STANDARDS OF GLOBAL REPORTING INITIATIVE GRI 2022

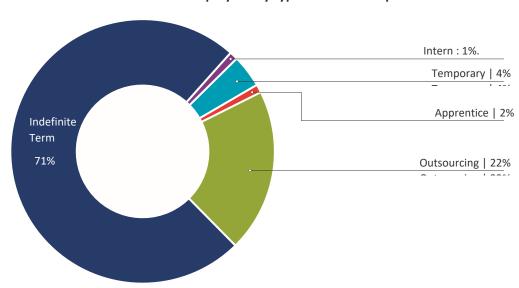
GRI 2

2-7 Employees:

The organization must:

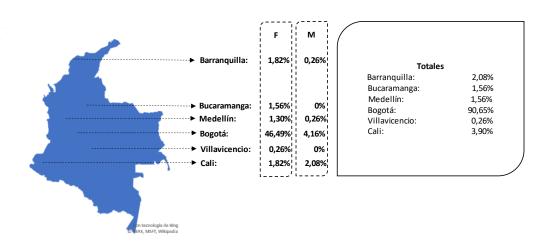
A. Report the total number of employees and a breakdown of the total by gender and by region:

Employees by type of relationship



Distribution by city

Distribución por ciudad





Type of relationship	No. of persons
Apprentice	14
Outsourcing	119
Indefinite term	385
Intern	1
Temporary	23
Total	542

✓ Proportion of women in the total workforce 53%.

GOAL 2025: 50% of women in the total workforce

✓ Proportion of women in all management positions, including junior, middle and senior management: 43.59%.

GOAL 2025: 44% of women in junior, middle and senior management positions.

✓ Proportion of women in junior management positions, i.e. first level of management: 46.15%.

GOAL 2025: 46% of women in junior management positions

✓ Proportion of women in senior management positions, i.e., a maximum of two levels removed from the CEO or comparable positions: 40.74%.

GOAL 2025: 42% of women in senior management positions

✓ Proportion of female managers in revenue-generating functions (e.g., sales) as a percentage of all such managers (i.e., excluding support functions such as human resources, IT, legal, etc.): 30%.

GOAL 2025: 32% of women in income-generating functions

Proportion of women in STEM-related positions: 48.47%.

GOAL 2023: 50% of women in STEM-related positions

Definition of STEM: Science, technology, engineering and mathematics. STEM workers use their science, technology, engineering or mathematics skills in their daily responsibilities. To be classified as a STEM employee, the employee must have a STEM-related qualification and make use of these skills in their operational position. Positions include, but are not limited to, the following: Computer programmer, web developer, statistician, logistician, engineer, physicist, scientist.

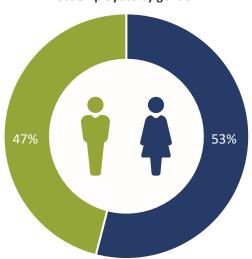
The Corporation encourages the participation of women in its workforce and at different levels of contribution to the organization. Its CEO is a woman and there is a significant percentage of women



in management and leadership positions: 53.25% of the total workforce and 43.59% in management and leadership positions.

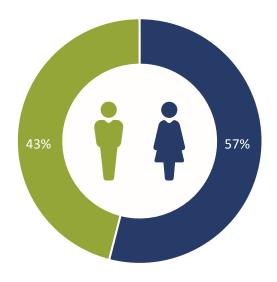
> Permanent employees, and breakdown by gender and region:

Direct employees by gender



Region	No. of persons
Barranquilla	8
Bogotá	349
Bucaramanga	6
Cali	15
Medellín	6
Villavicencio	1
Total	385

> Temporary employees, and breakdown by gender and region;



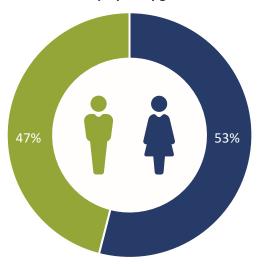
Region	No. of	
	persons	
Bogotá	22	
Bucaramanga	1	
Total	23	

> Non-guaranteed hours employees and breakdown by gender and region; Not applicable.



> Full-time employees and breakdown by gender and region;





Region	No. of persons
Barranquilla	8
Bogotá	349
Bucaramanga	6
Cali	15
Medellin	6
Villavicencio	1
Total	385

> Part-time employees and breakdown by gender and region:

Corficolombiana is committed to the employability of the country and our commitment to generate opportunities for development and professional growth within the organization, which is why almost all of our employees provide their services on a full-time basis. There is a partial contract with Corficolombiana for one person who provides services to three of our companies.

- C. Describe the methodologies and assumptions used to collect the data, including whether numbers are reported:
- ➤ In headcount, full-time equivalent or using other methodology:

The methodology used is to count the number of people working full time in the organization with an indefinite term contract.

> As of the end of the reporting period, as an average over the period over the reported, or using another methodology:

The number of people is based on the number of employees at the end of the year.



The fiscal year is December 31, 2022.

D. Report the context of the information, necessary to understand the data reported under 2-7-a gender and location, and 2-7-b type of contract:

> Describe significant fluctuations in the number of employees during the reporting period between reporting periods.

The number of personnel as of December 31, 2021 was 376 and as of December 31, 2022 was 385. As can be seen, there are no relevant fluctuations from one period to another.

GRI 2

2-8 Non-direct employee

The organization must:

- A. Report the total number of workers who are non-directs employees and whose work is controlled by the organization and describe:
- > The most common types of workers and their contractual relationship with the organization:

Temporary and outsourcing: workers hired through a third party to perform non-missionary tasks within the organization. Additionally, we have students in training such as apprentices, trainees and interns, who do not have an employment relationship but a training relationship.

In the case of outsourcing personnel, the tasks they perform are: cleaning, cafeteria and security.

In the case of temporary employees, the most common tasks are temporary replacements for workers who are direct employees of the organization due to vacations, maternity leave, specific projects, among others.

> The type of work they perform:

In the case of outsourcing personnel, the tasks they perform are: cleaning, cafeteria and security. In the case of temporary personnel, the most common tasks are temporary replacements of



workers who are direct employees of the organization for vacations, maternity leave, specific projects, among others.

- B. Describe the methodologies and assumptions used to collect the data, including whether the number of non-employees is reported:
- > In headcount, full-time equivalent (FTE) or using other methodology;

The methodology used is to count the number of people working full time in the organization with an indefinite term contract.

> At the end of the reporting period, as an average over the reporting period, or using another methodology;

The number of people is based on information on the number of employees at the close of the fiscal year, which is December 31.

C. Describe significant fluctuations in the number of non-employees during the reporting period and between reporting periods.

In the case of temporary employees hired through a third party, by the end of 2021 the number of temporary employees was 20, and by the end of 2022 the number was 23; there are no relevant fluctuations from one period to another.

GR 2

2-19 Compensation policies

The organization must:

A. Describe the compensation policies for members of the highest governance body and senior management.

executives included:

> Fixed salary and variable salary;

Senior executives are remunerated with a fixed monthly salary under the salary modality.



The integral, which is defined taking into account the responsibility of the position, the impact of the position in business results and based on market salary studies, where we look for be in the middle position of the highest curve.

Describe the following aspects (both): (1) the type of program of long-term incentives 2) the rate of employees below the level of management to which the program:	Our long-term incentives for employees below the senior management level are paid on average after:	Report the percentage of your workforce below senior management level (max. two CEO levels) to which this program applies:	Long-term incentives include associated objectives with the performance of the sustainability? Please, explain in the table of comments below:
An annual bonus is paid for the results after achieving a figure of 85% of the target established. This bonus is paid to commercial and banking investment teams, which have variable bonus for results	Annual	16,62%	The objectives are associated with the organization's strategy, which is based on the principles of corporate sustainability. These objectives are reflected in the BSCs of all business units to ensure alignment and compliance.

Sign-on bonuses or recruitment incentive payments;

The variable compensation system is based on the Balanced Scorecard methodology. (BSC), where business goals are established annually in four fundamental pillars: 1. Financial health and business growth, 2. Operational Effectiveness, 3. Customer Health and 4. Talent Wellbeing. Once the annual results of the established goals have been reviewed, the payment is generated. Several of these indicators are concerned with the health of the business in the medium and long term.



Termination payments;

The retirement of senior executives is carefully examined considering their current responsibilities and the impact they may have on the business. There are agreements made at the time of making the decision, regarding termination times and the way in which they will hand over their responsibilities to other team members. The legal payments are made,

the form of termination of the employment contract and the possibility of supporting them with outplacement processes is examined.

Retirement benefits;

The company has a program to accompany retirees to support them in this life transition, where they can assimilate it as a natural process.

The accompanying program includes:

✓ Manage the anxiety that can be generated by the uncertainty of the future, by visualizing, planning, and taking control of your life plan.

Familiarize yourself with your new role and the impact on your relationships with your family.

- ✓ Explore new options.
- ✓ Enjoying the dreams you have seen.
- ✓ Achieving detachment from their recent work history to facilitate their transition to their stage of enjoyment.
- ✓ Establish the principles of financial planning in terms of retirement objectives and identify the factors involved in financial decisions.
- ✓ Alternatives for your time off, such as a general plan and a plan for a normal week.
- ✓ Management of contingencies, contingencies, general aspects of tax and parafiscal contributions in the retirement stage. Establish the principles of financial planning based on retirement objectives.
- ✓ Other resources available to the person for his or her Retirement project.
- B. Describe how compensation policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to managing the organization's impacts on the economy, environment, and people.



The variable compensation system is based on the Balanced Scorecard (BSC) methodology, where business goals are established annually in four fundamental pillars: 1. Financial health and business growth, 2.

Once the annual results of the established goals are reviewed, the variable payment is generated. Several of these indicators, take care of the health of the business in the medium and long term.

GRI 2

2-20 Process for determining compensation.

> Describe the process for designing its compensation policies and for determining compensation, including: Whether independent members of the highest governance bodies or an independent compensation committee oversees the compensation determination process:

Corficolombiana has a document called "Summary of remuneration policies and non-wage and other extra-legal benefits for employees", which is an annex to the "Human Talent Management Policy". It describes the remuneration process in its different modalities.

Corficolombiana remunerates its employees under the ordinary salary or salary scheme. The company has been fully compliant with all legal requirements.

The compensation of our employees is determined taking into account internal equity criteria, external competitiveness, levels of responsibility of positions, impact on results, required competencies, individual projection, and final measurement or rating of the assessment of performance.

On the other hand, the variable remuneration system is based on the methodology of setting and individual objectives, where business goals are established on an annual basis, which are include different variables. Likewise, the organization may recognize salary and non-wage bonuses for employees who, due to their management, generate income in any of the products and/or value offers of Corficolombiana and its financial subsidiaries, with prior authorization from the Presidency of Corficolombiana.

> How the opinions of stakeholders (including shareholders) are sought and taken into account with respect to remuneration;

Corficolombiana, the Board of Directors in full, reviews and approves the remuneration policies and



yearly reviews the salary increase exercise, taking into account the country's macroeconomic variations such as the Consumer Price Index (CPI), the sector's variations in terms of salary policies and the achievement of the organization's goals, giving its approval to implement the increases. The Board of Directors is composed of shareholders and independent members, which ensures that the shareholders' opinion is taken into account in this decision.

➤ Whether remuneration consultants are involved in determining remuneration and, if so, whether they are independent of the organization, its highest governance body and senior executives;

Corficolombiana has a market salary study conducted by an external consultant. outside the organization, who, including criteria of internal equity, external competitiveness and levels of responsibility of the positions, suggests salary ranges that should be used in each of the position categories. This study is the basis for the exercise that is carried out every year and the

to which are added performance evaluation rating criteria, retention strategies, among others.

