

Workforce Breakdown: Race/Ethnicity and Nationality

We continue to strengthen our diversity, equity, and inclusion policy. Evidence of this is the distribution of our employees by nationality. The following figures show the most representative countries, with higher numbers in those we have a presence. The published report shows the proportion of employees by nationality.



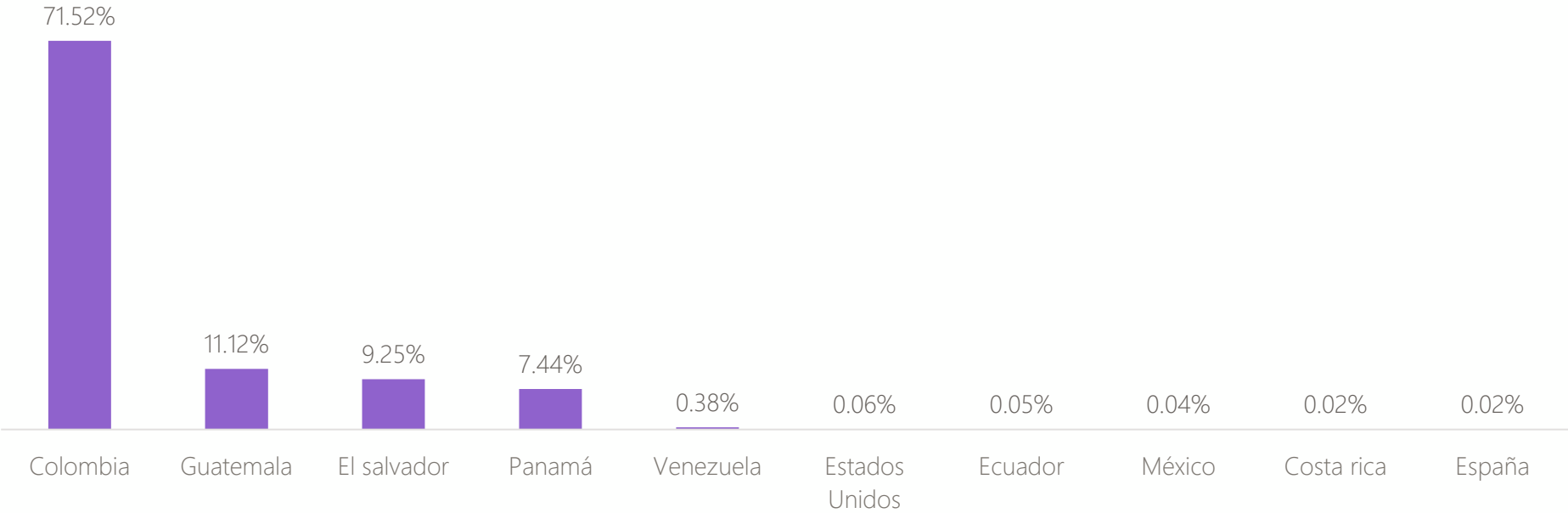
Grupo Bancolombia - Summary of the Distribution by Nationality

Nacionalidad	Número de empleados	% Total	Número de Jefes	% Total Jefes
Colombia	22285	71.5%	3124	68.2%
Guatemala	3466	11.1%	643	14.0%
El salvador	2883	9.3%	399	8.7%
Panamá	2319	7.4%	366	8.0%
Venezuela	118	0.4%	17	0.4%
Estados Unidos	19	0.1%	5	0.1%
Ecuador	16	0.1%	7	0.2%
México	14	0.0%	5	0.1%
Costa rica	6	0.0%	4	0.1%
España	6	0.0%	4	0.1%
Nicaragua	5	0.0%	1	0.0%
Perú	5	0.0%	2	0.0%
Puerto Rico	4	0.0%	0	0.0%
Italia	4	0.0%	0	0.0%
Chile	2	0.0%	2	0.0%
Argentina	2	0.0%	0	0.0%
Uruguay	1	0.0%	1	0.0%
Lituania	1	0.0%	0	0.0%
Brasil	1	0.0%	0	0.0%
Cuba	1	0.0%	1	0.0%
Federación Rusia	1	0.0%	0	0.0%
Total general	31159	100.0%	4581	100.0%

