

RESUMES NOMINATED TO BOARD OF DIRECTORS OCTOBER 2021

 Energy transmission	 Operation of electrical systems and applicable regulation	 Road operation	 Mergers, acquisitions and international business
 Human talent management	 Risk Management	 Control & audit	 Legal and regulatory environment
 Sustainability	 Ecosystems and innovation and entrepreneurship	 Financial markets	 Corporate affairs
 Cybersecurity	 Strategy	 Public - Private Associations and strategic alliances	 Business administration
 Information and communication technologies and applicable regulation	 Executive Management in large Companies		



FELIPE BAYÓN PARDO

CEO of Ecopetrol S.A.

Age: 56 years old (June 20, 1965, Bogota)

Nominated by ECOPETROL S.A

Current participation in other Boards of Directors

- Cenit Transporte y Logística de Hidrocarburos S.A.S. (Colombia)
- Refinería de Cartagena S.A.S. (Colombia)
- National Business Association of Colombia - ANDI (Colombia)
- Ecopetrol Óleo e Gás do Brasil Ltda. (Brazil)
- Ecopetrol USA Inc. (United States)
- Rodeo Midland Basin LLC. (United States)

Industry experience

- He has 30 years of experience in the energy industry. He is currently the CEO of the Ecopetrol Group, Colombia's main group of companies in the energy sector and one of the most important in the Americas.
- In his more than five years at Ecopetrol, the last four as CEO, he has led the Group's energy transformation and transition process, with a broad program to diversify its energy matrix, reduce emissions and decarbonize, as well as ambitious initiatives in innovation and technology.
- His main achievements include:
 - ✓ The unprecedented improvement in fuel quality in Colombia.
 - ✓ The company's entry into renewable energies.
 - ✓ The strengthening of the corporate governance model that has positioned the Ecopetrol Group as a leader of high standards in this area in the country and in Latin America.
 - ✓ The entry into the Permian unconventional reservoir basin in the United States.
 - ✓ The structuring and closing of the acquisition of 51.4% of ISA, one of the most important transactions in the region in the last decade, consolidating a new energy group focused on leading the region's energy transition.
- He has also promoted growth initiatives based on diversity and inclusion criteria, recognized by leading national and international organizations in the field.
- Prior to assuming the position as CEO, he was Chief Operating Officer (COO) of Ecopetrol since February 2016.
- He worked for more than 20 years at BP. His last position there was as Senior Vice President of BP America in the United States, and Global Director of Deepwater Response. Prior to that he was Regional President of BP's Southern Cone (South America), Chief of Staff to BP's CEO in London, Head of the Executive Office of Exploration and Production and Vice President of Operations of BP Colombia.
- He began his career in the energy industry in 1991 at Hocol (Shell).

Education and professional experience

- Mechanical Engineer from Universidad de Los Andes.

- In 2020, he was awarded "Businessman of the Year" in the 17th version of the survey conducted by the newspaper Diario La República.
- He is an active member of different platforms and initiatives of the World Economic Forum, such as the Oil & Gas Governors community, on matters of energy transition, sustainability, technology, among others, where he has been invited as a speaker and panelist. His most recent participation was at the Sustainable Development Summit 2021.



JAIME CABALLERO URIBE

Chief Financial Officer, Ecopetrol Group

Age: 47 years old (April 27, 1974, Barranquilla)

Nominated by ECOPETROL S.A

Experience in Boards of Directors:

- Cenit Transporte y Logística de Hidrocarburos S.A.S
Linear infrastructure business with more than 8,000 km of lines and COP 18 trillion in assets.
- Gases del Caribe S.A. E.S.P.
Gas distribution, transportation, and non-bank financing business with more than 1 million registered customers.
- Rodeo Midland Basin LLC (USA)
Joint Venture dedicated to the development of hydrocarbons in the states of Texas and New Mexico.
- Other affiliates and subsidiaries of the Ecopetrol Group throughout the hydrocarbon sector.

Industry experience

- More than 20 years of experience in recognized conglomerates of the international energy sector.
- Executive experience in strategy, financial planning, capital allocation, financing, acquisitions and divestments, investor relations, enterprise risk management, control and audit systems, sourcing, procurement, and human talent management.
- In his current role within the Ecopetrol Group, he leads the agenda of business competitiveness and profitable growth supported by capital discipline, cash protection and cost efficiency. Executive sponsor of the "SosTECnibilidad" or TESG (Technology, Environment, Security and Governance) strategy.
- Linked to the Ecopetrol Group (NYSE:EC) since November 2016.