GRI 2

2-21 Total annual compensation ratio

We have an annual salary study that allows us not only to review salaries, but also to understand the general conditions of organizations in the market in order to adjust our policies and take into account trends in order to retain talent.

We regularly measure the organizational climate with the support of the GPTW firm, to ensure that the results in the different dimensions are taken into account in order to close the gaps, attract and retain our talent.

We carry out internal and external calls on a permanent basis to invite new candidates for vacant positions. Through the selection processes we obtain information about the market and the positioning of our organization in the different fronts.

We monitor social and professional networks, evaluating the comments and questions we receive, in order to be in permanent contact with our stakeholders.

The organization must:



A. Report the proportion of total annual compensation for the organization's highest-paid employees.

Individual to the median annual total compensation for all employees (excluding the highest paid individual);

Annual and incremental compensation ratio	Highest paid in the organization COP	Median total compensation for all employees without top pay	Ratio
Total annual compensation	2.257.950.900	83.243.222	27,125

B. Report the ratio of the percentage increase in annual total compensation for the organization's highest paid individual to the average percentage increase in annual total compensation for all employees (excluding the highest paid individual);

Annual and incremental compensation ratio	Highest paid in the organization	Median total compensation for all employees without top pay	Ratio
Percentage increase in total			
annual compensation	11,2%	7,0%	160,15%

This year there was a higher percentage increase for the highest paid executive, which in this case is the President of the Organization, compared to the rest of the officers, since there is a lag for this position compared to the market and it was necessary to bring it a little closer to the established average.

C. Report the context necessary to understand the data and how the data have been compiled.

Annual income is composed of the sum of base salary, bonuses, severance, vacations, transportation allowance, institutional plan and bonuses.

GRI 201

201-3 Defined benefit and other pension plan obligations

The reporting organization must submit the following information:



The General Pension System in Colombia is a State program whose purpose is to guarantee the population protection against the contingencies arising from old age, disability and death, through the recognition of pensions and benefits determined in this law, as well as to promote the progressive expansion of coverage to segments of the population not covered by a pension system.

All persons bound by an employment contract are obliged to contribute to the pension system.

There are two paths to retirement in Colombia: (i) the Average Premium System (RPM), managed by a state entity, and (ii) the Individual Savings with Solidarity System (RAIS), managed by private pension funds (AFPs). These two models are mutually exclusive.

The State regime:

The contributions made by companies and workers in this regime go to a public fund that guarantees the pension of those who meet the conditions of age and minimum weeks of contribution.

If the worker chooses this regime and meets its requirements, the amount of the pension ranges between 55% and 65% of the base liquidation income (IBL). The IBL is calculated as the average of the salary, with no effects on the pension.

inflationary, of the last ten years. In addition, for each additional 50 weeks of contributions, the percentage increases progressively to 80% of the IBL.

f the worker dies before meeting the pension requirements and had other dependents (mother, father, sibling, spouse, children), they may claim 100% of the pension, as long as they can prove that they were dependent on the worker.

If the worker reaches pensionable age, but did not have enough weeks of contributions, and proves that he/she is unable to work, he/she will be entitled to receive the money he/she contributed to the system adjusted for inflation.

The private funds regime:

Workers who are part of this regime can retire at any age they wish, as long as the contributions made to their individual account allow them to obtain a monthly pension higher than 110% of the minimum wage.



The amount of the pension depends on the value of the contributions made, including returns (positive or negative), and the actuarial calculation of the probable duration of the pension. This calculation depends on the age of the pensioner, his spouse and any children who may be entitled to the pension.

The Individual Savings with Solidarity Regime has four pension modes:

	Employer	Worker	Total
Pensions	12%	4%	16%
Health	8,5%	4%	12,5%
Occupational Hazards - Level I	0,5%		0,5%
Compensation Funds	4%		4%
Total	25%	8%	33%

A. Whether there is a separate fund to pay pension plan obligations:

Law 100 of 1993 created the pension and severance funds, which are responsible for administering the resources for the payment of pensions to retired employees. These funds are contributed monthly by the companies in the proportion that corresponds to them. In the Organization there is only one case prior to this law where it is the Organization that is responsible for the pension of that single employee. To calculate the annual amount to be provisioned, an actuarial calculation is made to establish the value of the reserve.

> To what extent it is estimated that the obligations under the program will be covered by the assets set aside for it;

Taking into account the aforementioned law, pension contributions are made monthly and are budgeted by the organization annually within personnel expenses. The direct obligation is reflected as a liability, which is fully covered by the Company's assets, and does not represent 0.05% of the Corporation's total assets.

> The basis for carrying out the estimation.



The calculation of monthly contributions to the pension system is based on the monthly salary income of each employee. Non-salary payments, and in accordance with article 30 of the law, are calculated based on the monthly salary income of each employee.

1393 of 2010, if they exceed 40% of the employee's total income, they are contemplated as part of the contribution base income to make pension contributions.

All these figures are budgeted in the personnel expenses of the corresponding fiscal year.

Actuarial calculation for the only official whose pension is paid directly by the Corporation is made taking into account the participant's financial information (pension allowance) and the participant's payments made during the year as of December 31, 2022, including financial assumptions of pension increase, discount rate and inflation rate

When the estimate was made;

At the end of the year at the time the following year's budget is prepared, for both cases.

B. If the fund earmarked to pay pension plan obligations is not sufficient, explain the strategy the employer has used to achieve full coverage and the time frame, if any, within which the employer expects to achieve full coverage.

The pension system contemplates that the contributions made each month cover 100% of the obligations of the pension plan.

C. The percentage of salary contributed by the employee or employer.

The amount of the contribution to the General Pension System corresponds to 16% of the salary or income received, 75% of which is paid by the employer and 25% by the employee.

D. The level of participation in retirement plans, such as participation in mandatory or voluntary programs, regional or national programs or programs with a financial impact.

The Company does not have economic retirement plans or participation in mandatory or voluntary programs with financial impact.

The company has a program to accompany retirees to support them in this life transition, where they can assimilate it as a natural process.



The accompanying program includes:

- ✓ Manage the anxiety that can be generated by the uncertainty of the future, by visualizing, planning and taking control of your life plan.
- ✓ Familiarize yourself with your new role and the impact on your relationships with your family.
- ✓ Explore new options.
- ✓ Enjoying the dreams you have seen.
- ✓ Achieving detachment from their recent work history to facilitate their transition to their stage of enjoyment.
- ✓ Establish the principles of financial planning in terms of retirement objectives and Identify the factors involved in financial decisions.
- ✓ Alternatives for your free time, such as a general plan and a plan for a normal week.
- ✓ Management of contingencies, contingencies, general aspects of tax and parafiscal contributions in the retirement stage. Establish the principles of financial planning based on retirement objectives.
- ✓ Other resources available to the person for his or her Retirement project.

GRI 202

202-1 Market presence

The reporting organization must submit the following information:

A. Where a significant proportion of employees are paid on the basis of minimum wage rules, the ratio of the starting salary by gender for locations with significant operations to the minimum wage should be reported.

Ratio over SMMLV	F	M
Entity minimum wage	\$ 1.283.300	\$ 1.621.300
SMMLV	\$ 1.000.000	\$ 1.000.000
Ratio	1,28	1,62

^{**} In the Corporation all employees hired for an indefinite term have salaries above the SMMLV (minimum legal salary in force), including entry levels.



In this sense, there are no civil servants who receive only a minimum salary.

All the Corporation's employees are full-time employees (FTE); since there are no part-time positions, this paragraph does not apply.

B. Where a considerable proportion of the workers (excluding employees) carrying out the organization's activities are paid in accordance with the minimum wage rules, describe the measures taken to determine whether these workers are paid above the minimum wage.

Corficolombiana directly monitors the payments that outsourcing companies whose employees render services to our company make to these workers. In the case of workers earning the legal minimum wage in force, we monitor on a monthly basis that contributions to the health and pension system are made and that all legal benefits are paid, as well as overtime and night shift surcharges. Most workers earn more than the legal minimum wage, depending on the type of work they perform for the organization.

C. If the local minimum wage does not exist or is variable in locations with significant operations by gender. In case it is possible to use different minimums as a reference, the minimum wage used should be reported.

Colombia does not have a variable minimum wage but rather a legal minimum wage for the entire population. However, the Corporation's minimum wage is 1.28% higher for women and 1.62% higher for men than the legal minimum wage.

D. The definition used for "locations with significant operations".

Considering that the Company and its financial subsidiaries have operations only in Colombia, the definition of "locations with significant operations" refers to operations in Colombian territory.

GRI 202

202-2 Proportion of senior management hired from the local community.

The reporting organization must submit the following information:

A. Percentage of senior executives at locations with significant operations hired from the local community.



At present, 98% of the Organization's senior executives are recruited from the local community.

B. The definition of "senior executives".

Senior Executives are the first, second- and third-line levels of the Organization.

C. The geographic definition of the organization for "local".

Local refers to persons born in Colombia.

D. The definition used for "locations with significant operations".

Considering that the Company and its financial subsidiaries have operations only in Colombia, the definition of "locations with significant operations" refers to operations in Colombian territory.

GRI 401 EMPLOYMENT

1.2. The reporting organization should describe:

Policies or practices that address the relationships governing work performed for an organization may include recognized employment relationships, the use of employees of other organizations (such as agency workers), and the extent to which work is performed on a temporary or part-time basis.

Work that takes place within an appropriate institutional and legal framework usually involves a recognized employment relationship with an identifiable and legally recognized employer.

Working conditions may include pay, working time, rest periods, vacations, disciplinary and dismissal practices, maternity protection, workplace environment, and occupational health and safety. They may also include the quality of accommodation (where provided) and welfare issues such as drinking water, canteens, and access to medical services.

Corficolombiana bases its commercial relations with the companies that provide services for the supply and administration of personnel on mission or for companies that provide outsourcing services, on the legal labor regulations in force, ensuring the welfare, training, safety, health, and good treatment of all personnel. In these agreements, the contractor is obliged to comply with all policies and practices relating to the relationships governing the work performed for the organization.



There is a contractual relationship that establishes the obligations and duties of these companies to their employees and the penalties in case of non-compliance with such obligations. The following are some of the examples:

CONTRACTOR'S OBLIGATIONS

9.17. Comply with the Labor, Social Security, Tax and other laws to which it is obliged; prove such compliance, when required by Grupo Aval and/or any of the Covered Companies, within three (3) business days following the sending of its request.

9.20. Implement policies and initiatives aimed at social responsibility processes, some of which are listed in Annex No. G9.

TWELFTH - LABOR INDEPENDENCE OF THE PARTIES AND OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

12.2. OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM: In the performance of the activities inherent to its activity, the CONTRACTOR shall implement and apply the OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM (OHSMS) of the Covered Company, within the terms and in accordance with the provisions of the applicable standards.

The Parties agree that in attention to Decree 1443 of 2014, the CONTRACTOR shall implement, and take all necessary measures to enforce while performing its economic activity, the provisions contained within the OSH-SMS of the Covered Company, as well as to comply, with each and every one of the obligations set forth in Decree 1443 of 2014.

Additionally, the CONTRACTOR reiterates that it is obliged to affiliate its workers, suppliers, contractors and subcontractors to the General Labor Risks System, in accordance with the regulations in force, in accordance with the provisions of Article 26 of Law 1393 of 2010.

SECOND PARAGRAPH: The Covered Company, through the Person in Charge Entity defined in Annex No. E2, Section 2.3, shall request at the beginning of the Business Relationship and every six months from the CONTRACTOR the documentation evidencing compliance with the obligations contained in Section 12.2 of this clause. The delivery of this documentation shall not exonerate the CONTRACTOR from liability for damages or injuries that may arise due to the failure to implement and socialize the OSHMS within the terms set forth in Decree 1443 of 2014.



