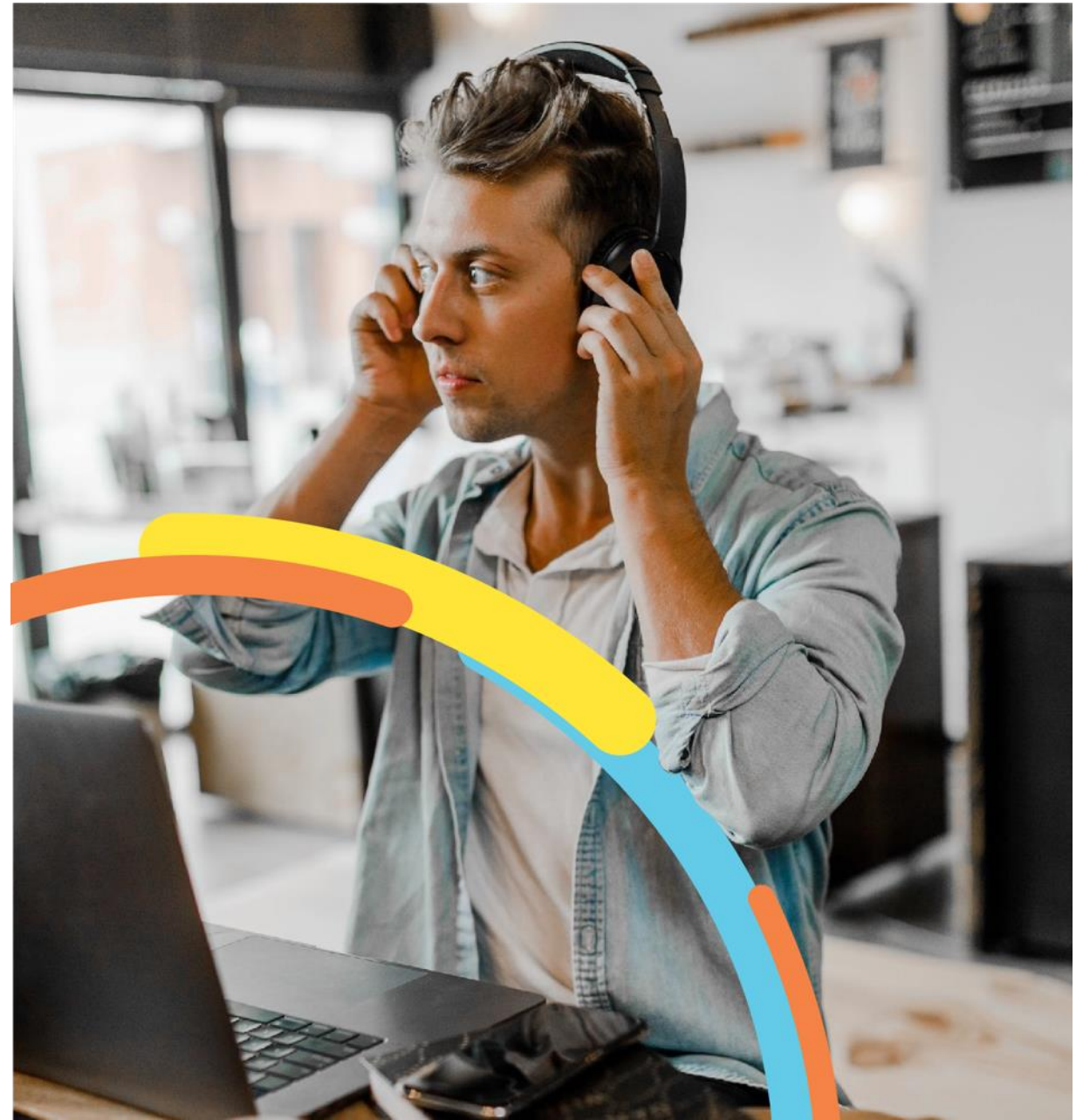


Corporate

Demography – Senior
Management

2022



Nature of the Job by Gender

Senior management distribution – 42% of the employees in corporate level senior management are women

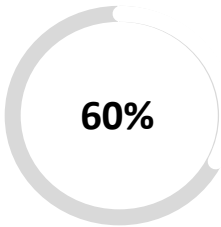
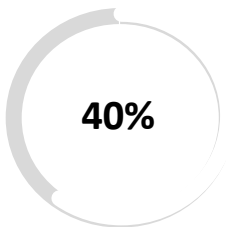


Female

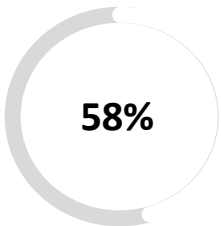
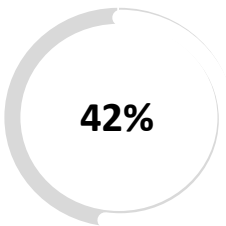


Male

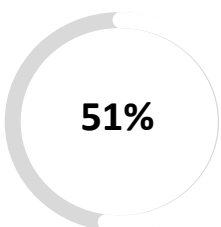
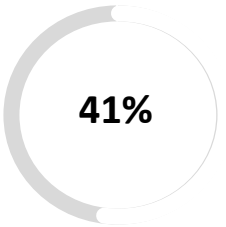
Senior management
Administratives
69%



Senior management
Salespeople
31%



Total Junior Managers
Grupo Bancolombia



Age by Gender



0%

Under 30 Years Old

30 - 50 Years Old

61%

55%

Over 50 Years Old



0%

Under 30 Years Old

30 - 50 Years Old

39%

45%

Over 50 Years Old

Tenure by Gender



Less than 3 Years

33%

67%

3-10 Years

38%

48%

More than 10 Years

42%

58%