



enel

SUSTAINABILITY REPORT

ENEL COLOMBIA

2025

**Build the future
through sustainable power**

SUSTAINABILITY REPORT

ENEL COLOMBIA

2025

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Letter to Stakeholders



Francesco Bertoli CEO

In an environment that is changing at an unprecedented pace, at Enel Colombia we have chosen the path of flexibility, competitiveness, and sustainability as the best way to create lasting value for people, communities, and the economy. Our strategic plan is reflected in concrete decisions: focusing resources where they generate the greatest impact, investing with discipline, simplifying processes to gain speed, and operating with a business model that places sustainability at its core.

Our commitment to the energy transition is not only a responsible choice; it is tangible proof that environmental and financial sustainability are interconnected and, together, contribute to the creation of long-term value for all stakeholders, while also supporting a just transition that leaves no one behind. Innovation, digitalization, and the circular economy are the accelerators that connect this vision with results.

In 2025, through the efforts of more than 2,300 employees, we continued to lead the energy transformation of the country and the region. We advanced the development of new clean generation projects, modernized our networks to make them smarter and more resilient, and supported the development of local communities through long-term social and environmental initiatives.

On the renewable energy front, Guayepo III delivered its first contribution to the National Interconnected System and entered its testing phase, a milestone that represents local employment (more than 1,650 jobs) and solar energy that will soon become a stable component of Colombia's electricity matrix. At the same time, the Atlántico Solar Park reached nearly 70% completion and generated approximately 1,000 jobs, confirming that each project is also an opportunity for community development. In hydropower generation, we modernized strategic assets such as Paraíso and La Guaca to strengthen the reliability of electricity supply in Bogotá and the eastern region of the country. At El Guavio, we carried out pioneering interventions to protect operational continuity and maintain Colombia's energy security.

Electric mobility and the development of new infrastructure were also key drivers of progress. We inaugurated the Tren de Occidente Substation, the first connection point for the RegioTram de Occidente, a 100% electric transportation system that will benefit more than 226,000 residents and provide daily clean-energy-powered mobility for thousands of passengers. We also energized key substations, including Porvenir, which will supply Bogotá Metro Line 1, and Montevideo, a fully digital facility, to enhance

reliability in Bogotá and Cundinamarca while supporting the region's productive and urban growth. In addition, the Bochica Substation will help ensure a reliable power supply throughout the Sabana Centro region.

As a significant milestone, we surpassed 4 million customers while reaffirming our commitment to their experience and to delivering a high-quality, reliable, and safe service. In Guatemala, we took another step toward industrial electrification through a power purchase agreement for Krystal Solar, which will add new renewable capacity beginning in 2026. In rural Colombia, our Cundinamarca 100% program enabled the electrification of 875 additional families, for whom access to electricity represents a tangible improvement in well-being, progress, and opportunities.

None of this would be possible if our people were not at the center of our strategy. We operate with a 360-degree vision of well-being that promotes physical and mental health, safety, professional development, and work-life balance. This approach is also reflected in our relationship with local communities. In 2025, we implemented 163

projects through 63 partnerships, reaching more than 663,000 beneficiaries across Colombia, Guatemala, Panama, and Costa Rica. Through the Enel Colombia Foundation, we invested more than COP 3.5 billion in initiatives focused on education, infrastructure, inclusion, employment, and access to essential services such as electricity and water.

Because we are part of one of the most biodiverse regions on the planet, we continued advancing the Enel Biodiversity strategy to protect, restore, and conserve our ecosystems. To date, we have developed more than 120 initiatives, planted more than one million trees, and protected over 30,000 hectares in strategic ecosystems, including the Tropical Dry Forest and Bosque Renace in Colombia, as well as the Fortuna Reserve in Panama. In 2025, consistent with these efforts, 318 hectares of Bosque Renace were officially designated as a Civil Society Nature Reserve, a milestone that ensures its effective long-term preservation.

Open innovation is another hallmark of our culture. We work with universities, startups, and strategic partners to create solutions that accelerate business growth, as well as others that help us protect life and the environment by addressing real operational challenges. In 2025, we obtained a patent, developed in partnership with the Pontifical Xavierian University (Pontificia Universidad Javeriana), to protect birdlife in electrical substations through a reusable, low-cost solution. For Enel, innovation means transforming challenges into tangible value.

Our commitment is clear: to anticipate the future and mobilize the energy needed for society to progress sustainably. This Sustainability Report transparently presents our achievements, lessons learned, and next steps in Colombia, Costa Rica, Guatemala, and Panama. I invite you to explore in detail how we transform strategy into impact and how, together with our partners and communities, we will continue building a just, inclusive, and accelerated energy transition.



Signed by
FRANCESCO
BERTOLI
Date: 12/03/2026
15:11:59 CET





CHAPTER 1

About Us

Who We Are and Key Results

Enel Colombia

GRI Disclosures 2-1, 2-2

Enel Colombia is part of the Enel Group, a multinational energy company recognized among the world's leading integrated operators in the electricity and gas sector. The Group operates in **28 countries** across five continents and generates energy through an installed net capacity of approximately **92.9 GW**, of which about **67.9 GW comes from renewable sources**. It also manages a **distribution network spanning more than 1.8 million kilometers**. The Company is committed to electrification, the energy transition, and the sustainable development of the territories in which it operates.



Enel Colombia Shareholding Structure

Shareholders	Common shares with voting rights		Total shareholding structure	
	(%) Ownership Interest	Number of Shares	(%) Ownership Interest	Total number of shares
Grupo Energía Bogotá SA ESP	42,515%	63.311.437	42,515%	63.311.437
Enel Américas SA	57,345%	85.394.808	57,345%	85.394.808
Other Minority Shareholders	0,140%	207.791	0,140%	207.791
	100%	148.914.162	100%	148.914.162



Enel Colombia: Committed to Sustainable Electrification

GRI Disclosure 2-6, IF-EU420a.2

Enel Colombia is committed to the energy transition and views electricity as the primary driver of sustainable development by providing energy that is affordable, clean, reliable, and environmentally responsible, while also contributing to climate change mitigation.

To that end, the Company has been developing renewable energy generation projects based on sources such as solar power. It continues to invest significant effort and resources in expanding, modernizing, and digitalizing its networks, recognizing them as key enablers of the energy transition.

In Colombia, Enel operates **12 hydropower plants, 4 solar parks, and 1 thermal power plant**, located in the departments of Cundinamarca, Huila, Cesar, Magdalena, and Atlántico.

In Central America, it operates **9 hydropower plants and 11 solar generation parks**. In addition, the Company participates as an energy and natural gas retailer, engaging in negotiation processes with producers, marketers, and customers in the non-regulated market.

Enel Colombia is also responsible for providing electricity services to **4,051,113 regulated customer connections** across the residential, commercial, industrial, and institutional segments in Bogotá, Cundinamarca, six municipalities in Boyacá, four municipalities in Tolima, and four municipalities in Meta.

Likewise, in partnership with various stakeholders, the Company has developed a range of initiatives to promote both mass and individual electric mobility, while offering a portfolio of products and services for individuals, businesses, industries, and cities that contribute to their development and quality of life.



Key Dimensions

Workforce Distribution



Economic Performance

Economic Performance

Revenue:
\$16,055,769 million

EBITDA Margin:
45.5% on revenue

EBITDA: \$7,308,714 million



Power Generation – Enel Green Power + Thermal

Colombia

Capacity
4,009 MW*

Power Generation
2025
16,259 GWh

Technology	Capacity – MW/ac	Energy generation 2025 – GWh
Thermal	224	189
Hydro	3.097	14.500
Solar	688	1.571

MWac capacity taken from the XM network operator portal: https://siner-gox.xm.com.co/_layouts/15/WopiFrame.aspx?sourcedoc={-CA2AAC95-83D2-4573-AEB9-42C0CC10780C}&file=Listado_Recursos_Generacion.xlsx&action=default

New Projects: Under Construction

Solar technology	Capacity – MWdc
Guayepo 3 – Testing	267
Atlántico – Construction	256

Net Capacity of Thermal Power Plants:

Termozipa – Cundinamarca (coal): 224 MW

Net Capacity of Hydro Plants:

El Guavio (Cundinamarca)	Paraíso (Cundinamarca)	Limonar (Cundinamarca)
1.250 MW	276 MW	18 MW
El Guavio Menor (Cundinamarca)	Guaca (Cundina- marca)	Darío Valencia (Cundinamarca)
10 MW	324 MW	150 MW
Betania (Huila)	Charquito (Cundinamarca)	Salto II (Cundinamarca)
540 MW	19 MW	35 MW
El Quimbo (Huila)	Tequendama (Cundinamarca)	Laguneta (Cundinamarca)
400 MW	4 Menores (14,2 MW)	18 MW

Net Capacity of Solar Parks:

- Parque solar El Paso (Cesar): 68 MWac
- Parque solar La Loma (Cesar): 150 MWac:
- Parque solar Fundación (Magdalena): 100 MWac
- Parque solar Guayepo I&II (Atlántico): 370 MWac

Capacity of New Solar Parks:

- Parque solar Guayepo 3 (Atlántico):
267 MWdc: Testing
- Parque solar Atlántico (Atlántico): 2
56 MWdc: Under construction



Panama

Capacity
462 MW

Power Generation
2025
2,597 GWh

Net Hydro
Capacity:
300 MW

Net Solar Capacity:
162 MWdc

Guatemala

Capacity
162 MW

Power Generation
2025
539 GWh

Costa Rica

Capacity
81 MW

Power Generation
2025
271 GWh



Distribution – Enel Grids

72 power substations	120 Médium- and low- voltage substations	92,045 Distribution centers
High-voltage grids: 1,362 Km	Medium-Voltage Grids: Overhead: 26,780 Km Underground: 5,173 Km	Low-Voltage Grids: Overhead: 41,409 Km Underground: 3,457 Km
Energy transported 15,489 GWh	Municipalities served 146	Energy sold 9,567 GWh



Participation in Sustainability Initiatives

In Colombia

Initiative	Description
National Association of Public Utilities and Communications Companies (ANDESCO)	A trade association that brings together the leading companies in the water and sewerage, electric power, natural gas, information and communications technologies (ICT), and television sectors. It represents the common interests of its member companies that provide public utility services and promotes their activities both nationally and internationally, fostering the creation of shared value for communities and other stakeholders within the context of sustainability, social and environmental responsibility, equity, and competitiveness. Sustainability-related matters are managed through the following bodies: • Energy Chamber • Sustainability and Communications Chamber
National Business Association of Colombia (ANDI)	A non-profit organization whose objective is to promote and disseminate the political, economic, and social principles of a sound free-enterprise system. It is the most important business association in Colombia. Sustainability-related initiatives and services include: • Comité de arquitectura social • Comité de derechos humanos • Comité Ambiental Mineroenergético • Comité Ambiental Ampliado • Centro Nacional del Agua y la Biodiversidad • Comité de voluntariado • Desarrollo económico y competitividad • Innovación y emprendimiento • Fundación Social ANDI
ASOCARBONO	An organization that seeks to bring together individuals and legal entities in the design and implementation of activities that promote economic, social, environmental, cultural, scientific, technological, and innovation-driven development within the environmental and sustainable development sectors, with a particular focus on strengthening the carbon market and influencing public policy.
WEC – COC	The World Energy Council (WEC) Colombia, under the auspices of the Ministry of Mines and Energy and with the participation of the leading conglomerates, companies, and institutions in Colombia's energy sector, represents the World Energy Council in the country and carries out activities aimed at promoting the development of Colombia's energy sector in accordance with the Council's guidelines. WEC Colombia currently has a network of more than 60 member organizations from the private sector, academia, and government. The Council focuses its activities on addressing the following challenges: • Working toward a globally accepted framework for climate change action • Building a national consensus with a long-term vision that is essential for economic growth and development • Ensuring that clean technologies are commercialized and deployed without barriers or distortions • Promoting regional energy infrastructure planning and policy development to maximize resource complementarity • Promoting universal access to modern forms of energy
Alliance for Integrity	An initiative aimed at fostering best practices in corporate integrity; leveraging a variety of forums and exchange formats on integrity issues with the participation of experts and representatives from the private sector, public sector, civil society, and academia; and sharing and acquiring knowledge to strengthen corporate integrity as well as ethics and compliance capabilities.

Initiative	Description
Clean Air Pact	A dialogue and consensus-building process involving stakeholders concerned with air quality in the Capital District. Based on shared responsibilities and differentiated roles, it seeks to develop and define voluntary commitments that ensure the implementation of the Air Plan (Plan Aire) and other actions aimed at improving air quality. It is a call to action for cleaner air in Bogota. The #UnitedForANewAir Pact (#UnidosPorUnNuevoAire) is an instrument that legitimizes, consolidates, and demonstrates the democratic process of dialogue, consensus-building, and acceptance of shared responsibility and commitments, through the methodology provided by the District Institute for Participation and Community Action (IDPAC), as established in Article 135 of District Agreement 761 of 2020 concerning Collective Action Agreements.
Carbon-Neutral Colombian Electricity Sector Alliance (ASECN)	The Carbon-Neutral Colombian Electricity Sector Alliance (ASECN) represents the electricity sector's clear and strong commitment to addressing the global need for collaborative action to prevent increases in greenhouse gas (GHG) emissions and thereby contribute to reducing the impacts of climate change. This voluntary sector initiative seeks to contribute to Colombia's efforts to mitigate GHG emissions by 2030 and achieve carbon neutrality by 2050.
Ethics and Transparency Collective Action of the Colombian Electricity Sector	A sector-wide initiative that has implemented actions to support compliance with commitments and continuously advance the strengthening of best practices related to anti-corruption, fair competition, and anti-money laundering. Its purpose is to implement leading practices for the sector and mitigate systemic risks arising from ethics and transparency issues for the companies participating in the Collective Action.

In Costa Rica

Iniciativas	Descripción
Business Alliance for Development (AED)	A non-profit organization that promotes the country's sustainability and competitiveness through the advancement of responsible and sustainable business models. AED guides the productive sector in incorporating sustainability principles into business management, reducing negative impacts and maximizing positive impacts on society, the environment, and the economy.
Costa Rican Chamber of Industries (CICR)	A business organization that promotes the sustainable development of the productive sector. It works to strengthen Costa Rican industry, foster its successful performance in the context of globalization, and ensure the continuity of its contribution to national development.

In Guatemala

Iniciativas	Descripción
Guatemalan Chamber of Industry (CIG)	A business organization that promotes the sustainable development of the productive sector. It works to strengthen Guatemalan industry, foster its successful performance in the context of globalization, and ensure the continuity of its contribution to national development.
Cámara Italiana de Guatemala	The Chamber's objective is to strengthen commercial, industrial, and service-sector exchange between Guatemala and Italy by developing projects that promote investment and economic development between the two countries.

Participation in Associations

GRI Disclosure 2-28

As a participant in both the energy and broader economic sectors, Enel Colombia maintains active engagement with its stakeholders by participating in the development of regulatory and policy proposals aimed at managing the impacts associated with the sector and its activities. The following are the associations, trade organizations, networks, and technical bodies of which the Company is a member:

Country	Association or Organization
Colombia	• National Operations Council (CNO) • National Association of Public Utilities and Communications Companies (ANDESCO) • National Business Association of Colombia (ANDI) • Colombian Carbon Market Stakeholders Association (ASOCARBONO) • Human Resources Association of Bogota and Cundinamarca (ACRIP) • Colombian Institute of Tax Law Association (ICDT) • Institute of Internal Auditors Association (AAI) • Colombian Association of Electric Power Distribution Companies (ASOCODIS) • Colombian Chamber of Construction (CAMACOL) • Bogota Chamber of Commerce (CCB) – Energy Cluster • Italian Chamber of Commerce for Colombia • Electric Sector Technological Research and Development Center Corporation (CIDET) • Colombia Inteligente (Smart Colombia) • Commercialization Advisory Committee (CAC) • Transmission Planning Advisory Committee (CAPT) • Colombian Committee of the World Energy Council (WEC Colombia – COCME) • Inspyra • ProBogota Región • Colombian Renewable Energy Association (SER Colombia) • Ethics and Transparency Collective Action of the Colombian Electricity Sector • Association of Latin American Electric Power Distribution Companies (ADELAT) • Colombian Association of Electric Power Generators (ACOLGEN) • Bogota Real Estate Exchange (Lonja de Bogota) • Circular Economy Coalition of Latin America and the Caribbean • Alliance for Integrity
Panama	• Panamanian National Association of Electric Power Generators (ANPAG) • Panamanian Solar Energy Chamber (CAPES) • Operational Committee of the Ministry of Environment (MME)
Guatemala	• Association of Electric Energy Retailers (ASCEE) • Association of Renewable Energy Generators (AGER) • Italian-Guatemalan Chamber of Commerce and Industry
Costa Rica	• Business Alliance for Development (AED) • Costa Rican Chamber of Industries (CICR)

Communications Management

Enel Colombia's communications strategy is aligned with its business strategy and is based on a reputation management model aimed at building positive and sustainable perceptions over time, with the objective of ensuring that the Company is respected, admired, and trusted by its various stakeholders.

Reputation management in 2025 took place in a challenging environment marked by climate-related conditions that posed significant challenges to both power generation and distribution operations. Reservoir levels approached maximum capacity, requiring the opening of spillway gates at several of the Company's hydropower facilities. This situation demanded timely communication efforts focused on preventing impacts on local communities and mitigating risks that could escalate into critical scenarios.

This context was compounded by sector-wide challenges, as several power generation, transmission, and distribution projects across the country experienced delays, putting the reliability of the national electricity system at risk. Likewise, declining natural gas production, the progressive reduction of reserves, and questions regarding the role and actions of energy companies intensified concerns about energy security.

Additionally, stakeholder expectations were identified regarding improvements in the quality of electricity supply in certain municipalities of Cundinamarca, as well as challenges associated with the impersonation of the Company's digital channels.

Against this backdrop, the Company focused on strengthening its role as a responsible and transparent corporate actor by proactively managing critical information, reinforcing dialogue with stakeholders, and coordinating actions that helped preserve and strengthen trust, while consolidating Enel's position as a key player in the energy sector in Colombia and Central America.

Within this context, reputation measurements during the first four-month period of the year showed a sharp recovery from the decline recorded at the end of 2024, increasing from 4.8 to 5.7. This upward trend continued during the second and third four-month periods, reaching 6.5 and 7.5, respectively. These results were achieved through a business approach that emphasized the importance of continuing to work on consistency, transparency, and empathy as key elements in strengthening reputational capital.

The reputation strategy focused on generating value for communities, customers, government authorities, and other stakeholders, while prioritizing communications related to projects aimed at:

1. Developing non-conventional renewable energy sources.
2. Modernizing and digitalizing electrical infrastructure to improve service quality and reliability, while ensuring the ability to meet growing energy demand in Bogota and Cundinamarca.
3. Supporting and working alongside the communities where the Company operates to promote their development.
4. Improving customer satisfaction.
5. Implementing initiatives aimed at environmental protection and conservation.
6. Recruiting new talent throughout the year as a source of employment generation.
7. Developing educational campaigns, such as those focused on digital fraud prevention and electrical safety risks, aimed at protecting individuals and customers.

BRAND MANAGEMENT, ADVERTISING, AND CONTENT STRATEGY

Enel Colombia uses advertising and various communication channels as part of its responsible communications practices, aligned with the criteria of the Enel Group's global communications strategy, which in turn seeks to support the Company's business strategy and business plan. These efforts are aimed at promoting sustainable progress through renewable energy, delivering an increasingly reliable, efficient, and safe energy service, and developing products and services that help improve the quality of life of customers and users, as well as initiatives and projects that generate value for communities. The strategy also seeks to foster a positive culture consistent with Enel's values and principles, taking into account its social and environmental impact and striving to always do the right thing in its relationships with stakeholders. In this regard, respect for human rights is promoted, and consideration is given to the knowledge, experience, and social, cultural, and linguistic characteristics of the audiences to whom communications are directed.

The Company determines its participation in media outlets, events, and sponsorships in a conscious and responsible manner. Content is presented in such a way that it is clearly identifiable as advertising, commercial content, or editorial content, as applicable, while clearly disclosing the sponsoring brand or company.



Advertising Campaigns and Paid Editorial Content

In 2025, advertising initiatives and paid editorial content played a fundamental role in strengthening the brand. Fourteen advertising campaigns and more than 90 paid or value-added editorial placements contributed directly to the objectives of awareness (brand recognition) and consideration (decision-making). Through integrated campaigns, strategic content, and a presence in relevant media outlets, visibility increased and meaningful connections with target audiences were established.

As part of the creative process, actions were implemented to expand reach and engagement, including partnerships with micro-influencers and increased advertising investment on TikTok. This platform demonstrated significant efficiencies compared to other channels within Enel's paid digital media ecosystem.

Among the advertising campaigns, the following stand out:

Brand Moments: The primary objective of this campaign is to contribute to brand positioning and recall by consistently communicating Enel's value proposition and commitment to its customers, accompanying them in their everyday lives. During 2025, the campaign focused geographically on Cundinamarca, and the media plan included advertising on digital platforms such as YouTube, Meta, TikTok, and Programmatic channels, as well as traditional media including radio, outdoor advertising (business network locations), and print media through a differentiated paid-content format in Q'Hubo. The campaign generated 16,493,677 impressions and 15,621 clicks, reaching 2,253,514 individuals within the target audience, representing a 77.2% multimedia reach.

Additionally, under this Brand Moments creative platform, an action plan was deployed to commemorate the anniversary of Cundinamarca and the milestone of reaching four million customers.

Satisfaction Plan: The Satisfaction Plan enabled coordination among different areas of the Company to advance toward a comprehensive customer experience model designed to support customers before, during, and after their interactions with the Organization. Its primary purpose is to improve customer experience and satisfaction.

As part of this project, a comprehensive communications plan was implemented for both internal and external audiences, featuring content across paid, owned, and earned media channels. A clearer, more timely communication framework tailored to customer profiles was established. In addition, a more disruptive and less formal tone was adopted to address the four primary issues of interest to customers: service quality, billing, rates, and customer service (service channels).

Continuous measurement and data analysis made it possible to adapt messages according to the context, customer characteristics, and their specific needs. As a result, customers gained a better understanding of Enel Colombia's activities and became more aware of the Company's role, while also receiving relevant information and solutions to their needs. This contributed to transforming customer perceptions and strengthening trust in the Company.

Communications activities were deployed beginning in January through owned media and social media channels. The advertising campaign was launched during the second half of the year in two phases, supported by a 360-degree media plan that included both traditional and digital advertising, as well as paid editorial content. The campaign generated 34,920,056 impressions and more than 100,000 clicks. It also reached 14,579,738 people, representing an 83% multimedia reach among the target audience.

As part of the Satisfaction Plan, a video featuring employees and a series of digital capsules with influencers were produced and distributed through internal channels and Enel Colombia's social media platforms. Likewise, communications activities were aligned and developed for other initiatives such as the bill redesign project, digital fraud prevention, and Enel Connection.

The comprehensive set of actions implemented by the Company under the Satisfaction Plan enabled both Bogotá and Cundinamarca to close the year with positive Net Promoter Score (NPS) results, a study that measures customer satisfaction levels. The cumulative year-end NPS as of December 2025 reached 20 points, surpassing the target of 15.5 points established for the final quarter of the year.

With regard to the customer digitalization strategy, throughout 2025 the Company developed strategic campaigns focused on promoting the use of digital channels, strengthening customer confidence, and supporting changes in consumer behavior, thereby contributing directly to business objectives.

The **Digital Payments** Campaign drove channel adoption through a primarily digital media strategy. The campaign exceeded its performance objectives, generating 2.6 million clicks and 27.7 million impressions.



These efforts supported business results, contributing to 26.7 million digital payments, which represented 60% of the Company's total payments in 2025, achieving 103% of the annual target.

In 2025, several attempts were made to impersonate customer service digital channels and the online payment button. In response, the Company implemented various measures to prevent and counteract these situations. As a result, during the last quarter of the year, an advertising campaign focused on digital fraud prevention was launched, combining digital media with radio advertising and on-site activations in selected districts of Bogota and municipalities in Cundinamarca. These actions helped amplify preventive messages, strengthen trust in official channels, and promote secure payment habits among customers.

The **B2C Digital Channels** Campaign focused on encouraging the use of digital customer service channels through a 100% digital strategy. The campaign exceeded its targets, generating 847,046 clicks and 61.4 million impressions, further establishing digital channels as a key pillar of customer engagement.

In addition, during 2025, campaigns were implemented for the Electrical Upgrades and Assistance Services product lines. These initiatives contributed to achieving the objectives of the value-added products and services business segment through communication strategies aimed at brand positioning and demand generation.

The **Electrical Upgrades** Campaign was designed to position the category's portfolio and was supported by a media plan focused primarily on digital advertising and radio. As a result, the campaign generated 55,858 leads and 10.2 million impressions, strengthening portfolio visibility.

The **Assistance Services** Campaign (Luz 360, Funeral Assistance, and Portfolio Assistance) focused on product positioning through a media plan that was primarily digital. The campaign generated more than 5,400 leads, 182,000 clicks, and 15.7 million impressions.

Collectively, these campaigns had a positive impact on visibility and demand generation, contributing effectively to the Company's commercial performance.

Finally, with respect to promoting a culture of safe and lawful energy use, the Company disseminated messages focused on the prevention of electrical accidents and raising awareness about the consequences of illegal activities related to the services provided, such as energy theft and infrastructure theft. Direct and effective communication was carried out through a unified corporate message, achieving 15.3 million impressions and 229,537 clicks through digital advertising. The campaign was also supported by radio spots and street activations that enabled direct outreach to customers in the districts and municipalities most affected by these issues. The central figure of the campaign was Walter Amperio, a character introduced through the Company's corporate social media channels to promote educational awareness and public outreach.



To reinforce a culture of lawful energy use and raise awareness about the consequences of energy theft, the **Safe Christmas** campaign was implemented during the final quarter of the year. In addition to the media channels typically used, the Company established a partnership with a radio station to tour neighborhoods with the highest risk of utility fraud using its promotional vehicle (“carro valla”). During these visits, customers participated in traditional Aguinaldos games, learning about the issue in an engaging and interactive way while competing for prizes. This initiative generated more than 19 million impressions, 21,978 clicks, and reached approximately 19,000 people through on-the-ground activations.

In partnership with the same radio station, a second initiative was carried out as part of the Christmas Route (Ruta de la Navidad) program through the campaign “The Best-Lit Block with Candela” (La Cuadra Mejor Iluminada con Candela), which promoted safe holiday decorations and community participation, bringing together more than 200 people at the award ceremony event.

Finally, more than one million informational brochures were distributed through electricity bills, inviting customers to participate in the Christmas Route activities and cultural events held at strategic locations throughout Bogotá.

The consolidated investment made in 2025 for all advertising campaign activities, including both media placement and production costs, amounted to COP 2,893,519,307.

In addition to advertising campaigns, information regarding scheduled modernization, maintenance, replacement, and expansion work on the electrical infrastructure in Bo-

gota and the Sabana region was disseminated through [Publimetro.co](https://publimetro.co), while activities in Cundinamarca were communicated through local radio announcements and mobile loudspeaker broadcasts. In total, more than COP 2.42 billion was invested in these communication efforts, enabling customers to receive timely information about potential temporary service interruptions resulting from work carried out by the Company on the electrical network to improve service quality and reliability.

Other noteworthy initiatives included the radio programs Enel, Heart of Cundinamarca (Enel Corazón de Cundinamarca) and Territory of Light (Territorio de Luz). Seven episodes of the former were broadcast on the Cristalina, Jazmar, Vilmar, Toca (Cundinamarca), and Radio Red (Bogotá) stations, covering topics such as outage reporting and the Company’s work in different areas to keep audiences informed about key issues affecting their communities. Ten episodes of Territory of Light were also aired.

To reach communities and local authorities in the areas where the Company generates electricity through hydropower facilities, the radio programs Enel Corazón were broadcast in the El Guavio, Huila, and Bogotá River regions, while Territorio de Luz targeted the areas of influence surrounding the Guayepo III and Atlántico solar parks. During 2025, a total of 25 episodes were aired with the objective of informing audiences about project progress and highlighting Enel Colombia’s contribution to the social, environmental, and economic development of local communities through shared-value programs and partnerships with communities, municipal governments, and community action boards for the implementation of projects that improve quality of life.



Paid media formats such as the aforementioned radio programs, podcasts, and digital and print advertorials, which are used to communicate content from a more organic perspective than traditional advertising, are classified as paid editorial content. These formats make it possible to disseminate strategic topics for the Organization, particularly those related to the reputation dimensions of offering and citizenship, through themes such as the energy transition, flexible and resilient networks, environmental and social sustainability, and customer loyalty through integrated offerings. In 2025, a total of 88 paid editorial content pieces were produced and distributed as follows:

Product	Topic	Reputation Dimensions
10 episodes of the “Territory of Light” radio program	Focused on promoting solar energy through the development of new generation parks, while also highlighting the social and environmental impact of these projects within their areas of influence.	• Citizenship • Offering • Innovation • Leadership
15 episodes of the “Enel, The Heart” radio program	Focused on improving the territories where Enel operates, addressing topics related to the rainy season and power outage reporting. The program also highlighted the Company’s contributions to communities located near hydropower generation facilities.	• Citizenship • Offering
38 digital and print content pieces	Designed to promote key topics related to sustainability, the energy transition in both distribution and generation activities, and the Company’s integrated customer offering to foster customer loyalty.	• Citizenship • Offering
2 television specials	One focused on providing an educational explanation of service quality issues, while the other highlighted the contribution of both the Company and renewable energy sources to advancing the country’s sustainability.	• Citizenship • Offering • Leadership
10 ninety-second segments on RCN Radio	Focused on highlighting the shared value generated through the Company’s contributions in social, environmental, and business-related areas.	• Citizenship
1 email campaign	Focused on generating high-quality leads through the database of a specialized media outlet serving the energy trading business.	• Citizenship • Offering • Leadership
12 social media videos	Designed to explain why scheduled maintenance work is necessary and how customers can prepare for it.	• Offering

Additionally, as part of its advertising management efforts, the Company utilized 40 radio spots aimed at communicating the contributions of the Bogota River Basin (Cadena Río Bogota) to local communities, as well as eight radio spots designed to inform the public about the opening of spillway gates at the El Guavio Hydropower Plant. These initiatives represented an investment of COP 156,878,947. Furthermore, the Company received eight bonus radio spots from the Cristalina radio station, representing an optimization value of COP 8,824,000. These spots were used to promote topics such as the prevention of power outages, fraud prevention, pet-related accidents, safe kite flying, and energy conservation. Lastly, Enel obtained three additional bonus placements through negotiations with [Publimetro.co](https://publimetro.co), which enabled the Company to take over the homepage of the media outlet’s website. This represented an optimization value of COP 192.780 million.

The media selection strategy sought to achieve nationwide reach among both mass-market and business audiences, while also leveraging local and regional media outlets to connect with populations and communities located within the Company’s areas of influence in Cundinamarca, the Colombian Caribbean region, El Guavio, Huila, and the Bogota River Basin. The investment in paid content for Colombia and Central America amounted to COP 246,073,796 and USD 9,756.

In addition, 18 editions of the Enel Corazón newsletter were distributed in the Guavio, Bogota River, and Huila regions, along with 48 editions of the Territorio de Luz newsletter, focused on highlighting progress and key milestones related to the solar parks under construction. These communications were shared with communities located within the areas of influence of hydropower facilities and solar projects through WhatsApp, the Enel website, and community information boards.

Sponsorships, Public Events, and Engagement Activities

The Company continued to strengthen its positioning through sponsorships identified as strategically relevant in Colombia and Central America. In 2025, Enel participated in major energy-sector events that provided strong brand visibility and reinforced its leadership as a distinguished industry player and a credible voice promoting topics that resonate strongly with event audiences, including the energy transition, energy security, innovation, and sustainability.

During 2025, the Company participated in 36 sponsorships: 21 in Colombia, 9 in Panama, and 6 in Guatemala, reaching 330,323 people. This figure was made possible through participation in large-scale venues such as Movistar Arena, Simón Bolívar Park, and Corferias in Bogotá.

Participation in these spaces is intended to maintain the Company's leadership position, strengthen engagement with stakeholders, and create commercial and relationship-building opportunities. The principal topics addressed at sponsored events included: Education re-

garding the energy value chain, digital customer service channels, quality of electricity supply, how to identify and report electrical faults in the network, electrical safety and accident prevention, investments in grid modernization, sustainability strategy and the sustainable development of local communities, and the Company's portfolio of products and services for different customer segments.

One sponsorship of particular significance was the Enel X Night Race, the only nighttime road race in Colombia officially sanctioned by the country's Athletics Federation. The event has been sponsored by Enel for the fifth consecutive year, and in 2025 it recorded growth in participation, attracting a total of 11,000 runners who enjoyed the nighttime event. As the main sponsor, the Company maintained a strong brand presence across the event's various communication channels, both during promotional and outreach activities leading up to the race and throughout race day itself. Through this sporting event, the Company seeks to highlight how efficient public lighting enables the enjoyment of urban spaces, while also showcasing the investments made in the electrical network to support the development of critical electrical infrastructure.



Another sponsorship worth highlighting was Enel Colombia's participation in the 8th Latin American Renewable Energy Conference and Trade Fair, the most important renewable energy event in Colombia, held in the city of Barranquilla. Enel Colombia has served as the event's main sponsor for the past five years. The event is organized by SER Colombia, the renewable energy trade association, together with two organizations from the energy sector: WEC Colombia and FISE, which promote the development of the sector toward the energy transition while contributing to innovation and sustainability in the country. The sponsorship included prominent visibility for Enel Green Power as the event's principal brand, as well as an exhibition booth where attendees could learn about the Company's solar projects, their contribution to the country's clean energy generation, and their role in diversifying the energy matrix. In addition, visitors were invited to learn about the sustainability initiatives and investments being carried out in the areas of influence surrounding each project under construction or in operation, demonstrating Enel's commitment to building a better future through sustainable energy.

This year, the Government of Cundinamarca organized Cundinamarca Fest, an event that brings together all municipalities within the department to showcase their strengths and unique attributes. The festival attracted 140,000 attendees, who enjoyed a wide range of gastronomic, cultural, entertainment, and sporting activities. Enel participated through a sponsorship that provided

brand visibility across various communication platforms before and during the festival, reinforcing its commitment to the development of the department. The Company also hosted a booth at the event, where a variety of interactive activities were conducted to explain: how the energy value chain operates; the construction and development of electrical infrastructure and its importance in providing a more stable, reliable, and safe service; the importance of using energy safely, legally, and efficiently; and the Company's digital customer service channels.

Another significant sponsorship was Biz Fest, a festival that brought together nearly 14,000 high school and university students from the Department of Cundinamarca and the city of Bogota. The event, characterized by a dynamic and energetic atmosphere, was aimed at young people seeking professional and entrepreneurial development opportunities. Through its participation, Enel Colombia sought to strengthen its positioning as a company where young professionals can grow both professionally and personally. Through a partnership with Global Gateway, the European Union's investment and international cooperation strategy, Enel organized a series of activities that enabled young participants to gain a close-up view of the country's progress in clean energy and the Company's contribution through the development of various projects.

Throughout the year, employees of Enel Colombia and Central America participated as attendees or speakers in 220 events. This active presence in academic, technical, and industry forums reinforced the Company's position as one of the leading references in the energy sector. The Company's frequent participation in specialized academic agendas enabled Enel to share its vision and expertise through presentations and expert panels on strategic topics such as the energy transition, energy security, renewable energy development, and social, environmental, and business sustainability.

Participation in sponsorships and public events enabled Enel Colombia to reaffirm its commitment to the development and growth of the countries in which it operates through the diversification of the energy matrix and the delivery of reliable and safe energy that supports the energy transition across the regions. These efforts also contribute to the sustainable development of local communities through the implementation of projects that foster sector growth while generating shared value for the Company's various stakeholders.



As part of its own engagement initiatives, the Company organized 78 events and activations, including 59 in Colombia and 19 in Central America, with the objective of strengthening the dissemination of relevant topics and fostering engagement with various stakeholder groups. These initiatives reached more than 14,600 people.

Among the most noteworthy activities of the year was the second edition of the Enel Ride (Rodada Enel), aimed at corporate customers in the non-regulated market who are passionate about cycling. The purpose of this event was to strengthen the Company's commercial relationships in Colombia by taking participants outside the traditional business environment and engaging them through a shared sporting experience.

Likewise, as part of the customer loyalty strategy, additional educational events were held through Energy Efficiency Seminars in Medellín, Cali, and Bogota for customers in the non-regulated market.

The Company also hosted the Enel Energy Fest in Colombia, Panama, and Guatemala, a space designed to strengthen relationships with customers and facilitate interaction among participants through close and personalized engagement. In Colombia, one of the featured speakers was Luis Fernando Mejía, Director of Fedesarrollo, who discussed the economic outlook for 2026, presenting relevant data on the Colombian economy and its impact on the energy industry. One of the main objectives of the event was to reinforce the Company's image as a strategic partner for businesses.



Additionally, in Panama and Guatemala, the Energy Explorers (Exploradores con Energía) program was implemented, through which customers from both countries were invited to visit Company generation facilities and sustainability projects. In Panama, seven customers were invited to visit the Fortuna Hydropower Plant in the Province of Chiriquí, considered the most important hydropower facility in the country, where they learned firsthand about plant operations from Company experts. In Guatemala, five customers were invited to learn about the operation of the El Canadá Power Plant and the solid waste collection and transformation project led from that facility. These experiences helped strengthen commercial relationships with customers while also raising awareness about the importance of continuing to promote renewable energy and sustainability throughout Central America.

In Guatemala, one of the region's most representative events was also held: the Regional Energy Trading – El Salvador conference. The objective of this event was to discuss the challenges, opportunities, and best practices of the Regional Electricity Market (MER). It brought together more than 35 representatives from renewable energy trading companies in El Salvador, officials from the Energy Secretariats of Panama and Guatemala, representatives from the National Dispatch Center based in Panama, and the Regional Electrical Interconnection Commission headquartered in Guatemala.

From the energy distribution business, a key highlight was the inauguration of the Tren de Occidente Substation, carried out jointly with the Government of Cundinamarca and RegioTram. The event brought together various stakeholders, including mayors and municipal ombudsmen from the region, to celebrate this milestone, which enables electric mobility in Bogota and Cundinamarca and contributes to improving the quality of life of millions of citizens.

As part of the Enel Connection project, which seeks to provide electricity under special conditions to selected developments in northern Bogota, various communication and stakeholder engagement initiatives were carried out to strengthen relationships with business customers and real estate developers. One such initiative was a partnership with FEDELONJAS, the national real estate association, aimed at providing educational information on procedures that customers are required to complete with Enel, while also promoting the Company's commercial products and services. The partnership included the publication of two articles in Horizonte Inmobiliario magazine, the distribution of three newsletters to segmented

databases, participation in an educational module within the training program for condominium and homeowners' association managers, and sponsorship of the Real Estate Congress.

Likewise, as part of the stakeholder engagement strategy aimed at customers in the B2BG segment, initiatives were developed to strengthen strategic relationships and generate business opportunities. Among the main activities were the Lighting Showroom, VIP Candlelight customer experiences, and the solar experience at Corona's plant in Sopó, which provided technical and immersive environments for participants. These initiatives contributed to the generation of qualified leads and strengthened Enel's positioning as a strategic partner in lighting solutions, efficiency, and the energy transition for businesses.

The generation business, through the Enel Green Power brand, further established itself as a benchmark for value creation in the territories where it operates, thanks to milestones that reflect the Group's commitment to sustainability and the energy transition. Among these were two highly significant events: the visit of the Minister of Mines and Energy to the Guayepo III Solar Park, which highlighted Enel Colombia's leadership in the energy transition, and the Tropical Dry Forest event, which promoted the conservation of strategic ecosystems and collaborative efforts with local communities to protect this important natural heritage of the country.

Owned Media and Digital Strategy

In 2025, the digital strategy of Enel Colombia and Central America focused on strengthening the Company's digital ecosystem across both the corporate brand and Enel X, with the objective of building closer relationships with audiences by humanizing both language and content.

To this end, content was developed to showcase the progress of renewable energy projects, the modernization of electrical infrastructure, and the social and environmental impacts generated in the areas where the Company operates, while also increasing visibility of its portfolio of services for individuals, businesses, and government entities.

The challenge was to communicate initiatives and milestones in a consistent and human-centered manner, seeking to create an emotional connection with audiences. As a result, content related to milestones such as the celebration of the four-millionth customer, the Enel X Night Race, and the illumination of Bogota during the Christmas season became significant drivers of engagement and interaction across the Company's owned channels.