THIRD PARAGRAPH: The person responsible for the occupational health and safety management system on behalf of the Covered Company shall be the person specified as such in Annex No. E2, numeral 2.3, who for all purposes shall be the official communication channel for dealing with any issue related to the Covered Company's OSHMS.

FOURTH PARAGRAPH: The CONTRACTOR declares that it has been informed of the development of the stages of the SGSST of the Covered Company and undertakes to comply with it in its entirety when applicable.

FOURTEENTH - POLICIES: The CONTRACTOR shall take out the following insurance policies with an insurance company legally established in the country, approved by the Superintendence of Finance of Colombia and to the satisfaction of each of the Covered Companies.

Policy for payment of salaries, benefits and indemnities of the Personnel: For an amount equivalent to 20% of the value of each Term of the Commercial Relationship plus VAT, with a term equal to the duration of each Term and three (3) additional years for the last Term. The Covered Company must appear as beneficiary of the policy.

In addition to this, the CONTRACTOR must include within the provision of its integral security and surveillance services:

- ✓ Physical security needs analysis
- ✓ Analysis of the job position of the guards
- ✓ Analysis of equipment and other elements necessary to mitigate safety and operational risks.
- ✓ Shift analysis
- ✓ Safety assessment of active and passive media installed on site
- ✓ Structuring operational strategies to minimize and control security risks.
- ✓ Make recommendations and improvements to the Covered Companies on the physical security measures implemented.
- ✓ Plans for supervision required both in person and electronically
- ✓ Reliability tests to critical positions, both our own and those of the Covered Companies.

The CONTRACTOR must generate training plans with a frequency not greater than four (4) months, where the personnel assigned to the Required Services shall be kept updated, including topics related to new criminal modalities, criminal gangs, trends in claims and security techniques that allow maintaining the security of the offices, ATMs and other Premises. The document recording the completion of each training, the topics covered and the participation of the personnel assigned to the Required Services shall be sent to each of the Covered Companies.



The vehicles used by the CONTRACTOR to provide the service must have all the insurance required by law and comply with all the regulations required by Colombian law, performing the necessary preventive maintenance to guarantee their correct operation.

The motorcycles assigned for the provision of the Required Services shall not be older than 5 years, and their cylinder capacity shall not be less than 150 cc.

The CONTRACTOR shall provide the persons it designates to provide the Required Services (operating, supervisory and administrative personnel) with the necessary communication systems to establish contact with them and supervise their work (cellular or trunking communication, GPS systems, radios, among others).

In addition to the means of communication of the personnel assigned to the Required Services, the CONTRACTOR shall provide, as part of the supervision of the service, one (1) radio or Avantel (trunking) to each one of the Security Coordinators (listed in Annex No. E2 of the respective Covered Company) of each one of the Covered Companies, ensuring its correct operation, in order to maintain communication with the operational coordinators, supervisors of the service and even entities such as Police, Support Networks, Emergency Attention and others related to security.

The CONTRACTOR shall make available to the Covered Companies adequate procedures and communication channels to timely resolve and address the concerns, needs or complaints of the Covered Companies."

For temporary or mission personnel, there are additional procedures to ensure that the people who join the organization are technically prepared to take on the challenges for which they were hired and are in a position to join the organization permanently, if the opportunity arises:

Process	Execution
Application of Psychotechnical Skills Tests	Required
Psychological Interview	Required
Technical or knowledge tests	
³ for programmed Mission personnel	Required
3 for personnel in Mission demand	Upon request
Referencing	Required



Selection Report and Presentation of Candidates to	Doguirod
the Covered Company	Required

Application of Psycho-technical and Skills Tests: The Covered Companies shall agree with the CONTRACTOR on the psycho-technical and skills tests to be applied to the Candidates in accordance with the Position Profile to which it applies.

Psychological Interview: The CONTRACTOR must, in a structured manner, explore the motivational aspects of the Candidate in relation to his/her work areas and past performance. The interview allows identifying and measuring the degree of recurrence, consistency and strength of the Candidate's competencies in relation to those of the Job Profile; additionally, it allows verifying what was identified in the psycho-technical tests and reviewing with the Candidate the consistency of the information provided in the résumé and during the process.

Technical or Knowledge Tests: The Covered Companies shall agree with the CONTRACTOR the content and manner of grading the technical tests to be applied to the Candidates in accordance with the Job Profile to which they apply. CONTRACTOR is in charge of grading the Technical or Knowledge Tests unless otherwise specified by the Covered Company.

Referral: If the Job Profile requires some degree of work experience, the CONTRACTOR must contact by telephone the human resources area of the Candidate's immediate boss in the companies that the Candidate has registered in his resume and with which he has signed an employment contract; the number of companies to be contacted shall be specified by the Covered Companies.

The objective of the Referencing is to validate the following information:

Human resources area: Contractual information, position held, dates of entry and retirement, disciplinary processes, calls for attention, promotions, reason for retirement, among others.

Immediate supervisor: Information on performance, interpersonal relations, information management, among others.

Selection Report and Presentation of the Candidates to the Covered Company: The CONTRACTOR must prepare a report detailing the competencies of the pre-selected Candidates per position, their resumes, the results of the Psycho-technical and Skills Tests, Home Visit and Security Study (if required) and the result of the Referral.

Pregnant Personnel on Mission: The Covered Companies (Users) shall assume the costs related to the labor obligations (salary and benefits) of the Personnel on Mission during pregnancy and the



Lactation Period, which shall be recognized to the CONTRACTOR when they are caused within the payment of the monthly invoice.

Induction Process: The CONTRACTOR must carry out an induction process for the Personnel on Mission that it hires at the time of their entry. This induction must include at least the following topics related to the CONTRACTOR's company: Mission, vision, corporate values, organization chart, employment contract, procedure for reporting work accidents, how to use and access the services of EPS, ARL and Caja de Compensación Familiar, knowledge of the internal work regulations, occupational health policies and the health and social security regulations, incapacities, leaves and who to contact in case of any doubt about the labor relationship, for which it shall leave the respective records.

The CONTRACTOR must inform the Personnel on Mission of the system and conditions that will allow them to access information related to: Employment contract, basic contract information, social security information, beneficiaries, payment history and payment vouchers, severance payments available to date, labor certifications, statements of credits and liens; it is recommended that this information may be consulted through the CONTRACTOR's Web Page by Personnel on Mission.

The CONTRACTOR shall communicate to the Personnel on Mission the procedure it has established directly for the distribution, knowledge and consultation of payment vouchers, certifications, EPS cards, affiliations of family members, incapacities, family allowance payments, disciplinary processes, among others. The above, in order to reduce absenteeism on the part of the Mission Personnel.

The CONTRACTOR shall indicate to the Personnel on Mission the events that generate attention calls and disciplinary processes.

The CONTRACTOR must leave a record of its induction processes. Likewise, the induction must include information on the Covered Companies that must be known by the Personnel on Mission in accordance with the rules in force that regulate the activity of the Covered Companies, which must be previously agreed between the Parties.

Training on the position to be performed: The Covered Companies are in charge of the training process of the personnel on mission with respect to the tasks to be performed.

CONTRACTOR shall provide the Personnel on Assignment with information about the assignment position to be performed in the Covered Company, the responsibility regarding the handling of work tools and confidentiality of the information to which they will have access or will handle.



The CONTRACTOR shall provide additional training to the Personnel on Mission that performs tasks related to cash handling, responsibility of the position and procedures for cash shortages.

Payroll Administration: The CONTRACTOR must have an application or Payroll Administration and Settlement system that allows the settlement of the payroll, the information of the new payroll payments, accruals and discounts.

The CONTRACTOR must control the news of the Personnel on Mission with respect to incapacities, leaves of absence, paid and unpaid leave, domestic calamities.

Staff Welfare

The CONTRACTOR must inform the Personnel on Mission and the Covered Company about the Celebration of special dates or recreational and cultural events that may be held with the support of the family compensation fund; Benefits associated with the affiliation of funds, cooperatives or agreements in force and Other benefits to which they may have access.

The CONTRACTOR must coordinate and develop activities and brigades for health, safety, preventive management of work accidents, among others; these brigades may include activities such as visual screenings, blood pressure measurements, determination of lipid profiles, dentistry, among others, extended to its family group.

The CONTRACTOR is responsible for having professionals specialized in the Occupational Health and Welfare programs for its Personnel on Mission; these programs must be oriented towards the prevention and attention to accidents, identification and definition of strategies to face risk factors, among others; the foregoing, without prejudice to the provisions of Article 1 1 of Decree 1530 of 1996 and in accordance with Article 50 of Law 50 of 1990 and other regulations that add, modify or replace it.

Corficolombiana's commercial relations with these companies is a close relationship that allows us to closely monitor issues related to the welfare and dignified and fair treatment of the people hired by them. These companies show us month after month, the contributions to the social security system, and the payment of all legal obligations with their workers, strictly following the safety and health protocols established by the organization.

In the event of non-compliance with the agreements reached in relation to people, there are previously established penalties, as well as initial legal channels, always safeguarding the rights of workers.



In addition, recurring audits are conducted on a regular basis, which allow our organization to ensure that it complies with its obligations to its employees.

"SEVENTH - AUDIT: Grupo Aval or any of the Covered Companies may appoint, by means of a written notice addressed to the CONTRACTOR, audits for the control and supervision of the rendering of the services. These audits shall be previously coordinated between the Parties."

401-1 New employee hires and employee turnover

For all vacant positions in the organization, in addition to applying best practices in the search for potential candidates, we conduct competency-based interviews to validate technical and functional skills. We rely on test sets endorsed by the American Psychological Association - APA - where we identify cognitive skills, personality traits and leadership style, ensuring that we bring on board the people who fit not only the responsibilities of the position, but also the culture of the organization.

In 2022, we launched an employment platform, 100% customized with our brand, which allows us to publish all our vacancies to the target public and optimize our selection processes, generating a differentiating experience for candidates.

Additionally, it allows us to create our own pool of available candidates; increase visibility and recognition of our employer branding strategy and increase traffic to other digital assets such as social networks.

Through the platform we are able to apply psycho-technical tests in advance, generating pre-filters of candidates and speeding up the search process. We apply the ERI (Employee Reliability Inventory) integrity test, aimed at identifying productive and reliable employees. We improve response times, having a fast and accurate filter.

We also have a referral site, where our employees recommend people they know to our vacancies.

For senior management positions we have the support of a team of consultants from headhunting firms, who conduct more specialized research to provide us with suitable candidates, generating value to the process in the level of candidates and response times. For these profiles, we additionally conduct emotional intelligence tests, to demonstrate the behaviors and competencies that the position requires, in line with their level of contribution within the organization.

Our external channels are:



LinkedIn: Through this platform we make external calls and monitor the statistics of the people applied, contacted, number of visits for each of the vacancies and the sector to which they belong. It also allows us to review the market and the movements in terms of talent of our competitors.

El empleo.com: It allows us to analyze the market and the potential profiles for the required positions. By means of several filters we manage to have real data of suitable people to fill vacancies, as well as resumes with the necessary information to contact candidates and start our comparative scale of applicants.

EMPLOYABILITY

We use the best market practices for the creation and management of jobs in the areas of hiring, recruitment, retention, as well as adequate working conditions for all our employees. We guarantee the coverage and selection of the best talent for the Corporation and its subsidiaries, so as to ensure the permanence of employees in the organization and their professional and personal development, for their own benefit and that of the company.

We are one of the companies that generate the most employment in the country. Corficolombiana, its subsidiaries and investments generated a total of 25,572 jobs in 2022.

In terms of compensation and benefits, we supported the definition of the new compensation and variable payment model of the Integrated Commercial Model (MCI), as well as the Investment Banking area, generating more competitive practices, and making sure we retain the best salespeople in the market. We believe in the impact that a competitive salary and an adequate benefits system generate, which is why we have a plan of economic and emotional benefits, aimed at improving the quality of life of our employees and their families.

