

**RESUMES BOARD OF DIRECTORS
APRIL 2026 – MARCH 2028**

RICARDO ROA BARRAGÁN



NON-INDEPENDENT MEMBER

- Ecopetrol S.A. CEO
- Age: 65 (June 23, 1960, Bogotá)
- Nominated by Ecopetrol S.A.
- Member since July 2023

BOARD COMMITTEES: (i) Corporate Governance, Sustainability, Technology and Innovation Committee

CURRENT PARTICIPATION IN OTHER BOARDS OR SIMILAR BODIES

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

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) Business Committee; (ii) 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). Superintendency of Public Utilities
- Advisor of Comisión de Regulación de Energía y Gas – CREG. (1999-2003).

EDUCATION

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

*Non-listed companies

ÁLVARO TORRES MACÍAS



NON-INDEPENDENT MEMBER

- President of Electryon Power Inc
- Age: 75 (November 23, 1950, Bogotá)
- Nominated by Ecopetrol S.A.

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

CURRENT PARTICIPATION IN OTHER BOARDS OR SIMILAR BODIES: NO

PREVIOUS PARTICIPATION IN OTHER BOARDS OR SIMILAR BODIES:

- Ecopetrol S.A. (2024-2026)
- Empresa de Energía de Boyacá S.A. E.S.P. – EBSA (2019 – 2021)
- Cálidda (Perú) (2013 – 2015)
- Trecca (Guatemala) (2013 – 2015)

EXPERIENCE

- CEO of Electryon Power Inc. (Canada, Colombia), renewable energy and green hydrogen sector. Current
- Country Manager for Northland Power Inc. (Canada, Colombia), power generation sector. (2019 – 2021)
- Manager and Specialist, Delphi Capital Partners, electric and renewable energy sector. (2017 – 2019)
- CEO of Conalvias, road infrastructure sector, Public-Private Partnerships. (2016 – 2019)
- Vice President of Corporate Planning and Portfolio Management, Empresa de Energía de Bogotá (2013 -2015)
- Manager, Colombia SNC LAVALIN (Canada) 2008 – 2012, electrical and road sector
- Co-founder and principal, technical manager and general manager, Colombian Consulting S.A. (CONCOL) (1983 – 2008)
- Tenured Professor of Electrical Engineering at Universidad de los Andes (1980 -2015)

EDUCATION

- Electrical Engineer, Universidad Industrial de Santander.
- Doctor of Electrical Engineering, Rensselaer Polytechnic Institute, Troy, New York
- Master's degree in computer science and engineering systems , Rensselaer Polytechnic Institute, Troy, New York
- Specialist in electrical power transmission, National Superior School of Electricity and Mechanics, Nancy, France
- Certified as an expert consultant in hydrogen energy by the Renewable Energy Institute, London, United Kingdom

MÓNICA DE GREIFF LINDO



NON-INDEPENDENT MEMBER

- Age: 70 (November 6, 1956, Bogotá)
- Nominated by Ecopetrol S.A.

BOARD OF DIRECTORS COMMITTEES: (i) Organizational Talent Committee; (ii) Audit and Risk Committee

CURRENT PARTICIPATION IN OTHER BOARDS OR SIMILAR BODIES:

- Lagos de Aurea S.A.S. (agroindustrial sector)*
- Aris Mining Corp**
- One Young World
- Corporación Historia PAR*
- Fiduciaria Colombiana de Comercio Exterior S.A. (Fiducoldex)*

PREVIOUS PARTICIPATION IN OTHER BOARDS OR SIMILAR BODIES:

- Ecopetrol S.A. (2022-2025)
- Paris International Chamber of Commerce
- Promigas S.A.
- TGI S.A. (2009—2013)
- Gas Natural S.A. E.S.P.
- Red de Energía del Perú (REP) (2009—2013)
- Cálidda (Perú) (2009—2013)
- Contugas (Perú) (2009—2013)
- Trecssa (Guatemala) (2009—2013)
- Emgesa S.A. E.S.P.
- Codensa S.A. E.S.P.
- Nueva EPS
- Grupo Colsanitas
- EPS Sanitas S.A.S. .

EXPERIENCE

- Colombian Ambassador to Kenya. (2022)
- CEO of the Chamber of Commerce of Bogotá. (2013-2019)
- President of the Corporate Environmental Corporation (2013-2019)
- CEO of the Empresa de Energía de Bogotá (currently GEB) (2009—2013)
- Bogotá District Secretary of Economic Development (2008—2009)
- Presidential Advisor for International Affairs in the Presidency of the Republic of Colombia (1994—1995)
- Vice President of Legal and Public Affairs for Shell Colombia Inc. (1991—1994)
- Minister of Justice. (1989-1990)
- Vice-Minister of Justice. (1988-1989)
- General Secretary of the Ministry of Mines and Energy of Colombia. (1986—1988)

