

RESUMES OF THE BOARD OF DIRECTORS | JULY 2023 - MARCH 2024

-  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

RICARDO ROA BARRAGÁN



Board Committees: (i) Organizational Talent Committee; (ii) Business Committee.

Current participation in other Boards of Directors: Cenit S.A.S. (Colombia), Hocol S.A. (Colombia), Refinería de Cartagena S.A.S. (Colombia), Rodeo Midland Basin LLC (USA)

EXPERIENCE IN THE SECTOR

Over 30 years of experience in the energy industry.

He was CEO of Grupo Energía de Bogotá S.A. E.S.P., Transportadora de Gas Internacional S.A. E.S.P.; Empresa Energía de Honduras, Electrificadora de Santander S.A. E.S.P. and also Energy Business Manager of the Ardila Lule Organization. Throughout his professional career he has led strategic transformations in companies in the energy sector.

Since April 24, 2023, he is the CEO of Ecopetrol S.A., the parent company of Grupo Ecopetrol, the business group to which ISA

EDUCATION

Mechanical engineer, specialist in engineering management systems

NON-INDEPENDENT DIRECTOR

- Chief Executive Officer, Ecopetrol Group
- Age: 63 years old (June 23, 1960, Bogotá)
- Nominated by Ecopetrol



NICOLÁS AZCUÉNAGA



NON-INDEPENDENT DIRECTOR

- Chief Strategy and Business Development Officer of Ecopetrol S.A.
- Age: 45 years old (April 9, 1978, Bogotá)
- Nominated by ECOPETROL S.A.
- Board member since March 2023



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

Current participation in other boards of directors: Cenit Transporte y Logística de Hidrocarburos S.A.S., Intervial Chile S.A., Ruta del Maipo Sociedad Concesionaria S.A., Innova Flora SL.

Experience in boards of directors: Ecopetrol América LLC, Ecopetrol USA Inc., Ecopetrol México, Hocol, Savia Perú, Ecopetrol Brasil, ODC Pipeline, Ocesa Pipeline, OAM Pipeline, Rodeo Midland Basin.

20 years of experience in the energy industry.

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.

EDUCATION

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

CAROLINA ROJAS HAYES



INDEPENDENT DIRECTOR

- 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.

CAROLINA ROJAS HAYES



INDEPENDENT DIRECTOR

- 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 2002

ANDRÉS FELIPE MEJÍA CARDONA



INDEPENDENT DIRECTOR

- 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 Bevoordering Import Ontw.Landn, in Rotterdam.

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

JESÚS ARISTIZABAL GUEVARA



INDEPENDENT DIRECTOR

- 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 Jepirachi (Guajira), Termoeléctrica de la Sierra, La Vuelta, La Herradura, Hidroitango.
- 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 DIRECTOR

- 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: (i) Audit and Risk **Committee;** (ii) Organizational Talent **Committee;** (ii) Corporate Governance, Sustainability, Technology and Innovation **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 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).

EDUCATION AND PROFESSIONAL PRACTICE

- 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.
- 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 DIRECTOR

- 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 DIRECTOR

- 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.

CAMILO ZEA GÓMEZ



INDEPENDENT DIRECTOR

- 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



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CONEXIONES QUE INSPIRAN