



**Medellin, October 10, 2023**

## **RELEVANT INFORMATION**

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### **ISA's senior management is up to date**

#### **1. Creation of the Chief Risk and Compliance Office**

Interconexión Eléctrica S.A. E.S.P. informs that as of December 1, 2023, a new Chief Risk and Compliance Office will be created in the company, in order to continue strengthening international standards and continue being leaders in good corporate practices.

In this sense, Hugo Nicolas Genoni, who has been working as Audit, Compliance & SOX Director at ISA CTEEP for the last three (3) years, will assume the position of Chief Officer of this department.

Nicolas holds a degree in Business Administration from Universidad Nacional de La Plata in Argentina and an MBA in Business Management from Fundação Getulio Vargas (FGV) in Brazil. He has 18 years of experience leading internal audit, compliance and risk management processes in several multinational companies such as General Motors, Accenture, and Ernst & Young.

In his role at ISA CTEEP, Nicolas has driven several achievements such as the consolidation of the audit and compliance function in Brazil, strengthening ISA CTEEP's relationships of trust with its stakeholders and enhancing corporate governance for sustainable value generation. He also developed programs and policies focused on local compliance needs, assisted in structuring ESG governance criteria, and led the implementation of a robust SOX compliance program at this company.

The purpose of this Chief Office is to plan, guide, and direct the design, administration, and evaluation of the Comprehensive Risk Management System, the ethics and compliance program, and the SOX control model for ISA and its companies. It is an opportunity to continue protecting and preserving the integrity of corporate resources, as well as business continuity and sustainability. In order to meet these challenges, the Chief Office will be made up of the following members:

The Corporate Risk Department, which had been operating from the Chief Strategy Office. This decision was taken to provide the organization with an independent view of risks and to maintain a consultative role in strategic and innovation projects.

This management will continue under the leadership of Angela Vergara Jaller, who has been in this role for a little more than two (2) years.

Likewise, the Compliance Department was created, which will be in charge of leading and sustaining the corporate ethics and compliance program as well as the SOX control model. It will also work in favor of the internal control model and the management of fraud, corruption, and compliance risks.

By creating this department, the Chief Audit Office, which previously integrated these functions, will focus on generating guidelines for the execution of the audit plan for ISA and its companies, as well as the execution of this plan from the corporate level.

Sandra García Silva, who has been working as corporate auditor at ISA INTERVIAL, will take over as Compliance Director. Sandra has 26 years of experience leading this type of processes in companies such as InterNexa and PwC. She is an accountant-auditor, holds an Advance MBA from the Universidad Adolfo Ibañez de Chile and is completing a Master's degree in International Human Rights Law from the Chilean University Diego Portales.

The analysis and implementation of these decisions were led by ISA's management team and its Board of Directors after evaluating different aspects: the positioning and size of our organization in the market, the relevance of the business in the global context, the exposure to different types of risks we face today, and the integration of ISA to the Ecopetrol Group.

We wish Nicolas, Angela, Sandra and the entire team that will make up this new Chief Office every success in the new challenges they are taking on. We are confident that their talent, technical expertise, commitment, and excellence will allow us to move forward in the challenges we have set ourselves.

## **2. Chief Road Concessions Officer**

As of October 14, 2023, Sebastián Castañeda Arbeláez, currently ISA's Chief Business Development Officer, will take over as Chief Road Concessions Officer.

The leadership of the roads business unit had been assumed by the affiliate ISA INTERVIAL, through its CEO Eduardo Larrabe Lucero, who resigned from his role.

Sebastian's assignment will take place while the search, selection, and hiring of the person who will hold this position is being carried out. This process will be supported by a head hunter with experience in the selection of executive positions. Once the person who will assume this role is defined, we will inform you.

Sebastián is a civil engineer from the Universidad Nacional de Colombia with an MBA from the Massachusetts Institute of Technology (MIT). He has two master's degrees: civil engineering with a concentration on construction management, and administration with a concentration on finance, both from Universidad de los Andes. He also completed the CFO program at Columbia University.

Sebastián has held leadership positions for more than 19 years and has been a member of the board of directors of several companies in the mining and energy sector. Prior to joining ISA, he was corporate manager of Financial Planning and Performance at Ecopetrol's Corporate Chief Finance Office, where he worked for more than 17 years in technical, financial, and project departments.

From ISA, we express our gratitude to Sebastian and wish him many successes in this challenge.