Additionally, with the aim of creating stronger connections with audiences, a video capsule initiative was launched featuring two characters, “Vero Voltio & Walter Amperio,” who were used to educate audiences on key topics related to energy distribution and retailing. Using a friendly tone and an edutainment approach that combines education and entertainment as its central narrative framework, the initiative helped make complex topics more accessible and easier to understand.

Furthermore, the 2025 digital communications strategy prioritized short, simple, audiovisual content featuring authentic, non-curated imagery and engaging formats. In some cases, influencers were incorporated to enhance audience engagement and improve the overall content consumption experience across Enel Colombia’s digital channels.

It is important to highlight that the Company’s website (www.enel.com.co) became established as a central information hub, recording 24,883,601 total visits, representing a 6% decrease compared to the previous year. The site also registered 9,254,083 unique visits, reflecting a 7% decrease. This decline was attributed to the impact of artificial intelligence integration into search engines such as Google, as well as changes in access to the PSE payment button for electricity bill payments, which was migrated to the private customer area for cybersecurity reasons. As a result, it became necessary to conduct customer education efforts through various channels to explain the new process.

The most visited pages were the private customer area, payment button, Express Bill, homepage, and digital payment methods pages. The average time spent per website visit was 7.09 minutes, an indicator that reflects a more defined search intent, increased consumption of transactional content, and a more mature website that serves as a genuine source of information and reference for users.



Social Media and Digital Presence

Website	Enel Colombia
Average Time on Site	7:09 minutes
Unique Visitors	9,254,093
Total Visits	24,883,601
LinkedIn Enel Colombia	
Posts	360
Followers	126,671
Impressions	1,832,865
Interactions	199,987
Facebook Enel Colombia	
Posts	489
Followers	39,470
Reach	22,820,958
Interactions	317,712
X Enel Colombia	
Posts	458
Followers	57,680
Reach	470,039
Interactions	12,840
YouTube Enel Colombia	
Posts	114
Subscribers	22,724
Video Views	2,774,298
Instagram Enel Colombia	
Posts	763
Followers	21,782
Reach	6,713,528
Interactions	4,331



Website Enel X	Enel Colombia
Average Time on Site	2:18 minutes
Unique Visitors	245,072
Total Visits	309,491
LinkedIn Enel X	
Posts	222
Followers	7,731
Impressions	359,522
Interactions	19,885
Facebook Enel X	
Posts	282
Followers	3,696
Reach	1,987,100
Interactions	2,468
Instagram Enel X	
Posts	480
Followers	7,713
Reach	2,895,945
Interactions	33,553

Media Relations Management

The year 2025 was a challenging one for Enel Colombia and the country's energy sector, which remained highly dynamic as it navigated a variety of developments throughout the year. Within this context, and with the objective of providing firsthand information to the public, more than 120 informational and educational content pieces were managed through media relations and free press initiatives, contributing to the goal of maintaining the Company's reputation levels among its stakeholders. In this regard, the media served as an important channel for communicating progress in the energy transition, improvements in the quality and reliability of electricity service, and the Company's contribution to the sustainable development of local communities.

Out of a total of 3,641 publications related to the Company, free press activities generated 1,053 media mentions, representing approximately 506,665,286 impressions and a return on investment of COP 11,586,852,866. Likewise, the Company effectively managed and mitigated a range of critical situations, including road blockades and transportation disruptions affecting equipment deliveries, particularly in the Guavio region; electricity service interruptions; community-related issues; and high-profile incidents such as the impersonation of the PSE payment button on the Enel Colombia website, a matter of particular concern for electricity customers in Bogotá and Cundinamarca.

Within the corporate context, notable coverage focused on the social, economic, and environmental contributions made by Enel through its sustainability and environmental strategy in its areas of influence. Likewise, media attention was given to the Company's internship recruitment initiatives and financial results, generating a total of 183 media mentions on these topics.

With regard to energy generation and the Enel Green Power business line, 434 media publications were generated, highlighting the milestones achieved by the Guayepo III Solar Park and its contribution to the energy transition, as well as the strategic modernization and maintenance activities carried out at the El Guavio, Paraíso, and Guaca hydropower plants. Likewise, due to the intense rainy season and rising reservoir levels, information related to spillway gate operations was of great importance to local communities, both in Huila and Cundinamarca.

Regarding the Enel Grids business line, focused on energy distribution and retailing, more than 352 publications appeared in national media outlets, highlighting the expansion and modernization of infrastructure aimed at improving the quality and reliability of electricity service in Bogota and Cundinamarca. In this regard, the media emphasized topics such as the opening of new satellite offices, the modernization and upgrading of electrical networks, the execution of high-impact projects, rural electrification initiatives in Cundinamarca,

the timely response to emergencies, and the commissioning of 13 projects under the Bogota-Region 2030 Expansion Plan (including new substations such as the Tren de Occidente Substation, as well as progress on the Montevideo and Porvenir substations, which will enable strategic projects such as the Bogota Metro and the RegioTram de Occidente).

Additionally, in the context of the rainy season, content was generated regarding the actions undertaken to minimize impacts and respond effectively to emergencies. Similarly, the Company communicated its response to the earthquake in Paratebuena, Cundinamarca, where Enel deployed a specialized team that successfully restored service in a timely manner during this emergency.

As for the Enel Commercial business line, the publication of 84 media articles resulting from media relations efforts helped position the race formerly known as the Enel X Night Race 10K, sponsored by the Company, as one of the country's most important nighttime athletic events. The media also amplified Enel's contribution to electric mobility through coverage of the launch of a fast-charging electric vehicle station, developed in partnership with Autogermana and Unicentro Shopping Center. In addition, media coverage supported the invitation to residents and visitors of Bogota to participate in the Christmas Route (Ruta de la Navidad), the holiday lighting tour installed throughout the city in partnership with Grupo Energía Bogota.



Media Relations Management in Central America

In Panama and Guatemala, eight press releases were issued, generating 94 media publications with a free press value of USD 138,000 and a reach of 221,644,051 people. Notable media coverage was achieved for key topics such as shared-value programs, including Weaving Dreams with Energy (Tejiendo Sueños con Energía), the Company's contribution to women's empowerment, and the delivery of a water purification system in Guatemala. Likewise, media coverage highlighted maintenance activities and the use of robotic technology at the Fortuna Power Plant, the largest power generation facility in Panama, as well as the delivery of I-REC certificates to customers in both countries.

Crisis Management

As part of Enel Colombia's reputation management model, preventive plans are developed to address potential critical situations, along with crisis management processes designed to mitigate possible negative impacts. This model focuses on identifying, monitoring, and addressing critical and sensitive scenarios that arise throughout the year. Appropriate mapping of reputational risks enables Enel Colombia to prepare in advance and activate dedicated response teams in a timely manner to address critical situations that may affect the Company's reputation and good standing. The management of critical events is carried out in a coordinated manner among the business lines and staff areas, including support from the Communications and Security teams and, in some cases, from General Management. To this end, the Company employs various internal monitoring tools, along with continuous monitoring of media outlets and social media platforms.

As part of the actions undertaken in 2025, a number of adverse situations were addressed in accordance with the Company's Critical Event Management Policy. Among the principal critical situations managed were road blockades and demonstrations affecting access routes within the operational area of the El Guavio Hydropower Plant prior to intake maintenance activities; the rainy season, which caused increased water flows in the watersheds of the El Quimbo, Betania, and El Guavio hydropower plants, requiring spillway gate openings; and communications management related to the impersonation of Enel Colombia's PSE payment button, aimed at warning customers about the fraud and mitigating any potential reputational im-

pacts. In each of these critical situations, the designated crisis response teams were activated, information management processes were implemented, and communications were disseminated to the media and other stakeholders through statements, press releases, radio spots, brochures, informational bulletins, and interviews. Support was also provided for community engagement activities, while ongoing monitoring was conducted to address the concerns and information needs of stakeholders affected by the events in question.

In addition, as part of its preventive planning efforts, the Company developed a communications plan related to the rainy season that targeted both internal and external audiences. This plan enabled the situation to be addressed from multiple stages and perspectives, including public education, operational response, and the management of any potential crisis arising from this weather-related event.

Internal Communications

In 2025, the Internal Communications team strengthened employee engagement with Enel Colombia & Central America's strategy, culture, and sustainability initiatives by promoting communication that was close, transparent, and aligned with business priorities.

Organizational alignment was driven through the Building Together initiative, which communicated the 2025 strategy through events and internal content. As part of this effort, the 2025 Strategy Kickoff event brought together 196 in-person attendees and 1,638 virtual participants, establishing itself as a key forum for communicating priorities, objectives, and values. Complementing this effort, the strategic content calendar generated 8,408 views, reinforcing awareness of the year's priority projects.



On the other hand, direct engagement with senior management was also one of the priorities. To this end, three editions of In Touch with the CEO were held, creating a space for connection that was attended virtually by a total of 4,653 participants, facilitating open dialogue about the Company's reality and priorities. In addition, eight Coffee with the CEO sessions were conducted with Francesco Bertoli. These meetings helped strengthen trust, foster closer relationships, and provide clarity regarding questions and concerns between senior management and employees.

Internal communications also played a key role in managing organizational change. Under the slogan **"Together We Move Forward"** (Juntos nos Movemos), communications efforts supported transformation processes within Enel Grids, Energy and Commodity Management, and Enel Commercial, helping provide clarity regarding organizational changes, employee concerns, and new structures. The related content generated 2,836 views, while total participation in associated events reached 2,909 people.

Among the most notable internal campaigns and corporate events was **#TalentsThatShine (#TalentosQueBrillan)**, which promoted the employer brand and positioned Enel as an attractive place to work. The campaign achieved

8,040 views and 360 interactions, strengthening employee pride and recognition of internal talent. Also noteworthy were **Enel Fest, Ethics Week, and Innovability Day**, events and campaigns that brought together more than 900 participants and generated more than 3,000 content views. Among the initiatives created to promote commitment to communities and sustainability were the **Weaving Dreams with Energy** (Tejiendo Sueños con Energía) and **Adopt an Angel** (Adopta un Angelito) campaigns, which achieved the participation of 1,109 volunteers from Colombia, Guatemala, Panama, and Costa Rica. Participation included either the donation of clothing or uniforms for the assembly of school kits to be distributed in 2026, or the sponsorship of children, older adults, and persons with disabilities during the Christmas season.

Internal communication channels continued to be essential for maintaining connections among employees and reinforcing the Company's purpose. During the year, the *Entérate* newsletter published 136 editions, while 728 articles were posted on the intranet, generating more than 167,000 views. In addition, 26 internal campaigns and communication plans were implemented, along with 25 events and 38 content pieces related to special observances and commemorative dates, further establishing internal communications as a strategic enabler for achieving the objectives of Enel Colombia & Central America.





CHAPTER 2

Our Sustainable Progress

Sustainability Governance

Commitment to Sustainability

GRI 2-12, 2-13, 2-14 TCFD-Governance

Enel Colombia's Corporate Governance Code is intended to establish the policies and practices that must govern the Company's actions with respect to sound corporate governance, particularly those related to its stakeholders (shareholders, investors, customers, suppliers, employees and their families, communities, competitors, trade associations, regulatory bodies, oversight and supervisory authorities, and the State), the management of its affairs, and the disclosure of information relating to its business, thereby ensuring stakeholder confidence in the Company's management.

In this regard, Enel Colombia has defined its governance structure based on the most demanding international best practices, which constitute the foundation of its decision-making processes and operations throughout the value chain, in order to ensure that sustainability matters are duly considered. The functions of each governing body are outlined below.

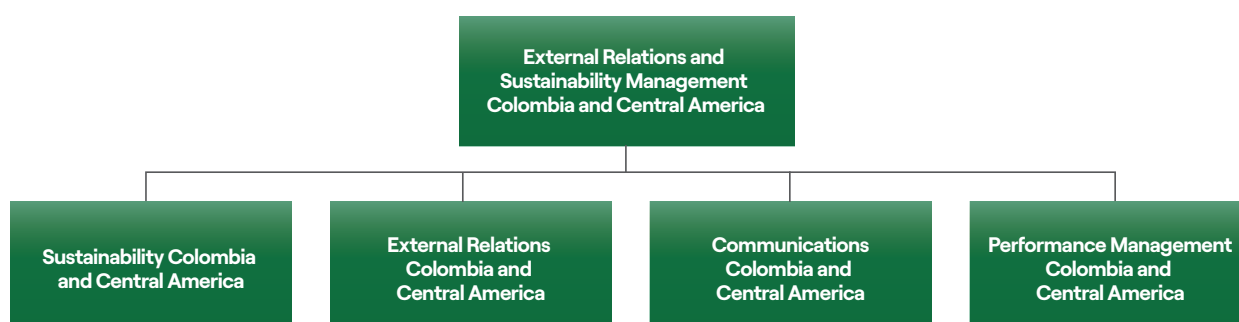
- **Board of Directors:** Approves the Industrial Plan, which contains the Company's strategic plan; exercises oversight and control over its implementation; and safeguards the interests of those who provide capital and assume business risk, ensuring that management results in the maximization of returns on capital invested by shareholders and investors, as well as in the social and economic development of the communities in which the Company operates, with the utmost respect for the environment. Additionally, the Board of Directors ensures compliance with the law, the corporate bylaws, the resolutions of the General Shareholders' Meeting, the Corporate Governance Code, and the commitments undertaken by the Company in furtherance of its

corporate purpose. The specific functions of the Board of Directors are established in the corporate bylaws and applicable law. The Board of Directors also promotes the fair treatment and proper engagement of stakeholders.

- **Board Committees:** As part of the Company's internal control mechanisms, the corporate bylaws provide for the establishment of the Audit Committee and the Corporate Governance Committee as tools to support the work of the Board of Directors. In all cases, these committees are composed of the same members who serve on the Board of Directors.
- **CEO:** It is important to note that the CEO must act in good faith, with loyalty, and with the diligence of a prudent businessperson. Furthermore, all actions must be carried out in the best interests of the Company, while taking into account the interests of its shareholders. Likewise, in the performance of his duties, the CEO must:
 - Make every effort necessary to ensure the proper fulfillment of the Company's corporate purpose.
 - Ensure strict compliance with legal and bylaw provisions.
 - Ensure that the statutory auditor is able to properly perform the functions entrusted to it.
 - Safeguard and protect commercial and industrial confidentiality.
 - Refrain from making improper use of privileged information.
 - Provide equitable treatment to all shareholders and respect the exercise of their inspection rights.
 - Refrain from participating, directly or indirectly, in his own interest or in the interest of third parties, in activities that compete with the Company or in transactions involving conflicts of interest.

External Relations and Sustainability Management – Colombia and Central America

The Sustainability unit within the External Relations and Sustainability Management department for Colombia and Central America is responsible for managing all sustainability-related activities, following the guidelines established by the Enel Group. In addition, the business indicators used to measure Environmental, Social, and Governance (ESG) performance are defined in accordance with the three-year Sustainability Plan, which is updated annually, taking into consideration business objectives and targets focused on the energy transition to achieve net-zero emissions and address the challenges of electrification.



Governance and Control

In order to strengthen governance and oversight of the various initiatives developed by the Sustainability unit, the **Sustainability Projects Committee for Colombia and Central America** has been established and is composed of the following functions/business units:

- Country Manager (and/or his or her delegate).
- First-level managers (and/or their delegates) whose areas are most directly involved in or impacted by social projects.
- In addition, if they are not already included among the first-level managers, the following participants must be added: Sustainability Manager, Procurement Manager, and Security Manager.

At least once a year, the Sustainability Unit must convene the Sustainability Projects Committee (either in a single meeting or through separate meetings), which will be responsible for:

- Approving the Project Guidelines Plan for the following year.
- Monitoring alignment and consistency between the Project Guidelines Plan and the projects implemented through a Project Portfolio.

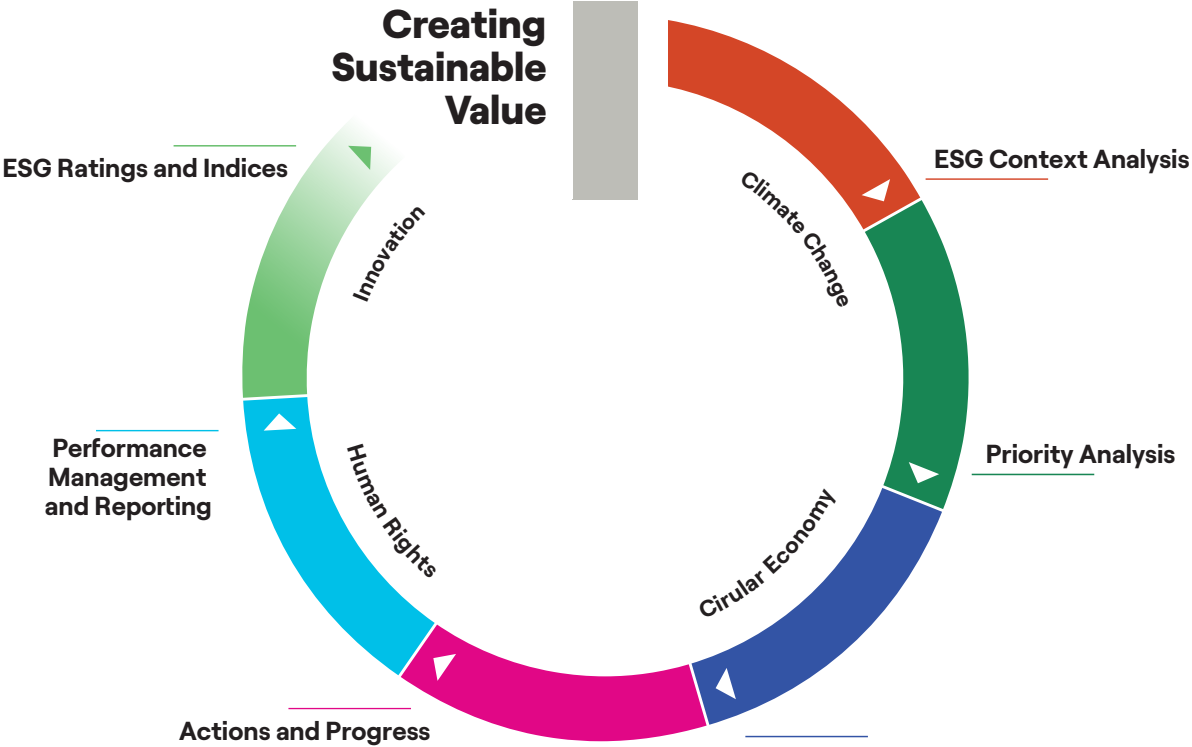
The generation of value for all stakeholders is achieved through a process that considers the analysis of the environmental, social, and governance context, while stakeholder prioritization is determined through the materiality assessment process.

In addition, through the double materiality process, impacts, risks, and opportunities that affect or may affect the Company in the short, medium, and long term are identified. These elements are reflected in the Sustainability Plan, as well as in the projects and actions that comprise it.

The results obtained each year are reported in the Integrated Report, the Sustainability Report, and in the public information related to the Company's ESG performance. Feedback from stakeholders who analyze or assess Enel Colombia's ESG performance constitutes the inputs and areas of focus considered in the development of the new Sustainability Plan.

This is therefore a continuous improvement process, driven by stakeholders and supported by the development of a network of institutions and organizations with which Enel Colombia works. Likewise, it leverages circular economy principles and innovation as growth accelerators and recognizes human rights as a fundamental condition for the sustainability of its business.

This continuous improvement process is aimed at ensuring that the Company becomes increasingly competitive in its ability to mitigate environmental, social, and economic risks while simultaneously creating sustainable long-term value for its shareholders and all stakeholders with whom it interacts.





Responsible Investment

Policy

Enel Colombia's business model is focused on sustainable progress. Accordingly, all investments are monitored through key performance indicators, such as the ESG context defined in the 2024–2026 Sustainability Plan, sustainability governance and organization, the role of sustainable finance, and positioning in ESG ratings and indices.

Stakeholders

Within the ESG context, risks and opportunities are also identified. To this end, the Company follows the guidelines established by the Internal Control and Risk Management System (ICRMS), which sets forth the guidelines, standards, procedures, systems, and other measures for the identification, analysis, assessment, treatment, and communication of risks associated with environmental, social, and governance matters. These guidelines are approved by the Board of Directors of Enel S.p.A., with the support of the Control and Risk Committee, which also assists the Board in its assessments and decision-making processes.

In addition, during project development, relevant stakeholders within the territory are identified in order to work collaboratively, providing information and identifying op-

portunities for the territory that are expected to be implemented during the construction and operational phases of the projects.

Actions

The actions undertaken to implement these policies are contained in the 2025–2027 Three-Year Sustainability Plan, which includes the following aspects:

- The analysis of the environmental, social, and governance context within which the Company's operations are carried out.
- The results of the double materiality assessment, through which the Impacts, Risks, and Opportunities relevant to the Company's sustainable management are identified.
- The actions undertaken under previous Sustainability Plans and the results achieved through a process of continuous improvement.
- The actions and projects carried out with communities located within the areas of influence under the Shared Value Creation model.
- The Company's environmental, social, and economic results and performance, as documented in its annual reports.
- The Enel Group's leadership in Environmental, Social, and Governance (ESG) ratings and international networks.
- The provision of information regarding the various stages of project development.

Stakeholder Priorities and Engagement

Strategic Stakeholder Engagement

GRI 2-9

Enel Colombia identifies its stakeholders as those individuals, groups, or organizations that are directly or indirectly connected to its activities and operations at the national, regional, and local levels.

Enel promotes continuous, active, and open dialogue with its stakeholders through both direct and indirect listening and engagement initiatives, with the aim of understanding their perspectives on sustainability matters, their expectations, and any feedback they may provide, as well as evaluating actions, projects, and improvement processes to be implemented.

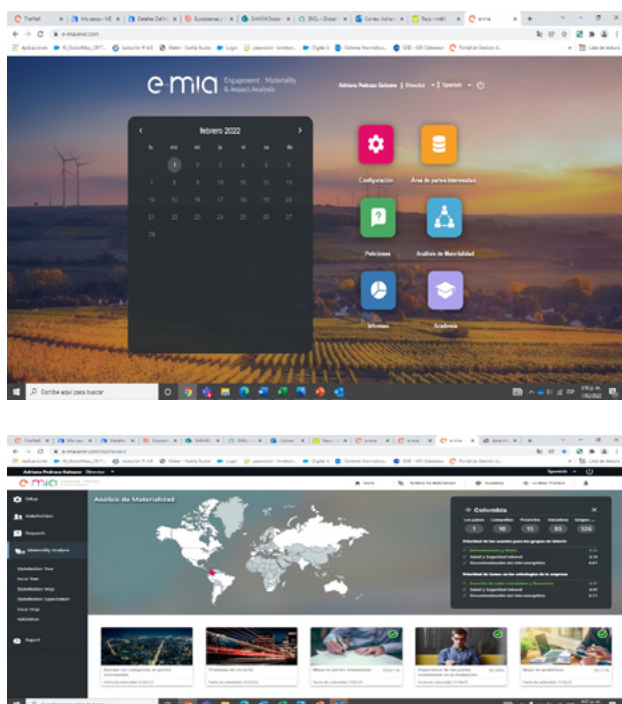
Relevant stakeholder categories have been mapped and defined within the framework of the double materiality assessment process.

Among the engagement activities carried out, particular emphasis is placed on relationships with the principal representative associations and trade organizations, including those representing Enel's workforce, consumers, and the communities in which Enel operates; customer satisfaction surveys and channels for handling commercial complaints; sustainability rating agency questionnaires and relationships with analysts and investors; institutional relations at both the national and local levels; as well as media monitoring and public opinion surveys. These initiatives are conducted within the framework of the

Company's corporate processes in order to ensure that the expectations and requests of the various stakeholder groups with which the Company interacts are duly considered in business processes, thereby supporting growth and value creation throughout the value chain.

Likewise, the Group takes stakeholders' perspectives into account during the materiality assessment process for the identification and evaluation of Impacts, Risks, and Opportunities (IROs), as well as in the human rights due diligence process to identify potential adverse impacts and define the corresponding action plans. **(For further information, please refer to the Human Rights chapter).**

Furthermore, for the management of stakeholder interests and engagement, stakeholder groups are evaluated in terms of influence, dependency, and tension; in turn, stakeholders assess various topics in terms of priority and satisfaction (stakeholder expectations phase), and likelihood and significance (IRO assessment phase). This evaluation is carried out through the e-mia digital platform (<https://e-mia.enel.com>), which is shared across all Enel Group companies. The results enable the Company to define engagement strategies and communication channels for each stakeholder group, as well as to update the Sustainability Plan and identify relevant topics to be included in the Sustainability Report.



Identified Stakeholders

As part of the activities carried out within the double materiality assessment process, the Sustainability Management Department, following the guidelines established by the Enel Group, conducts an annual review of the stakeholder groups applicable to the Company. In 2025, the following stakeholder groups were identified. For each of them, a description of up to three hierarchical levels is developed and recorded in the e-mia platform.



CUSTOMERS

- Consumer associations
- End customers in the products and services market
- End customers in the electricity market
- End customers in the gas market
- Potential customers

SUPPLIERS AND CONTRACTORS

- Contractors
- Subcontractors
- Goods suppliers
- Service suppliers

BUSINESS COMMUNITY

- Companies
- Competitors and peers
- Labor unions
- Trade and professional associations
- Business associations
- Actors from different markets

ENEMPLOYEES

- Employees
- Union representatives

CIVIL SOCIETY AND LOCAL AND GLOBAL COMMUNITIES

- Citizens / public opinion
- Educational and research institutions
- Foundations and voluntary associations
- NGOs and stakeholder groups
- Sustainable development networks
- Opinion leaders
- Religious institutions

FINANCIAL COMMUNITY

- Rating agencies and analysts
- Investors and shareholders
- Financial institutions and government bodies

INSTITUTIONS

- Authorities and regulatory bodies
- Government institutions
- Law enforcement agencies
- Political parties

MEDIA

- Traditional media
- Digital and social media



Communication Channels

GRI 2-9

Stakeholder engagement strategies are designed to understand stakeholder expectations, address their requests, and manage them efficiently through specialized communication channels tailored to each stakeholder group. Through these channels, ongoing communication is maintained with operational areas to address matters of mutual interest related to their activities.

Relevance

PARAMETERS:

Dependency: importance of the relationship for the stakeholders

Influence: importance of the relationship for the Organization

Urgency: time dimension of the relationship

	Channels and types of communication and participation	Average participation frequency by channel / type	Key topics with high/very high priority for stakeholders	Response to stakeholders in the chapters of the report
Companies and Trade Associations 	 Direct contacts  Forum Working group  Dedicated meetings	daily monthly monthly weekly	- Occupational health and safety - Decarbonization of the energy mix - Infrastructure and networks	Occupational health and safety Zero-emissions ambition The decade of electrification and customer centrality
Customers 	 Agents  Mobile application  Web channel  Forum  Official stores and Communication offices  Social network  Survey	daily continuous continuous monthly monthly daily continuous twice a year	- Health and safety - Customer centrality - Decarbonization of the energy mix	Occupational health and safety The decade of electrification and customer centrality Zero-emissions ambition
Financial Community 	 Web channel  Direct contacts  Investor Day  Traveling exhibition	continuous daily once a year four times a year	- Decarbonization of the energy mix - Infrastructure and networks - Occupational health and safety	Zero-emissions ambition The decade of electrification and customer centrality Occupational health and safety



Institutions



Comunidades afectadas



Media



In-house workforce



Suppliers



Channels and types of communication and participation	Average participation frequency by channel / type	Key topics with high/very high priority for stakeholders	Response to stakeholders in the chapters of the report
Reports Web channel Lanzamientos Direct contacts Red Social	continuous continuous weekly daily continuous	- Infrastructure and networks - Decarbonization of the energy mix - Occupational health and safety	The decade of electrification and customer centricity Zero-emissions ambition Occupational health and safety
Reports Web channel Launches Direct contacts Social network Newsletters Radio	continuous continuous weekly daily continuous monthly monthly	- Infrastructure and networks - Occupational health and safety - Sustainable supply chain - Sustainable initiatives	The decade of electrification and customer centricity Occupational health and safety Suppliers Social and economic development of communities Engage local and global communities
Launches Direct contacts Dedicated meetings Traveling exhibition Social network	weekly daily weekly four times a year daily	- Decarbonization of the energy mix - Creation of economic and financial value - Good governance and fair corporate conduct	Zero-emissions ambition Good governance
Reports Forum Working groups Cognitive interviews Intranet Newsletter Corporate magazine Surveys	continuous monthly monthly weekly continuous every 2 weeks every 2-3 months twice a year	- Ecosystem conservation and environmental management - Occupational health and safety - People management, development, and motivation	Towards a nature-based model Occupational health and safety Enel People
Web channel Direct contacts Forum Working groups Dedicated meetings	continuous daily monthly monthly weekly	- Good governance and fair corporate conduct - Sustainable supply chain - Creation of economic and financial value	Good corporate governance Suppliers Sustainable finance

During 2025, Enel Colombia maintained ongoing and strategic engagement with national and local government entities, trade associations, and oversight bodies, reaffirming its commitment to building strong, long-term relationships based on trust, transparency, shared value creation, and strict regulatory compliance.

Within this framework, the Company continued to strengthen its institutional engagement strategy in order to ensure close, consistent, and constructive relationships with authorities and key public-sector stakeholders. These efforts have resulted in the consolidation of guidelines and policies that reinforce its institutional management model, aimed at building sustainable partnerships and preventing reputational and operational risks.

During the year, the **Institutional Stakeholder Engagement Policy (PL 1118)** and the **Trade Association Management Procedure (PO 2061)** were updated, optimizing coordination mechanisms, refining engagement levels, and strengthening the tools available for more effective interaction with external stakeholder groups. These updates were accompanied by training sessions for employees, as well as systematic monitoring and follow-up activities regarding interactions with authorities and public entities.

Additionally, in 2025, a renewed institutional engagement strategy was consolidated, based on a preventive and multi-level approach that recognizes the importance of differentiated management according to the level of government:

- **National and departmental level:** The Institutional Relations team leads the engagement strategy under principles of proactivity, trust-building, and effectiveness in public affairs management.
- **Municipal and local level:** The Territorial Affairs team leads this area through an integrated approach that articulates three key pillars:

1. Strategic Relationships
2. Energy Culture
3. Social Viability

In this way, Enel continues to strengthen an institutional engagement model that is coherent, preventive, and aligned with the highest standards of integrity, contributing to responsible management of its operating environment and to the sustainable development of the territories in which it operates.

2025 Materiality Assessment

GRI 3-1; 3-2; TCFD Risks and Opportunities; IFRS S1

Enel Colombia carries out, reviews, and validates its materiality assessment process. The Global Reporting Initiative (GRI, 2021) defines materiality as “the prioritization and reporting of topics that reflect the most significant impacts on the economy, the environment, and people, including impacts on human rights.” In addition, it is important to note that GRI defines a “material change” as any alteration or modification in the Company’s operations, workforce, business lines, value chain, or organizational structure that significantly affects its direction, strategic orientation, business model, capital structure, or similar aspects, such as the closure or opening of operations, mergers, acquisitions, divestitures, and other comparable events.

Enel’s materiality assessment is a key process for identifying and prioritizing the most relevant sustainability-related topics, considering both the impacts of its activities on society and the environment and the risks and opportunities that may affect its financial performance.

Through the e-mia system, the Enel Group collects data and aggregates and processes detailed information from each company, consolidating results and priorities at the global level while maintaining the corresponding country-specific detail. Accordingly, the material topics identified for consideration in 2025 for Enel Colombia S.A. E.S.P. were as follows:





Identification of Material Topics

Category	Material Topics	Main Topics of Interest
Entity-Specific	Electrification of End Uses	• Productos y servicios para B2C • Productos y Servicios para B2G • Productos y Servicios para B2B • Movilidad eléctrica
	Digital Transformation	• Digitalización de los servicios al cliente• Digitalización de los servicios a disposición de los trabajadores • Evolución de la inteligencia artificial • Desarrollo del Centro de datos
	Resilient Networks	• Mejora y desarrollo de las redes • Gestión operativa de las redes
	Cybersecurity	• Estrategia de seguridad de la información y modelos de gestión • Cultura de la seguridad informática • Incidentes de ciberseguridad
	Innovation	• Partnerships • Innovation Hub and the partnership ecosystem • Startup support and engagement
Environmental	Climate Change	• Climate change mitigation • Energy • Climate change adaptation
	Water and Marine Resources	• Water
	Biodiversity and Ecosystems	• Direct drivers of biodiversity loss • Impacts on ecosystem extent and condition • Impacts on species status • Impacts on and dependencies upon ecosystem services
	Pollution	• Soil pollution • Air pollution • Water pollution
	Circular Economy	• Resource inputs, including resource use • Resource outputs related to products and services • Waste
Social	Consumers and End Users	• Social inclusion of consumers and/or end users • Impacts related to information provided to consumers and/or end users • Personal safety of consumers and/or end users
	In-house Workforce	• Working conditions • Equal treatment and equal opportunities for all • Other labor rights
	Workers in the Supply Chain	• Working conditions • Equal treatment and equal opportunities for all • Other labor rights
	Affected Communities	• Economic, social, and cultural rights of communities • Civil and political rights of communities • Rights of Indigenous Peoples



Category	Material Topics	Main Topics of Interest
Governance	Business Conduct	- Corruption and bribery - Supplier relationship management, including payment practices - Corporate culture - Political engagement and lobbying activities - Whistleblower protection
	Entity-Specific – Business Conduct	Tax Transparency

It is important to highlight that, within the framework of the materiality process, during 2025 a voluntary and additional territorial materiality assessment was conducted in 32 municipalities located in the departments of Cundinamarca, Huila, Atlántico, Cesar, and Magdalena. The purpose was to understand the priority and satisfaction levels of the surveyed stakeholders, on a scale of 1 to 5, as well as their comments regarding the following topics, which are aligned with the sustainability initiatives carried out by the Company and its core business, and which are reflected in Enel's material topics: road infrastructure, education, local workforce, support for productive projects, energy service, and health and well-being.

Furthermore, according to the Task Force on Climate-related Financial Disclosures (TCFD), "materiality is defined in financial terms. This means that companies should determine the materiality of climate-related issues in the same way they determine the materiality of other information included in their financial reports" (2021).

Double Materiality

The Enel Group has adopted a double materiality approach, which encompasses two perspectives:

- **Impact materiality:** examines how the Company's activities affect the environment, people, and communities.
- **Financial materiality:** evaluates how environmental, social, and governance (ESG) factors affect the Company's economic performance.

To achieve this, the process is carried out in several phases:

- Understanding the context: macroeconomic and industry trends are analyzed, evaluating megatrends such as climate change and digitalization, which are key to the Company's strategy.

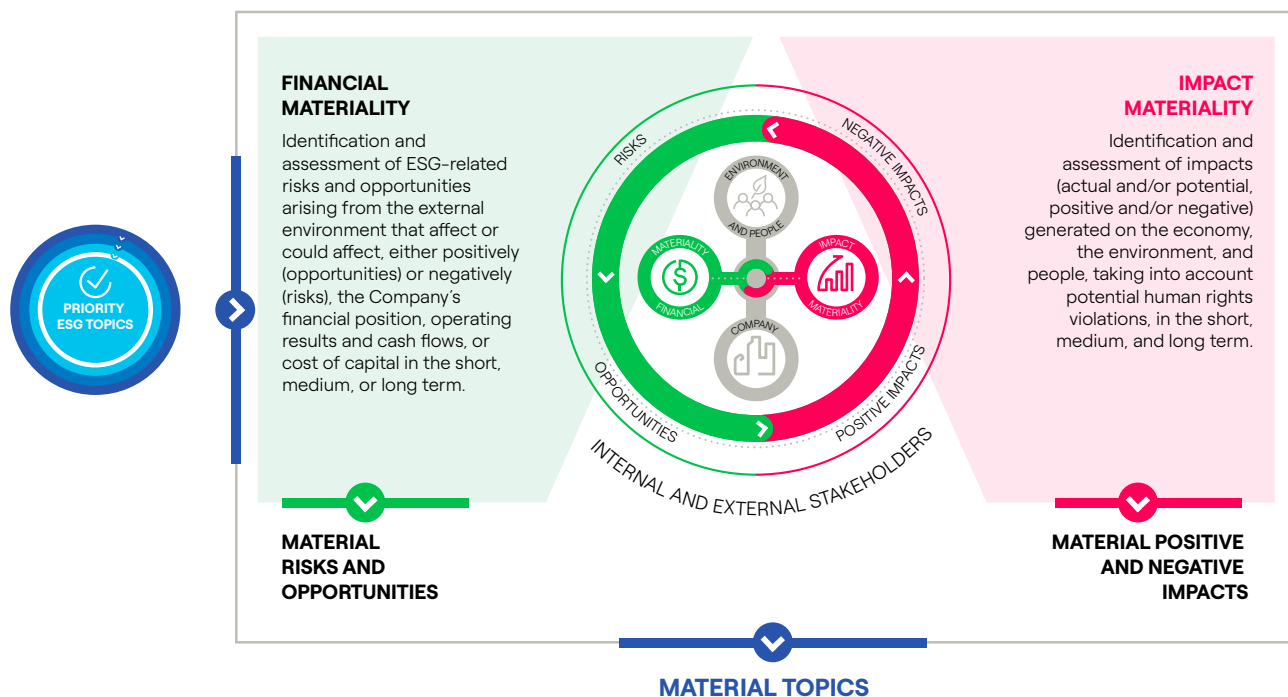
- Identification of IROs (Impacts, Risks, and Opportunities): relevant material topics are identified through internal and external consultations. Key stakeholder groups, including employees, customers, suppliers, and communities, are consulted to assess the significance of these topics.
- Assessment and prioritization: the identified IROs are evaluated based on their potential impact and likelihood of occurrence. Consideration is also given to the severity of the issues and their capacity to generate risks or opportunities at both the financial and social levels.

The results of this analysis enable Enel Colombia to make informed strategic decisions and define sustainability policies. Priority topics include water resource management, climate change, biodiversity, the circular economy, among others.



DOUBLE MATERIALITY ASSESSMENT

e-mia



Within the framework of the double materiality process, an assessment of Impacts, Risks, and Opportunities (IROs) was conducted. The material topics evaluated are presented below at a general level:

Material Topic	Risks/Opportunities	Impacts
Water and Marine Resources	x	x
Biodiversity and Ecosystems	x	x
Climate Change	x	x
Affected Communities	x	x
Business Conduct	x	x
Consumers and End Users	x	x
Pollution		x
Circular Economy	x	x
Entity-Specific Topics	x	x
Own Workforce	x	x
Impacts Related to Information Provided to Consumers and/or End Users	x	
Social Inclusion of Consumers and/or End Users	x	
Workers in the Value Chain	x	x

For those material topics that simultaneously present both risks and opportunities, it is recognized that the proactive management of these aspects can become a competitive advantage. Likewise, the continuous management of opportunities helps strengthen the Company's reputation in the marketplace.

Once the IROs (Impacts, Risks, and Opportunities) have been assessed, and in accordance with the methodology established by the Parent Company, the most relevant IROs for each country are presented below. These are fundamental inputs for updating both the Sustainability Plan and the Strategic Plan of the Company.

Colombia

Impact	Type of Impact	Material Topic	Level II Material Topic	Actual or Potential Impact	Time Horizon
Improvement in the quantity and quality of water resources in all sensitive locations through efficiency programs and initiatives aimed at reducing consumption, particularly from scarce sources and in water-stressed areas, minimizing the pollutant content of effluents, and maximizing water recycling through innovative zero-discharge solutions.	Positive	Water and Marine Resources	Water	Actual	Not applicable
Reduction in the number of workplace accidents suffered by workers (including Enel employees and contractors), resulting from an appropriate culture and effective safety management.	Positive	Own Workforce	Working Conditions	Actual	Not applicable
Transparency in contractual relationships with suppliers to ensure compliance with best practices in governance, ethics, human rights, health and safety, and environmental matters.	Positive	Business Conduct	Management of Supplier Relationships, Including Payment Practices	Actual	Not applicable
Promotion of diversity through the relevant policies adopted by the Company, where applicable under local regulations.	Positive	Own Workforce	Equal Treatment and Equal Opportunities for All	Actual	Not applicable
Implementation of sustainability projects aimed at reducing energy poverty among vulnerable groups and supporting access to energy, including through consultation processes that incorporate local needs.	Positive	Affected Communities	Economic, Social, and Cultural Rights of Communities	Actual	Not applicable
Reduction in the number of workplace accidents suffered by workers (including Enel employees and contractors), through appropriate tools for managing and monitoring health and safety matters.	Positive	Own Workforce	Working Conditions	Potential	Short Term
Potential decrease in network reliability (service quality) due to possible delays in investments and extreme weather events.	Negative	Resilient Networks	Network Operations Management	Potential	Medium Term

Compared to 2024, in 2025 Colombia maintained workforce-related topics associated with the reduction of workplace accidents, thanks to the various programs and initiatives implemented by the Company in the areas of occupational health and safety, as well as incident prevention and the monitoring of safety indicators. Likewise, the topic related to transparency in supplier relationships remains material, enabling the establishment and promotion of best practices in ESG matters.