Distribution by Nationality

Grupo Bancolombia

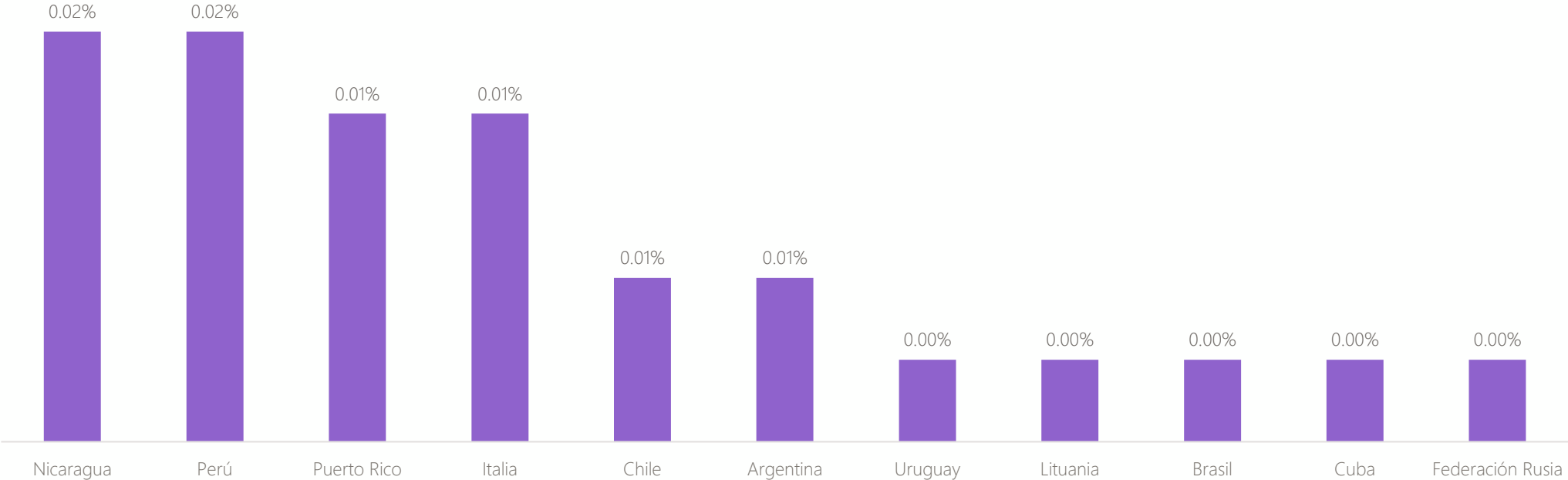
This bar graph shows our employees' 10 most frequent nationalities.



Distribution by Nationality

Grupo Bancolombia

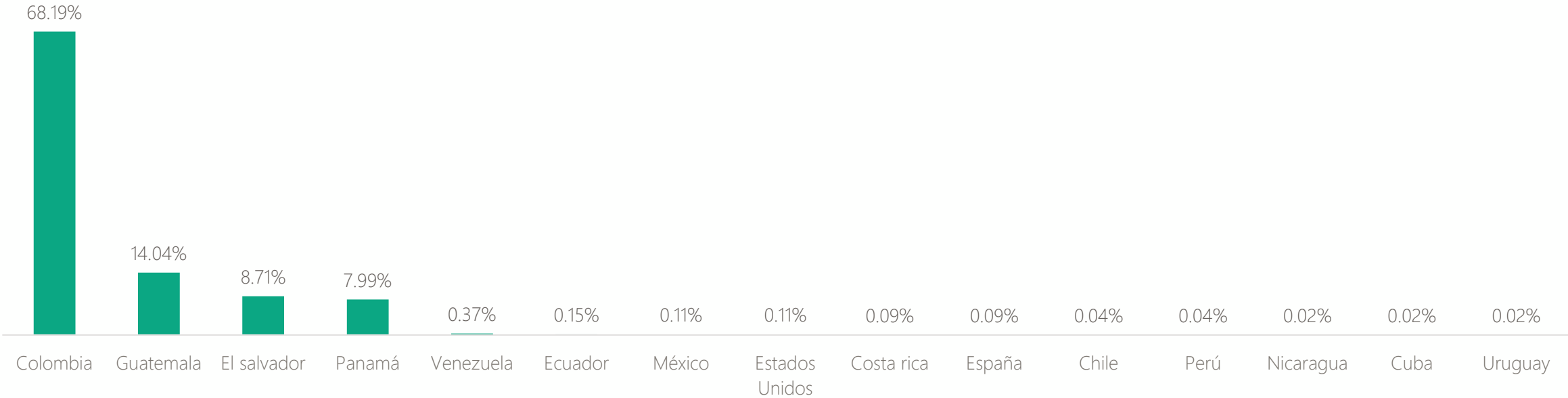
This bar graph shows our employees' other nationalities.



