



**Alejandro Arango López** has served as Vice-President of Human Resources at Ecopetrol S.A. since October 2014. He has more than 20 years of professional experience in different countries and has worked as Vice-President of Human Resources at Banco Santander in Colombia and as Human Resources Director of the Consumer Finance Division, Strategy Division and Cards Division at Banco Santander in Spain. Mr. Arango has also served as Human Resources Director for the Asia Pacific region at Banco Santander in Hong Kong and as Global Human Resources Division T&O, among others. Mr. Arango holds a degree in strategic marketing from CESA School of Business, a bachelor's degree in theology from the Universidad Hochschule Sankt Georgen (Frankfurt) and a bachelor's degree in philosophy from Javeriana University.