



PAY POLICY

GRUPO EMPRESARIAL COLOMBINA

The salary planning of the Company is based on maintaining internal equity and external competitiveness, ensuring conditions that allow attracting, retaining, and motivating personnel in order to achieve the organization's strategic objectives. The percentage of salary increase is authorized annually by the Board of Directors and takes into account the defined budget, as well as different market variables such as:

- Inflation rate at the end of the immediately preceding year.
- Percentage of Legal Minimum Wage Increase.
- Agreements defined in the Collective Labor Agreement.
- Market Salary Increase Percentage.

The annual increment will be applied to the employee, provided that they have a performance evaluation rating from the immediately preceding period equal to or higher than 80%.

SALARY ALLOCATION

For salary allocation, the company establishes that equal remuneration should be given for work of equal value or the same functions without any discrimination.

Company Minimum Salary

Colombina has a company minimum salary, higher than the legal minimum wage, aiming to provide its employees with a decent income that allows them to cover their basic needs and improve their well-being. This, in turn, is reflected in increased productivity, reduced turnover, and enhanced ability to attract and retain talent.

Administrative Salaries

The allocation of administrative salaries is based on an equitable and transparent methodology that aims to remunerate employees according to the level of criticality of the position held within the company, without any distinctions based on race, gender, creed, age, physical condition, etc. This process takes into account important aspects such as:

- Job profile
- Salary ranges by management level
- Market salaries
- Internal job evaluation



Operational Salaries

The company has an internal salary structure (scale) based on categories, assigned according to the complexity and criticality of the tasks performed, ensuring internal equity and alignment with the need to maintain productivity and business competitiveness.

Variable Salary

For employees who have both a fixed and variable component in their salary composition, the following guidelines must be followed:

- The value of the fixed component should never be lower than the legal monthly minimum wage.
- The salary objective is the sum of the fixed component and the variable component. It is defined based on the position and/or category to which the employee belongs, without any discrimination.
- The variable salary should be associated with the achievement of indicators defined by the Vice Presidency to which the employee belongs, and approved by the Compensation and Benefits Management. These indicators must be measurable and achievable.
- Any changes in the indicators or their measurement methodology must be approved by the Compensation Management and should be communicated at least two months in advance before the change takes effect.
- The change from a basic salary to an integral one, from fixed to variable, or vice versa, will only be made in association with a change in position, as long as the employee's income is not reduced. This change must be formalized with the Human Resources Management, which will review the relevant labor documents or contract amendments, as applicable.
- In the event that an employee fails to meet their assigned indicators for three consecutive months, or if there is a lack of performance or mishandling of an assigned client, or any breach of this policy, it will be considered a serious breach of the employee's duties and obligations. This may result in the termination of the employment contract, in accordance with numeral 6) of literal A) of Article 7 of Decree Law 2351 of 1965, which modified Article 62 of the Labor Code.



COMPENSATION OF INCENTIVES

The allocation of incentives in salary or in kind to the personnel working with the organization must, without exception, receive prior approval from the Vice Presidency of Human Resources and must be communicated to the person responsible for Human Resources at the respective location for implementation and control. These incentives should maintain equity within the company's salary structure, be aligned with market practices, and ensure compliance with legal requirements validated by the regulatory and sanctioning entities of the country.

GLOBAL RESULTS MANAGEMENT SYSTEM

When an employee's remuneration includes a bonus based on organizational results, its technical design and calculation method ensure that the payment never exceeds the maximum limit established by the Board of Directors.

Attachment: Global Results Management System Policy.

REMUNERATION FOR BOARD MEMBERS

The remuneration of the Board members, whether patrimonial or independent, is established annually by the General Shareholders' Meeting of the Company, which sets a fixed amount of fees for attendance to each session. Accordingly, the members of the Board of Directors are expressly excluded from remuneration systems that include stock options or variable compensation linked to the absolute variation in the stock price.