

## RESUMES OF THE BOARD OF DIRECTORS | 2021

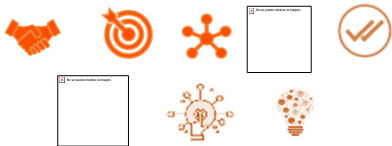


# NICOLÁS AZCUÉNAGA



## NON-INDEPENDENT MEMBER

- Chief Strategy and Business Development Officer of Ecopetrol S.A.
- Age: 44 years old (April 9, 1978, Bogotá)
- Nominated by ECOPETROL S.A.



## EDUCATION AND PROFESSIONAL PRACTICE

Business Administrator with emphasis in finance and project evaluation - CESA 2001

## EXPERIENCE IN THE SECTOR

He has 20 years of experience in the energy industry.

He has worked in companies such as BP - British Petroleum, where he worked for 11 years in the areas of sourcing and business development, strategy and business planning, mergers, acquisitions and transitions, occupying positions such as \*Business Manager Brazil & Uruguay, \*M&A and Deputy Transition Manager, among others.

Currently Chief Strategy and Business Development Officer of the Ecopetrol Group, the main group of companies in the energy sector in Colombia and one of the most important in the Americas, and has been with the company for approximately 4 years, starting in the position of Corporate CFO of the subsidiaries. During his career he led the acquisition of 51.4% of the Nation's shares in ISA by Ecopetrol.

**Participation in other Boards of Directors:** Ecopetrol America, Ecopetrol USA Inc., Ecopetrol Mexico, Hocol (Colombia), Savia Peru, Ecopetrol Brazil, ODC Pipeline, Ocesa Pipeline, OAM Pipeline, Innovaflora Group (Spain), Rodeo Midland Basin (USA), Intervial Chile, Ruta Maipo (Chile), Cenit (Colombia).

# JAIME CABALLERO URIBE



## NON-INDEPENDENT MEMBER

- Chief Financial Officer, Ecopetrol Group
- Age: 48 years old (April 27, 1974, Barranquilla)
- Nominated by ECOPETROL S.A



**Board Committees:** Corporate Governance Committee, Sustainability, and Risk, and Business Committee

## Other Boards

Gases del Caribe S.A. E.S.P., Gas distribution, transportation, and non-bank financing business with more than 1 million registered customers and Rodeo Midland Basin LLC (USA), Joint Venture dedicated to the development of hydrocarbons in the states of Texas and New Mexico.

## EXPERIENCE IN THE SECTOR

- 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 PRACTICE

- 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.

# CAROLINA ROJAS HAYES



## INDEPENDENT MEMBER

- Independent Consultant
- Nominated by Ecopetrol S.A.
- Age: 45 (January 9, 1978, Barranquilla)



## Other Boards

- Women in Mining Colombia – Member of the Board of Directors

## EXPERIENCE IN THE SECTOR

Executive President- Federación de biocombustibles

More than 15 years of experience in leading public sector institutions and multilateral banks in the areas of public policy, strategic relations, and external financing. Solid knowledge of the mining-energy sector, stakeholder relations, sustainability, investment promotion and international capital markets.

## EDUCATION AND PROFESSIONAL PRACTICE

- Economist, UNIVERSIDAD DE LOS ANDES, Bogota, Jan. 1996 – Mar. 2001
- Master of Public Policy, UNIVERSITY OF CHICAGO, Chicago, USA, Sep. 2004 – Jun. 2006
- Adjunct professor - Mining Public Policy - Department of Mining and Energy Law, Universidad Externado (June 2021 - present)
- Course: Women on Boards of Directors Leadership Program, CESA, Dec. 2021
- Course: Gender Toolkit, Mining, Oil and Gas, IFC, March 2021
- Course: Natural Resources for Sustainable Development, EDX – SDG Academy, January 2021
- INTERNATIONAL CONSULTANT - MINING AND ENERGY AFFAIRS, Colombia November 2020- present
- Advise on strategy, public policy analysis and stakeholder relations for institutions and companies in the mining and energy sector.
- MINISTRY OF MINES AND ENERGY, Colombia, August 2018 - October 2020
- Mines Deputy Minister
- Responsible for the formulation, coordination and follow-up of policies and action plans for the promotion and development of Colombian mining.

