

Human Capital Management IR Certification

August 2023



Index

- 01 Sexual Harassment Prevention and Attention Protocol
- 02 Human Rights Management (Training and Communication)
- 03 Employee compensation policies
- 04 Programs or actions for the empowerment and development of female leadership
- 05 Employee loyalty and sense of belonging - engagement



01.

Sexual Harassment Prevention and Attention Protocol

Prevention and attention



At BBVA Colombia, compliance with the regulatory framework that governs everything related to harassment is fundamental and forms part of our guarantees. This framework is closely linked to fundamental rights, such as the freedom of each individual, and to valuable principles, such as equity and respect for diversity. We recognize the importance of proper inclusion management and understand that harassment in any form is unacceptable in our organization. Therefore, it is imperative to have clear mechanisms in place that allow people to report such situations, as failure to report can have a negative effect on well-being and productivity at work.



Sexual harassment prevention and attention guide

The purpose of the Sexual Harassment Prevention and Response Guide is to establish an effective mechanism to prevent and address behaviors that constitute alleged sexual harassment. We recognize that these behaviors violate the dignity and sexual freedom of individuals, generating a harmful work environment and negative effects on the health, morale, trust and self-esteem of our employees.

With the implementation of this guide, BBVA Colombia advances in the prevention and attention to sexual harassment, committing to disclose the mechanisms and procedures for reporting and protection. We will make sure to adopt the appropriate preventive, corrective and disciplinary measures in case of harassment situations, with the objective of protecting the affected persons and sanctioning those who carry out such conduct. This guide is applicable to all BBVA Colombia employees.

At BBVA Colombia, we are committed to the well being and respect for the dignity of all people who are part of our organization. Through the implementation of this guide, we reaffirm our commitment to the prevention and eradication of sexual harassment, creating a safe, inclusive and respectful work environment for all.



02.

Human Rights
Management (Training
and Communication)

Human Rights Training and Communication

Currently, five courses related to human rights are available on BBVA Colombia's virtual learning platform, which can be accessed by any employee of the entity.

These courses are:

1. Sustainability - Human rights
2. BBVA and Human Rights
3. BBVA's Commitment to Human Rights
4. How to apply Human Rights in your daily life
5. Guide to respect and protect human rights in the company.

The information available on the platform is provided in different modalities, such as playlists, infographics, PDFs and workshops. This allows employees to access content according to their learning preferences and time availability.



Human Rights Training and Communication

At BBVA Colombia, we value the importance of promoting knowledge and respect for human rights, and for this reason we have designed this course offering to provide our employees with the necessary tools to understand, apply and promote the fundamental principles that orient our actions in relation to human rights.





03.

Employee compensation
policies



Employee compensation policies

The Salary Policy is aimed at achieving internal equity and external competitiveness, taking into account market benchmarks. The objective is to have a compensation system that is equitable for the entire organization and for each of its employees. It attempts to attract and retain the best talent through fair and consistent remuneration in accordance with the responsibilities assigned to each position. Likewise, this policy contributes to motivate and stimulate employees so that they can improve their performance in the workplace.

At BBVA Colombia, we value the importance of having a transparent and equitable approach in the administration of salaries and wages. Our policy seeks to foster a fair and motivating work environment, where each employee feels that his or her work is recognized and properly valued. Through the Salaries Committee and its constant review of compensation practices, we seek to strengthen our position as an attractive employer committed to the well-being and professional development of our employees.



The remuneration policy complies with the effective application of the principle of equality in salary compensation between men and women, in an effective, transversal and complete method, with true equality of treatment and non-discrimination in terms of gender.



In this sense, BBVA Colombia is a company committed to effective equality between women and men, whose values and objectives are based on salary transparency and the main concepts that are developed (job evaluation, individual performance evaluation, talent map, among others) are essential because they provide adequate information to identify any point of improvement and thus ensure the salary review process.



We remark that the salary remuneration policy is implemented in an equitable manner for all employees, without gender discrimination. This application is carried out in accordance with the merit model established by the entity.



04.

Programs or actions for
the empowerment and
development of female
leadership

01

During the year 2022, the Female Talent Program has reinforced skills in foreign languages and soft skills through executive coaching for female employees who are highlighted in the talent map.

02

In accordance with the corporate strategy, in the Top - Promoting Female Talent Program, participation quotas are assigned to the different geographies in which BBVA is present; Colombia participated in 2022 (3 places) and so far in 2023 (3 places).

03

In March 2023 BBVA launches "I am female talent", a global high-performance program aimed at its employees with the highest growth potential. The Bank has also introduced a new remuneration policy for officers holding the position of chief executive, which includes a diversity indicator as part of their variable incentive. Both initiatives are part of the corporate goal of reaching 35% female managers by 2024.

04

BBVA Colombia, the Inspiring Girls Foundation and the Secretary of Education of Bogota opened the Tech Women Challenge in 2023, with which we seek to motivate the participation of women in the technological field, summoning girls who are in the last years of their secondary education to contemplate within their professional future to venture into careers related to the STEAM field, this was done under the leadership of leading women who are currently part of the Technology area".



05.

Employee loyalty and
sense of belonging -
engagement



Creando Oportunidades

The Best and Most Committed Team: BBVA's Commitment to an Outstanding Team

At BBVA Colombia, we consider our most valuable resource is our employees. We pride ourselves on fostering an environment in which excellence and commitment merge, creating the vibrant core of our organization. As an integral part of our strategic vision, we tirelessly persevere in building an exceptional team, a team that stands out not only for its outstanding professional skills, but also for its deep sense of belonging and dedication to the company.

A Committed Team: The Path to Excellence

Every day, we challenge ourselves to reach higher levels of performance and excellence. The Gallup Engagement Survey has become an essential tool in this journey to greatness. Every year, with more than 95% of our employees participating, we evaluate and consolidate the bond between our employees and the organization.



Developing Commitment from Within

Our commitment to building the best team is not just a statement; it is a concrete determination that drives our actions. The results of the Gallup survey are not just examined superficially; they are thoroughly analyzed by our leadership teams and their managers. This analysis allows us to identify specific opportunities to further foster loyalty and engagement in crucial areas.



Loyalty leads to Success

At BBVA Colombia, we understand that commitment and loyalty are the bases for sustainable success. A committed team not only stays with the company, but also becomes a driver of change and innovation. Our team members not only contribute their skills, but also their passion and dedication every day, making a contribution to BBVA's ongoing growth.



Beyond Metrics: A Sense of Belonging

Our dedication to having the best team goes beyond numbers and metrics. It is an intrinsic sense of belonging, a perception that every employee is an invaluable part of our BBVA family. Through professional development programs, attractive benefits and a work environment that values diversity and inclusion, we are forging a space in which each individual can flourish and reach their full potential.

BBVA Colombia's commitment to having the best and most engaged team is not just an ideal; it is a reality that drives every facet of our culture and processes. Through the Gallup Engagement Survey and the implementation of specific action strategies, we are creating an environment in which excellence and a sense of belonging merge, creating an unstoppable force. We are determined to continue fostering this spirit of commitment, not only as a goal, but as a way of life at BBVA.