

SKILLS AND EXPERIENCE MATRIX 2024
BOARD OF DIRECTORS

DIRECTOR	Jaime Arrubla Paucar	Guillermo Villegas Ortega	Pedro Mejía Villa	Jorge Mario Velásquez	Alejandro Piedrahíta Borrero	Jaime Alberto Velásquez Botero	Luis Javier Zuluaga Palacio
PROFESSION	Lawyer	Lawyer	Bachelor of Science and Marketing	Civil Engineer	Business Administrator	Economist	Business Administrator
Age	70	60	48	64	51	64	62
LENGTH OF SERVICE ON THE BOARD OF DIRECTORS	1.5 years	2 months	2 months	4 months	2 months	1.5 years	2 months
TERMS SERVED AS MEMBERS OF THE BOARD OF DIRECTORS	First term: November 22, 2022 - present	First term: November 22, 2022 - January 16, 2024 Second term: March 22 - present	First term: March 22, 2024 - present	First term: March 20, 2006 - March 31, 2013 Second term: March 26, 2015 - June 22, 2022 Third term: January 16, 2024 - present	First term: March 21, 2016 - June 22, 2022 Second period: March 22, 2022 - present	First term: November 22, 2022 - present	First term: November 22, 2022 - November 10, 2022 Second term: March 22, 2024 - present
BOARD COMMITTEES	Audit and Finance Remuneration Sustainability and Corporate Governance Risk Management	Audit and Finance Remuneration Sustainability and Corporate Governance	Audit and Finance Remuneration	Sustainability and Corporate Governance	Audit and Finance (Permanent Guest)	Risk Management	Risk Management
STATUS	Independent member	Independent member	Independent member	Equity member	Equity member	Equity member	Equity member
MEMBERS OF OTHER BOARDS OF DIRECTORS	0	0	Espectrum S.A.S. ESP and Prisma Coffee Tech S.A.S.	Cementos Argos S.A., ODINSA S.A., Cementos Argos S.A., ODINSA S.A., CELSIA S.A. ESP Argos Foundation. He is also a member of the Boards of Trustees of the Escuela de Ingeniería de Antioquia and Proantioquia.	Cementos Argos S.A. Odinsa S.A. CEL CIA S.A. ESP Aceros Mapa S.A. Premex S.A.S. Pactia S.A.S. He is also a member of the Board of Directors of Corporación Surgir and the Superior Council of the Universidad EIA.	0	Grupo Excala S.A., Microinversiones S.A.S., Microinversiones S.A.S. ANDI Textile Chamber.
EXPERIENCE	- Independent lawyer and founding partner of the law firm Arrubla Devis. Current position. - Dean of the School of Law and Political Science, Universidad Pontificia Bolivariana - Current Position - Arbitrator at the Arbitration Centers of the Chambers of Commerce of Medellín, Bogota and Cartagena - Current Position - Magistrate of the Civil Chamber of the Supreme Court of Justice (2004-2012). Presiding Judge of the Supreme Court of Justice (2010) and Presiding Judge of the Civil Chamber (2006). - Legal Secretary to the Presidency of the Republic (1998-2000). - Secretary General to the Governorship of Antioquia, in charge of the Department's Legal Department(1982).	- Contexto Legal S.A. Partner - Current position -Inversiones Mundial S.A. (Grupo ORBIS) Company Secretary - National Company of Chocolates S.A. Director of Human Resources and Company Secretary -Corona Group (MANCESA) Head of Labor Relations -Bank of Colombia Industrial Relations Director -Comfenalco Antioquia Head of Personnel	- Commercial Director of Colombiana de Comercio/Corbeta/Alkosto S.A. - Current position - Manager (Founder) of Redwood Kapital S.A.S. - Current position	- Chief Executive Officer of Grupo Argos S.A. - Current position - Chief Executive Officer of Cementos Argos - General Manager of Cementos del Nare - Chief Executive Officer of Cementos Paz del Río - Chief Logistics Officer and Head of the Caribbean Region for Cementos Argos	- Grupo Argos S.A. – Chief Financial Officer– Current position. - Banca de Inversión Bancolombia S.A. - Chief Capital Markets Structuring Officer for Investment Banking and Manager of Derivative Product Structuring. - Corfinsura - Director of Economic Research.	- Chief Corporate Strategy and Finance Officer for Bancolombia - Chief Finance Officer 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.	- 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	Civil Law, Company Law, Corporate Law, Commercial Law, Public Law, Administrative Law, Labor Law, Procedural Law	Corporate Law, Financial Law, Capital Markets, M&A, Labor Law, Corporate Law, Corporate Law	Finance , Marketing, Strategy, Business Management.	Finance , Energy, Materials, Business Management.	Finance , Energy, Materials and Business Management	Finance , Strategy, Corporate Governance, Sustainability	Finance , Risk, Corporate Management
RISK AND CRISIS MANAGEMENT	✓	✓	✓	✓	✓	✓	✓
CORPORATE FINANCE	-	-	✓	✓	✓	✓	✓
REGULATORY AND LEGAL ENVIRONMENT	✓	✓	-	-	✓	-	-

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BOARD OF DIRECTORS

INDUSTRY-SPECIFIC KNOWLEDGE	✓	✓	-	✓	✓	✓	-
M&A	✓	✓	-	✓	✓	✓	-
PUBLIC SECTOR AND/OR GOVERNMENT	✓	-	-	-	-	-	-
RESPONSIBILITIES HAVING AN INTERNATIONAL SCOPE	-	-	✓	✓	✓	✓	✓
HUMAN TALENT MANAGEMENT.	✓	✓	✓	✓	✓	✓	✓
MANAGEMENT INFORMATION EVALUATION	-	✓	✓	-	✓	✓	✓
INTERNATIONAL TRANSACTIONS AND NEGOTIATIONS	✓	✓	✓	✓	✓	✓	✓
SUSTAINABILITY <i>Environmental Component</i>	-	-	-	✓	-	-	-
SUSTAINABILITY <i>Social Component</i>	-	✓	-	✓	-	-	-
SUSTAINABILITY <i>Corporate Governance:</i>	✓	✓	✓	✓	✓	✓	✓
ACADEMIC AND RESEARCH EXPERIENCE	<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 with the Commercial Law Graduate programs 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 Program of the University of Perugia, Italy.</p>	<p>- National and international lecturer and teacher.</p> <p>- Universidad de los Andes: Teacher of Telecommunications and Information Technology, Securities, Commercial Companies, Project Finance.</p> <p>- Universidad de la Sabana: Professor of Telecommunications Law Seminars.</p> <p>- Research The Mergers & Acquisitions Review, Law Business Research, Eighth Edition, Chapter Colombia (2017).</p> <p>- Telecommunications Law in Colombia (Universidad de los Andes - 2003)</p> <p>- Telecommunications Law in Colombia (Legis Publishing House - 2002)</p> <p>- Electronic Commerce and Digital Signature in the Colombia Law Review.</p>	-	-	-	-	-