



To the General Assembly of Shareholders of Grupo Argos S.A.,

The good practices contemplated in the Bylaws and in the Good Governance Code of Grupo Argos SA, in addition to the nature of the obligations and activities of a Director, makes that the amount of time that is required and the levels of responsibility assumed by the members of the Board of Directors are high.,

With this in mind and taking into account that the remuneration levels are in accordance with best practices of comparable business organizations in the region, we propose to the Shareholders Assembly to approve, for the period between April 2018 and March, a monthly fee of COP\$7,200,000.00.

Additionally, considering that the activities of the Board members increase when they participate in the Board supporting committees, i.e. the Audit, Finance and Risk Committee, the Appointments and Compensation Committee and the Corporate Governance and Sustainability Committee, we propose the Shareholders Meeting to set for each committee session a fee equal to the monthly fee set for sessions of Board Directors for the period between April 2018 and March 2019.