

Banco Davivienda S.A. informs that on May 21, 2024 it deposited before the Ministry of Labor the collective bargaining agreements reached as follows: 1) With the Asociación Colombiana de Empleados Bancarios ACEB, effective between May 1, 2024 and April 30, 2027, and 2) With the Unión Sindical de Empleados del Sector Financiero Colombiano (USESFC); Unión Bancaria Nacional (UBN); Asociación Sindical Bancaria (ASB); Sindicato de Trabajadores del Sector Financiero Colombiano (SINTRASEFINCOL); Unión Colombiana de Empleados de Entidades Financieras (UCEFIN) , effective between July 1, 2024 and April 30, 2027.

On the other hand, it informs that on the same date it deposited the Collective Bargaining Agreement signed with the employees of the entity that are bound to it. The term of the new collective bargaining agreement will be between July 1, 2024 and April 30, 2027.

The agreements reached are based on our deep interest in the care and well-being of our people, consistent with current market conditions. The main benefits agreed include (i) the salary increase, which recognizes a higher value than inflation, improving the purchasing power of our employees, (ii) new benefits, such as bereavement leave, educational credit for employees' children and childbirth allowance, and (iii) improvements to current benefits, including vacation allowance, lunch allowance, maternity and paternity leave, home purchase benefit, education allowance and credits, health and life insurance, among others.