



Manifesto of the People BANCO DE OCCIDENTE AND SUBSIDIARIES

At Banco de Occidente and our subsidiaries, we understand that our human team, their families, and our various stakeholders are the driving force behind our operations. We are committed to strengthening policies, processes, the design of spaces, and best practices based on the core value of our corporate culture: respect, thereby ensuring the protection of human rights.

Thus, we have created the “People Manifesto” as a recognition of our commitment to:

- Value and respect each individual’s uniqueness, ensuring fair and dignified treatment in all our processes, and rejecting any form of discrimination.
- Respect the diversity of preferences, experiences, knowledge, perspectives, beliefs, ethnic backgrounds, gender, and professional and personal abilities as a driver of innovation and organizational transformation.
- Promote professional growth through equal opportunities in recruitment, career planning, compensation, etc., based solely on competencies, knowledge, merit, and job skills—not on identity-based quotas.
- Create safe environments (both physical and psychological) where people feel valued, heard, and supported; where mistakes are seen as opportunities for growth, decisions are made fairly, and individuals are encouraged to give their best.
- Eliminate labels. We talk about people and understand their differences to improve our processes and meaningfully contribute to their life purpose.
- Maximize the potential of our people through training and continuous education plans that support both professional and personal development.
- Communicate inclusively, highlighting the diversity that represents us. That’s why our internal and external messages reflect the values we promote, and we ensure they are received as such by our various stakeholders.
- Ensure the availability of financial products and services to individuals within our business approach, without any form of discrimination.

This manifesto applies to all our stakeholders without distinction and is complemented by the Aval Diversity and Inclusion Policy, the Banco de Occidente and Subsidiaries Human Rights Policy, the Internal Work Regulations, and the Code of Ethics and Conduct; in compliance with current legal requirements and international best practices applicable in the countries where we operate.

This manifesto will come into effect upon approval by the Board of Directors of Banco de Occidente.

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President, Banco de Occidente

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