	<b>Internal Regulations of the Board of Directors of Ecopetrol S.A.</b>		
	<b>Corporate Governance System Vice-Presidency of Corporate Affairs and Secretary General</b>		
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## CHAPTER 1: OBJECTIVE AND SCOPE OF APPLICATION

**Article 1. Objective.** The objective of these regulations is to establish the basic rules for the organization and operation of the Board of Directors of Ecopetrol S.A. (hereinafter Ecopetrol or the Company), its appointment process, as well as the regulation of the operating principles and rules of conduct of its members, notwithstanding the provisions set forth in the Company bylaws and applicable law.

**Article 2. Scope of application.** These regulations shall be of universal and mandatory application for all members of Ecopetrol's Board of Directors.

## CHAPTER 2: COMPOSITION OF THE BOARD OF DIRECTORS

### 2.1. SUBCHAPTER 1: COMPOSITION, ELECTION, TERM AND RESIGNATIONS

**Article 3. Composition.** The Board of Directors is comprised of nine (9) principal members without alternates, elected for a four-year term by the General Shareholders' Assembly, by the electoral quotient system. The members may be re-elected more than once for the same period, without exceeding three (3) periods in total. The elected directors may not be replaced in by-elections; a new election must be held by the electoral quotient system unless the vacancies are filled by unanimity.

Members of the Board of Directors may be appointed in an individual capacity or as the holder of a specific public office.


**Article 4. Procedure for the creation of the ballot list of candidates to comprise the Board of Directors:** In accordance with the Company's bylaws, the Nation, Ecopetrol's majority shareholder, represented by the Ministry of Finance and Public Credit, considering that it has the majority of the Company's outstanding shares with voting rights, will present to the administration its ballot list of candidates for the nine positions that comprise the Board of Directors, together with their respective resumes. Gender, diversity and inclusion criteria will be considered and in any case, professional suitability criteria and the needs of the Company will prevail.

In order to comply with the rules applicable to the Company, the proposed ballot list must meet the following requirements:

- The majority of candidates must be independent.
- At least one of the members must be an expert in financial matters, in accordance with the applicable rules of the United States securities market.
- Include in seats eight and nine, a representative from the departments where Ecopetrol carries out its hydrocarbon operations and a representative for the minority shareholders appointed by the 10 minority shareholders with the highest shareholding interest, respectively.
- Include at least three (3) current members, excluding the candidates for seats eight and nine.

The Secretary General of Ecopetrol, with the support of other departments within the Company, will assess the resumes of the candidates, who are responsible for the veracity, integrity and sufficiency of the information provided therein. The aforementioned assessment will address the following aspects:

- Accredited experience.
- Degrees obtained.
- Positions held.
- Boards of Directors of which the candidate is a member on the date of application.

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- Compliance with general and technical requirements.
- Background check in disciplinary, tax, criminal, misdemeanor and professional matters.
- Background check on restrictive lists.
- Fulfillment of independence requirements in the event that the application corresponds to a member appointed in such capacity.
- Availability, to guarantee the necessary time for the complete fulfillment of their functions. Availability includes, at least, the time required for the study of the supporting documents of the Board's and its Committees' meetings, as well as the review of and remarks to the minutes.

The results of this assessment will serve as the input for the Board of Directors, through the Corporate Governance and Sustainability Committee, to confirm the independent condition of those candidates nominated as such, to assess the resumes of the candidates with the purpose of verifying their knowledge and experience in the activities proper to Ecopetrol's corporate purpose and/or the knowledge and experience in industrial and/or commercial, finance, risks, stock market, administrative, legal activities or related sciences, as well as their good reputation and recognition for their professional competence and integrity.

**Article 5. Election of the Board of Directors.** The Board of Directors is elected by the General Shareholders' Meeting by means of the electoral quotient system.

Once the Corporate Governance and Sustainability Committee has verified that the profile and condition of the candidates are in accordance with the requirements set forth in the corporate bylaws, Ecopetrol will publish their resumes on the Company's web page, thereby making them available to shareholders from the date set for the right of inspection.


Shareholders may also submit alternative ballot lists to that presented by the Ministry of Finance and Public Credit, as the majority shareholder. The ballot list must be complete, that is, it must include candidates for all nine (9) seats of the Board of Directors and comply with the requirements established by law, the bylaws and the provisions of these Regulations.

