

SKILLS AND EXPERIENCE MATRIX

BOARD OF DIRECTORS



MEMBER OF THE BOARD	Jaime Bermúdez Merizalde	Gabriel Gilinski kardonski	María Carolina Uribe Arango	José Luis Suárez Parra	Jorge Mario Velásquez Jaramillo	Angela María Tafur Domínguez	Alejandro Piedrahíta Borrero
PROFESSION	Legal Counsel	Political Scientist	Legal Counsel	Legal Counsel	Civil Engineer	Lawyer	Business Administrator
AGE	56	35	49	54	62		49
LENGTH OF SERVICE ON THE BOARD OF DIRECTORS	11 years	Appointed in 2022	2 years	Appointed in 2022	7 years	Appointed in 2022	6 years
BOARD COMMITTEES	Audit and Finance Sustainability and Corporate Governance Remuneration	Audit and Finance (permanent guest) Sustainability and Corporate Governance Remuneration	Risk Audit and Finance Remuneration	Risk Audit and Finance Remuneration	Sustainability and Corporate Governance		Risk Audit and Finance (permanent guest)
STATUS	Independent	Equity	Independent	Independent	Equity	Equity	Equity
SERVING ON OTHER BOARDS OF DIRECTORS	Tecnoquímicas S.A.	Proyectos Semana S.A. Publicaciones Semana S.A. JGB Financial Holdco Inc. Corporación Financiera y Banco GNB Sudameris Colombia Banco GNB Paraguay y Perú JGB Bank	Hospital Pablo Tobón Uribe Corporación Makaia	Gómez – Pinzón Abogados Fundación Neumológica Colombiana	Cementos Argos S.A. Celsia S.A. ESP Odinsa S.A. Grupo Nutresa S.A.	Give to Colombia	Cementos Argos S.A. ODINSA S.A. Aceros Mapa S.A. Celsia S.A. ESP
MANAGERIAL EXPERIENCE	Lazard S.A.S. - Chairman and CEO. Current Position Office of the President of Colombia <ul style="list-style-type: none">- Minister of Foreign Affairs- Colombian Ambassador to Argentina- Communications Consultant.	JGB Financial Holdco Inc: Director Corporación Financiera and Banco GNB Sudameris Colombia: Director Banco GNB Paraguay and Peru: Director JGB Bank: Director Financial Consultant	Uribe Henao Abogados (law firm): Founding Partner. Current Position. Suma Legal (law firm): Partner Almacenes Éxito: Company Secretary and Chief Corporate Legal Affairs Officer. Gran Cadena de Almacenes Colombianos S.A. CADENALCO: Head of Contracting.	Gómez Pinzon Abogados (law firm): Managing Partner. Current Position. Arenas, Gómez Asociados: Partner Slaughter & May: Foreign Lawyer	Grupo Argos S.A.- Chief Executive Officer Current position. Cementos Argos: Chief Executive Officer Chief Regional Officer Chief Logistics Officer. Cementos del Nare: Chief Executive Officer	Give to Colombia, Inc. – CEO and Chief Executive Officer Tafur, Domínguez y Arana - Founding partner Bancol y Cia – Vicepresident of legal affairs	Grupo Argos S.A.: Chief Corporate Finance Officer: Current position. Banca de Inversión Bancolombia S.A.: Chief Executive Officer Corfinsura: Head of Economic Research.
AREA OF EXPERTISE	Finance, Public Opinion	Finance	Finance, consumer staples: Corporate Law, Stock Markets, M&A.	Corporate Law, Banking, Finance, Capital Markets, M&A.	Finance, Energy, Materials and Industry: Business Management	Financial law, Banking, International comparative law.	Finance, Energy, Materials and Industry: Business Management
RISK AND CRISIS MANAGEMENT	✓	-	✓		✓	-	✓
CORPORATE FINANCE	-	✓	-	✓	✓	-	✓
REGULATORY AND LEGAL ENVIRONMENT	-	-	✓	✓	-	✓	✓
INDUSTRY-SPECIFIC KNOWLEDGE	-	✓	✓	✓	-	✓	-
M&A	✓	✓	✓	✓	✓	-	✓
PUBLIC AND/OR GOVERNMENT SECTOR	✓	-	-	-	-	✓	-
RESPONSIBILITIES WITH AN INTERNATIONAL SCOPE	✓	✓	✓	-	✓	✓	✓
HUMAN TALENT MANAGEMENT:	-	-	-	-	-	-	-
EVALUATING SENIOR MANAGEMENT INFORMATION	-	✓	-	-	-	-	✓
INTERNATIONAL TRANSACTIONS AND NEGOTIATIONS	-	✓	✓	✓	✓	-	✓
SUSTAINABILITY ENVIRONMENTAL COMPONENT.	-	-	-	-	✓	-	-
SUSTAINABILITY SOCIAL COMPONENT.	-	-	-	-	✓	✓	-
SUSTAINABILITY CORPORATE GOVERNANCE	-	-	✓	✓	-	✓	✓
ACADEMIC AND RESEARCH EXPERIENCE	- Universidad de los Andes: He taught Political Theory and Sociology of Law.		-		-	-	-