

1. OBJECTIVE

To guarantee the continuity of the leadership and proper management of Grupo Aval in the event of the temporary or permanent absence of the CEO, through an orderly process that ensures the strategic, operational and corporate governance stability of the organization.

This plan is developed in accordance with the Code of Good Governance and the principles established in Grupo Aval's Talent Selection and Attraction Policy, promoting meritocracy, the objective evaluation of capabilities and the selection of the best candidates for the position.

2. SCOPE

This plan applies to the succession of the CEO of Grupo Aval in the event of: temporary or permanent absence, voluntary retirement, non-reelection by the Board of Directors, or any other circumstance resulting in a vacancy in the position.

3. GUIDING PRINCIPLES

The succession process will be governed by the following principles:

- Business continuity and corporate strategy.
- Transparency and confidentiality.
- Meritocracy and objectivity.
- Equal opportunities for internal and external candidates.
- Comprehensive assessment of competencies, experience, leadership, and cultural alignment.
- Compliance with Grupo Aval's corporate governance standards.

4. IMMEDIATE SUCCESSION

In accordance with the Corporate Governance Code, in the event of the CEO's temporary or permanent absence, the CEO's duties will be assumed by the alternates appointed by the Board of Directors until the Board makes the corresponding decision regarding the continuity or replacement of the position.

5. SUCCESSION PROCESS

The Board of Directors will approve the appointment of the CEO based on the following criteria: managerial skills, negotiation skills, technical knowledge, values, and personal virtues. In addition, the Board of Directors is responsible for appointing the CEO of the Company in accordance with the Company's Bylaws and the Corporate Governance Code.

6. SUCCESSION DEVELOPMENT

As part of effective talent management and with the aim of strengthening leadership continuity, Grupo Aval will seek to periodically identify executives with the potential to assume critical leadership positions, promoting their development through experiences, training, and exposure to strategic responsibilities.