

MATRIZ DE HABILIDADES Y EXPERIENCIA
BOARD OF DIRECTORS 2024-2026

DIRECTOR	Bernardo Vargas Gibsone	Claudia Betancourt Azacarate	Guillermo Villegas Ortega	Pedro Mejía Villa	Raquel Bernal Salazar	Jaime Alberto Velásquez Botero	Luis Javier Zuluaga Palacio
PROFESSION	Economist	Economist	Lawyer	Bachelor of Science and Marketing	Economist	Economist	Business Administrator
DATE OF BIRTH	March 12, 1959	February 20, 1965	May 19, 1964	November 28, 1975	June 10, 1973	March 15, 1960	July 27, 1961
TENURE ON THE BOARD OF DIRECTORS	Member of the Board of Directors since March 27, 2026	Member of the Board of Directors since March 27, 2026	Member of the Board of Directors from November 22, 2022, to January 16, 2024, and from March 22, 2024 to date.	Member of the Board of Directors from March 22, 2024 to date.	Member of the Board of Directors since March 27, 2026.	Member of the Board of Directors from November 22, 2022, to date.	Member of the Board of Directors from June 22, 2022, to November 10, 2022, and from March 22, 2024, to date.
TERMS SERVED AS MEMBERS OF THE BOARD OF DIRECTORS	First term: March 27, 2026 - to date	First term: March 27, 2026 - to date	First term: November 22, 2022 - January 16, 2024 Second term: March 22, 2024 - to date	First term: March 22, 2024 - to date	First term: March 27, 2026 - to date	First term: November 22, 2022 - to date	First term: June 22, 2022 - November 10, 2022 Second term: March 22, 2024 - to date
BOARD COMMITTEES	- Audit and Finance - Guest: Sustainability and Corporate Governance	- Audit and Finance - Risk Management	- Sustainability and Corporate Governance	- Audit and Finance - Remuneration	- Risk Management	- Sustainability and Corporate Governance - Remuneration	- Sustainability and Corporate Governance - Remuneration - Risk Management - Guest: Audit and Finance
STATUS	Independent member	Independent member	Independent member	Independent member	Independent member	Equity member	Equity member
MEMBERS OF OTHER BOARDS OF DIRECTORS	Grupo Manuelita S.A.	<ul style="list-style-type: none"> Promigas S.A. E.S.P. Grupo Argos S.A. Gases Occidente S.A. Regional Port Authority of Cartagena S.A. (Alternate Member) Contecar S.A. (Alternate member) Cartagena II S.A. (Alternate member) Propacifico Foundation Palmar de Altamira S.A.S. Scarpetta Gnecco Foundation 	<ul style="list-style-type: none"> Clínica El Campestre S.A. Laboratorio Médico Echavarría S.A.S. 	<ul style="list-style-type: none"> Colombiana de Comercio /Corbeta / Alkosto S.A Prisma Coffee Tech S.A.S. Emerging Solar S.A.S. Spectrum SAS ESP 	0 (She serves on multiple governing bodies relating to the education sector, none of which are corporations)	0.	Grupo Excala S.A. Cámara Textil ANDI.