# CAROLINA ROJAS HAYES



## INDEPENDENT MEMBER

- Independent Consultant
- Nominated by Ecopetrol S.A.
- Age: 45 (January 9, 1978, Barranquilla)



## EDUCATION AND PROFESSIONAL PRACTICE

- CAF - DEVELOPMENT BANK OF LATIN AMERICA, Colombia, October 2016 - August 2018 Senior Executive / Country Program  
Responsible for activities to align CAF's operational strategy with the development objectives of the bank's member countries and to measure the impact on development of the bank's products.
- NATIONAL MINING AGENCY, ANM, Colombia, February 2013 - September 2016
- Vice President of Promotion and Development October 2014 - September 2016  
Responsible for coordinating actions to promote Colombian mining at national and international level, facilitating the solution of environmental and social problems of mining projects and the promotion of small and medium mining.
- Promotion Manager February 2013 - October 2014  
Design and implement promotional strategies for the exploration and exploitation of minerals in the country.
- MINISTRY OF FINANCE AND PUBLIC CREDIT, Bogota, Colombia, May 2009- January 2013
- Advisor to the Office of the Minister of Finance, January 2012- January 2013  
To advise on the formulation, coordination and execution of policies, plans and programs prioritized by the Minister of Finance.
- Deputy Financing Director — Multilateral Organizations and Governments, May 2009 - December 2011  
Responsible for structuring and implementing the Nation's external financing strategy with multilateral banks, governments and external capital markets and managing Colombia's shareholding position in multilateral banks.
- WORLD BANK, Washington, D.C., USA. Consultant, Independent Evaluation Group, February 2007-February 2009
- INTER-AMERICAN DEVELOPMENT BANK, Washington, D.C., USA. Consultant, Integration and Trade, June 2006 - January 2007
- FUNDACIÓN BUEN GOBIERNO, Bogotá, Colombia, Economic Advisor, July 2003 - July 2004
- BANCO DE LA REPÚBLICA, Bogotá, Colombia, International Reserves Professional, January 2001- July 2003

# ANDRÉS FELIPE MEJÍA CARDONA



## INDEPENDENT MEMBER

- Entrepreneur
- Nominated by Ecopetrol S.A
- Age: 61 years old (February 21, 1962, Medellín)



**Board Committees:** Chairman of the Audit Committee

**Other Boards:** Bancolombia

## EXPERIENCE IN THE SECTOR

More than 20 years of experience in the energy and telecommunications sector, between 2001 and 2011 he was a member of the Board of ISA (10 years), he was also a member of the Board of one of the main power generators in Colombia ISAGEN during the years 2001 to 2016 (15 years), lastly in the telecommunications sector he was a member of the Board of INTERNEXA between 2007 and 2011

## EDUCATION AND PROFESSIONAL PRACTICE

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 ARISTIZABAL GUEVARA



## INDEPENDENT MEMBER

- Consultant
- Nominated by Ecopetrol S.A
- Age: 71 years old (June 5, 1951, Medellín)



**Board Committees:** Chairman of the Corporate Governance, Sustainability, and Risk Committee and Organizational Talent Committee

**Other Boards:** Latinoamericana de Construcciones S.A. – Latinco S.A, Concesión Autopistas del Nordeste S.A.S. – Concesión Conexión Norte, Sociedad Mecánicos Unidos S.A.S, Entidad Promotora de Salud SAVIA SALUD E.P.S.

## EXPERIENCE IN THE SECTOR

- 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 PRACTICE

- 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



## INDEPENDENT MEMBER

- Co-founder and partner Castelar SAS
- Nominated by Empresas Públicas de Medellín (May 2021)
- Age: 47 years old (May 4, 1975, Bogotá)



**Board Committees:** Corporate Audit Committee and Organizational Talent Committee

**Other Boards:** Gases de Oriente

## EXPERIENCE IN THE SECTOR

- 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 PRACTICE

- 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: 68 (March 1, 1955, Pasto)



**Board Committees:** Chairman of the Business Committee, and Corporate Governance, Sustainability, and Risk Committee

**Other Boards:** Colombian Stock Exchange, Intervial Chile S.A, Ruta del Maipo Sociedad Concesionaria S.A.

## EXPERIENCE IN THE SECTOR

- 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 PRACTICE

- 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



## INDEPENDENT MEMBER

- Founding member of Muñoz Tamayo & Asociados
- Nominated by Fondos de Pensiones (March 2021)
- Age: 66 years (March 25, 1957, Bogota)



**Board Committees:** Business Committee, and Organizational Talent Committee

**Other Boards:** Inversiones Rendiles S.A

## EXPERIENCE IN THE SECTOR

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

## EDUCATION AND PROFESSIONAL PRACTICE

- 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.
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- 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.

# CAMILO ZEA GÓMEZ



## INDEPENDENT MEMBER

- CEO PRONUS
- Nominated by Fondos de Pensiones y Cesantías (since 2013)
- Age: 49 years old (Junio 15, 1973, Bogota)



**Board Committees:** Business Committee and Corporate Audit Committee

**Other Boards:** BNP Paribas Securities Services Sociedad Fiduciaria S.A, ISA BOLIVIA, Ualet S.A.

## EXPERIENCE IN THE SECTOR

- 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:

- BNP Paribas Paribas Securities Services Sociedad
- Ualet S.A. Comisionista de Bolsa

## EDUCATION AND PROFESSIONAL PRACTICE

- 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

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CONEXIONES QUE INSPIRAN