

SUBJECT: DECISIONS OF THE BOARD OF DIRECTORS

DATE: FEBRUARY 22, 2021

In compliance with the legal provisions in force, and especially with the provisions of article 5.2.4.1.5 of Decree 2555 of 2010, and the regulation that modify or replace it, we inform that the Board of Directors, on its ordinary session No. 349, held today, made the following decisions:

- To approve the reform of the Code of Good Governance, in order to: ensure that its content correlates with the provisions of policies and other corporate documents, implement some of the recommendations of the Code of Best Corporate Practices – “Código País” and document others which thus far were voluntary.
- To approve the reform of the Code of Business Ethics, in order to update definitions included in the document to give clarity to its content and adjust the positions to the current organizational structure.
- To approve the reform of the Information Disclosure Manual which seeks to identify those responsible for handling information within the Company and strengthen the guidelines established for the disclosure of information from the Subordinate Companies and the Board of Directors.
- To approve the reform of the Regulations of the Board of Directors and its Committees, which seeks to document the creation of the Finance and Investment Committee and update those responsible for some functions, adjusting the positions to the current organizational structure.

The updated versions of these documents can be consulted in the following links:

- Code of Good Governance: <https://www.elcondor.com/en/investors/good-practices>
- Code of Business Ethics: <https://www.elcondor.com/en/investors/good-practices>
- Information Disclosure Manual: <https://www.elcondor.com/en/investors/good-practices>
- Regulations of the Board of Directors: <https://www.elcondor.com/en/investors/regulations>
- Regulations of the Board Committees: <https://www.elcondor.com/en/investors/board-committees>

