

**RESUMES BOARD OF DIRECTORS CANDIDATES  
APRIL 2025 – MARCH 2026**

# RICARDO ROA BARRAGÁN



## **NOMINATED AS NON-INDEPENDENT MEMBER**

- Ecopetrol S.A. CEO
- Age: 64 years old (June 23, 1960, Bogotá)
- Nominated by Ecopetrol S.A.

## **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)
- Asociación Nacional de Industriales (ANDI)

## **EXPERIENCE**

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.

## **EDUCATION**

- Mechanical engineer
- Specialist in engineering management systems

# DAVID ALFREDO RIAÑO RINCÓN



## NOMINATED AS NON- INDEPENDENT MEMBER

- Vicepresident of Transition Energies in Ecopetrol S.A.
- Age: 51 años (April 21, 1973, Bogotá)
- Nominated by Ecopetrol S.A.

## 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

- Vicepresident of Transition Energies. Ecopetrol (2024-current)
- Vicepresident of Low Emission Solutions. Ecopetrol (2023-2024)
- CEO. DAR Infraestructura y Energía SAS (2016-2023)
- CEO and Regulation Manager. Transportadora de Gas Internacional – TGI
- 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



## NOMINATED AS INDEPENDENT MEMBER

- Independent legal advisor
- Age: 56 (September 25, 1968, Bucaramanga)
- Nominated by Ecopetrol S.A

## 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

- Legal advisor and consultant in Velasco Diaz & 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 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: 61 (July 17, 1963, Cali)

## CURRENT PARTICIPATION IN OTHER BOARDS OR SIMILAR BODIES

- Universidad Externado de Colombia (2022 – current)

## PREVIOUS PARTICIPATION IN BOARDS OF DIRECTORS OR SIMILAR BODIES

- Asociación Iberoamericana de Derecho de la Energía. ASIDE. (2018 - 2023)
- Asociación Iberoamericana de Regulación. ASIER. (2018-2022)
- Autovía Neiva Girardot SAS (2015-2016)
- CCS Constructores S.A. (2014-2016)

## EXPERIENCE

- Founder of Moreno Servicios Legales (1999 - current)
- *Conjuez* from Consejo de Estado de Colombia (2017 – current)
- Professor from Universidad Externado de Colombia (1992 - current)
- 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 – current)
- 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).
- National Expert in Renewable Energy for the UN (2009 –2010)

## 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



## **NOMINATED AS INDEPENDENT MEMBER**

- Independent Advisor
- Age: 65 (January 3rd, 1960, Bogotá)
- Nominated by Ecopetrol S.A

## **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**

- Independent legal advisor (2021 - current)
- Corporate Legal Counsel. Grupo de Energía de Bogotá (GEB) S.A. E.S.P. (2018-2021 and 2016)
- Legal Manager de TRECSA y EEBIS, subsidiaries of Grupo de Energía de Bogotá S.A. E.S.P. in 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 (subsidiary of GEB). (2014)
- Procurement Manager. Grupo de Energía de Bogotá S.A. E.S.P. (2013-2014)
- Legal Vice President. Transportadora de Gas Internacional S.A. E.S.P. (2013 and 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)
- Legal Advisor for Portfolio and Corporate Planning Management (2005-2007).
- Contracts and Concepts Advisor, General Secretariat (1997- 2004).

## **EDUCATION**

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

# JUAN EMILIO POSADA



## **NOMINATED AS INDEPENDENT MEMBER**

- Age: 66 (January 27, 1959, Medellín)
- Nominated by Empresas Públicas de Medellín

## **CURRENT PARTICIPATION IN OTHER BOARDS OR SIMILAR BODIES**

- Grupo Dresden (2024 - current)

## **PREVIOUS PARTICIPATION IN BOARDS OF DIRECTORS**

- Intercolombia, Internexa, CTEEP, Interchile, Intervial Chile, REP, ISA Perú
- Ecopetrol S.A. (2019 – 2022)
- National Development Finance Company (FDN) (2020 – 2022)
- AAA S.A. E.S.P. (2020 – 2022)
- Executive Chairman of the Board of Directors Tájimo Ltda. (2017–2020)
- Avianca S.A. (2018 – 2020)
- Odinsa S.A. (2015 – 2018)

## **EXPERIENCIE**

- Partner and Legal Representative of Posada Webb SAS (2013-2023)
- President of ISA (2022-2024)
- Advisor to the Presidency of the Republic – United Nations Development Programme (UNDP) (2020-2022)
- Founding Partner, CEO, Executive Chairman of the Board of Directors of Grupo Fast S.A. and Fast Colombia S.A.S. – VivaAir (2008-2016)
- President of Puerto Brisa S.A. (2007-2010)
- Chief Corporate Director at Synergy Aerospace (2005-2005)
- President of Avianca (2003-2005)
- CEO of Alianza SUMMA - Avianca – Aces – SAM (2002-2003)
- General Manager of Aerolínea Aces (1993-2002)

## **EDUCATION**

- Business Administrator, Universidad EAFIT 1981
- MBA – International Business and Finance, Pace University 1983.

# CAMILO ZEA GÓMEZ



## **NOMINATED AS INDEPENDENT MEMBER**

- CEO PRONUS
- Age: 51 years old (Junio 15, 1973, Bogota)
- Nominated by Fondos de Pensiones y Cesantías

## **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
- Progresión Sociedad Administradora de Inversión S.A. 2010 - 2013

## **EXPERIENCE**

- CEO of PRONUS S.A.S. April 2012 – Present. Service sector
- Bogotá Metro Project Manager (2009 – 2011). Public Sector
- Director of Research and Development of the Financial Superintendency of Colombia (2006-2009). Financial Sector
- Head of Market Development at Banco de la República (2005-2006). Financial Sector
- Expert in Financial Stability of the Banco de la República. (2003-2005). Financial Sector
- Consultant Housing Finance Unit World Bank (2002). Financial Sector
- Advisor to the Vice Minister of Finance. Ministry of Finance and Public Credit (2000–2001). Financial Sector
- Risk Analysis Specialist at Banco de la República (1998-2000). Financial Sector
- Consultant to the Department of National Planning (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



## NOMINATED AS INDEPENDENT MEMBER

- President of the Colombian Association of Fiduciaries -ASOFIDUCIARIAS
- Age: 52 years (April 2, 1972, Santiago de Cali).
- Nominated by the Pension and Severance Funds

## 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)

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

## EXPERIENCE

- President ASOFIDUCIARIAS (2019 – currently)
- Minister of Mines and Energy (2016 – 2018)
- General Manager of the Adaptation Fund – Ministry of Finance and Public Credit (2014 – 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



## **NOMINATED AS INDEPENDENT MEMBER**

- Independent consultant
- Age: 53 (May 13, 1971, Bogotá)
- Nominated by Pension and Severance Funds\*

## **CURRENT PARTICIPATION IN OTHER BOARDS OF DIRECTORS OR SIMILAR BODIES**

- Administradora de Fondos de Pensiones y Cesantías Protección S.A.
- Administradora de Fondos de Pensiones y Cesantías Porvenir S.A.

## **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)
- ECOPEL S.A. (May 2004 – August 2006)

## **EXPERIENCE**

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

## **EDUCATION**

- Economist from the University of the Andes.

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CONEXIONES QUE INSPIRAN