.

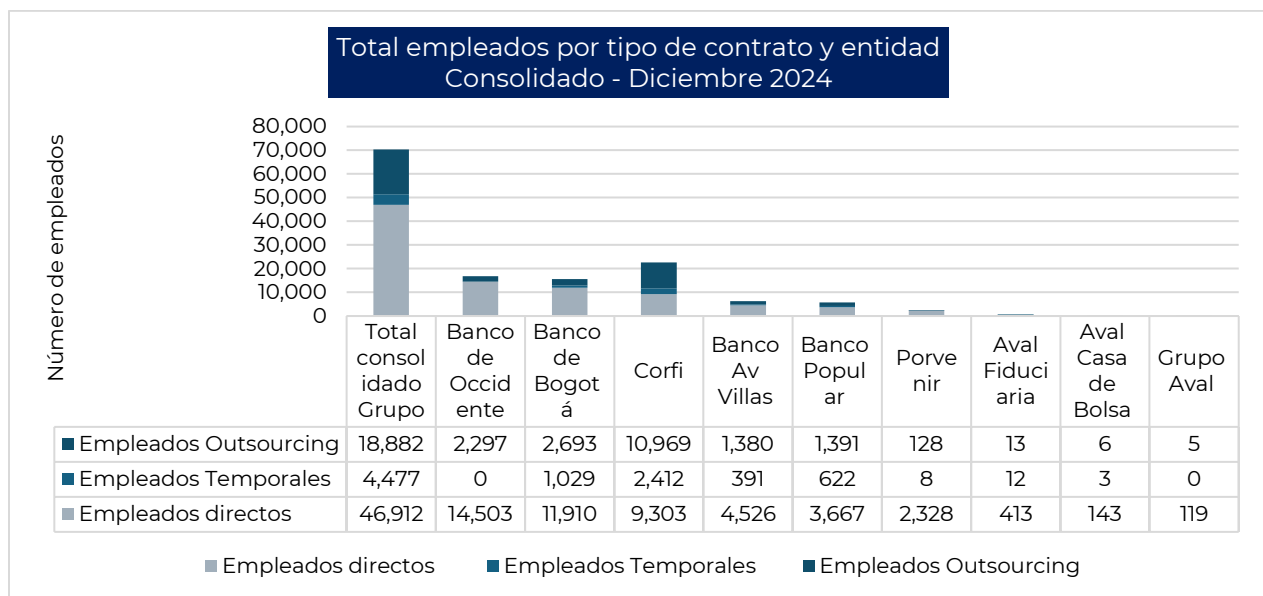
It is observed that most employees are linked through direct contracts, with a slight decrease from 47,527 in 2023 to 46,912 in 2024. Regarding outsourcing contracts, there is evidence of a significant reduction, going from 21,909 in 2023 to 18,882 in 2024, which reflects a trend towards

the optimization of this type of contracting. In the case of temporary employees, the variation is marginal, with a slight decrease from 4,600 to 4,477 in the period analyzed.



The following chart and the accompanying table present the consolidated structure by type of contract and by entity within the Grupo Aval at the end of December 2024. The number of employees linked through direct, temporary and outsourcing contracts in each of the Group's main entities is detailed. It highlights that, at the consolidated level, most of the workforce corresponds to direct jobs, followed by employees in outsourcing and temporary employees.

When broken down by entity, it can be seen that Banco de Bogotá, Banco de Occidente and Corficolombiana concentrate the highest volumes of personnel in both direct contracts and outsourcing, while smaller entities such as Aval Casa de Bolsa or Grupo Aval have significantly lower volumes in all modalities.



Number of Employees by gender Consolidated Endorsement Group:

At Grupo Aval, the distribution of employees by job category and gender reflects a balanced composition at the different levels of leadership, with representation that tends towards parity at the consolidated level.

At the level of senior management and middle management, women represent 44.2% of employees, while men reach 55.8%. It is important to note that these senior management positions, in addition to their administrative responsibilities, have commercial performance indicators, so they are also accounted for within the commercial functions of the organization.

In junior management, women slightly outnumber men with 52.0% compared to 48.0%. In terms of leadership positions in general, the representation of women reaches 50.2%, very close to the balance with male participation, which is 49.8%.

At the entity level, Banco AV Villas has a higher proportion of women in all leadership categories, reaching 55% in senior management and middle management, and 63.2% in junior management. Banco de Bogotá and Banco Popular also show a relevant female participation, with about 43-44% in senior management and middle management, and more than 50% in junior management.

Entities such as Corficolombiana and Porvenir show a male predominance in senior management and middle management, with about 60% of men, although in junior management female participation is close to 45%.

Employees by job category	Gender	Senior management and middle management	%	Junior management	%	Leadership positions	%	Global representation by gender
Grupo Aval	Women	8	33,3%	15	44,1%	23	39,7%	50,42%
	Men	16	66,7%	19	55,9%	35	60,3%	49,58%
	Total	24	100,0%	34	100,0%	58	100,0%	100,00%
Banco de Bogotá	Women	106	43,3%	959	56,0%	1065	54,4%	60,30%
	Men	139	56,7%	753	44,0%	892	45,6%	39,70%
	Total	245	100,0%	1712	100,0%	1957	100,0%	100,00%
Banco de Occidente	Women	21	25,9%	260	45,0%	281	42,6%	59,04%
	Men	60	74,1%	318	55,0%	378	57,4%	40,96%
	Total	81	100,0%	578	100,0%	659	100,0%	100,00%
Banco Popular	Women	35	39,8%	177	50,7%	212	48,5%	61,26%
	Men	53	60,2%	172	49,3%	225	51,5%	38,74%
	Total	88	100,0%	349	100,0%	437	100,0%	100,00%
Banco AV Villas	Women	231	55,0%	326	63,2%	557	59,5%	66,42%

	Men	189	45,0%	190	36,8%	379	40,5%	33,58%
	Total	420	100,0%	516	100,0%	936	100,0%	100,00%
Corficolombiana	Women	185	40,5%	494	45,2%	679	43,8%	31,73%
	Men	272	59,5%	598	54,8%	870	56,2%	68,27%
	Total	457	100,0%	1092	100,0%	1549	100,0%	100,00%
Porvenir	Women	9	28,1%	37	48,1%	46	42,2%	59,78%
	Men	23	71,9%	40	51,9%	63	57,8%	40,22%
	Total	32	100,0%	77	100,0%	109	100,0%	100,00%
WEIGHTED TOTAL	Women	595	44,2%	2268	52,0%	2863	50,2%	50,58%
	Men	752	55,8%	2090	48,0%	2842	49,8%	49,42%
	Total	1347	100,0%	4358	100,0%	5705	100,0%	100,00%

Number of employees per STEM positions Consolidated Grupo Aval

The distribution of employees in STEM (Science, Technology, Engineering and Mathematics) positions in the Grupo Aval reflects significant gender diversity. In total, the group has 2,576 employees in STEM positions, of which 895 are women, representing 34.7%, while 1,681 are men, with a 65.3% participation.

By entity, in Grupo Aval Holding, there are 72 employees in STEM positions, of which 32 are women (44.4%) and 40 are men (55.6%), Banco de Bogotá concentrates the largest number of STEM talents, with 1,423 employees, where women represent 35.3% and men 64.7%. Banco de Occidente and Corficolombiana show a female participation close to parity, with 43.4% and 44.5% respectively.

Banco Popular and Porvenir have the lowest participation of women, with 34.3% and 25.0%, while Banco AV Villas is the entity with the lowest female representation in STEM, with only 20.2%.

These data show Grupo Aval's commitment to inclusion and the promotion of gender in strategic areas, highlighting opportunities to further strengthen female participation in STEM positions in several entities of the group.

STEM Position Collaborators	Gender	#	Representativity
Grupo Aval	Women	32	44,4%
	Men	40	55,6%
	Total	72	
Banco de Bogotá	Women	503	35,3%
	Men	920	64,7%
	Total	1423	
	Women	53	43,4%

Banco de Occidente	Men	69	56,6%
	Total	122	
Banco Popular	Women	134	34,3%
	Men	257	65,7%
	Total	391	
Banco AV Villas	Women	34	20,2%
	Men	134	79,8%
	Total	168	
Corficolombiana	Women	89	44,5%
	Men	111	55,5%
	Total	200	
Porvenir	Women	50	25,0%
	Men	150	75,0%
	Total	200	
WEIGHTED TOTAL	Women	895	34,7%
	Men	1681	65,3%
	Total	2576	

3.1.5 Number of Employees who have a vulnerability- Grupo Aval Consolidate

At Grupo Aval, the diversity of employees from different ethnic and cultural origins, such as migrants, Afro-descendants, Palenqueros and indigenous people, is recognized and valued. The representation of these populations varies between entities, contributing significantly to the cultural and social enrichment of the organization.

