



Juan Emilio Posada Echeverri (63)

was an independent member of the Board of Directors of Ecopetrol S.A. and was Chairman of the Remuneration, Appointments and Culture Committee of the Board of Directors, until June 6, 2022.

He holds a degree in Business Administration from EAFIT University in Medellín, Colombia, an MBA in International Business and Finance from Pace University in New York graduating

with honors in international academic excellence, and a degree in International Finance Law from the London School of Economics. He has also attended graduate studies in International Finance Law.

He has been a Board Member and Advisory Council Member for many public and private, both for-profit and nonprofit organizations in the areas of infrastructure, air transportation, hospitality, national defense, banking, insurance, securities brokerage, telecommunications, technology, media, education, children's rights, chambers of commerce and business associations, as well as in a Latin American youth orchestra and a national competitiveness program, in which he led the private portion of the initiative.

He has held senior management positions at Billiton M & T (then a subsidiary of Royal Dutch Shell Group) in the Netherlands as well as Banco Cafetero in New York and Miami, where he also served as International Vice President and was responsible for its subsidiaries and investments in seven countries. Founder, Executive Chairperson and CEO of Grupo Fast S.A. and Fast Colombia S.A.S. - VivaAir (formerly VivaColombia, the first low cost airline in Colombia); Founder and CEO of Stratis Ltda. (infrastructure projects); Corporate Director of Synergy Aerospace; CEO of Avianca Airlines, Alianza Summa (Avianca-Aces-Sam) and Aces Airlines; CEO of Puerto Brisa, a deep water mega-port in Colombia; Executive Chairperson of Tájimo Ltd, Chairman of Direktio

and Fundación Plan; Director of Allianz Life and Allianz General in Colombia; Board member of Avianca Holding and Sociedad Hotelera Tequendama (seven hotels in Colombia), Plan International (Brazil) and member of the Nominating and Governance Committee of Plan International's Global Assembly, as well as, a member of the Advisory Councils of Grupo Empresarial del Sector Defensa (GESED), Disán (international fertilizer and chemical products trading company), Flores de la Campiña (producer and exporter of fresh flowers), YPO Gold Colombia (global CEO network), NT3 (real estate project developers), Polymath Ventures, AMROP-Top Management, and the Orchestra of the Americas (Washington, D. C.).

He has been actively involved in fourth industrial revolution ventures and a middle-class housing construction firm. Due to his experience in audit and risk matters, he has been called upon to participate in the finance and audit committees of several different Boards of Directors, including that of the Banco Nacional del Comercio, Corredores Asociados (a stock brokerage firm in Colombia), and in the financial sector in general.

He has received numerous awards such as the Cruz de Boyacá, Grado Gran Cruz, EY's 2016 Emerging Entrepreneur Award, multiple medals from the Colombian Armed Forces and 10 Best Junior Chamber of Commerce Executives, among others. The companies under his leadership have also received awards and recognitions in service and quality, such as the Portafolio Award for Service, and recognitions from Fenalco Antioquia, Cotelco and the Government of Antioquia.

Currently, he is the President of Interconexión Eléctrica S.A. (ISA), is a member of the Board of Directors of Financiera de Desarrollo Nacional (FDN) and Sociedad de Acueducto de Alcantarillado y Aseo de Barranquilla S.A. E.S.P.

According to his professional background, he has experience in i) administration, senior management and leadership; ii) government affairs and public policy; iii) finance and securities markets; iv) business risk; v) human resources and talent development; vi) legal affairs and corporate governance; vii) technology and innovation; viii) sustainability; and, ix) business strategy and project management.

As a member of Ecopetrol's Board of Directors, he was periodically trained

in ethics, compliance, and risk management matters.

Bogotá D.C March 3, 2021

Mr.

ALBERTO CARRASQUILLA

Minister of Finance and Public Credit

Ministry of Finance and Public Credit

Bogota D.C.

Dear Sir,

I accept to be part of the list of candidates for the Board of Directors of Ecopetrol S.A. as an independent member of the board, as proposed by the Ministry of Finance Public Credit and to be presented before the ordinary meeting of the General Shareholders' Meeting of Ecopetrol S.A. that will take place on Friday, March 26, 2021.

Likewise, I declare I meet the independence criteria established in the second paragraph of Article 44 of Law 964 of 2005, and that, in keeping with the legal restriction established in Article 202 of the Commercial Code, I do not belong nor will belong simultaneously to more than five (5) Boards of Directors of companies that issue shares, including Ecopetrol S.A.

Sincerely,

(Original signed in Spanish)

Juan Emilio Posada Echeverri

Colombian Citizenship ID No. 70118287

CC: Felipe Bayón Pardo, President of Ecopetrol S.A.

Ciudad, 3 de Marzo de 2021

Doctor
ALBERTO CARRASQUILLA
Ministro de Hacienda y Crédito Público
Ministerio de Hacienda y Crédito Público
Bogotá D.C.

Respetado señor Ministro:

De manera atenta le informo que acepto ser incluido como integrante en la lista de candidatos a la Junta Directiva de Ecopetrol S.A., en calidad de miembro independiente postulado, de acuerdo con la propuesta que será presentada por el Ministerio de Hacienda y Crédito Público en la reunión ordinaria de la Asamblea General de Accionistas de Ecopetrol S.A. que se llevará a cabo el viernes 26 de marzo de 2021.

Así mismo, declaro que cumplo con el criterio de independencia establecido en el párrafo segundo del artículo 44 de la Ley 964 de 2005 y que en cumplimiento de la restricción legal establecida en el artículo 202 del Código Comercio, no pertenezco ni perteneceré simultáneamente a más de cinco (5) juntas directivas de sociedades por acciones, incluyendo la de Ecopetrol S.A.

Atentamente,



Juan Emilio Posada Echeverri
CC. No. 70.118.287

Copia: Dr. Felipe Bayón Pardo, Presidente de Ecopetrol S.A.