EDUCATION

- Lawyer, Colegio Mayor de Nuestra Señora del Rosario
- Administrative law specialist, Colegio Mayor de Nuestra Señora del Rosario

**Listed company

*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 COMMITTEES: (i) Governance, Sustainability, Technology and Innovation Committee; (ii) Organizational Talent Committee; (iii) Business Committee

CURRENT PARTICIPATION IN OTHER BOARDS OR SIMILAR BODIES: NO

PREVIOUS PARTICIPATION IN OTHER BOARDS OR SIMILAR BODIES:

- 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. – TRECOSA. 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 TRECOSA 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 Counsel / 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 Corporate Planning and Portfolio Management (2005-2007).
- Contracts and Concepts Advisor, General Counsel (1997- 2004).

EDUCATION

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

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; (iii) Audit and Risk 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 Stock Market (AMV), Member of the Industry Board of Directors, Advisor (since 2019-current)*

PREVIOUS PARTICIPATION IN BOARDS OR SIMILAR BODIES (from August 2010 to March 2013)

- ISA S.A. E.S.P.
- ISAGEN S.A. E.S.P.
- Agencia Nacional de Infraestructura
- Financiera de Desarrollo Nacional (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, Universidad del Valle
- Master in International Securities, Investment and Banking, University of Reading, United Kingdom.

**Listed company

*Non-listed entity

ASTRID MARTÍNEZ ORTIZ



INDEPENDENT MEMBER

- Age: 72 (March 27, 1953, Bogotá)
- Nominated by the Pension and Severance Funds

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

- Expert Member of the Autonomous Fiscal Rule Committee (CARF)*. 2023 – current.
- ENEL COLOMBIA S.A. E.S.P. 2022 through March 31, 2026*

PREVIOUS PARTICIPATION IN BOARDS OR SIMILAR BODIES:

- Bancoldex (2022-2024)
- Fiducoldex (2023-2024)
- Reficar S.A. (2013-2016)
- Emgesa S.A E.S.P. (2006-2009)
- Codensa S.A. E.S.P. (2006-2009)
- REP S.A. and CTM S.A. (2006-2009)
- Transportadora de Gas Internacional S.A. (TGI) (2007-2009)
- Gas Natural S.A. E.S.P. 2006-2009
- Empresa de Energía de Bogotá (currently GEB) (2001-2006)

EXPERIENCE

- Senior Researcher, Fedesarrollo. (2011 – current)
- Member of the Fiscal Rule Autonomous Committee (CARF). (2024 – 2025)
- General Manager of Consultoría Colombia S.A. (Concol). (March 2009 – December 2010)
- CEO of Empresa de Energía de Bogotá (GEB). (February 2006 - January 2009)
- General Manager of Transmilenio S.A. (January 2004 - January 2006)
- Coordinator of the Doctorate in Economics at the Universidad Nacional de Colombia
- Corporate Planning Director of Ecopetrol. (March 1996 - March 1999)
- Technical Vice President of Asobancaria. (March 1992 - August 1994)

EDUCATION

- Economist, Universidad Nacional de Colombia
- Banking Specialist, Universidad de los Andes
- Master's in Economics, Universidad de los Andes
- Doctorate in Economic Policy, University of Campinas, Brazil

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

EXPERIENCE

- Independent consultant (2022 – current)
- Technical Vice 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 (2004 – 2006)
- Director of Financial Stability, Colombian Central Bank (2000-2004)
- Director of the Technical Unit of the Monetary Sub-Management of Colombian Central Bank

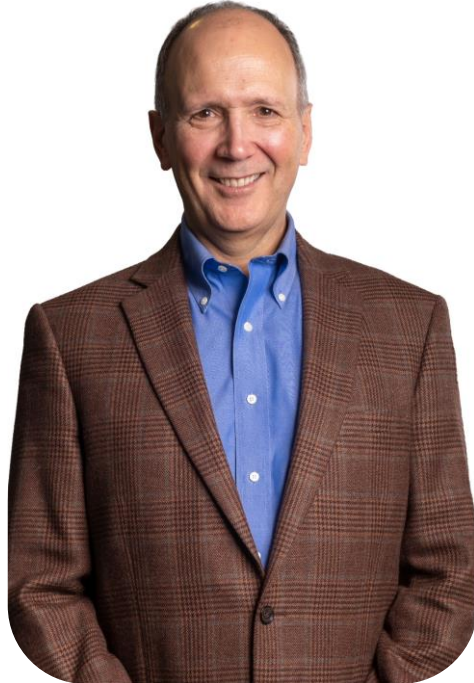
EDUCATION

- Economist, Universidad de los 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 ECHEVERRI



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)
- Financiera de Desarrollo Nacional (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)
- CEO of Puerto Brisa S.A. (2007-2010)
- Chief Corporate Director at Synergy Aerospace (2005-2005)
- CEO 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