At the consolidated level, 69 migrants were identified, representing 0.20% of the total number of collaborators, 364 Afro-descendants with a participation of 1.05%, and 124 indigenous people, equivalent to 0.36%. No collaborators identified as palenqueros were reported in the period analyzed.

These people occupy various positions within the company, including leadership positions, since the Grupo Aval guarantees that all people, regardless of their ethnic or cultural origin, have the real and equal possibility of accessing leadership positions. This policy reaffirms the group's commitment to inclusion and non-discrimination, promoting a diverse, respectful and competent work environment for all its employees.

Employees by vulnerable groups		
Diverse population	#	% of representation, direct employees
Migrants	69	0,20%
Afro	364	1,05%
Palenqueros	0	0,00%
Indigenous	124	0,36%
TOTAL	2.041	5,89%

Employees by job category	Migrants		Afro		Palenqueros		Indigenous	
	#	% of representation	#	% of representation	#	% of representation	#	% of representation
Grupo Aval	0	0,00%	0	0,00%	0	0,00%	0	0,00%
Banco de Bogotá	40	0,44%	200	2,21%	0	0,00%	70	0,77%
Banco de Occidente	0	0,00%	111	1,66%	0	0,00%	24	0,36%
Banco Popular	12	0,40%	53	1,77%	0	0,00%	30	1%
Banco AV Villas	0	0,00%	0	0,00%	0	0,00%	0	0,00%
Corficolombiana	17	0,17%	0	0,00%	0	0,00%	0	0,00%
Porvenir	0	0,00%	0	0,00%	0	0,00%	0	0,00%
TOTAL	69	0,20%	364	1,05%	0	0,00%	124	0,36%

3.1.6 Compensation and gender pay gap

At Grupo Aval holding, the definition of salaries is based on the merit, skills, performance and trajectory of people, leaving aside parameters that may include discriminatory biases.

For new hires, the company supports the processes of attraction, valuation and linking, in the job descriptions that reflect and highlight the experience, training, responsibilities and impact on the course of the business.

When it comes to promotions, in addition to resuming the employee's previous career and the profile of the position, the company has defined a policy that is based on the results of the performance evaluation.

Annually, salary increases are made to employees (executives and non-executives) considering the cost of living in the country through the consumer price index (CPI), the results of the evaluation

of the company's performance and results, this review of salary increases is a process in which the Presidency and the compensation committee intervene.

At the same time, periodically, at least once a year, the wage gap is monitored, and actions are established during the execution of salary increases. The average gender pay gap for 2024 is 73.83%, the median gender pay gap is 48.28%.

Additionally, the ratio between the annual compensation of the CEO and the average compensation of the rest of the employees for 2024 is 10.60.

At Grupo Aval, the remuneration of senior executives is made up of a fixed scheme and a variable portion that seeks to encourage the achievement of the strategic and sustainability objectives defined by the conglomerate. The variable portion depends on the fulfillment of goals established in the financial, corporate performance, and health and sustainability pillars, in accordance with the business vision projected to 2030.

The variable compensation model is based on the Balanced Scorecard (BSC) methodology, which allows individual and collective performance to be analyzed in a structured manner with the Group's long-term strategy. In this sense, compliance with corporate performance indicators is a fundamental axis to ensure that management is aligned with strategic objectives, consolidating progress towards a competitive, responsible and sustainable operation over time.

In this way, for each pillar, specific indicators are defined with metrics and weightings that determine the final evaluation. Annually, it is established whether the executive meets, exceeds or does not meet the proposed goals.

The following table presents the structure of the objectives for the President of Grupo Aval:

Perspective	Indicator	Metric/Formula (Numerator/Denominator)	Weight
Financial	Compliance with consolidated profit budget	Actual Profit / Budgeted Profit	20%
	Relative stock market performance vs. market	Grupo Aval share return (% annual variation) / Colcap index return (% annual variation)	5%
Corporate Performance	Compliance in strategic projects (e.g. Kairós, RTILB)	Completed Projects / Planned Projects	15%
	Strategic functions serving entities (e.g., training, technology investment)	Deliverables completed / Deliverables planned	15%
	Operational functions serving entities (e.g. committees, financial statements)	Functions completed / Functions planned	10%

	Holding company-specific functions (e.g. Country Code, IR, Dow Jones, work environment)	Goals Achieved / Goals established	10%
Health and Sustainability	Work environment of the area under responsibility	Score obtained / Maximum survey score	7.50%
	Corporate reputation and external presence	IPM Score obtained / Maximum index score	7.50%
	Compliance with ESG targets (including climate change and financial inclusion)	ESG targets achieved / ESG targets defined	5%
	Compliance with the Code of Ethics and Conduct	Number of employees who completed the AVAL guidelines training / Total number of employees	5%
Total			100%

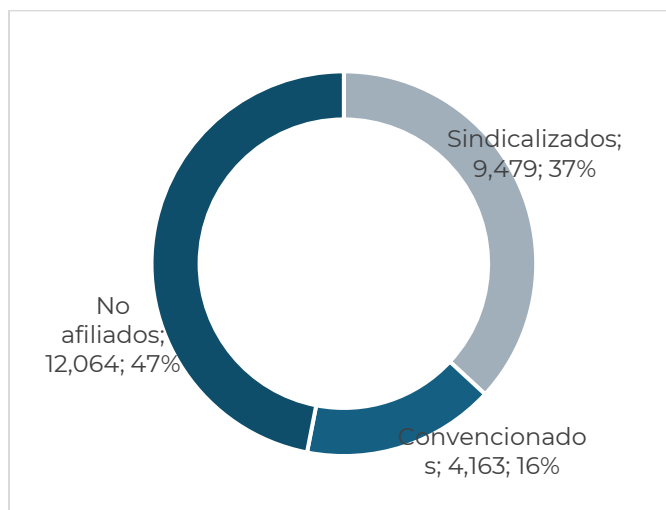
These evaluation perspectives are also considered for the evaluation of Grupo Aval's senior executives, although the percentage ranges may vary according to the role and level of responsibility of each executive, maintaining consistency with the Group's strategic objectives.

3.1.7. Freedom of association

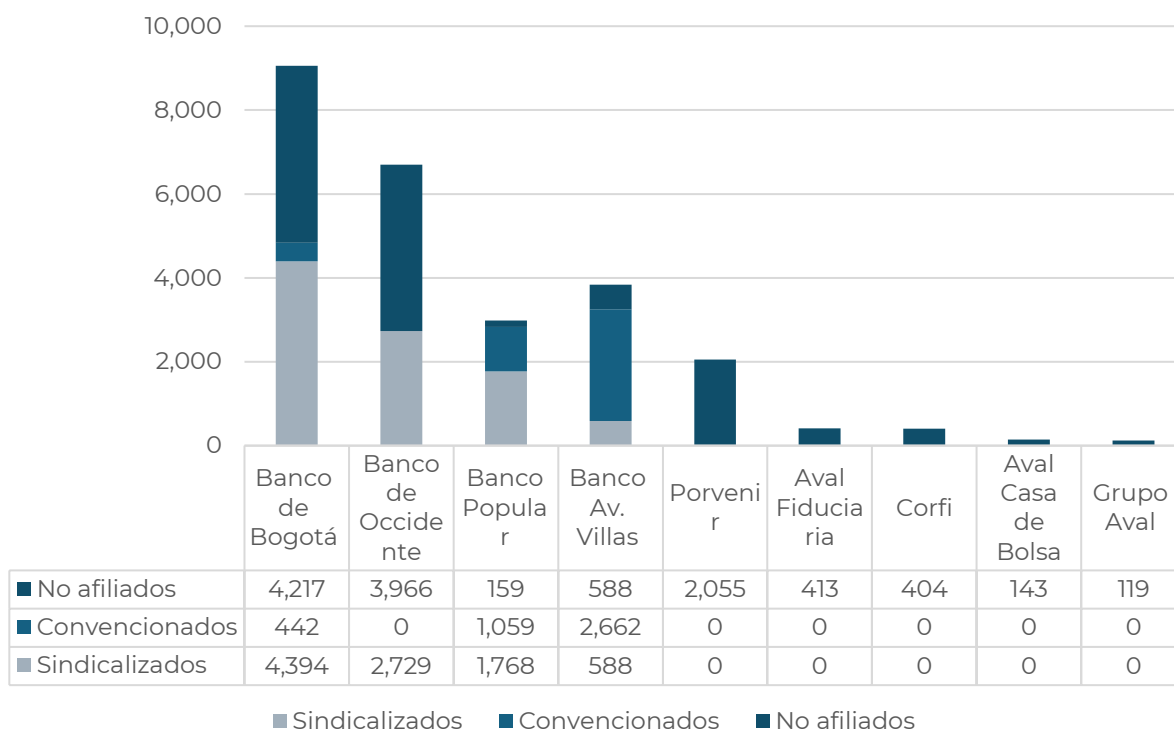
Workers' union representation is defined not only by the number of employees who are members of trade unions, but also by those who are covered by collective bargaining agreements. In this sense, the combination of these two groups reflects the effective coverage of representation in accordance with the provisions of national labor legislation.