Education and professional experience

- Attorney with studies in economics and finance from Universidad de los Andes.
- MBA in Energy Business from Fundação Getúlio Vargas.
- Studies in Advanced Financial Management at Duke University and Wharton School of Business.
- Certificate in Energy Innovation and Emerging Technologies from Stanford University.
- His experience prior to Ecopetrol includes 17 years with BP plc (FTSE: BP), where he held leadership positions in Colombia, North America, Africa, Europe and most recently as CFO for

the Brazil region (Brazil, Uruguay, Colombia, and Venezuela), and 3 years as director of Eques Estrategia, an independent investment, strategy consulting and business development firm.



ANA FERNANDA MAIGUASHCA OLANO

Consultant

Independent member.

Nominated by the Ministry of Finance and Public Credit (March 2020)

Age: 47 years old (July 30, 1974. Cali)

Board of Directors participation:

Americana de Inversiones S.A

Industry experience

Her work has focused on the design, management, and implementation of macroeconomic and financial public policies with emphasis on the introduction of strategic and disruptive changes. High-responsibility positions in the public sector as Financial Regulation Director, Deputy Minister of Finance and Board member, including the position of Co-Director at Banco de la República for 8 years.

Education and professional experience

- Economist from Universidad de los Andes (1997).
- MBA, Columbia Business School (2002).
- Over 20 years of experience in leadership of extraordinarily complex projects, development of the financial market in Colombia, and transformations in organizations and public policies.
- Technical Deputy Minister of the Ministry of Finance, representative for the Ministry of Finance in the Energy and Gas Regulation Commission.
- Teaching experience in microeconomics, macroeconomics, finance, and application of financial technology services (Fintech).
- Author of the book entitled "*Una visión de la industria de fondos de inversión colectiva en Colombia*" (A vision of the collective investment funds industry in Colombia) published by the Colombian Fiduciaries Association in 2016.
- Member of Women in Connection and of Women in Payments Advisory Board.
- Mrs. MAIGUASHCA was a member of the following Boards of Directors:
 - ✓ Central de Inversiones S.A (CISA) (2011-2012). Entity linked to the Ministry of Finance and Public Credit, whose purpose is to purchase, market, and manage all types of real estate and portfolios owned by public entities.
 - ✓ Sociedad de Activos Especiales (SAE) (2012). A mixed economy company linked to the Ministry of Finance and Public Credit, whose purpose is to manage special assets that are in the process of confiscation or have been declared property confiscation.
 - ✓ Bancoldex (2012).



ANDRES FELIPE MEJÍA CARDONA

Entrepreneur

Independent member.

Nominated by Ecopetrol S.A

Age: 59 years old (February 21, 1962, Medellín)

Participation in other Boards of Directors:

Bancolombia

Industry Experience

ISA Board Member from 2001 to 2011, ISAGEN 2001 to 2016, INTERNEXA 2007 to 2011

Education and professional experience

Mr. Mejía is an economist from Michigan University. He holds and MBA from EAFIT University and certificates in strategic planning from Barcelona University, senior management from Universidad de los Andes and Expro program in business administration from Centrum Bevoordering Import Ontw.Landn, in Rotterdam.

He has been the CEO of MU Mecanicos Unidos S.A.S since 1983.



JESÚS ARISTIZÁBAL GUEVARA

Consultant

Independent Member.

Nominated by Ecopetrol S.A

Age: 70 years old (June 5, 1951, Medellín)

Participation in other Boards of Directors

- Latinoamericana de Construcciones S.A. – Latinco S.A.
- Concesión Autopistas del Nordeste S.A.S. – Concesión Conexión Norte
- Proeléctrica S.A.S.
- Sociedad Mecánicos Unidos S.A.S.
- Entidad Promotora de Salud SAVIA SALUD E.P.S.

Industry experience

- More than 20 years of experience in the energy and gas sector, 3 years of experience in road concessions.
- He has participated in the design, development, execution, and operation of several power generation projects such as Porce II, Porce III, Eólica Jepirachi (Guajira), Termoeléctrica de la Sierra, La Vuelta, La Herradura, Hidroituango.
- Member of the Board of Directors of ISA S.A. for more than 20 years.
- Member of the Board of Directors of ISAGEN S.A. for 15 years.
- Member of the Board of Directors of Empresas Públicas de Medellín.

