



**Edwin Palma Egea (40)** is a non-independent member of the Board of Directors of Ecopetrol S.A. since March 2024. He holds a bachelor's degree in Law from Universidad Cooperativa de Colombia in Barrancabermeja, as well as graduate degrees in Labor Law and Social Security from the Universidad Libre de Colombia in Socorro. He also holds a graduate degree in Constitutional Law and a Master's degree in Law with a focus on Labor Law, both from Universidad Externado de Colombia in Bogotá. He also completed the

Specialization Course for Latin American Experts in Labor Relations at Universidad de Castilla-La Mancha, Spain.

He currently serves as Vice Minister of Labor Relations and Inspection at the Ministry of Labor. He worked for Ecopetrol for approximately two decades, served as an arbitrator in legal disputes for the Company for more than 10 years, and led the *Unión Sindical Obrera* (USO) as the National Board Chair from 2018 to 2021.

Mr. Palma is also a professor at several universities in the country, particularly in the subjects of collective labor relations and labor human rights. Speaker, debater and columnist.

Given his professional background, he has proven expertise in i) administration, senior management, and leadership; ii) governance and/or public policy; iii) human resources and/or talent development; iv) legal matters and/or corporate governance; and vi) health, safety and/or environment.

As a member of Ecopetrol's Board of Directors, he is periodically trained in ethics, compliance and risk management matters.

Bogotá D.C. February 22, 2024

Colleague

**Ricardo Bonilla**

Minister of Finance and Public Credit

Ministry of Finance and Public Credit

Bogotá D.C.

Dear Colleague/Minister,

I hereby inform that I accept to be part of the list of candidates for the Board of Directors of Ecopetrol S.A. as a non-independent member of the Board, in accordance with the proposal that will be presented by the Ministry of Finance and Public Credit before the upcoming ordinary meeting of the General Shareholders' Meeting of Ecopetrol S.A. of 2024.

Likewise, I declare that pursuant to 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)*

Edwin Palma Egea

Colombian Citizenship ID No. 80.203.409

CC: Mr. Ricardo Roa, CEO of Ecopetrol S.A.

Bogotá D.C., 22 de febrero de 2024

Compañero:

**RICARDO BONILLA**

Ministro de Hacienda y Crédito Público  
Ministerio de Hacienda y Crédito Público  
Bogotá D.C.

Respetado compañero 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 no independiente, de acuerdo con la propuesta que será presentada por el Ministerio de Hacienda y Crédito Público en la próxima reunión ordinaria de la Asamblea General de Accionistas de Ecopetrol S.A. de 2024.

Así mismo, declaro 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,

A handwritten signature in black ink, consisting of a large, stylized loop that crosses itself, with a small 'e' at the end of the final stroke.

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Edwin Palma Egea  
CC. No. 80.203.409

Copia: Dr. Ricardo Roa, Presidente de Ecopetrol S.A.