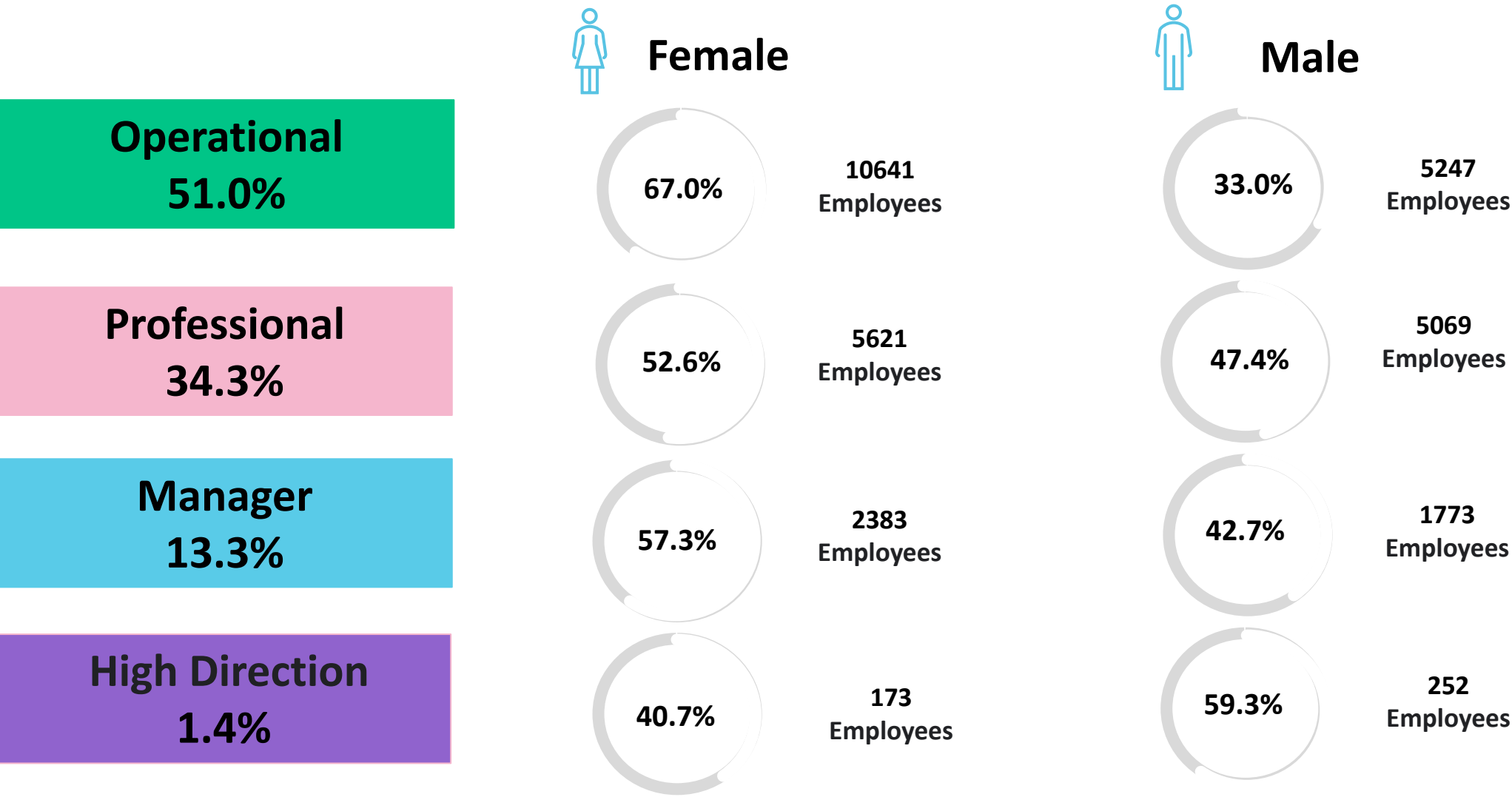


Corporate Demography - Leaders 2022



Job Level by Gender

Distribution by Job Level Grupo Bancolombia
52% of our corporate level employees are female leaders



We continue to strengthen our gender equality policy with a more significant proportion of women contributing to our organization.

Nature of the Job by Gender

Administrative Positions

Male	47.4%
Female	52.6%

Commercial Positions

Male	32.8%
Female	67.2%

Vice President Positions



32.4%



67.6%

Director Positions

46.7%

53.3%

Manager Positions

52.3%

47.7%

Head Positions

56.0%

44.0%

We continue to strengthen our gender equality policy with a more significant proportion of women contributing to our organization.