ANNEX VI OF THE COPORATE GOVERNANCE CODE

INTERNAL REGULATION OF THE DIVERSITY, NOMINATING AND COMPENSATION COMMITTEE

BBVA COLOMBIA

1. NATURE

The Diversity, Nominating and Compensation Committee, hereinafter “The Committee”, is a support and study body dependent on the Board of Directors of BANCO BILBAO VIZCAYA ARGENTARIA COLOMBIA S.A. – BBVA Colombia (hereinafter the “Bank” or the “Entity”), which is responsible for reviewing and monitoring the performance of Senior Management, as well as proposing the Bank's appointment and compensation policies.

2. OBJECT

The Committee's main purpose is to support the Board of Directors in matters relating to the appointment and remuneration of Senior Management and in those other matters covered by these Regulations.

3. COMPOSITION

The Committee shall be composed of three members of the Board of Directors, who must have knowledge and experience in matters related to the assigned functions. It must be chaired by one of the independent members, understood as those who are in no case employees or executives of the Entity or any of its subsidiaries, affiliates, or parent companies, nor who have held such positions during the year immediately prior to their appointment, unless it is a re-election of the independent person; likewise, for these purposes, independent members are those who meet the requirements of independence in accordance with current legal and statutory provisions.

The Committee members shall serve a term of two years and may be re-elected indefinitely. Additionally, the members of the Committees shall be evaluated according to the methodology and frequency established in the Board of Directors' Regulations. The General Secretary of the Entity shall act as Secretary of the Committee, or in their absence, the person designated by the Committee itself.

The Committee may summon various members of the Bank to its meetings, as deemed appropriate, in order to provide the necessary and relevant information on matters within their purview, and to enable the Committee to provide appropriate support to the Board of Directors. Additionally, the Committee may hold sessions with the participation of all members of the Entity's Board of Directors.

The Committee may exceptionally meet with the participation of all members of the Board of Directors of the Entity, depending on the importance or relevance of the matters to be discussed.

4. FUNCTIONS

Diversity, Nominating and Compensation Committee will have the following functions:

a) Inform the General Shareholders' Meeting about its actions and address any issues raised by shareholders within its scope of competence.
b) Propose the Human Resources policy of the Entity.
c) Propose the compensation policy for Senior Management.
d) Formulate and report proposals for the appointment and removal of the Bank's Senior Management. For these purposes, the Committee shall evaluate the competencies, knowledge, and experience required for the positions, as well as the qualifications candidates must meet to fill any vacancies, assessing the level of dedication necessary to adequately perform their roles, based on the Entity's needs.
e) Propose the objective criteria by which the Bank hires and compensates its executives.
f) Annually review the status and performance of each executive of the Entity.
g) Analyze the performance of the functions of the President and Vice Presidents for the purposes of periodic evaluation.
h) In the event of a vacancy in the position of President, examine and organize the succession process, making the corresponding proposals to the competent body to ensure an orderly transition.
i) Report on structural changes and appointments.
j) Analyze the compensation of those employees whose professional activities significantly impact the Entity's risk profile.
k) Ensure compliance with the compensation policy for members of Senior Management, as well as transparency and disclosure of their compensation.
l) Periodically review the compensation programs for Senior Management.
m) Carry out any other functions assigned by these regulations or attributed by decision of the Board of Directors.

5. INTERNAL AND EXTERNAL COLLABORATION

The Committee may contract external advisory services on relevant matters when it considers that, for reasons of specialization or independence, these cannot be provided by Bank technical experts.

Likewise, the Committee may request the assistance of internal Bank officials when it considers such assistance necessary to fulfill its duties on relevant matters.

6. MEETINGS – QUORUM

The Committee shall meet regularly three times a year, upon prior notice from its President, who may call for such meetings through the Committee Secretary, or in extraordinary session whenever required. The Committee shall deliberate and make decisions validly with the presence and votes of a majority of its members.

7. MINUTES AND INFORMS

The Committee's decisions and actions shall be recorded in minutes signed by the Committee Chair and the Secretary, and shall be kept by the Bank's General Secretariat.

Additionally, the Committee shall prepare an annual report on its significant activities during the respective fiscal year, which the Committee Chair shall submit to the shareholders upon request by the President of the Meeting.

8. INTERPRETATION Y MODIFICATIONN

The Board of Directors is responsible for interpreting and resolving any questions arising from the application of these Regulations, in accordance with the general criteria for interpreting legal norms.

These Regulations will be reviewed and updated by the Board of Directors, in accordance with the dynamics and evolution of the regulations on the subject and in accordance with the results achieved during their development, as well as with any recommendations made regarding best Corporate Governance practices adapted to their social reality.