

RESUMES OF THE BOARD OF DIRECTORS APRIL 2024 – MARCH 2026

RICARDO ROA BARRAGÁN



NON-INDEPENDENT MEMBER

- Ecopetrol S.A. CEO
- Age: 63 years old (June 23, 1960, Bogotá)
- Nominated by Ecopetrol S.A.
- Board member since July, 2023
- Board committees: (i) Corporate Governance, Sustainability, Technology and Innovation Committee, (ii) Business Committee.

CURRENT PARTICIPATION IN OTHER BOARDS OF DIRECTORS OR SIMILAR BODIES

- Cenit S.A.S. (Colombia)
- Hocol S.A. (Colombia)
- Refinería de Cartagena S.A.S. (Colombia)
- Rodeo Midland Basin LLC (USA)

EXPERIENCE

Over 30 years of experience in the energy industry.

He was CEO of Grupo Energía de Bogotá S.A. E.S.P. a mixed capital utilities company, holding of a multilatin business group which operates throughout the energy chain in Latin America in terms of electric energy transmission and distribution; 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.

EDUCATION

- Mechanical engineer
- Specialist in engineering management systems

DAVID ALFREDO RIAÑO RINCÓN



NON-INDEPENDENT MEMBER

- Vicepresident of Low Emissions Solutions in Ecopetrol S.A.
- Age: 50 años (April 21, 1973, Bogotá)
- Nominated by ECOPETROL S.A.
- Board member since January, 2024
- Board committees: (i) Audit and Risk Committee; (ii) Business Committee; (iii) Organizational Talent Committee.

CURRENT PARTICIPATION IN OTHER BOARDS OR SIMILAR BODIES

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

EXPERIENCE

Over 25 years of experience in the energy industry

- Vicepresident - Soluciones de Bajas Emisiones. Ecopetrol (August 2023 - current)
- CEO. DAR **Infraestructura y Energía** SAS (2016-2023)
- CEO and Regulation Manager. Transportadora de Gas Internacional – TGI, a mixed capital utilities company, leader in hydrocarbon transport and processing (midstream) for Colombia and Perú.
- Executive Vicepresident (2012-2013), interim CEO (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.

LUCÍA CRISTINA DÍAZ ARMENTA



INDEPENDENT MEMBER

- Independent legal advisor
- Age: 55 (September 25, 1968, Bucaramanga)
- Nominated by Ecopetrol S.A.
- Board member since January, 2024
- Board of directors committees: (i) Corporate Governance, Sustainability, Technology and Innovation Committee; (ii) Audit and Risk Committee.

CURRENT PARTICIPATION IN OTHER BOARDS OR SIMILAR BODIES

- Consejo directivo Fundación Vida Club Rotario Bucaramanga Sur (2021 – current)

PREVIOUS PARTICIPATION IN BOARDS OF DIRECTORS

- Acueducto Metropolitano de Bucaramanga (2019 – 2022). Chairwoman of the Corporate Governance Committee.
- Comercializadora Energética Nacional Colombiana – Cencol S.A. E.S.P. (2006-2010)
- Federación Nacional de Comerciantes – Fenalco, Seccional Santander (2002 -2003)

EXPERIENCE

Over 15 years of experience in the energy industry

- Secretary General and Legal Secretary; Head of the Internal Control at Electrificadora de Santander S.A. E.S.P. a mixed capital utilities company that provides **electricity services** in Colombia. (2003-2010) **Electrical utilities sector**
- Legal advisor and consultant in Velasco Díaz & Asociados (2010 - actual)
- CEO 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; 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)
- Board member since January, 2024
- Board of directors committees: (i) Organizational Talent Committee; and (ii) Audit and Risk Committee.

CURRENT PARTICIPATION IN OTHER BOARDS OR SIMILAR BODIES

- Asociación Iberoamericana de Derecho de la Energía (2018 current)
- Universidad Externado de Colombia (2022 – current)

PREVIOUS PARTICIPATION IN BOARDS OF DIRECTORS OR SIMILAR BODIES

- Asociación Iberoamericana de Regulación (2018-2022)
- Autovía Neiva Girardot SAS (2015-2016)
- CCS Constructores S.A. (2014-2016)

EXPERIENCE

Over 25 years of experience in the energy industry

- 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 – Colombian association of utilities companies (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.

FABIOLA LEAL CASTRO



INDEPENDENT MEMBER

- Independent Advisor
- Age: 64 (January 3rd, 1960, Bogotá)
- Nominated by Ecopetrol S.A.
- Board member since January, 2024
- Board of directors committees: (i) Governance, Sustainability, Technology and Innovation Committee; (ii) Organizational Talent Committee.