We use the following tools as a method of searching for the best profiles:

- ✓ LinkedIn external offers
- ✓ Statistics of applications through LinkedIn
- ✓ Applications at elempleo.com
- ✓ Employment Statistics.com
- √ Head-hunters

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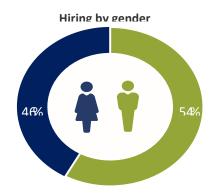
We currently conduct retirement interviews with employees who leave the organization, in order to identify their perception and experience in the time worked. We also evaluate issues such as their relationship with their work team, with their leader and with the different areas of the company. This information allows us to identify the main causes of retirement and opportunities for improvement in both processes and the work environment.

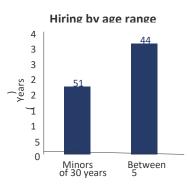
On the other hand, every year we carry out a work environment measurement with the firm Great Place To Work (GPTW), where five dimensions are evaluated: credibility, respect, equanimity (fairness), companionship (camaraderie), pride and general appreciation, which allows us to know and analyze the current state of the work environment of the organization and review trends according to the results in previous years, generating retention and improvement plans.

The reporting organization must submit the following information:

A. Total number and rate of new employee hires during the reporting period, by age group, gender and region.







Age range	No. of persons	Accumulated
Barranquilla	1	1%
Bogotá	92	97%
Medellín	1	1%
Cali	1	1%
Total	95	100,00%

Percentage of vacancies filled by internal candidates (internal hires): 20.74% (28 people)

➤ Promotions by Gender:

Genre	No. of persons	%
Female	10	35,71%
Male	18	64,28%
Grand total	28	100,00%

➤ Promotions by management level:

Management level	No. of persons	%
Administrative	22	78,57%
Supervisor	6	21,42%
Grand total	28	100,00%

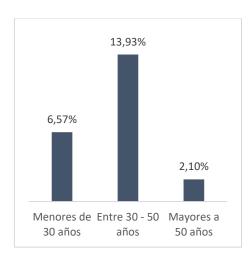


➤ Average cost of contracting/ FTE:

	Fiscal year 2018	Fiscal year 2019	Fiscal year 2020	Fiscal year 2021	Fiscal year 2022
Average contracting cost/FTE	\$4.099.570	\$4.927.460	\$6.640.286	\$10.875.329	\$5.016.141

B. Total number and rate of employee turnover during the reporting period, by age group, gender and region.

> Rotation by age:



	No. of people	
Age range	withdrawn	% of turnover
Under 30 years of		
age	25	6,57%
Between 30 - 50		
years old	53	13,93%
Over 50 years old	8	2,1%



> Rotation by gender:

No. of people		
Genre	withdrawn	% of turnover
F	41	10,78%
M	45	11,83%

> Rotation by region:

City	No. of people withdrawn	% of turnover
Bogotá	79	20,76
Medellín	3	0,79
Bucaramanga	1	0,26
Cali	1	0,53
Barranquilla	2	0,26

> Rotation by management level:

Row labels	% of turnover
Top Management - Top Management	0,79%
Middle Management:	0,53%
Junior Management:	2,89%
Functional Areas	18,4%

> Rotation by race, ethnicity, nationality, country of origin or cultural background.

Nationality	Turnover
National	22,34%
Foreigners	0,26%

Minorities	Turnover
LGTBIQ+	0,26%
Disability	0%
Migrants	0,26%

Voluntary employee turnover rate: 17.08%. Total employee turnover rate: 22.61%.



GRI 401 EMPLOYMENT

401-2 Benefits for full-time employees that are not provided to part-time or temporary employees

The reporting organization must submit the following information:

A. Benefits that are customary for full-time employees of the organization, but are not provided to part-time or temporary employees, due to significant locations of operation.

These include, at a minimum:

- ➤ Life insurance; X
- > Health care:
- Coverage for disability and disability;
- ➤ Parental leave;
- > Provision for retirement;
- ➤ Equity interest;
- ➤ Other.
 - ✓ Subsidy for prepaid medicine.
 - ✓ Credit for employees as follows:

Home purchase or remodeling

Purchase of new or used vehicle

Domestic calamity m Free investment

Education with remission for employees (undergraduate and postgraduate)

Education for the children without condonation

Preventive medical checkup

- ✓ Vehicle leasing for executives (president and vice presidents).
- ✓ Extra-legal bonus for disability greater than 120 days and up to 360 days, 11% for nominal salary and 20% for integral salary.
- ✓ Extra-legal non-wage bonus in June and December corresponding to 15 days of salary or proportional to nominal salary.
- ✓ Extra-legal non-salary cash bonus for vacation equivalent to 15 days of salary or proportional.



Mutual fund, savings up to 10% of nominal salary and 10% of 70% of the employee's monthly integral salary, where the Company grants 50% of the amount saved.

Non-wage bonus for length of service, after 10 years of service and every 5 years thereafter.

Executive check-ups for senior management.

Cellular for senior executives and Corporate plans with special rates for all employees Parking for authorized charges

Emotional benefits

- ✓ 5 paid hours per month
- √ 1 paid birthday
- √ 3 days for calamity
- √ 3 days per marriage
- ✓ Flexible schedule
- B. The definition used for "significant locations of operation".

Considering that the Company and its financial subsidiaries have operations only in Colombia, the definition of "locations with significant operations" refers to operations in Colombian territory.

GRI 401 EMPLOYMENT

401-3 Parental leave

The reporting organization must submit the following information:

Parental leave in Colombia has two types: the first is a shared leave, where the mother has 18 weeks of paid leave for the care of her newborn child and the father has 2 weeks of paid leave. Shared leave requires the mother to take the first 12 weeks after childbirth and the remaining six weeks may be shared between the father and the mother by mutual agreement of the two. This figure does not reduce the father's leave time.

The second is called flexible parental leave and contemplates the possibility that after the twelve weeks the mother or father can work part-time and thus extend their parental leave for a few more weeks.



Answer to the numerals:

- A. The total number of employees who have been entitled to parental leave, by gender. This numeral also provides a response to the numeral.
- B. The total number of employees who have taken parental leave, by gender.
- C. The total number of employees who have returned to work in the reporting period after completing parental leave, by gender.

Genre	No. of returnees	No. of persons who have not returned
Female	3	3
Male	3	0
Total	6	3
Return to work rate		66,66

D. The total number of employees who have returned to work after completing parental leave and were still employed 12 months after returning to work, by gender.

8 employees continue to work with the corporation after 12 months of return from leave. One employee left the corporation to take on new work challenges.

Return-to-work and retention rates of employees who took parental leave, by gender."

100% of women and men returned to work after parental leave ended.

GRI 402 EMPLOYEE-COMPANY RELATIONS

402-1 Worker - Company Relations

The minimum number of weeks' notice usually given to employees and their representatives prior to the implementation of significant operational changes that could significantly affect them.

In Corficolombiana we are aware of the need to maintain an open dialogue with our employees and communicate openly those operational changes that may affect their functions or the way in which they carry out their activities. In the last 3 years there have been no changes of this magnitude,



however, our Human Talent Management Policy warns that "at least 4 weeks in advance or the time required, inform employees and their representatives of significant operational changes that may affect them considerably and accompany the process using proven methodologies in change processes, for the mitigation of negative impacts, favoring their implementation".

GRI 403 OCCUPATIONAL HEALTH AND SAFETY



403-1 Occupational health and safety management system

At Corficolombiana we strive to maintain healthy and safe working conditions as one of the goals of our organization's sustainable development objectives.

Corficolombiana has designed and implemented a Safety and Health at Work Management System (SG-SST), in order to guarantee adequate health and safety conditions for workers in the different activities carried out, thus contributing to their physical, mental and social well-being. All levels of management assume the responsibility of promoting a healthy and safe work environment, complying with the applicable legal regulations in force, together with the corporation's internal provisions.



As part of the activities developed to meet our objectives on this front, Corficolombiana is carrying out the following activities:

Identify hazards, evaluate and assess risks and establish the respective controls in terms of Occupational Health and Safety, which contribute to the prevention of incidents, accidents and occupational diseases, generating safe working conditions or environments.

Promote the implementation of activities aimed at protecting and preserving the health and safety of workers, fostering a culture of self-care.

To allocate human, technical, physical, technological and financial resources for the implementation, operation and continuous improvement of the Occupational Health and Safety Management System.

All workers, regardless of their form of contracting, are responsible for strictly complying with the sanitary measures and biosecurity protocols defined at the national level and by the company in the event of any contingency. This includes all personnel in any work modality.

The reporting organization must submit the following information for employees and workers who are not employees but whose work or place of work is controlled by the organization:

- A. A statement indicating whether an occupational health and safety management system is in place, including:
- > Whether the system has been put into operation due to legal requirements and, if so, a list of such requirements;

Our entity in compliance with the provisions of Law 1562 of 2012, Decree 1072 of 2015 and current Colombian regulations, has designed a Management System for Occupational Safety and Health (SG-SST), implementing all necessary measures for the prevention of occupational injuries and diseases; the protection and promotion of health, through continuous improvement of working conditions and the working environment, effectively controlling the hazards and risks in the places where we operate nationwide.

The articulated development of these elements allowed us to fulfill our purposes during 2022, which is evidenced by the certification granted by ARL LA ARL DE SEGUROS DE VIDA.



ALFA S.A. (Labor Risks Insurance Company), entity supervised by the Financial Superintendence of Colombia in December 2022, where it is specified the full compliance in the implementation of our Occupational Health and Safety Management System, following all the requirements and regulatory standards described below: in our case 100% compliance and implementation of the system and evidence of the fulfillment of the requirements of the standards defined in the regulations.

Standard	Criteria
Assignment of a person to design and implement the OSH Management System.	Assign a person with the following profile: The design and implementation of the OSH Management System may be carried out by OSH professionals, professionals with a postgraduate degree in OSH, who have a valid license in Occupational Safety and Health and a virtual training course of fifty (50) hours.
Assignment of OSH responsibilities	Assign and document specific responsibilities in the OSH Management System to all levels of the organization, for the development and continuous improvement of the OSH Management System.
Allocation of resources for the OSH Management System	Define and assign the human talent, financial, technical and technological resources required for the implementation, maintenance and continuity of the OSH Management System.
Affiliation to the Integral Social Security System	Guarantee that all workers, regardless of their type of employment or contract, are affiliated to the Social Security System for Health, Pension and Labor Risks.
Identification of workers who are permanently engaged in highrisk activities and special pension contributions	If applicable, identify the workers who are permanently engaged in high-risk activities established in Decree 2090 of 2003 or in the regulations that add, modify or complement it, and contribute the amount established in the regulations to the Pension System.
Formation and operation of COPASST	Form and ensure the operation of the Joint Committee on Occupational Safety and Health - COPASST.
Training of COPASST members	Train COPASST members to effectively comply with the responsibilities assigned to them by law.



Formation and operation of the Labor Coexistence Committee	Form and guarantee the functioning of the Labor Coexistence Committee in accordance with current regulations.
Annual training program	Develop and implement the promotion and prevention training program, including priority hazards/risks and prevention and control measures, extending to all levels of the organization.
Induction and re- induction in SST	Conduct induction and re-induction activities, which must be included in the training program, aimed at all workers, regardless of their type of employment and/or contracting, prior to the start of their work, on general and specific aspects of the activities or functions to be performed, including, among others, the identification of hazards and risk control in their work and the prevention of occupational accidents and occupational diseases.
Virtual training course of fifty (50) hours in OSH.	The person responsible for the OSH Management System carries out the virtual training course of fifty (50) hours in OSH defined by the Ministry of Labor.
Occupational Health and Safety Policy	Establish a written Occupational Health and Safety Policy and communicate it to the Joint Occupational Health and Safety Committee COPASST. The Policy must be dated and signed by the legal representative and expresses the commitment of senior management, the scope on all work centers and all workers regardless of their form of linkage and / or recruitment, is reviewed at least once a year, is part of the management policies of the company, is disseminated and accessible to all levels of the organization. It includes at least the commitment to: - The identification of hazards, evaluation and assessment of risks and with the respective controls Protecting the safety and health of all workers through continuous improvement Compliance with current regulations applicable to occupational hazards.