Meanwhile, new material topics include sustainability projects aimed at reducing energy poverty and improving the quality and quantity of water resources through efficiency programs designed to reduce water consumption. This is a result of the visibility achieved by projects such as Cundinamarca 100%, which seeks to achieve universal access to electricity service within Enel Colombia's area of influence, as well as the various plans and programs implemented by the Company in relation to water resource management.

Costa Rica

Impact	Type of Impact	Material Topic	Level II Material Topic	Actual or Potential Impact
Reduction in the number of workplace accidents suffered by workers (including Enel employees and contractors), resulting from an appropriate culture and effective safety management.	Positive	Own Workforce	Working Conditions	Actual
Transparency in contractual relationships with suppliers to ensure compliance with best practices in governance, ethics, human rights, health and safety, and environmental matters.	Positive	Business Conduct	Management of Supplier Relationships, Including Payment Practices	Actual
Reduction in the number of workplace accidents suffered by workers (including Enel employees and contractors), through management systems supported by digital tools for the prevention and centralized monitoring of incidents and safety KPIs, as well as through an approach based on risk analysis and continuous improvement, exceeding regulatory compliance requirements.	Positive	Own Workforce	Working Conditions	Actual
Contribution to the health, development, and education of the local communities in which the Company operates through the adoption of organizational procedures and coordination with local authorities.	Positive	Affected Communities	Economic, Social, and Cultural Rights of Communities	Actual
Contribution to mitigating the effects of climate change by preserving the integrity of natural habitats and the natural mitigation capacity provided by ecosystem services, through the prevention, mitigation, and compensation of biodiversity impacts arising from the siting, construction, and operation of facilities and infrastructure.	Positive	Biodiversity and Ecosystems	Direct Drivers of Biodiversity Loss	Actual

In Costa Rica, transparency in contractual relationships with suppliers continued to be a material topic in 2025, ensuring the adoption of best ESG practices. During the same period, new material topics emerged, including impacts associated with the reduction of workplace accidents, the mitigation of climate change effects through habitat preservation (conservation, protection, and restoration), and contributions to the health, development, and education of local communities. To support these efforts, the HSEQ (Health, Safety, Environment and Quality) and Sustainability teams implement programs and initiatives that help position these issues positively.

Guatemala

Impact	Type of Impact	Material Topic	Level II Material Topic	Actual or Potential Impact
Improvement in the quantity and quality of water resources in all sensitive locations through efficiency programs and initiatives aimed at reducing consumption, particularly from scarce sources and in water-stressed areas, minimizing the pollutant content of effluents, and maximizing water recycling through innovative zero-discharge solutions.	Positive	Water and Marine Resources	Water	Actual
Contribution to the health, development, and education of the local communities in which the Company operates through the adoption of organizational procedures and coordination with local authorities.	Positive	Affected Communities	Economic, Social, and Cultural Rights of Communities	Actual
Commitment to materials management through the implementation of circularity improvement programs aimed at reducing waste generation throughout the product life cycle.	Positive	Circular Economy	Resource Outflows Related to Products and Services	Actual

For Guatemala, in 2025 the impacts related to improving the quantity and quality of water resources through efficiency programs aimed at reducing water consumption, as well as contributions to community development, remained material. A new impact identified during this period relates to the Company's commitment to the circular economy through initiatives designed to reduce waste generation, supported by programs such as Weaving Dreams with Energy (Tejiendo Sueños con Energía).

Panama

Impact	Type of Impact	Material Topic	Level II Material Topic	Actual or Potential Impact
Reduction in the number of workplace accidents suffered by workers (including Enel employees and contractors), through management systems supported by digital tools for the prevention and centralized monitoring of incidents and safety KPIs, as well as through an approach based on risk analysis and continuous improvement, exceeding regulatory compliance requirements.	Positive	Own Workforce	Working Conditions	Actual
Reduction in the number of occupational illnesses among workers (including Enel employees and contractors), resulting from the presence of a structured health management system based on appropriate prevention and protection measures.	Positive	Own Workforce	Working Conditions	Actual

For 2025 in Panama, the topics related to the circular economy and emissions reduction did not remain material. Instead, the topics that gained prominence were the reduction in the number of workplace accidents and the reduction in the number of occupational illnesses among Enel employees and contractors. To address these issues, the HSEQ (Health, Safety, Environment and Quality) area implements programs and projects specifically focused on occupational health and safety.

With respect to opportunities and risks, the following were identified:

Colombia

Risk/Opportunity Description	Risk/Opportunity	Material Topic	Level II Material Topic	Time Horizon
Climate change mitigation through the reduction of absolute greenhouse gas emissions, including through fleet decarbonization, thereby enabling access to capital and green financing.	Opportunity	Climate Change	Climate Change Mitigation	Medium Term

For Colombia, an opportunity was identified related to climate change mitigation through the reduction of absolute greenhouse gas (GHG) emissions, an opportunity that is aligned with the Company's commitment to achieving net-zero emissions by 2040.



It should be noted that the IROs that did not receive a predominant rating during the double materiality assessment process and are therefore not included within the scope of this report are nonetheless subject to ongoing monitoring by the Company.

Identifying the impacts of operations is an integral part of organizational transparency and reflects a strong commitment to transforming these challenges into strategic opportunities that enhance the business and make a meaningful contribution to a more sustainable future.



Sustainability Plan 2025-2027



Definition of the Sustainability Strategy

The Enel Group Sustainability Plan contributes to the achievement of the 17 United Nations Sustainable Development Goals (SDGs) and is broken down into specific short-, medium-, and long-term objectives so that the Group's commitment is transparent and verifiable. These objectives are updated annually through a process of alignment with strategic guidelines, achievements, and best practices, with the aim of increasingly integrating sustainability throughout the value chain.

A central element of Enel's commitment is its net-zero emissions ambition by 2040. The Group drives the energy transition through the decarbonization of electricity generation, the digitalization of distribution networks, and the electrification of end uses.

Innovation, digitalization, and the circular economy accelerate the achievement of Enel's sustainable strategy, encompassing and strengthening all strategic topics in a cross-cutting manner.

This sustainable growth path is developed with respect for nature and human rights and is supported by a robust governance structure capable of ensuring the application of the principles of transparency, fairness, and integrity for stakeholders.

Accordingly, Enel's sustainable strategy is embodied in its Sustainability Plan, which is defined by taking into account the results of the materiality assessment and in synergy with the Strategic Plan; it is then translated into specific short-, medium-, and long-term objectives in order to make the path toward sustainable progress transparent and verifiable. These objectives are updated annually through a process of continuous alignment with strategic guidelines, achievements, and best practices, with the aim of further integrating sustainability throughout the entire value chain.

In 2025, the 2026–2028 Sustainability Plan was updated, substantially confirming the level of ambition established in the 2025–2027 Plan, with a focus on combating climate change alongside a just transition plan. It also highlights the importance of strengthening the grid as an enabler of sustainable development and the electrification of end uses, which are considered key elements. Likewise,

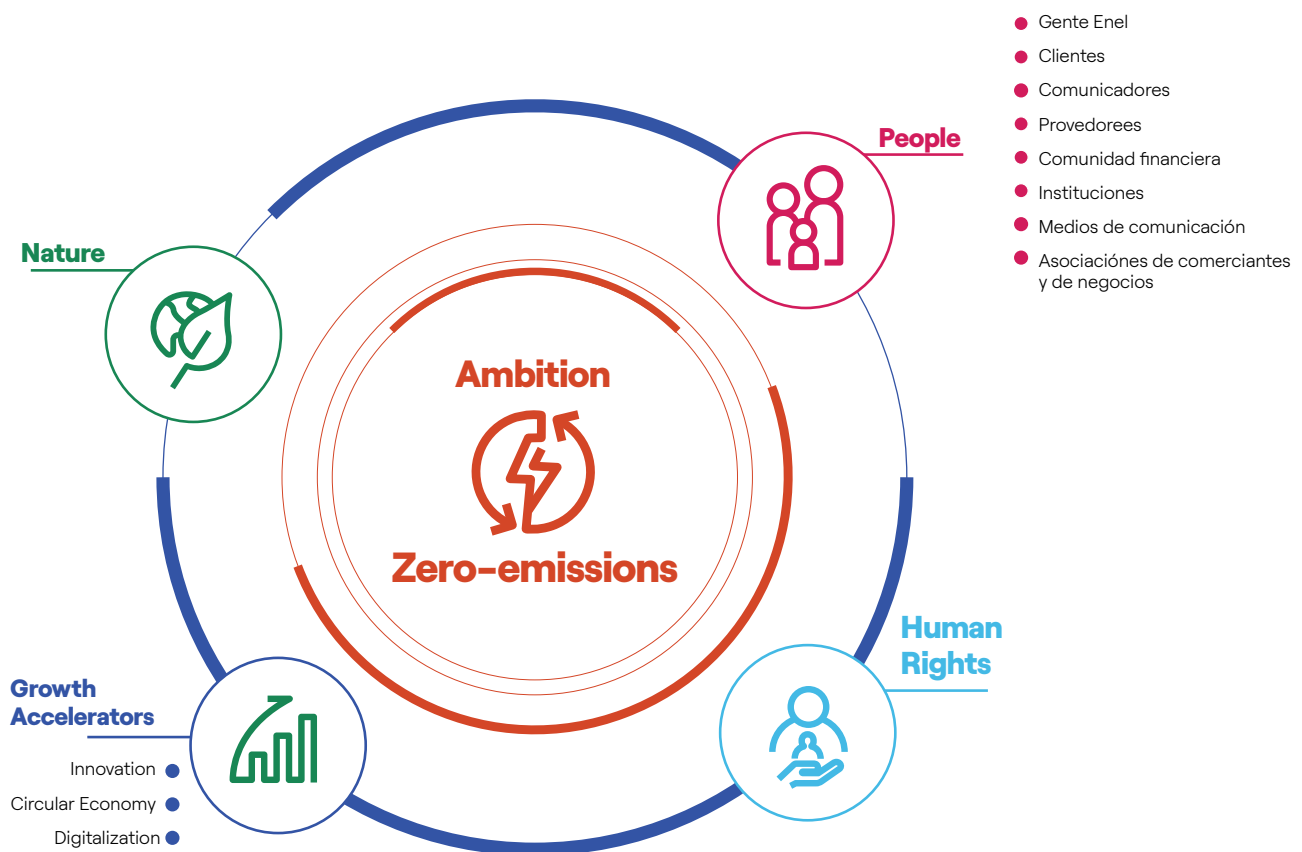
it places the highest priority on the safety of Enel's people and suppliers, cybersecurity, and the promotion and development of Enel employees and the territories where the Company operates, while strengthening relationships with stakeholders.

In line with the above, the 2025–2027 Sustainability Plan was updated in 2024 for Colombia, Costa Rica, Guatemala, and Panama and is aligned with the Enel Group strategy, which seeks to increase the Company's flexibility and competitiveness through a greater concentration of resources, improved investment allocation, simplification of processes and organizational structures, and a business model centered on sustainability and designed to capitalize on opportunities arising from a constantly changing environment. Specifically, this strategy is based on three pillars:

- Profitability, flexibility, and resilience through highly selective capital allocation aimed at optimizing the Group's risk-return profile.
- Efficiency and effectiveness as drivers of the Group's operations.
- Financial and environmental sustainability to pursue value creation while addressing the challenges of climate change.

For the 2025–2027 period, the Plan was developed based on the following elements:

- The analysis of the environmental, social, and governance context within which operations are carried out.
- The results of the materiality and double materiality assessments, through which the most relevant topics for stakeholders and for the sustainable management of the Companies are identified, as well as the impacts, risks, and opportunities arising from Enel's operations that affect or may affect the Company in the short, medium, and long term.
- The actions undertaken in relation to previous sustainability plans and the results achieved through a process of continuous improvement.
- The actions and projects implemented with communities in areas of influence under the Shared Value Creation model.
- The Companies' results and performance in environmental, social, and economic matters as documented in annual reports.
- The Enel Group's leadership in Environmental, Social, and Governance (ESG) ratings and international networks.



In 2025, the main sustainability results for the year were presented to the Enel Group Corporate Governance and Sustainability Committee. In this regard, it was highlighted that this decade is critical to achieving the goals of the Paris Agreement and the United Nations 2030 Agenda, as well as advancing a just energy transition centered on people, which is essential for addressing the current and future challenges of the energy system.

Within the framework of the Sustainability Plan, the following topics are fundamental to its implementation and, at the same time, represent the Company's commitment to each of them:

Net-Zero Emissions Ambition: At the heart of Enel's commitment is its ambition to achieve net-zero emissions by 2040, following a roadmap aligned with the goals of the Paris Agreement to limit the average global temperature increase to below 1.5°C compared to pre-industrial levels. This commitment is supported by targets certified by the Science Based Targets initiative (SBTi), covering both the direct emissions generated by the Group's power plants and the indirect emissions produced upstream by suppliers and downstream by customers.

Enel promotes a just transition, in line with the principles established in the International Labour Organization (ILO) Guidelines for a Just Transition, based on continuous dialogue with stakeholders, Enel employees, suppliers, communities, and customers.



ENEL GROUP

By **2027**: phase-out of coal-fired power generation.

By **2040**: zero greenhouse gas (GHG) emissions from both generation and retail operations.

Customers: Customers are an active part of the energy transition, including through greater awareness of their consumption, efficiency measures, and the electrification and decarbonization opportunities available to them. Enel aims to improve the customer experience by leveraging attentive service and active listening to better understand customer needs, with the goal of increasing loyalty while maximizing the potential of digital technologies for increasingly effective interactions.

By **2027** >

In Colombia SAIDI
12,9 hours

For Colombia
4,2 million customers

Enel People: The Group places its people at the center by fostering their well-being, motivation, sense of responsibility, engagement, and entrepreneurial mindset. It promotes a continuous learning experience through programs designed to enhance existing skills in order to access more advanced career paths (upskilling) and to develop new skills (reskilling).

Nature: The fight against climate change cannot be separated from the commitment to preserving natural capital, which is increasingly affected by the consequences of biodiversity loss and ecosystem degradation. Accordingly, Enel maintains its commitment by promoting nature protection and the restoration of habitats impacted by its activities.

By **2030**
the Enel Group >

**Net
Zero Biodiversity
Loss**
for new infrastructures

Deforestation
Net Zero

Suppliers: Suppliers are indispensable partners in enabling Enel's sustainable progress and supporting the transformation of the energy system, which requires change and evolution in the way goods and services are provided and work is performed.

Community: Responsible relationships with communities are an enabling factor for all sustainability activities. A deep understanding of the context in which the Group operates makes it possible to integrate sustainability into the business and create synergies between business needs and community needs throughout the value chain.

Human Rights: In all its activities, Enel is committed to respecting human rights through an integrated and cross-cutting approach that takes into account stakeholder needs throughout the entire value chain. Protecting the health and safety of the Group's employees and suppliers is a shared responsibility at all levels and a permanent commitment aimed at preventing accidents and raising awareness and vigilance in every situation.

Thanks to this approach, Enel continues along the path of becoming more sustainable, efficient, and profitable, with a significantly lower risk profile and a greater ability to rapidly adapt to the highest standards.

The present Sustainability Report is structured around the key pillars of the Sustainability Plan and provides an account of the Company's actions and performance in achieving significant sustainability goals as a fundamental component of its operations. Below are some of the initiatives included in Enel Colombia's Sustainability Plan:

Sustainability Plan Components	Actions and Initiatives
Energy Transition    	• Guayepo III Solar Park (testing phase) • Atlántico Solar Park (under construction) • Non-technical loss reduction management program • Connection of distributed generation projects • Grid automation and digitalization • Electrical and photovoltaic infrastructure • Public lighting in Cundinamarca and Bogota • 2025 Christmas Route – Bogota • Charging as a Service • Efficient energy use • Renewable energy certification • Sustainable construction sites • Metro Project, RegioTram, and Bogota 2030 • Digital billing • Reduction of thermal generation capacity • Comprehensive Climate Change Management Plan
Our People    	• Physical protection of people • Educational loan and sponsorship program • Digital skills training • Technical training: reskilling, upskilling, and external skilling • Individual Development Plan – Corporate University • Development pathways • Performance evaluation • Succession planning • Leadership culture development • Gender equity – Equipares Seal • Friendly Biz Certification – Sexual Diversity • Development program for women in core business areas • Increased female participation in the Middle Manager and White Collar categories • Care and well-being management model: flexible benefits and wellbeing initiatives • Talent development through internal mobility • Recruitment and development of young talent: interns and apprentices • Innovation workshops and visits to operating centers to promote learning among young talent • Employer Brand culture campaign development • Corporate volunteering • Strategic partnerships with businesses to provide benefits to Company employees • Well-being days with activities focused on the physical and emotional care of employees at corporate and operational sites • Activities that promote a culture of simplification within the Company



Sustainability Plan Components	Actions and Initiatives
Local and Global Communities       	• Energy Communities • Much More Than Energy • Firefighters Project • Corporate Volunteering • Safe Energy for All • Productive Value Chains • Road Improvement Projects • Plan Padrino Rehabilitation Agreement • Enel-Cotzal Cooperation Agreement (Guatemala) • Support for the Costa Rican Red Cross (Costa Rica) • Energize Your Community (Panama) • InnovaPlay • Community Gardens • Strengthening of Beekeeping Activities • Good Energy for Your School • Weaving Dreams with Energy • Enel Territory • Cundinamarca 100% • Solid Waste Transformation • Strengthening and Promotion of Strategic and Operational Partnerships • Works for Taxes Projects • Employment Training Programs • Business Development Program for Artisanal Fishermen – Huila
Sustainable Supply Chain  	• Management tools: WeBuy, Workload, Supplier Performance Management (SPM), Smart Planning Tool • Supplier Day in both in-person and digital formats • Implementation of the Sustainability K-Factor in awarded contracts





Sustainability Plan Components	Actions and Initiatives
Occupational Health and Safety 	• Epidemiological Surveillance Systems • Intrinsic Safety Program – Mapping of access points to generation facilities and implementation of signage, lockout systems, and alarms • Extra Checking on Site (ECos) • Partnership Contractors and Enel-Owned Programs to Improve Safety • Cardiovascular Risk Prevention Program • Biomechanical Risk Prevention Program • Psychosocial Risk Monitoring and Prevention Program • Intrinsic Safety Program, Extra Checking on Site (ECos), Buddy Partner, and Mini ECos • Road Safety Program • Contractual Safety Assurance (Safety Sprint Plan) • Safety Culture Program (Buddy Program and communication plan) • Innovation Management Program for Occupational Health and Safety • Occupational Health and Safety Inspection Management Program • Lifting Operations Risk Management Program • Electrical Risk Management Program • Mechanical Risk Management and Safe Working at Heights Program • Confined Space Risk Management Program • Safe Planning and Cross Check • Emergency Response Program • Evaluation and support for contractors, including recognition and consequences based on safety performance • Deployment of a virtual reality application for electrical risk training • Development of the educational strategy “De-Energized” (Des-Energizados) • Digital Permit to Work: ePTW Hydro and Thermal, and OFA Solar Facilities • Inspection Management Program, safety walks, observations, and Stop Work initiatives • Chemical Risk and Hazardous Substances Management Program – Asbestos • Safe Planning and Cross Check with pre-job and post-job reviews • Christmas Return Plan and Safety Week • Development of local Occupational Health and Safety training programs • Global training programs such as Training for Inspectors and Electrical Risk Training • Reinforcement Plan prevention program • Stand Down Meetings with senior management to reinforce safety commitments





Sustainability Plan Components	Actions and Initiatives
Environmental Sustainability     	• Tropical Dry Forest Guardians – Phase II • Renace Forest • Construction and Demolition Waste Recovery and Reuse • Identification of Flora and Fauna Species • Wildlife Rescue Program • Upper Magdalena River Fishery and Aquatic Resources Program • Zunil Environmental Strategic Plan (Guatemala) • River Reforestation and Waste Removal Program (Costa Rica) • Vivarium Lab – Reforestation (Panama) • Reforestation Campaigns • Training on Water Conservation and Efficient Water Use • Removal or Decommissioning of Equipment Potentially Contaminated with Polychlorinated Biphenyls (PCBs) • Environmental Training for Employees • Ecosystem Protection • Archaeological Heritage Management and Protection (during the construction phase) • Biodiversity – TNFD Pilot (LEAP Methodology) • Digitalization: iAuditor and AMATIA • Emissions Management • Total Quality Inspections Project • Tropical Dry Forest Ecological Restoration Plan at the El Quimbo Hydropower Plant • Conservation of the El Charquito Wetland • Enel Biodiversa
Good Corporate Governance 	• Human Rights Due Diligence Cycle 2023–2025 • Fraud Risk Assessment Matrix Evaluation • Risk Assessment Matrix Evaluation • Compliance with the Annual Audit Program • Maintenance of the Ethics Channel available to all stakeholders • Evaluation and updating of the risk and control matrix for the prevention of criminal risks • Compliance assessment of the ISO 37001 Anti-Bribery Management System
Growth Accelerators     	• Promotion of IT Security Culture • Information Security Verification • Execution of Cybersecurity Exercises at Industrial Plants and Facilities • Application of Related K-Factors in Contracts • Innovation Culture Activities • Solution Design Activities • Strengthening Partnerships with Circular Economy Networks • Fitch Ratings and Standard & Poor's Ratings • Comprehensive Amendment to the Program for the Issuance and Placement of Ordinary Bonds, Ordinary Green Bonds, Ordinary Social Bonds, Sustainability-Linked Bonds, and Commercial Paper • Investor Relations (IR) Recognition • Management of resources from National Government and Departmental Government funds to support the development of the country's electrical infrastructure • Sustainable Finance: Loan Facility with the International Finance Corporation (IFC)

ESG Indices and Performance Assessment

MAIN SUSTAINABILITY INDICES AND OTHER RECOGNITIONS

Enel Américas' sustainability vision guides its operations and reinforces its commitment to global standards through participation in various sustainability indices.

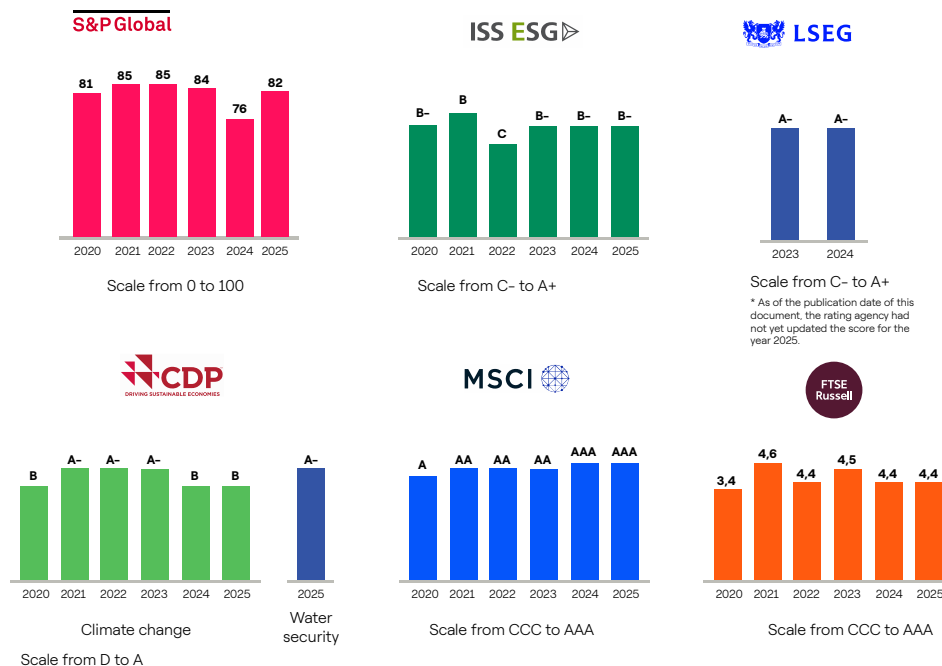
Enel Américas reaffirms its commitment to sustainability through its participation in the world's leading sustainability indices. These indices assess performance in environmental, social, and governance (ESG) matters while also highlighting the Company's position as a leader in the energy sector.

Assessments conducted by independent rating agencies using rigorous methodologies are essential for positioning the Company among investors and stakeholders. These indices serve as a strategic tool for identifying sustainability-related risks and opportunities, helping guide investment decisions toward more responsible and sustainable business models.

The strong performance of **Enel Colombia** is directly reflected in Enel Américas, which also operates through its subsidiaries in Argentina and Brazil. During the year, the Company strengthened its position among sustainability rating agencies and indices, which serve as key tools used by the market to make investment decisions.



The following are the results achieved by the Company in the most prestigious sustainability indices:



Note: Charts updated as of March 3, 2026.

- **Dow Jones Sustainability Index (DJSI):** Constituent of the MILA and Chile indices, with a score of 82 out of 100, reaffirming its leadership in sustainability within the regional market.
- **FTSE4Good:** Recognized in the Emerging Markets and Latin America categories, with an outstanding rating of 4.5 out of 5, excelling in climate action, governance, and human rights.
- **MSCI ESG Ratings:** Received an AAA rating, positioning Enel Américas as a leader in the management of ESG risks and opportunities within its industry.
- **ISS ESG Corporate Rating:** Achieved PRIME status and a B- rating, placing it among the best-performing companies in sustainability within the global electric utilities sector.
- **Carbon Disclosure Project (CDP) – Climate Change:** Reached a B rating in its fourth year of voluntary reporting on climate change impacts, demonstrating progress in environmental management.
- **Carbon Disclosure Project (CDP) – Water Security:** Participated for the first time in the Water Security questionnaire, achieving an A- rating.
- **Morningstar Sustainalytics:** Received an ESG Risk Rating of 19.5, categorized as Low Risk, reinforcing its position as a benchmark in ESG risk management.

For its part, Enel Colombia received the following recognitions:

Colombia

- **Private Social Investment Index (Organized by Jaime Arteaga y Asociados):** This recognition highlights the contribution of the private sector to the country's development and its efforts to improve living conditions in the territories where it operates. In 2025, the Company was recognized as a benchmark in Colombia in the "Recognition" category among the 161 participating organizations, in recognition of the design, implementation, and impact of its social and environmental investments.
- **Recognition for Best Sustainable Development Practices:** Granted by the United Nations Global Compact Network Colombia and the Bogota Chamber of Commerce, this initiative promotes the 2030 Agenda for Sustainable Development by recognizing best practices led by companies, institutions, and non-business organizations in support of sustainable development, while also highlighting exemplary initiatives that contribute to the achievement of the Sustainable Development Goals (SDGs) and their associated targets. Accordingly,

in 2005, under the framework of SDG 7, the Company was recognized for the “Buenavista Alto Redondo Energy Community (Paratebuena, Cundinamarca)” initiative, which benefits 21 families and one educational institution through an autonomous renewable energy generation system, aligning with national sustainability goals and inclusive access to clean energy.

- **EAFIT University – In-sight Center for Impact Leadership Studies:** In-sight, the Center for Impact Leadership Studies at EAFIT University, presented the first “Business Impact Leadership” report, which evaluated the sustainability reports of 100 Colombian companies and marked the beginning of important discussions regarding the transformative role of corporate leadership in the country’s development. Enel Colombia was recognized for its business leadership with social, environmental, and economic impact. The Company received recognition in two categories: Economic Ranking and Social Ranking.
- **Friendly Biz Seal:** In order to foster environments free from discrimination against sexually diverse individuals, in 2025 the Company renewed its partnership with the Chamber of Diversity and received recertification of the seal, reaffirming its commitment to diversity among its people.
- **Equipares Gold Seal Recertification:** The Company has held the Equipares Gold Seal certification since 2015 and achieved its first recertification in 2021 thanks to the effective implementation of a gender equity management model. This achievement resulted from the execution of the required action plan follow-up activities, the application of tools and instruments to identify the status of gender gaps, and the implementation of a new platform enabling regional coverage across Colombia and Central America under the certification framework. In 2025, Enel continued to maintain its Equipares Gold Seal recertification.
- **Investor Relations (IR) Recognition 2025:** Granted through an alliance between CESA and the Colombian Stock Exchange (Bolsa de Valores de Colombia) to promote best practices in information disclosure and investor relations. Enel Colombia received a score of 92.3% out of 100%.
- **Enel Colombia as a Member of the G12:** As economic agents and social actors in Colombia, the Company’s greatest positive impact on society, the environment, and the economy lies in conducting its business in an ethical, conscious, responsible, and sustainable manner, while maintaining public accountability and transparency.



It is for this reason that Enel Colombia is a member of the G-12, a group of companies that collectively represent nearly 20% of Colombia’s GDP and work jointly toward sustainable development, seeking to advance a more prosperous economy aligned with the goals of the 2030 Agenda and the commitments established under the Paris Agreement.

- **Sustainability Circle:** A forum in which the Company participates to exchange ideas and identify synergies among companies for operating and implementing projects in local territories. In addition, this forum serves as a platform for coordinating intercompany volunteer initiatives.

Panama

- **Platts Global Energy Awards:** These are among the most prestigious awards in the global energy sector and are organized by S&P Global Commodity Insights. They recognize innovation, leadership, and outstanding performance by companies and individuals across various categories, including energy transition, oil, gas, and renewable energy, highlighting those driving the transformation and sustainability of the sector. As part of this recognition, the Company won the Commercial Technology of the Year category for “Enelgate,” a project developed by Enel Panama. Enelgate is an innovative commercial solution that redefines the traditional electricity supply model through intelligent intermediation. Inspired by Uber, which connects passengers with drivers without owning the vehicles, Enel connects independent solar power generators with customers in both the regulated and deregulated markets without owning the generation assets itself.
- **2025 Golden Palm Business Award (Premio Palma de Oro Empresarial 2025):** With the purpose of recognizing companies, organizations, and journalists that have demonstrated a strong commitment to sustainability, the circular economy, and environmental innovation in Panama, the Panamanian Industrialists’ Association recognized the Company as one of the organizations that has successfully implemented circular economy practices.







CHAPTER 3

Our Performance

Sustainable Finance

In 2025, Enel Colombia consolidated a strong financial performance within a more favorable operating environment, supported by hydrological recovery, increased self-generation, and the commissioning of strategic infrastructure for the energy transition. This context enabled the Company to execute the largest investment plan in its history, strengthen its profitability, and reduce its level of indebtedness, while preserving its investment-grade rating and maintaining a solid financial position.

The results reflect disciplined portfolio management, operational efficiency, and Enel Colombia's long-term approach, focused on creating sustainable value for shareholders and stakeholders while advancing electrification, system reliability, and the energy development of Colombia and the region.

Principales resultados financieros

Enel Colombia

- **Operating Revenues:**
\$16.055.769 million
- **EBITDA Margin:**
45,5% of operating revenues
- **EBITDA:**
\$7.308.714 million

Economic Value Generated and Distributed

GRI 201-1

In 2025, Enel Colombia's revenues reached COP 17.25 trillion. Of this amount, 72% was distributed among its stakeholders, primarily through operating costs (58.6%), employee salaries and benefits (5.3%), payments to providers of capital (27.7%), and payments to government entities (8.4%).



	Figures in COP Millions	2023	2024	2025
Economic Value Generated (EVG)	Revenue	17,039,563	17,253,969	17,253,969
	Operating Revenue	16,735,543	17,055,600	16,055,769
	Non-operating Revenue	304,020	198,369	167,530
Economic Value Distributed (EVD)	Operating Costs	8,944,834	9,715,485	7,323,815
	Salaries and Employee Benefits	558,919	577,461	663,221
	Payments to Providers of Capital	4,324,476	3,063,214	
	Financial Expenses	1,517,114	1,208,235	1,397,759
	Dividend Payments	2,807,362	1,854,979	2,062,523
	Payments to Government	1,967,461	1,557,210	1,045,157
Economic Value Retained: EVG – EVD		1,243,873	2,340,599	4,761,494

Note: Community investment amounted to COP 66,925,695,218 in 2025 and is disclosed under GRI 203-1 in the chapter **Engaging with Local and Global Communities**.

2025 Financial Results

The results correspond to the consolidated figures for Colombia, Panama, Guatemala, and Costa Rica for the period from January to December 2025.

At year-end, Enel Colombia and its subsidiaries achieved a contribution margin of COP 8.8 trillion, representing a 20.2% increase compared to 2024. This performance was driven by a more favorable operating environment, characterized by a significant improvement in hydrological conditions across the country. This led to higher hydropower generation, reduced the need for energy purchases, particularly in the spot market, and decreased reliance on thermal generation. In a context of lower spot market prices, the Company strengthened its profitability through efficient portfolio management and greater operational flexibility.

	2025	2024	VARIACIÓN %
<i>COP Millions</i>			
OPERATING REVENUES	16,055,769	17,055,600	-5.9%
CONTRIBUTION MARGIN	8,822,954	7,340,116	+20.2%
EBITDA	7,308,714	6,056,438	+20.7%
EBIT	6,085,421	4,625,899	+31.6%
NET INCOME (1)	3,183,831	2,360,344	+34.9%
NET FINANCIAL DEBT (2)	8,276,380	8,576,274	-3.5%
INVESTMENTS	2,937,141	2,107,718	+39.4%

1. Net income includes the subsidiaries in Colombia and Central America, as well as companies in which Enel holds investments accounted for as associates. This result includes both the controlling and non-controlling interests of Enel Colombia as a Group. Net income attributable to non-controlling interests at year-end 2025 amounted to COP 153,823 million.
2. Short-term financial debt + Long-term financial debt – Cash and other financial assets (consolidated).

The generation business in Colombia contributed COP 3.78 trillion to the contribution margin, representing a 40.4% increase compared to 2024. This result was primarily driven by:

- **Improved margins resulting from higher own generation, primarily from hydropower, with an additional contribution from solar generation.** This reduced the need for energy purchases under contracts and in the spot market, in a context of lower spot market prices. Under these conditions, although generation and sales volumes increased, **revenues were pressured by lower prices**, particularly for energy traded in the spot market.
- Lower thermal generation compared to 2024, which contributed to **a reduction in fuel costs**.
- **Higher revenues from ancillary services (AGC)**, supported by increased generation.

The energy distribution and commercialization business contributed COP 4.07 trillion to the contribution margin, representing a 7.3% increase compared to 2024. This growth was mainly attributable to:

- **Higher regulated distribution remuneration**, associated with the commissioning and regulatory recognition of new electrical infrastructure, which increased the Regulatory Asset Base (RAB).
- **Updates to distribution and commercialization charges**, in accordance with the applicable tariff methodology and the established indexation mechanisms, maintaining Enel Colombia among the providers with the lowest and most competitive electricity tariffs in the country.
- **Contribution from complementary businesses**, supported by higher margins from value-added products and services, lower provisioning requirements in Crédito Fácil Codensa, and revenue diversification through strategic partnerships within the insurance portfolio.



In 2025, Enel's subsidiaries in Central America (Panama, Guatemala, and Costa Rica) contributed COP 972,420 million to the contribution margin, 13.7% more than in 2024. This result was driven by greater coverage of energy sales through own generation, which remained stable compared to the previous year (2,597 GWh), and by complementary energy purchases under more favorable conditions, with greater participation in the spot market in a lower-price environment. This occurred in a context of lower system demand and improved hydrological conditions relative to the previous year.

Fixed costs totaled COP 1.51 trillion, reflecting an 18% year-over-year increase, mainly explained by higher personnel expenses and operating contracts associated with increases in the minimum wage, inflation (CPI), and the 2022 Collective Bargaining Agreement. This result includes a non-recurring effect of COP 91,367 million, corresponding to the recalculation of Bogotá's public lighting charges for the 1998–2004 period, recognized in favor of the Special Administrative Unit of Public Services (UAESP).

At the end of 2025, consolidated EBITDA reached COP 7.30 trillion, representing a 20.7% increase compared to 2024, in line with the operating performance described above.

EBIT reached COP 6.08 trillion, 31.6% higher than the previous year, mainly due to the higher EBITDA and a comparison base effect associated with the impairment recognized in 2024 for the Windpeshi Project, amounting to COP 202,207 million.

Consolidated net income of Enel Colombia reached COP \$3,18¹ trillion, reflecting the Company's strong performance. This result includes certain non-recurring effects:

- Higher financial expenses, resulting from the recognition of interest and other costs associated with the debt owed to the UAESP, amounting to COP 222,343 million, as well as the updating of the environmental obligations provision for generation facilities, amounting to COP 56,350 million. These effects were partially offset by lower interest expense resulting from the decline in the IBR (Interbank Reference Rate), to which 71% of the debt portfolio is indexed, as well as by various debt management transactions carried out during the year that contributed to greater financial efficiency.

1. The result includes both the controlling and non-controlling interests of Enel Colombia as a group.

Higher tax expense, in line with the increase in profits compared to 2024.

In Central America, Enel Colombia's subsidiaries reported net income of COP 382,596 million, representing a 25% increase compared to 2024. This growth reflected greater operational efficiency and more effective management of the energy portfolio, which enabled the Company to capture better market conditions and strengthen business results compared to the same period of the previous year.

Assets, Liabilities, and Equity

	2025	2024	% CHANGE
COP Millions			
CURRENT ASSETS	3,881,483	4,599,497	-15.6%
NON-CURRENT ASSETS	27,709,254	26,985,785	+5.4%
TOTAL ASSETS	31,590,737	30,895,545	+2.3%

As of December 31, 2025, Enel Colombia's total assets amounted to **COP 31.6 trillion**, representing a 2.3% increase compared to 2024, primarily explained by the growth in **non-current assets**, which offset the reduction observed in current assets.

Non-current assets reached **COP 27.7 trillion**, reflecting a **5.4%** increase, driven by the higher value of property, plant, and equipment, which represented **92.7%** of this category and **81.3% of total assets**. This increase resulted from the execution of the investment plan aimed at strengthening the generation portfolio, with a focus on renewable technologies, as well as the continuation of programs for the optimization, replacement, and expansion of electrical infrastructure and related services.

The decrease in **current assets** was mainly attributable to lower cash balances at year-end and a reduction in accounts receivable, resulting from the normalization of regulatory and commercial balances, including progress in recovering receivables associated with the tariff option mechanism and the offsetting of balances with public-sector entities, as well as lower exposure to third-party works. Additionally, there was a decrease in current tax assets and assets held for sale, the latter associated with the sale of the Windpeshi Project during 2025.

	2025	2024	% CHANGE
COP Millions			
CURRENT LIABILITIES	5,026,794	5,310,187	-5.3%
NON-CURRENT LIABILITIES	11,041,253	10,344,366	+6.7%
TOTAL LIABILITIES	16,068,047	15,654,553	+2.6%
EQUITY	15,522,690	15,240,992	+1.8%
TOTAL LIABILITIES AND EQUITY	31,590,737	30,895,545	+2.3%

At the end of 2025, Enel Colombia's total liabilities amounted to **COP 16.1 trillion**, representing a **2.6%** increase compared to 2024. This increase was mainly explained by the growth in **non-current liabilities**, which reached **COP 11.0 trillion**, reflecting a **6.7% increase**, while current liabilities decreased by **5.3%**, closing at **COP 5.0 trillion**.

The change in total liabilities was mainly attributable to the increased recognition and financial updating of provisions, both current and non-current, associated with environmental obligations at generation plants and parks. Likewise, there was an increase in current tax liabilities, in line with the higher income tax accrued during the period as a result of the increase in earnings compared to 2024, as well as an increase in deferred tax liabilities.

Enel Colombia's equity reached **COP 15.5 trillion** at the end of 2025, representing a 1.8% increase compared to the previous year. This variation was primarily explained by the higher net income generated during the period.

Financial Debt

As of December 31, 2025, consolidated Net Financial Debt stood at **COP 8.28 trillion**, a reduction of COP 299,894 million, equivalent to 3.5%, compared to December 2024. This level of indebtedness is consistent with the financing requirements associated with the execution of the Company's investment plan.

