

RESUMES OF THE BOARD OF DIRECTORS JANUARY 2024 –MARCH 2024

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|---|---|---|---|--|
|  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 |  Innovation Ecosystems and entrepreneurship |  Control & audit |  Legal and regulatory environment | |
|  Cybersecurity |  Strategy |  Financial markets |  Corporate affairs | |

RICARDO ROA BARRAGÁN



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 belongs.

NOMINATED AS NON-INDEPENDENT MEMBER

- Chief Executive Officer, Ecopetrol Group
- Nominated by Ecopetrol
- Age: 63 years old (June 23, 1960, Bogotá)
- Board member since 2023

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)

EDUCATION

Mechanical engineer, specialist in engineering management systems



DAVID ALFREDO RIAÑO ALARCÓ



NOMINATED AS INDEPENDENT MEMBER

- Vicepresident - Soluciones de Bajas Emisiones in Ecopetrol S.A.
- Nominated by ECOPETROL S.A.
- Age: 50 años (April 21, 1973, Bogotá)



Current participation in other Boards:

- Inversiones de Gases de Colombia S.A. – Invercolsa. Colombia
- Ecopetrol Trading Asia Pte. Ltd. Singapur
- Ecopetrol Óleo e Gás do Brasil Ltda. Brasil

Experience in boards of directors:

- Inversiones GLP
- Compañía Energética de Occidente. Colombia
- Empresa de Energía de Cundinamarca. Colombia
- Gas Natural Fenosa
- Promioriente
- Calidda
- Contugas
- Red de Energía del Perú S.A./ Consorcio Transmantaro S.A.
- Transportadora de Energía de Centroamérica S.A. Trecca.

PROFESSIONAL PRACTICE

- Vicepresident - Soluciones de Bajas Emisiones. Ecopetrol (August 2023 - current)
- General Manager. DAR Infraestructura y Energía SAS
- President and Regulation Manager. Transportadora de Gas Internacional – TGI
- Executive Vicepresident (2012-2013), Executive President in charge (2011-2012), Director of Sector and Environmental Affairs (2009-2011). Asociación Colombiana de Generadores de Energía Eléctrica – ACOLGEN.
- Deputy Superintendent for Energy and Gas (2005-2009) and Technical Director of Energy Management (2003-2005). Superintendencia de Servicios Públicos Domiciliarios.
- Advisor of Comisión de Regulación de Energía y Gas – CREG. (1999-2003).

EDUCATION

- Electrical Engineer from Universidad De La Salle. Colombia.
- Master of Business Administration from University of Warwick. Inglaterra.
- Master in Industrial Engineering from Universidad de Los Andes. Colombia.
- Master in Economics from Universidad Javeriana. Colombia.

FABIOLA LEAL CASTRO



NOMINATED AS INDEPENDENT MEMBER

- Independent Advisor
- Nominated by Ecopetrol S.A
- Age: 64 (January 3rd, 1960, Bogotá)



Current particip:

Experience in boards of directors:

- Transportadora de Gas Internacional TGI S.A. ESP. Colombia.
- Transenergía Renovável/Transenergía Sao Paulo/MGE Transmissao. Goiás Transmissao. Brasil.
- Calidda S.A. Perú
- Empresa de Energía de Cundinamarca S.A. E.S.P - EEC. Colombia
- Contugas Perú SAC. Perú
- Transportadora de Energía de Centroamérica S.A. – TRECSA. Guatemala
- Distribuidora de Energía de Cundinamarca S.A. – DRECSA. Colombia
- EEB Gás Ltd. Colombia
- EEB Perú Holding
- EEB ENERGY

PROFESSIONAL PRACTICE

- Lawyer (2021 - current)
- Corporate Legal Counsel. **Grupo de Energía de Bogotá S.A. E.S.P.** (2018-2021 y abril a septiembre 2016)
- Legal Manager de TRECSA y EEBIS, filiales del **Grupo de Energía de Bogotá S.A. E.S.P.** en Guatemala (2016-2018)
- Director of Corporate Affairs of Subsidiaries. **Empresa de Energía de Bogotá S.A. E.S.P.** (2014-2016)
- Legal and Regulatory Affairs Manager. **Contugas Perú SAC** (filial de GEB). (mayo a julio 2014)
- Contracting Manager. **Empresa de Energía de Bogotá S.A. E.S.P.** (noviembre 2013- mayo 2014)
- Legal Vice President. **Transportadora de Gas Internacional S.A. E.S.P.** (abril a noviembre 2013 y febrero a agosto 2007)
- General Secretary / Corporate Affairs and Contracting Manager / Head of Corporate Affairs and Contracting / Chief Legal Officer. **Empresa de Energía de Bogotá S.A. E.S.P.** (2008-2013)
- Legal Advisor for Portfolio and Corporate Planning Management (2005-2007). Contracts and Concepts Advisor, General Secretariat (1997- 2004). Head of the Coactive Collection Office (1995/1997). Professional General Secretary (1993-1995). **Empresa de Energía de Bogotá S.A. E.S.P.**

EDUCATION

- Lawyer. Universidad Externado de Colombia.
- Specialist in Mining and Energy Law, Universidad Externado de Colombia.

