

SKILLS AND EXPERIENCE MATRIX 2023
BOARD



<i>DIRECTOR</i>	<i>Jaime Arrubla Paucar</i>	<i>Guillermo Villegas Ortega</i>	<i>Maria Ximena Lombana Villa Iba</i>	<i>Angela Maria Tafur Dominguez</i>	<i>Jaime Alberto Velasquez Botero</i>	<i>David Yanovich Wancier</i>	<i>Gabriel Gilinski Kardonski</i>
<i>PROFESSION</i>	Lawyer	Lawyer	Lawyer	Lawyer	Economist	Industrial Engineer	Political science
<i>AGE</i>	71	60	51	56	63	52	36
<i>TENURE ON THE BOARD OF DIRECTORS</i>	5 months	5 months	7 months	11 months	5 months	5 months	5 months
<i>BOARD OF DIRECTORS COMMITTEES</i>	- Audit and Finance - Compensation - Sustainability and Corporate Governance	- Audit and Finance - Compensation	- Audit and Finance - Compensation - Risks	- Risks	- Riesgos	- Sustainability and Corporate Governance	- Sustainability and Corporate Governance
<i>QUALITY</i>	Independent	Independent	Independent	Patrimonial	Patrimonial	Patrimonial	Patrimonial
<i>OTHER BOARDS OF DIRECTORS</i>	0	0	0	Give to Colombia	0	0	- JGB Financial Holdco Inc, Miami, FL - GNB Bank Paraguay - GNB Peru JGB Bank

<p>EXPERIENCE</p>	<ul style="list-style-type: none"> - Independent lawyer and founding partner of the law firm Arrubla Devis. Current position. - Arbitrator in the Arbitration Centers of the Chambers of Commerce of Medellín, Bogotá and Cartagena – Current position - Magistrate of the Civil Chamber of the Supreme Court of Justice (2004-2012). President of the Supreme Court of Justice (2010) and President of the Civil Chamber (2006). - Legal Secretary of the Presidency of the Republic (1998-2000). - Secretary General of the Government of Antioquia, in charge of the Legal Department of the Department (1982). 	<ul style="list-style-type: none"> - Contexto Legal S.A. Partner – Current position -Inversiones Mundial S.A. (ORBIS Group) Secretary-general -Compañía Nacional de Chocolates S.A. Director of Human Resources Management and Secretary General -Corona Group (MANCESA) Head of Labour Relations -Bank of Colombia Director of Industrial Relations -Comfenalco Antioquia Chief of Staff 	<ul style="list-style-type: none"> - Arbitrator of List A of the Arbitration and Conciliation Center of the Chamber of Commerce of Bogotá (Commercial Law and Administrative Law). Current position - Minister of Trade, Industry and Tourism (June 2021 – August 2022) - Manager of the IDB – ANDIE Executing Unit of the National Agency for Legal Defense of the State (January 2021 – April 2021); - Manager of the IDB – PGN Executing Unit of the Attorney General's Office (July 2019 – December 2020). 	<ul style="list-style-type: none"> - Executive Director of LAVCA (Association that promotes private equity investment in Latin America) – Current position - President and CEO of Give To Colombia, Inc. - Socia founder of Tafur, Domínguez y Arana - Vice President of Legal Affairs Bancol y Cía. - Legal Advisor Superintendencia in the Superintendency of Securities (today Financial Superintendence of Colombia) - Legal Advisor Corporación Financiera del Valle - Lawyer of the Legal Department of the Banking Superintendence (now the Financial Superintendence of Colombia) - Advisor to Banco de Colombia S.A. - Research Assistant Esguerra, Barrera and Gamba - Research Assistant Posse y Cía. - He has participated in the boards of directors of Banco GNB Sudameris, Panama (2005 – 2022), Give To Colombia (2003 – Present), Banco de Colombia S.A. (1989 – 1997), Litoformas de Colombia (1989 – 1996), Inmobiliaria Bancol (1989 – 1996). 	<ul style="list-style-type: none"> - Corporate Vice President of Strategy and Finance at Bancolombia - Financial Vice President at Bancolombia -Management positions in the Economic and Investor Relations Departments at Bancolombia - He has been a member of several Boards of Directors of entities in the financial sector and securities market both in Colombia and abroad, including Suramericana de Seguros de Vida y Generales, Asesuisa and Titularizadora Colombiana, Banagrícola and Banistmo in Panama. 	<ul style="list-style-type: none"> - President of Cerrito Capital – Current position - General Manager of Colgener; - Director of Investment Banking of the Valle Finance Corporation - Mainmember of the board of directors of the Central Hidroeléctrica de Betania, Suramericana S.A., Celsia, LarrainVial Colombia, Ocesa, Crynsen Pharma, Proterra -Alternate member of the board of directors of Emgesa S.A. - Independentconsultant for the structuring of the financing of various projects related to the energy and infrastructure sector in Colombia. 	<ul style="list-style-type: none"> - Director JGB Financial Holdco Inc, Miami, FL.; Director of GNB Sudameris Financial Corporation - Director of Banco GNB Sudameris S.A. Colombia - Director of Banco GNB Paraguay - Director of Banco GNB Peru - Director JGB Bank - Executive Vice President JGB Bank - Financial Consultant The Boston Consulting Group (Santiago de Chile). - Ha participated in the boards of directors of Proyectos Semana S.A.; GNB Sudameris Finance Corporation (June 2019 – January 2022); Banco GNB Sudameris S.A., Colombia (June 2018 – January 2022); JGB Bank (May 2010 – June 2014).
<p>SPECIALTY AREA</p>	<p>Civil Law, Corporate Law, Corporate Law, Commercial Law, Public Law, Administrative Law, Labor Law , Procedural Law</p>	<p>Corporate Law, Financial Law, Capital Market, M&A, Labor Law , Corporate Law</p>	<p>Public Law, Administrative Law, Commercial Law , Corporate Law</p>	<p>Finance, Corporate Law, Corporate Law, Financial Law, Sustainability</p>	<p>Finance, strategy, corporate governance, sustainability</p>	<p>Finance, structuring, economics, corporate governance</p>	<p>Finance</p>
<p>RISK AND CRISIS MANAGEMENT</p>	<p>✓</p>	<p>✓</p>	<p>✓</p>	<p>✓</p>	<p>✓</p>	<p>✓</p>	<p>✓</p>
<p>CORPORATE FINANCE</p>	<p>-</p>	<p>-</p>	<p>-</p>	<p>✓</p>	<p>✓</p>	<p>✓</p>	<p>✓</p>
<p>REGULATORY AND LEGAL ENVIRONMENT</p>	<p>✓</p>	<p>✓</p>	<p>✓</p>	<p>-</p>	<p>-</p>	<p>-</p>	<p>-</p>
<p>INDUSTRY-SPECIFIC KNOWLEDGE</p>	<p>✓</p>	<p>✓</p>	<p>✓</p>	<p>✓</p>	<p>✓</p>	<p>✓</p>	<p>✓</p>
<p>M&A</p>	<p>✓</p>	<p>✓</p>	<p>-</p>	<p>-</p>	<p>✓</p>	<p>✓</p>	<p>✓</p>
<p>PUBLIC SECTOR AND/OR GOVERNMENT</p>	<p>✓</p>	<p>-</p>	<p>✓</p>	<p>-</p>	<p>-</p>	<p>-</p>	<p>-</p>
<p>RESPONSIBILITIES WITH INTERNATIONAL SCOPE</p>	<p>-</p>	<p>-</p>	<p>-</p>	<p>✓</p>	<p>✓</p>	<p>✓</p>	<p>✓</p>
<p>HUMAN TALENT MANAGEMENT</p>	<p>-</p>	<p>✓</p>	<p>-</p>	<p>✓</p>	<p>✓</p>	<p>-</p>	<p>-</p>