In the case of Grupo Aval and its main entities, 37% of employees are directly affiliated to trade unions, constituting the formal basis of active union representation. In addition, 16% of employees are included in collective agreements or conventions, which are the instruments through which working conditions are applicable to groups of employees, regardless of their direct affiliation to a union. Therefore, when these two groups are added, 53% of effective union representation coverage is obtained. The remaining 47% corresponds to employees who are not affiliated or subject to a collective agreement, thus respecting their right to free association or not to associate.

This comprehensive approach complies with the principles and regulations of the Substantive Labor Code and Colombian jurisprudence, recognizing the plurality in the way in which union representation is exercised and protected in the work environment. It also ensures that social dialogue and collective bargaining are representative and effective in safeguarding the rights and interests of the majority of workers.



Representación sindical Empleados directos - sin consolidar



In relation to unionized and gender-based employees in the Grupo Aval, it can be seen that all these people are concentrated in five main entities, with female representation being predominant in all of them. At Banco de Bogotá, 66% of unionized members are women, equivalent to 3,215 people, while men represent 34% with 1,621 employees. Banco de Occidente shows a similar proportion, with 67% of women unionized and covered by a collective bargaining agreement (1,839) compared to 33% of men (890). Banco Popular and Banco AV Villas also have higher female participation, with 62% and 69% respectively. In total, of the unionized and agreed universe of 13,642 employees, 66% correspond to women (9,038) and 34% to men (4,604). The other entities of the Group do not report to collaborators under this condition.

Unionized and covered by a collective bargaining agreement by gender					
Entity	Women	%	Men	%	Total
Grupo Aval	0	0%	0	0%	0
Banco de Bogotá	3215	66%	1621	34%	4836
Banco de Occidente	1839	67%	890	33%	2729
Banco Popular	1752	62%	1075	38%	2827
Banco AV Villas	2232	69%	1018	31%	3250
Corficolombiana	0	0%	0	0%	0
Porvenir	0	0%	0	0%	0
Brokerage House Endorsement	0	0%	0	0%	0
Fiduciary Guarantee	0	0%	0	0%	0
TOTAL	9038	66%	4604	34%	13642

3.3.1 Training and training of consolidated Grupo Aval employees; Indefinite and fixed-term contract

At Grupo Aval, education and training represent a fundamental strategic investment for the development of human talent. During the period analyzed, a total of 1,837,591 hours of training were accumulated in all the entities of the group, with a weighted average of 75 hours invested per trained employee. This average reflects a balanced and consistent commitment to training, adjusted to the volume and characteristics of each entity.

The total amount invested in education and training was approximately \$13,061 million Colombian pesos, with an average amount invested of \$533,001 COP per employee trained at the consolidated level.

The differences between entities are notable and respond to their specific sizes and needs. Banco de Bogotá led in total number of hours invested (1,059,562) and average hours per employee (117.03), followed by Banco de Occidente and Banco Popular with significant figures. On the other hand, Banco AV Villas reported a lower average number of hours (10.48), reflecting different training strategies or profiles.

This comprehensive effort in investment and training hours demonstrates Grupo Aval's commitment to constant updating, operational excellence and the strengthening of competencies, key aspects to maintain its leadership in the Colombian financial sector.

Education and training	Number of hours	Average hours	Average amount invested	Total amount invested
Grupo Aval	4.163	34,98	\$ 1,049,420	\$ 124,880,385
Banco de Bogotá	1.059.562	117,03	\$ 356,968	\$ 3,401,549,614
Banco de Occidente	283.106	42,28	\$ 467,850	\$ 3,284,311,600
Banco Popular	161.929	54,22	\$ 325,837	\$ 972,949,973
Banco AV Villas	210.941	10,48	\$ 83,523	\$ 320,144,190
Corficolombiana	30.010	74,28	\$ 5,721,305	\$ 2,317,128,401
Porvenir	87.880	42,76	\$ 1,285,043	\$ 2,640,763,308
WEIGHTED TOTAL	1.837.591	75	\$ 533,001	\$ 13,061,727,471

Training and education by gender:

In the analysis of training and training by gender in the Grupo Aval, it is observed that women accumulate a total of 1,178,682 hours of training, against 658,846 hours for men, which reflects a significant investment in women's professional development. The average number of hours per employee trained is 48.10 for women and 26.89 for men, at the consolidated level, with an overall average of 74.98 hours when considering the total.

In economic terms, the average amount invested per female employee is approximately \$8,378 million, while for men the investment is \$4,683 million, equivalent to a total of \$13,061 million for the entire group. This analysis shows an increased focus and resources directed at women's training.

Training - training by gender		Gender		
		Women	Men	Total
Grupo Aval	Number of hours	2.273,00	1.890,00	4.163,00
	Average hours	19,10	15,88	34,98
	Average amount invested	\$ 68,184,750	\$ 56,695,635	\$ 124,880,385
Banco de Bogotá	Number of hours	669.600,00	389.901,00	1.059.501,00
	Average hours	73,96	43,07	117,03
	Average amount invested	\$ 2,149,764,485	\$ 1,251,785,129	\$ 3,401,549,614
Banco de Occidente	Number of hours	181.121,00	101.984,00	283.105,00
	Average hours	29,23	16,46	45,68
	Average amount invested	\$ 2,101,191,435	\$ 1,183,120,165	\$ 3,284,311,600
Banco Popular	Number of hours	98.751,00	63.177,00	161.928,00
	Average hours	33,07	21,16	54,23
	Average amount invested	\$ 593,348,789	\$ 379,601,184	\$ 972,949,973
Banco AV Villas	Number of hours	156.899,00	54.042,00	210.941,00
	Average hours	40,93	14,10	55,03
	Average amount invested	\$ 238,124,894	\$ 82,019,296	\$ 320,144,190
Corficolombiana	Number of hours	16.901,00	13.109,00	30.010,00
	Average hours	41,73	32,37	74,09876543
	Average amount invested	\$ 1,304,957,918	\$ 1,012,170,483	\$ 2,317,128,401
Porvenir	Number of hours	53.137,00	34.743,00	87.880,00
	Average hours	27,78	18,16	45,94
	Average amount invested	\$ 1,596,748,292	\$ 1,044,015,016	\$ 2,640,763,308
WEIGHTED TOTAL	Number of hours	1.178.682,00	658.846,00	1.837.528,00
	Average hours	48,10	26,89	74,98
	Average amount invested	\$ 8,378,442,701	\$ 4,683,284,770	\$ 13,061,727,471

Training and education by job category:

At Grupo Aval, training and education by job category demonstrate a clear concentration of resources and time in functional areas, which account for most of the hours and total investment.

At the consolidated level, 1,600,514 hours were dedicated to training in functional areas, with a weighted average of 65.31 hours per employee and a significant investment that exceeds 11,382 million pesos.

In contrast, senior management and middle management have a number of training hours of 3,594 and 60,854 hours respectively, reflecting an average number of hours per employee of 0.15 and 2.48 hours. Junior management receives moderate attention with 171,725 hours, an average of 7.01 per employee. This indicates a strategy focused on intensively training the operational and functional areas, where most of the talent is concentrated.

Training - training by job category		Top management - Top management	Middle management	Junior management	Functional Areas	Total
Grupo Aval	Number of hours	304,00	435,00	1.271,00	2.153,00	4.163,00
	Average hours	2,55	3,66	10,68	18,09	34,98
	Average amount invested	\$9,119,298	\$13,048,995	\$38,127,064	\$ 64,585,027	\$124,880,385
Banco de Bogotá	Number of hours	126,00	29.845,00	127.869,00	901.722,00	1.059.562,00
	Average hours	0,01	3,30	14,12	99,60	117,04
	Average amount invested	\$ 404,502	\$ 95,812,466	\$410,502,403	\$2,894,830,242	\$3,401,549,614
Banco de Occidente	Number of hours	522,00	2.135,00	-	280.449,00	283.106,00
	Average hours	0,08	0,34	0,00	45,26	45,68
	Average amount invested	\$ 6,055,720	\$ 24,768,127	\$ -	\$3,253,487,753	\$3,284,311,600
Banco Popular	Number of hours	651,00	4.121,00	18.926,00	138.230,00	161.928,00
	Average hours	0,22	1,38	6,34	46,29	54,23

	Average amount invested	\$ 3,911,556	\$ 24,761,171	\$113,717,524	\$830,559,723	\$972,949,973
Banco AV Villas	Number of hours	127,00	12.207,00	7.612,00	190.095,00	210.041,00
	Average hours	0,03	3,18	1,99	49,59	54,80
	Average amount invested	\$ 193,573	\$ 18,605,892	\$ 11,602,199	\$289,742,525	\$320,144,190
Corficolombiana	Number of hours	1.493,00	3.659,00	5.065,00	19.792,00	30.009,00
	Average hours	3,69	9,03	12,51	48,87	74,10
	Average amount invested	\$115,281,172	\$282,527,669	\$391,091,184	\$1,528,228,375	\$2,317,128,401
Porvenir	Number of hours	371,00	8.452,00	10.982,00	68.073,00	87.878,00
	Average hours	0,19	4,42	5,74	35,58	45,94
	Average amount invested	\$ 11,148,674	\$253,985,428	\$330,012,775	\$2,045,616,430	\$2,640,763,308
WEIGHTED TOTAL	Number of hours	3.594,00	60.854,00	171.725,00	1.600.514,00	1.836.687,00
	Average hours	0,15	2,48	7,01	65,31	74,95
	Average amount invested	\$ 25,558,981	\$432,767,458	\$1,221,234,293	\$11,382,166,739	\$13,061,727,471

Training and education by age:

At Grupo Aval, education and training present significant differences according to the different ages of the employees, reflecting approaches adapted to the needs and stages of professional development of each age group.