Manager Distribution by Nationality

Grupo Bancolombia

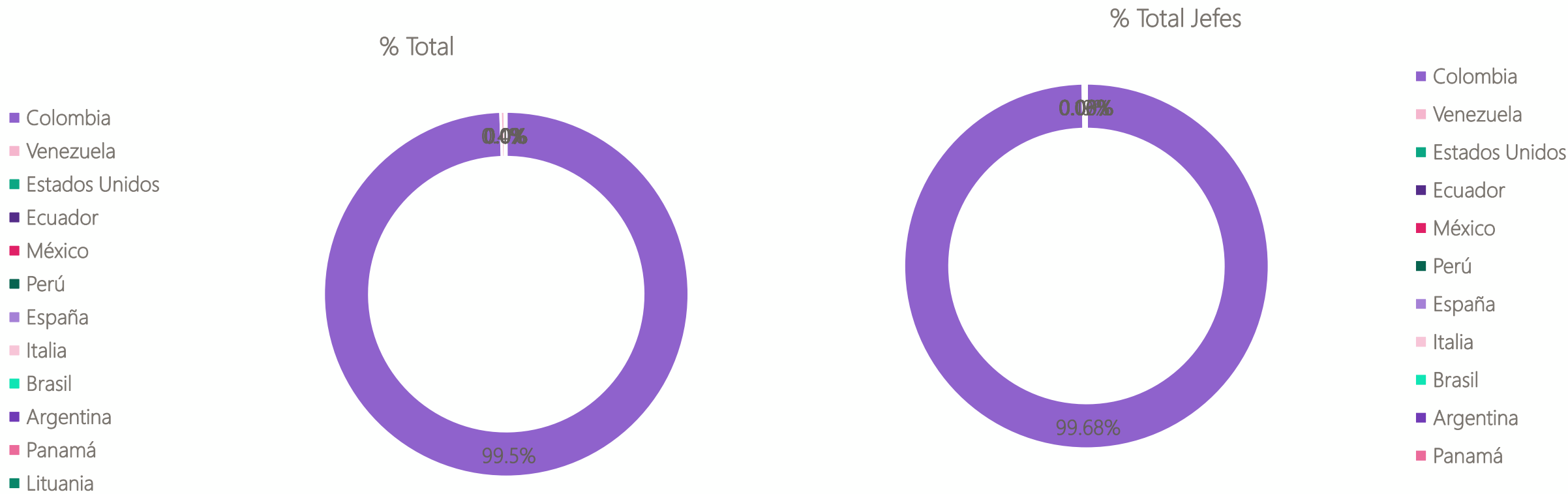
This bar graph shows the nationalities of our managers.



Bancolombia - Summary of the Distribution by Nationality

Nacionalidad	Número de Empleados	% Total	Número de Jefes	% Total Jefes
Colombia	22213	99.503%	3073	99.7%
Venezuela	82	0.367%	6	0.2%
Estados Unidos	10	0.045%	2	0.1%
Ecuador	7	0.031%	1	0.0%
México	2	0.009%	0	0.0%
Perú	2	0.009%	0	0.0%
España	2	0.009%	1	0.0%
Italia	2	0.009%	0	0.0%
Brasil	1	0.004%	0	0.0%
Argentina	1	0.004%	0	0.0%
Panamá	1	0.004%	0	0.0%
Lituania	1	0.004%	0	0.0%
Total general	22324	100.000%	3083	100.0%

