



Resumes candidates to
Board of Directors
October 2026 – March 2028

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CONNECTIONS THAT INSPIRE

JOAQUIN GUTIÉRREZ CABALLERO



Business Administrator with more than 30 years of experience and an outstanding track record across diverse industries, including construction, healthcare, agribusiness, and the legal sector. He holds specialized expertise in Healthcare Services Management, Telecommunications Law, and Project Management. Currently serving as President of Ecopetrol, he brings strategic leadership capabilities in corporate group management, business transformation, strategic planning, and the development of innovation and entrepreneurship ecosystems.

NOMINATED AS A NON-INDEPENDENT MEMBER

- Nominated by Ecopetrol S.A.
- Age: 51 (August 06, 1975, Santa Marta)

JOAQUIN GUTIÉRREZ CABALLERO

EDUCATION

- Business Administrator, Politécnico Grancolombiano – 1999
- Associate Degree in Financial Management, Politécnico Grancolombiano – 1996
- Specialist in Health Services Management, Universidad Sergio Arboleda – 2018
- Specialist in Telecommunications Law, Universidad Externado de Colombia – 2001
- Specialist in Telecommunications Project Management, Politécnico Grancolombiano – 2000

CURRENT PARTICIPATION IN OTHER BOARDS OF DIRECTORS

N/A

PREVIOUS PARTICIPATION IN BOARDS OF DIRECTORS

- Centro Hospitalario Regional Santa Mónica SAS. – CEHOSAM S.A.S. 2019 – 2026.
- Soluciones Medical Global S.A.S. SMED S.A.S. 2012 – 2026
- Inversiones Medicina de Alta Tecnología S.A.S. 2012 – 2026
- Institución Prestadora de Servicios de Salud AMRITZAR S.A., 2012 – 2016
- Union Temporal UTINP, 2008 – 2011
- Lawyers Enterprise LTDA., 2006 – 2009.

EXPERIENCE SUMMARY

- CEO Ecopetrol S.A. September 2026 - current
- Manager and Legal Representative of the company Josaan Medical Services S.A.S., JOSAAN S.A.S. November 2016 – July 2026.
- Manager and Legal Representative of the company Desarrolladora Salguero S.A.S. August 2019 – July 2026. Construction Sector.
- Technical Support in the Definition and Monitoring of Public Policies of the Ministry of Justice and Law. April 2021 – December 2021.
- Promoter- Liquidator of the company Norberto Odebrech de Colombia S.A.S. in Judicial Liquidation. January 2020 – May 2021.
- Manager and Legal Representative of the company Agropecuarias Buenavista S.A.S., June 2013 – September 2016.
- Advisor to the Office of the Attorney General of the Nation, October 2005 – April 2006. Justice Administration Sector.
- Head of the Planning Office of Financiera de Desarrollo Territorial -Findeter S.A., January – September 2005.
- General Manager and Legal Representative of the company G & B WOOD DESIGNS LTDA. April 2004 – January 2005. Industrial Sector.
- Intervening Agent – Liquidating Manager of the Cooperativa de Trabajadores de la Universidad Nacional in Liquidation. July 2002 – June 2003.

MAURICIO GUTIERREZ DANGOND



Business Administrator from Pontificia Universidad Javeriana, with a Master's degree in Management from IE Business School in Madrid. He brings more than 15 years of experience and a proven track record in investment strategy, capital markets, regulatory affairs, and corporate group governance across the financial, real estate, and public sectors. Currently serving as Corporate Vice President of Strategy and New Business at Ecopetrol, he plays a key role in shaping growth initiatives, driving strategic transformation, and identifying new opportunities for sustainable value creation.

NOMINATED AS A NON-INDEPENDENT MEMBER

- Nominated by Ecopetrol S.A.
- Age: 42 (April 08, 1984, Bogotá D.C.)

