



Profile Matrix

Skills, Experience and Expertise														Diversity	
Director	Experience on Other Boards	Risk	Internal Control	Corporate Finance	Commercial Matters	Industry	Crisis Management	Legal	Experience in Environmental, Social and Governance (ESG) Matters	Government / Public Policy	Ethical Standards	International Experience	Cybersecurity	Strategy	Gender
Juan Esteban Calle	X	X		X		X	X		X	X	X	X		x	Male
Felipe Aristizabal	X			X	X	X					X	X		x	Male
Rafael Olivella	X	X	X	X		X	X	X	X	X	X			x	Male
Juan Esteban Mejía	X			X	X						X			x	Male
Miguel Piedrahita	X	X	X	X	X	X			X		X	X	X	x	Male
Maria Luisa Mesa	X	X				X	X	X	X	X	X			x	Female
Andrés Escobar	X	X				X				X	X			x	Male