Standard	Criteria	
OSH Objectives	Define the objectives of the OSH Management System in accordance with the OSH policy, which must be given, measurable, quantifiable and have goals, consistent with the annual work plan, compatible with current regulations, documented, communicated to workers, reviewed and evaluated at least once a year, updated if necessary and are in a document signed by the employer.	



Initial System Evaluation	Conduct the initial evaluation of the OSH Management System, identifying the priorities to establish		
of Management	the annual work plan or for updating the existing one. It must be performed by the person responsible for the OSH Management System or contracted by the company with external personnel licensed in Occupational Safety and Health.		
Annual Work Plan	Design and define an annual work plan for compliance with the OSH Management System, which identifies objectives, goals, responsibilities, resources, schedule of activities, signed by the employer and the person responsible for the OSH Management System.		
OSH Management			
System archiving and retention of documentation	To have an archiving and document retention system for records and documents that support the OSH Management System.		
Accountability	To carry out an annual accountability of the development of the OSI Management System, including all levels of the company.		
Legal matrix	Define the legal matrix that contemplates the updated norms of the General System of Labor Risks applicable to the company.		
Communication mechanisms	Have effective mechanisms in place to receive and respond to internal and external communications related to occupational health and safety, such as self-reporting of work and health conditions by workers or contractors.		
Identification and evaluation for the procurement of goods and services	Establish a procedure for the identification and evaluation of OSF specifications for purchases and acquisition of products and services		
Evaluation and selection of suppliers and contractors	Establish the OSH aspects that the company may take into account in the evaluation and selection of suppliers and contractors.		
Change management	Have a procedure to evaluate the impact on Occupational Health and Safety that may be generated by internal or external changes.		
Sociodemographic description and Diagnosis of workers' health conditions	Collect the following updated information on all workers for the last year: the socio-demographic description of the workers (age, sex, schooling, marital status) and the diagnosis of health conditions that includes the characterization of their health conditions, the evaluation and analysis of statistics on the health of workers of both occupational and common origin and the results of occupational medical evaluations.		



Occupational	To develop the required occupational medicine, prevention and		
medicine and health	health promotion activities and epidemiological surveillance		
prevention and	programs, in accordance with the priorities identified in the diagnosis		
promotion activities.	of health conditions and priority hazards/risks.		
Position profiles	Inform the physician performing the occupational evaluations of the		
	job profiles with a description of the tasks and the environment in		
	which the respective work will be performed.		
Occupational medical evaluations	Perform medical evaluations in accordance with regulations and the hazards/risks to which the worker is exposed.		

Standard	Criteria	
Custody of medical records	Define the frequency of periodic occupational medical evaluations according to type, magnitude, frequency of exposure to each hazard, the worker's health status, the recommendations of epidemiological surveillance systems and current legislation. Communicate in writing to the worker the results of the occupational medical evaluations, which will be included in his/her medical history. To have the custody of the medical records in charge of an OSH service provider institution or of the physician who performs the occupational medical evaluations.	
Restrictions and medical-labor recommendations	Comply with the restrictions and occupational medical recommendations made by the Health Promotion Company (EPS) or Occupational Risk Management Company (ARL) prescribed to workers for the performance of their duties. Adapt the job position, relocate the worker or carry out labor readaptation when required. Deliver to those who qualify in the first opportunity and/or to the Disability Qualification Boards the documents that are the responsibility of the employer according to the regulations, for the qualification of origin and loss of labor capacity.	
Lifestyles and healthy environment	Develop and implement a program to promote healthy lifestyles and work environments among employees, including specific campaigns aimed at the prevention and control of drug dependence, alcoholism and smoking, among others.	
Hygiene services	To have a permanent supply of drinking water, sanitary services and mechanisms for excreta and garbage disposal. Dispose of solid, liquid or gaseous waste produced, as well as	
Waste Management	hazardous waste,	



	in a way that does not put workers at risk.	
Report of work accidents and occupational diseases	Report to the Occupational Risk Management Company (ARL) and to the Health Promoting Entity (EPS) all work-related accidents and diagnosed occupational diseases. Report serious and fatal accidents, as well as illnesses diagnosed as occupational diseases to the corresponding Territorial Directorate of the Ministry of Labor. These reports are made within two (2) business days following the event or receipt of the diagnosis of the disease.	
Investigation of incidents, occupational accidents and diseases when they are diagnosed as work-related	Investigate incidents and all occupational accidents and illnesses when diagnosed as occupational with the participation of COPASST, determining the basic and immediate causes and the possibility of new cases occurring.	
Registration and statistical analysis of work accidents and occupational diseases	Keep statistical records of occupational accidents that occur, as well as occupational diseases that occur; this record is analyzed and the conclusions derived from the study are used to improve the OSH Management System.	
Accident frequency	Measure the frequency of accidents at least once (1) a month and classify the origin of the hazard/risk that generated them (physical, chemical, biological, safety, public, psychosocial, among others).	
Accident severity	Measure the severity of work accidents at least once (1) a month and classify the origin of the hazard/risk that generated them (physical, chemical, biological, safety, public, psychosocial, among others).	
Proportion of fatal occupational accidents	Measure mortality due to accidents at least once (1) a year an classify the origin of the hazard/risk that generated them (physica chemical, biological, safety, public, psychosocial, among others).	

Standard	Criteria	
Prevalence of occupational disease.	Measure the prevalence of occupational disease at least once a year and classify the origin of the hazard/risk that generated it (physical, chemical, biological, ergonomic or biomechanical, psychosocial, among others).	



Incidence of occupational disease	Measure the incidence of occupational disease at least once (1) a year and classify the origin of the hazard/risk that generated it (physical, chemical, biological, ergonomic or biomechanical, psychosocial, among others).	
Absenteeism due to medical reasons	Measure absenteeism due to work-related and common incapacity, at least once (1) a month and classify the origin of the hazard/risk that generated it (physical, ergonomic, biomechanical, chemical, safety, public, psychosocial, among others).	
Methodology for hazard identification, evaluation and risk assessment	Define and apply a methodology for the identification of hazards and evaluation and assessment of risks of physical, ergonomic or biomechanical, biological, chemical, safety, public, psychosocial, among others, with scope on all processes, routine and non-routine activities, machinery and equipment in all work centers and with respect to all workers regardless of their form of linkage and / or hiring. Identify, based on the risk assessment, those risks that are a priority.	
Hazard identification and risk assessment and evaluation involving all levels of the company.	Perform hazard identification and risk assessment and evaluation with the participation of workers at all levels of the company and update it at least once (1) a year and every time a fatal work accident or catastrophic event occurs in the company or when there are changes in the processes, facilities, machinery or equipment.	
Identification of substances classified as carcinogenic or acutely toxic.	In companies that process, handle or work with substances or agents classified as carcinogenic or acutely toxic, causing diseases, included in the table of occupational diseases, prioritize the risks associated with them and carry out prevention and intervention actions in this regard.	
Environmental measurements	Perform environmental measurements of priority risks from chemical, physical and/or biological hazards.	
Prevention and control measures against identified hazards/risks	Execute prevention and control measures based on the result of hazard identification, evaluation and assessment of risks (physical, ergonomic, biological, chemical, safety, public, psychosocial, among others), including priority risks, and these are executed according to the hierarchy scheme, prioritizing intervention at the source and in the environment, if feasible.	



Application of prevention and control measures by employees	Verify the application by workers of prevention and control measures for hazards/risks (physical, ergonomic, biological, chemical, safety, public, psychosocial, among others).
Internal occupational health and safety procedures and instructions	Develop procedures, instructions and technical data sheets on occupational health and safety when required and provide them to workers.
Inspections of installations, machinery or equipment	Prepare registration forms for inspection visits. Carry out systematic inspection visits to facilities, machinery or equipment, including those related to emergency prevention and attention; with the participation of COPASST.
Periodic maintenance of installations, equipment, machines and tools	Perform periodic maintenance of installations, equipment, machines and tools, in accordance with the reports of inspection visits or reports of unsafe conditions and the manuals and/or technical data sheets of the same.

Standard	Criteria	
Delivery of Personal Protective Equipment (PPE) and training in its proper use.	Provide workers with the required personal protection elements and replace them in a timely manner, according to their wear and tear and conditions of use. Verify that contractors and subcontractors deliver the required personal protection elements to their workers and replace them in a timely manner, according to wear and tear and conditions of use. Conduct training on the use of personal protective equipment.	
Emergency Prevention, Preparedness and Response Plan	Develop an emergency prevention, preparedness and response plan that identifies hazards, assesses and analyzes vulnerability. At a minimum, the plan must include: plans of the facilities that identify areas and emergency exits, as well as signage, and drills at least once (1) a year. The plan must take into account all work days in all work centers and must be disclosed.	
Emergency prevention, preparedness	Form, train and equip the emergency prevention, preparedness and response brigade (first aid, fire, evacuation, etc.), according to the needs and size of the company.	



and response brigade		
Definition of indicators of the Occupational Health and Safety Management System.	Define indicators that allow evaluating the OSH Management System according to the conditions of the company, taking into account the minimum indicators indicated in Chapter IV of this Resolution. Have available the results of the evaluation of the OSH Management System, according to the minimum OSH indicators defined in this Resolution.	
Annual audit	Conduct an annual audit, which will be planned with the participation of the Joint Occupational Health and Safety Committee.	
Review by top management. Scope of the Management System audit	Review at least once (1) a year, by senior management, the OSH Management System, results and scope of the compliance audit of the Occupational Safety and Health Management System, in accordance with the aspects outlined in Article 2.2.4.6.30 of Decree number 1072 of 2015.	
Audit planning with COPASST	Review at least once (1) a year, by top management, the OSH Management System and communicate the results to the COPASST and the person responsible for the OSH Management System.	
Preventive and/or corrective actions	Define and implement the necessary preventive and/or corrective actions based on the results of supervision, inspections, measurement of OSH Management System indicators, among others, and the recommendations of the COPASST.	
Improvement actions according to Senior Management review	When after the review by the Top Management of the OSH Management System it becomes evident that the prevention and control measures related to hazards and risks are inadequate or may no longer be effective, the company takes corrective, preventive and/or improvement measures to remedy what has been detected.	
Actions for improvement based on investigations of occupational accidents and diseases	Define and implement the necessary preventive and/or corrective actions based on the results of the investigations of occupational accidents and the determination of their basic and immediate causes, as well as occupational diseases.	
Improvement plan	Implement corrective measures and actions resulting from requirements or recommendations from administrative authorities and labor risk management companies.	



➤ Whether the system has been implemented in accordance with any recognized management system or risk management standards/guidelines and, if so, the list of such standards/guidelines.

To this end, the corporation addresses the prevention of occupational injuries and illnesses, the protection and promotion of workers' health, through the implementation of a logical and staged method whose principles are based on the PHVA cycle (Plan, Do, Check and Act) and which includes policy, organization, planning, implementation, evaluation, auditing and improvement actions, with coverage for all our employees where we are present in the national territory.

B. A description of the scope of workers, activities and workplaces covered by the occupational health and safety management system and an explanation of whether any workers, activities or workplaces are not covered by the occupational health and safety management system and the reason for this."

Our entity in compliance with the provisions of Law 1562 of 2012, Decree 1072 of 2015 and current Colombian regulations, has designed a Management System for Occupational Safety and Health (SG-SST), implementing all necessary measures for the prevention of occupational injuries and diseases; the protection and promotion of health, through continuous improvement of working conditions and the working environment, effectively controlling the hazards and risks in the places where we operate nationwide.

