

## **PROTOCOL FOR EXERCISING VOTING RIGHTS AT MEETINGS OF THE GENERAL ASSEMBLIES OF SHAREHOLDERS AND INVESTORS**

**Grupo de Inversiones Suramericana S.A.**

**—Grupo SURA—**

Pursuant to the provisions of Article 35 of the Company's Bylaws, the Legal Representatives of Grupo de Inversiones Suramericana S.A. ("**Grupo SURA**" or the "**Company**") have the power to appoint candidates as members of the Boards of Directors of all those companies in which the Company holds investments (the "**Companies**"), as well as to define whether affirmative or negative votes are to be cast on behalf of the Company with respect to any type of decision submitted for the consideration of the Companies' General Assemblies of Shareholders and/or Investors.

Based on the aforementioned provision and taking into account that it also establishes that the Company's Legal Representatives, in order to exercise this power, shall take into account the provisions of this Protocol, as specifically designed for this purpose, the Board of Directors has approved this Protocol for Exercising Voting Rights at Meetings of Shareholders and/or Investors (the "**Voting Protocol**") which establishes the premises to be followed by Grupo SURA's Legal Representatives when exercising this function in order to ensure a coherent participation aligned with the Company's best interests.

### **1. DECISION CRITERIA AND GUIDELINES**

Grupo SURA's Legal Representatives shall base their voting decisions at meetings of the Company's General Assemblies of Shareholders and/or Investors on the Company's best interests and in compliance with applicable legislation. In addition, the following considerations should be taken into account:

- a) The financial and strategic impact for Grupo SURA of the decisions to be voted on.
- b) How aligned these decisions are with the Company's strategic objectives.
- c) The associated risks.
- d) In the event of highly complex decisions or those having a significant impact, the Legal Representatives may consult with specialized advisors in order to broaden their vision on the issue to be voted on.

In any case, it is worth reiterating that, in accordance with the Company's Bylaws, its Legal Representatives have the power to define whether affirmative or negative votes are to be cast in the Company's best interests.

### **2. APPOINTING MEMBERS TO THE BOARDS OF DIRECTORS OF THE COMPANIES**

When the Boards of Directors are to be appointed at meetings of the General Assemblies of Shareholders and/or Investors, the Legal Representatives shall exercise Grupo SURA's right to vote, ensuring that the candidates meet, as a whole, the majority of the following criteria:

**a) Professional profile**

- Previous experience in senior positions or on boards of directors of similar entities.
- In-depth knowledge of the sector in which the Company operates.
- Knowledge of technology.
- Knowledge of Corporate Governance and Sustainability.
- Knowledge of Talent Management.

**b) Personal profile**

- Positive reputation and being well-aligned with Grupo SURA's principles.
- Strategic focus
- Global perspective
- Inspiring trust
- Ability to handle uncertainty and make difficult decisions.

The Legal Representatives by virtue of this authority may propose candidates that meet the criteria established in this Protocol.

### **3. DELEGATING VOTES**

The Legal Representatives may delegate their voting power to a third party, upon clearly establishing the scope and limitations of the corresponding mandate.

The respective proxy shall act in accordance with the guidelines of this Voting Protocol and in the Company's best interests .

### **4. GOVERNANCE**

The Board of Directors of Grupo SURA, with the support of the Sustainability and Corporate Governance Board Committee, shall be responsible for amending and updating this Voting Protocol.

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