



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, (ii) Business 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) 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). 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.

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)
- Trecsa (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.

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) | • Contugas (Perú) (2009—2013) |
| • Paris International Chamber of Commerce | • Trecssa (Guatemala) (2009—2013) |
| • Promigas S.A. | • Emgesa S.A. E.S.P. |
| • TGI S.A. (2009—2013) | • Codensa S.A. E.S.P. |
| • Gas Natural S.A. E.S.P. | • Nueva EPS |
| • Red de Energía del Perú (REP) (2009—2013) | • Grupo Colsanitas |
| • Cálidda (Perú) (2009—2013) | • 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; Organizational Talent Committee.

(ii)

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. – 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 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.

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

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)
- ECOPETROL 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

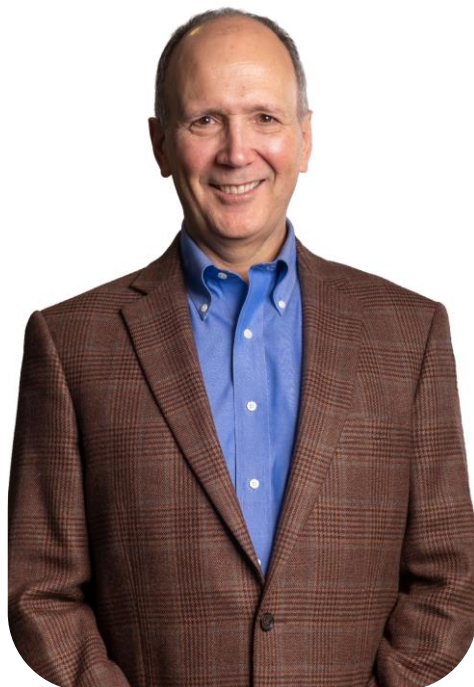
EDUCATION

- 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 Taxisimo 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



EXPERIENCE OF ISA BOARD MEMBERS IN THE ENERGY SECTOR



This annex describes the practical experience of the members of the ISA Board of Directors in the energy industry, in accordance with the sector experience criteria of S&P Global's Corporate Sustainability Assessment (CSA). This criterion recognizes the practical experience gained in employee or executive roles through management, academic, consulting, or research positions at companies in the relevant industry. According to the GICS classification (Level 1), ISA's business activity—energy transmission—falls under the Utilities sector (public utilities/electric power), which serves as the benchmark sector for evaluating this experience.

Seven of the nine members of the Board of Directors have practical experience in the electric power industry, as defined by the criteria described, gained in employee or executive roles through management, consulting, academic, or research positions.



Ricardo Roa Barragán

He has more than 30 years of experience in the energy industry. He has held executive and management positions at companies in the sector, including CEO of Ecopetrol S.A. since April 2023; General Manager of Empresa Energía de Honduras from April 2019 to January 2022; CEO of Central Termoeléctrica La Luna from October 2018 to March 2019; Energy Business Manager at Organización Ardila Lülle from July 2009 to September 2018; CEO of Grupo Energía de Bogotá S.A. E.S.P. from September 2014 to January 2016; CEO of Transportadora de Gas Internacional (TGI) from March 2012 to September 2014; and General Manager of Electrificadora de Santander S.A. from October 2003 to April 2009.

David Alfredo Riaño Alarcón

He has more than 30 years of experience in the energy industry. He has held senior leadership, management, regulatory, and industry affairs positions at companies and organizations in the sector, including CEO of Ocesa, a company of the Ecopetrol Group, since September 2025; Interim CEO of Hocol S.A. between May and July 2025; Executive Vice President of Energy for the Transition at Ecopetrol S.A. from August 2023 to July 2025; General Manager of DAR Infraestructura y Energía S.A.S. from October 2016 to July 2023; President and Head of Regulation at Transportadora de Gas Internacional (TGI) from March 2013 to January 2016; Executive Vice President, Acting Executive President, and Director of Sectoral and Environmental Affairs at the Colombian Association of Electric Power Generators (ACOLGEN) from October 2009 to February 2013; Deputy Superintendent for Energy and Gas and Technical Director of Energy Management at the Superintendence of Residential Public Services from July 2003 to September 2009; and Advisor to the Energy and Gas Regulatory Commission (CREG) from March 1999 to June 2003.