MAURICIO GUTIERREZ DANGOND

EDUCATION

- Business Administrator from Pontificia Universidad Javeriana - 2007
- Master in International Management from IE Business School - 2010
- Emerging Leaders Program Harvard University, John F. Kennedy School of Government - 2015
- Negotiation Program Stanford University - 2026
- Development Program in Project Management from Universidad de Los Andes. - 2012
- Strategic Marketing Program CESA — 2009

CURRENT PARTICIPATION IN OTHER BOARDS OF DIRECTORS

N/A

PREVIOUS PARTICIPATION IN BOARDS OF DIRECTORS

- Sierraluna Group S.A.S. 2024 – 2026
- Gutiérrez Dangond Marautos S.A.S. 2013 – 2024
- Supercell 2014 – 2020

EXPERIENCE SUMMARY

- Corporate Vice President of Strategy and New Business at Ecopetrol, October 2026 -Current
- Executive Director Sierraluna Group S.A.S. (real estate sector) May 2023 – Sep 2026
- Managing Partner GVC Capital (construction, real estate, finance, technology, telecommunications, retail, automotive and consulting sectors) Sep 2018 – Sep 2026 (Colombia and USA)
- Consultant National Federation of Departments (FND) 2022 – 2026
- Advisor National Planning Department (DNP) Sep 2019 – Mar 2021
- Private Secretary Office of the Comptroller General of the Republic Sep 2014 – Sep 2018
- Partner CEDEM Management Consulting (valuation and financial structuring of mining-energy projects and of companies in sale processes Jul 2013 – Sep 2014
- Advisor to the Presidency CCX Minería Colombia S.A. Dec 2011 – Dec 2012
- Foreign Investment Advisor ProColombia Aug 2010 – Sep 2011

ARMANDO JOSE CUELLO NAVARRO



Industrial Engineer from Universidad de los Andes, with an MBA from IE Business School in Madrid. He brings more than 16 years of experience leading new business development, investment initiatives, and strategic direction within the energy sector. Throughout his career, he has served on the Boards of Directors of several energy companies and industry associations, contributing to the growth and transformation of the sector. Until October 14, 2026, he served as Colombia's Deputy Minister of Energy.

NOMINATED AS A NON-INDEPENDENT MEMBER

- Nominated by Ecopetrol S.A.
- Age: 42 (October 9, 1984, Barranquilla)

ARMANDO JOSE CUELLO NAVARRO

EDUCATION

- Industrial Engineer, Universidad de los Andes - 2009
- MBA, Instituto de Empresas de Madrid (IE)

EXPERIENCE SUMMARY

- Vice Minister of Energy, August – October 14, 2026
- General Manager, Compañía Energética de Occidente S.A.S. 2025-2026
- Commercial Manager, Promigas Perú 2019-2025
- New Business Manager, Promigas 2017-2018
- Administrative and Financial Coordinator, Promisol S.A. 2015-2017
- Senior Financial Planning Professional, Promigas 2013-2015
- Senior Investment Professional, Promigas 2011-2012
- Investment Projects Professional, Promigas 2009-2011

CURRENT PARTICIPATION IN OTHER BOARDS OF DIRECTORS

- N/A

PREVIOUS PARTICIPATION IN BOARDS OF DIRECTORS

- SPEC – Sociedad Portuaria el Cayao 2026
- E2 Energía Eficiente 2025-2026
- Orion Contact Center 2025-2026
- Generadora y Comercializadora de Energía del Caribe GECELCA S.A. E.S.P.
- Empresa Urrá S.A. E.S.P.
- ASOCODIS - Asociación Colombiana de Distribuidores de Energía
- ANDI Cauca - Nariño Chapter

NELSY LOURDES CARREÑO ACEVEDO



Petroleum Engineer with an International MBA, a Master's degree in Circular Economy and Sustainable Development, a Master's degree in HSEQ, and specialized expertise in Project Management and Integrated Management Systems. With more than 29 years of experience in the oil and gas industry, she has held leadership positions as HSEQ Manager, Regional Manager, and Business Development Manager across several countries in the region. She brings extensive expertise as a Lead International Auditor, with a strong track record in enterprise risk management, talent development, regulatory compliance, and sustainability.

