

BOARD COMMITTEES

a) Audit Committee: The main task of the Audit Committee is to assist the Board of Directors in its role of supervising the Internal Control System by evaluating accounting procedures, liaising with the Statutory Auditor, and, in general, reviewing the Company's control environment, including auditing the risk management system implemented by the Company.

The functions of the Audit Committee include the following:

1. Overseeing compliance with the internal audit program.
2. Ensuring the preparation, presentation, and disclosure of financial information.
3. Evaluate and monitor the activities of administrators, executives, and managers, and submit reports to the competent bodies.

This Committee is composed of:

Angela Maria Orozco Gomez
Orlando Cabrales Segovia
Juan Manuel González Garavito

b) Corporate Governance Committee: The main task of the Corporate Governance Committee is to assist the Board of Directors in its functions of proposing and supervising the corporate governance measures adopted by the company.

The functions of the Corporate Governance Committee include the following:

1. Ensuring that shareholders and the market in general have complete, accurate, and timely access to information about the company that must be disclosed.
2. Review and evaluate how the Board of Directors fulfilled its duties during the period.
3. Periodically monitoring the negotiations carried out by the members of the Board of Directors and administrators with shares issued by the company or by other issuing companies when they are part of the Business Group and, in general, their actions in the public securities market.

This Committee is composed of:

Francisco Javier Aristizábal López
Carlos Eduardo Restrepo Mora
José Alejandro Gómez Mesa

c) Human Resources Committee: The main objective of the Human Resources Committee is to support the Board of Directors in exercising its decision-making and advisory functions related to the appointment and remuneration of members of the Board of Directors and senior management.

The Human Resources Committee's duties include the following:

1. Reviewing the performance of the company's senior management, understood to be the President and officials of the immediately lower rank.

2. Proposing a remuneration and salary policy for the company's employees, including senior management.
3. Proposing the appointment and removal of the company's President or whoever acts in his or her stead, as well as his or her remuneration.

This Committee is composed of:

Nora Cecilia Aristizábal López
Juan Luis Aristizábal Vélez
Orlando Cabrales Segovia

d) Projects Committee: The main function of the Projects Committee is to advise the Board of Directors, based on information provided by management, on the analysis of key elements of construction or infrastructure projects that have special or sensitive characteristics, including projects whose value exceeds 200,000 SMMLV, or others at the discretion of management.

The functions of the Projects Committee include the following:

1. Recommending measures to mitigate project risks and communicating them to the Board of Directors.
2. Advise the Board of Directors on the selection of partners for projects requiring strategic alliances.

This Committee is composed of:

Juan Luis Aristizábal Vélez
Christophe Pelissie du Rausas
Stephane Abry