



Victoria Irene Sepúlveda Ballesteros has served as Corporate Vice President of Human Resources of Ecopetrol S.A. since April 26, 2024. She is a lawyer with a specialization in Commercial Law and a current MBA candidate. Ms. Sepúlveda has nearly 20 years of professional experience in administrative and human management positions, with extensive expertise in managing human talent and overseeing union relations in companies and business groups within the energy sector in Colombia. Previously, she was the Human Resources Manager at Chilco, the Colombian parent company of the Lipigas Group. Her previous corporate in business groups include Director of Subsidiaries and Resources Manager. Among her outstanding competencies, her strategic planning skills are notable, with a talent for assertively addressing complex situations, establishing strong relationships with peers and superiors to find the best solutions, and extensive experience in organizational transformation projects, project management, process management, and continuous improvement.