

## Interbank Human Rights Risks and Mitigation Plan

At Interbank we promote a culture based on values and consider that respect for human rights is fundamental for the development of our activities and operations. Therefore, we conduct ourselves in a correct, transparent and honest manner with all our stakeholders.

Area/Scope	Stakeholder	Human Rights Risk	Human Rights Mitigation Plan
Operations	Employees Women LGBTIQ+	Discrimination  Inequality  Forced labor  Inequality in remuneration	<p>We have the Code of Ethics and the Internal Work Bylaw Regulation as guidance documents for the behavior of employees. In addition, we promote equality, diversity and non-discrimination through our Diversity, Equity and Inclusion Policy, approved on December 18th, 2018. We also protect the integrity of employees through the Policy for the Prevention, Care and Punishment of Sexual Harassment, approved on September 20th, 2019.</p> <p>We also have an Occupational Health and Safety Policy that establishes the priority of guaranteeing a safe workplace for all employees, regardless of their position, location, or hiring regime, to safeguard their lives, physical integrity, and wellness. For this, we emphasize a culture of prevention of work accidents, occupational diseases and other occupational risks applied to every level of the organization.</p> <p>We have an Occupational Health and Safety Committee, as well as a Health and Safety management system. The committee performs functions at all levels of our organization and represents 100% of our collaborators.</p> <p>We carry out inspections related to the prevention of occupational risks.</p> <p>We verify compliance with legal and technical OSH standards through inspections and observations of the work environment.</p> <p>We plan meetings, awareness actions and OSH training involving all employees. In addition, we have the service of an occupational doctor, who coordinates occupational medical evaluations, conducts training and undertakes preventive actions in matters of health and safety at work.</p>

			<p>We have a Diversity and Inclusion Committee, made up of the General Manager, two representatives of the Vice Presidency of Corporate and Legal Affairs, two representatives of the Vice Presidency of Distribution Channels, two representatives of the Management and Human Development Division and one or more representatives selected by the members mentioned above.</p> <p>The Diversity Committee has the following specific functions: • Propose actions and policies that promote equity, diversity, and inclusion. • Approve the diversity and inclusion plan based on the proposal prepared by the Management and Human Development Division • Execute the function of spokesperson for the actions of the diversity and inclusion plan. • Analyze the cases of non-compliance with the Diversity Policy and suggest improvements in the practices and processes of the organization. The committee meets every quarter to review the progress of the Diversity Work Plan.</p> <p>We create learning spaces about diversity.</p> <p>We use non-discriminatory, violent or sexist language in our communications. Non-discriminatory, offensive or disrespectful tone is accepted. We promote a communication style that shows inclusiveness.</p> <p>At Interbank, we promote inclusion and we respect sexual diversity, maintaining a fair environment, free from discrimination. For this reason, our collaborators have a series of benefits such as "The LGBTIQ + Talent Network". This program seeks to promote a safe meeting space for our LGBTIQ + employees, strengthening their personal and professional skills through 8 training sessions and mentoring that includes courses such as: Self-knowledge, Personal brand, Leadership, How to handle opponents, Growth Mindset, among others. Today we have 19 employees participating in training and mentoring.</p> <p>Also, our employees from the trans community can choose to use their social name in the bank's ID tag and obtain a health insurance contract for same-sex couples. We also have a health plan so that our employees with same-sex couples can join a health plan from their first day of work.</p>
--	--	--	--

			We have a Compensation Committee that oversees the bank's remuneration system, including analysing conflicts of interest and defining goals and indicators related to this system.
Suppliers and contractors	Contractors` employees Employee suppliers Customers	Force labor Discrimination Inequality Anti- competitive practices	Code of Ethics: It contains the values and behaviors that we want to raise at all levels in our organization, which must be applied in relationships with suppliers, clients and other stakeholders. Complying with our Code of Ethics, we ensure that our business is conducted under ethical principles, guaranteeing its continuity and strengthening a relationship of trust in terms of: - Diversity, equal opportunities and respect - Safe and healthy environment - Anti-fraud and other dishonest acts - Free and fair competition.
Customers	Customers LGBTIQ+	Infringement of personal data  Discrimination	We have an Information Security Policy to preserve confidentiality, availability and integrity of information and channels and services. With this policy, we provide the guidelines and responsibilities for information security risk management in different areas, including risks related to suppliers and outsourcing contracting procedures.  The Duo Mortgage Credit is a qualifying option to apply for mortgage loans that allow you to acquire a home or land by sharing the debt with another person regardless of the relationship, thus offering an inclusive option for same-sex couples.