

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

RICARDO ROA BARRAGÁN



NON-INDEPENDENT MEMBER

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

*Non-listed companies

DAVID ALFREDO RIAÑO RINCÓN



NON-INDEPENDENT MEMBER

- Interim CEO of Hocol S.A.
- Age: 52 (April 21, 1973, Bogotá)
- Nominated by Ecopetrol S.A.
- Member since January 2024

BOARD OF DIRECTORS 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 30 years of experience in the energy industry.

- Interim CEO of Hocol S.A. (May 2025 - current)
- Vicepresident of Energy for Transition. Ecopetrol (2024- May 2025)
- 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.

*Non-listed companies

LUCÍA CRISTINA DÍAZ ARMENTA



INDEPENDENT MEMBER

- Independent legal advisor
- Age: 56 (September 25, 1968, Bucaramanga)
- Nominated by Ecopetrol S.A
- 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 20 years of experience in the energy industry.

- 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.

*Non-listed entity

LUIS FERNEY MORENO CASTILLO



INDEPENDENT MEMBER

- Founder of Moreno Servicios Legales
- Age: 61 (July 17, 1963, Cali)
- Nominated by Ecopetrol S.A
- 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

- Universidad Externado de Colombia (2022 – current)*

PREVIOUS PARTICIPATION IN BOARDS OF DIRECTORS OR SIMILAR BODIES

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

EXPERIENCE

Over 20 years of experience in the energy industry.

- Founder and partner of Moreno Servicios Legales, a law firm specialised in the infracture and energy industry (1999 - actual)
- Consultant for the energy industry at 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).
- Conjuez from Consejo de Estado de Colombia (2017 – actual)
- Professor from Universidad Externado de Colombia of Mining-Energy Law (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)

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.

*Non-listed entity

FABIOLA LEAL CASTRO



INDEPENDENT MEMBER

- Independent Advisor
- Age: 65 (January 3rd, 1960, Bogotá)
- Nominated by Ecopetrol S.A
- 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 20 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. (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.

CAMILO ZEA GÓMEZ



INDEPENDENT MEMBER

- CEO PRONUS
- Age: 51 years old (Junio 15, 1973, Bogota)
- Nominated by Fondos de Pensiones y Cesantías
- Member since April 2023

BOARD COMMITTEES: (i) Business Committee; (ii) Audit and Risk Committee

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.

*Non-listed companies

GERMÁN ARCE ZAPATA



INDEPENDENT MEMBER

- President of the Colombian Association of Fiduciaries -ASOFIDUCIARIAS
- Age: 53 years (April 2, 1972, Santiago de Cali).
- Nominated by the Pension and Severance Funds
- Member since April 2024. Also was a members from August 2010 to March 2013

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-current)**
- Self-regulator of the AMV Stock Market, Member of the Industry Board of Directors, Advisor (since 2019-current)*

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

- Minister of Mines and Energy (2016 – 2018)
- President ASOFIDUCIARIAS (2019 – currently)
- 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.

**Listed company

*Non-listed entity

JUAN PABLO ZÁRATE PERDOMO



INDEPENDENT MEMBER

Chairman of the Board

- Independent consultant
- Age: 54 (May 13, 1971, Bogotá)
- Nominated by Pension and Severance Funds*
- Member since April 2024. Also was a members from October 2019 to March 2021

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

PREVIOUS PARTICIPATION IN BOARDS OF DIRECTORS

- ISA S.A. E.S.P. (October 2019 – March 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

- Independent consultant (2022 – current)
- 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.

**Listed companies

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

JUAN EMILIO POSADA



INDEPENDENT MEMBER

- Age: 66 (January 27, 1959, Medellín)
- Nominated by Empresas Públicas de Medellín
- Member since April 2025

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

- 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

- CEO of ISA (2022-2023)
- 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.

*Non-listed company

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CONEXIONES QUE INSPIRAN