Meanwhile, the Company's financial debt in Colombia amounted to COP 9.56 trillion.²

During 2025, Enel Colombia secured financing totaling COP 1.96 trillion through various transactions with local and international financial institutions, including:

- **Banco de Bogotá:** COP 70,000 million loan with a 10-year term, through the Findeter Energy Efficiency rediscount facility, aimed at the Generation business. The proceeds were allocated to general corporate purposes.
- **Banco Itaú:** COP 159,000 million loan with a 4-year term, used to prepay an existing financial obligation.
- **Banco Popular:** COP 300,000 million loan with a 4-year term, allocated to general corporate purposes.
- **Davivienda:** COP 125,000 million loan with a 6-year term, allocated to general corporate purposes, and an additional COP 660,000 million loan with a 5-year term, used to prepay two existing financial obligations.

In line with the Company's sustainable financing strategy, specific financing was structured during the year for the construction of the Guayepo III and Atlántico Solar Parks. In this context, in June 2025, Enel Colombia entered into a US\$200 million credit agreement, equivalent in Colombian pesos, with the European Investment Bank (EIB), supported by a partial guarantee from the Italian Export Credit Agency (SACE). A first disbursement of US\$100 million was made in July, with a 10-year maturity, semiannual interest payments, and an amortization schedule providing for repayments equivalent to 2.5% of the disbursed amount between years one and eight, with the remaining 40% repaid during years nine and ten.

Additionally, the Company obtained funding through sustainable financing facilities with local financial institutions, including a COP 775,000 million loan from Bancolombia, with a 7-year term, and a COP 130,000 million loan from BBVA, with a 5-year term, also intended for the partial financing of these solar projects.

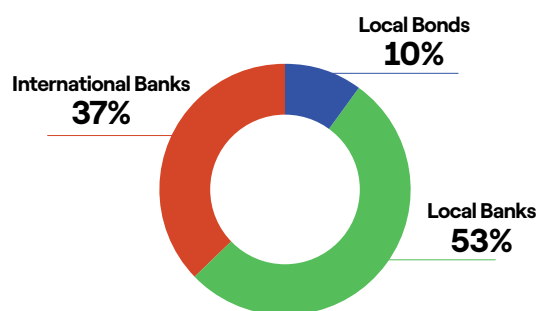
During the period, the Second Tranche of Codensa Ordinary Bonds and Commercial Paper, now Enel Colombia, matured in the amount of COP 375,000 million, and Series E of the Sixth Tranche of Ordinary Bonds under the same program was redeemed for COP 200,000 million. Additionally, the Fifth Tranche of Ordinary Bonds issued under the Program for the Issuance and Placement of Ordinary Bonds, Ordinary Green Bonds, Ordinary Social Bonds, Ordinary Sustainable Bonds, Sustainability-Linked Ordinary Bonds, and Commercial Paper of Enel Colombia S.A. E.S.P. was redeemed for COP 565,000 million.

As of December 2025, all of Enel Colombia's financial debt was denominated in Colombian pesos, and its average life was 4.24 years.

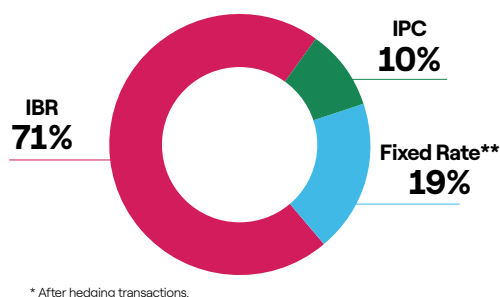
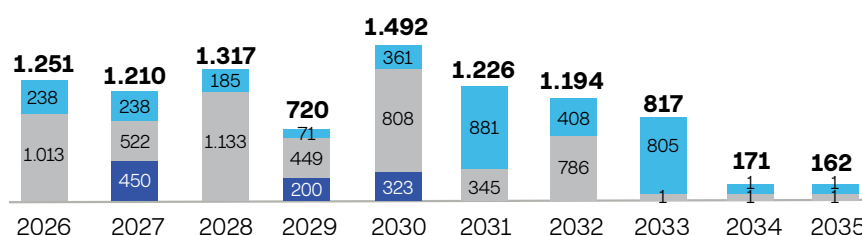
The composition of the debt portfolio by instrument and interest rate as of December 31, 2025, as well as the debt maturity profile, are presented below:

2. Includes bank loans and ordinary bonds. Does not include leases.

DEBT COMPOSITION BY INSTRUMENT



DEBT COMPOSITION BY INTEREST RATE

ENEL COLOMBIA DEBT MATURITY PROFILE
(COP BILLIONS)

Dividends

During 2025, Enel Colombia distributed COP 2.06 trillion in ordinary dividends, with payments made in July for COP 888,511 million and in December for COP 1.17 trillion, charged against 2024 earnings.

At the same time, the Company received COP 131,950 million in dividends from its operations in Guatemala, confirming the strength of the cash flows generated by its Central American operations.

Current Credit Ratings

On November 27, 2025, Fitch Ratings affirmed Enel Colombia's national long-term and short-term ratings at "AAA(col)" with a Stable Outlook and "F1+(col)", respectively. Fitch also affirmed the Company's Bond and Commercial Paper Program ratings at "AAA(col)" and "F1+(col)".

At the international level, on December 12, 2025, Standard & Poor's Global Ratings affirmed Enel Colombia S.A. E.S.P.'s rating at "BBB-", with a Negative Outlook. Subsequently, on December 22, 2025, Fitch Ratings adjusted the Company's international rating from "BBB" to "BBB-" and revised the outlook from Negative to Stable. This action occurred in the context of the downgrade of Colombia's sovereign credit rating and was not related to any deterioration in Enel Colombia's operating or financial performance.

Both ratings remain within the investment-grade category and above Colombia's sovereign rating, reflecting a strong financial profile supported by moderate leverage levels, a solid liquidity position, and adequate geographic and business diversification. Additionally, the rating agencies highlighted the strategic relationship with Enel Américas, the Company's parent company, as a factor that strengthens its credit profile.

IR Issuer Recognition

During 2025, Enel Colombia was once again distinguished by the Colombian Stock Exchange (BVC) with the IR Issuer Recognition, highlighting its performance in transparency, quality of information disclosure, and investor relations, thereby consolidating a sustained track record of best practices in the capital markets.

This recognition evaluates compliance with disclosure standards aligned with international best practices, including environmental, social, and governance (ESG) aspects, as well as the timeliness, consistency, and accessibility of financial and corporate information. Among the criteria considered are the availability of specialized investor relations channels in both Spanish and English, the periodic publication of relevant information, and the continuous updating of content disclosed to the market.

Likewise, the Colombian Stock Exchange incorporates minimum ESG disclosure standards with the objective of promoting the adoption of international best practices among issuers.

Obtaining this recognition reflects the Company's ongoing commitment to responsible information management based on the principles of transparency, ethics, and rigor, and contributes to strengthening market confidence and fostering long-term relationships with its investors.

Government Resource Management

GRI 201-4

The Companies manage resources from the National Government and departmental governments to support the development of the country's electrical infrastructure:

Year	Description	Amount
2016	Financial Support Fund for the Electrification of Interconnected Rural Areas (FAER): Government fund established to finance investment plans, programs, and projects for the construction and installation of new electrical infrastructure in interconnected rural areas, aimed at expanding coverage and meeting electricity demand.	\$ 4.247.512.885
	Department of Cundinamarca: Financing of two projects to expand electricity service coverage in rural areas of the department.	\$ 1.379.036.111
2017		\$ 0
2018	Department of Cundinamarca: Project to develop electrical designs for rural connections within the department.	\$ 141.498.239
2019	Financial Support Fund for the Electrification of Interconnected Rural Areas (FAER).	\$ 1.641.857.129
	General Royalties System: Investment projects for the construction, expansion, improvement, optimization, rehabilitation, and installation of electrical infrastructure in Colombia.	\$ 2.532.327.281
	Department of Cundinamarca: Project to expand electricity service coverage in rural areas of the department.	\$ 1.607.082.113
2021	Department of Cundinamarca: Project in the municipalities of Jerusalén and San Cayetano to expand electricity service coverage in rural areas.	\$ 335.290.325
	Department of Cundinamarca: Project in the municipalities of Machetá, Manta, San Antonio del Tequendama, Sutatausa, Tibirita, and Ubalá to expand electricity service coverage in rural areas.	\$ 353.543.789

Year	Description	Amount
2022	Department of Cundinamarca: Project in the municipality of Medina to expand electricity service coverage in rural areas.	\$ 3.039.414.950
	Department of Cundinamarca: Project in the municipalities of Cabrera, Tocaima, and Yacopí to expand electricity service coverage in rural areas.	\$ 2.641.302.526
2023	Department of Cundinamarca: Project in the municipalities of Paratebueno, El Peñón, La Peña, Sasaima, and Quipile to expand electricity service coverage in rural areas.	\$ 898.901.751
	Department of Cundinamarca: Project in the municipalities of La Peña, El Peñón, Puerto Salgar, and Sasaima to expand electricity service coverage in rural areas.	\$ 711.183.184
	Territorial Renewal Agency (Obras por Impuestos): Project identified under BPIN No. 20230214000026 for the "Installation of individual photovoltaic solutions for electricity generation in dispersed rural areas of the Municipality of Medina, Department of Cundinamarca."	\$2.133.681.797
	Territorial Renewal Agency (Obras por Impuestos): Project identified under BPIN No. 20230214000027 for the "Installation of individual photovoltaic solutions for electricity generation in dispersed rural areas of the Municipality of Paratebueno, Department of Cundinamarca."	\$ 3.065.440.010
2024	Department of Cundinamarca: Project in the municipalities of Cabrera, Fómeque, San Cayetano, and Ubalá to expand electricity service coverage in rural areas.	\$ 2.143.308.286
	Meta Infrastructure Agency: Project in the Municipality of El Calvario to expand electricity service coverage in rural areas.	\$ 466.309.401
2025	Department of Cundinamarca: Project in the municipalities of Cabrera, Fómeque, and San Cayetano to expand electricity service coverage in rural areas.	\$ 724.099.693
	Department of Cundinamarca: Project in the municipalities of Viotá and Topaipí to expand electricity service coverage in rural areas.	\$ 767.046.595
	Department of Cundinamarca: Project in the municipalities of Fómeque, Pacho, Medina, and Tocaima to expand electricity service coverage in rural areas.	\$ 1.403.326.631
	Department of Cundinamarca: Project in the municipalities of Yacopí and Caparrapí to expand electricity service coverage in rural areas.	\$ 1.615.304.223



Net-Zero Ambition

TCFD Metrics and Targets: IFRS S2

Climate Change Regulatory Context

Enel has committed to achieving net-zero emissions, without relying on carbon removal technologies or nature-based solutions, with respect to power generation and the sale of electricity and natural gas to end customers, leveraging innovation as a key enabler.

The positioning and strategy adopted by the Enel Group for this purpose make it possible to anticipate the pathway toward Net-Zero by 2040, for both direct and indirect emissions.

The Company has focused its efforts on understanding the environmental regulatory framework related to climate change and the energy transition in Colombia, Guatemala, Costa Rica, and Panama, with the objective of contributing to the development of roadmaps in these countries and to the various strategies implemented by governments to achieve greenhouse gas emissions reduction targets.

The regulatory context is described in greater detail in the following chapter. Below is a summary of Enel Colombia's participation in and promotion of public policies and strategies related to climate change and the energy transition.



In Colombia

E2050 Strategy

The E2050 Long-Term Strategy is a State policy instrument that guides national, sectoral, and territorial actions aimed at building a climate-resilient future in Colombia. Enel Colombia participated in coordination forums related to the development of a diversified energy matrix, mobility, infrastructure, and sustainable cities, based on the position established for the Enel Group's circular cities framework and supported by its global objective of achieving decarbonization by 2040.

Nationally Determined Contribution (NDC)

The Colombian Government established adaptation targets and mitigation measures that will guide its actions during the 2020–2030 period, strengthening the commitment presented in the 2015 Nationally Determined Contributions (NDC) and increasing its level of ambition. Enel Colombia contributed to the development of the NDC by participating in various coordination forums and through the results of the Energy Transition Roadmap Study, prepared jointly with the Universidad de los Andes under the title "Zero Greenhouse Gas Emissions Roadmap for Colombia: Diagnosis, Perspectives, and Guidelines for Defining Possible Climate Change Strategies."



In this regard, during 2022, Enel Colombia developed, together with the Regional Center for Energy Studies, the study "Colombia 2050 Energy Transition Roadmap (ETR)", with the objective of establishing a medium-term (2030) and long-term (2050) vision capable of quantifying both the costs and economic benefits of accelerating the energy transition process and contributing recommendations to support compliance with the NDC. During 2023, the study was widely disseminated among the country's principal stakeholders, including government authorities and industry associations, helping to consolidate Enel's position as a leading company in energy transition matters. In the same vein, during 2023, Enel conducted an in-house Bogota Energy Transition Study using the TIMES model, which serves as a tool for institutional and regulatory engagement with district authorities to discuss feasible development scenarios and identify electrification opportunities in the Bogota Region.

In January 2024, the Mining and Energy Planning Unit (UPME) formally invited Enel Colombia to participate in the preparation of the National Energy Plan (PEN) 2024–2054. The Company submitted eight strategic proposals for UPME's consideration, including:

- Deployment of renewable generation platforms in operational areas of the National Interconnected System (SIN)
- Grid of the Future (Grid for the Energy Transition)
- Energy efficiency
- Intraday markets and incentives for renewable energy
- Energy Storage Systems within SDL and STR networks
- Interurban charging infrastructure (electric mobility)
- Prior consultation regulations (to streamline permitting processes for renewable and linear infrastructure projects)
- Resilience and digitalization visions for 2050

Central America Context

Guatemala

Through Decree No. 07 of 2013, Guatemala enacted the Framework Law to Regulate the Reduction of Vulnerability, Mandatory Adaptation to the Effects of Climate Change, and the Mitigation of Greenhouse Gas Emissions, establishing various instruments, national capacities, and climate resilience strategies, including:

- Creation of the National Climate Change Council
- National Climate Change Information System (SNICC)
- National Climate Change Adaptation and Mitigation Action Plan
- National Climate Change Fund

Most of these strategies have not yet been fully regulated and remain in the early stages of implementation. The country has nevertheless made progress in areas such as electric mobility and tax incentives for green hydrogen production.

The energy sector in Guatemala accounts for 28% of greenhouse gas emissions contributions, making it a priority sector for the implementation of emission-reduction measures. According to the Ministry of Environment and Natural Resources, the National Interconnected System currently generates 69.72% of its electricity from renewable sources, with a target of reaching 80% by 2030.

As part of the dissemination activities carried out in 2023 for the study “Roadmap to Strengthen the Role of Stakeholders in Guatemala’s Energy Transition Framework,” developed by the Enel Group and Deloitte, a consulting project was undertaken to analyze and propose regulatory adjustments for the provision of ancillary services and stand-alone solutions in Guatemala. Preliminary findings were shared with the relevant authorities, and by the end of 2023 the technical analyses and regulatory proposals were finalized and made available for submission to those entities.

Costa Rica

Within the 2023–2026 National Development Plan, Costa Rica has established a national decarbonization target, measured through the annual variation rate of CO₂ emissions resulting from the use of fossil fuels. Progress has been made in decarbonization strategies, electric mobility, distributed generation, green hydrogen, and proposed reforms to the electricity sector.

The country’s electricity matrix has been predominantly renewable for several years; therefore, the policy discourse is focused more on decarbonization and adaptation.

During 2023, the results of the Deloitte study entitled “Roadmap to Strengthen the Role of Stakeholders in Costa Rica’s Energy Transition Framework” were shared and presented in various industry and governmental forums.

During 2024, the Ministry of Environment, together with other ministries, issued the Costa Rica Sustainable Finance Taxonomy, which seeks to contribute to the global sustainability agenda, including the mobilization of resources for climate change management. Enel contributed during the public consultation process for this document.

Panama

During 2023, Enel contributed to the update of the NDC by participating in various coordination forums, drawing on the findings of the 2022 study conducted with Deloitte entitled “Roadmap to Strengthen the Role of Stakeholders in Panama’s Energy Transition Framework,” which was shared with various stakeholder groups. As a result of these outreach efforts, Enel received invitations to participate in workshops related to the consultancy project “Cost-Benefit Analysis of Energy Transition Scenarios for Panama’s Energy and Electric Mobility Sectors (IDB/SNE),” the collection of inputs for the “Panama Digitalization Roadmap,” and workshops concerning the draft Energy Transition Law.

During 2024, the updated NDC was officially launched, and the Panama Taxonomy for Sustainable Activities was issued, establishing eligibility criteria for activities that contribute to climate change adaptation and mitigation goals. Enel participated in the public consultation process during the development of these documents.

During 2025, Panama’s Ministry of Environment published the draft Framework Law on Climate Change and Green Transition. Enel contributed to the public consultation process during the preparation of this legislation.

Comprehensive Climate Change Management Plan – Enel Colombia

Enel Colombia has a Comprehensive Climate Change Management Plan (PIGCCe) designed to identify, assess, prioritize, establish, and update climate change adaptation and mitigation targets, measures, and actions, with a particular focus on mitigation, to reduce vulnerability to climate change and achieve its Net-Zero goal.

During 2025, with specialized technical assistance¹ and support from the Ministry of Mines and Energy, progress was made in the development and updating of the PIGCCe, incorporating a gender and biodiversity perspective into climate-related matters. In this regard, the **Net-Zero Ambition Decarbonization Plan** contained within the PIGCCe includes:

- The commitment to bring forward the Net-Zero trajectory by 10 years, from 2050 to 2040, for both direct and indirect emissions.
- Achieving net-zero emissions related to power generation and electricity and natural gas sales by 2040.
- Selling electricity generated 100% from renewable sources by 2040.
- Accelerating the decarbonization of generation activities by gradually replacing the thermal generation portfolio with new renewable capacity, subject to coordination with and prior approval from the relevant governmental authorities.

With respect to the latter point, it is worth highlighting the achievement of the target established in the PIGCCe through the sale of the Cartagena Thermal Power Plant in 2023, allowing the Company to focus its efforts on the development of non-conventional renewable energy projects.

1. This technical assistance was provided within the framework of the Carbon-Neutral Electricity Sector Alliance (ASECN), led by the Ministry of Mines and Energy (MME) with technical secretariat support from XM, and the IKI Interface Project, implemented by the German Agency for International Cooperation (GIZ Colombia) on behalf of the German Federal Ministry for the Environment, Climate Protection, Nature Conservation and Nuclear Safety (BMUKN). The assistance was executed by the Alliance of Bioversity International and CIAT.

Climate Partnerships

Through various public and private partnerships with key stakeholders, Enel Colombia acts as an enabler of emissions reductions among its customers while participating in initiatives that support carbon neutrality and decarbonization, generating social impact and creating shared value.

Accordingly, during 2025 the Company actively contributed to the Carbon-Neutral Electricity Sector Alliance led by the Ministry of Mines and Energy, to which it has been a signatory since 2021.

Mitigation

Mitigation efforts focus on identifying measures aimed at achieving net-zero emissions, as well as quantifying greenhouse gas emissions. The quantification results lead to action plans (general recommendations) grouped into activities related to energy efficiency, renewable generation, and demand-side management.

Additionally, the Company monitors its portfolio of mitigation-related projects implemented across its different business lines.



Enel Green Power

Country	Project	Description
Colombia	Renewable Energy Certification	As part of its product portfolio, Enel Colombia offers its customers I-REC certificates issued by THE INTERNATIONAL REC STANDARD. These certificates ensure that the energy consumed during a specific period originates from non-conventional renewable energy sources, adding distinctive and significant value to their products. In 2025, Enel Colombia issued I-REC certificates to 197 customers, representing consumption of approximately 2,321 GWh.
Colombia	Carbon Credit Certificates	During 2025, the Company issued 701,424 carbon credits associated with renewable energy projects for future periods.
Colombia	Guayepo I & II Photovoltaic Park	Located in the municipalities of Ponedera and Sabanalarga, in the Department of Atlántico, Guayepo I & II has a net effective capacity of 370 megawatts alternating current (MWac) and 820,600 interconnected solar panels, generating approximately 1,030 gigawatt-hours per year (GWh/year) of energy. The park is capable of supplying the energy needs of approximately 1.5 million people, a population similar in size to that of Barranquilla. It entered commercial operation in 2024.
Colombia	La Loma Photovoltaic Park	With an installed capacity of 187 megawatts, it is capable of generating 420 GWh of renewable energy annually, enough to supply nearly 600,000 Colombian citizens each year while avoiding the emission of 198,000 tons of CO ₂ annually. It entered commercial operation in 2024.
Colombia	El Paso Photovoltaic Park	El Paso has the capacity to generate approximately 176 GWh annually, enough to meet the annual energy needs of approximately 102,000 Colombian households, or nearly 400,000 people (comparable to a city such as Valledupar), while preventing the emission of approximately 100,000 tons of CO ₂ per year into the atmosphere. It entered commercial operation in 2024.
Colombia	Fundación Photovoltaic Park	The Fundación Solar Park supplies Colombia with approximately 267 GWh/year of energy during the 2023–2037 period, enough to meet the needs of approximately 380,000 citizens, while avoiding the emission of 168,400 tons of CO ₂ annually. It entered commercial operation in 2024.
Colombia	Coal Generation Phase-Out	The Enel Group has planned a global investment of €12 billion during the 2025–2027 period to accelerate the development of renewable energy sources.
Panama	Madre Vieja Solar Park	With a capacity of 30.88 MW, it produces approximately 48.91 GWh of energy annually, sufficient to meet the energy needs of thousands of households. The facility occupies 33 hectares and is equipped with 70,000 solar panels. It entered commercial operation in 2024.
Panama	Baco Solar Park	It has an installed capacity of 30.01 MWdc and an annual production of 48 GWh. Built on a 32-hectare site, it includes more than 50,400 solar panels. It entered commercial operation in 2024.
Guatemala	Hydropower Plants	The Company operates five hydropower plants with a combined installed capacity of 162 MW: El Canadá (45.928 MW), Montecristo (13.042 MW), Matanzas and San Isidro (15.229 MW), and Palo Viejo (88.192 MW). The Company also operates an electricity trading business that conducts transactions in the local market, the Regional Electricity Market, and Mexico.

Enel Grids – Colombia

Project	Description
Cundinamarca al 100%	The roadmap for achieving universal electricity service coverage within Enel Colombia's area of influence indicates the need to secure more than COP 102 billion in funding over the coming years, as well as the Company's adoption of new technologies aligned with evolving sector regulations. With respect to the number of previously unserved households electrified during 2025, infrastructure was constructed that enabled electricity service for 875 families in various municipalities of Cundinamarca and Meta, bringing the total number of households benefited to 7,803 since the program's inception in 2016.

Project	Description
Contribution to Technical Loss Reduction	The annual Energy Performance Indicator (EnPI) known as "Contribution to Technical Loss Reduction through Medium-Voltage Circuit Reinforcement/Modernization" includes projects that, among their benefits, generate a positive impact on reducing technical losses in distribution networks. The activities associated with these projects are carried out by the Regional Operations Area in accordance with the Company's planning framework. As of year-end 2025, a total of 103.13 km of network had been reinforced/modernized under the projects included in the EnPI, representing an estimated reduction of 0.56 GWh/year in technical losses. This reduction is estimated to correspond to a decrease in emissions of approximately 99.41 tCO₂e.
Solid Waste Transformation	This project aims to maximize the reuse of solid waste generated during the construction phase of electrical substations and, together with communities within the area of influence, transform such materials into useful products that extend their service life. During 2025, the initiative was implemented within the areas of influence of the Porvenir, Bochica, and Montevideo substations during their construction phase, resulting in the transformation and reuse of approximately 2.3 metric tons of solid waste, including wood from equipment packaging, scrap metal, plastic, concrete, and other materials. From 2021 through 2025, the initiative was implemented in the Porvenir, Bochica, Montevideo, Tren de Occidente, Barzalosa, Calle Primera, San José, and Terminal substations, collecting a total of 20.2 metric tons of solid waste, which was transformed in collaboration with local communities into products that benefit those communities.
Electronic Billing	The Electronic Billing program closed 2025 with 1,293,918 registered customers, representing a 19% increase compared to the end of 2024, equivalent to 206,852 new customers. The number of registered users represents approximately 32.1% of Enel Colombia's total regulated-market customer base. This growth enabled 23.83% of all invoices issued during the year to be delivered through digital channels. The conversion strategy focused on offering the service through multiple customer service channels (in-person, remote, and digital). Additionally, the recent registration of customers in the private online area for payment management drove greater adoption among users who already had digital payment habits.
Lighting Modernization in Substations	Existing lighting technologies (fluorescent tubes, sodium-vapor lamps, and conventional bulbs) were replaced with LED lighting in five substations: Noroeste, Tunal, Ubalá, Villagómez, and Torca. The project achieved lighting levels compliant with applicable regulations and appropriate lumen requirements for each facility, generating energy savings while improving site safety.
SF₆ Leak Management in Prioritized Substations	Efforts continued to identify critical power equipment in order to schedule maintenance and modernization actions aimed at minimizing leakage events. Corrective measures were also implemented using epoxy compounds and heat-shrink tapes to reduce SF₆ emissions. As a result, during 2025 the Company achieved a 49% reduction in SF₆ gas emissions compared to 2024 levels.

Enel Commercial- Colombia

Project	Description
Electric Mobility	A total of 947 charging units were sold across the B2B, B2B2C, and B2C segments, along with 280 charger installations in homes and businesses nationwide. Energy consumption reached 51.48 GWh through Enel-owned electric charging stations, charging infrastructure operated with La Rolita, and electric bus terminals. Maintenance activities continued for the six public charging stations operated with La Rolita, as well as for the electric bus terminals in Bogota.
Cosenit	Nine photovoltaic systems are currently in operation, with a combined installed capacity of 34.43 MWp and an estimated annual energy production of 40,658 MWh. This output is equivalent to supplying electricity to more than 33,000 households consuming 100 kWh per month. The environmental benefits are equivalent to planting 264,277 trees and contribute to the reduction of approximately 4,577 tons of CO₂ emissions per year.

Governance

With regard to climate governance and the Company's decision-making process, an analysis of the relevant stakeholders and their current roles led to the development of the Climate Change ABC Guide. In addition, an internal committee was established with participation from the various business areas to facilitate the development of the Comprehensive Climate Change Management Plan (PIGCCe). The role of climate finance in the Company's business activities is also assessed in relation to low-carbon development. Governance measures have been identified to facilitate knowledge transfer to certain stakeholder groups, while communities within the Company's area of influence are actively engaged in climate change management initiatives.

Enel Green Power

Country	Project	Description
Colombia	El Guavio Environmental Education Program	During 2025, workshops were conducted in the five municipalities within the area of influence of the El Guavio Hydropower Plant, focusing on the production of candles from used cooking oil waste. The objective was to minimize improper disposal and reduce pollutant loads affecting local water sources. Communities from 30 rural districts (veredas) participated, representing more than 50% of the area of influence, with the involvement of over 1,160 people, including adults and young people. Participants strengthened their knowledge of waste utilization and circular economy principles, recognizing the potential to transform household waste into useful products.
Colombia	Environmental Education for Generation Facility Communities	Through its Environmental Education Program, Enel Colombia strengthens relationships with communities and promotes the preservation of the environment, natural resources, and biodiversity. Initiatives include the implementation of home gardens, circular economy projects, wildlife guide development, tree-planting initiatives, fish stocking programs in the El Quimbo and Betania reservoirs, and training programs on topics of community interest. In 2025, the program reached a total of 22,092 social stakeholders across 20 municipalities in the departments of Huila and Cundinamarca
Colombia	Environmental Education in Educational Institutions Located Within Generation Facility Areas of Influence	During 2025, activities were carried out in coordination with 29 main educational institutions and 83 rural branch campuses across 20 municipalities in the departments of Huila and Cundinamarca. The following achievements are noteworthy: A total of 157 sessions were conducted with teachers for the design, structuring, and development of Environmental School Projects (PRAEs) within educational institutions, as well as for aligning these projects with environmental education initiatives. These sessions were attended by 1,370 members of the educational community. Twenty-eight school-based environmental projects focused on ecological sustainability were identified and implemented, with the necessary resources provided to support their execution. A total of 206 annual environmental training sessions were conducted for students, strengthening each institution's ecological and sustainable environmental school projects. These sessions were attended by 3,791 students. A total of 176 annual follow-up sessions were carried out using a recreational, hands-on, and participatory approach to support the implementation of environmental, ecological, and sustainable projects in educational institutions within the area of influence. These sessions were attended by 1,364 students. Environmental awareness days were commemorated through 331 activities and events, with total participation reaching 4,605 individuals. A total of 86 water conservation and efficient water use campaigns were conducted for educational institutions, raising awareness among 896 participants regarding the protection of water resources. A total of 75 annual beautification and reforestation activities were carried out in the surroundings of educational institutions within the area of influence, with the participation of 607 individuals, including students and teachers.

Country	Project	Description
Colombia	Strengthening Sustainable Production Systems	Within the area of influence of the Casalaco Generation Chain, the program focused on the municipalities of Soacha, San Antonio del Tequendama, and El Colegio, with territorial coverage across 18 rural communities (veredas). The program reported the implementation of 948 follow-up sessions, reaching 654 participants throughout the generation chain. The food security, home garden, and nursery program in the municipalities of El Colegio and Granada, within the area of influence of the Pagua Chain, operated in a total of 25 rural communities. In the municipality of El Colegio, the sustainable production systems strengthening program engaged more than 1,200 individuals. As a complementary component of the environmental and educational infrastructure, the initiative also included the direct participation of 40 individuals associated with seven community and forestry nurseries located on private and community-owned properties within the intervention areas of El Colegio and Granada.
Panama	Vivarium Lab	A total of 600 native fruit and timber trees were distributed, including false guayacán, oak, lorito, lemon, soursoap, rose apple, guaba, espavé, avocado, mango, and cashew. An average of 1,400 trees were planted in collaboration with the Autonomous University of Chiriquí (UNACHI), the Institute of Environmental Sciences and Sustainable Development (ICADES), the Municipality of David, the Ministry of Environment, universities, and several schools.
Guatemala	El Canadá Hydropower Plant – Eco-Remanufacturing	The project supports plant operations, which generate electricity using water from the second most polluted river in the country. The initiative consists of removing plastic waste from the water before it is used for power generation. At the collection center, the plastic is sorted and processed into plastic panels. In collaboration with local school governments in the area of influence and Enel's Volunteer Program, these panels are used to maintain school desks and waste-sorting containers. Since its inception, 21,355 pounds of plastic have been reused to manufacture: 1,200 pieces of school furniture, 78 wall panels for educational modules, 33 planks for community benches, one playground structure, and more than 400 refurbished school desks, benefiting 14 educational institutions.
Guatemala	Forest Cover	During 2025, reforestation campaigns were carried out in watershed recharge areas associated with Enel's power plants in Guatemala. A total area of 260,000 m ² was restored through the planting of 28,600 endemic tree species, with the participation of representatives from various organizations, local communities, and Enel Guatemala volunteers.
Costa Rica	Annual Reforestation Campaign	An annual reforestation campaign is conducted with the participation of both internal and external volunteers. In 2025, a total of 400 native trees were planted.
Panama	Reforestation, Cleanup, and Beautification of Green Areas: Volunteer Programs	Volunteer initiatives focused on reforestation, cleanup, and beautification of green areas were carried out within the areas of influence. These activities involved the participation of company employees, contractor personnel, community members, schools, and other local stakeholders, promoting collaborative efforts to protect and enhance the natural environment.



Adaptation

This component focuses on identifying measures aimed at adapting operations to ensure the continued delivery of high-quality services, as well as analyzing environmental management practices and biodiversity conservation efforts.

The projects identified under the adaptation component are presented below:

Enel Green Power

Country	Project	Description
Colombia	Tropical Dry Forest Ecological Restoration Plan – El Quimbo Hydropower Plant	As part of the tropical dry forest ecological restoration plan for the El Quimbo Hydropower Plant, a total of 953,720 trees representing 79 native species of this ecosystem have been planted to date. Of these, 334,314 trees were planted during the 2024–2025 period in areas located within the municipalities of El Agrado, Gigante, and Altamira.
Colombia	Advanced Hydrometeorological Forecasting System for Reservoir Management	Operation of the hydrological forecasting system continued, based on the monitoring of hydrological and meteorological variables. The system uses Machine Learning (ML) models to forecast hydrological inflows to the El Quimbo and Betania reservoirs, with prediction horizons ranging from one hour to six months ahead. It also facilitates reservoir management and supports plant adaptation to climate-related risks.
Colombia	Automation and Remote Control Systems for Hydropower Plants	During 2025, implementation of the centralized SCADA system, remote-control systems, and advanced automation technologies continued in order to improve efficiency, reliability, operational assurance, and fault response capabilities. These measures enhance the operational resilience of hydropower plants in the face of climate variability.
Guatemala	Environmental Strategic Plan – El Canadá Hydropower Plant – Municipality of Zunil	This public-private initiative focuses on the management, recovery, and reuse of solid and liquid waste discharged into the Samalá River. In 2025, 5,500 pounds of recyclable material were recovered and delivered to recycling operators, in cooperation with the Municipality of Zunil and other organizations.
Guatemala	Cotzal–Quiché Reforestation – Palo Viejo Hydropower Plant	A total of 900 forest seedlings were planted in three communities near the Palo Viejo Hydropower Plant, achieving forest coverage of one hectare, with the participation of 71 individuals.
Guatemala	Reforestation at El Canadá and Montecristo Hydropower Plants	Four reforestation campaigns were conducted in municipal watershed recharge areas and degraded lands. The initiative focused on forest conservation, restoration, and protection. A total of 20,425 forest plants were planted, covering 19.2 hectares, with the participation of 758 individuals.
Guatemala	Reforestation at Matanzas and San Isidro Hydropower Plants	Four reforestation campaigns were carried out through awareness-raising activities and workshops on good agricultural practices, covering 6.9 hectares of forest area and involving 210 participants. These initiatives helped raise awareness about the importance of the sustainable use of forests and natural resources, as well as the conservation and restoration of both urban and rural landscapes, in partnership with key local stakeholders.

Enel Grids – Colombia

Project	Description
Low-Voltage Macro Metering	This initiative consists of applying an automated selection algorithm based on criteria such as circuits with the highest energy losses, non-dedicated transformers with significant industrial/commercial participation, and the probability of detecting metering anomalies. A total of 2,700 Macro Mol technology metering points were implemented to identify anomalies and improve energy balancing.
Bosque Renace	The Company continued preserving this high Andean forest ecosystem, with a focus on native vegetation. In addition, it succeeded in having 361.57 hectares of this ecosystem designated as a Civil Society Natural Reserve, a protected-area category granted by Colombia's National Natural Parks System.
Non-Technical Loss Reduction Management Program	A total of 7,208 technical metering devices and 2,768 remote metering systems were installed for customers with high energy consumption. Additionally, 339 previously installed technical metering devices were replaced at customer sites where energy fraud recurrence had been identified.

Regulatory Framework

Colombia

• Energy Transition Law

In 2021, Law 2099 of 2021 on energy transition was enacted, establishing provisions to advance the energy transition, stimulate the energy market, support the country's economic recovery, and provide other related measures. The objective of this legislation is to promote the development and use of non-conventional energy sources, energy storage systems associated with such sources, and energy efficiency, particularly those based on renewable resources.

• Law 2169 of 2021

This law promotes the country's low-carbon development through the establishment of targets and minimum measures related to carbon neutrality and climate resilience, while also setting forth additional provisions.

• Decree 895 of 2022

Through this decree, the National Government regulates tax incentives for green and blue hydrogen projects.

• Decree 1537 of 2022

This decree amends and supplements Decree 1073 of 2015 and regulates Paragraph 2 of Article 17 of Law 56 of 1981, as well as Article 30 of Law 2169. It declares projects related to the generation, transmission, and distribution of electric power, as well as projects and/or works for the production and storage of green hydrogen, to be of public utility and social interest.

• Resolution No. 40284 of 2022

Through this resolution, the Ministry of Mines and Energy establishes the competitive process for granting Temporary Occupancy Permits over maritime areas for the development of offshore wind power generation projects, launches the first bidding round, and sets forth additional provisions.

• Resolution 0339 of 2022

The Mining and Energy Planning Unit (UPME) identified the need to adopt a territorial approach in mining and energy planning activities. Accordingly, it developed a general methodology applicable to planning instruments to incorporate a territorial perspective, understood as a systematic analysis of the specific characteristics of territories and the implications of sectoral decisions and planning guidelines on those territories.

• Resolution 0552 of 2022

This resolution implements the operation of the Study Commission for the Promotion and Development of Carbon Markets in Colombia, with the objective of fostering the growth of these markets as a new economic sector and as an effective tool for reducing greenhouse gas emissions.

• Resolution 0849 of 2022

The Ministry of Environment and Sustainable Development established the Guidelines for the Formulation and Implementation of Territorial Comprehensive Climate Change Management Plans (PIGCCTs), providing directives and guidance for their formulation, implementation, review, and adjustment.

• Resolution 0142 of 2022

This resolution establishes the internal working groups of the Climate Change and Risk Management Directorate of the Ministry of Environment and Sustainable Development, assigns their functions, and sets forth other related provisions.

• Decree 1476 of 2022

This decree regulates Articles 21 and 23 of Law 2099 of 2021 and adds Title VII to Part 2 of Book 2 of Decree 1073 of 2015. Its purpose is to adopt provisions aimed at promoting innovation, research, production, storage, distribution, and use of hydrogen for the provision of public electricity services, energy storage, and the decarbonization of sectors such as transportation, industry, and hydrocarbons.

- **Resolution 418 of 2024**

The Ministry of Environment and Sustainable Development partially regulates Article 175 of Law 1753 of 2015, as amended by Article 230 of Law 2294 of 2023, regarding the definition of the administration of the National Registry for Greenhouse Gas Emissions Reductions and Removals, and establishes other related provisions.

- **Law 2476 of 2025**

Known as the Green Cities Law, it seeks to strengthen climate change adaptation and risk management through the creation of green, biodiverse, and resilient cities and urban centers.

- **Law 2469 of 2025**

This law integrates wetlands into the National Disaster Risk Management System (SGRD) and the National Climate Change System (SISCLIMA), recognizing them as ecosystems that contribute to climate adaptation and resilience.

Guatemala

- **Governmental Agreement No. 329 of 2009**

Approves the National Climate Change Policy, developed by the Ministry of Environment and Natural Resources, which shall be implemented throughout the national territory.

- **National Energy Plan 2017–2032**

The primary objective of the Plan is to support national efforts to reduce greenhouse gas emissions by promoting the use of energy efficiency and energy-saving technologies, while prioritizing the sustainable use of renewable energy sources to diversify the electricity generation matrix.

- **Decree 7-2013**

Framework law regulating the reduction of vulnerability, mandatory adaptation to the effects of climate change, and the mitigation of greenhouse gas emissions.

- **Decree No. 52-2003**

Law on Incentives for the Development of Renewable Energy Projects.

- **Governmental Agreement No. 211-2005**

Regulations implementing the Law on Incentives for the Development of Renewable Energy Projects.

- **Ministerial Agreement 284 of 2020**

Regulations governing the registration of greenhouse gas emissions reduction and removal projects.

Costa Rica

- **Executive Decree No. 41091 of 2018**

National Climate Change Adaptation Policy 2018–2030.

- **Executive Decree 43491 of 2022**

Official adoption and declaration of public interest of the 2022–2026 Action Plan under the National Climate Change Adaptation Policy 2018–2030.

- **Executive Decree 42884 of 2021**

Establishes the Country Program for Climate Leadership under the Climate Change Directorate.

- **National Decarbonization Plan 2018–2050 – Executive Decree 43366 of 2021**

Official adoption of the Policy for the Utilization of Surplus Resources within the National Electricity System to support the development of a green hydrogen economy.

- **Executive Decree 39099 of 2015**

Official adoption of formats, guidelines, and requirements for the submission of applications within the domestic carbon market and for digital access thereto.

- **Executive Decree 37926 of 2013**

Regulations governing the operation and oversight of the domestic carbon market.

Panama

- **Executive Decree No. 35 of 2007**

Approves the National Climate Change Policy (PNCC).

- **Executive Decree No. 34 of 2019**

Establishes the National Climate Change Strategy 2050.