Shareholders may not nominate individual candidates to the Board of Directors of Ecopetrol since, in accordance with the mechanism defined by law for the election of the Board of Directors, only complete ballot lists may be taken into consideration.

**Article 6. Reelection of Members of the Board of Directors.** In the case of re-election of members of the Board of Directors, when reviewing the proposed ballot list, the Corporate Governance and Sustainability Committee will consider the results of the evaluation of the Board of Directors and whether the Board's member's attributes, capacities and qualifications when elected continue to apply.

**Article 7. Resignation or vacancies in the Board of Directors.** In the event of the resignation of any member of the Board of Directors, or if a seat on the Board becomes vacant prior to the end of the corresponding term, or to the General Shareholders' Ordinary Meeting, the vacancy will be filled at the next Ordinary Meeting at which the election of the Board of Directors is submitted to shareholders for their consideration. The above, provided that the quorum of the Board of Directors required to deliberate and decide is not affected. If the quorum is affected, the President of the Company may convene an extraordinary meeting for the reinstatement of the Board of Directors.

**Article 8. Independence.** In the event that any of the independent members of the Board of Directors loses their condition as such, this must be communicated in writing to the Secretary of the Board of Directors, who will assess whether, even under such circumstances, the majority of its members, as

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provided for in the Company bylaws, continue to be independent, in which case they will only inform the Board of Directors of such circumstance and it will be recorded in the corresponding minutes.

In the event that the minimum number of independent members required by the Company bylaws as members of the Board of Directors is affected, the President of the Company must convene an extraordinary meeting of the General Shareholders' Meeting for the reinstatement of the Board of Directors.

## **2.2. SUBCHAPTER 2: REMUNERATION AND OTHER EXPENSES**

**Article 9. Remuneration of the members of the Board of Directors and its Committees.** Fees received by Directors in their capacity as members of the Board of Directors and its Committees are determined by the General Shareholders' Meeting and set in current legal monthly minimum wages (SMLMV for its acronym in Spanish).

**Article 10. Other expenses.** Ecopetrol will directly assume the following expenses, provided that they are required for the exercise of Board of Directors or Board Committee duties:

- Accommodation, food and air or land travel expenses, provided that they are required for the exercise of their duties.
- Expenses related to training, updating and hiring of external advisors required by the Board of Directors.
- Costs and expenses related to the civil liability policy for Ecopetrol's Directors and managers.

The members of the Board of Directors will not receive economic remuneration in the form of Ecopetrol shares, nor will they receive any type of variable remuneration.

## **2.3. SUBCHAPTER 3: CHAIRMAN, VICE CHAIRMAN AND SECRETARY OF THE BOARD OF DIRECTORS**

**Article 11. Chairman and Vice Chairman.** The Board of Directors will elect from its independent members, a Chairman and a Vice Chairman, who will be elected for four-year terms.


The Chairman of the Board of Directors will be responsible for presiding and directing its ordinary and extraordinary meetings; notwithstanding those duties assigned by virtue of these Regulations, the Company bylaws or the applicable law.

The Vice Chairman will replace the Chairman in case of temporary or absolute absence, in this last case, until the Board appoints a new Chairman.

In sessions in which both the Chairman and the Vice Chairman are absent, the attendees will appoint from among their members the person who is to preside over the respective meeting.

**Article 12. Duties of the Chairman.** The main duties of the Chairman of the Board of Directors are as follows:

1. Ensure that the Board of Directors defines and implements the Company and Ecopetrol Group's strategic direction.
2. Act as liaison between the shareholders and the Board of Directors.


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3. Coordinate and plan the operation of the Board of Directors, by means of the annual work agenda approved by the Board of Directors based on the agenda of issues proposed by Management.
4. Convene the meetings through the Secretary of the Board of Directors.
5. Prepare the agenda for each session, in coordination with the Company's President, the Secretary of the Board of Directors and other members thereof.
6. Ensure that the supporting documents for each session are delivered to all members of the Board of Directors, in a timely and adequate manner, either directly or through the Secretary of the Board of Directors.
7. Chair the meetings and moderate the debates.
8. Monitor the execution of the decisions taken by the Board of Directors.
9. Lead the annual evaluation process for the Board of Directors and the Board of Directors' Committees.