Bancolombia - Distribution by Nationality

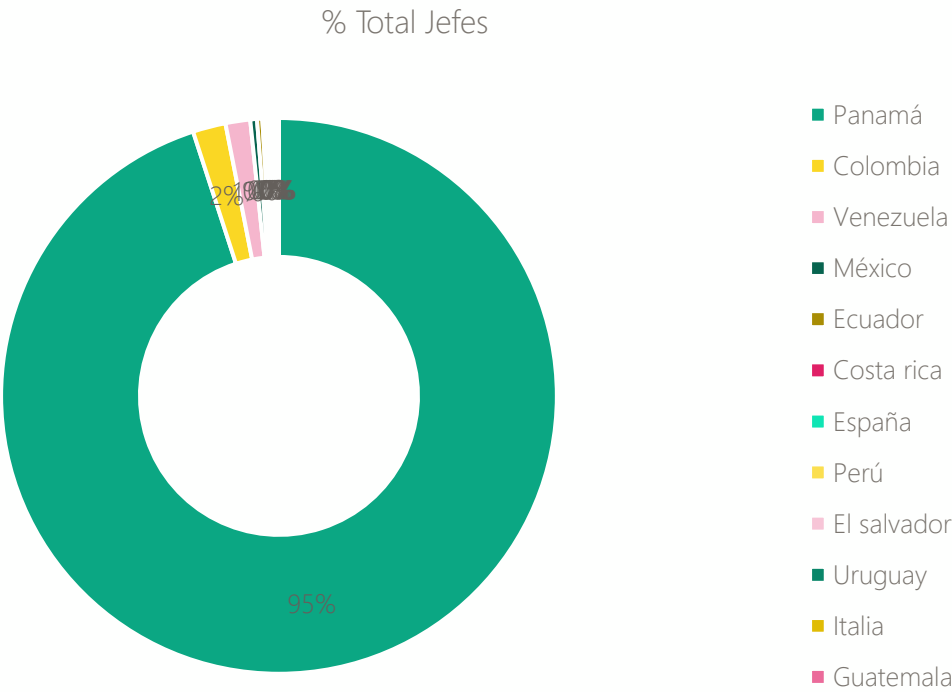
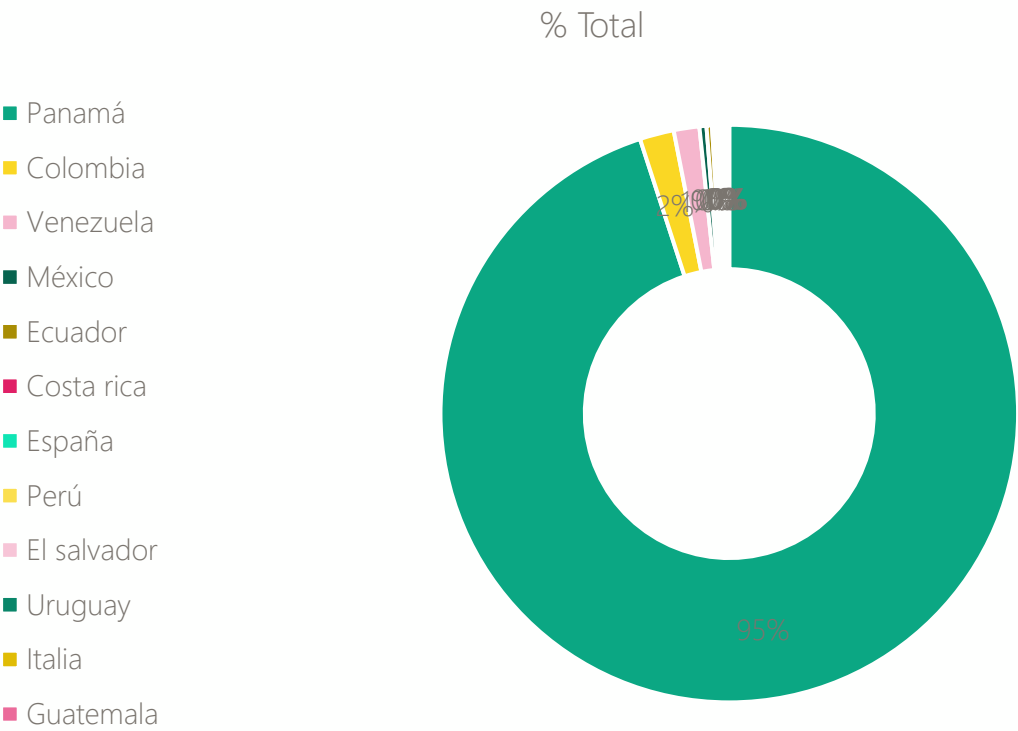


Banistmo - Summary of the Distribution by Nationality

Nacionalidad	Número de empleados	% Total	Número de Jefes	% Total Jefes
Panamá	2184	95.0%	345	95.00%
Colombia	44	1.9%	25	1.91%
Venezuela	33	1.4%	11	1.44%
México	9	0.4%	3	0.39%
Ecuador	7	0.3%	5	0.30%
Costa rica	5	0.2%	3	0.22%
España	4	0.2%	3	0.17%
Perú	3	0.1%	2	0.13%
El salvador	3	0.1%	3	0.13%
Uruguay	1	0.0%	1	0.04%
Italia	1	0.0%	0	0.04%
Guatemala	1	0.0%	0	0.04%
Cuba	1	0.0%	1	0.04%
NICARAGUA	1	0.0%	0	0.04%
Chile	1	0.0%	1	0.04%
Federación Rusia	1	0.0%	0	0.04%
Total general	2299	100.0%	2300	100.00%



