

## RELEVANT INFORMATION

**Bogotá, November 22, 2023.** Banco Popular S.A. and the Unión de Empleados Bancarios (“UNEB”), entered into a new collective bargaining agreement. The Agreement has a term of three years, from January 1, 2024 to December 31, 2026.

The following are the most material aspects of the new Agreement:

1. In the first year of the Agreement, employees will receive a 13% salary increase. In the second year, the increase will be equal to the change in the Colombian consumer price index (“IPC”), plus 2.3%. In the third year, the increase will be equal to the IPC variation plus 2.5%.
2. Increase in the benefits, among others, allocated to the assistance educational, daycare, maternity, optical, transportation, food, funeral health policy, housing credits and locative repairs.

Banco Popular S.A. signed a responsible agreement It will benefit employees and protect the bank’s future, growth, and sustainability.