



BANCO DAVIVIENDA S.A.

DIVERSITY AND INCLUSION POLICY

1. INTRODUCTION

Banco Davivienda believes that it is important for its teams to reflect the diversity inherent to Colombian society. Diversity fosters empathy and innovation, and it delivers value to the Bank, positively impacting its results.

Embracing diversity is a key component of our human talent management process and we reinforce this commitment by enforcing a policy across the companies that are part of the group.

We embrace diversity as a comprehensive value that includes cultural diversity, gender diversity, sexual orientation diversity, generational diversity, diversity of skill sets, among others.

2. COMMITMENTS

We are committed to the protection of human rights and applicable laws on Diversity and Inclusion. We are an equal opportunity employer and we reject all kinds of discrimination, treating everyone with justice and impartiality across our organization, without prejudices against race, nationality, ethnic origin, religion, gender, sexual orientation, civil status, age, or disabilities.

3. A DIVERSE BOARD OF DIRECTORS

Banco Davivienda S.A. has established a Succession and Selection Policy applicable to the Board of Directors whereby the Bank ensures that all those considered to be appointed or reelected to serve at the Board of Directors originate from substantiated proposals that carefully assessed the needs of the Board of Directors, stimulating diversity of knowledge, diversity of professional and personal skills, diversity of experience, and gender diversity, with the purposes of broadening the scope of perspectives and insights for our discussions, promoting analysis, and relying on different points of views to make decisions.

4. EFFECTIVE DATE

This Policy shall be effective upon approval by the Board of Directors of Banco Davivienda S.A.