Banistmo - Distribution by Nationality



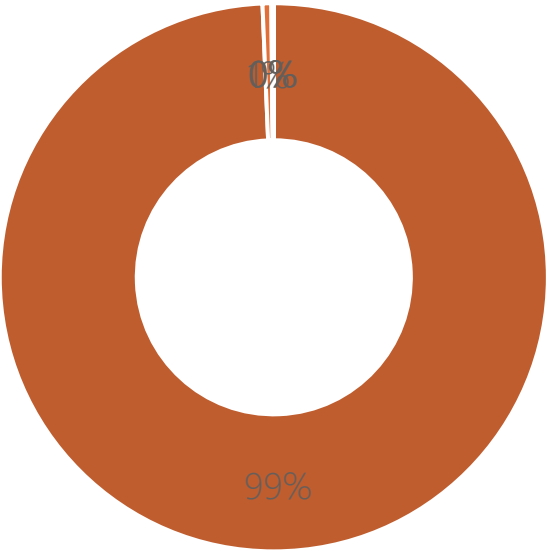
BAM - Summary of the Distribution by Nationality

Nacionalidad	Número de empleados	% Total	Número de Jefes	% Total Jefes
Guatemala	3462	99.3%	643	97.3%
Colombia	18	0.5%	17	2.6%
El salvador	2	0.1%	1	0.2%
Venezuela	2	0.1%	0	0.0%
Nicaragua	1	0.0%	0	0.0%
Total general	3485	100.0%	661	100.0%

BAM - Distribution by Nationality

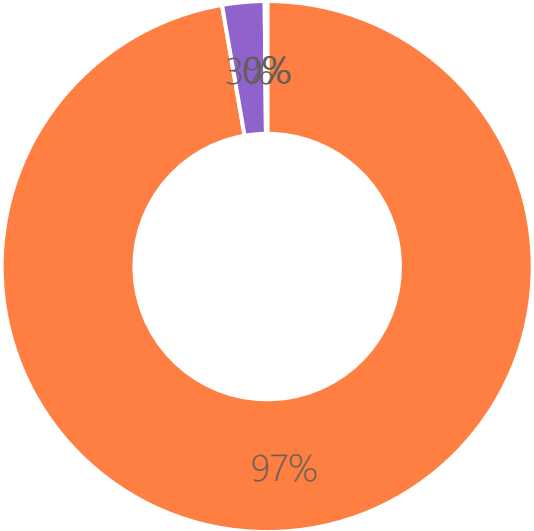
% Total

- Guatemala
- Colombia
- El salvador
- Venezuela
- Nicaragua



% Total Jefes

- Guatemala
- Colombia
- El salvador
- Venezuela
- Nicaragua



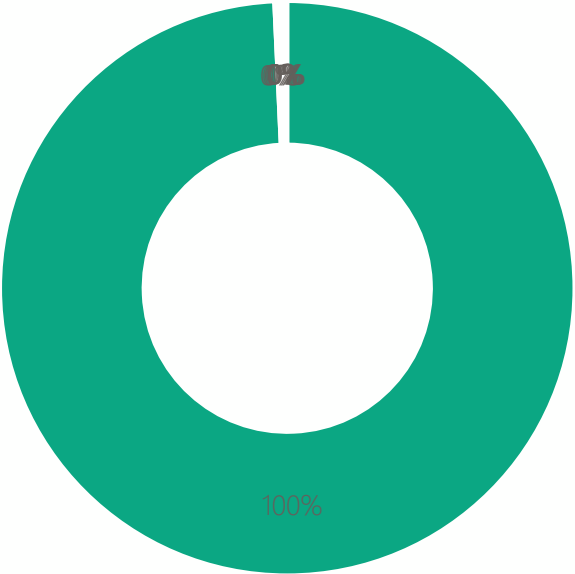
Banco Agrícola - Summary of the Distribution by Nationality

Nacionalidad	Número de empleados	% Total	Número de jefes	% Total Jefes
El salvador	2878	99.28%	395	97.3%
Estados Unidos	4	0.14%	2	0.5%
Colombia	4	0.14%	4	1.0%
Guatemala	3	0.10%	0	0.0%
Nicaragua	3	0.10%	1	0.2%
México	2	0.07%	1	0.2%
Panamá	1	0.03%	0	0.0%
Costa rica	1	0.03%	1	0.2%
Ecuador	1	0.03%	1	0.2%
Chile	1	0.03%	1	0.2%
Argentina	1	0.03%	0	0.0%
Total general	2899	100.00%	406	100.0%