**Article 13. Secretary to the Board of Directors.** The Secretary General of Ecopetrol, or whoever acts in their stead, will act as Secretary to the Board of Directors. The appointment and removal of the Secretary General corresponds to the Board of Directors, pursuant to the proposal of the Company's President.

It is the responsibility of the Secretary to the Board of Directors to assist the Chairman of the Board of Directors in the execution of their duties and to ensure the proper operation of the Board, for which purpose they shall carry out the following activities, in relation to the Board of Directors:

1. Convene the meetings in accordance with the annual schedule therefore, in addition to all others required.
2. Manage the timely delivery of all supporting information required for the development of Board of Directors' meetings.
3. Provide advice and assistance to all members of the Board of Directors for the fulfillment of their duties.
4. Keep the record of all corporate documentation related to the Board of Directors.
5. Prepare session minutes and keep the books of minutes.
6. Bear witness to the decisions adopted by the Board of Directors.
7. Ensure compliance with the formal requirements related to the development of the duties of the Board of Directors.
8. Ensure total compliance with the corporate governance procedures and rules of the Board of Directors.

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9. Propose the amendments to the regulations of the Board of Directors, notwithstanding those that may be requested by the Board, in which case it will provide assistance in the development thereof.

### CHAPTER 3: MEETINGS

**Article 14. Meetings.** Board of Directors will hold ordinary meetings at least eight (8) times a year, and extraordinary meetings when convened thereby, by the President of the Company or by the Chairman of the Board of Directors, the Statutory Auditor, or two of its members.

The meetings of the Board of Directors may be held at the domicile of the Company or in the site, date and time established thereby.

The Board of Directors may hold universal meetings, in accordance with the provisions set forth in the second paragraph of Article 22 of the Company's bylaws.

In addition to in-person meetings, the Board of Directors may meet remotely, as provided by applicable law.

**Paragraph.** The Board of Directors may hold private sessions during its ordinary or extraordinary meetings. The Chairman of the Board of Directors will inform the Secretary who should be invited to such sessions, if applicable.

**Article 15. Convening the Meetings.** The call to ordinary meetings will be done once a year, with the approval of the Board of Directors of the annual schedule of the meetings of the Board of Directors, and will be ratified by the Secretary no less than five (5) calendar days in advance thereof. The extraordinary meetings will be convened by means of a communication sent to each of its members no less than five (5) calendar days in advance of the meeting date. Said communication may be sent through any suitable means.


Calls to meetings of the Board of Directors shall include at least the general details of the meeting, such as place, date, time, as well as the agenda of the meeting.

**Article 16. Attendance to the Meetings.** The Secretary and the President of Ecopetrol shall attend all meetings of the Board of Directors, or, in exceptional cases and after informing the Committee, a representative thereof, who shall have the right to speak but not to vote. In no case may the President of Ecopetrol be appointed as President of the Board of Directors.

In addition, those persons whose attendance the Board of Directors considers necessary for the development of the meeting may attend as guests.

**Article 17. Meeting Agenda.** The meeting agenda will be organized by the Secretary of the Board of Directors, in accordance with the instructions provided by the Chairman of the Board of Directors and taking into account the requests made by the Company's Management. In all cases, the members of the Board of Directors shall be provided with the supporting material and information available regarding each matter to be addressed in the meeting.

The members of the Board of Directors may request that other matters be included in the agenda, by means of a request addressed to the Chairman and/or the Secretary of the Board of Directors, who will

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inform the applicant, the detail of their decision and the date of the session in which the matter will be addressed.

The agenda shall always include an item assigned to the affairs of the President of Ecopetrol, so that the latter may present a report of activities for the respective period and, additionally, if applicable, refer to those last-minute issues that must be addressed.

The agenda may be modified, even after the call notice is sent to the members of the Board of Directors, at the discretion of the President and/or the Secretary, if the nature of the issues so requires.

In any case, and by agreement of the Board of Directors itself, new issues may be included even during the respective meeting.

**Article 18. Conclusion of the Meeting.** Once the meeting agenda has been completed and the outcome of the votes has been announced, the Chairman of the Board of Directors may close the meeting and adjourn the session.