People under 30 years of age accumulate 1,148,360 hours of training, with a weighted average of 46.86 hours per employee and an average investment of approximately \$8,162 million pesos. This

group concentrates the largest number of total hours, which indicates an important emphasis on initial training and early development.

For employees between 30 and 50 years old, 589,508 hours are invested, with an average of 24.06 hours and an investment of around \$4,190 million. This segment, which generally corresponds to professionals in the middle stages of their career, also receives considerable attention to strengthening and updating their skills.

In contrast, people over 50 years of age have a lower number of training hours, 99,722 hours, with an average of 4.07 hours per employee and an investment of approximately \$709 million.

Training - training by age		Under 30 years old	Between 30 and 50 years old	Over 50 years old	Total
Grupo Aval	Number of hours	251,23	3.027,76	883,84	4.162,83
	Average hours	2,11	25,44	7,43	34,98
	Average amount invested	\$ 7,536,628	\$ 90,829,516	\$ 26,514,241	\$ 124,880,385
Banco de Bogotá	Number of hours	754.098,00	277.738,00	27.726,00	1.059.562,00
	Average hours	83,30	30,68	3,06	117,04
	Average amount invested	\$ 2,420,907,659	\$ 891,632,190	\$ 89,009,765	\$ 3,401,549,614
Banco de Occidente	Number of hours	162.324,00	100.071,00	20.711,00	283.106,00
	Average hours	26,19	16,15	3,34	45,68
	Average amount invested	\$ 1,883,120,090	\$ 1,160,923,280	\$ 240,268,230	\$ 3,284,311,600
Banco Popular	Number of hours	32.386,00	103.634,00	25.909,00	161.929,00
	Average hours	10,85	34,71	8,68	54,23

	Average amount invested	\$ 194,591,196	\$ 622,684,618	\$ 155,674,159	\$ 972,949,973
Banco AV Villas	Number of hours	177.087,00	28.657,00	5.197,00	210.941,00
	Average hours	46,20	7,48	1,36	55,03
	Average amount invested	\$ 268,764,129	\$ 43,492,598	\$ 7,887,463	\$ 320,144,190
Corficolombiana	Number of hours	5.224,00	20.938,00	3.848,00	30.010,00
	Average hours	12,90	51,70	9,50	74,10
	Average amount invested	\$ 403,354,841	\$ 1,616,662,261	\$ 297,111,299	\$ 2,317,128,401
Porvenir	Number of hours	16.990,00	55.442,00	15.447,00	87.879,00
	Average hours	8,88	28,98	8,07	45,94
	Average amount invested	\$ 510,549,376	\$ 1,666,031,695	\$ 464,182,237	\$ 2,640,763,308
WEIGHTED TOTAL	Number of hours	1.148.360,23	589.507,76	99.721,84	1.837.589,83
	Average hours	46,86	24,06	4,07	74,99
	Average amount invested	\$ 8,162,631,354	\$ 4,190,265,737	\$ 708,830,380	\$ 13,061,727,471

Training and education by nationality:

In Grupo Aval, training and education reflect a strong focus on talent development, at a consolidated level, 1,832,258.48 hours of training were registered for national employees, with a weighted average of 74.77 hours per person, accompanied by a total investment of close to 13,023 million Colombian pesos.

On the other hand, training for foreign collaborators is low, with only 5,332.35 hours and an investment of 37.9 million pesos, which corresponds to an average of 0.22 hours per person. This situation is understandable, given that the number of foreign employees is small compared to the current dynamics of the country and the composition of the team.

Training - training by nationality		National	Foreigner	Total
Grupo Aval	Number of hours	4.162,83	-	4.162,83
	Average hours	34,98	0,00	34,98
	Average amount invested	\$ 124,880,385	\$ -	\$ 124,880,385
Banco de Bogotá	Number of hours	1.054.880,40	4.681,60	1.059.562,00
	Average hours	116,52	0,52	117,04
	Average amount invested	\$ 3,386,520,123	\$ 15,029,491	\$ 3,401,549,614
Banco de Occidente	Number of hours	283.106,00	-	283.106,00
	Average hours	45,68	0,00	45,68
	Average amount invested	\$ 3,284,311,600	\$ -	\$ 3,284,311,600
Banco Popular	Number of hours	161.278,25	650,75	161.929,00
	Average hours	54,01	0,22	54,23
	Average amount invested	\$ 969,039,926	\$ 3,910,047	\$ 972,949,973
Banco AV Villas	Number of hours	210.941,00	-	210.941,00
	Average hours	55,03	0,00	55,03
	Average amount invested	\$ 320,144,190	\$ -	\$ 320,144,190
Corficolombiana	Number of hours	30.010,00	-	30.010,00
	Average hours	74,10	0,00	74,10
	Average amount invested	\$ 2,317,128,401	\$ -	\$ 2,317,128,401
Porvenir	Number of hours	87.880,00	-	87.880,00

	Average hours	45,94	0,00	45,94
	Average amount invested	\$ 2,640,763,308	\$ -	\$ 2,640,763,308
WEIGHTED TOTAL	Number of hours	1.832.258,48	5.332,35	1.837.590,83
	Average hours	74,77	0,22	74,99
	Average amount invested	\$ 13,023,824,760	\$ 37,902,711	\$ 13,061,727,471

Types of formations – Grupo Aval Holding:

In the training program of the Grupo Aval Holding for 2024, a total of 4,163 hours were invested in various training areas, with a higher participation of women (2,273 hours) compared to men (1,890 hours).

The hours dedicated to technical training stand out with a total of 1,879 hours, being a priority area for both men (1,102 hours) and women (777 hours). In addition, key programs such as skills development and diversity and inclusion registered for 540 and 292 hours respectively, showing an important commitment to updating skills and promoting an inclusive environment.

Training Program	Hours Spent 2024		
	Men	Women	Total
Educational aids	106	76	182
Welfare	15.6	26	41.6
Organizational Culture	146	130	276
Skill development	148	392	540
Diversity and inclusion (*)	109,6	182,2	291,8
Technical Training	1.102	776,95	1.878,95
Endorsement Guidelines	144	148,48	292,48
Occupational health and safety (*)	119	541	660
Grand total	1.890,2	2.272,63	4.163

(*) These specific programs have additional hours of training that are reflected within other programs such as "Aval Guidelines", "Organizational Culture" and "Skills Development."

3.3.2 Employee development programs Grupo Aval Holding

Leadership Development: we remain committed to strengthening our human team, as we know that they are the ones who drive our competitiveness and leadership in the market. We will find specific programs for the identification, training and development of leaders, training our middle and senior management in key leadership skills, team management and strategic decision-making in a dynamic environment. Our employees will have access to ongoing educational programs.

During 2025, with a cut-off to August, company leaders have strengthened their knowledge and leadership skills by participating in courses on topics such as: Digital leadership, strategy implementation, strategy and sustainability, financial measurements in the application of IFRS, management and corporate risk management.

Endorsement Guidelines: training program that allows to strengthen matters of a regulatory nature and relevant impact for the business. This program addresses topics such as: code of ethics and conduct, purchase of goods and services, sustainability, related parties and conflicts of interest, relevant information, business continuity, exposure and concentration of risks, information security, occupational health and safety management system, SOX, money laundering prevention system, risk management of financial conglomerates, among others. In this program, all employees at their different hierarchical levels invested a total of 292.48 hours of training, women invested a total of 148.48 hours and men 144 hours.

In relation to the **company's code of ethics and conduct**, each employee upon entering the company receives training and undertakes to comply with the provisions of this code. Additionally, in 2024, 100% of employees completed a survey/evaluation, certified in writing that they had not been immersed in possible conflicts of interest during the previous year and, additionally, committed to timely reporting any situation that contravenes the provisions of said document. By 2024, more than 60 hours of training on this topic were invested during the induction and within this "Aval Guidelines" program.

