

Amendment to Bylaws



Grupo Energía Bogotá

Proposal for Bylaws Amendment

Background



At the request of the members of the Board of Directors at the special meeting held on February 14, 2020, the Management submitted this item to the Corporate Governance and Sustainability Committee, which was approved by the Board of Directors at its meeting held on February 26, 2020, to be submitted to the General Shareholders' Meeting

Bylaw Amendments recommended by the Corporate Governance and Sustainability Committee



Original version	Proposed version	Justification
<p>Bylaws</p> <p>Article 66.- Functions: The Board of Directors shall have the following functions and powers: (...)</p> <p>Paragraph 20.- To approve the personnel policies, the parameters of remuneration at the proposal of the president and the annual budget for the personnel roster. (...)”</p>	<p>Bylaws</p> <p>Article 66.- Functions: The Board of Directors shall have the following functions and powers: (...)</p> <p>Paragraph 20.- To approve the personnel policies, the company's organizational chart up to the third level, the parameters of remuneration at the proposal of the president and the annual budget for the personnel roster (...)”</p>	<p>Substantive change</p>



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