#### CHAPTER 4: QUORUM, DECISIONS AND MINUTES

**Article 19. Deliberative and Decisive Quorum.** The Board of Directors, for both its ordinary and extraordinary meetings, may validly deliberate as long as at least five (5) of its members attend the meeting. The decisions are made by a majority of the votes cast by the members present.

**Article 20. Other decision-making mechanisms.** In accordance with the provisions set forth in Article 20 of Law 222 of 1995, or the rules that replace or modify it, the decisions of the Board of Directors will be valid when all members cast their vote in writing. In this event, the respective majority will be calculated over the total number of members of the Board of Directors. If the members have cast their vote in separate documents, these must be received within a maximum period of one month, from the date the first communication is received. The legal representative will inform the Board of Directors of the decision, within five (5) working days after the reception of the documents through which the vote was cast.


**Article 21. Strategic Decisions.** The Board of Directors may instruct the President of the Company to consider a decision made by the Board as "strategic" and, depending on the instructions of the Board of Directors, the President may arrange for measures to communicate these instructions. The status of "strategic" may be temporary or permanent.

**Article 22. Communicating the decisions of the Board of Directors.** The Secretary of the Board will communicate the instructions given and/or decisions adopted to the areas of the Company responsible for each matter.

**Article 23. Minutes.** The Secretary of the meeting shall prepare the minutes of the meeting, which shall be approved by the Board of Directors, signed by hand or electronically and included in the Book of Minutes, under the terms provided for by law and in the Company's bylaws.

In the case of in-person meetings, such minutes shall be signed by the Chairman and Secretary of the Board.

In the case of remote meetings or when other mechanisms for decision making are implemented, said minutes shall be signed by the President of Ecopetrol and the Secretary of the Board.

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## CHAPTER 5: DUTIES

**Article 24. Duties.** In accordance with Company bylaws, the Board of Directors will have the following duties:

1. Develop its own regulations.
2. Approve the annual meetings schedule as well as the annual issue agenda.
3. Any other duties established in the Company bylaws and applicable law.


**Article 25. Access to information.** The Company shall guarantee the Board of Directors, as a collegiate body, access to all Company information required, for the complete fulfillment of its duties. Board members will have access to information related to their duties at any time or following the completion of their term.

## CHAPTER 6: RESPONSIBILITIES, DISQUALIFICATION, INCOMPATIBILITIES AND OPERATING PRINCIPLES OF THE MEMBERS OF THE BOARD OF DIRECTORS

**Article 26. Responsibilities, Disqualifications and Incompatibilities.** The members of the Board of Directors do not enter into any employment relationship with the Company. Their responsibilities, disabilities and incompatibilities, will be governed by the applicable law.

**Article 27. Operating Principles of the Members of the Board of Directors.** In the interest of preserving objectivity, independence and knowledge in the decision-making process, the members of the Board of Directors are governed, individually and as a collegiate body, by the following principles:

1. Once elected, they represent all shareholders, and therefore will not act in the interest of any particular shareholder or group of shareholders.
2. They will carry out their duties in good faith, in an independent manner, with due diligence and care, always seeking to ensure that their decisions are in the best interest of the Company and all shareholders.
3. They will treat all shareholders equally and fairly in their decisions.
4. With respect to their duties, they shall foster compliance with law, the Company's bylaws, the Code of Good Governance, the Code of Ethics and other Company regulations in force and applicable in their capacity as members of the Board of Directors or as a collegiate body.
5. They will exercise their position objectively, impartially and autonomously.
6. They will be familiar with the financial and operational status of the Company and its most important business segments.
7. They shall actively participate in the meetings of the Board and of the Committees to which they belong, for which they shall assess and study beforehand any material pertaining to the matters to be addressed in each session.
8. They shall review the draft minutes submitted for their consideration and decision.

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9. They shall avoid any situation whereby a real or potential conflict of interest may arise, and shall promptly inform the Company, through the Secretary General, of any situation that may represent a conflict of interest with the Company or its subordinates and, in general, shall try to refrain from attending, intervening and voting in the deliberations on the matter.
10. In matters which are not of a public nature, they shall maintain the confidentiality of the deliberations of the Board of Directors and the Committees of which they are members and, in general, shall refrain from disclosing information to which they have had access in the exercise of their duties.
11. The endeavors they take before the Company shall be in the general interest thereof and not in response to specific interests.
12. They will act in accordance with the ethical principles of the Company and will adhere to the corporate policy of zero tolerance for acts of fraud, corruption, bribery, money laundering, financing of terrorism and violations of the United States Foreign Corrupt Practices Act ("FCPA").
13. As a collegiate body they will limit themselves to establishing general guidelines, proposals or initiatives in administrative matters within the competence of the Company's Management.