Another of the topics addressed in this program "Aval Guidelines" is **Occupational Safety and Health** where issues associated with risks to which one is exposed in the work environment, emergency response, responsibilities according to the role, among others, are reinforced. Within this section, emphasis is placed on the labor coexistence policy, on the existence of the labor coexistence committee as one of the channels enabled to report possible behaviors of discrimination and/or harassment, recalling the step by step so that employees can make their reports. By 2024, 100% of employees participated and successfully completed this training and evaluation.

Educational Aid: in 2024, 3.36% of the total employees of Grupo Aval Holding, applied and received this aid in which the company supports their study program (master's, specialization or diplomas) with time and money, complying with a series of requirements that consider consistent

and notable performance characteristics, relevance of academic training, contribution to both the role and the company, among others. Of the total number of employees benefiting from the aid in 2024, 50% were women and 50% men.

Technical training and strengthening of culture: we provide training and training opportunities that have made it possible to strengthen soft skills, specific technical knowledge, promote well-being, mental health and healthy lifestyle habits. The identification of these training needs is done from retirement interviews, performance and other methodologies.

Retirement support: we value the trajectory and contribution of each employee, which is why we have designed a retirement support and transition program that begins approximately 10 years before the employee meets the requirements to access pension and retirement. This program seeks to provide tools and comprehensive guidance in key aspects such as review of legal requirements, personal finances, pension benefits, life project and other topics that facilitate a smooth and safe transition to this new stage.

3.3.3 Return on investment in human capital

Grupo Aval conducts a detailed and rigorous monitoring of the return on investment in human capital, a key indicator to evaluate the effectiveness of policies and programs aimed at the development and well-being of its employees. This indicator is calculated from the difference between total income and operating expenses, discounting personnel-related costs, and then dividing that figure by the total human resources expenses. This method allows you to accurately measure the financial benefits generated by investing in talent, considering not only salaries but also benefits, training, and other costs associated with human capital.

Over the past four years, this strategic investment has been consistently and positively returned. The results show a return that, although it has had slight variations, remains in favorable ranges, ranging between 1.55 and 2.4 times the amount invested. This means that, for every peso allocated to employees, Grupo Aval generates a higher financial value, reflecting that its development, retention and well-being programs effectively contribute to the company's economic performance.

Return on investment in human capital					
		FY 2021	FY 2022	FY 2023	FY 2024
(a) Total income		39.064.492	37.274.770	47.658.238	46.492.667
Coin:	COP				
b) Total operating expenses		33.395.990	32.405.637	45.481.122	44.301.190
Coin:	COP				

(c) Total employee-related expenditure (salaries + benefits)		5.112.451	3.455.776	3.680.692	3.933.244
Coin:	COP				
Result HC ROI (a - (b-c)) / c		2,11	2,41	1,59	1,56

3.3.4 Contracting Grupo Aval and its entities

At the end of the period, a total of 4,820 vacancies were registered, of which 2,837 were filled by internal collaborators, which represents 58.86% of the internal positions that have been used to cover labor needs. This indicator reflects the organization's strategy in promoting development and internal mobility as a fundamental part of its talent policy.

In terms of the outsourcing process, the average cost per recruitment varied significantly between entities. The weighted average cost of contracting for the consolidated Grupo Aval was approximately COP 3,076,428. This variability is explained by the size of the entities and the nature of the vacancies, where Banco de Bogotá and Corficolombiana showed the highest costs, with \$5,108,028 COP and \$13,506,193 COP respectively.

The total number of new hires was 1,983, which shows the dynamics and pace of incorporation of talent in the group to meet labor demands. Banco de Occidente and Banco de Bogotá lead in volume of new hires with 575 and 513 new hires, respectively, reflecting their weight in the organizational structure.

In summary, Grupo Aval maintains an active balance between the efficient reuse of internal talent and external hiring, optimizing associated costs and guaranteeing the effective coverage of its vacancies, in line with the strategic and operational needs of each entity of the group.

Vacancies	Open vacancies	Vacancies filled by internal collaborators	Positions filled by internal collaborators (%)	Average cost of hiring	New hires
Grupo Aval	24	2	8,33%	\$ 3,102,147	22
Banco de Bogotá	1.220	707	57,95%	\$ 5,108,028	513
Banco de Occidente	2.151	1576	73,27%	\$ 642,769	575
Banco Popular	359	167	46,52%	\$ 1,168,461	192
Banco AV Villas	396	185	46,72%	\$ 899,126	211
Corficolombiana	178	52	29,21%	\$ 13,506,193	126
Porvenir	492	148	30,08%	\$ 2,693,191	344
TOTAL	4.820	2.837	58,86%	\$ 3,076,427.58	1.983

New hires by gender and age:

For the under-30 age group, a total of 3,445 new hires were registered, where women accounted for 1,529 and men 1,916, showing a majority male participation in this age range. In the age group between 30 and 39 years old, 1,877 new hires were presented, with a more balanced distribution, although men (1,123) still predominate over women (754). Finally, for the 40-year-old group and over, 145 new hires were registered, with a higher male prevalence (106) compared to 39 women.

In total, during the period analyzed, the Grupo Aval incorporated 5,467 new employees, with 2,322 women and 3,145 men.

New hires by age	Under 30 years old			Under 30 years old			Under 30 years old			Total		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Grupo Aval	2	5	7	7	5	12	2	1	3	11	11	22
Banco de Bogotá	220	141	361	85	65	150	2	0	2	307	206	513
Banco de Occidente	482	322	804	107	80	187	7	11	18	596	413	1009
Banco Popular	38	32	70	69	46	115	2	5	7	109	83	192
Banco AV Villas	162	84	246	87	58	145	1	4	5	250	146	396
Corficolombiana	500	1231	1731	342	815	1157	24	83	107	866	2129	2995
Porvenir	125	101	226	57	54	111	1	2	3	183	157	340
TOTAL	1529	1916	3445	754	1123	1877	39	106	145	2322	3145	5467

New hires by gender and job category:

In senior management, 28 new hires were reported, 11 women and 17 men, which suggests a lower number of incorporations, corresponding to the highest levels of leadership.

In middle management, there were 92 hires, with a slight male majority (48 men compared to 44 women), evidencing a more even distribution in positions of intermediate responsibility.

At junior management levels, 142 hires were registered, almost balanced between 72 women and 70 men, showing a significant balance in this category.

Finally, 5,205 new hires were registered in functional areas, with a distribution of 2,195 women and 3,010 men, reflecting a greater male participation in these operational and tactical roles.

New hires by job category	Top management - Top management			Middle management			Junior management			Functional Areas			Total		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Grupo Aval	2	1	3	0	1	1	2	2	4	7	7	14	11	11	22
Banco de Bogotá	0	0	0	6	7	13	9	8	17	292	191	483	307	206	513
Banco de Occidente	1	2	3	2	2	4	1	7	8	592	402	994	596	413	1009
Banco Popular	2	4	6	4	6	10	3	4	7	100	69	169	109	83	192
Banco AV Villas	0	4	4	17	11	28	5	6	11	228	125	353	250	146	396
Corficolombiana	6	6	12	15	21	36	49	41	90	796	2061	2857	866	2129	2995
Porvenir	0	0	0	0	0	0	3	2	5	180	155	335	183	157	340
TOTAL	11	17	28	44	48	92	72	70	142	2195	3010	5205	2322	3145	5467

New hires by gender and nationality:

All the incorporations correspond to national personnel, with no records of hiring foreigners during the period evaluated.

New hires by nationality	National			Foreigner			Total		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Grupo Aval	11	11	22	0	0	0	11	11	22
Banco de Bogotá	307	206	513	0	0	0	307	206	513
Banco de Occidente	596	413	1009	0	0	0	596	413	1009
Banco Popular	109	83	192	0	0	0	109	83	192
Banco AV Villas	250	146	396	0	0	0	250	146	396
Corficolombiana	866	2129	2995	0	0	0	866	2129	2995
Porvenir	183	157	340	0	0	0	183	157	340
TOTAL	2322	3145	5467	0	0	0	2322	3145	5467

*In Grupo Aval Holding, at least 0.84% of the employees hired have nationality in addition to Colombian nationality.

They all have Colombian nationality.

3.3.5 Turnover rate of Grupo Aval employees and entities; Direct contracts:

The employee turnover rate is a key indicator for the management of human talent at Grupo Aval, as it reflects stability and commitment within the organization. Recognizing the impact that turnover can have on both operational continuity and the well-being of teams, Grupo Aval and its entities are constantly focusing efforts on developing comprehensive strategies for its reduction. These include development and training programs, improvements in working conditions, internal promotions and recognition schemes. Through these mechanisms, the organization seeks not only to minimize turnover, but to create an environment where talent finds clear opportunities for growth and sustained motivation.