GRI 403 OCCUPATIONAL HEALTH AND SAFETY

403-2 Hazard identification, risk assessment and incident investigation 403-2 Hazard identification, risk assessment and incident investigation

Corficolombiana has a documented procedure for the continuous identification of hazards, risk assessment and determination of controls to mitigate or eliminate possible risks, defining priorities and actions to be taken.

For hazard identification and risk assessment, the company uses the PHVA cycle, a logical, step-by-step procedure that allows continuous improvement through Plan, Do, Check and Act.

Hazard identification is carried out by job position, in order to have information that allows characterizing the hazards to which employees are exposed, assessing possible risks and generating



pertinent controls that allow mitigating or, if possible, eliminating the probability of occurrence of incidents or accidents.

The hazard identification and risk assessment methodology allow the participation of workers and interested parties and the prioritization of risks to establish intervention measures with the following hierarchy scheme:

- ✓ Hazard elimination risk
- ✓ Substitution.
- ✓ Engineering controls.
- ✓ Administrative Controls.
- ✓ Personal Protective Equipment.

In addition, the corporation has a mechanism for the reporting, control and follow-up of unsafe acts and conditions.

Risk assessment at Corficolombiana is a continuous process, which is subject to permanent review and is modified if the initial conditions change; each time environmental measurements are taken; when emergencies, accidents or work incidents occur; when periodic inspections are carried out, etc.

In Corficolombiana we have a systematic process for determining and ordering causes, facts or situations that generated or contributed to the occurrence of an accident or work incident and it is analyzed to implement effective actions to prevent its repetition, by controlling the risks that produced it.

GRI 403 OCCUPATIONAL HEALTH AND SAFETY

403-3 Occupational health services

In Corficolombiana we develop different activities to periodically control the health of our employees, these activities are contracted with professionals and entities duly accredited to provide the best service, annually we develop the Health Conditions Report of our employees, to whom we perform a periodic medical examination and is based on a set of demographic, occupational and morbidity variables of the working population of our organization. The Diagnosis of Health Conditions is generated from data and findings of occupational medical evaluations and the document is used as input for the proposal of intervention in preventive and occupational medicine.



The health diagnosis includes sociodemographic information, history of occupational exposure to occupational risk factors, current occupational exposure, symptomatology reported by workers, general results of clinical or paraclinical tests complementary to the physical examinations performed, diagnoses found in the working population, analysis and conclusions of the evaluation and recommendations.

The health diagnosis is used to implement measures to improve the quality of life of workers, especially those related to the compliance and development of health promotion programs and the prevention of accidents or occupational diseases, as well as those common diseases that may be aggravated by the work or the environment in which it is developed. This diagnosis does not contain personal or individualized data of the workers.

Its realization comprises several successive stages where the sources of information are determined, the data collection formats are defined, the variables to be studied are identified and prioritized, and then the most relevant variables for occupational health are analyzed. Finally, a series of individual and general recommendations are established to be implemented by the collaborators and the organization's occupational health and safety personnel. The corresponding managers will be responsible for monitoring and controlling compliance with these recommendations.

GRI 403 OCCUPATIONAL HEALTH AND SAFETY

403-4 Worker involvement, consultation and communication on occupational health and safety

In Corficolombiana, we count on the participation of our collaborators for the development, application and evaluation of the SGSST. Both direct and indirect personnel (temporary, outsourcing, contractors) participate in a joint committee called Copasst, responsible for the promotion and monitoring of the rules and regulations of Occupational Health and Safety Hygiene. This committee is composed of 4 workers' representatives elected by vote and 4 company representatives. The committee meets monthly and carries out control and monitoring activities, actively participating in the operation of the occupational health and safety management system.

Additionally, Corficolombiana, through the OSH area, promotes spaces for planned inspections, management reviews and audits of the management system, consulting with workers about the efficiency of the management system. Likewise, and making use of self-reports of incidents, work accidents and unsafe conditions, it carries out activities with workers, aimed at improving OSH processes. On the other hand, it has a mailbox where all employees can make suggestions and recommendations, as well as report possible risks or hazards in their work areas.



In the training, induction and reinduction processes, employees are able to suggest improvements to the system.

In addition to the aforementioned channels, Corficolombiana uses e-mail, written communications, printed material, physical and digital billboards, meetings, etc., to disseminate the procedures, standards and OSH management system.

Corficolombiana is in permanent communication with the competent authorities such as the Ministry of Labor, the Labor Risks Administrator, and also with the companies that provide outsourcing services, contractors, subcontractors, suppliers and external entities such as EPS and AFP, to guarantee not only compliance with all current legal regulations related to OSH systems, but also to ensure their correct dissemination among the workers who provide their services to our company.

GRI 403 OCCUPATIONAL HEALTH AND SAFETY

403-5 Occupational health and safety training of workers

Corficolombiana is concerned about disseminating and training its workers on issues related to the OSH management system. For this purpose, it uses different tools and communication channels such as induction and re-induction processes, training activities and cycles, advertising material, and publications strategically located in the different administrative offices of the corporation.

In addition, Corficolombiana makes available to all its employees a course published in the virtual training campus, which contains all the information related to our occupational health and safety policy, as well as the responsibilities of workers in relation to the OSH system; definition of risks and hazards; treatment of incidents and accidents in the workplace; responsibilities and activities of the OSH joint committee, among others.

At the end of the course, which is a requirement for all our collaborators, there is an evaluation where we guarantee the effectiveness of the training.

Trained employees and/or trained	Number of employees trained trained and/or training	Number of hours of training and/or training
Trained in OSH issues	329	8



GRI 403 OCCUPATIONAL HEALTH AND SAFETY

403-6 Workers' health promotion

At Corficolombiana we are committed to the welfare and safety of our employees, temporary and outsourced personnel who provide services to the Organization.

During the year 2022, we will develop the following programs aimed at mitigating the occupational risks identified for the work performed by our employees related to psychosocial and ergonomic risks and promoting physical activity to counteract sedentary lifestyles:

- Executive Medical Checkups.
- Periodic medical examinations.
- Medical accompaniment for cases related to Covid-19.
- Corporate Vaccination against Covid-19.
- Telephone assistance for psychological and nutritional counseling.
- Informative talks with specialists on topics related to: Emotional intelligence, prevention consumption of psychoactive substances.
- Blood donation days.
- Physical activity classes (Fulbox, Stretching).
- Schools of movement.
- Evacuation drill.
- First aid and fire extinguisher training.
- Active breaks program in the office.

Additionally, the Organization has an extra-legal benefit granted to all its employees, consisting of a monetary allowance for prepaid medical plans. During 2022, the Organization's contribution was Ps. 612,909,801 million.

GRI 403 OCCUPATIONAL HEALTH AND SAFETY

403-7 Prevention and mitigation of impacts on the health and safety of workers directly linked to commercial relations.

The reporting organization must submit the following information:

A. A description of the organization's approach to preventing or mitigating significant adverse occupational health and safety impacts directly related to its operations, products or services through its business relationships, and related hazards and risks.



Our organization through the implementation of the Occupational Health and Safety Management System provides scope and coverage to all work teams working for Corficolombiana, prevents and mitigates significant negative impacts on occupational health and safety, through the fulfillment of the following objectives:

- ✓ Identify, evaluate, and assess the hazards existing in the workplace and propose control measures to intervene in the hazards to prevent the materialization of the risk.
- ✓ Evaluate and continuously improve the performance of the Occupational Health and Safety Management System.
- ✓ Comply with current national legal regulations applicable to occupational hazards.
- ✓ Promote worker participation.
- ✓ Design, implement and maintain an Occupational Health and Safety Management System, guaranteeing the necessary conditions to prevent the occurrence of occupational accidents and/or occupational diseases, promoting a culture of self-care and prevention.

GRI 403 OCCUPATIONAL HEALTH AND SAFETY

403-8 Coverage of occupational health and safety management system The

reporting organization is required to submit the following information:

- A. Whether the organization has implemented an occupational health and safety management system in accordance with legal requirements and recognized standards/guidelines:
- > The number and percentage of all employees and non-employees whose work or place of work is controlled by the organization and who are covered by the system.

Type of relationship	No. of persons	%
Apprentice	14	9%
Outsoursing	119	76%
Practitioner	1	1%
Temporary	23	15%
Total	157	100%



> The number and percentage of all employees and non-employees whose work or place of work is controlled by the organization and who are covered by the system, subject to internal audit.

Type of relationship	No. of persons	%
Indefinite term	385	100%
Total	385	100%

The number and percentage of all employees and non-employees whose work or place of work is controlled by the organization and who are covered by such system, subject to audit or certification by a third party.

Type of relationship	No. of persons	%
Apprentice	14	9%
Outsoursing	119	76%
Intern	1	1%
Temporary	23	15%
Total	157	100%

B. Whether any workers have been excluded from this Content, including the type of worker and the reason for exclusion.

Our Occupational Health and Safety Management System has a scope for all our employees and locations where we operate without any type of exclusion.

C. Any contextual information necessary to understand how the data were collected, as well as any standards, methodologies or assumptions used.

The information and data evidenced has been compiled through surveys, ARL certifications and audits, and current Colombian legal regulations.

GRI 403 OCCUPATIONAL HEALTH AND SAFETY

403-9 Work-related injuries

In Corficolombiana during the period 2022 we implemented the necessary controls and actions, avoiding deaths due to injuries or work accidents. During this period there were two minor work accidents, which did not have serious consequences and the recovery of our employees was satisfactory. The injuries that were generated were scratches and slight blows to the upper limbs.



The number of hours worked by the Corporation's employees in 2022 was 735,720. For workers who are not officers, but whose work or workplace is controlled by the organization, the hours worked were 735,720.

In Corficolombiana the identification of hazards that may generate injuries or illnesses for our employees is carried out using the methodology established in the Colombian Technical Guide (GTC 45, ICONTEC) for the assessment and classification of risks. An induction is given to all employees to make them aware of the risks and hazards to which they are exposed, and the controls and mitigations designed by the organization. In the event of changes in the identification and assessment of risks, existing controls or proposed controls during the validation process, the matrix will be adjusted and sent again to senior management for approval and allocation of resources.

Cases of occupational illnesses, accidents or fatalities	Number of cases
Occupational disease	0
Occupational accidents	3
Occupational fatalities	0
Total	3

GRI Standard 403-10; 403-9

Fees	Percentage of fees
Absence	1,87%
Accident rate	0,07%
Accident rate	0%

GRI Standard 403-9

Absences and disabilities	Information
Days of absence due to occupational accidents	16
Days of absence due to common illness	1386
Total days of absence	1402
Number of incapacities due to occupational accidents	1
Number of incapacities due to common illness	250
Total, disability	251



Cases of occupational illnesses, accidents or fatalities	Number of cases men	Number of cases women
Occupational disease	0	0
Occupational accidents	2	1
Occupational fatalities	0	0
Total	2	1
Fees	Percentage of rates Men	Percentage of rates Women
Absence	0,5%	1,5%
Accident rate	0,05%	0,03%
Accident rate	0%	0%
Absences and Disabilities	Information Men	Information Women
Days of absence due to occupational accidents	16	0
Days of absence due to common illness	459	927
Total days absent	475	927
Number of incapacities due to occupational accidents	1	0
Number due to common illness	77	173
Total disability	78	173



GRI Standard 403-10; 403-9

GRI 403 OCCUPATIONAL HEALTH AND SAFETY

403-10 Occupational diseases and illnesses

For Corficolombiana, the safety and health of its collaborators and personnel that provide services to the Organization are its priority, for this reason our process for the identification of hazards is based on the methodology established by Colombian legislation for the construction of the OSH management system.

Our accident and occupational disease rates are really low and thanks to Corficolombiana's epidemiological surveillance system, which includes identification, monitoring and control, there were no occupational diseases in 2022.