Education and professional experience

- Civil Engineer from Universidad Nacional de Colombia.
- His career in the industry has allowed him to hold important positions such as:
- Deputy Mayor of Medellín. 2013-2015.

- EPM Energy Director. 2007-2013
- EPM Energy Generation Manager. 2001-2006
- EPM Assistant Manager. 1998-2001
- Manager of Empresa Antioqueña de Energía S.A. 1989-1992
- Administrative Manager of Metro de Medellín. 1992-1995
- Rector of Universidad de Antioquia. 1980-1981
- Former Dean of the School of Economics and Civil Engineering at the University of Medellín. He was awarded the medal "El hombre como creador de energía" (man as energy creator) by the University of Antioquia.



RUTTY PAOLA ORTÍZ JARA

Co-founder and partner Castelar SAS

Independent member

Nominated by Empresas Públicas de Medellín (May 2021)

Age: 46 years old (May 4, 1975, Bogotá)

Participation in other Boards of Directors

Gases de Oriente

Industry experience

- Over 15 years of experience in the energy mining and public sector.
- She served as Superintendent of Public Utilities, where she led the implementation of the prudential supervision in electric power and natural gas companies, promoting a regulation based on behavioral rules.
- As Vice-Minister of Energy, she was in charge of coverage access programs, the development of incentives for the use of renewable energy sources, and the formulation of the hydrocarbons policy. In addition, she participated in the energy and gas regulation. She also worked at Fondo Adaptación as Deputy Project Manager and Deputy Structure Manager, and at the National Superintendence of Health as Deputy Superintendent.
- She worked at the Ministry of Finance and Public Credit. She has also worked at the National Planning Department as Deputy Director of National Public Budget

Education and professional experience

- Economist and lawyer. Specialist in Public Management of Administrative Institutions, Universidad de Los Andes.
- 2019 to date, Castelar SAS, co-founder and partner.
- 2019-2020 Inter-American Development Bank, Coordinator of Topic 4 of the "Energy Transformation Mission."
- 2018-2020 Ministry of Information Technologies and Communications, External Advisor on fiscal and budgetary matters.

- 2018-2019 Inter-American Development Bank, Consultancy Coordinator for a comprehensive analysis of the institutional framework regulating the Colombian electric power sector for the Non-Interconnected Zones (ZNI).
- 2018 Superintendence of Public Utilities, Superintendent.
- 2016-2017 Ministry of Mines and Energy, Vice-Minister of Energy.
- 2014-2016 *Fondo Adaptación* project, Deputy Structure Manager.
- Participation in collegiate bodies
 - ✓ Energy and Gas Regulatory Commission
 - ✓ Mining and Energy Planning Unit's Board of Directors
 - ✓ National Hydrocarbons Agency's Board of Directors
 - ✓ IPSE's Board of Directors



SANTIAGO MONTENEGRO TRUJILLO

Independent member

President of Asociación Colombiana de Administradoras de Fondos de Pensiones y Cesantías (ASOFONDOS)

Nominated by Fondos de Pensiones y Cesantías (since 2007)

Age: 66 years old (March 1, 1955, Pasto)

Other public directorships

- Colombian Stock Exchange
- Intervial Chile S.A.
- Ruta del Maipo Sociedad Concesionaria S.A.

Industry experience

- Dean of the Faculty of Economics at Universidad de los Andes, President of the National Association of Financial Institutions (Anif); Director of the National Planning Department (DNP).
- He has more than 10 years of experience in road concessions.
- He is a part of:
- Andes University, Superior Council.
- Four year as Board member of the Andean Development Corporation (Corporación Andina de Fomento (CAF).
- Four years as Board member of ECOPETROL.
- Six years as Director and Chairman of the of the Colombia's Stock Market Self regulator (Autorregulador del Mercado de Valores (AMV).

Education and professional experience

- Economist from Universidad de los Andes. Master's Degree in Economics from the same university; MSc in Economics from the London School of Economics, and PhD in economics from the University of Oxford.
- Former economist at the World Bank, and Government Advisor for Coffee Matters.
- He has served as Dean of the Faculty of Economics, at Universidad de los Andes, President of National Association of Financial Institutions (ANIF) , and Director of the National Planning Department (DNP).

- Professor and researcher at the School of Economics in Andes University; researcher at CEDE (Andes University)



DIEGO MUÑOZ TAMAYO

Founding member of Muñoz Tamayo & Asociados
Independent member.

