

January, 20 2020

Dear Shareholders
Construcciones El Cóndor S.A.
Medellín

Subject: Appointment of the Board of Directors

The Company informs that during the ordinary meeting of the General Assembly of Shareholders this year, the Board of Directors will be appointed for the period 2020 - 2022.

Consequently, those who are interested in presenting their candidates to the General Assembly must comply with legal and bylaws requirements for the members of the Board of Directors, as well as the profiles indicated in bylaws, the Good Governance Code and with the Board of Directors Succession Policy, published on the website:

https://www.elcondor.com/sites/default/files/Propuesta_Sucesion_Junta_JUL10_2017_ing.pdf

Notwithstanding the foregoing, in accordance with the Code Country recommendation 2015 (16.7) and, article 32 of the regulations governing the operation of the general shareholders meeting, which states the following: *"the suitability evaluation of the candidates, is prior to the day of the Assembly, so that the shareholders are duly informed about the (personal qualities, suitability, career, experience, integrity, etc.) of the candidates proposed to integrate the Board of Directors, sufficiently in advance for the appropriate evaluation"*. The shareholders may request the suitability of the candidates they propose to be evaluated by the Human Talent and Compensation Committee of the Company at its next meeting on (26) February 2020.

Therefore, shareholders' proposals will be received no later than February 17, 2020 until 5:00 pm, at Carrera 25 No 3-45 floor 3 Mall del Este, Medellin-Colombia or to following E-mails: cristina.vasquez@elcondor.com/ Viviana.bejarano@elcondor.com, addressed to the General Secretariat, Dr. Isabel Cristina Vasquez Acosta.

The list (s) called *"Proposed Conformation of the Board of Directors - Shareholders"*, will be formed by the candidates proposed by the shareholders and the order thereof in said list (s), will coincide with the order of receipt of the proposals by the Company.

The requirements and qualities to integrate the Board of Directors of the Company, can be consulted in the Regulations of the Board of Directors, published on the website <https://elcondor.com/es/inversionistas/reglamentos;>
[https://www.elcondor.com/sites/default/files/Propuesta_Sucesion_Junta_JUL10_2017_ing.pdf.](https://www.elcondor.com/sites/default/files/Propuesta_Sucesion_Junta_JUL10_2017_ing.pdf)

Cordially,


Luz María Correa Vargas
Corporate President