

RESUMES OF THE BOARD OF DIRECTORS | 2021

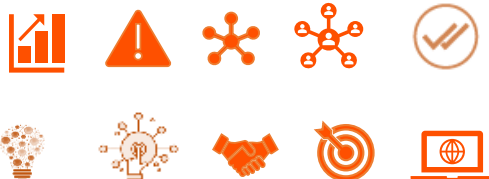
	Energy transmission		Operation of electrical systems and applicable regulation		Executive Management in large Companies		Public - Private Associations and strategic alliances		Information and communication technologies and applicable regulation
	Human talent management		Risk Management		Road operation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

FELIPE BAYÓN PARDO



NON-INDEPENDENT MEMBER

- CEO of Ecopetrol S.A.
- Age: 56 years old (June 20, 1965, Bogota)
- Nominated by ECOPETROL S.A
- Board member since October 2021



Board Committees: Corporate Governance, Sustainability, and Risk; Business Committee and Organizational Talent Committee

Other Boards

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).

EXPERIENCE IN THE SECTOR

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.

EDUCATION AND PROFESSIONAL PRACTICE

- 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



NON-INDEPENDENT MEMBER

- Chief Financial Officer, Ecopetrol Group
- Age: 49 years old (April 27, 1974, Barranquilla)
- Nominated by ECOPETROL S.A .
- Board member since October 2021



Board Committees: (i) Corporate Governance, Sustainability, Technology and Innovation; (ii) Business Committee

Current participation in other boards of directors: Gases del Caribe S.A. E.S.P., Rodeo Midland Basin LLC

Experience in boards of directors: Transmissora Alianca de Energia Electrica S.A. –TAESA.

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 TSEG (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)
- Board member since June, 2022



Board Committees: (i) Organizational Talent Committee; (ii) Corporate Governance, Sustainability, Technology and Innovation.

Current participation in other Boards: Women in Mining Colombia

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.



INDEPENDENT MEMBER

- Independent Consultant
- Nominated by Ecopetrol S.A.
- Age: 45 (January 9, 1978, Barranquilla)
- Board member since June, 2022



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 member since October 2021



Board Committees: (i) Audit and Risk Committee; (ii) Organizational Talent Committee

Current participation in other Boards: Bancolombia S.A. (listed company)

Experience in boards of directors: ISAGEN S.A., Internexa S.A.

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 Bevordering 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 member since 1999



Board Committees: (i) Audit and Risk Committee, (ii) Corporate Governance, Sustainability, Technology and Innovation.

Current participation in other Boards: Latinoamericana de Construcciones S.A. (Latinco S.A), Concesión Autopistas del Nordeste S.A.S., Mecánicos Unidos S.A.S, Entidad Promotora de Salud SAVIA SALUD E.P.S.

Experience in boards of directors: ISAGEN S.A., Empresas Públicas de Medellín (EPM).

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 Jeparachi (Guajira), Termoeléctrica de la Sierra, La Vuelta, La Herradura, Hidroituango.
- 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
- 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.
- Deputy Mayor of Medellín. 2013-2015.
- 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 member since June, 2021



Board Committees: Corporate Audit Committee and Organizational Talent Committee

Current participation in other Boards: Gases de Oriente S.A. E.S.P.

Experience in boards of directors: Agencia Nacional de Hidrocarburos, Instituto de Planificación y Promoción de Soluciones Energéticas (IPSE).

EXPERIENCE IN THE SECTOR

- Over **15 years of experience in the energy mining and public sector.**
- **Coordinator** of Topic 4 of the “**Energy Transformation Mission**” 2018-2020 at Inter-American Development Bank
- **Consultant in strategy and regulatory management in the electricity sector** since 2019
- In 2018 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** (2016-2017), 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. Also served as **Vice Minister of Energy, she was part of the Energy and Gas Regulatory Commission** and chaired the Board of Directors of the Institute for Planning and Promotion of Energy Solutions (IPSE).
- **Coordinator for a comprehensive analysis of the institutional framework regulating the Colombian electric power sector** for the Non-Interconnected Zones (ZNI) at the Inter-American Development Bank 2018-2019.

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, a consultancy specialized in strategy and regulatory management.
- 2018-2020 Ministry of Information Technologies and Communications, External Advisor on fiscal and budgetary matters.
- Deputy Structure Manager at “*Fondo de Adaptación*”.
- National Hydrocarbons Agency’s Board of Directors.
- Deputy Superintendent at the National Superintendence of Health
- Deputy Director of National Public Budget at Ministry of Finance and Public Credit - National Planning Department.

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 member since 2007



Board Committees: (i) Business Committee, (ii) Corporate Governance, Sustainability, Technology and Innovation Committee.

Current participation in other Boards: Colombian Stock Exchange, Intervial Chile S.A, Ruta del Maipo Sociedad Concesionaria S.A.

Experience in boards of directors: Superior Council of the University of the Andes, Andean Development Corporation (CAF), Autoregulator of the Stock Market (AMV), Ecopetrol 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.

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.

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

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)

RESEARCH AND PUBLICATIONS:

- Twelve years organizer and coordinator of the Gathering at the Carlos Lleras Restrepo House-Museum.
- Assistant to the colloquia of the Liberty Fund, of the United States.
- Professor and researcher at the Faculty of Economics, Universidad de los Andes.
- CEDE Researcher, Los Andes University
- Currently, he develops research on savings in Colombia, the economy of drug trafficking and the determinants of political violence in Colombia.

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 member since March 2020.



