

RULES AND REGULATIONS GOVERNING THE REMUNERATION

COMMITTEE OF

GRUPO DE INVERSIONES SURAMERICANA S.A.

PREAMBLE

The Remuneration Committee provides support to the Board of Directors, and is responsible for advising on matters relating to remuneration, including the members of the Board of Directors and Senior Management.

This Committee does not replace the responsibility that corresponds to the Board of Directors and Senior Management regarding the remuneration of human talent. In this sense, its responsibility shall be limited to providing support to the aforementioned governing body.

The purpose of these Rules and Regulations is to define the scope of the Remuneration Committee, vis-à-vis Senior Management in adopting best practices and policies regarding the remuneration of Human Talent, including the members of the Board of Directors, so that the Company may continue to adequately carry out its corporate purpose and thoroughly achieve its objectives within the statutory and legal framework that governs its activity.

CHAPTER I

About the Remuneration Committee

Article 1 Formation and Remuneration. The Remuneration Committee is made up of three (3) members of the Board of Directors, most of whom must be independent members. A Chairman shall be appointed from amongst their members, who must also enjoy an independent status. The Company's Chief Executive Officer and the Chief Corporate Legal Affairs Officer shall attend meetings of this Committee in their capacity as permanent guests. The Company Secretary shall act as Secretary to these meetings.

The members of this Committee will be appointed by the Board of Directors and shall serve for a period of two years. They shall receive, in the form of remuneration, the same fees as those of the members of the Board of Directors, for each meeting attended.

Article 2 Meetings. The Committee shall meet at least twice (2 times) a year or when circumstances so require, at the Company's domicile or at the place indicated in the notice of the corresponding meeting. They may also hold teleconference meetings or make decisions through virtual media, in accordance with current legislation.

The quorum for deliberating matters brought before the Committee at their corresponding meetings shall consist of two (2) of its members. Decisions will be made by simple majority. In the event of a tie, the matter shall be submitted to the Board of Directors for their consideration.

Article 3° Minutes. The decisions of the Committee shall be recorded in the form of minutes, these numbered consecutively, and shall be signed by the members in attendance, the Company's CEO and the Company Secretary.

The documents made known to the Committee in support of its decisions will form an integral part of the minutes when so stated in said minutes; in which case these shall be attached to these same.

CHAPTER II

Responsibilities of the Remuneration Committee

Article 4. The Remuneration Committee shall have the following responsibilities:

1. To report on its actions to the General Assembly of Shareholders, through the Board of Directors, and to attend to the questions raised by the shareholders on matters within its competence.

2. To propose the objective criteria by which the Company remunerates its key executives.
3. To propose to the Board of Directors the Remuneration Policy for the members of the Board of Directors - this to be approved by the General Assembly of Shareholders - as well as the Remuneration Policy for Senior Management, and ensure that these policies are duly enforced.
4. To periodically review the remuneration programs applicable to the members of the Board of Directors and Senior Management and make the pertinent recommendations to the Board of Directors.
5. To draw up the Annual Report regarding the Remuneration Policy for the members of the Board of Directors as well as the Remuneration Policy for Senior Management.