## CHAPTER 7: CONFLICTS OF INTEREST

**Article 28. Conflict of interest.** It is understood that there is a conflict of interest, among others, when:

- There are conflicting interests between the interests of a director and those of Ecopetrol, which may drive the former to take decisions or execute acts that are in his own interest or in the interest of third parties, and to the detriment of the Company's interests, or
- When a circumstance exists that may diminish the independence, fairness or objectivity of a director's actions, and this may be detrimental to the interests of the Company.


For these purposes, directors shall be the persons defined as such in Article 22 of Law 222 of 1995 or any regulation which supplements, amends or replaces it.

**Article 29. Status as members of the Board of Directors.** The members of the Board of Directors hold the status of directors of the Company and as such must act in good faith, loyally and with the diligence of a good businessman. Their actions will be carried out in the interest of the Company, taking into account the interests of its members, in accordance with the provisions of Article 23 of Law 222 of 1995.

Due to the above, and by virtue of numeral 7 of Article 23 of the aforementioned Law, the members of the Board of Directors must abstain from participating, either personally or through an intermediary, in activities that imply competition against the company or in acts with respect to which there is a conflict of interests, except with the express authorization of the Board of Partners or the General Shareholders' Meeting.

**Article 30. Procedure to disclose probable or possible conflicts of interest to Ecopetrol.** The members of the Board of Directors shall disclose any real or potential conflict by means of a written communication addressed to the Secretary General, together with a declaration stating that they will abstain from hearing and participating in the discussions of the Board of Directors on said matter.



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## CHAPTER 8: ACQUISITION OR TRANSFER OF SHARES


**Article 31. Acquisition or transfer of shares by the members of the Board of Directors of Ecopetrol.** The members of Ecopetrol's Board of Directors, in accordance with Article 404 of the Code of Commerce, may not, either personally or through an intermediary, sell or acquire shares of the Company while they are in office, except in the case of operations that are unrelated to speculation and with the authorization of the Board of Directors, granted with the favorable vote of two thirds (2/3) of its members, excluding the applicant.

Directors who violate this prohibition shall be subject to penalties by the Superintendency of Corporations, ex officio or at the request of any party.

**Article 32. Procedure for the request for the acquisition or transfer of shares.** The members of the Board of Directors of Ecopetrol interested in acquiring or transferring Company shares must complete the following procedure:

1. Submit a request for authorization to the Board of Directors, under the terms of Article 404 of the Commercial Code. The request may be presented prior to a meeting or during an ordinary or extraordinary meeting of the Board of Directors.
2. The request for authorization must indicate the amount of money involved in the respective transaction.
3. The request must include if it is an authorization to acquire or transfer shares directly or indirectly, through family companies, spouses, relatives up to the fourth degree of consanguinity, second degree of affinity or first civil or, in general, through individuals or legal entities with which they form the same real beneficiary, if applicable.
4. If the request for authorization is presented prior to an ordinary or extraordinary meeting, the Board of Directors shall inform the applicant of the decision taken at the Board meeting immediately following the date of the request.
5. If the request for authorization is submitted during an ordinary or extraordinary meeting, the Board of Directors shall inform the applicant of the decision taken at the corresponding meeting.
6. Taking into account that Decree 2555 of 2010 considers that acquisitions and transfers of shares by directors are relevant information, the Company shall disclose, in a truthful, clear, sufficient and timely manner to the market, through the Securities and Issuers Registry of the Superintendence of Finance of Colombia.
7. The members of the Board of Directors will have eight (8) business days, as of the authorization of the Board of Directors, to make effective the negotiation of shares of the Company. In case of not negotiating the shares within said term, the member of the Board of Directors must once again request the due authorization before said corporate body.

**Paragraph.** Ecopetrol shares may not be negotiated, directly or through an intermediary based on knowledge of Tender Offers or other relevant operations, such as mergers or spin-offs. Furthermore, no shares may be negotiated during the restriction periods that are established prior to the disclosure of results, in accordance with the provisions of the Federal Laws of the United States, given Ecopetrol's condition as an ADR issuer in that country.