Similarly, the mental and psychological health of our employees is very important. In 2022 we advanced the Psychosocial Risk measurement, in line with the legal requirements embodied in Resolution 2404 of 2019, through which the battery of instruments for the evaluation of psychosocial risk factors is adopted, as well as a general technical guide for the promotion, prevention and intervention of psychosocial factors and their effects on workers. The survey included both intra- and extra-work environments and the results showed satisfactory indices of stress and anxiety levels. These results contrast with all the efforts and the permanent accompaniment of the Organization to all its employees, through different strategies described throughout this report.

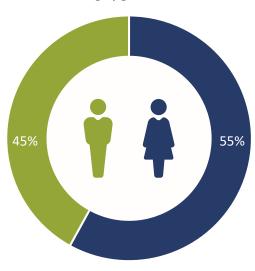


Disability	Average days of disability
Days of incapacity due to occupational illness	16
Days of incapacity due to common illness	1386

GRI 404 TRAINING AND EDUCATION

 $404\mbox{-}1$ Average number of training hours per year per employee

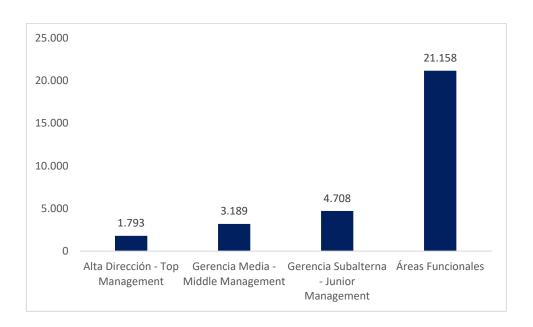




Training and education according to gender	Total number of hours of training and education	Average hours of training and education
Women	16.982	14,6
Men	13.866	14,1
Total	30.848	14,4



Number of hours of training and education



Training and education according to job category	Number of hours of training and education	Average hours of training and education
Top Management - Top		
Management	1.793	13,3
Middle Management -		
Middle Management	3.189	8,7
Junior Management -		
Junior Management	4.708	15,9
Functional Areas	21.158	15,7
Total	30.848	14.4

Average hours per full-time employee (FTE) of training and development: 82

Average amount spent per FTE on training and development: \$ 5,057,886



➤ Hours of training by age group:

Age range	Hours
Between 30 and 50	4.394
Over 50	4.066
Under 30	22.388
Total	30.848

➤ Hours of training by Gender:

Women: 16,982 hours Men: 13,866 hours

> Hours of training by management level:

Senior Management - Top Management: 1,793 hours

Middle Management: 21,158 hours Junior Management: 3,189 hours

Functional Areas: 4,708

> Hours of training by type of training:

Type of training	Hours
Events	1.585
Soft skills	755
Technique	28.508
Total	30.848

GRI 404 TRAINING AND EDUCATION

404-2 Programs to improve employee skills and training assistance programs 404-2 Programs to improve employee skills and training assistance programs transition



During 2022 we continued to strengthen our development strategy with our training programs. We conducted 199 training sessions aimed at strengthening the technical skills of our employees for a total of 30,848 hours of training. Resources invested in staff training amounted to Ps. 1,901 million.

We continue to promote e-learning training in our virtual campus where employees have access to courses and training with relevant content that helps them to optimize their performance and develop their soft skills: Negotiations that Generate Value, Emotional Communication, Human Rights, Let's Talk about Diversity and Inclusion, among others.

We completely restructured the regulatory trainings, using the micro-learning method and guaranteeing the effectiveness of their socialization. We published 12 regulatory trainings related to Financial Risks, ABAC Anti-Corruption Policy, Code of Ethics and Conduct, SAC, SARO, SOX, Business Continuity, SARLAFT, Information Security, FATCA & CRS, Regulatory Compliance and Occupational Health and Safety.

We maintain our objective of reinforcing and promoting in our employees the key leadership skills to face the challenges of the future in our businesses, and for this reason we included 90 additional leaders at tactical levels in coaching programs, thus covering 100% of the roles with people in charge, through spaces in which they can visualize the best practices in management and the improvement of competencies related to the management of effective teams.

We also have our Corporate University, one of the strongest training tools available to the Corporation today. During 2022 we graduated our first graduating classes from the School of Finance and Business Administration, and we opened the calls for applications from our three Faculties to allow the participation of employees from our investments, extending this benefit to a greater number of people. We reached a record number of 350 employees enrolled in the different business areas, and a total of 166 selected employees are now part of the Corficolombiana Corporate University programs.

We continued to invest in the development of our leadership capabilities, including 90 new leaders at strategic and tactical levels in a program that includes a competency assessment and several coaching sessions to develop their leadership skills and key competencies.

Coaching program			
Old (phase 1 and 2) New (phase 3) Total			
136	90	226	



Talent Mapping, High Potential and Successor Identification

In 2022, we included 402 employees in the process of assessing potential and identifying competencies, in order to draw up talent maps for each of the areas. This allowed us not only to identify strong competencies and areas of opportunity, but also our high potentials in order to initiate special programs with them to accelerate their growth and development and ensure their retention. We held calibration meetings with all business unit leaders and identified successors for key positions, ensuring business continuity through knowledge transfer.

Corficolombiana has an Outplacement process to accompany the career transition of senior executives, where with the support of an external consultant, employees review labor market trends, new opportunities for their profiles, identification of their talents and skills, their personality and natural style of behavior, their motivators and values and help them manage their internal obstacles. They also support them in building an effective network of contacts, the elaboration of an appropriate CV for their profile, the search for job opportunities in digital media, how to conduct selection interviews, etc....

They also evaluate the option of labor independence, helping to formulate and evaluate new business ideas; to develop the business model and the value proposition; to define the relationship with customers and connection channels; its financial viability; organizational structure, etc...

In addition, the company has a program to accompany retirees to support them in their life transition and assimilate this new stage as a natural process.

The accompanying program includes:

- ✓ Manage the anxiety that can be generated by the uncertainty of the future, by visualizing, planning and taking control of your new life plan.
- ✓ Becoming familiar with your new role and the impact on your relationships with your family
- ✓ Explore new options
- ✓ Enjoying dreams viewed
- ✓ Achieving detachment from their recent work history to facilitate their transition to their stage of enjoyment.
- ✓ Establish the principles of financial planning in terms of retirement objectives and Identify the factors involved in financial decisions.
- ✓ Alternatives for your free time, such as a general plan and a plan for a normal week.



- ✓ Management of contingencies, contingencies, general aspects of tax and parafiscal contributions in the retirement stage. Establish the principles of financial planning based on retirement objectives.
- ✓ Other resources available to the person for his or her Retirement project.

We permanently measure the organizational climate, to implement strategies and actions that promote a good work environment and thus the individual satisfaction of each employee in their work environment and team, thus the organization contributes to the development of successful and satisfied professionals, making it a better place to work.

The entity managed to maintain the GPTW Certification, with a "very satisfactory" rating. We were able to increase 2.8 points compared to the previous measurement, which highlights our commitment to our employees to manage a warm and harmonious work environment.

Great Place to Work methodology score - GPTW 2022: 71.3

Commitment to	Fiscal year	What was your goal for	
the employees	2022	fiscal year 2022?	
Engagement Index (Satisfaction and Well-Being)	89,9	87	
Data coverage % of employees who responded to the survey			
	95%	385 employees	

Great Place to Work measures the connection employees have with their organization by evaluating six aspects: credibility, pride, respect, fairness and camaraderie.

5-point scale: Almost always true, usually true, sometimes true, usually not true, almost never true.



Breakdown by age group



> Breakdown by Gender

Género 46% 54% Femenino Masculino



Management level (e.g. junior/lower, middle, senior/senior)

CLASSIFICATION	Year 2022
0. President	0,3%
Second Level Executives (Vice Presidents, managers or directors)	15,2%
2. Executives at the third and fourth levels (middle management: area chiefs, coordinators): Coordinators, Chief	10,7%
3. Professionals and analysts: Lawyers, analysts, traders, specialists, managers, assistants.	59,9%
4. Assistants, cashiers, secretaries and other direct collaborators: Assistants, Secretaries	14,0%
TOTAL	100,0%

Measurement of company pride:

- > I want to work in the organization for a long time.
- ➤ I am proud to tell others that I work in this Organization.
- > This Organization is considered an attractive employer in our environment.
- > I feel good about how we contribute to the community.
- > I would recommend this Organization as a great place to work to family and friends.
- > Our customers would rate our Services as "Excellent".

Program 1	Program 2



Name and description of	Leadership development and assessment program	Corporate University
the program	Leadership program, talent assessment development and career development plans	Corficolombiana Corporate University

Description
of program
objective /
business
benefits

Leadership Program

Accompany Corficolombiana's Leaders in the development of an integral leadership vision for transformation, achievement of objectives, process assurance and strengthening of teams in harmonious and productive work environments.

We continued to strengthen the leadership skills of our employees, including 90 tactical leaders in coaching programs, reaching this year 100% of roles with people in charge, through these spaces in which they are trained to optimize practices in team management and improvement of soft skills.

Talent mapping and identification of high potentials:

In 2022, we included 402 employees in the assessment of potential and development, through competency tests and calibration meetings, which allowed us to build talent maps for the different areas of the organization, analyzing individually, the current level and

commitment Our is to strengthen the programs of the Corporate University, this allows us to continue strengthening the skill levels of our employees, becoming a benchmark in the sector, which is why during 2022 we graduated our first class of the School of Finance and Business Administration, additionally we opened the calls for our three faculties Leadership, Finance and Management, achieving more than 350 enrollees from different business benefiting a total of 166 employees of the programs of the Corficolombiana Corporate University in 2022.

The School of Leadership is based on three training axes: development of the leader, development of the team and development of the organization.

It has the intensity of 120 hours of training, coaching sessions and hours of accompaniment to strengthen concepts and competencies.

The School of Finance is a 9-module program. Its contents provide financial analysis tools





Career plans:

Professional and personal development is a motivation for most people, so it is important to encourage spaces for technical development, management training and personal growth, therefore we made available to our employees a complete career plan program in which they can find the possible routes of horizontal or vertical growth within our organization and in turn also provides them with important information about the skills, competencies and responsibilities for each position. In this career plan they also have access to a guide that allows them to work on the development of skills competencies that will enable them to achieve their objectives more effectively.

Quantitative impact of business benefits (monetary or nonmonetary)	 Generate greater alignment of leaders. Strengthen a culture of leadership, Strengthen leadership skills, to ensure the necessary capabilities for the achievement of results and team management. 	To guarantee high quality training and contribute positively to the organizational climate, while investing in the professional and personal development of our employees, taking an interest in their training and advancement within the organizational structure. m Promote a corporate learning culture. m Enhance employee commitment. m Develop organizational competencies. Strengthen talent and organizational knowledge. To ensure a sustainable professional growth path for our employees.
% of FTEs participating in the program	23.3%	43.1%

We are currently analyzing within the organization the sociodemographic data of our employees, in order to build benefit plans targeted to each of the segments. We are also in the process of formalizing a unified diversity and inclusion policy for the entire group to which we belong, which will allow us to be more explicit and direct with some population minorities.



On the other hand, we have made progress in assessing, with technical tests, the functional knowledge and soft skills of all employees in order to identify opportunities for improvement and support the personal and professional growth of all of them. There are training and development programs open to all our employees without any type of discrimination, which allows them to evolve in the construction of skills and competencies. We have a corporate university, we have the second graduating class of the leadership school, a graduating class of the finance school and a second group that started and the administrative business school that started at the end of the previous year. This will undoubtedly continue to support the integral development of our employees.

GRI 404 TRAINING AND EDUCATION

404-3 Percentage of employees receiving regular performance and career development reviews

During the year 2022, performance evaluations were carried out for the previous year for 100% of the employees, an exercise that ensures that the Entity's objectives are clearly represented in the objectives of the areas and in turn in the individual objectives of our employees.