- **Resolution DM-0138-2022**

Adopts the Procedures Manual for the Sustainable National Greenhouse Gas Inventory System (SSINGEI) for the preparation and updating of the National Greenhouse Gas Inventories (NGHGI).

- **Law 45 of August 4, 2004**

Establishes an incentive framework to promote hydro-power generation systems and other new, renewable, and clean energy sources.

- **Law 37 of 2013**

Establishes an incentive regime to promote the construction, operation, and maintenance of solar power plants and/or solar energy facilities.

- **Law 37 of June 10, 2003**

Establishes tax incentives for solar power plants and/or solar energy facilities.

- **Executive Decree No. 142 of 2021**

Mandates the progressive and gradual establishment of the Panama National Carbon Market (MNCP).

- **Executive Decree No. 100 of 2020**

Regulates Chapter II of Title V of the Consolidated Text of Law 41 of July 1, 1998, the General Environmental Law of the Republic of Panama, concerning the Mitigation of Global Climate Change. It establishes the Reduce Your Footprint National Program for the management and monitoring of low-carbon economic and social development in the Republic of Panama and sets forth additional provisions.

- **Cabinet Resolution No. 93 of 2020**

Approves the strategic guidelines of the Energy Transition Agenda.

- **Executive Decree No. 3 of 2023**

Enacts the National Climate Change Policy 2050.

- **Executive Decree No. 135 of 2024**

Regulates Chapter I of Title V of the Consolidated Text of Law No. 41 of July 1, 1998, concerning Adaptation to Global Climate Change, and establishes additional provisions.



Clean Electrification

Energy Generation

Enel's strategic vision positions energy generation as an enabler of sustainable development, incorporating environmental, social, and economic criteria into its operating model. In line with this approach, the Company prioritizes operational efficiency, the optimization of its production processes, and the implementation of high-performance technical and operational standards, establishing itself as a regional benchmark in electricity generation through a generation portfolio composed predominantly of renewable energy sources.

During 2025, Enel maintained high levels of availability and reliability across its generation assets, responding effectively to the requirements of the National Interconnected System.

This performance ensured the operational continuity of its generation fleet and made a significant contribution to the security of electricity supply, reinforcing the Company's role in the country's energy transition process.

In Colombia, Enel operates 12 hydropower plants, 1 thermal power plant, and 4 solar parks located in the departments of Cundinamarca, Huila, Cesar, Magdalena, and Atlántico.

In Central America, the Company operates 9 hydropower plants and 11 solar parks across Panama, Guatemala, and Costa Rica.



Installed Capacity

GRI EU1, EU10

Colombia

In Colombia, the Company closed the year with a net installed capacity of **4,009 MW**, broken down as follows:



Thermal Power Plants

- 6% of installed capacity
- 224 MW coal-fired power plant



Hydropower Plants

- 77% of installed capacity
- 12 generating stations
- 3,097 MW



Solar Parks

- 17% of installed capacity
- 4 solar parks with 688 MWac



Projects Under Construction

- 2 solar parks 523 MWdc

With these results, Enel in Colombia consolidated its position as the company with the largest installed solar capacity in the country.

Centroamérica

In Central America, the Company closed 2025 with a net installed capacity of **705 MW**.



Solar Parks

- 23% of installed capacity
- 162 MW
- 11 solar parks in Panama



Hydropower Plants

- 77% of installed capacity
- 543 MW
- 9 hydropower plants in Panama, Guatemala, and Costa Rica.



Energy Generated

GRI EU2, EU30

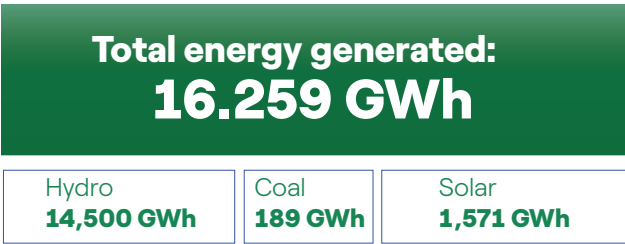
Colombia

The main indicators for 2025 are presented below. During the year, Enel’s net energy generation in Colombia totaled 16,259 GWh, representing a 16% increase compared to 2024. This increase was mainly due to high hydrology levels, which led to higher hydropower generation and a reduction in generation from thermal sources.

Notably, generation increased at the solar power plants in operation, El Paso, La Loma, Fundación, and Guayepo I&II, while testing began for the commercial operation of the Guayepo III solar park, which started delivering energy to the system in August. Together, these solar parks contributed nearly 1.6 TWh of energy to the system. With these results, Enel in Colombia positioned itself as the company with the highest solar power generation, with a 35% share, and as the third-largest electricity producer across all technologies, accounting for 19% of total energy generated. This confirms Enel as the leading solar generator, with 1,571 MWh supplied to the power grid, representing 2% of total electricity consumption in Colombia. Within this technology, the Company contributed 35% in 2025 through four plants in operation.

Enel in Colombia ranked as the country’s third-largest generator, with 19% of total energy generated.

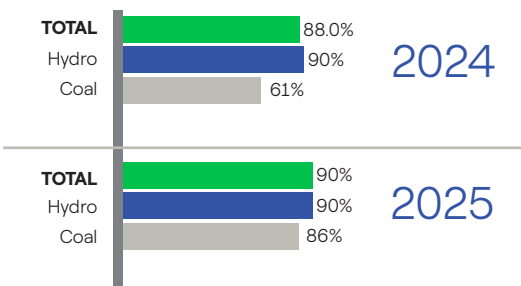
Energy is generated through the use of water and solar resources, as well as through the combustion of fossil fuels such as coal. During the year, energy generated from hydropower sources totaled 14,500 GWh of total generation, while thermal sources accounted for 189 GWh and solar plants contributed 1,571 GWh.



The availability of the hydropower and thermal generation fleet in 2025 was 90%, increasing slightly compared to 2024. Noteworthy activities carried out during the year at the Bogota River Hydropower Plants included the major maintenance of the Pagua Chain, the modernization of the GIS substation (Gas Insulated Substations), and works at the El Guavio Power Plant intake. These activities are intended to ensure the reliability of the generation fleet in future years. Similarly, at the Termozipa Power Plant, several interventions were carried out to improve availability in order to meet the requirements of the grid operator, playing a key role in the operational stability of the eastern area of the Bogota savanna.

The following chart presents availability by technology:

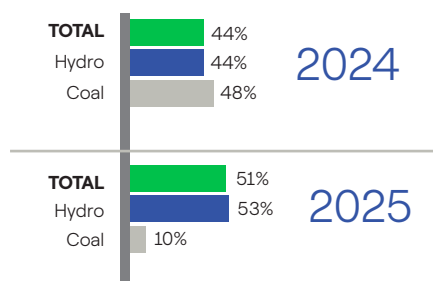
AVAILABILITY BY TECHNOLOGY (2024–2025)



A total of 202,856 operating hours were recorded for the generation units during 2025, representing 17,003 more hours than in 2024. This increase was consistent with higher electricity generation driven by favorable hydrological conditions and increased output from the solar parks.

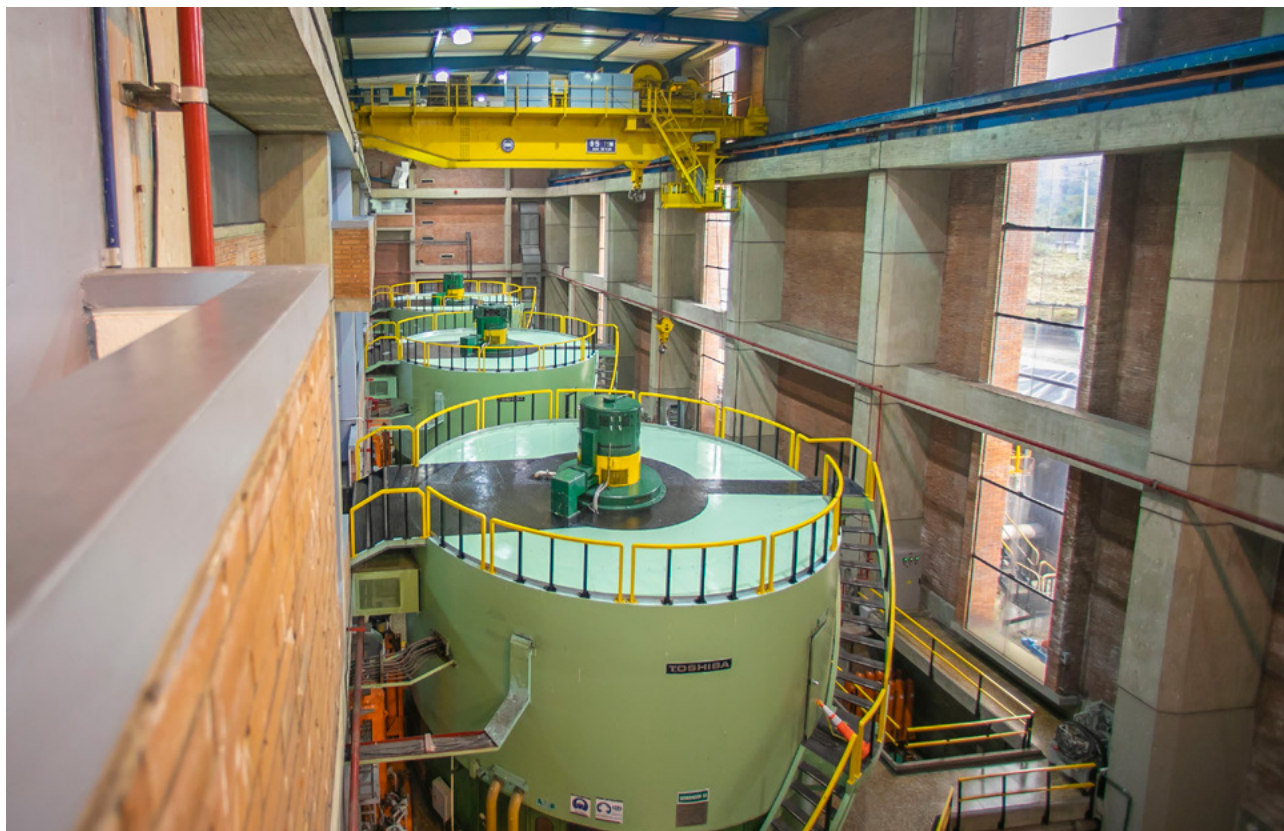
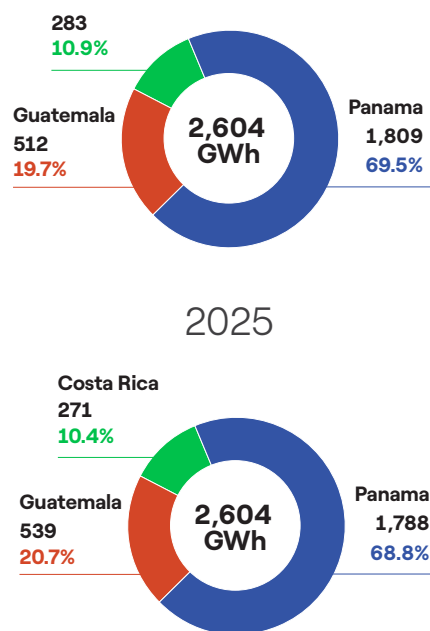
The capacity factor closed the year at 51%, compared to 44% in 2024, meeting the requirements of the National Interconnected System. The following chart presents the capacity factor by technology for 2024–2025, showing greater utilization of hydropower plants due to improved hydrological conditions and, consequently, lower utilization of the Termozipa Thermal Power Plant.

CAPACITY FACTOR BY TECHNOLOGY (2024–2025)



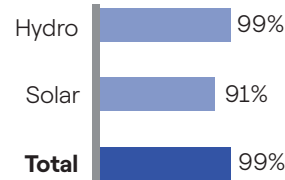
Centroamérica

Net energy generation from the power plants in Central America reached 2,597 GWh in 2025. Of this total, 1,788 GWh corresponded to Panama, comprising 1,581 GWh from hydropower generation and 207 GWh from solar generation. The hydropower plants in Guatemala and Costa Rica contributed 539 GWh and 271 GWh, respectively.



The Equivalent Availability Factor (EAF) for the Central American generation fleet reached 99% in 2025, reflecting outstanding operational performance by minimizing energy losses across the power plants, as shown in the following chart with the breakdown by technology:

TOTAL EAF



System Reliability

HYDROPOWER TECHNOLOGY

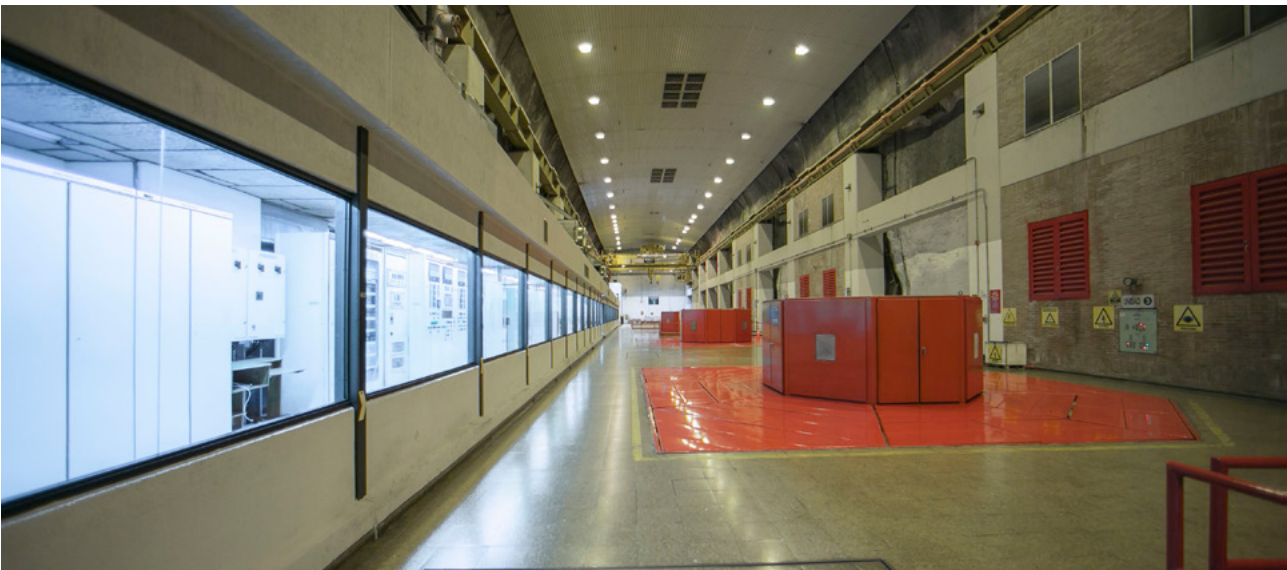
In 2025, the business units operating Enel’s hydropower plants in Colombia, Panama, Guatemala, and Costa Rica worked collaboratively to optimize operations, ensure a reliable energy supply, and strengthen sustainability. Through the implementation of strategic projects and infrastructure modernization initiatives, priority was given to reliability and operational efficiency across all generating facilities. In addition, advanced technological tools were adopted, and measures were implemented to ensure occupational safety and compliance with environmental standards.

This comprehensive management approach enabled the Company to secure energy supply, respond effectively to operational challenges, and reinforce its commitment to sustainable development.

El Guavio Hydropower Plant

In 2025, El Guavio faced significant challenges that required a coordinated effort across all operational areas to ensure the country’s energy supply, reliability, and generation availability. During the year, the plant generated 5.7 TWh, representing approximately 7% of Colombia’s national electricity production. Water resources were also managed efficiently under increasingly variable and less predictable climatic conditions, maximizing water utilization during dry seasons while preventing water spillages during periods of higher inflows.

Key investments were made to modernize the Local Control Panels and circuit breaker controls within the Gas Insulated System (GIS), including the implementation of remote-control capabilities for the generating units and the refurbishment of the Pelton runners. During the plant-wide shutdown in November, the spherical valves of four of the five generating units underwent complete overhauls. At the same time, work progressed on strategic projects, including the repowering of Unit 4’s turbine through the replacement of the runner and injectors, extending the plant’s operational life. With a total of 114,804 work hours completed and zero accidents recorded during the shutdown period, these achievements reflect the Company’s commitment to long-term energy reliability and sustainability.



Erosive processes within the El Guavio watershed have accelerated sediment accumulation in the reservoir due to deposits building up near the water intake, posing a risk to the generation system. To address this, maintenance works were carried out on the existing intake structure, enabling its operation through at least 2029, the time required to construct a new intake structure 53 meters above the current one. The project involves installing a sheet-pile wall by a team of divers operating from a hyperbaric chamber at depths of up to 121 meters, working continuously for 23 days on a 24/7 schedule. All activities were executed under a comprehensive safety plan that addressed every technical and site-specific variable to ensure safe working conditions before and throughout the project. These works are unique due to their depth, the nature of the tasks performed, and their duration. The project carried out by Enel Colombia is pioneering both within the Enel Group and across Colombia.

Magdalena River Power Plants

In 2025, the Betania and El Quimbo power plants supplied 4.3 TWh to the national electricity system, representing approximately 5% of Colombia's total electricity generation. Key initiatives were implemented to improve their operational performance and sustainability.

At Betania, remote-control capabilities were completed for all three generating units and the common systems. The Fire Protection System was modernized, the Francis runners of the generating units were refurbished, and a new transformer purchased during the year was installed on Unit 1.

Bogota River Power Plants

In 2025, the Bogota River Power Plants business unit supplied 4.5 TWh to the National Interconnected System, accounting for 5% of the country's total electricity generation. Modernization projects and maintenance interventions were carried out to maximize plant availability. A major shutdown of the Pagua Cascade took place in August. The scope of work included, among other activities, the overhaul of the generating units' spherical valves, localized internal and external rehabilitation of the penstock and tunnels, replacement of the surge tank structure and enclosure, and modernization of the GIS (Gas-Insulated Substation) at Paraíso. In addition, new power transformers were installed on Units 1 and 2 at Guaca. All of these activities were completed over 95,165 work hours, with zero accidents recorded during the 30-day outage.



Power Plants in Panama

In 2025, the Fortuna Hydropower Plant in Panama generated approximately 1.6 TWh, exceeding budgeted expectations by 8%. This achievement was made possible through the rigorous execution of maintenance and operational activities, which minimized outages, as well as close coordination between the Operations team and the National Dispatch Center (CND), preventing water spillages. Key activities included reinforcing the powerhouse wall; completing the overhaul of the Unit 2 generator; conducting, for the first time in more than 30 years, an inspection of the Fortuna Power Plant's headrace tunnel; and replacing and modernizing the unit control panels (protection systems, synchronization, and Unit 2 auxiliary services). These initiatives ensured the plant's availability and operational reliability, with more than 2,000 work hours completed over 40 working days with zero accidents or incidents.

Power Plants in Guatemala

In 2025, Guatemala experienced a hydrological year characterized by lower water inflows, resulting in electricity generation of 0.5 TWh, 11% below budgeted expectations. Significant investments and improvements were nevertheless carried out at the power plants to ensure the reliability, efficiency, and sustainability of their operations. At Palo Viejo, the speed governors and voltage regulators were replaced on both generating units; the service seals of the spherical valves on Units 1 and 2 were replaced; the 13.8-kV switchgear cell at the Uspantán Substation was replaced; and dredging and maintenance activities were performed on the water intake equipment.

At the El Canadá Hydropower Plant, the overhaul of the Unit 2 generator was completed, fire barriers and water spray systems were installed for the power transformers, and the Unit 2 Pelton runner was replaced. At Montecristo, the butterfly valve on Unit 1, the shaft seal, and the turbine draft tube on both units were replaced. At Matanzas, the unit's spherical valve was replaced, and major maintenance was performed on the Unit 2 generator at San Isidro.

Power Plants in Costa Rica

In 2025, the power plants in Costa Rica achieved electricity production of 0.3 TWh, 14% above budget, driven by greater water availability and a firm-energy commitment strategy based on the country's energy requirements, historical data analysis, and contractual obligations.

Civil works commenced to restore infrastructure on the left bank downstream of the spillway gates at the Chucás Power Plant. In addition, maintenance work and investments were carried out at the Don Pedro and Río Volcán generating units to ensure the availability and reliability of their generators, auxiliary systems, turbines, and power equipment.

In terms of environmental, health, and safety performance, operations in Colombia and Central America achieved 90% compliance with the Go Safety program and 100% compliance with the Reinforcement Plan, Electrical Risk Training, and Training for Inspectors programs. Under the Training on Major Risk program, participation exceeded the target of 140 workers by 193%, while 13,926 HS Inspections were completed against a target of 6,526, in addition to numerous other safety campaigns conducted throughout the year.



THERMAL TECHNOLOGY

In 2025, the Termozipa Thermal Power Plant generated 189 GWh, of which 22% was produced to meet the reliability requirements of the National Interconnected System.

Termozipa Power Plant

Regarding scheduled maintenance activities, Unit 3 underwent replacement of the turbine rotor, major maintenance of the generator, and maintenance of the electrostatic precipitator rapping system. Upon completion of these activities, the unit recovered its net effective capacity. Unit 4 underwent chemical cleaning of the boiler and minor maintenance of the turbine, while Unit 5 received minor turbine maintenance and a boiler integrity assessment.

Preventive and corrective maintenance activities were also carried out on Unit 2 to ensure its availability and reliability.

SOLAR TECHNOLOGY

During 2025, solar technology consolidated its operational maturity in Colombia and Panama, with a clear focus on asset reliability, operational efficiency, and cost optimization. The strategy centered on strengthening the integrated management of operations and maintenance, supported by enhanced in-house technical capabilities, the assurance of critical supply chains, and the advanced use of digital tools for decision-making.

Enhanced data analytics enabled the Company to evolve toward more timely and predictive monitoring of plant performance, increasing its ability to anticipate events, better target technical efforts, and continuously improve operating margins.



Solar Parks – Colombia

In 2025, Guayepo III, a 267 MWdc solar power plant, began supplying electricity to the grid, increasing Enel's installed Non-Conventional Renewable Energy Sources (NCRES) capacity in Colombia to 1,148 MWdc, thereby consolidating one of the region's most significant solar generation platforms. This capacity represents 2% of the total installed NCRES capacity in the country.

It is also worth highlighting the projects under construction during 2025, which are helping to establish northern Colombia as the country's solar energy hub by fostering the development of a comprehensive technological ecosystem and ensuring continuity with the initiatives launched through the solar parks already in operation. These projects promote the specialization of companies within the sector, generate skilled local employment, and enhance the region's visibility as a strategic center for energy development.



The progress of the projects reflects the main milestones achieved and the next steps to be undertaken:

GUAYEPO III


First energization: August 14, 2025
Completion of solar panel installation: September 30, 2025
Completion of solar panel interconnection: November 5, 2025

2025 Generation:
109.5 GWh

Production
forecast 2026:
516 GWh

ATLÁNTICO


Construction of the Nueva Estancia Substation: December 2025
First energization: Scheduled for the first quarter of 2026
Completion of solar panel installation: Scheduled for the first quarter of 2026
Completion of solar panel interconnection: Scheduled for the third quarter of 2026

Production
forecast 2026:
300.9 GWh



In La Loma and Guayepo I and II, significant reductions in production losses of more than 10% were achieved as a result of the complete upgrade of the tracking system at La Loma and the progressive stabilization of operations at Guayepo I and II. These initiatives resulted in structural improvements in the reliability and performance of the solar parks.

As part of the evolution of the operations and maintenance strategy, on-site laboratories were implemented to enable the repair of failed components, the analysis of recurring issues, and the optimization of technical interventions on inverters and trackers. In addition, the recruitment of key personnel strengthened the Company's direct oversight and management of its assets.

Solar Parks – Panama

During 2025, the installed capacity remained at 163 MWdc, distributed across a larger number of smaller-scale solar parks. The inertial plants achieved their operational objectives, while reliability improvements to the distribution line were implemented at the plants in the early operation phase (Madre Vieja and Baco). Another significant milestone was obtaining commercial operation certification from the National Dispatch Center (CND) for the Vista Alegre, Sol Real, Milton, and Estrella solar plants. During the first half of 2026, Solar Caldera and Solar David are expected to achieve the same certification.

The availability of critical spare parts was further strengthened, and technical laboratories were implemented to improve response times and equipment availability. Operations were supported by regional staff teams working in an integrated manner across both countries, optimizing resources and standardizing practices, with a positive impact on sustainability, reliability, and operational efficiency.

Thermal Plant Efficiency

GRI EU11

To meet the requirements of the National Interconnected System and to conduct generation unit testing, the Termozipa Thermal Power Plant operated for 5,396 hours, achieving an average efficiency of 25.8% in 2025.

Planta	Energy Source	2024	2025
Termozipa Power Plant	Coal	25.8%	26.1%



Sustainability, Plant Operations, and Maintenance

During 2025, the Operations and Maintenance area of Enel Green Power and Thermal Generation at Enel Colombia reaffirmed its commitment to the global sustainable development agenda by maintaining its management approach aligned with the Sustainable Development Goals (SDGs). Sustainability continued to be viewed as an opportunity to strengthen a business model that creates long-term value. Within this framework, key initiatives focused on the circular economy and sustainable power plants were implemented, promoting operational efficiency and generating positive impacts on local communities.

Innovation remained a cross-cutting element of operations, driving the adoption of advanced technologies through digitalization programs, robotic automation, and the enhancement of data management platforms. These initiatives improved safety, optimized plant operations, enabled earlier fault detection, and facilitated the sharing of experiences and lessons learned across hydropower, thermal, and solar technologies.

Among the principal initiatives implemented during 2025 were:

- **Evolution:** An umbrella program integrating continuous improvement and innovation projects under a unified management framework, reducing duplication of efforts and shortening implementation times. The platform centralized the submission and monitoring of initiatives while providing digital tools such as Power BI dashboards and standardized templates, thereby strengthening the Organization's culture of simplification and operational efficiency.
- **Development of the Sustainable Plant Program:** This initiative promotes continuous improvement across generation facilities. During 2025, 434 initiatives were implemented across all power plants in Colombia and Central America, enabling more efficient use of resources such as water and operational supplies. In addition, 70 circular economy projects were developed and implemented, together with various shared-value initiatives benefiting communities located within the Company's areas of influence.

- **RoBoost:** A corporate robotics program designed to optimize the efficiency of operations and maintenance activities through the use of robotic technologies. During the year, 93 activities were carried out using drones and smart glasses, including remote inspections, virtual site visits, and other technical support activities across hydropower, thermal, and solar technologies.
- **El Quimbo Oxygenation Project:** This initiative continued to strengthen and expand its environmental impact through the network of patents already granted in Colombia and Chile, which have enabled validation and broader application throughout the region. In 2025, its scope expanded further with the granting of a patent in Peru, valid through 2039, covering the oxygen micro-injection and dosing system for the discharge waters of the El Quimbo Hydropower Plant. This technology, which can be replicated at other facilities, improves the water quality of the Magdalena River, benefits biodiversity and fishing activities, contributes to environmental regulatory compliance, and supports SDGs 9 and 13. This additional patent further reinforces the project's scalability and its potential application across multiple geographies.
- **WiFi Project:** An initiative aimed at expanding connectivity across generation facilities, ensuring real-time communications while enabling digital tools such as the electronic Permit to Work (ePtW) system and enhancing operational management.
- **New Reporting Processes:** New reporting processes for submitting information to XM, Colombia's system operator, were integrated into the Generation Control Center using technological tools that improve both efficiency and data quality.
- **Verification of New Firm Energy for the System:** Verification activities were completed for the La Loma and Guayepo I and II projects, which entered commercial operation during the second half of 2024, in compliance with CREG Resolution 101 024 of 2022.
- **Issuance of New Carbon Credits:** Carbon credits were recertified for several hydropower and solar generation plants, while new certifications were obtained for the La Loma and Fundación solar plants, both of which contribute to reducing greenhouse gas emissions. These efforts resulted in the certification of approximately 0.7 million metric tons of CO₂ emissions reductions.

Enel Colombia reaffirms its leadership in transforming the energy sector by integrating sustainability, innovation, and efficiency into every stage of its operations. The achievements attained in 2025, together with the challenges outlined for the future, demonstrate the Company's commitment to creating long-term value, protecting the environment, and promoting the well-being of local communities, while making a decisive contribution to the country's energy transition and sustainable development.

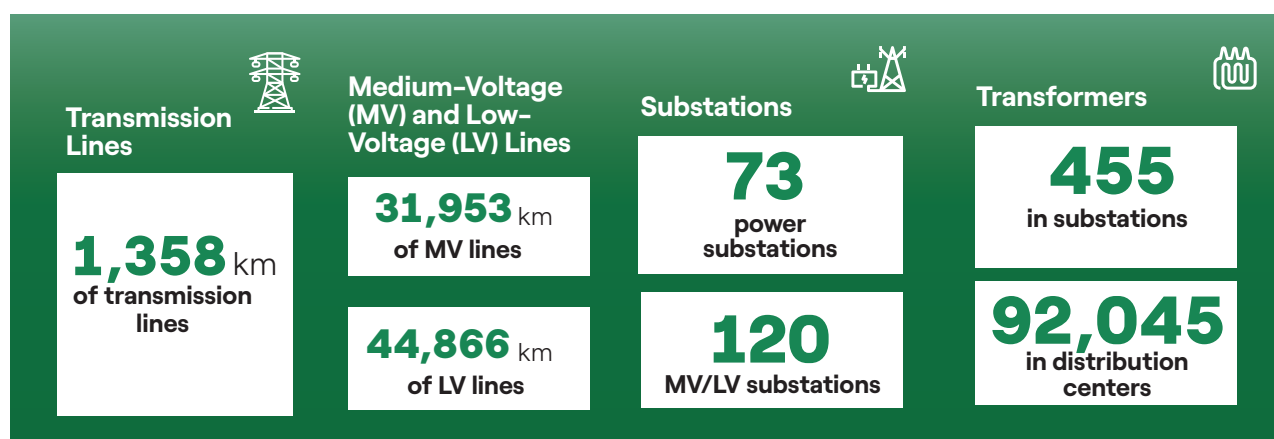


Energy Distribution

Enel Colombia continued implementing improvements to its electrical infrastructure to respond to increasing demand and ensure service coverage based on principles of quality, reliability, and safety.

To align this objective with the strategic priorities of the Department of Cundinamarca in Colombia, the Company developed a range of electricity distribution initiatives designed to promote productivity and competitiveness throughout its area of influence.

Infrastructure Available for Energy Distribution



Energy Distribution Networks

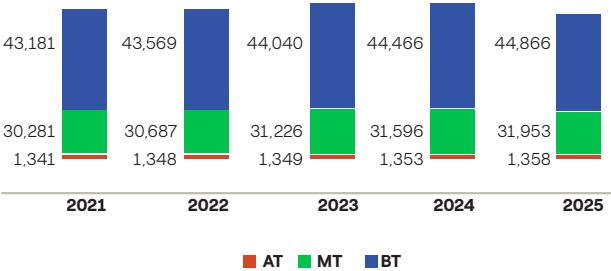
GRI EU4, IF EU 000.C, IF EU 000.D, IF EU 000.E

In 2025, Enel Colombia continued the standardization, upgrading, replacement, and expansion of its overhead and underground medium- and low-voltage distribution networks, significantly reducing failures and positively impacting service quality.

LENGTH OF LOW-VOLTAGE (LV) AND MEDIUM-VOLTAGE (MV) DISTRIBUTION NETWORKS AND HIGH-VOLTAGE (HV) TRANSMISSION LINES (KM)

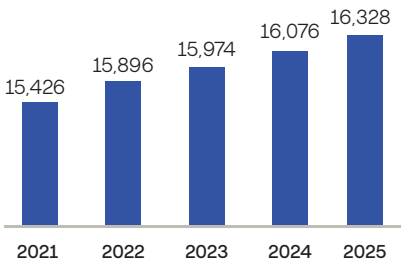


DISTRIBUTION OF THE LENGTH OF LV AND MV DISTRIBUTION NETWORKS AND HV TRANSMISSION LINES (KM)



The following chart illustrates the evolution of the electricity demand managed by Enel Colombia in its role as the distribution system operator, measured in gigawatt-hours (GWh), over the 2021–2025 period. The analysis shows that demand has grown by approximately 6% over the past five years.

EVOLUTION OF ENEL COLOMBIA'S ELECTRICITY DEMAND (DISTRIBUTION SYSTEM OPERATOR) (GWH)



Energy Demand

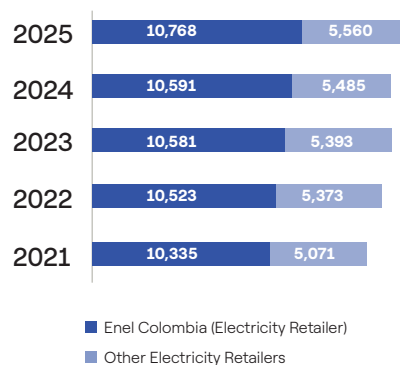
The electricity demand managed by the Company in its role as the distribution system operator is divided into three main components:

- Energy supplied to Enel Colombia customers in its capacity as an electricity retailer.
- Energy distributed to customers served by other electricity retailers.
- System energy losses, including both technical and non-technical losses.

At year-end 2025, electricity demand managed by the Company as the distribution system operator totaled 16,328 GWh, representing an increase of 252 GWh (1.6%) compared to 2024.

The segment that recorded the highest growth in electricity demand was that of customers served by other electricity retailers, with an increase of 1.4%, while the market served directly by Enel as the electricity retailer grew by 1.7%.

BREAKDOWN OF ELECTRICITY DEMAND AS THE DISTRIBUTION SYSTEM OPERATOR (GWH)



Service Coverage

GRI EU26

Enel Colombia provides electricity service to 100% of the municipalities in the Department of Cundinamarca, as well as to selected municipalities in the departments of Meta, Tolima, and Boyacá. According to the report submitted by the Company to the Mining and Energy Planning Unit (UPME) for the 2025 reporting period under the Indicative Coverage Expansion Plan (PIEC), the Electricity Coverage Index (ICEE) for Enel Colombia's service area reached an overall value of 98.68%, showing that:

- Municipal urban centers recorded an electricity service coverage rate of 99.98%.
- Rural areas recorded an electricity service coverage rate of 93.94%.
- A total of 4,734 Unserved Households (USHs) were identified within Enel Colombia's service area.

These figures are reported in the Indicative Coverage Expansion Plan (PIEC) submitted to the UPME, using a calculation methodology that combines multiple sources of information, including the National Population and Housing Census, rural electrification projects submitted to the UPME, and the distribution system operator's own records to calculate the Electricity Coverage Index (ICEE).

Since 2016, the Company has focused its efforts on upholding the Enel Group's corporate values by expanding access to safe and reliable electricity for more people around the world while supporting municipal and departmental development plans.

To achieve this objective, the Company established the Cundinamarca 100% Program and allocates the necessary resources each year for its implementation. The program seeks to achieve universal access to electricity throughout Enel Colombia's service area through four fundamental pillars, with the goal of providing electricity by 2026 to 8,500 families included in the electrification needs database:

- **Identification of unserved households:** In partnership with the National Government, Enel Colombia has been working to improve the available information on households without electricity service and to identify the most appropriate electrification strategies for these communities, thereby strengthening the program's database.
- **Electrification strategies:** Enel Colombia continues to identify the most appropriate infrastructure alternatives for providing electricity service to unserved households in rural areas through various projects, pilot initiatives, and lessons learned from rural dispersed customers connected in recent years, together with rural electrification initiatives implemented by Enel worldwide.



- Funding sources:** According to the National Government's declarations set forth in various policy documents, and specifically in the Indicative Coverage Expansion Plans (PIECs) issued in recent years, achieving universal electricity service throughout Colombia requires a substantial financial effort. To support this objective, the National Government has established funding mechanisms for rural electrification, which have enabled Enel Colombia to advance toward its goal of achieving 100% electricity service coverage within its area of influence.
- Rural coverage expansion plan:** Building upon the three fundamental pillars described above, Enel Colombia developed its rural coverage expansion plan, which has produced the following results:
 - The scenario for achieving universal electricity service within Enel Colombia's area of influence indicates the need to secure more than COP 102 billion in funding over the coming years, as well as the Company's adoption of new technologies aligned with the latest regulatory developments in the electricity sector.
 - With respect to the number of Unserved Households (USHs), in 2025 the Company completed the infrastructure required to provide electricity service to 875 families across various municipalities in the departments of Cundinamarca and Meta. Since 2016, the program has significantly improved the quality of life of 7,803 families.

Quality of Supply

GRI EU27, EU28, EU 29

During 2025, Enel Colombia effectively addressed the main challenges associated with service quality through the execution of its investment plan, which included strengthening system resilience, fulfilling the annual maintenance plan, implementing the protection coordination plan, and carrying out other operational initiatives.

These actions enabled the Company to achieve its service quality targets, improving SAIDI by 19% and SAIFI by 18% in 2025.

On June 8, 2025, an earthquake with an approximate magnitude of 6.5 struck with its epicenter in Paratebueno (Cundinamarca) at a shallow depth, causing strong shaking in Bogota and throughout much of central Colombia. The earthquake caused material damage to homes, roads, and local infrastructure and was followed by several aftershocks in the days that followed, generating widespread public concern.

Although no fatalities were reported, the event was one of the most significant seismic events of the year in Colombia, underscoring the high seismic activity of the Andean region and the importance of preparedness for this type of natural hazard.

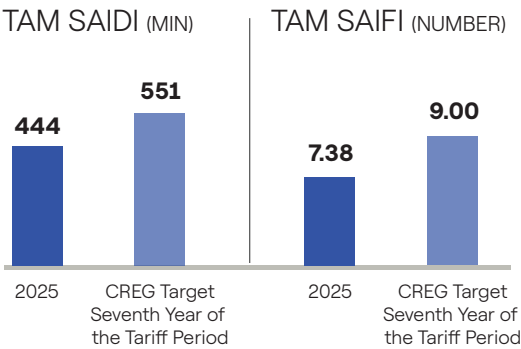
SAIDI-SAIFI Results 2025

IF-EU550a.2

The year 2025 corresponds to the seventh year of the tariff period established under CREG Resolution 015 of 2018.

SAIDI-SAIFI Results 2025

Enel Colombia Indicator	Unit	CREG Target 2025	2025 Result	Variance vs. CREG Target
TAM SAIDI	Minutes	551	444	-19%
TAM SAIFI	Number	9.00	7.38	-18%



AIDI Results 2025

The Customer Average Interruption Duration Index (CAIDI), which measures the average duration of customer interruptions, increased slightly by 5% due to challenges in restoring service associated with travel times for field technical crews and prevailing weather conditions, as wet weather predominated compared to the drier conditions experienced in 2024.

Enel Indicator	Unit	Value	Change vs. 2024
	Result		
CAIDI 2025	Minutes	60.16	5%

Advanced Metering Infrastructure in Colombia

With the objective of gathering key information on Advanced Metering Infrastructure (AMI) deployment costs, ex ante and ex post benefit quantification, tariff remuneration alternatives, and data management, CREG Circular 129, dated January 31, 2025, was issued, inviting distribution system operators, electricity retailers, industry associations, and other interested stakeholders to submit technical studies and analyses regarding the implementation of Advanced Metering Infrastructure (AMI) within the National Interconnected System (SIN).

In July 2025, the Superintendence of Industry and Commerce (SIC) issued Resolution 40972, establishing mandatory metrological requirements for new residential electricity meters marketed in Colombia beginning January 5, 2026. The regulation adopts standards established by the International Organization of Legal Metrology (OIML), focusing on accuracy, tolerances, and performance to reduce claims arising from metering errors and ensure billing based on actual electricity consumption. The resolution provides for a 12-month transition period beginning in January 2026, allowing manufacturers and importers to adapt their processes with the support of training and technical assistance provided by the SIC. The regulation applies only to new equipment, promoting reliable metering without requiring immediate changes for existing users.

On November 30, 2025, CREG Circular 214 of 2025 was issued under the subject "Publication and Submission of the Study Report: Conditions for the Implementation of Advanced Metering Infrastructure (AMI) in the National Interconnected System (SIN)." The report was the result of a consultancy commissioned by the Inter-American Development Bank (IDB) on behalf of the CREG, with the objective of proposing regulatory alternatives for establishing the conditions required to implement Advanced Metering Infrastructure (AMI) in the National Interconnected System (SIN). The report primarily included the following topics: International review of AMI implementation in California (United States), London (United Kingdom), Australia, and Chile.

- Review of national implementation experiences at CENS, CHEC, EEBP, ESSA, EDQ, CEO, and Enel.
- Updated cost-benefit analysis.
- Regulatory alternatives.
- Tariff impact assessment.



