



EPM Corporate Governance Code

The Board of Directors of EPM approved the modification of numeral 3 of the Corporate Governance Code, incorporating the following text in relation to the formation of the Board of Directors:

3.4. Diversity, Gender Equity and Inclusion:

EPM recognizes the importance of considering criteria of diversity, gender equity and inclusion in the composition of its Board of Directors, to the extent that they promote heterogeneous skills and competencies, diverse participation of individual and collective thinking, multiplicity of visions, knowledge and experiences, which contribute significantly to the decision-making and performance of this collegiate body in an environment in constant evolution and competition.

With regard to gender equity, efforts will be made to ensure that no less than 30% of its members are women in the composition of the EPM Board of Directors.

The criteria of diversity, gender equity and inclusion, in any case, do not replace the criteria of training, experience and suitability for the formation of the Board of Directors, which are established in the Framework Relations Agreement, signed between the Special District of Science, Technology and Innovation of Medellín and EPM.

The sum of the aforementioned criteria is materialized in the formation of a **Multidisciplinary, Multiple Generational and Multiple Board of Directors**.

Medellín, August 2 , 2023.

