

COMPOSITION CORPORATE GOVERNANCE, APPOINTMENTS AND REMUNERATION COMMITTEE

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FUNCTIONS OF THE CORPORATE GOVERNANCE, APPOINTMENTS AND REMUNERATION COMMITTEE

1. Promote the implementation of training and updating programs for the members of the Board of Directors and other executives as it deems appropriate.
2. To have prior knowledge of and recommend solutions to the conflicts of interest submitted for its consideration, which will be presented to the Board of Directors for subsequent approval at the Bank's General Shareholders' Assembly.
3. Make recommendations to the annual report of the Board of Directors.
4. Recommend the methodology of the annual management evaluation of the Board of Directors and the Committees that support its work and execute said evaluation, in accordance with the instructions given by the Board of Directors, the Chairman of the Board or the Independent Member of the Board that is appointed to support the activities in the absence of the Chairman of the Board of Directors.
5. Recommend to the Board of Directors and the Direction a work plan to be followed according to the results obtained in the annual evaluation.
6. Propose annually to the Board of Directors the allocation of an item within the Bank's budget to carry out activities related to Corporate Governance.
7. Recommend to the Board of Directors the hiring of external consultants and training programs that provide additional elements of judgment for the decision making by the directors.
8. Monitor the negotiations carried out by members of the Board of Directors with shares issued by the Bank or by other companies of the same group, if any.
9. Suggest improvements to the information and communications system with shareholders, stakeholders and the market in general, in order to ensure that they have complete, truthful and timely access to the Bank's relevant information.
10. Make recommendations to the Investor and Shareholder Service Office to enable it to carry out its functions properly and, especially, to ensure that shareholders and the market in general have complete, truthful and timely access to the Bank's information to be disclosed.

11. Propose the modifications and adjustments required by the Bank's Corporate Governance Code.
12. Know the reports of the System of Attention to the Financial Consumer - SAC -.
13. Recommend and follow up on improvement plans related to corporate governance.
14. Supervise compliance with the requirements and procedures defined by the regulations applicable to the Bank for the nomination and election of the members of the Board of Directors of the Company.
15. Coordinate with the Secretary of the Board the process of induction of the new members of the Board of Directors and to promote the training and updating of the same in matters related to the competences of the Board of Directors.
16. Study the proposals for reforming the Bylaws and the Corporate Governance Code that relate to the good governance of the company and to present the modifications, updates and derogations of the provisions related to Corporate Governance.
17. Respond within the ten (10) common days following their presentation, to the claims of shareholders and investors who consider that the company does not apply the adopted Corporate Governance policies.
18. Know the actions related to the conduct of the members of the Board of Directors of the Company that may be contrary to the provisions of the Bylaws, the Regulations of the Board of Directors and other internal regulations, of which the Board of Directors shall be informed, when in the judgement of the Committee it is necessary.
19. Report to the General Shareholders' Assembly on its actions, and deal with any questions raised by shareholders on matters within its competence.
20. Inform, when appropriate, of the independent qualification of the candidates to become members of the Board of Directors, for their proposal to the General Shareholders' Assembly by the Board of Directors or directly by the shareholders.
21. In cases of re-election or ratification of members of the Board of Directors, prepare a report to the General Shareholders' Assembly containing an evaluation of the work that the proposed member has been doing and the actual dedication to the position during the last period.
22. To hear from senior management and report to the Board of Directors any situation that could adversely affect the functioning of the Board of Directors or the reputation of the Bank.
23. Develop and propose to the Board of Directors the policy and succession plan of the Bank's President, Senior Management and other key executives.
24. Evaluate candidates and make recommendations to the Board of Directors regarding the appointment and removal of the President of the Bank.
25. Propose the objective criteria by which the company hires and remunerates its key executives, taking into account the management indicators defined by the Board of Directors.

26. Recommend to the Board of Directors the remuneration policy for the members of the Board of Directors, which must be approved by the General Shareholders' Assembly, as well as the remuneration policy for Senior Management.
27. To ensure compliance with the remuneration policy of the members of the Board of Directors and Senior Management, and the transparency and disclosure of their remuneration, in the annual corporate governance report submitted to the Board of Directors and the General Shareholders' Assembly for consideration.
28. Propose the Bank's human resource policy, which will include mechanisms to ensure that the recruitment of staff is justified on the applicant's merits.