After receiving comments on the report from distribution companies, electricity retailers, industry associations, customers, and other interested stakeholders, the CREG is expected to conduct a comprehensive analysis to consolidate the final regulatory proposals governing the deployment of Advanced Metering Infrastructure (AMI) within the National Interconnected System (SIN).

During 2025, while regulatory discussions regarding the remuneration framework for AMI deployment continued, Enel Colombia launched a commercial strategy during the first half of the year to promote and market smart metering solutions to construction companies for use in new residential developments. As part of this initiative, an operational sales model was established through the incorporation of a dedicated commercial advisor and the development of technical proposals in partnership with Gridspertise. As a result of this initiative, more than 15 construction companies were engaged, leading to the sale of 4,354 smart meters.

In addition, in response to the urgent need to improve outage management for **electricity-dependent** customers, progress was made in procuring smart meters and Advanced Metering Infrastructure (AMI), including both hardware and software, that comply with the technical requirements established under CREG Resolution 101 001 of 2022. Among these requirements is the last-gasp functionality, which sends outage notifications to outage management systems to improve response times. Given the wide geographic dispersion of these customers across the distribution network, the meters were required to communicate directly with the software through a point-to-point architecture, without relying on data concentrators via Wide Area Network (WAN) communications (e.g., 4G cellular networks). The procurement process was launched on July 3, 2025, and in November the contract was awarded for the supply of up to 25,000 units, which will also support loss control initiatives, including micro-balancing and monitoring of large customers.

As of year-end 2025, Enel Colombia had 76,886 end customers equipped with Advanced Metering Infrastructure (AMI), representing a 2% market penetration rate, in addition to 7,057 balance metering installations.



Commercial Operations Management

GRI EU12, EU21

Non-Technical Loss Reduction Management Program

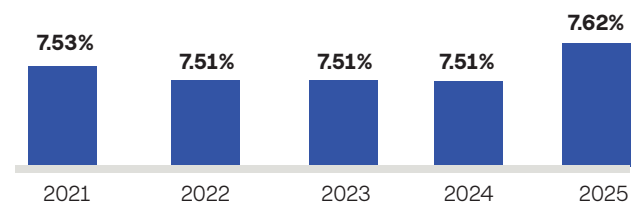
Efficient energy management and the mitigation of non-technical losses constitute a fundamental pillar of the Company's financial sustainability, market fairness, and corporate responsibility. During 2025, Enel Colombia maintained its commitment to controlling non-technical losses by pursuing more efficient operation of its electricity distribution system. This effort was supported by the Energy Recovery Program, which included the execution of technical inspections of metering systems, the installation of technical metering solutions for customers with metering irregularities, the installation of remote metering equipment for high-consumption customers and MV/LV distribution transformers, the regularization of unauthorized users in the Company's peripheral service areas, the implementation of the culture of legality program and partnerships with other public utility providers, as well as the management of criminal complaints, among other initiatives.



The energy loss index, which represents the ratio of energy losses as the Distribution System Operator to the energy injected into the distribution system, was affected by electricity demand during the first quarter of the year being lower than budgeted. As a result, total energy injected into the system for the year closed at 16,767 GWh/year, compared to a budget of 16,959 GWh/year (-192 GWh). In addition, technical losses increased relative to budget expectations, primarily due to the high loading levels of the high-voltage network serving the northern Bogota savanna region.

The following chart presents the evolution of Enel Colombia's energy loss index, in its capacity as the Distribution System Operator, over the past five years.

EVOLUTION OF THE ENERGY LOSS INDEX



At December 2025, TAM energy losses totaled 1,277 GWh/year (compared to 1,271 GWh/year budgeted), of which 919 GWh/year (vs. 888 GWh/year in 2024) corresponded to technical system losses and 359 GWh/year (vs. 365 GWh/year in 2024) to non-technical losses. This result in non-technical energy losses was achieved through the Energy Recovery Program, which successfully mitigated the growing aggressiveness of the market while also off-setting part of the increase in technical losses.

Targeting Non-Technical Losses

The success of the Energy Recovery Program lies not only in conducting field inspections and detecting metering irregularities and electricity fraud, but also in the processing and analysis of information used to develop models that apply advanced data analytics techniques to achieve the level of energy recovery required to reduce non-technical energy losses. Among the inspection selection strategies implemented during 2025, the following are noteworthy:

- Consumption deviation analysis
- Billing anomaly analysis
- Seasonality analysis by economic activity

- Phasor analysis of remotely metered customers
- Analysis of repeat electricity theft offenders
- Analysis based on low- and medium-voltage energy balances
- Analysis of high-consumption customers
- Special action plans during vacation periods and the year-end holiday season

Together with the inspection process, these methodologies enabled the execution of an annual field verification plan comprising 164,000 inspections, of which 77% resulted in some type of metering intervention and/or correction, while 22.8% identified an anomaly or energy under-registration that led to the initiation of an energy recovery case.

Low-Voltage Macro Metering

During 2025, 25,000 monthly low-voltage energy balances were generated using metering equipment installed at the low-voltage terminals of distribution transformers (LV macro meters). Based on the analysis of these balances, 2,542 distribution centers were subsequently selected for field investigations under the Hurricane Plan, aimed at managing non-technical energy losses. A total of 3,022 customer inspection orders were carried out, of which 1,621 (54%) resulted in corrective actions, including meter replacement, meter correction, meter installation, direct service connection, or service disconnection. These results demonstrate that low-voltage macro metering, together with balance analysis used to select customers for field inspections, is highly effective in detecting both electricity theft and energy under-registration resulting from other causes.

As part of the low-voltage macro metering strategy, remotely monitored metering equipment was also installed to provide remote access to metering data for calculating low-voltage energy balances. During 2025, **2,731** remotely monitored meters were installed, enabling improved analysis of energy distributed through distribution transformers and enhancing the identification of areas with elevated energy losses.

Polygon Plan

Another strategy used to identify areas with potential non-technical energy losses consists of selecting geographic areas encompassing multiple distribution transformers based primarily on medium-voltage macro metering, that is, metering equipment installed at the head of MV circuits. Based on these medium-voltage energy balances, 50 circuits with energy loss levels exceeding 14% were selected in 2025. As a result, 15,981 inspections with effective outcomes were completed, leading to the identification of 1,042 cases of intentional electricity theft.

High-Energy Consumption Plan

Given the importance of high-consumption customers for controlling energy losses, 15,518 inspections were carried out within this customer segment during 2025, of which 65% produced effective results. In addition to the previously described analyses of consumption deviations and seasonality by economic activity, customer selection for this segment also incorporates the analysis of voltage and current signals from customers equipped with remote metering systems.



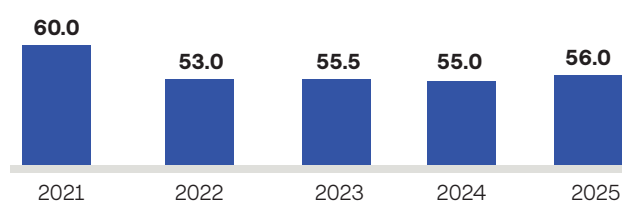
Inspection Plan

The annual field technical inspection plan carried out during 2025 completed 165,000 customer inspections.

	Low Voltage	Medium and High Voltage
Total inspections	159,755	4,626
Targeted through Energy Recovery Programs and Inspections	86,031	2,514
Anomaly management	49,472	350
Customer service, reports, and external requests	24,252	1,762
Inspections with findings (meter replacements and anomaly corrections)	124,335	2,761
Inspections resulting in energy recovery	37,211	403
Energy recovery cases	26,988	222

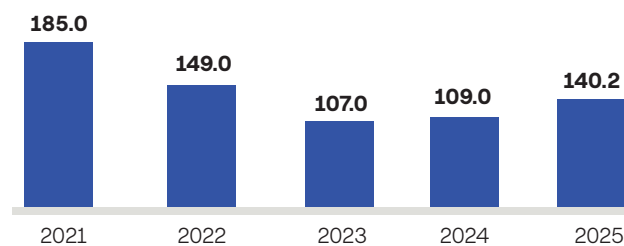
Thanks to the inspection plan implemented during 2025, together with the effectiveness achieved in inspections that enabled the recovery of unregistered energy consumption, **56 GWh** of Non-Registered Consumption (NRC) were recovered. The following chart presents the amount of energy recovered over the past five years.

TREND IN ENERGY RECOVERY FROM NON-REGISTERED CONSUMPTION (NRC) (GWH)



In addition to the energy recovered from non-registered consumption for periods preceding the inspection, inspections also generate subsequent billing increases resulting from the normalization or correction of metering anomalies identified during the verification of metering equipment. This additional billed energy is measured for inspections in which corrective actions are performed and is recorded beginning in the month following the inspection. The following chart presents the billing increases achieved over the past five years for inspections carried out in each respective year.

TREND IN BILLING INCREASES (GWH)



Metering Assurance

When an inspection identifies anomalies in the metering system or the service connection, and operating personnel suspect or have evidence that similar irregularities may recur at the premises, metering equipment or other technical measures are installed to ensure the accurate measurement of future electricity consumption. These technical measures range from relocating the meter to an exterior location to installing metering systems inside locked enclosures, with ongoing monitoring by Enel Colombia's Metering Management Center.

During 2025, **7,208** technical metering solutions and **2,768** remotely monitored metering devices were installed for high-energy-consumption customers. In addition, 339 existing technical metering solutions were replaced at customer sites with recurring cases of electricity theft where field inspections determined that the existing installations had been compromised or were susceptible to tampering by the customer.



Safe Energy for All Program

During 2025, the Safe Energy for All Program became operational with the primary objective of regularizing electricity service in areas with informal human settlements where electricity had been used improperly for many years.

The program evolved into an integrated initiative involving multiple areas of the Company to generate a greater positive impact on the community, customers, and shareholders. The plan is structured around six workstreams, each with specific responsibilities:

- 1. Territorial Affairs:** Responsible for engaging and coordinating with local authorities and community leaders, in conjunction with the Losses Management and Inspection teams.
- 2. Inspections:** Responsible for identifying target areas, conducting community outreach in coordination with the Territorial Affairs team, and managing the regularization of electricity service through the upgrading and installation of metering systems.
- 3. ORA:** Responsible for the construction and upgrading of electrical infrastructure to provide electricity service through medium-voltage (MV) and low-voltage (LV) networks.
- 4. Communications:** Responsible for designing and implementing the communications plan, including the development of graphic materials tailored to each stage of the process.
- 5. Sustainability:** Responsible for implementing initiatives that promote community development within the program's areas of influence, extending benefits beyond the provision of electricity service.
- 6. Billing and Customer Service:** Responsible for ensuring accurate billing and providing customer support through mobile service units that facilitate direct, efficient, and seamless interaction with new customers.

Key Impact Areas

The program seeks to mitigate or improve three fundamental aspects:

- 1. Electrical Safety:** Reduce electrical hazards by temporarily regularizing electricity service, protecting both electrical installations and public safety.
- 2. Service Quality:** Prevent overloads and service interruptions caused by unsafe, makeshift electrical connections, thereby improving service quality for both existing customers and newly connected users.
- 3. Economic Losses:** Reduce the financial impact associated with unauthorized connections and improper use of electricity service.

2025 Results

- **Regularization of electricity service for more than 2,000 customers, benefiting more than 9,000 people.**
- **Energy recovery:**
 - **1 GWh** from Non-Registered Consumption (NRC).
 - **5.2 GWh** through Follow-Up activities.

Complementary Social Projects

- Renovation of the community center in the República de Canadá neighborhood.
- Progress in the contracting process for equipping an early childhood development center in coordination with the Colombian Family Welfare Institute (ICBF).
- Procurement process for the implementation of a community garden model, including training in productive projects, in the El Triunfo sector.



Culture of Legality

In 2025, the campaign incorporated, for the first time, additional elements beyond electricity theft under the slogan “Safety Is Everyone’s Responsibility.” Communication and budgetary efforts were coordinated to raise public awareness about electricity theft, damage to or theft of utility infrastructure, and accidents involving third parties. The campaign continued to focus on educating the public about illegal activities related to electricity service, encouraging legitimate customers to anonymously report any incidents affecting the infrastructure, as well as illegal connections or accidents, while reinforcing the message of legality during the holiday season. Digital outreach remained always-on across the Company’s owned media channels and social media platforms, complemented by press releases and coordinated efforts among the companies participating in the Alliance for the Legality of Public Utilities. The campaign also leveraged mass media channels, including TransMilenio, radio advertisements, public markets, and neighborhood stores.

These campaigns encouraged **4,166** customers to report incidents through Enel’s reporting channels during the year, resulting in the recovery of **795 MWh** of Non-Registered Consumption (NRC), equivalent to **COP 596 million**, representing a **5.8%** increase in customer reports compared to the previous year.

Alliance for the Culture of Legality

During 2025, the commitment of senior executives from Enel, Vanti, and the Bogota Water and Sewerage Company (EAAB) continued, resulting in significant achievements, including:

- A joint enforcement operation targeting a dry-cleaning business, through which the three companies recovered **COP 202 million**. The operation received nationwide media coverage, reaching an estimated audience of 4,186,175 views.
- A joint enforcement operation targeting recycling facilities, conducted together with the Fontibón Mayor’s Office, which identified stolen infrastructure belonging to both EAAB and Enel.
- The signing of a Memorandum of Understanding with the District Housing Secretariat, extending through 2027, to coordinate efforts aimed at meeting basic public utility service needs in informal settlements, reducing losses associated with unauthorized use of utility services, and mitigating related risks.

- Public awareness and communication campaigns through mass media addressing illegal activities, including 12 press releases and publications on each participating company’s website regarding enforcement operations and court rulings.
- A legal and technical forum addressing adverse rulings issued by the Superintendence of Residential Public Utilities (SSPD), supporting the proposed amendments to the Uniform Conditions Contracts (CCUs) of the participating companies in order to strengthen customer accountability and participation in proceedings and litigation arising from confirmed cases of utility fraud.

Management of Criminal Complaints

The Company files criminal complaints with the competent authorities to initiate legal proceedings against individuals who commit electricity theft, with the objective of protecting customer safety and safeguarding the electrical infrastructure. Under Article 256 of the Colombian Criminal Code (Law 599 of 2000), this offense carries fines ranging from 1.33 to 150 monthly legal minimum wages and prison sentences ranging from 16 to 72 months.

During 2025, the Company filed 61 new criminal complaints, bringing the total number of active electricity theft cases against customers to 435. In addition, 28 urgent enforcement operations were carried out in coordination with oversight authorities targeting repeat electricity theft offenders, resulting in three arrests for the offense of electricity theft. The Company also recovered **COP 244 million** through settlement agreements, further strengthening its legal enforcement efforts and the protection of the electricity service.



New Customer Connections

In 2025, 102,125 customer connection operations were completed on Enel Colombia's electricity distribution network.

Connection Operations	
Special connections	67,634
Standard connections	34,491

This figure represents a 3.04% decrease compared to the previous year. During 2025, the Company maintained the positive trend in connecting residential development projects, largely driven by the reactivation of subsidies for Social Interest Housing (VIS) and Priority Interest Housing (VIP) introduced during 2024.

A total of 67.08% of the completed connections were processed through the Special Connection Process. These applications include connections with loads exceeding 30 kW in Bogota and 15 kW in Cundinamarca, projects involving more than 12 customer accounts, and projects requiring network expansion, primarily residential developments, industrial facilities, and commercial establishments.

The regulatory processing times established under CREG Resolution 070 of 1998 for the Special Connection Process during 2025 were as follows:

Process	Average Time (Days)	Regulatory Time (Days)
Feasibility studies	4.79	7
Low-voltage designs	6.14	7
Medium-voltage designs	7.53	15
Acceptance of low-voltage works	5.78	7
Acceptance of medium-voltage works	3.82	15

A significant reduction was achieved across all regulatory processing times for the Special Connection Process compared to the previous year, with an overall improvement of 25% in the macro-level processing times.

Connection of Generation Projects

In 2025, 702 photovoltaic solar generation projects with a combined installed capacity of 32 MVA were connected to the distribution network, representing a 57% increase compared to the 447 projects connected during 2024, as well as an 18% increase in total installed capacity. During the year, the first distributed generation facility in Paratebueno was also energized. In 2026, this facility will become part of the first Energy Community established in partnership with Enel.

In addition, during October, the 30 MVA Canoas wastewater pumping station, classified as a Class 1 project, was energized, along with the 9.4 MVA temporary construction power supply for the Metro maintenance yard and four temporary TransMilenio stations supporting the construction of the metro system.

Process Improvements

- The Activation Superback Office was established, consolidating all previously dispersed Back Office teams responsible for activation processes across every customer segment into a single unit. This facilitated standardized training, unified operational guidelines, and streamlined management of customer connection processes. A single communication channel for activation processes was also created through a dedicated web form and the exclusive email address activaciones.colombia@enel.com, resulting in a significant reduction in regulatory processing times.
- An End-to-End management model was developed for large-scale projects, whether measured by the number of customer accounts or connected load. This model provides close support to these customers while ensuring both the technical and procedural aspects of the connection process, shifting from a reactive to a proactive approach that delivers higher levels of customer satisfaction within this customer segment.
- Four webinars were held during the year, including one for developers of self-generation projects focused on the activation and billing process for self-generators, and three additional webinars conducted in collaboration with industry associations such as CAMACOL and the Bogota Chamber of Commerce.
- During 2025, the Company formally established the procedure governing temporary construction power connections, which, together with the accounts receiv-

able management process, enables better control over the duration of these temporary services and facilitates the transition to permanent connections, even in cases where outstanding balances exist, thereby safeguarding receivables while ensuring safe customer connections. As a result, the number of temporary construction connections decreased from 3,852 in 2024 to 1,819 by the end of 2025.

- Reduction in connection time from 32 days to 25 days.
- Implementation of preventive controls to improve the quality of first bill issuance, reducing connection-related claims from 95 per month to an average of 15 during 2025.
- Ongoing support provided jointly by the sales channels and activation teams to employees in order to strengthen both technical and commercial knowledge.
- Anti-corruption and anti-extortion training delivered in partnership with the GAULA Unit of the Colombian National Police at employee facilities, together with the management of cooperation agreements with organizations responsible for issuing professional licenses, such as CONTE (National Council of Electrical Technicians). These agreements enable the reporting of pro-

fessionals who engage in improper conduct during connection processes to the licensing authorities.

- Update of the Company's website with user-friendly information on connection processes for both technical and non-technical customers, together with the development of new connection guides designed from a user experience perspective to facilitate navigation through the process.
- Connection of the first customers under the Enel Connection model, allowing customers originally scheduled for connection in 2027 and 2028 to be connected during 2025 despite network loading constraints. This was achieved through the installation of network equipment capable of monitoring network loading and protecting the electrical infrastructure.
- 2028 por temas de cargabilidad de la red, ejecutando instalación de equipos en red que permiten monitorear la cargabilidad y proteger la infraestructura.

These initiatives resulted in a clear improvement in customer satisfaction with the connection process, increasing the customer satisfaction score from 3.2 in 2024 to 3.7 by the end of 2025.



Service Disconnections

During 2025, 802,872 service disconnections were carried out due to unpaid balances, of which 71.8% of customers made payment after the service suspension. The number of operations and the corresponding timeframes are detailed below:

Indicator	Time	Operations with Payment	%
Time from Service Disconnection to Customer Payment	Less than 48 hours	452,350	78.47%
	Between 48 hours and one week	61,970	10.75%
	Between one week and one month	59,952	10.40%
	Between one month and one year	2,191	0.38%
	More than one year	-	0.00%
	Total	576,462	100.00%
Time from Customer Payment to Service Reconnection	Less than 24 hours	584,449	98.72%
	Between 24 hours and one week	6,980	1.18%
	More than one week	598	0.10%
	Total	592,027	100.00%

A significant improvement was achieved in service reconnection times within 24 hours, increasing from 93.80% of reconnection operations in 2024 to 98.72% in 2025.

Additionally, during 2025, the Company managed 100 customers identified as its largest delinquent accounts, representing an accumulated outstanding balance of COP 74.966 billion. As a result, service was suspended for 68 of these customers, while 7 customers regularized their accounts, representing outstanding debt totaling COP 7.380 billion.

Among the key achievements in service suspension and reconnection management during 2025 was the generation of a positive operating margin of COP 1.581 billion between process-related revenues and costs. This result had not been achieved during the previous year and represents a 70% improvement compared to 2024.



Third-Party Accidents

GRI EU25

During 2025, as part of its third-party accident prevention efforts, the Company strengthened its training programs through both virtual and in-person learning tools. Training sessions incorporated the use of electrical arc and disruption equipment provided by the National University of Colombia, enabling participants to understand the consequences of violating minimum safety clearance distances and the severe injuries that can result from contact with energized equipment.

On-site awareness campaigns were also conducted in areas where third-party accidents may occur due to the reduction of safety clearance distances during construction activities carried out by third parties, resulting in more than 4,210 direct communications with customers.

In addition, electrical safety and risk prevention campaigns were carried out in schools and communities located in the districts with the highest accident rates, including Suba, Engativá, Ciudad Bolívar, Usme, and Sumapaz, among others. More than 1,700 elementary and secondary school students participated in the “Don’t Let Your Lights Go Out” campaign, while more than 1,200 preschool, first-grade, and second-grade children were reached through the educational story “Seguro—A Pact with the Little Wise Ones.”

The Company also strengthened interinstitutional cooperation agreements with organizations such as CIDET, the

North Integrated Health Services Subnetwork – Simón Bolívar Hospital, as well as emergency response and rescue organizations including the Bogota Fire Department and the Cundinamarca Fire Department, with the objective of developing prevention campaigns and programs in areas exposed to potential third-party electrical accidents. In addition, collaboration was established with the Bogota District Secretariat of Education to secure access to district schools located within the Company’s area of influence, enabling the dissemination of electrical safety messages to underage students.

The Company also established an alliance with CONTE, the organization responsible for issuing professional licenses to electrical technicians in Colombia. This initiative is designed to provide periodic virtual training to more than 800 electrical technicians, reinforcing compliance with minimum safety clearance distances in all of their projects.

At the same time, more than 2,700 individuals from a range of sectors, including emergency response organizations, the construction and healthcare sectors, telecommunications operators, and people experiencing homelessness, received virtual training on electrical safety and the safe use of electrical infrastructure.

As a result of these initiatives, between 2022 and 2025 the Company achieved a 40% reduction in third-party accidents, decreasing from 72 accidents to 43. During the same period, fatal accidents were reduced by 25%, declining from 12 fatalities in 2022 to 7 fatalities in 2025.



Customers

Business-to-Consumer (B2C) Customers

In 2025, the Business-to-Customer (B2C) business focused primarily on strengthening its operations for the commercialization and market positioning of its portfolio of value-added products and services, while enhancing the delivery of services related to customer experience, satisfaction, and retention for residential customers in Bogota and Cundinamarca.

Accordingly, the Company's strategy focused primarily on:

- Strengthening the existing portfolio of products and services.
- Consolidating new business models designed to benefit customers.
- Leveraging operational efficiencies in sales.
- Implementing strategic initiatives to reduce customer complaints and improve operational processes in order to enhance the overall customer experience.

Value-Added Products and Services

Enel Colombia offers residential customers a portfolio of value-added products and services in addition to electricity supply, using the electricity bill as a convenient collection and payment mechanism. The products offered by Enel Commercial for the residential and commercial segments are organized into the following categories:

- **Financial services:** Crédito Fácil Codensa.
- **Microinsurance:** Administration of active microinsurance policies.
- **Maintenance and repair services (Assistance Services):** Marketing of assistance services for individuals and households, as well as electrical works.
- **Third-party billing services:** Collection services for sanitation fees and other third-party products.



Financial Services

During the last quarter of 2025, Enel Colombia S.A. E.S.P. and DAVI Bank S.A.¹ strengthened their integration as strategic partners in Colombia, enhancing their joint offering of financial products and services through Crédito Fácil Codensa. This partnership expanded and reinforced access to financial services for B2C electricity customers by facilitating access to credit cards and personal loans through an agile, reliable model tailored to customers' needs.

By the end of 2025, the operation had reached nearly 650,000 active financial products.

Financial Inclusion: A Pillar of Transformation

One of the most notable aspects of the business model is its ability to promote financial inclusion among traditionally underserved segments of the population. Ninety-six percent **(96%) of customers belong to socioeconomic strata 1, 2, and 3**, with the highest concentration in Stratum 2. This approach positions Crédito Fácil Codensa as a key contributor to creating economic opportunities for the country's most vulnerable populations.

- For **75% of customers**, Crédito Fácil Codensa represents their first credit experience within the formal financial system, marking an important milestone on their path toward financial inclusion.
- For **50% of customers**, Crédito Fácil Codensa is their only source of financing within the financial system.

Improving Quality of Life

The mission extends beyond offering financial services: Crédito Fácil Codensa seeks to become a trusted partner in improving its customers' quality of life.

1. As part of the integration of The Bank of Nova Scotia ("Scotiabank") operations in Colombia with the Davivienda Group, Scotiabank granted the Davivienda Group and DAVI Bank S.A. a temporary license to use the "Scotiabank" trademark (and its derivatives). DAVI Bank S.A. is the owner of, and solely responsible for, the financial products and services offered.

Twenty-five percent (25%) of transactions made with the credit card were used to purchase household appliances, which are essential goods that improve living conditions at home and contribute to families' overall well-being.

The credit card was also widely used within **Bogota's mass transit system**, facilitating the daily mobility of thousands of citizens without incurring financing interest or maintenance fees. This benefit not only generated significant savings for customers but also promoted financial inclusion and urban connectivity.

Transforming Our Brand to Transform the Customer Experience!

During 2025, several initiatives were implemented to strengthen brand recognition and enhance the new commercial strategy, while significantly improving the customer experience through the launch of new products and the optimization of internal processes. Among the most notable initiatives were:

- Deployment of the City Card concept and adoption of the new VISA payment network, with the objective of strengthening the brand's positioning among existing and prospective customers in Bogota and surrounding municipalities. This initiative expanded customers' access to city activities and services, including concerts, cultural events, mass transit, and other urban experiences.



- Opening of new product sales points at the main Trans-Milenio stations to increase the Company's presence in high-traffic areas and facilitate customer access to Enel's financial solutions.
- Expansion of the offering and availability of credit limits for cash advances, personal loans, and balance transfer products, thereby driving both billing volume and customer engagement.
- Implementation of discounts and promotional campaigns with strategic partners, including initiatives such as cashback, anniversary campaigns, the Savings Club, and the Pay It in February and The Tradition Tastes Like Lechona campaigns, among other initiatives designed to strengthen the Company's value proposition for customers.

Microinsurance

During 2025, the Company continued managing its microinsurance portfolio as an alternative for electricity customers and users, particularly those with low incomes or limited access to financial services. These products provide financial protection against specific risks associated with events such as death, accidents, illness, and natural disasters.

These products are characterized by low monthly premiums that are conveniently paid through the customer's electricity bill. This allows customers to benefit from the security and financial protection offered jointly by Enel Colombia and insurance companies such as Zurich Colombia, supported by their extensive experience and recognized market presence.

Maintenance and Repair

Assistance Services

Assistance services provide electricity customers and users with access to service-based products designed to protect against specific risks associated with events such as death, illness, and unforeseen household emergencies.

During 2025, the Company continued consolidating its business model for assistance products through a direct contractual relationship between the customer and Enel, while maintaining full control of the entire value chain cov-

ering pre-sales, sales, and after-sales processes. This enabled the Company to maintain an active customer base of nearly 520,000 customers.

In addition, Enel's proprietary assistance products strengthened their market presence through offerings such as Funeral 360, Doctor 360, and Home Protection, developed in partnership with AXA Assistance Colombia and CHUBB Colombia.

Electrical Works

During the year, the portfolio evolved into a value-generating business tool through the successful management of key services such as account separation, meter relocations, and complex feasibility assessments. Every electrical upgrade and every new customer account represented another step toward operational excellence.

The Company also transformed its business model by integrating electrical works with the customer connection process, thereby not only ensuring complete control over the value chain but also establishing a strong foundation for future success.

Third-Party Billing

Solid Waste Collection

During 2025, the Company continued its joint billing of public solid waste collection services with 30 active service providers. Four new operators were incorporated from the municipalities of Tena (ACUATENA), San Francisco, La Mesa, and Sasaima. The service reached an average of approximately 1.8 million customers per month, representing a 3.4% increase compared to the previous year.

Collection Services

This service enables customers to pay for subscriptions to products and services through their electricity bill. These offerings are provided through commercial partnerships established between Enel and its business partners. During 2025, the active partnerships included Casa Editorial El Tiempo, Digiway, IPS Todos, Engygas, and UNICEF.

An additional service associated with collection management consists of advertising inserts distributed together with the electricity bill (coupon booklet), whereby promotional flyers are enclosed within the billing envelope. During 2025, more than 11 million advertising inserts were distributed, enabling the Company and its business partners to reach more households with important commercial information regarding products and services.

Performance & Channel Support

In 2025, the Performance & Channel Support area strengthened its support strategies across the areas of quality, training, data, and analytics, providing clear, timely, and value-generating solutions to customer service channels. These efforts equipped the channels with the information needed to make informed decisions and improve service performance.

The team also provided ongoing support in response to specific operational situations requiring rapid analysis and action, such as the generation of Temporary Service Cancellations (ATS), the detection of fraudulent payment links, and other scenarios requiring coordination among the various departmental teams to ensure optimal channel performance and an excellent customer experience.

Quality

The Quality team focused on optimizing the monitoring model by strengthening the objectivity and consistency of evaluations through the implementation of control tools and standardized assessment criteria.

Control Tools

- **Evaluation Accuracy Indicator:** Measures the percentage of evaluations completed without errors relative to the total number reviewed. This indicator supports evaluator feedback, clarifies questions, standardizes assessment criteria, and generates key insights for the Training team.
- **Objection Management Platform:** Based on a cross-review model among Business Process Outsourcing (BPO) providers, this platform facilitates structured and traceable interaction among evaluators, employees being evaluated, supervisors, and quality leaders, enabling efficient resolution of discrepancies in evaluation results.

- **Evaluation Manual:** A document that standardizes the interpretation of each item within the quality assessment matrix, ensuring objectivity and consistency across evaluations.

In addition, monitoring coverage was expanded to include Back Office processes, email communications, written customer interactions, and billing adjustments, providing a comprehensive view of the B2C Business Unit.

Operational Actions

- Review of case routing from the Phone Service Center (Fonoservicio) to other service channels, optimizing customer service workflows and reducing rework.
- Targeted evaluations of critical processes, including Emergency Response, Temporary Service Cancellation (ATS) generation, and contingency management related to fraudulent payment links.
- Consolidation of the audit model, resulting in the generation of more than 120 alerts, which identified recurring findings such as improper registration of Virtual Billing requests, lack of knowledge of operational protocols, incorrect information provided to customers, improper case routing, and deficiencies in internal escalation procedures.



Customer Data

The principal initiatives undertaken to improve the quality of customer contact information and personal data processing authorizations included:

- Data enrichment: Addition of 514,000 customer contact records and 489,000 personal data processing authorizations during 2025.
- Mass data remediation: Large-scale correction of customer information to mitigate issues affecting registration in digital channels, a prerequisite for payments made through the PSE electronic payment platform.

Training

During 2025, the Energy Business Support (EBS) platform was further strengthened, centralizing knowledge transfer across four key areas:

- Artificial Intelligence in EBS: Structuring and organizing information, implementing a semantic search engine, and designing a conversational assistant. These initiatives laid the groundwork for the incorporation of generative AI in 2026.
- Innovative learning methodologies: Development of engaging learning activities, including live performances, magic shows, news-style content (seven editions), two podcasts, and three simulators designed to reinforce critical processes such as billing adjustments resulting from meter reading errors and reconnection charges.
- Content updates: Transformation and development of 11 training modules, together with the consolidation of cross-functional support materials into the Channel Operations Manual, including comprehensive guides for Temporary Service Cancellations (ATS) and inspections.
- Expansion of the knowledge transfer model: Extension of the program to multiple Enel business units through 28 training modules covering key processes such as billing for self-generators, meter reading and bill delivery, Non-Registered Consumption (NRC), inspections, accounts receivable management, service activations, and customer empathy.

Analytics

Analytics became firmly established as a strategic enabler of customer service channel management, focusing on two primary objectives:

- Supporting strategic decision-making through data-driven insights.
- Providing timely information to address contingencies affecting operations.

Key Developments

- Strategic Performance Analytics: Development of a daily dashboard containing cross-functional performance indicators and key operational metrics. The solution entered production in May 2025.
- Customer Service Channel Quality Analytics: Deployment of a centralized dashboard that consolidates audit results, automates sample generation, and supports the training of a virtual assistant. The platform also incorporates technical complaint evaluations to improve objectivity and traceability.
- Business Intelligence (BI) reporting platform in February 2025, providing pattern analysis, geographic segmentation, and root-cause analysis of customer perceptions.
- Contingency-Driven Analytics: Development of analytical models to identify fraudulent payments and anticipate operational risks (implemented in May 2025), together with analyses of the impacts arising from tariff adjustments in the energy sector (implemented in December 2025).

Customer Experience

NPS and Customer Satisfaction

During 2025, the Company achieved a significant and sustained improvement in both its Net Promoter Score (NPS) and Customer Satisfaction (CSAT) results, reflecting the direct impact of the initiatives implemented throughout the year. Overall, the cumulative annual NPS closed at 17.7, representing an increase of 14.6 points compared to 2024. Likewise, NPS increased by 15.5 points in Bogota and 9.5



points in Cundinamarca, respectively (see Table 1). These results demonstrate strong and sustained growth in NPS, driven by the implementation of the Customer Satisfaction, Customer Empathy, and Plain Language initiatives, together with the strengthening of the Company's analytical capabilities.

NPS Year-to-Date	2024	2025	Points Improved
Overall	3.1	17.7	14.60
Bogota	10.4	25.9	15.50
Cundinamarca	-17	-75	9.50

Proyecto Customer Satisfaction: This project strengthened the customer experience through a strategy centered on customer needs, ensuring the Company's presence at key moments while providing clear and personalized communication. Actions were implemented to simplify processes, improve operational efficiency, and reduce response times. In addition, a proactive approach was developed to manage critical situations by prioritizing operational continuity and supporting customers through an experience plan that ensured more timely, personalized, and customer-focused interventions. Cases such as Paratebuena, Medina, and Ubalá demonstrated the value of close coordination among operations, customer experience, and territorial management.

During 2025, the Customer Satisfaction project focused on five workstreams:

- 1. Special Activations:** Annual CSAT increased from 3.1 in 2024 to 3.5 in 2025, exceeding the established target. This improvement was driven primarily by the proactive management of the Superback Office, the standardization of operational criteria, and improved energization times, which reduced rework and increased stage-by-stage compliance to more than 99%.



- 2. Power Supply Interruptions:** Annual CSAT improved from 3.1 in 2024 to 3.4 in 2025, largely due to the Outage Management Initiative, the expansion of vegetation management activities, and the standardization of the customer experience model, which mitigated the effects of the rainy season and reduced customer contacts in critical service areas.
- 3. In-Person Service Channel:** One of the most significant improvements was achieved in this channel, where annual CSAT increased from 3.29 in 2024 to 4.38 in 2025, substantially exceeding the target of 3.7. This performance was driven by an incentive program focused on customer friendliness, the strengthening of first-contact resolution capabilities, and the opening of satellite service offices, significantly improving customers' perception of accessibility and effective problem resolution.
- 4. Phone Service Channel:** This channel also demonstrated consistent improvement, with annual CSAT increasing from 3.4 in 2024 to 4.0 in 2025, surpassing the target of 3.7. These results were achieved through the implementation of additional operational support, targeted training, Speech Analytics, and the standardization of the information provided to customers, particularly regarding outstanding balances, reconnections, and service commitment times.
- 5. Billing and Metering:** Although fluctuations remained in the perception of detractor customers, the Company established a solid foundation for improving the customer experience through key initiatives such as the redesign of the electricity bill, SMS campaigns providing information on billed service days and re-billing processes, improvements in meter reading quality, and proactive customer outreach. These actions addressed customers' primary concerns related to billing errors, delays, and unjustified charges.

Taken together, these results confirm that the Customer Satisfaction Plan not only improved performance indicators compared to 2025, but also generated a structural improvement in the customer experience, establishing a strong foundation for the Company's strategic priorities in 2026, including request tracking, proactive customer engagement, and the continued implementation of the Enel Connection strategy and the Advanced Metering Infrastructure (AMI) Customer Experience initiative.

Analytics and Customer Insights

During 2025, analytical activities focused on integrating and analyzing information derived from the Voice of the Customer. This work was based on the results of customer satisfaction surveys and the Net Promoter Score (NPS), with the objective of developing a deeper understanding of customer perceptions and generating initiatives that further enhance the customer experience.

To this end, descriptive analyses (what happened?) and diagnostic analyses (why did it happen?) were conducted, making it possible to identify patterns and root causes in customer interactions. These analyses generated key insights that enabled more effective and timely decision-making.

Key Achievements and Progress

1. Optimization of Commercial Data Collection

Processes for capturing and consolidating commercial information were strengthened, enabling more detailed analyses by socioeconomic stratum and customer segment, thereby improving the accuracy of decision-making. As a result, it was determined that 56% of customers in the Bogota segment were promoters, while in Cundinamarca the figure reached 37%, based on the total number of respondents in each segment.

2. Integrated Analysis with KPIs from Other Business Areas

Key performance indicators from multiple business areas were incorporated into the analyses, enriching the interpretation of NPS and providing a more comprehensive understanding of its impact on both the customer experience and operational performance. One analysis revealed that 91% of detractor customers citing service quality issues had experienced at least one service interruption during the previous six months. This means that the remaining 9% had experienced no service interruptions, and their detractor status was attributable to factors other than service quality.

3. Enhanced Dashboard Visualization

More intuitive and dynamic dashboard designs were implemented, making information easier to interpret and promoting a data-driven analytical culture. These

improvements included the development of a histogram that enabled faster identification of districts and municipalities with negative NPS scores through the use of enhanced visual indicators, facilitating the rapid detection of critical areas and prompt action to address the principal customer pain points.

4. Identification of Critical Areas

Critical issues were identified in specific geographic areas, primarily related to response times and service quality, enabling the design of targeted action plans to improve the customer experience in those locations.

5. Strategic Recommendations

Based on the findings, recommendations were validated and proposed to optimize processes and strengthen customer relationships by prioritizing actions with the greatest impact on customer satisfaction. For example, in Bogota, the districts generating the largest volume of NPS responses were Suba, Usaquén, and Engativá, while in Cundinamarca they were Soacha, Chía, and Cajicá. Tailored action plans were developed for each of these six locations to improve customer satisfaction and increase customer advocacy.

6. Implementation of Intelligent Virtual Agents

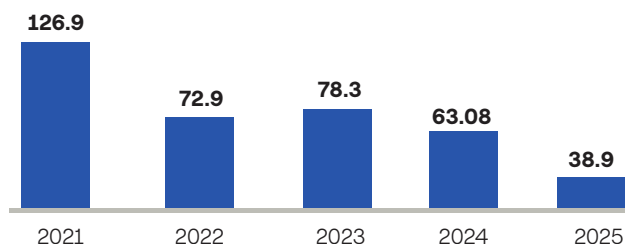
Automated tools were developed to streamline the categorization of customer comments, significantly reducing processing and analysis times while accelerating the generation of key insights for decision-making. One of the principal benefits of implementing these virtual agents was a 50% reduction in analysis time, enabling faster decision-making and improving the accuracy of customer pain point identification. This was achieved through the creation of categories and subcategories that facilitate proactive and targeted interventions.

These advances strengthened the Company's analytical capabilities and contributed to a more proactive, customer-centric approach aligned with its strategic and sustainability objectives.

Complaint Management

During 2025, the Company recorded 39.3 commercial complaints per 10,000 customers, representing a 37.9% reduction compared to 2024 and the best performance achieved over the past six years.

COMMERCIAL COMPLAINTS PER 100 CUSTOMERS



Regarding other initiatives aimed at reducing the root causes of customer complaints, the following are noteworthy:

- Segmentation of the least well-served accounts (those with 10 or more estimated bills) to implement corrective actions and normalize billing beginning with the third consecutive estimated bill.
- Strengthening of meter reading contracts to improve the effectiveness of the investigation process.
- Installation of barcode labels identifying the meter number associated with each customer account to prevent potential meter reading errors.
- Training sessions for customer service channels to communicate new guidelines for handling billing-related cases.
- System enhancements and additional controls to reduce erroneous multiple charges associated with service disconnections and reconnections.
- Increased control over service reconnection times.
- Implementation of the Delfos customer service model and cross-validation controls for allocations made in energy recovery cases.