NOMINATED AS A NON-INDEPENDENT MEMBER

- Nominated by Ecopetrol S.A.
- Age: 53 (January 05, 1973, Duitama, Boyacá)

NELSY LOURDES CARREÑO ACEVEDO

EDUCATION

- Petroleum Engineer, Universidad de América - 1997
- International MBA in Business Administration and Management, Universidad Camilo José Cela, Spain - 2016
- Master in Circular Economy and Sustainable Development, Universidad Internacional de Valencia, Spain - 2025
- Master in HSEQ – Integrated Management Systems and Corporate Social Responsibility, Universidad Internacional de La Rioja, Spain - 2016
- Specialist in Project Management, Universidad Nacional de Colombia - 2013
- Specialist in HSEQ Integrated Management Systems, Universidad Industrial de Santander - 2002
- Specialist in Management and Occupational Health, Universidad Área Andina -2018

CURRENT PARTICIPATION IN OTHER BOARDS OF DIRECTORS

- No

PREVIOUS PARTICIPATION IN BOARDS OF DIRECTORS

- No

EXPERIENCE SUMMARY

- HSEQ Training Manager Patterson-UTL International Energy Services (formerly Pioneer Energy Services) 2016 – current
- QHSSE Regional Manager Weatherford International 2015 – 2016
- Business Development Manager, later Corporate Director of SSMACD & Training (Countries: Argentina, Bolivia, Colombia, Chile, Peru) Estrella International Energy Services 2010 – 2015
- HSEQ Leader Argentina and Mexico, Pride International – (Ensco Drilling – currently Valaris Limited) 2006 – 2010
- HSEQ & Training Director and later LATAM New Business Development Manager, Parker Drilling Company 1998 – 2005

RICARDO PELÁEZ RESTREPO



Entrepreneur and business leader with more than 15 years of experience as the founder of a diversified business group with operations across the real estate, entertainment, hospitality, artificial intelligence, marketing, communications, and infrastructure sectors. He holds a degree in International Business from EAFIT University, a specialization in Marketing, and is a licensed private pilot. He brings extensive expertise in corporate communications and customer experience, strategic leadership, innovation ecosystems, stakeholder engagement, and public-private partnerships

NOMINATED AS AN INDEPENDENT MEMBER

- Nominated by Ecopetrol S.A.
- Age: 41 (October 26, 1984, Medellín)

RICARDO PELÁEZ RESTREPO

EDUCATION

- International Negotiator – Universidad EAFIT 2009
- Specialist in Marketing – Universidad EAFIT 2009
- Executive Entertainment, Media & Sports – Harvard Business School 2017
- Private Airplane Pilot – Palm Beach Training Center 2015
- Reserve Police Officer (POR 008) – National Police of Colombia 2023

EXPERIENCE SUMMARY

- CEO D Groupe SAS – 2011 – Current. Hospitality, entertainment, entrepreneurship, artificial intelligence, security, academic, marketing, communications, infrastructure sectors.

CURRENT PARTICIPATION IN OTHER BOARDS OF DIRECTORS

- Advisory Council of the Creative Industries Cluster of the Medellín Chamber of Commerce – Current
- Foresight Committee, economic development committee and entertainment roundtable committee of Pro Antioquia – Current
- Advisory Council of the School of Management of EAFIT – Current
- Member YPO (Young Presidents Organization) – Current
- Committee of the participation account agreement of Conexión – Current

PREVIOUS PARTICIPATION IN BOARDS OF DIRECTORS

- Board of Fundación Juanfe (Medellín) – Until 2024

SANDRA GÓMEZ ARIAS



Mechanical Engineer from EAFIT University with a Master's degree in Project Structuring, bringing more than 30 years of professional experience, including executive leadership roles in the financial and capital markets sectors. She has served for over 15 years on the Boards of Directors of public and private companies across the banking, energy, and utilities industries in several countries. Her expertise spans corporate finance, capital markets, enterprise risk management, stakeholder and government relations, talent management, and strategic leadership

NOMINATED AS AN INDEPENDENT MEMBER

- Nominated by EPM
- Age: 53 (June 26, 1973, Medellín)