Turnover rate by general by gender:

The turnover rate by gender in the Grupo Aval shows a dynamic according to the sector, with an overall turnover of 10.16%, where women have a rate of 5.83% and men 4.33%. These indicators reflect an active work environment, which is constantly being renewed, and which promotes mobility and professional development.

Turnover rate by gender			
Entity	Women	Men	General Rotation
Grupo Aval	4,20%	15,13%	19,33%
Banco de Bogotá	3,95%	3,34%	7,29%
Banco de Occidente	7,33%	5,33%	12,65%
Banco Popular	5,06%	4,09%	9,14%
Banco AV Villas	6,65%	4,17%	10,83%
Corficolombiana	9,48%	8,48%	17,96%
Porvenir	8,78%	4,91%	13,70%
WEIGHTED TOTAL	5,83%	4,33%	10,16%

Turnover rate by age:

Turnover rate by age			
Entity	Under 30 years old	Between 30 - 50 years old	Over 50 years old
Grupo Aval	3,4%	11,8%	4,2%
Banco de Bogotá	1,7%	3,4%	2,2%
Bank of the West	7,6%	3,9%	1,1%

Banco Popular	1,0%	5,6%	2,5%
Banco AV Villas	3,7%	5,8%	1,4%
Corficolombiana	5,7%	9,4%	2,7%
Porvenir	4,1%	7,2%	2,5%

Turnover rate by job category:

Turnover rate by job category				
Entity	Senior management	Middle management	Junior management	Functional Areas
Grupo Aval	2,5%	2,5%	4,2%	10,1%
Banco de Bogotá	0,0%	0,3%	0,9%	6,1%
Banco de Occidente	0,0%	0,0%	0,4%	12,2%
Banco Popular	0,2%	0,5%	1,1%	7,3%
Banco AV Villas	0,2%	0,9%	0,8%	8,9%
Corficolombiana	1,24%	0,99%	2,24%	13,48%
Porvenir	0,1%	0,0%	0,4%	13,2%

Turnover rate by nationality:

Turnover rate by nationality		
Entity	National	Foreign
Grupo Aval	19,3%	0,0%
Banco de Bogotá	7,2%	0,0%
Banco de Occidente	12,7%	0,0%
Banco Popular	9,0%	0,0%
Banco AV Villas	10,8%	0,3%
Corficolombiana	18,00%	0,0%
Porvenir	13,5%	0,0%

Voluntary turnover rate:

The voluntary turnover rate by gender in the Grupo Aval shows differences that reflect the dynamics of talent mobility within the organization. On average, voluntary turnover for women stands at 8.7%, while for men it is higher at 11.1%, resulting in an overall turnover of 9.88%.

Among the entities, Corficolombiana has the highest rates for both genders, with a voluntary turnover of more than 14%, followed by Porvenir with rates of 11.75% in women and 8.80% in men.

On the other hand, entities such as Banco de Bogotá and Banco Popular show lower and more balanced rates, with general rotations close to 5-6%.

Voluntary turnover rate by gender			
Entity	Women	Men	General Rotation
Grupo Aval	5,00%	13,55%	9,28%
Banco de Bogotá	5,17%	6,33%	5,75%
Banco de Occidente	9,04%	9,18%	9,11%
Banco Popular	5,60%	6,00%	5,80%
Banco AV Villas	8,00%	9,56%	8,78%
Corficolombiana	14,40%	14,73%	14,57%
Porvenir	11,75%	8,80%	10,28%
WEIGHTED TOTAL	8,7%	11,1%	9,88%

3.3.7 Well-being for our employees

At Grupo Aval Holding, we continue to promote the quality of life of our employees through initiatives and strategies that allow a balance between work and personal life, for this reason, we provide social, economic, sports, personal and cultural spaces, complying with 100% of the activities planned for the year. We increased our participation compared to 2023, achieving that 81.03% of the expected population participates in our welfare activities. Our wellness plan together with the occupational health and safety program, allows the participation of our employees and their families, contributing to the work environment and improving work performance. Here are some of the actions conducted during 2024:

Recreation

- During the year 2024 we conducted 10 gastronomy or craft activities within the working day that promote the integration, recreation and mental health of our employees. We achieved the participation of our employees with 86.00% of the expected population.
- As a gift from the company, 28.57% of employees enjoyed a companion "Experiencias Aval", a program that encourages access to events such as festivals and/or concerts. In 2024, we promoted 26 experiences, including: Baum Festival, Viva la Salsa, Concierto Luis Miguel, Juanes, Ana Gabriel, Paul McCartney, Linkin Park, among others.
- The sons and daughters of our employees participated in the activities that the company organized for them, celebrating special dates such as Halloween, Children's Day, New Year's Eve, and birthdays. Likewise, at Christmas the company gave a gift to each of them.

Parental Leave

In 2024, 3.36% of Grupo Aval's total employees enjoyed maternity or paternity leave. Of this group, 75% corresponded to male employees, who returned to work at the end of the leave and are currently linked to the company. The remaining 25% were women, who by the end of the year continued to enjoy their leave.

Additionally, as part of the extralegal benefits granted by the company, the extension of the maternity or paternity leave granted by law by five (5) business days was implemented. During these days of extended leave, the company ensures the payment of the usual salary. Additionally, employees who have recently become parents are allowed a staggered return to their work activities, offering them the possibility of working from home two days a week for a period of up to six months after the arrival of their son or daughter.

We also have cozy breastfeeding rooms, designed to provide comfort, privacy and well-being for our collaborators and visitors at this important stage.

These initiatives reaffirm our commitment to health, care and work-life balance, promoting an environment of support and flexibility for families within Grupo Aval.

Comprehensive support for the family

At Grupo Aval, we actively promote the work-life balance of our employees, and a clear example of this is the initiative of our bank Banco de Bogotá. Since 2023, Banco de Bogotá has had CoBaby BdB, a physical space dedicated to collaborating parents with children between 0 and 5 years old. This space offers professional accompaniment in children's pedagogy, providing a safe and stimulating environment that allows employees to work close to their children.

This initiative strengthens our commitment to inclusion and family well-being, generating a positive impact on the quality of life of our employees and their families. During the last period, the benefited children enjoyed almost 4,000 hours in CoBaby, reaching an eNPS of 90 points, evidence of the high level of satisfaction and value that this program represents for our teams.



Grupo
AVL

Pensando en tu bienestar,
tenemos nuevos beneficios para ti

Creemos en tener **oportunidades para la flexibilidad laboral**. Desde este momento, tendrás tiempo para que puedas organizarte en diferentes ocasiones



El que tú decidas
Todos los motivos son válidos: mascotas, mudanza, diligencias, u otros

Medio día al mes



Tu cumpleaños
Durante el mes de tu cumpleaños

1 día



Calamidad
Tu jefe evaluará la situación para que avances tu necesidad

Hasta 3 días



Grado
Celebra el día de tu grado, el de tu conyuge o hijos

1 día



Matrimonio
Únelos a día de tu ceremonia (antes o después)

3 días



Nacimiento hijos
Únelos a tu licencia de maternidad/paternidad

5 días

Para el reintegro cada meso a 15 días tras la licencia y hasta 6 meses después de la llegada de tu hijo/a, podrás trabajar a casa o a seminario donde sea



Ten en cuenta:

- Disfruta este beneficio extralegal, en días hábiles, en el periodo y bajo las características descritas
- Recuerda, todos los tiempos serán previamente acordados y aprobados por tu jefe
- Escribenos a hovedadesnomina@grupoaval.com cuando vayas a disfrutarlos

3.3.8 Performance appraisal

The performance evaluation at Grupo Aval is a structured and strategic process that allows aligning organizational expectations with the individual and collective development of employees. This mechanism is essential to strengthen the culture of high performance, promote meritocracy and guarantee transparency in talent management.

- Throughout each annual cycle, the evaluation process is supported by a technological platform that ensures traceability, standardization and confidentiality of information. The assessment includes both the results of the team, through the transversal organizational objectives for all employees, and the management by objectives of the position, the area and the strategy of the company. In addition, the assessment of competencies is included where skills and behaviors that are drivers of performance are evaluated. Competencies include attitudes towards work, judgment, initiative, creativity, compliance with organizational policies, leadership and responsibility, occupational safety and health (SG-SST), among others.

Throughout the year, we complement this practice with a dynamic model of agile conversations, characterized by constant dialogue, brief, spontaneous and frequent spaces during the year, which allow close monitoring, recognition of achievements, early identification of opportunities for improvement and rapid adaptation to changes or new priorities.

3.3.9 Job climate and satisfaction

In 2025, we conducted the measurement of *Great Place To Work* "GPTW"¹ in Grupo Aval Holding, being certified by the institute for the validity July 2025 to July 2026. We are proud of the participation of 91% of our employees in this measure, where 80% say that our company is an excellent place to work, reflecting job satisfaction and exceeding the goal set at 79%.

