

Diversity and Inclusion Policy for the composition of the Board of Directors of ECOPETROL and the Boards of Directors of Ecopetrol Group's companies

1. Purpose and Scope

The Ecopetrol Group recognizes the value of diversity, it welcomes differences and promotes the development of increasingly inclusive environments, wherein everyone feels welcomed, appreciated, and treated with equity and respect, and wherein everyone is provided with equal opportunities to contribute the best they can offer. Respect for human rights implies compliance with the principle of equality and non-discrimination. Accordingly, the Ecopetrol Group strives to carry out actions that contribute tangibly to the United Nations' Sustainable Development Goals.

Ecopetrol's bylaws set forth that gender, diversity, and inclusion criteria are to be considered in the composition of the Board of Directors. In furtherance thereof and of the Diversity and Inclusion Program of the Ecopetrol Group (hereinafter the Program), this Diversity and Inclusion Policy for the composition of the Board of Directors of ECOPETROL and the Boards of Directors of Ecopetrol Group's companies (hereinafter the Policy) addresses and reaffirms the Board of Directors' commitment to the Program, outlines the Diversity and Inclusion criteria, establishes the objectives sought by the Board of Directors through this Policy, and shows its interest to promote and adopt the Program with a comprehensive perspective directed at all stakeholders.

2. Scope of Application

The Policy, as well as its criteria and guidelines, applies to Ecopetrol, its Board of Directors, and its Directors

This Policy is a corporate governance guideline for Ecopetrol Group's companies, as applicable pursuant to the relational model in force.

3. Board of Directors' Commitment

The Board of Directors of Ecopetrol recognizes the value of diversity and inclusion framed within the three components of the Diversity and Inclusion Program, namely: (i) talent, (ii) corporate responsibility, and (iii) corporate management.

To that effect, the Board of Directors declares that:

- 3.1. It is essential to ensure that the composition of the Board of Directors provides an adequate balance of diversity within its members in terms of (i) training, experience, and suitability; and (ii) gender and non-binary gender identity; origin and geographical origin; race or ethnicity; age; beliefs; disability; amongst others (hereinafter, the D&I Criteria), in order to foster a sound decision-making process.
- 3.2. The D&I Criteria are desirable in the composition of the Board of Directors. Nonetheless, greater relevance shall be given to education, experience, suitability, and meritocracy criteria, and the latter will not be deemed to constitute any sort of discrimination.
- 3.3. Diversity in terms of viewpoints, knowledge, perspective, and criteria within the Board of Directors contributes to an interdisciplinary and comprehensive decision-making process that benefits the various stakeholders.
- 3.4. The highest management body promotes the principles outlined in the Cultural Declaration of the Ecopetrol Group, including that related to leading from a diversity and inclusion perspective.

- 3.5. It is crucial to encourage a space for permanent dialogue that favors equality of expression and opportunities regardless of differences; that promotes debates and exchange of ideas in an environment free of fear, aggression, or discrimination; and where all people are valued and treated with respect and equity.

4. Diversity Goals related to the Board of Directors

The Policy's objectives are as follows:

- 4.1. Increasing participation of women. As of 2023, there must be at least one (1) woman among the nine (9) members of the Board of Directors, complying with the profile and requirements set forth in the bylaws and corporate documents in force.
- 4.2. Equal treatment and non-discrimination in the election of Board of Directors members, as well as amongst those elected as members of the Board of Directors.
- 4.3. In the medium and long-term, there shall be efforts to ensure that the Board of Directors is increasingly more diverse in its composition, in accordance with the D&I Criteria.
- 4.4. The Board of Directors will consider D&I Criteria in the exercise of its duty to appoint and remove Ecopetrol's employees from the first level dependencies.
- 4.5. The Board of Directors will support the actions taken by the Company to promote diversity and inclusion within the Ecopetrol Group.

5. Role of the Corporate Governance and Sustainability Committee

The Internal Regulations of the Board of Directors establish the procedure for the nomination of candidates to the Board of Directors of Ecopetrol. The Corporate Governance and Sustainability Committee (hereinafter, the Committee) is responsible for verifying that the profiles of the nominated candidates meet the requirements set forth in the regulations in force.

The Secretary General is responsible for conducting the evaluation process of the resumes of the individuals included in the list of candidates nominated to the Board of Directors, assisted by other areas of the Company. The results of this assessment are used as an input for the subsequent review carried out by the Board of Directors through the Committee. In this regard, the Committee will ensure that the Board of Directors has an adequate balance of D&I Criteria.

6. Final Provisions

Once the Policy has been approved, Ecopetrol's Secretary General will inform thereof to the competent departments of the Company so that they create and/or update the associated corporate documents within the four months following this Policy's approval.

7. Disclosure

Given its importance for investors, this Policy will be published on Ecopetrol's website www.ecopetrol.com.co.