

Competencies and Experience Matrix for the Board of Directors of Ecopetrol S.A.

1. Purpose and Scope

The Board of Directors of Ecopetrol S.A. (hereinafter Ecopetrol or the Company), according to its medium and long-term business objective and in furtherance of its Succession Policy, hereby establishes the competencies and experience matrix (hereinafter the Matrix) of the Board of Directors in order to determine the knowledge, training and/or expertise required from its members for the performance of their duties and in consideration of the expectations of Ecopetrol's stakeholders. The Matrix strengthens the readiness of the Company to face foreseeable or unforeseeable changes in its Board's membership by ascertaining the competencies and experience required for the direction of the Company, and it would contribute to undertake an organized handover of its Board members.

The Board of Directors is responsible, amongst others and in general terms, for approving the corporate strategy and the business plan; adopting strategic decisions regarding both the traditional business and potential new businesses; the capital and investment placement and management; the issuance of remuneration, appointments and cultural guidelines; the management of business risks; the adoption of improved corporate governance practices and, additionally, it serves as a strategic guiding body for the Ecopetrol Group. Thus, the fulfillment of these duties requires a group of individuals who, collectively, are knowledgeable on diverse topics and have expertise in various sectors, and who act as a collegial body for the Company to attain its objectives and strategic plans.

As part of the review and update process of the profiles of Board members carried out by the Board of Directors, the aforementioned body adopts the following:

2. Competencies and Experience Matrix for the Board of Directors

The Matrix was structured based on: (i) the corporate bylaws; (ii) the corporate strategy and business' needs; (iii) the structure and matters of the Board of Directors' Committees; (iv) corporate governance standards; (v) the results of the Board of Directors' evaluation; and (vi) stakeholders' expectations. The Matrix establishes basic and complementary corporate requirements that the Board of Directors currently requires, and which appointors must take into account when nominating candidates, as well as shareholders when electing the members of Ecopetrol's Board of Directors.

2.1. Basic Requirements

The basic requirements are the minimum requirements set forth in Ecopetrol's **Bylaws** per the profile of the members of the Board of Directors. They are required from every one of the members of the Board of Directors at the time the candidates for the Board are nominated. The Board of Directors is responsible for the assessment thereof, through its Corporate Governance and Sustainability Committee, before presenting the ballot list of candidates to the General Shareholders' Meeting for its consideration.

Basic Requirements	Director 1	Director 2	Director 3	Director 4	Director 5	Director 6	Director 7	Director 8	Director 9
Knowledge and experience as set forth in the Bylaws ¹									
15 years of professional experience									
Good reputation and recognition for their professional competence and integrity									
Other Boards where they serve (number) ²									

2.2. Complementary Requirements

The complementary requirements are those additional requirements defined in this Matrix based on the Company's strategy and required to ensure its continuity in the medium and long-term, considering the characteristics of Ecopetrol and the energy industry and stock market trends, as well as the recommendations offered as a result of the annual evaluation of the Board of Directors. Each member must comply with at least one of these requirements at the time of their nomination as a candidate to the Board of Directors so that, based on the diversity of knowledge and expertise of each of its members, the Board of Directors as a collegial body possesses all the competencies and experience required to uphold excellence in its performance.

Complementary Requirements	Director 1	Director 2	Director 3	Director 4	Director 5	Director 6	Director 7	Director 8	Director 9
Energy industry and/or energy transition ³									
Administration, Senior Management and/or Leadership ⁴									
Government Affairs and/or Public Policy									
Finance and/or Stock Market									
Corporate Risk Management ⁵									

¹ Have knowledge and experience in the activities consistent with Ecopetrol's corporate purpose and/or have knowledge and experience in the industrial and/or commercial, financial, risks, stock market, administrative, legal, or related sciences activities (Corporate Bylaws, Article 21).

² Board members must serve no more than four boards of directors, excluding Ecopetrol's.

³ According to the Global Industry Classification Standard (GICS), this experience may be gained through activities in management, academic fields, consultancy, or research roles, or it may be work experience such as that acquired in an executive role or as an employee. Having been on the board of directors of another company in the same industry does not qualify as relevant experience.

⁴ Includes experience serving as a member of other boards of directors.

⁵ According to MSCI, this experience may be acquired through senior management or consulting positions specifically in risk management and/or in the insurance sector in public or private companies, academic activities in risk management, and/or as a member of a Risk Committee at an executive level (not at a board level, but in a committee that operationally administers risk management).



Human Resources and/or Talent Development									
Legal and/or Corporate Governance									
Technology and/or Innovation									
Health, Safety and/or the Environment ⁶									
Sustainability ⁷									
Corporate Strategy and/or Project Management ⁸									

The Board of Directors is responsible for ensuring compliance with the basic and complementary requirements established in the Matrix, through its Corporate Governance and Sustainability Committee, before presenting the ballot list of candidates to the General Shareholders' Meeting for its consideration, as provided for in the Board of Directors Succession Policy and in its Internal Regulations.

3. Desirable Criteria

Suitability criteria shall prevail in the composition of the Board of Directors, as determined by the Bylaws' provisions and in accordance with the business' needs per the defined strategy. However, the following is a list of desired criteria to be considered when nominating candidates. These criteria have been identified in order to achieve an outstanding performance of the Board of Directors. The list includes education, experience, and diversity and inclusion criteria:

Desirable Criteria	Director 1	Director 2	Director 3	Director 4	Director 5	Director 6	Director 7	Director 8	Director 9
Education									
Profession									
Professional level									
Second language									
Experience									
Time served in the Board of Directors of Ecopetrol (in years) ⁹									
Diversity and Inclusion¹⁰									
Gender ¹¹									
Nationality									

⁶ Some investors find it suitable to include experience and/or training in renewable and low carbon energy, climate change, and environmental impact.

⁷ Includes the management of social, environmental, governance, and economic issues to ensure long-term value generation.

⁸ Incorporates experience and/or background in M&A, transactions, and international expansion.

⁹ Includes periods prior to the current one.

¹⁰ According to MSCI and the Dow Jones Sustainability Index(DJSI) the Board of Directors should comply with diversity standards such as gender, nationality, and origin, and at least 30% of its members should be women.

¹¹ As of 2023, at least one of the nine (9) members of the Board shall be a woman, meeting at least the requirements set forth in the corporate Bylaws plus the additional requirements defined in this Matrix, as well as those established in the corporate documents in force.



Place of origin									
Race or ethnicity									
Age									
Disability									

4. Final Provisions

Once the Matrix 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 Matrix's approval.

5. Disclosure

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