



ASAMBLEA GENERAL DE ACCIONISTAS

REUNIÓN EXTRAORDINARIA 2024





Bylaws Amendment Proposal

Article 21

Current Article	Article Amendment Proposal	Considerations Ministry of Finance and Public Credit (MHCP)
<p>ARTICLE TWENTY-ONE. PROFILES OF THE MEMBERS OF THE BOARD OF DIRECTORS. The members of the Board of Directors will be committed to the Company's corporate vision and must at least meet the following requirements: (i) have knowledge or international experience in the activities inherent to the Company's corporate purpose and/or have knowledge and experience in the field of industrial and/or commercial, financial, business risks, stock market, administrative, legal or related sciences; (ii) have more than 15 years of professional experience; (iii) enjoy a good reputation and be recognized for their professional competence and integrity; and (iv) not belonging simultaneously to more than five (5) boards of directors of corporations (sociedades anónimas), including Ecopetrol's Board.</p> <p>Gender, diversity, and inclusion criteria will be taken into consideration when comprising the Board of Directors, and at least one (1) of the nine (9) members shall be a woman. Gender, diversity, and inclusion criteria shall, in any case, be concurrent with the provisions set forth in this article regarding the profiles of the members of the Board of Directors.</p> <p>The Company will seek to increase the participation of women in line with its diversity and inclusion objectives.</p> <p>The profiles of the members of the Board of Directors will be reviewed and updated by the Board of Directors or the institutional committee that the Board defines.</p>	<p>ARTICLE TWENTY-ONE. PROFILES OF THE MEMBERS <u>MINIMUM REQUIREMENTS TO BE A MEMBER OF THE BOARD OF DIRECTORS</u>. The members of the Board of Directors will be committed to the Company's corporate vision and must at least meet the following requirements: (i) have knowledge or international experience in the activities inherent to the Company's corporate purpose and/or have knowledge and experience in the field of industrial and/or commercial, financial, business risks, stock market, administrative, legal or related sciences; (ii) have more than 15<u>12</u> years of professional experience; (iii) enjoy a good reputation and be recognized for their professional competence and integrity; and (iv) not belonging simultaneously to more than five (5) boards of directors of corporations (sociedades anónimas), including Ecopetrol's Board.</p> <p>The criteria of gender, diversity, and inclusion criteria will be taken into consideration when comprising the Board of Directors, and at least one (1) of the nine (9) members shall be a woman. Gender, diversity, and inclusion criteria shall, in any case, shall be concurrent <u>with the minimum requirements provisions set forth in this article</u> regarding the profiles of the members to be a member of the Board of Directors.</p> <p>The Company will seek to increase the participation of women in line with its diversity and inclusion objectives.</p> <p><u>At least thirty percent (30%) of the members comprising the Board of Directors must be women.</u></p> <p>The profiles of the members of the Board of Directors will be reviewed and updated by the Board of Directors or the institutional committee that the Board defines.</p>	<p><i>"This change in the bylaw anticipates the provisions of the National Development Plan (PND for its Spanish acronym) regarding the requirement that 30% of the board members of the boards of directors of securities issuers be women as of 2026, including said legal obligation as of the next Shareholders' Meeting of Ecopetrol. The amendment aims to promote gender plurality in the composition of the Board and the age diversity of its members by allowing new generations that have less professional experience to become future members thereof."</i></p>



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