Álvaro Torres Macías

He has practical experience in the energy sector, having held executive and managerial positions, as well as roles in specialized consulting and teaching. He is currently the CEO of Electryon Power Inc., a company in the renewable energy and green hydrogen sector, a position he has held since 2022. He served as Country Manager at Northland Power Inc. in the energy generation sector from 2019 to 2021; as Manager and Specialist at Delphi Capital Partners in the electric power and renewable energy sector from 2017 to 2019; Vice President of Corporate Planning and Equity Portfolio at Empresa de Energía de Bogotá S.A. E.S.P. (now Grupo Energía de Bogotá) from 2013 to 2015; Colombia Manager at SNC Lavalin, in the electricity and transportation sectors, from 2008 to 2012; and Co-founder and Principal Partner, Technical Manager, and General Manager at Consultoría Colombiana S.A. (ConCol) from 1983 to 2008. In addition, he was a tenured professor in the Electrical Engineering Department at the Universidad de los Andes from 1980 to 2015.

Mónica de Greiff Lindo

Ms. de Greiff has practical experience in the energy sector through executive, legal, and public-sector management positions, including CEO of Empresa de Energía de Bogotá from 2009 to 2013.

Fabiola Leal Castro

She has more than 20 years of experience in the energy industry. Her practical experience has been gained primarily in legal, corporate, regulatory, and business roles at companies in the sector, specifically at Grupo Energía de Bogotá S.A. E.S.P. and several of its affiliates and subsidiaries. She served as corporate legal counsel for Grupo de Energía de Bogotá S.A. E.S.P. in 2016 and from 2018 to 2021; Legal Manager at TRECSA and EEBIS, subsidiaries of Grupo de Energía de Bogotá S.A. E.S.P. in Guatemala, from 2016 to 2018; Director of Corporate Affairs for Subsidiaries of Empresa de Energía de Bogotá S.A. E.S.P. from 2014 to 2016; Manager of Legal and Regulatory Affairs at Contugas Perú SAC, a subsidiary of GEB, in 2014; Manager of Corporate Affairs and Contracting at Empresa de Energía de Bogotá S.A. E.S.P. from 2013 to 2014; General Secretary, Manager of Corporate Affairs and Contracting, Head of Corporate Affairs and Contracting, and General Counsel at Empresa de Energía de Bogotá S.A. E.S.P. from 2008 to 2013; Legal Counsel for the Equity Portfolio and Corporate Planning Department at Empresa de Energía de Bogotá between 2005 and 2007; and General Secretary and Vice President of Legal Affairs at Transportadora de Gas Internacional S.A. E.S.P. in 2007 and 2013; and Advisor on Contracts and Legal Opinions for the General Secretariat of Empresa de Energía de Bogotá between 1997 and 2004.

Germán Arce Zapata

He has practical experience in the mining and energy sector, having held positions in public administration, regulation, and sectoral policy. He served as Minister of Mines and Energy from 2016 to 2018 and as President of the National Hydrocarbons Agency in 2013. In addition, between April 2016 and August 2018, he served on the boards of directors of sector-specific entities such as the Energy and Gas Regulatory Commission (CREG), the Mining and Energy Planning Unit (UPME), the National Hydrocarbons Agency (ANH), and the Institute for the Planning and Promotion of Energy Solutions in Non-Interconnected Regions (IPSE).

Astrid Martínez Ortiz

She has practical experience in the energy sector, gained through roles in management, corporate planning, consulting, and research. She has served as a Senior Researcher at Fedesarrollo since 2011. She was General Manager of Consultoría Colombiana S.A. (ConCol) from March 2009 to December 2010; CEO of Empresa de Energía de Bogotá (now Grupo Energía de Bogotá) from February 2006 to January 2009; and Director of Corporate Planning at Ecopetrol from March 1996 to March 1999.

Juan Pablo Zárate Perdomo

He has practical experience in the energy sector, gained through roles in regulation and public policy. He served as a member of the Energy and Gas Regulatory Commission (CREG) from 2019 to 2021 and, prior to that, from 2006 to 2009.

Juan Emilio Posada Echeverri

He has practical experience in the energy sector through his role as CEO of ISA from 2022 to 2023.

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CONEXIONES QUE INSPIRAN