Banco Agrícola - Distribution by Nationality

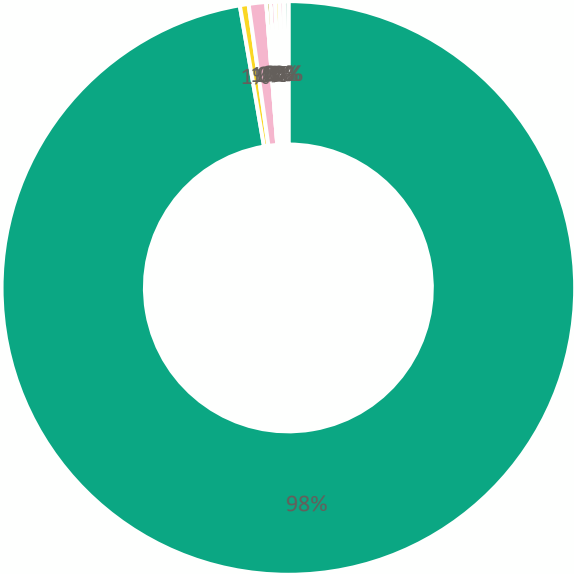
% Total

- El salvador
- Estados Unidos
- Colombia
- Guatemala
- Nicaragua
- México
- Panamá
- Costa rica
- Ecuador
- Chile
- Argentina



% Total Jefe

- El salvador
- Estados Unidos
- Colombia
- Guatemala
- Nicaragua
- México
- Panamá
- Costa rica
- Ecuador
- Chile
- Argentina

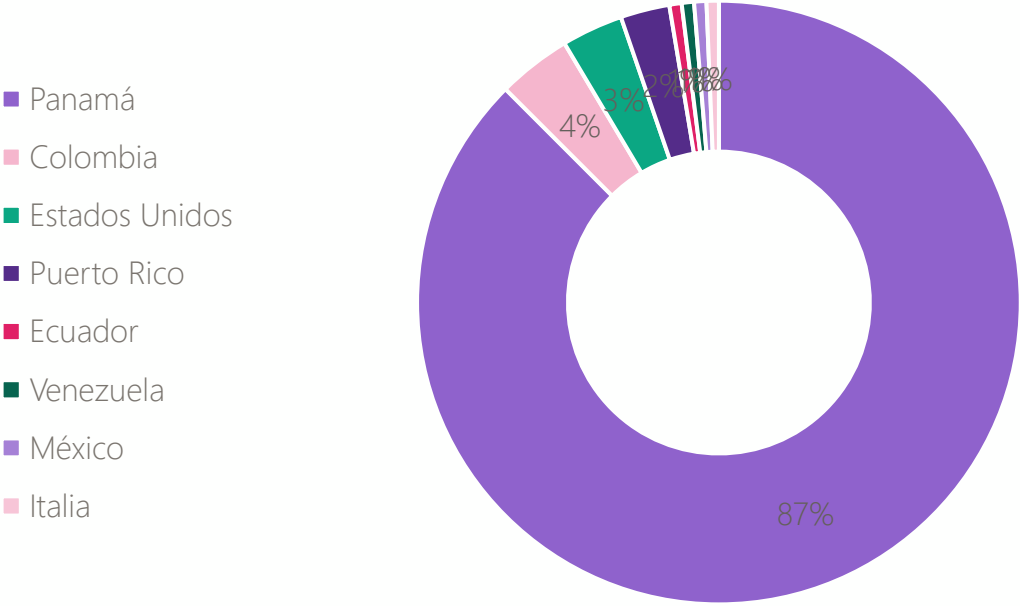


Bancolombia Panamá and Puerto Rico - Summary of the Distribution by Nationality

Nacionalidad	Número de empleados	% Total	Número de jefes	% Total Jefes
Panamá	133	87.5%	21	75%
Colombia	6	3.9%	5	18%
Estados Unidos	5	3.3%	1	4%
Puerto Rico	4	2.6%	0	0%
Ecuador	1	0.7%	0	0%
Venezuela	1	0.7%	0	0%
México	1	0.7%	1	4%
Italia	1	0.7%	0	0%
Total general	152	100.0%	28	100%

Bancolombia Panamá - Distribution by Nationality

% Total



% Total Jefes