Board Committees: (i) Business Committee, (ii) Organizational Talent Committee

Current participation in other Boards: no

Experience in boards of directors: Suramericana S.A., Münchener de Colombia S.A., Gas Natural S.A. E.S.P. (ahora Naturgy).

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.



INDEPENDENT MEMBER

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



Board Committees: (i) Business Committee; (ii) Audit and Risk Committee

Current participation in other Boards: BNP Paribas Securities Services Sociedad Fiduciaria S.A, ISA BOLIVIA S.A., Ualet S.A.

Experience in boards of directors: PIP Colombia S.A., Superior Council of EAN University, and of the Surveillance Committee of the Pactia Inmobiliario Private Equity Fund.

EXPERIENCE IN THE SECTOR

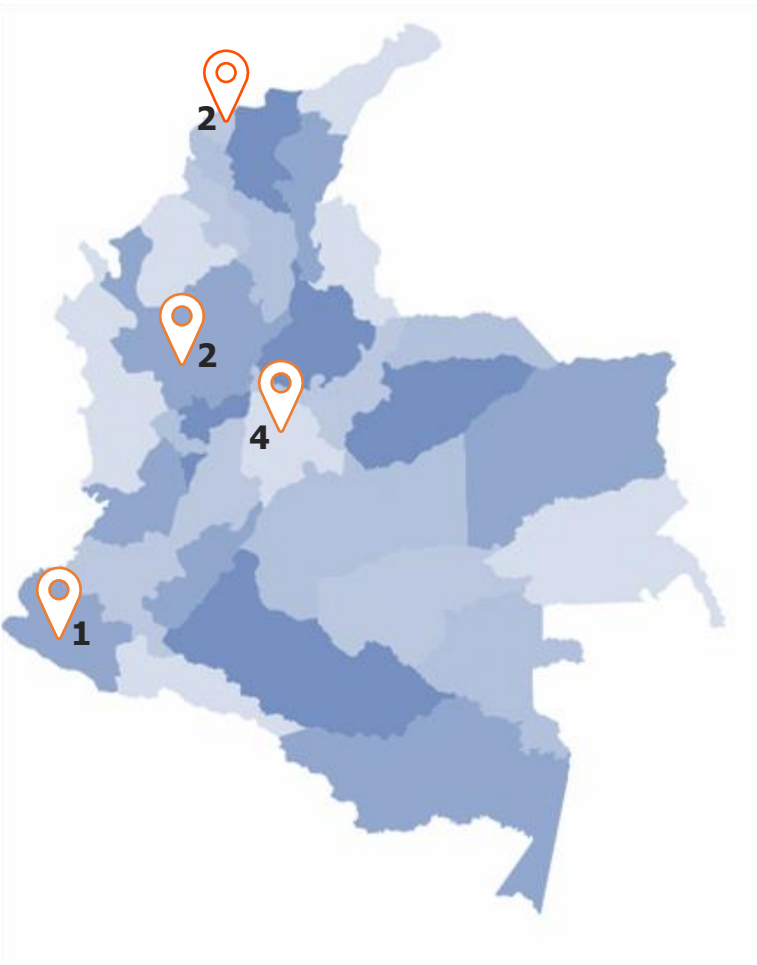
- 23 years of experience in financial affairs, risk management, structured finance, integration of technology in financial services (Fintech) and financial regulation.
- He also has **experience in digital transformation for businesses and cyber security**.
- More than five years of experience in **research on financial and risk issues at Banco de la República**.

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.
- Member of the MIT HARVARD CLUB COLOMBIA

Cultural and background criteria

Cultural background



Generations

X Generation (1966 – 1980)

Boomers (1951 – 1965)

Professions

Economist (4)

Lawyer (2)

Lawyer+Economist (1)

Mechanical Engineering (1)

Civil engineer (1)

Gender



22.2%
Womens



78.8%
Mens

Number of other mandates for non-executive/ independent directors

	Felipe Bayón Pardo	Jaime Cabello Uribe	Andrés Felipe Mejía Cardona	Carolina Hayes	Diego Muñoz Tamayo	Rutty Paola Ortíz	Santiago Montenegro Trujillo	Camilo Zea Gómez	Jesús Aristizábal Guevara
Boards	Listed companies ISA								Listed companies ISA
	Non listed companies Cenit Transporte y Logística de Hidrocarburos S.A.S Refinería de Cartagena S.A.S Asociación Nacional de Empresarios – ANDI Ecopetrol Óleo e Gás do Brasil Ltda. Ecopetrol USA Inc. Rodeo Midland Basin LLC.	Listed companies ISA Non listed companies Cenit Transporte y Logística de Hidrocarburos S.A.S Gases del Caribe S.A. E.S.P Rodeo Midland Basin LLC	Listed companies ISA Non listed companies ISAGEN INTERNRXA	Listed companies ISA Non listed companies Women in Mining Colombia	Listed companies ISA Gas Natural S.A. E.S.P. (ahora Naturgy) Suramericana S.A. Non listed Inversiones Rendiles S.A Münchener de Colombia S.A	Listed companies ISA Non listed Gases de Oriente	Listed companies ISA Bolsa de Valores de Colombia Intervial Chile Ruta del Maipo Chile	Listed companies ISA Non listed BNP Paribas Securities Services Sociedad Fiduciaria S.A. ISA BOLIVIA PIP Colombia	Non listed companies Latinoamericana de Construcciones S.A. Concesión Autopistas del Nordeste S.A.S Concesión Conexión Norte, Sociedad Mecánicos Unidos S.A.S Proeléctrica Entidad Promotora de Salud SAVIA SALUD E.P.S.