Customer Service Channels

During 2025, the Company strengthened its strategy to deliver an agile, efficient, and customer-centric experience. Its principal areas of focus were:

- **First Contact Resolution:** Processes and tools were strengthened to resolve customer requests during the initial interaction, supported by ongoing actions and continuous monitoring aimed at sustaining improvements in Customer Satisfaction (CSAT) across all service channels.

- **Complaint Reduction:** Service quality improvements and proactive follow-up measures were implemented, resulting in fewer customer complaints and increased customer confidence.
- **Digital Growth and Adoption:** The use of digital channels was actively promoted, making it easier for customers to complete transactions quickly and securely while significantly increasing customer engagement across digital platforms.
- **Omnichannel Experience:** All customer touchpoints were integrated into a seamless and consistent experience, allowing customers to move between channels without losing continuity.

These advances reflect the Company's commitment to service excellence and digital transformation, aligned with Enel's vision of sustainability and customer proximity.

Digital Channels

To consolidate the progress achieved through its digital strategy during 2025, the Company focused its efforts on strengthening and evolving its digital channel ecosystem, ensuring a robust and consistent digital presence capable of delivering higher-quality service, a simpler and more personalized customer experience, and a closer, more sustainable relationship with customers. The strategic focus centered on enhancing digital capabilities to promote more effective, consistent, and customer-focused interactions.

The 2025 digital channel strategy was structured around three areas of work: self-service digital channels, assisted digital channels, and digital growth and adoption. Across all three areas, priority was given to operational stability, continuous improvement of the customer experience, cost optimization, and stronger service performance indicators, laying the foundation for a more efficient, secure, and sustainable digital operating model.

1. Self-Service Digital Channels (Website, Mobile App, and Elena Bot)

During 2025, digital channels continued to consolidate their position as the primary means of customer interaction and self-service. The website remained the preferred channel for completing transactional processes, averaging nearly 2.5 million transactions per month, demonstrating the channel's maturity and operational stability.

At the same time, the mobile application strengthened its role within the digital ecosystem, becoming a highly valued complementary channel for customer inquiries. In addition, conversational channels experienced significant growth during the year, with chatbots becoming an increasingly important self-service alternative. In this area, WhatsApp emerged as the leading channel, facilitating an average of 100,000 monthly transactions and inquiries, representing a 15% increase compared to 2024.

Overall, self-service channels were used primarily for downloading bills in PDF format, making payments through the PSE electronic payment platform, and viewing account summaries, demonstrating a steady migration of customers toward simple, secure, and 24/7 digital solutions.

As part of its digital transformation strategy, the Company completed seven key transactional developments during 2025, aimed at increasing the use of digital channels, optimizing customer service processes, and improving customer satisfaction. The most significant developments included:

- **Electronic Invoice Enrollment in the Website's Private Area**

A new transaction enabling customers to enroll in order to receive their electronic equivalent document (electronic invoice).

- **Implementation of the PSE Payment Button for the Private Business Portal**

A new feature allowing business customers to manage account payments efficiently and seamlessly, particularly those with a large number of associated accounts.

- **Mobile App Programming Language Upgrade**

Migration of the mobile application's programming language from Xamarin to Flutter, including performance optimizations designed to provide a smoother, more stable user experience with a consistent interface across both Android and iOS operating systems.

- **Upgrade of Elena on WhatsApp**

Migration of the WhatsApp chatbot from the standard Salesforce version to the Enhanced version, enabling more fluid customer interactions, image sharing from the bot to customers, and improved management capabilities for customer service representatives.

- **Redesign of the Web Complaint and Request (PQR) Submission Form**

The PQR submission form was redesigned to make it easier for customers to submit requests in a more intuitive manner based on the type of inquiry. The new form also allows customers to attach supporting documents and download responses directly from the website's private area whenever needed. This redesign became a key enabler of one of the year's most significant milestones: the closure of the email service channel in June 2025, which was replaced by the new online request form. This transition made it possible to structure incoming information more efficiently and reduce assisted-channel contacts by approximately 12,000, contributing to greater operational efficiency and a better customer experience.

As part of the continuation of the initiatives launched during 2025, the Company currently has 20 additional developments underway, all scheduled for completion during the first quarter of 2026. These projects, which are presently in the development phase, will further



strengthen the Company's digital capabilities and enhance customers' self-service experience.

In addition, one of the most important milestones of the year was the migration of the payment button from the public website to more secure digital environments, preserving the customer experience while significantly strengthening payment security standards. Complementing this initiative, the Company optimized transactional workflows, enhanced informational messaging, and expanded the automation capabilities of Elena Bot, directly contributing to lower demand for assisted service channels and further consolidating a more efficient, secure, and customer-centric digital service strategy.

2. Assisted Digital Channels (Web Chat, WhatsApp, and Social Media)

During 2025, assisted digital channels continued to play a key role in handling more complex customer requests, with a focus on improving service quality, customer care, and first-contact resolution. In this context, the Company handled 608,000 customer interactions throughout the year, averaging approximately 51,000 interactions per month.

These interactions were primarily distributed across WhatsApp, which accounted for 65% of the total, followed by Web Chat with 32%, and social media with 3%. This performance resulted from the implementation of several key initiatives throughout the year aimed at ensuring the stability of both operational and customer experience indicators:

- **Analysis and Mitigation of Repeat Contacts:** Continuous monitoring of the repeat contact rate across digital channels was carried out to identify the primary causes of frequent customer interactions. Based on these findings, targeted strategies were designed and implemented to optimize channel performance in the areas generating the highest contact volumes, including service suspension, disconnection and reconnection, proof of payment, and payment agreements.
- **Strengthening Capabilities and Service Quality:** A comprehensive redesign of customer service scripts was undertaken to standardize messaging, enhance the customer experience, and facilitate advisor interactions. As a result, the content repository was streamlined from 1,500 to 550 scripts, enabling faster, more consistent customer service through the selective use of messages tailored to each type of interaction.

- **Optimization of the Service Model and Second-Level Support:** During 2025, Back Office operations were strengthened through the systematic analysis of second-level service requests, identifying opportunities to resolve more cases during the first customer interaction while reducing unnecessary escalations and case backlogs. Supported by structured follow-up and close coordination among the relevant business areas, these initiatives reduced the average response time from 5.5 days to 4.3 days.
- **Integration of Artificial Intelligence into Social Media:** The implementation of artificial intelligence across social media channels during 2025 improved customer experience, enhanced empathy in customer interactions, and strengthened the channel's reputation while increasing both efficiency and service quality. As a result, Average Handling Time (AHT) decreased by 5 minutes and 43 seconds, the non-conformity rate declined from 2.47% to 1.71%, and the customer experience score increased from 3.7 to 4.4.

Collectively, the initiatives implemented throughout 2025 enabled the Company to maintain strong and consistent customer experience performance across its assisted digital channels. As a result, the Company consistently achieved the 2025 Customer Satisfaction (CSAT) target of 3.8 for Chat and WhatsApp, recording cumulative scores of 3.95 for WhatsApp and 3.74 for Chat, reflecting the positive impact of initiatives designed to improve service quality and increase first-contact resolution.



3. Digital Growth and Adoption

During 2025, the Company further strengthened the adoption of digital channels as the primary means of customer interaction through targeted enhancement strategies, Inbound Marketing, and segmented communications designed to promote digital self-service and the use of transactional services. As a result, the digital customer base continued to grow steadily, reaching 1,742,169 service accounts associated with customers registered on the Web and Mobile App platforms, representing a 64% increase compared to 2024.

In addition, the Enel Clientes Colombia mobile app further strengthened its positive user perception, achieving ratings of 4.5 stars on Android and 4.6 stars on iOS, standing out for its ease of use and its effectiveness as a platform for accessing service information and paying bills. The principal initiatives implemented during 2025 included:

- **Activation of owned communication channels:** Development of initiatives through printed bills, customer service centers, and digital assets (website, banners, and pop-ups) aimed at encouraging customer registration in the private area and enrollment in electronic billing.
- **Internal marketing and employee enablement:** Implementation of initiatives targeting employees and business partners to strengthen their knowledge of the Company's digital channels and position them as ambassadors of the digital offering.
- **Promotion of private area registration through customer service channels:** Coordinated initiatives across telephone, in-person, and assisted digital channels, supported by additional training, promotional campaigns, and optimized customer service scripts to increase customer registration.
- **Optimization of the digital experience and self-service capabilities:** Introduction of new content and functionalities designed to facilitate customer transactions and inquiries, including the Procedures Guide, updates to the private area's Help section, and the publication of preventive information regarding the Payment Button, contributing to a simpler and more secure customer experience.

As a key milestone of the year, the Company significantly strengthened its efforts to prevent and mitigate digital fraud, implementing initiatives designed to enhance the security of digital payment processes, protect customer information, and reinforce trust in its digital channels. These initiatives included the optimization of transactional workflows, enhanced security controls, improved preventive and educational messaging, and close coordina-

tion among the technology, cybersecurity, and customer service teams. Collectively, these actions established a proactive, preventive approach to risk management aligned with the Company's digital strategy.

Traditional Channels

In-Person Customer Service

The purpose of the in-person service channel is to deliver a high-value customer experience by ensuring customer satisfaction during every interaction through the effective handling of customer requests, continuous process improvement, and timely first-contact resolution.

Consistent with this objective, during 2025 the Company operated several in-person service channels that ensured consistent, efficient customer service aligned with the quality standards established by the organization, as detailed below:

- **31 customer service offices across the Company's operations (11 in Bogota and 20 in Cundinamarca),** serving an average of 112,768 customers per month. This network includes Customer Service Centers, RedCADE Service Points, Satellite Offices, Mobile Integrated Service Offices, and Self-Service Kiosks.
- **Mobile Integrated Service (AIM): More than 90,234 customer interactions were completed through over 1,600 service events held throughout the year** across municipalities in Cundinamarca, as well as selected districts and provinces, strengthening customer proximity and expanding access to services throughout the region.

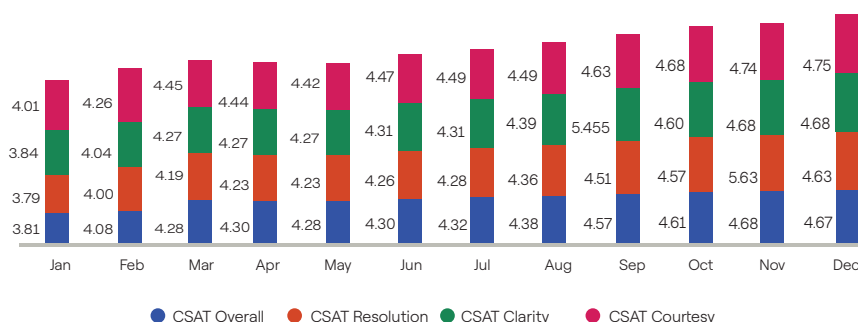
The Company also maintained a presence in more than 45 municipalities through its virtual offices, which handled more than 6,000 customer interactions during the year, expanding service coverage and improving accessibility for customers throughout Cundinamarca. In addition, special service fairs and outreach events were organized in coordination with local and municipal governments to strengthen direct engagement with communities while ensuring effective coverage and a strong institutional presence for Enel throughout Bogota and Cundinamarca. The in-person service channel serves as a strategic pillar of the Company's customer relationship, fostering trust, fulfilling its service promise, and enhancing the customer experience through digitalization while promoting customer advocacy and loyalty.

Consistent with this approach, during 2025 the Company implemented several strategies aimed at strengthening its customer experience and satisfaction management model within the in-person service channel, based on Voice of the Customer analysis.

This analysis incorporated information obtained from post-service customer surveys as well as suggestion boxes, enabling the identification of improvement opportunities and the prioritization of high-impact actions.

As a result of these efforts, several strategic initiatives were designed and implemented, generating sustained positive improvements across the four customer satisfaction dimensions measured by the Customer Satisfaction (CSAT) indicator: overall satisfaction, courtesy, clarity, and resolution.

CSAT TREND



Among the principal initiatives implemented were:

- **Consolidation of the project for the renovation and opening of eight satellite offices:** Medina, Gachetá, Chocontá, San Juan de Río Seco, Pacho, Cáqueza, Guaduas, and La Mesa. This initiative enabled the Company to establish a presence in every provincial capital in Cundinamarca, increase Enel's visibility throughout the region, strengthen relationships with key stakeholders, and improve customer satisfaction. The project achieved 100% completion of all planned activities, and the offices entered full operation. The primary transactions handled included commercial account modifications, payment documentation, new service connections, maintenance requests, and billing inquiries, averaging 3,000 customer interactions per month.
- **Procurement and outfitting of new vehicles for the Mobile Integrated Service (AIM):** To strengthen AIM's service coverage and operational capacity across the municipalities of Cundinamarca, the Company completed the procurement and outfitting process for vehicles that enabled the deployment of three new mobile service units during the year. In addition, procurement and outfitting activities were completed for five additional mobile units (three scheduled for deployment in 2025 and two in 2026).

Complementing this strategy, **Starlink antennas were installed throughout the mobile service fleet**, signifi-

cantly improving connectivity and ensuring uninterrupted, high-quality customer service while substantially **enhancing operational performance across the municipalities served.**

- **Strengthening of second-level support processes:** During 2025, initiatives were implemented to optimize the handling of complex cases escalated to the channel's second-level support teams, significantly reducing resolution times, with more than 80% of cases resolved within a maximum of 10 days.

In addition, a case tracking process was implemented to proactively keep customers informed through SMS notifications at four key stages of the resolution cycle. As a result, messages were sent to more than 1,000 customers per month on average, achieving a 98% delivery effectiveness rate, thereby improving the customer experience and enhancing customers' perception of transparency throughout the process.

- **Frontline resolution model and strengthening of first-contact service:** Adjustments were made to the frontline customer service model with the objective of increasing the number of requests resolved during the initial interaction, reducing the need to escalate cases to second-level support, and promoting real-time resolution. This strategy contributed to higher customer satisfaction and a reduction in customer complaints within the in-person service channel.

- **DELFO Model – Specialized Advisory Services for Non-Registered Consumption (NRC):** The DELFO model was implemented to provide specialized, personalized assistance to customers using the in-person service channel, ensuring that Non-Registered Consumption (NRC) cases were handled by a team of experts. In parallel, all frontline advisors received training on the overall energy recovery process, strengthening their ability to provide comprehensive support on billing issues, loss-related reviews, and payment agreements from any customer service center. As a result, the Company managed an average portfolio of more than COP 300 million per month.
- **Digital Payments through Self-Service Kiosks at Customer Service Centers:** Beginning in September, a new performance indicator was introduced to encourage electronic payments through the self-service kiosks installed at customer service offices. During each transaction, a Digital Agent guides and assists customers using educational materials designed to facilitate adoption of the digital channel and ensure a reliable user experience.

In addition, the Company expects to advance the second phase of the initiative, focused on the physical enhancement of the kiosks for electronic payments through the incorporation of security measures such as physical kiosk protection, privacy screens, automatic session logoff, and security signage, further strengthening customer confidence and mitigating operational risks.

- **Control of Temporary Service Suspension (ATS):** During 2025, the Company strengthened controls governing the generation of Temporary Service Suspensions (ATS) within the in-person service channel to ensure process quality, mitigate risks, and prevent adverse customer impacts. Weekly internal controls and monthly closing reviews were implemented, together with daily monitoring of ATS records that had not yet been migrated to the commercial information system.

In addition, new analytical and standardization tools were developed, including monthly performance infographics, a reference matrix for the proper generation of ATS, and reinforced classification of suspension reasons. As part of the Company's technological evolution, automatic validation rules were implemented within the Salesforce commercial information system, preventing errors related to dates, periods, and day calculations, thereby strengthening data integrity and improving operational efficiency.

- **Colombian Sign Language (LSC) Interpretation Services Contract:** During 2025, the Company completed a delegated procurement process to continue providing virtual Colombian Sign Language (LSC) interpretation services through an online platform, ensuring inclusive and accessible service for customers with hearing impairments visiting in-person customer service centers.
- During 2025, the Company also continued strengthening the **promotion and adoption of high-value services**, such as enrollment in electronic billing and registration in the private customer area. As a result, it achieved and even surpassed the results obtained in previous years, reaching approximately 37,000 electronic billing enrollments and 20,000 new digital customers registered through the App and Web platforms.
- During 2025, the in-person customer service channel participated in **10 audits covering both the operational process and selected customer service centers**, evaluating compliance with environmental management, occupational health and safety, quality management, and anti-bribery standards. In addition, 11 emergency drills were successfully planned and conducted at customer service centers throughout Bogota and Cundinamarca, achieving 100% completion. These drills strengthened employee preparedness to respond quickly and effectively to a variety of emergencies, including floods, earthquakes, public order disturbances, theft, structural failures, and explosions. This proactive approach to preparedness and emergency response reflects the Company's commitment to the safety and well-being of its personnel, as well as to the effective management of potential emergency situations.

Call Center

The primary purpose of this channel is to provide telephone-based customer service to both customers and non-customers across all segments, including public lighting and municipal governments, through Inbound, Outbound, and Back Office agents. Its objective is to handle inquiries, complaints, claims, and service requests related to electricity service and Value-Added Products and Services (VAPS).

The year 2025 marked the third year of implementation of the Regional Latin America Contact Center model, which is centered on customer-centricity and the adoption of regional best-practice sharing standards. During this period, 2,129,813 customer interactions handled by live agents represented 45.64% of all calls received through the technological platform, while 32.74% of interactions

were completed through customer self-service using the Interactive Voice Response (IVR) system. Overall call management performance closed the year with a Service Level of 81.96% and an Answer Rate of 96.35% across all skills.

Customer-centricity and customer experience have driven the process to implement a series of improvement initiatives, as detailed below:

REVERSE ENGINEERING

The Reverse Engineering model was implemented in response to service operation contingencies within the Contact Center, with the objective of ensuring sufficient response capacity in the event of a sudden surge in customer contacts seeking to report emergencies or obtain updates on their status. The model comprises the following components:

Contract amendments: Amendments were executed with the current telephone service partners to ensure the availability of additional resources when required.

Operating model: During regular business hours, a methodological framework was established to maximize the use of existing operational resources. This approach involves activating the resources required according to the severity of the emergency, systematically deactivating non-critical skills, and reassigning personnel from other operational processes to support the emergency response team. As a result, customer service capacity can be expanded by approximately tenfold compared to a normal operating day.

Automation: An enhancement initiative was incorporated to enable customers to obtain more detailed information through a voicebot, while also allowing traffic between live agents and automated services to be dynamically configured. This makes it possible, under certain circumstances, to manage contingencies without relying exclusively on human agents.



ELECTRICITY-DEPENDENT CUSTOMERS

The management of electricity-dependent customers is intended not only to protect the lives and well-being of this population, but also to strengthen the Company's institutional reputation as an organization committed to inclusion, social responsibility, and operational excellence. Accordingly, the customer care model was redesigned to maximize service continuity and ensure priority assistance for customers whose health depends on the uninterrupted operation of essential medical devices, through a proactive, personalized, and resilient contingency management approach.

Enrollment process enhancement: The registration process for electricity-dependent customers was strengthened, evolving from a simple customer self-declaration to a model requiring medical documentation certified by the treating physician, confirming the patient's dependence on continuous electricity service for life-sustaining equipment.

Enrollment channels: Registration was made available through all customer service channels, including the website, the customer service hotline, and in-person service offices.

Vital Energy: As part of the continuous improvement process, the program was strengthened through the acquisition of 14 backup power units with an operating autonomy of more than six hours, significantly increasing the reliability and safety of their use by customers.

Access to these devices is managed through two service pathways:

- Inbound, when the customer reports an interruption in electricity service.
- Outbound, through the proactive identification of electricity-dependent customers affected within each distribution circuit.

Once the equipment has been delivered, its battery charge status is monitored periodically to ensure continued availability. If the battery becomes depleted, customers are instructed to contact their Health Promotion Entity (EPS) and/or relocate to a location where electricity service is available.

Golden List for electricity-dependent customers:

A priority service mechanism was implemented for electricity-dependent customers through the creation of a Golden List, which automatically routes their calls to specialized Contact Center agents.

This process is activated by recognizing the telephone number registered when the customer enrolls in the program, ensuring personalized, prompt, and highly responsive service tailored to their critical needs.

Deployment in Cundinamarca: Backup power units were deployed in the municipalities of Girardot, Villeta, and Fusagasugá, where they are made available to registered electricity-dependent customers whose electricity service has been interrupted by an outage.

AUTOMATION

To expand self-service capabilities through the Interactive Voice Response (IVR) system, the Company implemented a functionality that provides customers with payment information before they are connected to a customer service representative. This information includes the date and amount of the customer's most recent payment, the due date and amount of the next payment, and whether the customer has an active reconnection order. On average, this initiative successfully contained approximately 8,000 customer contacts during the final two months of the year.

GOLDEN LIST – FIRST-CONTACT RESOLUTION

During 2025, priority was placed on strengthening first-contact resolution, reducing both escalations and customer wait times. New Golden Lists were implemented, consisting of intelligent call routing to groups of agents with higher resolution capabilities. This initiative enabled the direct resolution of 16,050 customer requests that had previously required Back Office intervention, including issues related to average consumption, meter reading errors, and commercial adjustments, while also contributing to reductions in the Claims KPI. This approach increased the Customer Satisfaction KPI from 3.3 in March to 4.4 in December, consistently improving the overall customer experience.

PROMOTION OF VALUE-ADDED SERVICES

Call Center

The Call Center played a key role in strengthening commercial initiatives and accelerating the adoption of digital channels. It promoted enrollment in electronic billing, adding approximately 63,000 new customers, and supported the migration of the Payment Button to the private customer area, providing digital literacy to 34,000 users. These initiatives optimized operations while accelerating the Company's digital transformation strategy.



Written Communications Management and Rebilling

With respect to written communications management, 80,800 Customer Requests, Complaints, and Claims (PQRs) were received through this channel during 2025, representing a 40.6% decrease compared to 2024. This reduction resulted from improvements in operational processes, a strong commitment to the proactive management of customer complaints, and the migration and resolution of cases during the first customer interaction.

The percentage of **cases resolved before Day 15 closed the year at more than 96%**, with an average response time of 12 days. These performance indicators were supported by the management and monitoring of Service Level Agreements (SLAs) and by a complexity-based case management model.

Throughout 2025, the Company continued developing automation solutions designed to streamline processes, facilitate operations, and improve the quality of customer responses. During the year, LeoEnel was implemented, a solution capable of identifying the customer's requested outcome within written communications, enabling comprehensive responses as well as an automated process that calculates commercial adjustments once the required input data has been entered.

In addition, the SAP rebilling module was successfully stabilized through the implementation of the enhancement for the electronic certification of billing adjustments before the National Tax and Customs Directorate (DIAN). This improvement made it possible to process billing modifications, when applicable, arising from customer complaints, customer requests, or internal requests, enabling customer invoices to be corrected proactively before complaints are filed. As a result, the Company achieved a significant reduction in the number of customer complaints. During 2025, a total of 104,912 billing adjustments were processed, representing a 10.8% increase compared to 2024. This increase was primarily attributable to the growth in internal adjustment requests, which enable invoices to be corrected proactively before customers submit formal complaints.

Following the implementation of electronic billing in November 2024, and in accordance with applicable regulations, it became necessary to incorporate the equivalent electronic document generated from rebilled customer invoices so that these documents could be certified by DIAN. To support this implementation, several system enhancements were developed to improve the manage-

ment of Debit Notes (DNs) and Credit Notes (CNs). These enhancements were implemented during 2025 and successfully stabilized.

Likewise, several additional improvements were implemented within the billing adjustment module, including:

- Updating zero readings for both active and reactive energy.
- Certification of Debit Notes (DNs) and Credit Notes (CNs) for Collective Accounts within the commercial information system.

Finally, an enhancement to the Adjustments module within the Commercial Information System (IS-U) was successfully moved into production. This functionality enables modifications to be made to initial readings, meter installation readings (meter replacements), and meter programming start readings (meter reprogramming). Its objective is to correct meter reading errors, prevent meter rollover issues, and eliminate discrepancies in adjustment reports generated during monthly closings. Likewise, this enhancement is expected to reduce supplementary billing adjustments by 16%, generating a positive impact on adjustment processing and approval workflows.

Simple Language Project

Across the in-person, Call Center, assisted digital, and self-service digital channels, the Company redesigned its service standards and implemented a standardized, customer-friendly communication protocol. This initiative introduced new customer response templates characterized by clear language, more comprehensive explanations tailored to each customer request, informative graphics, and detailed references to the regulatory framework supporting each response. These improvements contributed to higher customer satisfaction scores.

Improvements to the Management Model

During 2025, the Company continued managing Mass Civil Liability cases identified through its Territorial Affairs activities. These large-scale response initiatives enable the Company to address events that significantly affect municipalities more effectively, strengthening customer relationships throughout Cundinamarca.

Under this service model, 448 customers across 13 municipalities were served.

For the email and online forms channels, enhancements were made to both the website and mobile application forms, enabling customers to upload a greater volume of supporting documentation, improving the menu of request categories, and ensuring the accurate capture of customer information to facilitate complete and timely responses. Following these enhancements, several awareness campaigns were launched via email to encourage customers to use the online form.

Likewise, the Company completed the migration from the clientescolombia@enel.com email address to the online form platform. To support this transition, the Company carried out extensive communication campaigns targeting all stakeholders, including municipal governments, municipal ombudsmen, regulatory authorities, community leaders, and end customers, through email, printed utility bills, and official communications. As a result, on May 17, the email inbox was officially discontinued and replaced by a platform through which customers can submit requests and monitor their status in real time. On average, 15,000 requests per month are processed through this channel, with 94% of cases receiving an initial response within 24 hours of submission.

Business Customers (B2B)

Marketing

In 2025, the marketing strategy was executed under a data-driven, customer-centric approach. Through a market segmentation process based on proprietary information and energy consumption criteria, customer patterns and needs were identified, making it possible to prioritize 1,922 customers (951 public-sector entities and 971 private companies) as the target audience for commercial initiatives designed to drive sales of the Company's integrated product portfolio. This prioritization enabled marketing efforts to be focused on two primary areas: customer relationship management and portfolio awareness.

To strengthen customer relationships and encourage purchasing, seven high-level relationship-building events were held, attracting more than one hundred companies classified as marketing-qualified leads (MQLs). At the same time, initiatives were implemented to strengthen collaboration with trade associations, federations, and regional business organizations, with the objective of expanding commercial reach.

With respect to portfolio awareness, the Company organized two immersive experiences and four webinars, generating more than 300 marketing-qualified leads. These events addressed topics including energy solutions, solar panels, electrical infrastructure projects, and electric mobility, all presented through the Company's integrated product offering. In the Non-Regulated Market, the strategy focused on the active prospecting of customers to identify energy supply opportunities and drive new energy sales.

Additionally, the Company participated in the International Motor Show, the country's most important automotive exhibition, where it generated more than 400 qualified leads interested in the Electric Mobility product portfolio. Finally, several high-level relationship-building meetings were held with vehicle manufacturers to promote the sale of electric vehicle charging solutions.

Within the digital marketing component aimed at promoting the Company's portfolio, 17 campaigns were executed across social media, email marketing, and WhatsApp, with WhatsApp emerging as the most effective communication channel in terms of customer reach and engagement. In addition, a digital newsletter was launched which, during its initial positioning phase, achieved an average open rate of 32%.



Sales, Engineering, and Construction

Sales of the Products and Services Portfolio

During 2025, efforts focused on identifying and strengthening commercial relationships with strategic customers, with particular emphasis on segments offering the greatest growth potential and aligned with the Company's portfolio of energy solutions.

One of the year's most significant milestones was the sales achieved with Vanti. A total of four sales were completed for this customer during the year, three of which ranked among the largest transactions of 2025 and accounted for 20% of total sales for the year.

Other notable sales during the year included customers such as Gradezco LTDA, IRCC S.A.S. Industria de Restaurantes Casuales S.A.S., Parque Central Los Robles S.A.S., Alianzas Y/O Industrias Alta Pureza S.A.S., Universidad Libre, and Geomatrix S.A.S.

The construction sector continued to serve as a strategic pillar, accounting for 19% of total sales in 2025. During the year, the Company successfully consolidated agreements with key industry players, including Gradezco LTDA, Parque Central Los Robles S.A.S., Construcciones Marval S.A.S., among others.

Another major achievement was the generation of repeat sales, particularly with customers such as Cimento Inmuebles Comerciales S.A.S., Construcciones Marval S.A.S., Alianzas Y/O Industrias Alta Pureza S.A.S., G.T.A. COLOMBIA S.A.S., Gradezco LTDA, A.R. Construcciones S.A.S., Construcciones Buen Vivir S.A.S., Tubosa, among others.

Engineering and Construction

Electrical Infrastructure

A total of 151 projects were executed for the business segment, including 86 electrical infrastructure projects and 65 Bill Payment Bulletin (Boletines Pago) execution projects. The principal customers included the District

Department of Education, Bimbo, Vanti, the Embassy of the United States, among others.

Photovoltaic Infrastructure

Cosenit Project: Nine photovoltaic systems are currently in operation, with a combined installed capacity of 34.43 MWp and an estimated annual energy production of 40,658 MWh, equivalent to supplying electricity to more than 33,000 households with an average monthly consumption of 100 kWh.

Voluntary Demand Response in Colombia (DDV)

During 2025, the Company supported five generating facilities over a period of 142 days under Colombia's Voluntary Demand Response (Demanda Desconectable Voluntaria - DDV) mechanism. The principal performance indicators were as follows:

- MW Offered: 13.67 MW of available capacity offered to support generating facilities.
- MW Sold (New + Renewals): 79.50 MW of aggregated capacity secured through both new customers and renewals of existing contracts.

Achievement of the MW Offered KPI reached 54% in 2025, falling short of the established target. This performance was primarily attributable to the continuing effects of the 2024 El Niño phenomenon, which continued to impact hydrological conditions during the first months of the year. Although reservoir recovery had been anticipated, it did not materialize as expected, causing wholesale electricity market prices to remain elevated. At the same time, the temporary Demand Reduction (RD) mechanism remained in effect. Together, these factors created a highly uncertain market environment, reducing the execution of the availability tests required for participation in generation support programs. This ultimately reduced the amount of energy available to provide support, limiting achievement of the performance indicator.

The MW Sold KPI, meanwhile, achieved 58.9% of its annual target. Of this total:

- 93% resulted from the renewal of existing contracts.
- 7% came from the addition of new customers.

Particular highlights included the successful renewal of existing contracts and the addition of 1.6 MW of new capacity from a commodity-sector customer, strengthening the Company's integrated offering strategy and reaffirming its commitment to expanding its customer base and consolidating its position in the energy market. Nevertheless, the incorporation of new customers fell short of expectations due to the uncertainty generated by the previous year's climatic conditions and the Company's firm commitment to full compliance with applicable regulations regarding the execution of availability tests, an essential requirement for ensuring the robustness of the country's electricity transmission system security reserve.

Temporary Demand Reduction Mechanism (RD)

The Energy and Gas Regulatory Commission (CREG) implemented the Temporary Demand Reduction (RD) Mechanism through CREG Resolutions 101 043 and 101 054 of 2024 in response to adverse hydrological conditions and the need to mitigate the risk of electricity supply shortages.

The program remained in effect through February 2025, during which the Company submitted demand reduction offers totaling 1,549 MWh between January and February 2025. This result underscores the Organization's commitment to demand-side participation and the promotion of new demand response programs under both normal operating conditions and critical scenarios.

B2B & B2G Customer Service

High-Value Customer Service Channel

During 2025, the Company took a decisive step in transforming its relationship model with business and government customers. With the objective of moving beyond the traditional customer service model toward a closer, continuous, and more strategic partnership, the High-Value Customer Service Channel was established.

The purpose of this model is to strengthen long-term customer relationships and deliver differentiated customer experiences built on trust, proactivity, and operational excellence, through continuous, personalized engagement.

The channel is built upon four fundamental pillars: a deep understanding of each customer's specific needs and business context; proactive customer relationship management that positions the service team as a dedicated strategic partner and a single point of contact for end-to-end processes; agile, context-driven request management focused on anticipating customer needs; and, finally, value creation for both Enel and its customers through the identification of new business opportunities.

This approach not only raises customer service standards but also strengthens customer proximity by promoting dynamic, continuously updated processes grounded in a philosophy of continuous improvement.

To measure the channel's performance, two key indicators were established: CSAT (Customer Satisfaction Score), a metric that measures customer satisfaction with a specific interaction through the High-Value Customer Service Channel, using a maximum score of 5; and NPS (Net Promoter Score), a metric that measures customer loyalty and satisfaction based on their willingness to recommend the Company.

During 2025, significant achievements were attained across each of the channel's service verticals, reflecting the positive impact of this model and its contribution to strengthening relationships with both business and government customers.



Commercial Customers

The channel was introduced to 238 of the assigned customers, generating 2,287 interactions. Ninety-five percent of cases were resolved within a maximum of five business days, demonstrating a high level of operational efficiency. This performance was reflected in a cumulative CSAT score of 4.8, driven by the team's prompt, timely service and high level of professionalism.

Construction Customers

The channel was introduced to all 60 assigned customers, generating 5,663 interactions. Ninety-nine percent of cases were resolved within a maximum of five business days, reflecting outstanding operational efficiency. In addition, the new Advance Metering process was implemented for Social Interest Housing (VIS) and Priority Interest Housing (VIP) projects, strengthening support for construction companies in the administration of housing subsidies. This performance resulted in a cumulative CSAT score of 4.7, supported by the speed, responsiveness, and quality of service delivered by the team.

Corporate Customers

During 2025, the Corporate Customer Service Channel delivered outstanding performance, achieving a cumulative CSAT score of 4.8, driven by consistent, personalized service based on a thorough understanding of each customer's unique needs and business requirements.

The Corporate Customer Service team provided comprehensive support to 50 companies, managing a portfolio of approximately 11,000 grouped accounts. During the year, the team handled more than 5,000 cases, 88% of which were resolved within five days, requiring high levels of coordination, traceability, and operational control. This capability enabled the team to respond to inquiries and requests promptly, clearly, and effectively, strengthening customer confidence in the Company.

Telematics Customers

The channel consolidated service for 13 strategic customers and 12,728 accounts, establishing a single point of contact with strong governance, full traceability, and the capability to manage one of the segment's most demanding customer portfolios in an agile and efficient manner.

During the year, 4,800 cases were managed, with 90.57% resolved within five days. This dedicated service vertical enabled an organized and well-controlled management model, achieving a CSAT score of 4.9 and an NPS of 94%.

Industrial Customers

The implementation of the specialized customer service model made it possible to deliver a best-in-class service experience characterized by close customer relationships and timely support for industrial customers. This approach resulted in a cumulative CSAT score of 4.6.



As a result of implementing the new channel, approximately 322 cases were managed, 96% of which were closed within five days, demonstrating timely service and a strong commitment to continuously improving response times. In addition, 226 customers were incorporated into the service model, and contact was established with 362 customer representatives.

Government Customers

For the first time, customers in this segment were assigned a dedicated relationship focal point. The consolidation process began with the incorporation of 206 public-sector customers, delivering outstanding results that reflect Enel's commitment to operational excellence, reliability, and enhanced service for government entities.

Since its launch, the channel has managed more than 1,200 cases, 98% of which have been closed, with 72% of requests resolved within a maximum of five days. In addition, customer penetration among the 206 organizations included in the channel has reached nearly 60%, demonstrating the team's ability to build trust, foster close relationships, and deliver tangible results for strategic government entities. These efforts were reflected in a cumulative CSAT score of 4.6 for 2025.

Emergency Operations Center

In 2025, the Emergency Operations Center for business and government customers was fully consolidated. This cross-functional unit supports all service channel verticals, with the primary objective of ensuring fast and effective response to emergencies affecting the Company's most critical customers while maintaining two-way communication throughout the process.

As a result of these efforts, the Emergency Operations Center handled approximately 9,000 cases during 2025, 90% of which involved industrial and commercial customers. Following the implementation of the new model, including the creation of a dedicated WhatsApp channel, approximately 100 cases involving new customers were managed, further strengthening relationships with strategic market segments. In addition, 3,470 customers were notified of scheduled maintenance activities, 65.7% of which involved supply transfer operations and 34.3% complete service interruptions.

New Collective Billing Model for Corporate and Telematics Customers

The New Collective Billing Model project involved re-designing the process for consolidating more than five electricity accounts into a single billing record, allowing them to be managed and paid collectively. This initiative provided corporate and telematics customers with new self-service tools designed to encourage responsible energy consumption and provide greater control over their resources.

The successful transition to the new model was driven by an active listening and co-creation approach, engaging more than 200 high-value customers. A major milestone was an in-person meeting with 48 of the sector's leading companies, representing approximately 15,000 service connections, where direct dialogue helped align the new model with customers' operational and financial sustainability needs. This collaborative approach facilitated the resolution of technical concerns and reinforced Enel's role as a strategic partner that understands and adapts to its customers' business requirements, ensuring a smooth transition and supporting a projected COP 24 billion recovery in outstanding receivables.



Customer Retention in the Retail Business

In 2025, customer retention initiatives in the regulated market achieved the retention of 2.69 GWh/month of energy (2% higher than in 2024, representing 101.8% of the target) and recovered 1.27 GWh/month of energy from customers supplied by other retailers (111% of the target). These results enabled the Company to achieve its objective of maintaining net customer attrition below 5 GWh/month, supported by the following initiatives:

In addition, through the Onboarding Project, which is based on anticipating the needs of companies returning to Enel Colombia's regulated market, the Company successfully delivered a comprehensive service while maintaining a strong focus on self-service. The project managed 720 cases and identified root causes to ensure accurate first billing by establishing a process blueprint with the responsible business areas and creating a clear escalation matrix. These improvements generated significant efficiencies, reducing the average processing time from 118.1 days to 48.7 days.

As part of its customer retention strategy, the Company also developed a new enhanced predictive churn model capable of identifying customers at risk of leaving with 70% accuracy, enabling Enel to build stronger customer relationships and tailor its services to individual needs and requirements. Within just five months of production deployment and testing, the model contributed to the retention of 780.9 MWh, representing 32% of the total energy retained during the period.

Government Customers (B2G)

Enel Colombia promotes the decarbonization and electrification of cities by acting as a strategic partner for municipalities and territories throughout their energy transition. The Company delivers comprehensive, innovative solutions tailored to each customer's needs, fostering electrification, energy efficiency, and emissions reductions. This approach is supported by state-of-the-art technology and a collaborative, competitive business model that drives customer growth and sustainable development.

E Transport

The continuous operation of 878 electric buses across Bogotá's six electric bus depots generated a significant positive impact on the city's air quality. The fleet directly contributed to reducing particulate matter and carbon dioxide emissions, reinforcing Bogotá's position as a leading benchmark for sustainable mobility in Latin America. The 412 installed chargers operated under rigorous preventive and corrective maintenance protocols, ensuring energy efficiency while minimizing the carbon footprint of the public transportation system.



From a financial perspective, the completion in 2025 of the sale of the shares of Colombia ZE S.A.S. by Enel Colombia S.A. E.S.P. to ZE Mobility Colombia Holdings S.A.S., pursuant to the agreed Share Purchase Agreement, strengthened the capital structure of the business. The continued execution of the four contracts with TransMilenio S.A., together with the two contracts with Uzme ZE and Fontibón ZE, ensured stable and predictable revenue streams. At the same time, the strict fulfillment of contractual and technical obligations reinforced the Company's commercial reputation and secured the long-term economic sustainability of its electric mobility projects.

From a social perspective, these projects significantly improved the quality of Bogotá's public transportation system for thousands of citizens. The optimal maintenance of the infrastructure ensured reliable, safe, and comfortable service for users, while the reduction in air pollution provided direct public health benefits. The contracts in force between TransMilenio S.A. and Enel Colombia S.A. E.S.P., together with the operation and maintenance agreements with Uzme ZE and Fontibón ZE, ensured operational continuity and supported the creation of specialized employment opportunities within the electric mobility sector.

Public Lighting in Bogotá and Cundinamarca

Public Lighting Management in Bogotá

During 2025, comprehensive management efforts were carried out to ensure the continuous and reliable provision of public lighting services in Bogotá. In coordination with the Special Administrative Unit for Public Services (UAESP) and the National University of Colombia, periodic reviews were conducted, ensuring a stable flow of resources and the uninterrupted operation of the public lighting system throughout the year.