CURRENT PARTICIPATION IN OTHER BOARDS OR EQUIVALENT BODIES: NO

PREVIOUS PARTICIPATION IN BOARDS OF DIRECTORS

- Transportadora de Gas Internacional TGI S.A. ESP. Colombia. (2015)
- Transenergía Renovável/Transenergía Sao Paulo/MGE Transmissao. Goiás Transmissao. Brasil. (2015-2016)
- Calidda S.A. Perú (2011-2014).
- Empresa de Energía de Cundinamarca S.A. E.S.P - EEC. Colombia (2009-2013 y 2015)
- Contugas Perú SAC. Perú (2008-2013)
- Transportadora de Energía de Centroamérica S.A. – TRECSA. Guatemala. (2009-2013)
- Distribuidora de Energía de Cundinamarca S.A. – DRECSA. Colombia (2009-2013)
- EEB Gás Ltd. Colombia. (2012-2013)
- EEB Perú Holding. (2011-2013)
- EEB ENERGY (2012-2013)

EXPERIENCE

Over 27 years of experience in the energy industry

- Independent legal advisor (2021 - current)
- Corporate Legal Counsel. Grupo de Energía de Bogotá (GEB) S.A. E.S.P. a mixed capital utilities company, holding of a multilatin business group which operates throughout the energy chain in Latin America in terms of electric energy transmission and distribution (2018-2021 and April to September 2016). **Electrical utilities sector**
- Legal Manager de TRECSA y EEBIS, subsidiaries of Grupo de Energía de Bogotá S.A. E.S.P. in Guatemala (2016-2018) **Electrical utilities sector**
- Director of Corporate Affairs of Subsidiaries. Empresa de Energía de Bogotá S.A. E.S.P. (2014-2016) **Electrical utilities sector**
- Legal and Regulatory Affairs Manager. Contugas Perú SAC (subsidiary of GEB). (May to July 2014) **Electrical utilities sector**
- Procurement Manager. Grupo de Energía de Bogotá S.A. E.S.P. (November 2013 to May 2014) **Electrical utilities sector**
- Legal Vice President. Transportadora de Gas Internacional S.A. E.S.P. (April to November 2013 and February to August 2007)
- General Secretary / Corporate Affairs and Procurement Manager / Head of Corporate Affairs and Contracting / Chief Legal Officer. Empresa de Energía de Bogotá S.A. E.S.P. (2008-2013) **Electrical utilities sector**
- Legal Advisor for Portfolio and Corporate Planning Management (2005-2007). Contracts and Concepts Advisor, General Secretariat (1997- 2004). **Electrical utilities sector**

EDUCATION

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

CARLOS RAÚL YEPES JIMÉNEZ



INDEPENDENT MEMBER

- Age: 59 (may 19, 1964, Medellín)
- Nominated by Empresas Públicas de Medellín
- Board member since January, 2024
- Board of directors committees: (i) Corporate Governance, Sustainability, Technology and Innovation Committee; (ii) Audit and Risk Committee; (iii) Organizational Talent Committee.

CURRENT PARTICIPATION IN OTHER BOARDS OR SIMILAR BODIES

- Postobón (since 2016)
- Grupo Talarama/Protucaribe (since 2016)
- Others: Libertank (since 2020); Advisory Board Universidad Internacional de La Rioja (UNIR-España) (since 2020).
- Foundations: La Juanfe, Tras La Perla de América (Carlos Vives), Soy Cartagena, Selección Colombia, Ximena Rico Llano. (más de 5 años en cada)

PREVIOUS PARTICIPATION IN BOARDS OF DIRECTORS

- Subsidiaries of Grupo Argos (1994-2004)
- Empresas Públicas de Medellín – EPM (2016-2019)
- Suramericana de Seguros (1994-2004)
- Asociación Nacional de Empresarios Colombianos –ANDI y Fundación ANDI (2011-2016)
- Asobancaria (2011-2016)
- ANIF – Centro de Estudios Económicos (2011-2016)
- Inverfam (2021-2023)

EXPERIENCIA

- 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.

CAMILO ZEA GÓMEZ



INDEPENDENT MEMBER

- CEO PRONUS
- Age: 49 years old (Junio 15, 1973, Bogota)
- Nominated by Fondos de Pensiones y Cesantías
- Board member since March, 2013
- Boars committees: : (i) Business Committee; (ii) Audit and Risk Committee
- **Chairman of the Board of Directors**

CURRENT PARTICIPATION IN OTHER BOARDS

- BNP Paribas Securities Services Sociedad Fiduciaria S.A.
- Ualet S.A.

PREVIOUS PARTICIPATION IN BOARDS OR SIMILAR BODIES

- Finsocial 2021 – 2022
- Colfondos 2018– 2021
- PIP Colombia S.A. 2013 - 2020
- Autorregulador del Mercado de Valores – AMV 2012 - 2018
- CRCC S.A. 2011 - 2015

EXPERIENCE

- CEO of PRONUS S.A.S. April 2012 – Present. Service sector
 - Specialist in FINTECH, NSURTECH, REGTECH trend in the international financial market, based on the use of technology to offer services.
 - Specialist in digital transformation for businesses and cyber security
- Bogotá Metro Project Manager. December 2009 – December 2011. Public Sector
- Director of Research and Development of the Financial Superintendency of Colombia. January 2006 – December 2009. Financial Sector
- Head of Market Development at Banco de la República. July 2005 – January 2006. Financial Sector
- Expert in Financial Stability of the Banco de la República. July 2003 – June 2005. Financial Sector
- Consultant Housing Finance Unit World Bank. July 2002 – October 2002. Financial Sector
- Advisor to the Vice Minister of Finance. Ministry of Finance and Public Credit. March 2000 – June 2001. Financial Sector
- Risk Analysis Specialist at Banco de la República. September 1998 – March 2000. Financial Sector
- Consultant to the Department of National Planning. January 1998 – September 1998. Public Sector

EDUCATION

- 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.