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**Article 33. Procedure for the request for the acquisition or transfer of bonds by the Board of Directors.** The members of the Board of Directors of Ecopetrol interested in acquiring or transferring Company bonds must submit a request for authorization to the Board of Directors, under the terms established in the previous Article.

## CHAPTER 9: OTHER PROVISIONS

**Article 34. Hiring of External Advisors.** The Board of Directors may request the President of the Company to hire external advisors, when it considers it necessary to fulfill its duties or to provide support to the Committees of the Board of Directors. The Board may even commission the audit of Ecopetrol's business areas to these advisors, if it considers it necessary.

To this effect, the procedures foreseen by the Company for the contracting of goods and services in Ecopetrol apply.

**Article 35. Amendment to the Internal Regulations of the Board of Directors.** These Regulations will be unanimously adopted and amended by the Board of Directors, following recommendation by the Corporate Governance and Sustainability Committee.

These regulations will be published on the website [www.ecopetrol.com.co](http://www.ecopetrol.com.co) or whichever acts in its stead.

### LIST OF VERSIONS

Previous documents			
Version	Date	Code And Title of the Document	Changes
N.A.	08/14/ 2015	Internal regulations of the Board of Directors of Ecopetrol S.A.	Document published on Ecopetrol's website and amended according to the provisions of the Board of Directors in its session of August 14, 2015.
1	06/27/2018	RSE-R-006 Internal regulations of the Board of Directors of Ecopetrol S.A.	Updated regulations taking into account the amendments to the bylaws of Ecopetrol S.A., approved by the General Shareholders' Meeting on March 23, 2018. These regulations become effective as of May 25, 2018, date of approval by the Board of Directors of Ecopetrol S.A.  The code and version are assigned as part of the Corporate Responsibility Management System.
New Document			
Version	Date	Code And Title of the Document	Changes
1	09/23/2020	GOC-R-012 Internal regulations of the Board of Directors of Ecopetrol S.A.	Updated regulations taking into account the amendments to the bylaws of Ecopetrol S.A., approved by the General



**Internal Regulations of the Board of Directors of Ecopetrol S.A.**

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Vice-Presidency of Corporate Affairs and Secretary General**

**CODE  
GOC-R-012**

**Prepared:  
06/15/2022**

**Version: 2**

			Shareholders' Meeting on March 27, 2020.  These regulations become effective as of August 21, 2020, date of approval by the Board of Directors of Ecopetrol S.A.  The code and version are assigned as part of the Corporate Governance System.
2	06/15/2022	GOC-R-012 Internal regulations of the Board of Directors of Ecopetrol S.A.	Updated regulations taking into account the amendments to the bylaws of Ecopetrol S.A., approved by the General Shareholders' Meeting on March 30, 2022.  These regulations become effective as of May 27, 2022, date of approval by the Board of Directors of Ecopetrol S.A.

**For further information, please contact:**

**Author(s):** Lizeth Vanessa Perdomo Buitrago

**Telephone:** +57 (1) 234 4000 ext. 43269 **Email:** [lizeth.perdomo@ecopetrol.com.co](mailto:lizeth.perdomo@ecopetrol.com.co)

**Unit:** Vice-Presidency of Corporate Affairs and Secretary General

**Electronically reviewed by:**

**Electronically approved by:**

**TATIANA JIMÉNEZ VALDERRAMA**  
Leader – Board of Directors Team  
Colombian Citizenship ID No. 52.999.593  
Vice-Presidency of Corporate Affairs and Secretary General

**MÓNICA JIMÉNEZ GONZÁLEZ**  
Vice-President of Corporate Affairs and Secretary General  
Colombian Citizenship ID No. 52.411.766  
Vice-Presidency of Corporate Affairs and Secretary General

*Electronically signed document, in accordance with the provisions set forth in **Decree 2364 of 2012**, whereby Article 7 of Law 527 of 1999, on electronic signatures and other provisions is regulated.*

*To verify compliance with this mechanism, the system generates an **electronic report that provides evidence on the traceability of the review and approval actions** by the responsible parties. If you need to verify this information, request this report from Service Desk.*