SANDRA GÓMEZ ARIAS

EDUCATION

- Mechanical engineer, Universidad EAFIT
- Master in Project Structuring, Universidad Cassino e del Lazio Meridionale /CEREM Global Business School
- Financial Strategies Program from London Business School

EXPERIENCE SUMMARY

- Partner – Director Dos Océanos Capital Banca de Inversión June 2023 - Current
- CEO Findeter November 2018 - August 2022
- CEO Fiduprevisora February 2016 – November 2018
- Manager PROFIT Banca de Inversión October 2013 – January 2016
- Vice President of Investments AFP Horizonte S.A. (today Porvernir S.A.) July 2007 – August 2013
- Technical Deputy Director Ministry of Finance and Public Credit July 2005 – July 2007
- National Treasury Manager Instituto de Seguros Sociales – Sept 2002 – March 2005
- Ultrabursátiles S.A. - Corporate Banking Broker - August 2001 – July 2002

CURRENT PARTICIPATION IN OTHER BOARDS OF DIRECTORS

- Constructora Convel S.A.S.
- Fiduciaria Central S.A.
- Hidrosur EPM Chile
- EPM Guatemala
- Fundación Tras La Perla

PREVIOUS PARTICIPATION IN BOARDS OF DIRECTORS

- Bancóldex 2005 - 2007
- Electrocosta S.A. E.S.P. 2005 - 2007
- Electricaribe S.A. E.S.P. 2005 - 2007
- Fondo Nacional de Garantías 2018-2020
- Asobancaria 2018-2022
- Asofiduciarias 2018-2022
- ALIDE 2018-2022
- UNE EPM Telecomunicaciones S.A. E.S.P. (TIGO-UNE) 2024

GERMÁN ARCE ZAPATA



Economist from Universidad del Valle with a Master's degree in International Securities, Investment and Banking, bringing more than 30 years of experience in finance, investment, and capital markets across both the public and private sectors. His distinguished career includes leadership roles in the energy sector, serving as President of the National Hydrocarbons Agency and Minister of Mines and Energy of Colombia. He possesses extensive expertise in power transmission, electricity system operations, and transportation infrastructure concessions. Throughout his career, he has also served on the boards and governing councils of companies in the mining, energy, and financial sectors, as well as regulatory institutions. He has been a member of the Board of Directors of ISA since 2024 and previously served on the Board between 2010 and 2013.

NOMINATED AS 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

GERMÁN ARCE ZAPATA

EDUCATION

- Economist, Universidad del Valle
- Master in International Securities, Investment and Banking, University of Reading, United Kingdom.

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)

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)

**Listed company

*Non-listed entity

ASTRID MARTÍNEZ ORTIZ



Economist from the National University of Colombia, with a Master's degree in Economics and a Ph.D. in Economic Policy. She brings more than 35 years of experience across the mining and energy, education, consulting, and industry association sectors. Her extensive expertise includes corporate finance, audit systems, business administration, stakeholder and government relations, and regulatory affairs. Throughout her career, she has served as a member of the Boards of Directors of both public and private companies in the energy and financial sectors, contributing strategic insight, governance expertise, and long-term value creation.

NOMINATED AS INDEPENDENT MEMBER

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

ASTRID MARTÍNEZ ORTIZ

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

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)

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)

**Listed company

*Non-listed entity

JUAN PABLO ZÁRATE PERDOMO



Economist from Universidad de los Andes with more than 25 years of experience across the public and banking sectors, specializing in monetary policy, capital markets, and energy regulation. Throughout his distinguished career, he has served as a Member of the Board of Directors of Colombia's Central Bank, Deputy Minister of Finance, and Commissioner of the Energy and Gas Regulatory Commission (CREG) on two separate occasions. He brings deep expertise in the electricity transmission business, regulatory affairs, corporate finance, and government relations, contributing strategic insight and leadership in highly regulated and complex market environments

NOMINATED AS 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

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

JUAN PABLO ZÁRATE PERDOMO

EDUCATION

- Economist, Universidad de los Andes.

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

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)

**Listed companies



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