GERMÁN ARCE ZAPATA



INDEPENDENT DIRECTOR

- President of the Colombian Association of Fiduciaries -ASOFIDUCIARIAS
- Age: 52 years (April 2, 1972, Santiago de Cali).
- Nominated by the Pension and Severance Funds
- Board member since March, 2024
- Board committees: (i) Business Committee; (ii) Organizational Talent Committee.

CURRENT PARTICIPATION IN OTHER BOARDS OF DIRECTORS OR SIMILAR BODIES

- ARIS Mining (TSX: ARIS NYSE-A: ARMN), Independent Director (since March 2024).
- Self-regulator of the AMV Stock Market, Member of the Industry Board of Directors, Advisor (since 2019).

PREVIOUS PARTICIPATION IN BOARDS OF DIRECTORS (from August 2010 to March 2013)

- ISA S.A. E.S.P.
- ISAGEN S.A. E.S.P.
- National Infrastructure Agency
- National Development Finance (FDN) President Board of Directors
- National Union Council, President in 2023
- Fiduprevisora S.A., President of the Board of Directors
- Agrarian Bank of Colombia
- Adaptation Fund

BOARDS OF DIRECTORS (from April 2016 to August 2018)

- Mining and Energy Planning Unit (UPME)
- Energy and Gas Regulation Commission (CREG)
- National Hydrocarbon Agency (ANH)
- Institute for Planning and Promotion of Energy Solutions in Non-Interconnected Regions (IPSE)

EXPERIENCE

Over 10 years of experience in the energy industry

- CEO ASOFIDUCIARIAS (April 2019 – currently)
- Minister of Mines and Energy (April 2016 – August 2018) Electrical utilities sector
- General Manager of the Adaptation Fund – Ministry of Finance and Public Credit (Sept 2014 – March 2016)
- President National Hydrocarbons Agency (2013)
- Vice Minister General, Ministry of Finance and Public Credit (2011-2013)
- General Director of Public Credit and National Treasury, Ministry of Finance and Public Credit (2010-2011)
- Head of Global Markets and Treasurer, HSBC Colombia (2008-2010)
- Corporate Director Head of Global Markets, ABN AMRO Bank Colombia (2005-2008)

EDUCATION

- Economist from the Universidad del Valle
- Master in International Securities, Investment and Banking, University of Reading, United Kingdom.

JUAN PABLO ZÁRATE PERDOMO



INDEPENDENT MEMBER

- Independent consultor
- Age: 53 (May 13, 1971, Bogotá)
- Nominated by Pension and Severance Funds*
- Board member since March, 2024
- Board committees: (i) Business Committee; (ii) Governance, Sustainability, Technology and Innovation Committee.

CURRENT PARTICIPATION IN OTHER BOARDS OF DIRECTORS OR SIMILAR BODIES

- Administradora de Fondos de Pensiones y Cesantías Protección S.A. (publicly listed company)

PREVIOUS PARTICIPATION IN BOARDS OF DIRECTORS

- ISA S.A. E.S.P. (October 2019 – April 2021)
- Colombia Telecomunicaciones S.A. E.S.P. (October 2019 – October 2020)
- Banco de la República (March 2009 – September 2019)
- ECOPETROL S.A. (May 2004 – August 2006)

EXPERIENCE

Over 10 years of experience in the energy industry

- Independent consultant (January 2022 – present)
- Member of **the Energy and Gas Regulation Commission** (CREG) (September 2019 – May 2021)
- Technical Vice Minister of the Ministry of Finance and Public Credit (September 2019 – May 2021)
- Co-director of Banco de la República (March 2009 – September 2019)
- Technical Vice Minister of the Ministry of Finance and Public Credit (October 2006 – March 2009)
- Member of the **Energy and Gas Regulation Commission** (CREG) (October 2006 – February 2009)
- Director of Macroeconomic Policy of the Ministry of Finance and Public Credit (March 2004 – October 2006)
- Director of Financial Stability, Banco de la República (August 2000-March 2004)
- Director of the Technical Unit of the Monetary Sub-Management of the Banco de la República

EDUCATION

- Economist from the University of the Andes.

*Protección S.A. refrain from participating in his nomination and election in compliance with Decree 2555 of 2010.

Board Industry Experience – skill matrix

 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	

SUCCESSION POLICY FOR THE BOARD OF DIRECTORS

PURPOSE: To ensure the proper structure of the Board of Directors of ISA, by establishing the profiles and requirements that are considered appropriate to perform the duties and responsibilities of a member of the Board of Directors and that allow for its effective operation and contribution to the achievement of organizational objectives