

# Skills matrix of the Board of Directors



SKILLS	Ricardo Roa	David Riaño	Germán Arce	Juan Pablo Zárate	Camilo Zea	Juen Emilio Posada	Luis F Moreno	Lucía Díaz	Fabiola Leal
Energy transmission	X	X	X	X	X	X	X	X	X
Operation of electrical systems	X	X	X		X	X		X	
Road operation			X	X	X	X	X		
Information and communication technologies				X	X	X		X	
Cybersecurity					X	X			
Ecosystems and innovation and entrepreneurship	X		X		X	X	X		
Sustainability		X	X		X	X	X	X	
Public-Private Associations and strategic alliances	X		X	X	X	X	X	X	X
Business administration	X	X	X	X	X	X	X	X	X
Strategy	X	X	X	X	X	X		X	X
Corporate finance and capital markets	X	X	X	X	X	X			
Mergers, acquisitions and international business		X	X		X	X	X	X	X
Executive Management in large companies	X	X	X	X	X	X		X	X
Human talent management	X	X	X		X	X	X	X	
Risk management	X	X	X		X	X		X	X
Control & audit	X		X	X	X	X		X	
Legal and regulatory environment		X	X	X	X	X	X	X	X
Corporate affairs	X	X	X	X	X	X	X	X	X