EVALUATION OF MANAGEMENT TABLES	-	✓	-	✓	✓	✓	✓
INTERNATIONAL TRANSACTIONS AND NEGOTIATIONS	✓	✓	✓	✓	✓	✓	✓
SUSTAINABILITY <i>Environmental Component</i>	-	-	-	-	-	✓	-
SUSTAINABILITY <i>Social Component</i>	-	✓	✓	✓	✓	-	-
SUSTAINABILITY <i>Corporate Governance</i>	✓	✓	✓	✓	✓	✓	✓
EXPERIENCE IN ACADEMIA AND RESEARCH	<p>Professor Emeritus at the Universidad Pontificia Bolivariana, Medellín.</p> <p>Professor of obligations and contracts at the Pontificia Universidad Javeriana and the Universidad de los Andes, Bogotá.</p> <p>Professor in the postgraduate courses of commercial law at the Universidad de los Andes, the Universidad Externado de Colombia, the Pontificia Universidad Javeriana, the Universidad Nacional and the Universidad Pontificia Bolivariana.</p> <p>Member of the Faculty of the Doctorate of the University of Perugia, Italy.</p>	<p>- Teacher and national and international lecturer.</p> <p>- Universidad de los Andes: Professor of Telecommunications and Computer Science, Securities, Commercial Companies, Project Financing.</p> <p>- Universidad de la Sabana: Professor of Telecommunications Law.</p> <p>- Research: The Mergers & Acquisitions Review, Law Business Research, Eighth Edition, Colombia Chapter (2017).</p> <p>- Telecommunications Law in Colombia (Universidad de los Andes - 2003)</p> <p>- Telecommunications Law in Colombia (Editorial Legis - 2002)</p> <p>- Electronic Commerce and Digital Signature in Colombia Law Review.</p>	<p>- Professor of Company Law in the undergraduate program of Law at the Universidad del Rosario (January 2000 – June 2010)</p> <p>- Professor of the Specialization in Commercial Law at the Universidad de la Sabana (June 2006 – June 2007).</p>	-	-	-	-