Nominated by Fondos de Pensiones (March 2021)

Age: 64 years old (March 25, 1957, Bogota)

Board of Directors participation:

Inversiones Rendiles S.A

Industry experience

Experience in corporate law, privatizations, mergers, and acquisitions. A deep knowledge in the mining, energy, financial, insurance, and infrastructure projects sectors.

Education and professional experience

- Degree in Law, Social Sciences and Economics (DEUG), Université Paris 2 - Panthéon-Assas, Paris, France (1977).
- Lawyer, Universidad de los Andes, Bogotá, Colombia (1983).
- Commercial Law Specialist, Universidad de los Andes, Bogotá, Colombia (1983).
- Master (M.Sc.) in Latin American Public Policy, Oxford University, Saint Antony's College, Oxford, United Kingdom (1986).
- Master (LL.M.) in International Financial Law, London School of Economics and Political Science, London, United Kingdom (1985).
- In 1995, he started his independent practice through his firm Muñoz Tamayo & Asociados, focused on the first privatizations of Colombia in the 1990s. He has maintained this specialty over the years, making the firm a leader in the sector. He has developed a practice that focuses on Corporate Law and is recognized for his great talent in structuring complex transactions and strategic negotiations.
- Mr. Muñoz has worked as a professor at Universidad de los Andes in the School of Law, teaching classes on: Foreign investment, foreign indebtedness; foreign exchange regulations and international contracts.
- Mr. Muñoz also has research works and publications in different areas:
 - ✓ "Digital revolution, post-capitalism, and its impact on the world of Law". Bogotá, 2016.
 - ✓ "The duty of disclosure as a shareholder protection mechanism." "In Legal Perspectives on Colombian Corporate Governance". Bogotá, 2006.
 - ✓ "Privatization in Colombia: legal framework for the transfer of state property". Bogotá, 2004.
 - ✓ "The anti-creditor bias in guaranteed contracts and restructuring processes of Law 550 of 1999". In "The financial sector in the XXI century". Bogota, 2002.
 - ✓ "The Service Contract with Investment Banking in Privatizations". In "Financial Management", Bogotá, 2000.
- Mr. Muñoz was a member of the following boards of directors:
 - ✓ Inversiones Rendiles S.A., 2008-present.
 - ✓ Gas Natural S.A. E.S.P. (today Naturgy), 2017

- ✓ Suramericana S.A., 2002-2011.
- ✓ Münchener de Colombia S.A., 1997-2011.

<p>CAMILO ZEA GÓMEZ Independent member CEO PRONUS Nominated by Fondos de Pensiones y Cesantías (since 2013) Age: 48 years old (Junio 15, 1973, Bogota)</p>
<p>Other public directorships</p> <ul style="list-style-type: none"> • BNP Paribas Securities Services Sociedad Fiduciaria S.A. • ISA BOLIVIA • Consejo Superior Universidad EAN • PIP Colombia
<p>Industry experience</p> <ul style="list-style-type: none"> • 23 years of experience in financial affairs, risk management, structured finance, integration of technology in financial services (Fintech) and financial regulation. • He also has experience in digital transformation for businesses and cyber security. • More than five years of experience in research on financial and risk issues at Banco de la República. • He is part of: <ul style="list-style-type: none"> ✓ Surveillance Committee of Fondo de Capital Privado - Pactia Inmobiliario ✓ Interconexión Eléctrica A. E.S.P. - ISA Perú ✓ Colombia's Stock Market Self-regulator (Autorregulador del Mercado de Valores – AMV-) ✓ Los Nogales Educational Corporation ✓ EAN University Superior Council
<p>Education and professional experience</p> <ul style="list-style-type: none"> • Economist from Universidad de los Andes. • Master's Degree in Economic Development from Universidad de los Andes. • Master's Degree in Public Administration and International Development from the John F. Kennedy School of Government, Harvard. • He has been Manager of the Bogotá Metro Project; R&D Manager at the Financial Superintendence of Colombia; Head of Market Development, Specialist in Risk Analysis and Financial Stability Expert at Banco de la República; Advisor to the Deputy Minister of Finance; and consultant at the World Bank. • He has been a member of the Board of Directors of ISA, BNP Paribas Securities Services, Sociedad Fiduciaria S.A., PIP Colombia S.A., Superior Council of EAN University, and of the Surveillance Committee of the Pactia Inmobiliario Private Equity Fund. • Currently, he is Managing Director at PRONUS. • Member of the MIT HARVARD CLUB COLOMBIA