



BANCO DAVIVIENDA S.A. HEALTH AND SAFETY POLICY AT WORK

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Banco Davivienda S.A. through its directors establishes as one of its fundamental policies the commitment to achieve and maintain the highest levels of physical, mental and social well-being of its employees, in order to achieve their integral development, aware of the need to prevent all those aspects that in the work environment may generate harmful effects; this through the implementation of an occupational health and safety management system. To this end, it will fulfill the following objectives within its management:

- Identify hazards, evaluate and assess risks and establish the respective controls.
- To protect the safety and health of all workers by promoting their participation in the Occupational Health and Safety Management System.
- Prevent the occurrence of accidents and occupational diseases of direct and indirect personnel.
- Verify the OHSMS implementation process of our contractors and subcontractors.
- Comply with current national regulations, legal requirements and international standards applicable to occupational risks.
- Maintain an adequate performance in the implementation of the OHSMS in accordance with national regulations, for this we establish priorities, goals, objectives and action plans that contribute to continuous improvement.

The Bank's commitment goes beyond the adequate exercise of its economic activity, therefore the execution of the OHSMS is a priority for Davivienda, for which it will assign the necessary human, physical and financial resources for its implementation and maintenance; being the management team responsible for its compliance. This policy was approved by the Board of Directors after being reviewed by the occupational health and safety committees and senior management.



In witness whereof the foregoing is signed on the date hereof 05/02/2024

ALEJANDRA MARÍA BOTERO GARCÉS
Representative for the OHSMS Management

JULIAN ARTURO JIMÉNEZ SANTAFÉ
Human Talent Services Management Leader

MARTHA LUZ ECHEVERRI DÍAZ
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