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		<ul style="list-style-type: none"> Notas de Paz Foundation Inversiones Mobex S.A.S 					
EXPERIENCE	<ul style="list-style-type: none"> He is a co-founding partner of Colabora Capital Partners, a fund management firm that, in partnership with the IDB initiative (IDB Invest), shall seek investment opportunities that drive infrastructure development in Latin America, to which he currently devotes part of his time CEO of ISA from 2015 to 2022, Managing Director of DigitalBridge, He has held executive positions at the Central Bank of Colombia, Proexport Colombia, FIDUCOLDEX, and the Ministry of Foreign Trade 	<ul style="list-style-type: none"> She currently serves as General Manager of Amalfi S.A.S. Previously, her professional career unfolded primarily at Corporación Financiera del Valle - Corficolombiana, where she held various positions, including investment analyst, Director of the investment portfolio, Vice President of the investment portfolio, and Vice President of risk management. 	<ul style="list-style-type: none"> - Contexto Legal S.A. Partner - Current position -Inversiones Mundial S.A. (Grupo ORBIS) Company Secretary -Compañía Nacional de Chocolates S.A. Director of Human Resources and Company Secretary -Corona Group (MANCESA) Head of Labor Relations -Banco de Colombia Director of Industrial Relations -Comfenalco Antioquia Head of Personnel 	<ul style="list-style-type: none"> - Commercial Director of Colombiana de Comercio/Corbeta/Alkosto S.A. - Current position - Manager (Founder) of Redwood Kapital S.A.S. - Current position 	<p>Since 2006, she has built her career at the Universidad de los Andes:</p> <ul style="list-style-type: none"> - She has served as the University's President since 2022 - She previously served as an assistant, associate, and full professor; director of the Center for Economic Development Studies (CEDE in Spanish); Academic Vice President (2019–2021); and acting President (2021–2022). 	<ul style="list-style-type: none"> - Corporate Vice President of Strategy and Finance at Bancolombia - Vice President of Finance at Bancolombia - Management positions in Bancolombia's Economic and Investor Relations Departments - He has been a member of several Boards of Directors of entities pertaining to the financial sector as well as the securities market, both in Colombia and abroad, including Suramericana de Seguros de Vida y Generales, Asesuisa, Titularizadora Colombiana, Banagrícola and Banistmo (Panama). 	<ul style="list-style-type: none"> - CEO of Alternativa de Moda S.A.S. - Current position - Member of the Board of Directors of Grupo Nutresa S.A. - Principal member of the Board of Directors of the ANDI's Regional Office for Antioquia
AREA OF EXPERTISE	Finance, Marketing, Strategy, Business Management.	Finance, Business Management, Strategy, Investments	Corporate Law, Financial Law, Capital Markets, M&A, Labor Law, Corporate Law, Corporate Law	Finance, Marketing, Strategy, Business Management.	Economics, Research, Risk, Environment, Management.	Finance, Strategy, Corporate Governance, Sustainability	Finance, Risk, Business Management
RISK AND CRISIS MANAGEMENT	✓	✓	✓	✓	✓	✓	✓
CORPORATE FINANCE	✓	✓	-	✓	-	✓	✓
REGULATORY AND LEGAL ENVIRONMENT	-	-	✓	-	-	-	-

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INDUSTRY-SPECIFIC KNOWLEDGE	-	-	✓	-	-	✓	-
M&A	✓	✓	✓	-	-	✓	-
PUBLIC SECTOR AND/OR GOVERNMENT	✓	-	-	-	✓	-	-
RESPONSIBILITIES HAVING AN INTERNATIONAL SCOPE	✓	✓	-	ü	✓	✓	✓
HUMAN TALENT MANAGEMENT.	✓	✓	✓	✓	✓	✓	✓
MANAGEMENT INFORMATION EVALUATION	✓	✓	✓	✓	-	✓	✓
INTERNATIONAL TRANSACTIONS AND NEGOTIATIONS	✓	✓	✓	ü	-	✓	✓
SUSTAINABILITY Environmental Component	✓	-	-	-	-	✓	-
SUSTAINABILITY Social Component	✓	-	✓	-	✓	-	-
SUSTAINABILITY Corporate Governance	✓	✓	✓	ü	✓	✓	✓
ACADEMIC AND RESEARCH EXPERIENCE	An economist holding a Master's degree in Business Administration from Columbia Business School (New York, United States).	She also holds a degree in Economics from the Colegio Mayor de Nuestra Señora del Rosario in Bogotá.	- Lecturer and speaker at national and international events. - Universidad de los Andes: Instructor in Telecommunications and Information Technology, Securities, Business Corporations, and Project Financing. - Universidad de la Sabana: Instructor for the		- Professor, School of Economics, Universidad de los Andes (to date) - Assistant Professor, School of Economics, Northwestern University, Evanston, IL, U.S. - Researcher, Institute for Policy Research, Northwestern University, Evanston, IL, U.S.	-	-

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			<p>Telecommunications Law Seminar.</p> <ul style="list-style-type: none">- Research: The Mergers & Acquisitions Review, Law Business Research, Eighth Edition, Chapter Colombia (2017).- Telecommunications Law in Colombia (Universidad de los Andes - 2003)- Telecommunications Law in Colombia (Legis Publishing House - 2002)- E-Commerce and Digital Signatures in Colombia, Law Review.	-			
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