Additionally, this survey, through the statements defined by the GPTW institute, allows us to monitor other metrics against which we reaffirm our commitment, analysis and contribution. Below are the results of some statements and the associated aspects for follow-up:

GPTW Claim	% employees	Associated Aspect				
		Stress	Happiness	Purpose	Satisfaction	Team
Here people are treated equally regardless of their sexual orientation	94%	x	x	x	x	x
This is a physically safe place to work	94%	x	x		x	
I feel proud when I see what we achieved	94%		x	x	x	x

¹ <https://www.greatplacetowork.com.co/es/certificacion-gptw/certificaciones/acciones-y-valores>

My work is conducted honestly and ethically	94%	x	x	x	x	x
Here people are treated equally regardless of their race	92%	x	x	x	x	x
I feel proud when I say that I work in this organization	91%	x	x	x	x	x
I feel good about the way we contribute to the community	88%		x	x	x	x
They give me the resources and equipment I need for my work	87%	x			x	
I can be myself in my workplace	80%	x	x	x	x	x
I want to work here for a long time	80%	x	x	x	x	x
All things considered, I'd say this is a great place to work	80%				x	x

3.3.2 Occupational Health and Safety Management System SG-SST

Grupo Aval holding has an Occupational Health and Safety Management System (OH&S-MS), implemented in accordance with the legal requirements in force in Colombia, especially those contained in resolution 312 of 2019 and Decree 1072 of 2015, which establish the regulatory framework for the prevention of occupational risks in the country.

The main objective of the institutional occupational health and safety policy, approved by Grupo Aval's Board of Directors, is to guarantee safe and healthy work environments not only for its employees, but also for suppliers, contractors, visitors and third parties who carry out activities within its facilities. To this end, the OH&S Management System has the technical, human and financial resources necessary to conduct a structured work plan, which includes the identification and management of risks to minimize accidents and protect the physical and mental integrity of all the people involved.

The scope of the SG-SST covers 100% of employees, regardless of their level or position, as well as all suppliers, contractors and visitors at the facilities of the Grupo Aval.

In compliance with international best practices and standards, this system has been subject to independent external audits by firms specializing in occupational health and risk management. The most recent audit was conducted in November 2024 by *Smart Solutions Technologies SAS*, verifying rigorous compliance with all elements of the OH&S Management System in accordance with the criteria established in Decree 1072 of 2015 and Resolution 312 of 2019.

It should be noted that Colombian standards for occupational health and safety management have been aligned for several years with the international requirements and guidelines promoted by the International Labor Organization (ILO), the United Nations Environment Program (UNEP) and other guarantor agencies. This regulatory harmonization guarantees the adoption of an approach based on the systematic identification of risks, the active participation of workers, preventive management and continuous improvement, which translates into tangible benefits in the reduction of occupational accidents, occupational diseases and in the strengthening of the integral well-being of human talent. The Ministry of Labor, through its inspection entities, is responsible for the supervision and monitoring of the proper implementation of the OH&S Management System in Colombia, ensuring compliance with regulations in both the public and private sectors, with emphasis on technical compliance and the effectiveness of protection measures at all organizational levels.

The following are the main activities conducted in the field of Occupational Health and Safety during the year 2024:

Emerging risks, possible impacts and measures taken

Activities conducted for the identification of hazards and risk assessments:

Activity	Number of activities conducted
Periodic inspections and self-inspections of workplaces	ARL's ergonomics professionals conducted 56 inspections of our employees' workstations. 8 people conducted their own self-inspection at their workplace.
Periodic inspections of common areas	The members of COPASST conducted safety inspections of 47 common areas.
Periodic inspections of emergency elements	Our emergency brigade conducted 28 safety inspections of fire extinguishers, first aid kits, evacuation routes, stretchers, fire cabinets and other emergency elements existing in Grupo Aval's facilities
Corrective, preventive, and improvement actions	Intervention was conducted on 90.3% of the findings evidenced in the inspections of locatives, workplaces and emergency elements.

Hazard identification, risk assessment, and incident investigation

1. Grupo Aval's Occupational Health and Safety Management System (OH&S-MS) has a structured procedure for hazard identification and risk assessment, through which the necessary controls are determined to minimize, replace or eliminate the sources that

generate these hazards. In addition, various communication channels have been set up so that both collaborators and contractors, as well as members of the SG-SST, can report any risk situation detected.

Email:

- Joint Committee on Safety and Health at Work (COPASST): copasst@grupoaval.com
 - Emergency Brigade: BrigadaAval@grupoaval.com
 - Labor Coexistence Committee: convivencialaboral@grupoaval.com
 - Heads of the OHS-MS: awilches@grupoaval.com; latara@grupoaval.com; ltarazona@grupoaval.com
 - OH&S Management System on the intranet: [Occupational Health and Safety Management System - Home](#)
2. Grupo Aval has specific policies that establish guidelines to prevent any discriminatory or harassing behavior, as well as to protect those who report these situations, including:
 - Code of ethics and conduct.
 - Labor coexistence policy.
 - Diversity and inclusion policy.
 - Work disconnection policy.
 - Sexual harassment prevention policy.
 3. During the period evaluated, there have been no cases in which any employee has expressed an intention to leave for reasons related to effects on their physical or mental health derived from their work.
 4. The team responsible for the OH&S Management System is made up of professionals with the training and experience required to perform the system's functions, including:
 - Senior management representative, in charge of control and decision-making activities.
 - Responsible for the OH&S Management System, with a valid occupational health and safety license, in charge of the coordination and execution of the system.
 - Members of the SG-SST committees: 11 brigade members, 8 members of COPASST and 6 members of the Labor Coexistence Committee.
 5. The findings identified in periodic inspections and reports made by collaborators are socialized with COPASST, which assigns those responsible to intervene in the detected hazards through corrective and preventive actions, improvement plans and lessons learned.
- The results of these processes are documented in the hazard matrix, which forms an integral part of the annual work plan and forms the basis for the continuous improvement of the OH&S MS.

6. To date, no new risks other than those already contemplated in the current hazard matrix have been identified, the main elements and mitigation measures of which are summarized in the attached table:

Hazard Classification	Possible impacts	Measures taken
Biomechanics: Prolonged postures, repetitive movements	Musculoskeletal system alterations (fractures, sprains, lumbagos)	Active breaks
		Ergonomics training by job
		Medical exams with a skeletal emphasis
Physical: Lighting	Visual system alterations, visual fatigue, headaches	Visual Active Pauses
		Periodic visiometry examinations with the respective recommendations
Biologicals: Viruses	Respiratory infections, human losses	Training and re-inductions, reinforcing the emphasis on self-care.
		Provision of protective elements: gel, masks, towels, alcohol, among others.
		Procedure for reporting and monitoring suspected and/or confirmed cases
Psychosocial: Task Conditions	Effects derived from stress: Anxiety, depression, insomnia, among others	Wellness activities
		Cognitive active breaks
		Mental health communication pieces
		Practical workshops on meditation, conscious breathing techniques and relaxation.
Safety conditions: Technological	Electrical contacts, short circuits, fire outbreaks	Safety Inspections
		Signage
		Campaigns for order and cleanliness
	Material and/or human losses	Corrective and preventive maintenance
		Periodic inspections of common areas

Occupational Health Services

The following are the health services in which the employees participated during the year 2024:

Periodic reviews	# patients	%
Visiometry	105	88%
Electrocardiogram	107	90%

Glycemia	110	92%
Lipid profile	110	92%
Occupational examination with musculoskeletal emphasis	110	92%

Specialized exams	(population that applies to the exam by age, occupation and/or sports activity)	
	# Patients	%
Bilateral mammogram	23	85%
Sports Medicine Assessment – Sports Pre-participation	24	100%
Electrocardiogram – Sports pre-participation	24	100%
Audiometry	5	83%
Spirometry	2	67%

Both periodic and specialized occupational examinations are conducted annually through a Health Service Provider Institution (IPS) specialized in occupational safety and health. This IPS guarantees compliance with confidentiality clauses and the protection of employees' personal data.

All people who undergo occupational examinations sign an informed consent with the IPS for the use and processing of their personal data. Subsequently, the IPS socializes with those responsible for the SG-SST of Grupo Aval the sociodemographic and health conditions report, in which the intervention recommendations based on the main findings are described.

The costs of these health services are assumed in full by Grupo Aval, and coverage is extended to all people linked by an employment contract with the company.

Worker participation, consultation and communication on occupational health and safety:

- Occupational health and safety activities are disseminated through communications and calls that invite participation in the activities contemplated in the training plan and program.
- Employees have information channels, such as emails and telephone lines, to make inquiries or report issues related to safety and health at work, including incidents, accidents, unsafe conditions and suggestions.
- The induction processes for new hires, as well as the annual inductions for employees and the contractor population, include complete information on corporate policy, objectives, responsibilities, reporting mechanisms and other relevant aspects of occupational health and safety.