LUCÍA CRISTINA DÍAZ ARMENTA



NOMINATED AS INDEPENDENT MEMBER

- Independent Advisor
- Nominated by Ecopetrol S.A
- Age: 55 (September 25, 1968, Bucaramanga)



Current participation in other Boards: N/A

Experience in boards of directors:

- Acueducto Metropolitano De Bucaramanga
- Fundación Vida Club Rotario Bucaramanga Sur
- Comercializadora Energetica Nacional Colombiana – Cencol Sa Esp
- Federación Nacional De Comerciantes – Fenalco, Seccional Santander

PROFESSIONAL PRACTICE

- Legal advisor and consultant in **Velasco Diaz & Asociados** (2010 - actual)
- President **Fundación Vida** Club Rotario Bucaramanga Sur (2022-2023)
- Legal Consultant in public, corporate, contractual services. **Ruitoque S.A. E.S.P.** (2016-2017)
- Secretary General and Head of the Legal Counsel's Office. **Unidades Tecnológicas de Santander – UTS** (2013-2015)
- Secretary General and Legal Secretary; Head of the Internal Control. **Electrificadora de Santander S.A. E.S.P.** (2003-2010)
- Secretary General; Head of the Human Resources Department; Assistant to the General Manager. **Telebucaramanga S.A. E.S.P.** (1998-2003)
- Manager. **Fondo de Empleados de las Empresas Públicas de Bucaramanga E.S.P** (1993-2003)
- Executive Director; General Secretary and Legal Director; Chief of Staff. **Federación Nacional de Comerciantes – FENALCO** - Seccional Santander (1992-1998)

EDUCATION

- Lawyer. Universidad Santo Tomás de Aquino. Colombia.
- Specialist in Administrative Law (Castilla-La Mancha University, Spain) and in Management of Energy Companies (Universidad Politécnica de Valencia, Spain)
- MBA from CORE School of Management - Universidad Autónoma de Bucaramanga. Colombia.

LUIS FERNEY MORENO CASTILLO



NOMINATED AS INDEPENDENT MEMBER

- Founder of Moreno Servicios Legales
- Nominated by Ecopetrol S.A
- Age: 60 (July 17, 1963, Cali)



Current participation in other Boards:

- Consejo Directivo Universidad Externado de Colombia

Experience in boards of directors:

- Consejo Directivo de la Asociación Iberoamericana de Derecho de la Energía
- Consejo Directivo de la Asociación Iberoamericana de Regulación
- Autovía Neiva Girardot SAS
- CCS Constructores S.A.

PROFESSIONAL PRACTICE

- Founder of **Moreno Servicios Legales** (1999 - actual)
- *Conjuez* from **Consejo de Estado de Colombia** (2017 – actual)
- Professor from **Universidad Externado** de Colombia (1992 - actual)
- Director of the Department of Mining-Energy Law of the **Universidad Externado** de Colombia (1999 – 2022)
- Member of the Academic Advisory Committee of the Law School of the University of California, School of Law. **Universidad Autónoma de Nuevo León**, México. (2019 – actual)
- Consultant for the **Banco Interamericano de Desarrollo** – BID (2016-2017), **Departamento Nacional de Planeación** – DNP (2016), **Comisión Regional de Interconexión Eléctrica** – CRIE (2016), Deloitte Consulting México (2016), legal advisor for the development of the electrical interconnection between Colombia and Panama (2017), on the legal nature of ISA (2003) and **Andesco** (2002).

EDUCATION

- Lawyer. Universidad Externado de Colombia.
- Specialist in taxation of the Universidad de los Andes. Colombia.
- Master in Economic Law of the University of Leuven. Belgium.
- PhD in Law. University of Leuven. Belgium.

CARLOS RAÚL YEPES JIMÉNEZ



Current participation in other Boards: Postobón

Experience in boards of directors:

- Bancolombia
- Filiales del Grupo Argos
- Empresas Públicas de Medellín – EPM
- Suramericana de Seguros
- Asociación Nacional de Empresarios Colombianos –ANDI y Fundación ANDI
- Asobancaria
- ANIF – Centro de Estudios Económicos
- Consejo Asesor de la Universidad Internacional de La Rioja (UNIR-España) (2020-actual)
- Libertank
- Inverfam
- Fundaciones: La Juanfe, Tras La Perla de América (Carlos Vives), Soy Cartagena, Selección Colombia, Ximena Rico Llano.

PROFESSIONAL PRACTICE

- CEO Grupo Bancolombia. (2011-2016)
- Vicepresident Corporate Affairs Grupo Argos. (2003-2011)
- General Counsel Bancolombia. (1994-2003)
- General Counsel UNIBAN. (1991-1994)

EDUCATION

- Lawyer from the Universidad Pontificia Bolivariana.
- Specialist in Business Law at Universidad Externado.
- Master's Degree in Humanistic Studies from EAFIT.

NOMINATED AS INDEPENDENT MEMBER

- Nominated by Empresas Públicas de Medellín
- Age: 59 (may 19, 1964, Medellín)



SANTIAGO MONTENEGRO TRUJILLO



NOMINATED AS 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



NOMINATED AS 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.

CAMILO ZEA GÓMEZ



NOMINATED AS 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



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CONEXIONES QUE INSPIRAN