Likewise, the performance evaluation allows us to generate action plans to reinforce strengths and work on areas for improvement at the individual and group levels, thus guaranteeing the achievement of the proposed objectives.

This process begins with the definition of the following year's performance objectives between the leader and the employee, ends with the consolidation of the results and analysis of these which will be taken as a starting point for the definition of promotions, promotions, career plan and training needs for the following year.

The percentage of total employees by gender:

Female: 52% (180 employees) Male: 48% (167 collaborators)

➤ Total number of employees evaluated by employee category:

The percentage of total employees by employment category:

Strategic: 11% (39 employees)
Operational: 42% (147 employees)
Tactical: 46% (161 collaborators)



The organization has a 5-year strategic planning process. In this process, investment initiatives are taken into account and, together with these initiatives, the growth of the workforce is planned. Also, programs are coordinated for the development of capabilities and skills that will be required in the medium and long term, such as digital skills, agile methodologies, competencies for remote work, etc. One of the key pillars of Corficolombiana Sostenible's strategy is to promote the well-being of our employees. By 2022, in the BSC of the senior management team, the "Talent Health" indicator was included, where indicators such as rotation, training and work environment are measured, promoting a culture of good leadership practices and employee development.

Through the tool for measuring performance by objectives and competencies, we identify the level of development of the essential and technical skills of our employees. With the analysis of this information, we propose specific and transversal plans to the areas, in order to close the gaps. On the other hand, the performance evaluation process is an essential part of the promotion and advancement processes, as well as access to some of the benefits of the credit lines offered by the corporation. Likewise, during 2022 we began the talent mapping process, which allows us to understand the type of profiles we have, segment them and design development programs for each of these profiles.

We permanently measure the organizational climate, to implement strategies and actions that promote a good work environment and thus the individual satisfaction of each employee in their work environment and team, thus the organization contributes to the development of successful and satisfied professionals, making it a better place to work.

GRI 405 DIVERSITY AND EQUAL OPPORTUNITY

405-1 Diversity in governing bodies and employees

In Corficolombiana we have a Diversity and Inclusion policy that was designed for the entire AVAL group and adopted by each of the group's companies. The purpose of our policy is to recognize the importance of promoting inclusion and diversity in society as strategic elements that add value to the organizational culture, foster innovation, well-being and productivity. We believe that a diverse and inclusive culture allows us to contribute to a changing society that requires opportunities for all, regardless of race, ethnicity, gender, age, religion, disability and sexual orientation, nationality, education, personality, skills, experience and knowledge base. We promote collaborative environments with equal opportunities for all.

In 2022 we continued working on the implementation of our Diversity, Equity and Inclusion (DEI) policy, promoting respect for diversity and ensuring more inclusive and fair spaces for all. With the



support of the Corporation's Diversity, Equity and Inclusion Committee, we obtained the "Friendly Biz" certification, awarded by the Chamber of Diversity, which recognizes us as a company that is friendly and responsible with diversity. Different activities were developed during the year, which undoubtedly strengthened the understanding of the policy and the socialization of the different concepts of DEI. We held 14 awareness-raising workshops with the different business areas, in which 222 employees participated and open discussions were held on the different concepts. We disseminated our policy to the outsourcing companies that provide services to the Corporation. We consolidated alliances for hiring people with different abilities and began to include people with Down Syndrome in active breaks at the Bogotá headquarters.

On the other hand, in 2022 we joined the PAR Ranking participation with Aequales, to identify our status quo in gender equity and, based on the diagnosis, design action plans.

The reporting organization must submit the following information:

C. The percentage of employees by job category for each of the following diversity categories:
➤ sex:

Employees by employment category and gender	Total number of employees	Percentage by Category	Percentage of women	Percentage of men
Top Management - Top Management	27	7%	44,44%	55,56 %
Middle Management - Middle Management	35	9%	28,57%	71,43%
Junior Management - Junior Management	55	14%	52,73%	47,27%
Functional Areas	268	70%	57,46%	42,54%
Total	385	100%	53,25%	46,75%

> Age group: under 30 years old, between 30 and 50 years old, over 50 years old;

Age range by gender	Total number of employees	No. of women	Number of men	Percentage of women	Percentage of men
Under 30 years of age	77	33	44	42,86	57,14
Between 30 - 50 years old	232	129	103	55,6	44,4
Over 50 years old	76	43	33	56,58	43,42
Total	385	205	180	53,25	46,75



> Other indicators of diversity in Corficolombiana minority groups or vulnerable groups

Nationality

Nationality	% of total workforce	Share in all management positions, including junior, middle and senior management (as % of total management workforce)
COLOMBIANA	99%	97,00%
VENEZOLANA	1%	1,50%
EUROPEA (Dual Nationality)	1%	1,50%

Ethnicity

Ethnicity	% of total workforce	Share in all management positions, including junior, middle and senior management (as % of total management workforce)
Indigenous	1%	1,70%
Half-caste	98%	98,30%
African American	1%	0

Persons with disabilities: 0.20% (2 women) in Corficolombiana and its financial subsidiaries LGBTQI+: 0.18 % LGBTQI+: 0.18 %.

Other Minority Groups	Total
LGTBIQ+ Population	100
Disability	28
Venezuelan Migrant	16
Migrants	14
Others	5



Of Corficolombiana, 99% are Colombian; however, among the employees in our investments in Promigas and Hoteles Estelar we have Peruvian nationals.

Freedom of Association

As expressed in our company's Human Rights Policy, we promote the right to free association. At present Corficolombiana does not have a union, however, in several of our investments, where Corficolombiana has control, there are unions: Tesicol (Sintratextil), Unipalma (Sintraimagra and Sindiunipalma), Mavalle (Sintrainagro), Compañía Hotelera Cartagena de Indias (Sindicato Hocar, Seccional Cartagena): National union of workers in the production, distribution, and consumption of food and beverages and other services provided in clubs, hotels, restaurants and the like in Colombia) and Promigas. We work very harmoniously with all of them and they represent 3.09% of the population.

GRI 405 DIVERSITY AND EQUAL OPPORTUNITY

405-2 Ratio of basic salary and remuneration of women vs. men

The organization's compensation policy is based on the principles of fairness, transparency and market competitiveness. Remuneration for the different positions is set taking into account the level of responsibility, the skills required and the impact on business results.

Additionally, we have variable compensation models for commercial and business positions, which, due to their characteristics and responsibilities, are directly related to the achievement of revenues that leverage the growth of the business and the fulfillment of organizational goals.

On the other hand, there are a series of benefits that include both monetary and non-monetary options that impact the physical, emotional and financial well-being of our employees and contribute to improving the quality of life of our employees and their families.



The reporting organization must submit the following information:

A. The ratio of base salary and remuneration of women versus men for each job category, by location with significant operations.

Ranking	F	M
Top Management - Top	\$ 41.536.667	\$ 45.526.300
Management - Middle Management -		
Middle Management	\$ 17.097.880	\$ 19.628.387
Junior Management	\$ 7.682.162	\$ 7.448.353
Functional Areas	\$ 5.377.241	\$ 5.571.668
Grand total	\$ 8.391.690	\$ 9.919.662

Indicator	Difference between men and women employees (%)	
Mean gender pay gap	-15,40%	
Median gender pay gap	-21,20%	
Mean bonus gap	-12,61%	
Median bonus gap	-8,59%	

B. In the definition used for "location with significant operations".

Considering that the Company and its financial subsidiaries have operations only in Colombia, the definition of "locations with significant operations" refers to operations in Colombian territory.

GRI 406 NON-DISCRIMINATION

406-1 Cases of discrimination and corrective actions taken Our policy and

measures include the following:

- ✓ Explicit statement prohibiting harassment:
 - Sexual harassment
 - Non-sexual harassment
- ✓ Zero tolerance policy for discrimination
- ✓ Training for all employees on discrimination and harassment in the workplace.
- ✓ Defined escalation process for incident reporting
- ✓ Corrective or disciplinary actions taken in case of discriminatory behavior or harassment

We disclosed the number of discrimination and harassment incidents reviewed in the last fiscal year.

During the year 2022 we held a conference on non-discrimination and good labor treatment for all our employees. We addressed topics such as:

- ✓ Why is it difficult to talk about harassment?
- ✓ Conceptual framework of harassment
- ✓ Contextualization of the topic within corporate sustainability and within the company's strategy.
- ✓ A look at what standards and investors are asking for
- ✓ Prevention, mitigation, and remediation approach
- ✓ Best prevention practices in the business context

We also made available to our employees a virtual course on human rights, which addresses the following topics:

- ✓ History of human rights
- ✓ Human rights at Corficolombiana
- √ Human rights risk management

During the last fiscal year there were no cases of discrimination and harassment. However, if any such cases were to occur, they would be disclosed.

On the other hand, the entity has zero tolerance for acts of discrimination and harassment. For this reason, chapters XXI and XXII of the Internal Regulations are dedicated to regulating these sensitive



issues. Likewise, the Human Rights Policy, the Human Rights Declaration and the Coexistence, Diversity and Inclusion Committee Regulations also address the issues of non-discrimination and harassment. These documents are published within the entity. Complaints are handled with rigor and discipline, and there are escalation processes through the Coexistence Committee and the Corporate Ethics Line. Complaints are handled in a confidential and comprehensive manner. To date, the few complaints made have been investigated and resolved internally, without the need to go to court. To date, there have been no complaints or allegations of incidents of discrimination based on race, color, sex, religion, political opinion, national extraction or social origin, or sexual harassment.

Internal Labor Regulations in Chapters XXI and XXII (Pages: 28; 30).

Declaration of Human Rights (Pages: all)

Coexistence Committee Regulations (Pages: all)

GRI 407 FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

407-1 Operations and suppliers whose right to freedom of association and collective bargaining may be at risk

As expressed in our company's Human Rights Policy, we promote the right to free association. At present Corficolombiana does not have a union, however, in several of our investments, where Corficolombiana has control, there are unions: Tesicol (Sintratextil), Unipalma (Sintraimagra and Sindiunipalma), Mavalle (Sintrainagro), Compañía Hotelera Cartagena de Indias (Sindicato Hocar, Seccional Cartagena): National union of workers in the production, distribution, and consumption of food and beverages and other services provided in clubs, hotels, restaurants and the like in Colombia) and Promigas. We work very harmoniously with all of them and they represent 3.09% of the population.

Annexes:

- 3 CFCNOGH08 CORFICOLOMBIANA'S INTERNAL WORK REGULATIONS
- 3 CFCNORH02 SST POLICY
- 3 CFCPOPR05 HUMAN RIGHTS POLICY
- 3 CFCPOPR06 DECLARATION OF HUMAN RIGHTS
- 3 CFCPORH06 RULES OF PROCEDURE OF THE LABOR COEXISTENCE COMMITTEE



- 3 HUMAN TALENT MANAGEMENT POLICY
- 3 SUMMARY OF COMPENSATION POLICY AND EXTRALEGAL NON-WAGE BENEFITS
- 3 USCMUGH02 OCCUPATIONAL HEALTH AND SAFETY MANUAL
- 3 USCNOGH05 TELEWORK STANDARDS
- 3 USCPRGH19 PROCEDURE FOR THE ADMINISTRATION OF WELFARE BENEFITS
- 3 USC-PO-GH-04- DIVERSITY AND INCLUSION POLICY
- 3 Certification of ARL DE SEGUROS DE VIDA ALFA S.A.
- 3 PROCEDURE FOR THE MANAGEMENT OF ACCIDENTS OR INCIDENTS AT WORK
- 3 PROCEDURE FOR THE MANAGEMENT OF COMPLAINTS AND SUGGESTIONS PRESENTED TO THE LABOR COEXISTENCE COMMITTEE



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