

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.

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.

Note: The Risk and Compliance Vice Presidency and the Sustainability Vice Presidency also incorporate Climate-related management incentives into their corporate performance objectives.