Below are the main activities conducted during 2024 that encouraged participation in the SG-SST.

Activity	# Activities Year 2024
Inspections and self-inspections of workplaces	64
Delivery of ergonomic elements for adaptation to workstations	33
Days of active breaks, practical stress management workshops, ARL talks on mental health	19
Activities promoted by the committees of our Management System (COPASST, Emergency Brigade and Labor Coexistence Committee	6
Occupational exams, specialized exams and sports pre-participation	3

During 2024, 23 communications on occupational health and safety were issued to Grupo Aval employees. In these communications, the roles and responsibilities of the members of the committees, the procedures in case of emergency, information on preventive maintenance and invitations to participate in training and activities related to safety and health at work were socialized, among other topics.

The responsibilities regarding the OHS-MS were communicated to 100% of the employees so that they can be considered as a factor within the annual performance evaluation.

Regarding the documentation that supports the SG-SST, at the end of 2024 there were 47 documents, including policies, procedures, annexes and formats. During the same year, 14 updates were made to this documentation, in collaboration with the Organization and Methods (O&M) area, which were duly disseminated among the collaborators.

Document created/updated	Date of publication / update
Emergency Prevention, Preparedness, and Response Plan	29/04/2024
Matrix of legal requirements for suppliers	29/05/2024
Update of the form for filing complaints for workplace harassment	29/05/2024
Supplier OSH Verification and Evaluation Format	12/06/2024
Processing of complaints for workplace harassment	7/11/2024
Work disconnection policy	18/11/2024

Sexual Harassment Prevention Policy	18/11/2024
Labor coexistence policy	18/11/2024
Policy for the prevention of the consumption of alcohol, psychoactive substances and tobacco	18/11/2024
Occupational health and safety policy	18/11/2024

Training of workers in occupational health and safety

Below are the training courses that have been conducted in the company on occupational health and safety issues during the year 2024:

Topic of OSH training	Duration (hours)	# Participants
Theoretical and practical training in Occupational Health and Safety (workshops on healthy lifestyles and work, active breaks, cognitive breaks, talks on mental health, among others)	29,46	126
Induction on the Occupational Health and Safety Management System (OH&S-MS)	21	21
Training aimed at the members of the SG-SST (Copasst, Brigade, Coexistence Committee)	41	25
Course 50 hours SG-SST	150	3
TOTAL	241,46	175

In the annual induction and re-induction processes aimed at Grupo Aval employees and contractors, the most relevant issues related to occupational health and safety are socialized, including the policies that make up the OH&S MS, the responsibilities of employees and contractors in the system, the objectives of the OH&S Management System, the integration and functions of the corresponding committees, the procedures to be followed in the event of an accident or incident, the mechanisms for reporting unsafe acts and conditions, as well as potential emergencies in Grupo Aval and the protocols established for their management.

The training aimed at the members of the SG-SST aims to strengthen their specific knowledge in occupational health and safety, addressing specialized topics for each committee, such as first aid, emergency management, fire control, reporting and investigation of accidents and incidents at work, and legislation related to psychosocial risks, among others. These training

courses are given by professionals from the Occupational Risk Administrator (ARL), by the brigade chiefs of the building and by the committees that are part of the SG-SST of Grupo Aval.

Promoting workers' health

The call addressed to employees to participate in activities to promote safety and health at work is made through the internal communication mechanisms of the organization, with participation in these activities being voluntary.

Access to health services is facilitated through exams that employees can take at the company's facilities or at the premises of the Service Provider Institution (IPS). This practice is conducted annually during the month of October, designated as the month of health in the organization, in which additional exams are also offered to those required by current regulations. These include, in addition to the periodic occupational examination, tests such as visiometry, electrocardiograms and clinical analyses, as well as specialized examinations aimed at specific groups, such as bilateral mammograms for women over 40 years of age, spirometry, audiometry and sports medical assessments prior to participation in sports activities.

Additionally, employees have access to preferential rates for prepaid medicine services, optical aids, dental and medications through employee funds and current agreements. Likewise, through agreements with the employee funds and the compensation fund, employees can enjoy activities that promote healthy lifestyles and well-being, such as access to gyms, courses, yoga classes, and various recreational and sports activities.

In line with the promotion of mental health and the promotion of healthy lifestyles, during 2024 joint activities were developed between the well-being and occupational health and safety programs, addressing topics such as emotion management, stress control, breathing and relaxation techniques, massage sessions, music therapy, aromatherapy, self-massage, and active breaks and meditation sessions.

Jobs covered by an occupational health and safety management system

At Grupo Aval, the Occupational Health and Safety Management System (OH&S and Safety Management System) cover 100% of the positions and position levels within the organization. In addition, its scope extends to contractors, subcontractors, and visitors. Both the annual work plan and the training program include activities aimed at all stakeholders, ensuring compliance with the minimum legal standards in occupational safety and health during all phases of the PHVA (Plan, Do, Verify and Act) cycle.

100% of the people who work for Grupo Aval are covered from the first day of joining the general social security and occupational risks system, and receive the induction process on

the SG-SST, its responsibilities, corporate policies and the activities carried out, in order to encourage their participation throughout their career in the company.

The organization's suppliers are selected through a rigorous process that evaluates compliance with the implementation of the SG-SST in each contractor company, and their coverage in social security and occupational risks is verified for all workers who are not collaborators, but carry out activities within Grupo Aval's facilities. Likewise, the activities conducted by these contractors in the company's facilities are subject to verification through pre-, concurrent and post-execution processes, ensuring compliance with occupational health and safety requirements. This process includes, among other aspects, the review of social security and occupational risk coverage, the proper use of personal protection elements, and the successful completion of the activity without the occurrence of incidents or accidents.

Likewise, the outsourcing personnel who carry out work at Grupo Aval's facilities are covered by the SG-SST, and their compliance with health and safety standards is periodically verified, in addition to participating in the activities contemplated in the work plan.

Outsourcing collaborators and the OH&S Management System	Unit of Measure	2021	2022	2023	2024
Number of outsourcing collaborators	#	5	5	5	5
Total employees	#	126	123	119	119
Percentage of outsourcing employees covered	%	100	100	100	100

Workplace Accident Injuries, Occupational Diseases and Diseases

Indicators of injuries due to workplace accidents that occurred in the company during the last five years:

Lessons for workplace accidents	Unit of Measure	2022		2023		2024	
		Collaborators	Contractors	Collaborators	Contractors	Collaborators	Contractors
Number of Deaths from a Workplace Accident Injury	#	0	0	0	0	0	0
Death rate from a workplace accident injury	%	0	0	0	0	0	0

Number of Workplace Injuries with Major Consequences	#	0	0	0	0	0	0
Rate of injuries due to occupational accidents with great consequence	%	0	0	0	0	0	0
Number of Recordable Workplace Injuries	#	0	1	0	1	0	0
Recordable Workplace Injury Rate	%	0	0,56	0	0,56	0	0

During 2024, there were no accidents or incidents at work in the company. There were also no reports of accidents by the contractors.

Events during 2024	Collaborators	Contractors
# Cases of work-related diseases	0	0
# Work accidents that have occurred	0	0
# Work incidents without disabling injuries	0	0

The evolution of absenteeism in employees due to medical reasons in the last 3 years is as follows:

Year	Working days of disability	Absenteeism rate	Variation	Goal	% Men	% Women
2022	344	1,17		1,5	35%	65%
2023	378	1,32	14%	1,5	75%	25%
2024	269	0,9	-32%	1,5	39%	61%

To calculate the rate of absenteeism due to occupational disease, the number of working days lost due to medical disabilities related to an illness is considered. This calculation excludes days corresponding to vacations, maternity or paternity leave, as well as other paid leave such as mourning or voting. The formula used is as follows: Absenteeism rate = [Total number of days of disability / Number of direct collaborators (indefinite and permanent contracts) / Working days of the year] × 100.

Absenteeism due to affected system during the last 3 years

The body systems most affected by these diseases, in order of incidence, were the musculoskeletal system, the respiratory system and the digestive system, which together accounted for 63.94% of the total number of registered disabilities.

Affected system	2022	2023	2024
Musculoskeletal	45,20%	38,40%	25,65%
Respiratory	46,40%	9,00%	23,05%
Digestive	8,50%	9,30%	15,24%
Others (reproductive, circulatory, urinary, visual, procedures, among others)	45,60%	43,30%	36,06%

Of the 56 inspections conducted in workplaces, painful symptoms were reported in 10 cases, representing 17.8% of the total. For these cases, ergonomic recommendations were issued during the follow-up processes, achieving that 30% of them were closed due to the improvement in symptoms. The remaining cases will continue under ergonomic follow-up during 2025 to verify compliance with the recommendations and evaluate the evolution of the reported symptoms.