As part of the ongoing monitoring of the service, monthly reports on the operation of the public lighting network were submitted, and all requests from the authority were addressed, ensuring that administrative processes remained up to date and that the city's needs were met in a timely manner. As a result of this collaborative effort, service billing remained fully normalized, and annual payments were collected in full.

At the same time, continuous dialogue was maintained with local authorities, facilitating the review, adjustment, and approval of district infrastructure modernization projects. In addition, engagement with community leaders was encouraged to identify neighborhood lighting needs and strengthen relationships with local communities.

With respect to network expansion, Enel Colombia periodically submitted proposals identifying areas requiring additional lighting. Although project approvals depended on administrative decisions by the UAESP, implementation resumed during the final quarter of the year, allowing the Company to address a number of prioritized requests.

As a result of these coordinated efforts, Bogotá closed the year with a stable and expanding public lighting network. The existing lighting infrastructure was maintained while more than 2,800 new lighting points were added to the system. These initiatives enhanced lighting conditions across different areas of the city, improving mobility, public safety, and quality of life through a network comprising 364,710 managed lighting points.

Public Lighting Management in Cundinamarca

During 2025, Enel Colombia continued to strengthen public lighting management across the municipalities of Cundinamarca by enhancing service delivery, supporting local governments, and contributing to the well-being and safety of local communities.

In the municipality of Soacha, the Company ensured the uninterrupted operation and maintenance of more than 21,000 public lighting fixtures, providing continuous service and maintaining the proper functioning of the lighting infrastructure throughout the year.

During 2025, a new contract was signed to further strengthen service delivery, covering the diagnosis, corrective maintenance, restoration, and optimization of Soacha's public lighting system.

At the same time, collaboration with municipalities across the department was further strengthened. In total, 29 public lighting contracts were managed, ensuring the operation of more than 23,000 lighting points. During the year, 12 contracts approaching expiration were successfully renewed, guaranteeing the continuity of service

and the maintenance of more than 7,000 lighting fixtures across different municipalities. These renewals, together with the ongoing management of contract extensions, helped maintain stable relationships with local administrations while ensuring safe and reliable public lighting services for thousands of citizens.

The work carried out reflects Enel Colombia's commitment to sustainable development and the enhancement of urban infrastructure throughout Cundinamarca. Through maintenance activities, contract renewals, gradual modernization, and technical support provided to municipalities, the Company has strengthened its position as a strategic partner in improving public lighting systems and contributing to safer, more efficient, and better-lit public spaces across the department.

Electrical Infrastructure

During 2025, Enel Colombia strengthened its role in the development of energy infrastructure projects for public-sector entities, with a particularly strong presence in Bogota and several municipalities throughout Cundinamarca. A total of 147 projects were executed, demonstrating the Company's ongoing contribution to strengthening the electrical systems that support essential public services, urban infrastructure, and projects of public interest.

Management in the Capital District

Bogota accounted for the largest number of projects, with interventions carried out for various district government entities requiring electrical modernization, system upgrades, and infrastructure improvements. These included:

- Bogota Capital District, through projects involving infrastructure replacement, internal electrical upgrades, and support for the operation of the city's urban infrastructure.
- TransMilenio, through projects designed to ensure the reliability of the electrical network supporting Bogota's mass transit system.
- Urban Development Institute (IDU), through projects associated with road infrastructure, utility network relocations, and public space improvements.
- District Institute of Recreation and Sports (IDRD) and the District Department of Education, through initiatives involving parks, sports facilities, and educational institutions.

Regional Presence Across Municipalities

The Company's activities also extended to municipalities throughout Cundinamarca, where projects were implemented to enhance service reliability and continuity, support urban expansion, and address the specific infrastructure needs of local governments.



Among the municipalities where projects were carried out during the reporting period were:

- Cajicá, where progress was made on the undergrounding of electrical distribution networks included in the municipality's local development plan, representing a major milestone in the modernization of the municipality.
- Chía, Viotá, El Colegio, La Mesa, Suesca, Cucunubá, Caparrapí, La Palma, San Bernardo, and other municipalities, where network standardization, infrastructure improvements, system expansions, and medium- and low-voltage upgrades were completed.

These initiatives reflect the Company's close collaboration with local governments and the technical support it provides to advance the development of municipal electrical infrastructure.

Photovoltaic Infrastructure

During the year, Enel Colombia successfully completed the sale to the Bogota Energy Group (Grupo Energía Bogotá) of two photovoltaic systems installed at the Centro Felicidad facilities operated by the Bogota Mayor's Office, with a combined installed capacity of 1.9 MW.

Architectural Lighting

Bogota Christmas Route – 2025

In 2025, the Bogota Christmas Route project was fully sponsored by the Bogota Energy Group (Grupo Energía Bogotá), with the support of the Mayor's Office of Bogota and its affiliated agencies, including the District Department of Culture. More than 200 Enel employees participated in the design, installation, and execution of the Christmas Route, which featured more than 30 illuminated locations across three key areas of the city: the Central Corridor, the Northern Zone, and El Tunal Park. The latter showcased the tallest Christmas tree ever installed in Bogotá, standing 56 meters high, as well as an innovative lighting installation consisting of a sequence of illuminated spaces throughout the park and a 360-degree laser show combining synchronized lighting and sound effects.

The Christmas Route featured 1,376 decorative elements in both two- and three-dimensional formats, 50% of which also included daytime decorative features. The installation incorporated 4.6 km of LED rope lighting, 54 km of mini-LED extension lighting, and, for the first time, two LED matrices measuring approximately 300 meters in length and comprising 200,000 intelligent LED pixels, installed



on the façades of Palacio Liévano and the Centro Felicidad at El Tunal Park. These installations provided visitors with immersive displays of colors, shapes, and animated figures. All decorative lighting elements used LED technology, featuring low heat emission and automatic on/off control systems. As a result of continuous improvements, the installed electrical load for the Christmas Route was reduced by more than 38%, decreasing from 750 kW in 2007 to 290 kW in 2025.

Other Christmas Lighting Projects

Enel Colombia designed and implemented Christmas lighting installations for the Presidency of the Republic of Colombia and the Nueva Granada Military University. In addition, the Special Administrative Unit for Public Services (UAESP) participated by sponsoring the Christmas lighting installation in Usaquén Park.

Customer Service Channels for B2G Customers

Call center

24/7 Operation, 365 Days a Year

During 2025, significant improvements were implemented in the processes for handling and managing public lighting faults reported through the customer service hotline, with the objective of enhancing operational effectiveness and improving the customer experience.

Among the most significant improvements were:

- **Specialized monitoring and reporting of critical cases, including:**
 - Life-threatening or electrical hazards.
 - Large-scale lighting outages.
 - Repeat customer reports.
- **Optimization of the case creation template**, enabling customer service representatives to identify the exact location of reported lighting fixtures more quickly. In addition, when customers provided the fixture identification number, the system immediately displayed its precise geolocation, significantly improving service efficiency.
- **30% of customers** reporting faults provided the fixture identification number, facilitating faster and more effective case management.
- **Enhanced operational support during the rainy season** through the training of a dedicated support team to manage the increased call volume resulting from weather-related incidents.
- **Monthly coordination meetings with the Special Administrative Unit for Public Services (UAESP)** to review the overall performance of customer service channels and ensure compliance with the standards established for citizen services.

As a result of these initiatives, **more than 23,000 public lighting service requests** were handled through the customer service hotline during 2025, reaffirming Enel Colombia's commitment to providing continuous, high-quality public service to the community.



Other Customer Service Channels

Customers had access to multiple digital channels to report service requests, including Elena WhatsApp, the mobile application, and the Company's official social media platforms (Facebook, X, and Instagram). In addition, customer service centers and the correspondence submission email remained available, ensuring an accessible, omnichannel customer service experience.

Written Case Management

During 2025, the Written Case Management channel, responsible for processing petitions, complaints, and claims related to public lighting in Bogota and the municipalities that have agreements with Enel, strengthened its internal processes through the implementation of the established action plan. This approach enabled improvements in key management indicators, including:

- The quality of the information provided to customers.
- Response times for official communications received.

To facilitate the submission of requests, customers had access to the following channels:

- **Email:** servicioalcliente.empresarial@enel.com
- **Website:** <https://www.enel.com.co/es/personas/radicaciones.html>

Customer Service Centers

During 2025, more than 3,000 formal requests were received, all of which were processed within the legally established response periods, reaffirming the Company's commitment to timely and transparent customer service.

In addition, Enel promoted digitalization by encouraging the use of new self-service channels and complementary digital platforms, such as the PQRS form, the Enel Virtual Service Center, and electronic billing enrollment, thereby improving the efficiency and accessibility of customer service processes.

B2G Special Projects

During 2025, Enel Colombia continued consolidating a specialized relationship management model for public sector entities, designed to strengthen customer engagement, improve the service experience, and provide comprehensive support throughout the entire service lifecycle. This model enabled a more agile, transparent, and traceable service approach by facilitating access to information, request tracking, and coordination among technical, commercial, and operational teams. Its implementation creates significant opportunities to strengthen trust with public administrations, improve service perception, and more effectively support the planning and execution of projects involving energy infrastructure, mobility, public spaces, and institutional facilities.

At the same time, participation in strategic forums such as the Mayor's Office Project Committee, the District Works and Infrastructure Operational Committee, and the Capital District Public Utilities Infrastructure Committee further strengthened the Company's role as a technical partner to the local government. These forums enabled Enel Colombia to support the progress of projects involving health-care facilities, educational institutions, parks, hospitals, and ongoing urban development initiatives, thereby contributing to the advancement of territorial development plans and ensuring the continuity of priority infrastructure projects for the city.

Together, the new relationship management model and the Company's active participation in operational committees established a customer service approach focused on improving public-sector customer satisfaction, strengthening collaborative relationships, and expanding capabilities to meet the needs of government entities through a dedicated service channel built on trust, responsiveness, and service excellence.

Electric Mobility Customers

During 2025, the Company carried out a variety of electric mobility initiatives, participating in major sustainable mobility events such as Latam Mobility, the International Auto Show, and the Bogota Real Estate Association (Lonja de Bogota) event, while also organizing activities to promote the development of electric mobility. In addition to strengthening brand positioning, these initiatives resulted in significant sales and strategic agreements with the country's leading electric vehicle importers.

Notably, during the International Auto Show, Colombia's premier automotive exhibition, the Company generated more than 400 qualified leads interested in purchasing its Electric Mobility product portfolio. In addition, several high-level engagement events were held with vehicle manufacturers to promote the sale of electric vehicle charging equipment.

Supply and Installation of Charging Equipment

During the year, 947 charging units were sold across the various customer segments, and 280 charging stations were installed nationwide, including AC chargers for residential customers and DC chargers for business customers. The Company also continued strengthening strategic partnerships with local distributors of brands such as General Motors, GWM, Deepal, Volvo, and BMW for the supply and installation of charging equipment, which significantly supported sales performance throughout the year.

Charging as a Service

During 2025, the Company supplied 3.6 GWh of electricity through its own charging stations and those operated by La Rolita. Charging services were provided to companies including Voltop, Coltabaco, TEA, Conalca, Nurmy Ospina, and Cabify, among others.entre otras.



Customer Ombudsman, Interaction with Regulatory Authorities, and Stakeholder Engagement

During 2025, the area further consolidated its strategic role in the Company's integrated management framework, focusing on the mitigation of regulatory and reputational risks, the enhancement of the customer experience, and the strengthening of institutional and stakeholder engagement. Through a coordinated, preventive, and results-oriented approach, the area generated value by strategically managing stakeholder relationships and interactions with regulatory authorities, promoting a systemic approach and a solution-oriented culture, ensuring the effective handling and escalation of customer concerns, driving operational excellence, ensuring regulatory compliance in complaint management, and conducting continuous regulatory monitoring, with particular emphasis on guidelines issued by the Superintendence of Residential Public Utilities (SSPD) to mitigate regulatory compliance risks.

• Management of Regulatory Authorities

During the reporting period, 3,863 requests from regulatory authorities were addressed, ensuring timely, coordinated management aligned with the applicable regulatory requirements. As a result, no investigations or fines were recorded in connection with the requests handled during 2025, demonstrating a direct impact on reducing regulatory risk and safeguarding the Company's corporate reputation.

The primary authorities engaged were municipal ombudsman offices (41.3%), the Superintendence of Residential Public Utilities (20.5%), and the Office of the Ombudsman (3.2%). The most frequent reasons for these requests were related to infrastructure (34.8%), electricity consumption in kWh (11.3%), and service quality (4.2%). This information made it possible to identify trends and opportunities to improve the Company's operational and preventive management.

• Working Sessions with the Superintendence of Residential Public Utilities During 2025

Throughout 2025, the area conducted a total of 13 working sessions with the Superintendence of Residential Public Utilities across the municipalities within Cundinamarca covered by the Company. These sessions were distinguished by the participation of local communities, fostering open dialogue among customers, the Company, and oversight authorities, including the Superintendence of Residential Public Utilities and municipal ombudsman offices. This initiative not only strengthened transparency and communication, but also enabled the proactive identification of local concerns and the delivery of tailored solutions to address community needs. Likewise, throughout 2025, the area continued to actively participate in Enel Territorio meetings with key local and municipal authorities. The purpose of these meetings was to strengthen relationships with local administrations and collaborate jointly to improve service quality in the areas where the Company operates.

The area also submitted periodic reports to the Superintendence of Residential Public Utilities on progress toward fulfilling the commitments undertaken through these forums, as well as responses to requests for information related to the investment plans that had been presented.

• Customer Ombudsman

The Customer Ombudsman continued to strengthen its position as an effective alternative dispute resolution and litigation prevention mechanism. During 2025, 347 cases were managed, achieving an 80% favorable outcome, primarily reflected in decisions to modify the initial response. In addition, 2,985 express cases, 552 requests submitted by municipal ombudsman offices, and 365 customer assistance cases were handled, strengthening customer engagement through a comprehensive 360° multichannel service model.

This approach contributed to improving customer perception, optimizing response times, and reinforcing an organizational culture focused on the effective and timely resolution of customer concerns.

• Complaint Management

During 2025, a total of 1,930 complaints were processed, of which 218 (11.3%) were deemed substantiated. The primary substantiated complaints involved administrative negligence (57.3%), customer mistreatment (26.1%), and corruption (8.3%). Meanwhile, the most frequently reported types of misconduct were administrative negligence (35.7%), customer mistreatment (26.5%), and corruption (22%).

The centralized and internally coordinated management of this process ensured confidentiality, traceability, and timely responses, while also generating key inputs for risk identification, the definition of corrective actions, and the strengthening of internal controls.

• Stakeholder Engagement

The area strengthened its strategic engagement with institutional, industry, and local stakeholders through dialogue forums, training sessions, and interinstitutional collaboration initiatives. A total of 30 meetings were held with municipal ombudsman offices, along with webinars and training sessions conducted in partnership with industry associations such as ANDI, the Bogota Chamber of Commerce, Asocolflores, Fedelonjas, and Fenalco, as well as meetings with other energy retailers and key sector stakeholders.

Among the most significant achievements, in collaboration with the Company's various strategic areas, the Enel Territorio Webinar program reached 130% of its target; the memorandum of understanding for the Alliance for Legality was coordinated; the Enel Corazón V1 program was presented to 280,898 customers; and, together with Fedelonjas, two webinars, two articles for its magazine, participation in its annual congress, and contributions to three newsletters were carried out, in addition to engagement initiatives with Fenalco. These actions contributed to strengthening Enel's positioning, fostering trust, enhancing alignment and coordination across the Company's business areas, and increasing stakeholders' understanding of the Company's operations.



• Quality and Compliance Model

The Quality Model effectively integrated the Quality Management System (QMS), compliance guidelines, continuous improvement initiatives, strengthened contract management, and the audit framework. During 2025, 40 documents, 3 process characterizations, and 12 QMS matrices were managed; 3 working sessions focused on risks and administrative losses were conducted; and a contract monitoring tool, gestor.com, was implemented.

In addition, support was provided for 9 of the Company's 10 internal audits, as well as one external audit conducted by Icontec.

• Constitutional Injunction (Tutela) Management Model

With respect to the management of constitutional injunctions (tutelas), structural measures were implemented throughout 2025 to strengthen the process and reduce legal and operational risks. A cross-training strategy was developed for the team, complemented by working sessions with key stakeholders to improve the understanding and handling of tutelas. In addition, progress was made in consolidating and leveraging data through the creation of a monitoring dashboard, an alert system, and a commitment-tracking mechanism, as well as in documenting the process through the development of a journey map and the creation, incorporation, and publication of the risk matrix. These actions were complemented by continuous improvement initiatives, including modifications to the workflow and the implementation of a dedicated form for handling tutelas related to maintenance activities.

As a result, 2,012 tutelas were managed during 2025 (an average of 167 per month), along with 4,560 interactions. Sustained improvement was also achieved in the management of contempt proceedings, with incidents declining from 44 in June to 21 in December, representing a 52.2% reduction over the last six months.

Social Impact and Risk Management

The strategy for managing social impacts and risks, as a fundamental principle of social, economic, and environmental value creation, is based on principles of engagement, communication, and participation with the Company's stakeholders.

Ensuring the effectiveness of business decisions and actions constitutes the cornerstone of the Company's business sustainability, grounded in participatory and democratic principles. This approach helps prevent reactive, costly, and inefficient actions, thereby benefiting all parties involved.

The strengthening of mutual trust, respect for communities, and a sense of affinity toward the Company is achieved through activities such as the transparent, timely, and relevant communication of decisions and actions, thereby contributing to the consolidation of the Company's sustainability.

The stakeholder engagement and social management strategy has been designed as a fundamental pillar for achieving the Company's business objectives, defining three key lines of action:

1. Strategic relationships: Focuses on building, maintaining, and strengthening relationships of trust and mutual respect that are sustainable over time, while promoting and ensuring opportunities for dialogue and discussion with stakeholders on issues of common interest.

2. Social viability: Through stakeholder engagement, communication, and information-sharing activities, this line of action seeks to foster legitimate, trustworthy, and productive social environments surrounding the development of the Company's projects and operations, thereby ensuring sustainable social development.

3. Customer culture: Seeks to foster strategic partnerships with communities in support of the Company's corporate initiatives by strengthening civic skills and competencies related to understanding the Company's business and other topics of shared interest.

Enel Territorio

With the objective of improving stakeholder perception, the Enel Territorio strategy was implemented to strengthen engagement and relationship-building activities with the municipalities within the Company's area of influence. The results achieved through this strategy are as follows:

- 14 municipalities benefited
- 86 community action boards engaged
- 1,683 interactions with communities

This strategy has strengthened ties with local communities, promoting social development and sustainability throughout the Company's areas of influence.



Participation in Municipal Councils and Local Administrative Boards

During 2025, the Company responded to 98 invitations to attend municipal council meetings to address issues of mutual interest, with the objective of enhancing the Company's reputation by identifying local needs and fostering both external and internal coordination.

Social Viability

Through stakeholder engagement, communication, and information-sharing strategies tailored to different stakeholder groups, the Company sought to build relationships based on trust and close collaboration to support sustainable social development. Key activities included:

- **Land acquisition viability:** Identifying social risks associated with the future construction of substations.
- **Compliance with environmental licensing obligations:** Ensuring fulfillment of the commitments set forth in the social component of environmental impact assessments.
- **Project outreach with authorities:** Holding strategic meetings with mayors, municipal council members, and other stakeholders within the framework of the Company's projects.
- Achievement of social management performance indicators.
- Mitigation of 86% of identified risks.
- Social risks materialized in projects remained below 20%.

Projects in the Social Viability Phase

- La Guaca – El Colegio Transmission Line
- Muña Sauces Transmission Line
- Bochica Electrical Substation
- Porvenir Electrical Substation
- Porvenir Medium-Voltage Distribution Networks
- Zipaquirá – Ubaté Transmission Line
- Noreste – Tren de Occidente Transmission Line
- Balsillas – Tren de Occidente Transmission Line

- Intexzona Electrical Substation
- Ceiba Electrical Substation
- Montevideo Distribution Networks
- Noreste Customers
- Florida Electrical Substation
- Guaymaral Electrical Substation Distribution Networks
- Satellite Centers
- Villeta Distribution Networks
- Cota Electrical Substation Expansion

Customer Culture

Efforts focused on creating educational and informational forums aimed at strengthening citizens' skills and competencies in understanding the Company's business, as well as other topics of shared interest. These initiatives were directed toward a broad range of stakeholders, including private companies, public institutions, educational institutions, and customers in general.

Topics covered during these activities included:

- Workshops on the efficient and productive use of electricity.
- Electrical safety.
- Electricity tariff framework.
- Non-conventional power generation sources.

A total of 74 educational and informational sessions were conducted with institutions and organizations, reaching 2,528 participants and contributing to the strengthening of energy awareness and community education.

Additionally, 67 Enel Barrio community engagement events were held to address issues of common interest within local communities, reaching a total of 1,822 customers.



Voice of the Customer – Products and Services

During 2025, challenges were established to improve customer satisfaction (CSAT) and Net Promoter Score (NPS) metrics for value-added products and services. This objective fostered collaboration between the product teams and the team responsible for measurement in order to increase the frequency of assessments and generate more timely information. This enabled more in-depth analyses to monitor customer perception and implement strategic actions aimed at enhancing the customer experience and strengthening competitiveness in the markets where these products are offered.

By the end of 2025, significant improvements had been achieved in the CSAT and NPS scores of key products, including Crédito Fácil Codensa, B2C Electrical Works, B2B Electrical Works, Public Lighting, and Microinsurance + Assistance Services. These improvements ranged from +13 to +45 points compared to 2024, representing a positive outcome for Enel’s portfolio of value-added products and services.

Data Management

During 2025, improvements were achieved in the quality of the contact information associated with supply accounts. In 2024, the indicator for supply accounts with valid contact information closed at 90.73%, while by the end of 2025 it had reached 92.73%, **reflecting steady progress throughout the year.**

This result was driven by the implementation of ongoing quality control, data update, and data validation activities.

Similarly, **the indicator for supply accounts with valid contact information and authorization for the processing of personal data also showed positive progress.** In 2024, this percentage stood at 78.68%, increasing to 83.25% by the end of 2025.

This growth reflects the strengthening of the processes for obtaining, recording, and monitoring authorizations, ensuring that personal information is processed in an informed manner and in compliance with the applicable regulations.

Regulatory Compliance – Law 2300

Enel Colombia S.A. E.S.P. manages its compliance with Law 2300, which regulates customer contact and engagement practices. To this end, the Company has established internal controls to ensure that all interactions with customers and third parties are conducted within the schedules, channels, and conditions permitted by law.

Non-Regulated Market Customers

In Colombia, the Non-Regulated Market consists of end customers that consume more than 55 MWh per month or have a maximum power demand of at least 0.1 MW. In this market, Enel primarily serves industrial and commercial customers through specialized service channels that provide guidance on energy procurement and offer energy solutions focused on efficiency and the sustainability of both businesses and the planet.

The commercial demand of the Non-Regulated Market served by Enel Colombia S.A. E.S.P. in 2025 amounted to 4.6 TWh, representing 16.7% of the country’s total demand in this market segment, positioning the Company as the second-largest energy retailer in Colombia’s Non-Regulated Market. During 2025, the Company served 1,058 metering points (points of consumption) corresponding to 388 customers.

Enel Colombia Non-Regulated Market Demand

Figures in TWh	2025	2024	Variation	
Non-Regulated Market	4.6	4.9	0.3	+10.2%

NON-REGULATED MARKET CUSTOMER SUMMARY



Demand in Enel Colombia’s Non-Regulated Market was distributed as follows: Eastern Region 65%, Caribbean Region 18%, Southwestern Region 11%, Northeastern Region 2%, and Antioquia Region 4%.

CUSTOMER ENGAGEMENT AND SERVICE PLAN

Customer Relationships

During 2025, customer engagement activities resumed, with a focus on strengthening relationships with the Company's various business partners. These initiatives included sports, academic, and experiential activities led by industry experts.

Customer engagement activities included the 2025 Cycling Ride, the Enel X Night Race 10K, the Coal Suppliers Networking Event, Tejiendo Sueños con Energía (Weaving Dreams with Energy) donation events, a Fruit Tasting event, the Electrical Protection Webinar, an experiential dinner with Chef Cris Carpentier, and all engagement activities conducted with Non-Regulated Market customers.

Virtual and in-person engagement opportunities with customers were further expanded to provide more in-depth discussions on technical and regulatory topics of interest, ensuring that the information provided was relevant to energy- and finance-related decision-making across all industries.

Enel Energy Fest 2025 served as a platform to connect, inspire, and strengthen relationships with business customers, bringing together more than 80 participants. The

event featured keynote presentations, innovation showcases, networking opportunities, and six commercial booths representing partner brands serving Non-Regulated Market customers.

Energy Efficiency Seminars were also held in Bogotá, Medellín, and Cali, providing high-value technical forums for Non-Regulated Market customers aimed at optimizing corporate energy management. These events featured energy efficiency experts with extensive experience in the application of tax incentives.

To create a learning opportunity that also generated value within participating organizations, a virtual course was offered in partnership with Universidad EAN, focusing on organizational sustainability. More than 60 corporate customers from Colombia and Central America participated in the program and, upon completing the training, received official certifications.

To further enhance the customer experience, the Company continued strengthening its customer service channels, including its website, call center, WhatsApp Business, social media platforms, and the support provided by commercial account managers. Through these channels, customers were able to access market information, review contract performance, verify billing information, make payments, view their historical consumption data, consult matrices, submit requests, request technical support, and perform a variety of other transactions.



CUSTOMER ENGAGEMENT PLAN

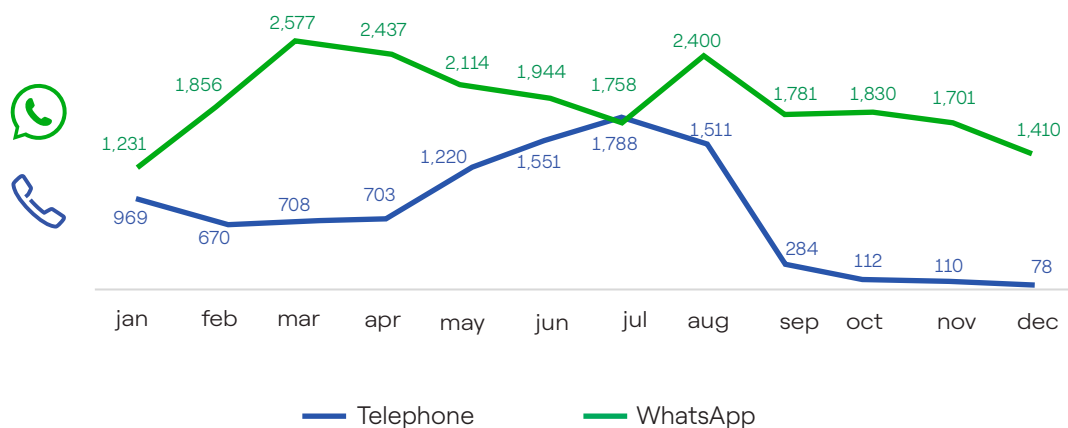


Call center

The exclusive customer service channels for the Non-Regulated Market continue to ensure customer accessibility and priority service. These channels support the activities required for distribution system operators to deliver continuous, high-quality service nationwide by creating emergency service reports and providing customer support until normal service is restored. They also address customer inquiries and route requests related to the Company's offering of new products and services (potential customers) to the appropriate business areas.

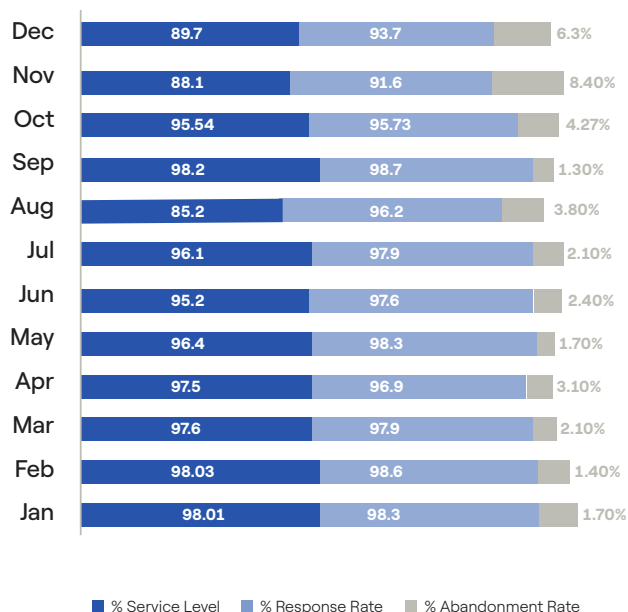
Customer service is currently available through both telephone and WhatsApp channels, with WhatsApp being the preferred option.

CUSTOMER SERVICE CHANNELS



In terms of service coverage, more than 9,704 calls related to power service interruptions affecting more than 1,100 commercial metering points nationwide were handled.

HISTORICAL PERFORMANCE LEVELS



In addition, high standards of customer accessibility were maintained. On average, 95.7% of incoming calls were answered within the first 20 seconds, while the call abandonment rate remained below 3%.

Finally, to ensure continuity and strengthen case traceability while maintaining quality and compliance with established processes, the Salesforce CRM platform was used to record all outage reports, customer requests, and service inquiries. This also centralized the information collected, making it readily available to the commercial team for the efficient routing and handling of customer requests.

Página Web

In 2025, the following website continued to be used: <https://clientesmnr.enel.com.co/excellencecol/#/login>, where Non-Regulated Market customers can access personalized content.

One Hub

The content on Enel's main website, www.enel.com.co, was updated to optimize the user experience by reducing the number of clicks required and making navigation more intuitive. These enhancements included redesigning the site's internal graphics and strategically using colors to provide customers with up-to-date, easy-to-understand information. In addition, these digital improvements were continuously monitored in collaboration with the communications team and the various partner agencies.

Events and Training

To share relevant information about the energy retail business with customers, a training program was developed covering the following topics:

- Energy market and current industry developments
- Regulations and applicable standards
- Energy efficiency
- Economic outlook
- Other current topics of interest

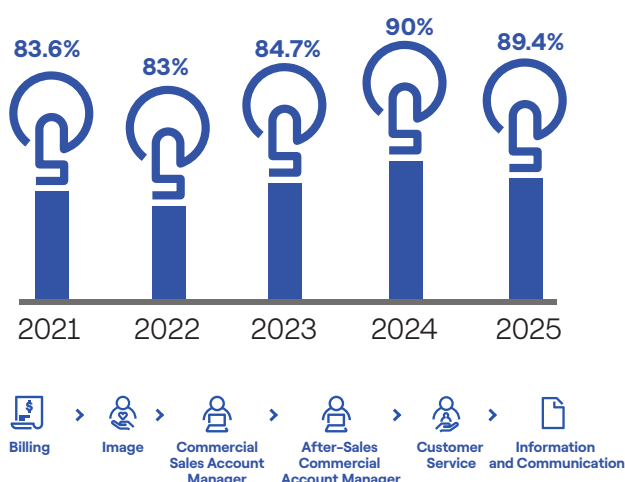
By the end of 2025, more than 600 participants had attended the virtual and in-person events that formed part of the customer engagement plan across Colombia and Central America.



Customer Satisfaction

The customer satisfaction survey measures customers' perception of their service experience, enabling the Company to focus its efforts and resources on addressing customer needs and improving the overall customer experience. Accordingly, the Customer Satisfaction Index (ISCAL) reached 89.4% in 2025, remaining largely stable compared to the previous year, with a slight decrease of 0.6 percentage points. This result supports the Company's value proposition, which has focused on improving service excellence levels over recent years. The customer satisfaction model evaluates various aspects of the commercial relationship, including support provided by commercial account managers, communication channels, billing, satisfaction with technical services, corporate image, and the call center, among other factors.

ISCAL TREND



COLOMBIA WHOLESALE ELECTRICITY MARKET

The Wholesale Electricity Market facilitates large-volume electricity purchase and sale transactions between generators and energy retailers, enabling the execution of long-term contracts with predetermined prices and quantities.

During 2025, Enel Colombia marketed electricity in this market through contracts awarded via public tenders and direct negotiations, participating in 15% of all public procurement processes conducted nationwide.

As a result of these processes, the Company secured 8.9 TWh of contracted energy sales under new agreements spanning the period from 2025 through 2039.

On the other hand, the following table presents the energy dispatched in the wholesale electricity market during 2025 under contracts executed in previous years.

Wholesale Electricity Market Sales Dispatch – Colombia Year-End 2025

Figures in TWh	2024	2025	Variation	
Wholesale Electricity Market	12.6	12.8	+0.2	+1.6%

Energy Procurement

To support its contracted energy sales, in addition to generation from its own power generation assets, Enel Colombia also purchases electricity through contracts with other participants in the Wholesale Electricity Market. During 2025, the Company secured new power purchase agreements totaling 72 GWh to optimize its portfolio for the 2026–2027 period.

In addition, energy was dispatched under purchase contracts executed in previous years. The following table presents the level of energy purchases as of year-end.

Colombia Energy Purchase Dispatch – Year-End 2025

Figures in TWh	2024	2025	Variation	
Energy Purchase	2.6	2.4	- 0.2	-76%

Carbon Credit Certificates

Enel Colombia continuously seeks to innovate and diversify its portfolio of electricity- and natural gas-related services. To meet the needs of increasingly demanding customers, the Company entered Colombia's carbon credit market in 2020, obtaining certification for the El Quimbo, Darío Valencia Samper, El Salto II, Tequendama, Guavio Menor hydropower plants, as well as the El Paso solar power plant.

Certificates generated by these facilities are used by customers participating in the voluntary carbon market to offset greenhouse gas (GHG) emissions or to qualify for the carbon tax exemption available in Colombia.

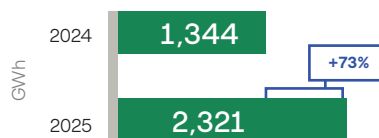
During 2025, the Company issued 701,424 carbon credits associated with renewable energy projects for future reporting periods.

Renewable Energy Certification

As part of its product portfolio, Enel Colombia offers its customers an innovative solution: I-REC certificates, issued by The International REC Standard. These certificates verify that the electricity consumed during a specific period originates from non-conventional renewable energy sources, adding distinctive and meaningful value to customers' products and sustainability initiatives.

In 2025, Enel Colombia issued I-REC certificates to 197 customers, representing electricity consumption of approximately 2,321 GWh.

Certificados IRECs Emitidos Colombia



Central America Customers

Regulated and Non-Regulated Markets

The Regulated Market consists of contracts awarded to Enel through public tenders or private invitations, under which large volumes of electricity are sold to distribution companies in Central American countries. The Company's sales to this market in 2024 are detailed below:



In Central America, electricity was sold in the Wholesale Electricity Market through public tenders, as well as through export and import transactions within the Regional Electricity Market (MER), as detailed below:

Central America Wholesale Electricity Market Sales

Figures in TWh	Type	Panama	Guatemala	Costa Rica
Wholesale Electricity Market	Sales to Distribution Companies	1.5	0.10	0.09
	Transactions in the Regional Electricity Market (MER)		0,548*	

* Transactions centralized through the commercial operations in Guatemala, which manages electricity imports and exports within the Regional Electricity Market (MER).

The Non-Regulated Market, in turn, consists of end customers with a maximum power demand of at least 0.1 MW. In Central America, Enel primarily serves industrial and commercial customers in this market segment through specialized customer service channels designed to provide guidance on energy procurement and offer energy solutions focused on efficiency and the sustainability of both businesses and the planet.

During the year, the Company served 203 points of consumption in Panama and 28 in Guatemala, corresponding to a total of 98 customers (72 in Panama and 26 in Guatemala)

Enel Central America Non-Regulated Market Demand

Figures in TWh	Panama	Guatemala
Non-Regulated Market	0.47	0.124

* Transactions centralized through the commercial operations in Guatemala, which manages electricity imports and exports within the Regional Electricity Market (MER) and with Mexico.

Energy Procurement

In Central America, in order to meet its energy sales requirements and contractual commitments, Enel purchased electricity on the spot market from other participants in the Wholesale Electricity Market. The following table presents the details of these purchases:

Central America Energy Purchases

Figures in TWh	Panama	Guatemala
Wholesale Electricity Market	0.366	0.38

In May 2025, Enel Guatemala executed a seven-year long-term power purchase agreement for 80 GWh per year, associated with the generation of a third-party solar project developed by Grupo Naiad. Construction of the project began upon execution of the agreement, and electricity supply is scheduled to commence in November 2026. The electricity purchased under this agreement will support the maintenance and renewal of Enel's customer portfolio in Guatemala.

Customer Engagement and Service Plan

Customer Relationships

In 2025, the customer service team continued driving innovation to deliver the highest level of service. In Guatemala, the distribution companies implemented the Metric platform, enabling customers to access their metering information and obtain real-time energy consumption data.

In addition, the Company continued its strategy of building personalized relationships with customers through direct meetings and quarterly follow-up sessions designed to strengthen customer loyalty. During this period, the customer service team stood out for its high level of support and commitment to excellence, working in conjunction with the contractor SEI, which provides technical support services to the large customers within Enel's portfolio.

In both countries, service for large users/customers is provided by a dedicated team responsible for proactive customer support. This team also monitors incidents affecting metering points in coordination with customers and the technical service provider, ensuring that such issues are promptly resolved.

Likewise, a proactive approach to customer relationship management was maintained throughout the portfolio. Monitoring of incidents at metering points continued, and follow-up meetings were held on a regular basis. These meetings play a key role in generating new business opportunities, adding new metering points, and developing energy efficiency and solar energy projects.

Metric Platform – Guatemala

All customers in the portfolio benefit from access to the Metric platform upon the commencement of electricity supply, enabling them to review their metering data.

Events and Training

In 2025, a strategic customer engagement plan was implemented to strengthen customer loyalty in Panama and Guatemala through activities focused on energy efficiency, sustainability, and the reinforcement of strategic partnerships. The main achievements included:

1. Training and Certifications:

- ISO 50001 Internal Auditor Certification
- Organizational Sustainability Course
- EAN Energy Efficiency Course

2. Webinars:

- Topic: Economic Outlook for the Region

3. Customer Engagement Events:

- Enel Energy Fest
- Energy Explorers
- Roundtable Discussions on the Importance of the Operational Committee
- Enel Regional Energy Trading

The plan promoted sustainable practices while addressing customer needs, generating a positive impact on customer loyalty and satisfaction.

Customer Satisfaction

In 2025, ISCAL and NPS continued to be measured in both countries through Kantar Mercaplan. In addition, customer satisfaction was assessed following the provision of technical services by the Company's contractors.

In Panama, the NPS reached 92, reflecting a very high level of customer satisfaction with respect to the commercial relationship, operational efficiency, and problem resolution, positioning Enel as a company with strong, long-term business relationships.

In Guatemala, the customer service team's customer loyalty NPS declined to 69. Customers expressed dissatisfaction due to errors in monthly billing and a perceived decline in communication. Nevertheless, the customer portfolio indicated that the Company had met their expectations, worked in their best interests, and made a positive contribution to their businesses by establishing meaningful partnerships related to environmental stewardship, events of interest, and value-added services.

Renewable Energy Certificates

As part of the services Enel makes available to its customers, the Company offers I-REC certificates, which enable customers to verify that their electricity consumption originates from renewable energy sources.

Throughout Central America, during 2025, a total of 399,976 I-REC certificates were issued across Panama, Costa Rica, and Guatemala.

Number of I-REC Certificates Issued in Central America

Panama	144,442
Guatemala	202,188
Costa Rica	53,345

Enel People

Human Talent Management

Material Topic: Employee Management, Development, and Motivation; GRI 3-3

Enel Colombia seeks to foster a **coherent work environment in which people are the central focus**, ensuring that human talent management processes are reflected in the well-being of employees and teams, as well as in the Company's overall performance. This approach is based on people's capabilities and motivations, together with the creation of synergies and the efficient use of resources.

Actions aimed at the management, development, and motivation of employees are based on a single strategic direction and Group-wide talent pipeline, while also addressing the Company's primary local needs and those of its people. Accordingly, the Company manages interconnected projects focused on culture, employee development and well-being, digitalization, and process simplification, creating an increasingly flexible and diverse organization with a strong emphasis on data management, digital platforms, and hybrid work models that adapt to new ways of working. The objective is to promote and value trust, flexibility, respect, innovation, and proactivity, creating an environment that increasingly encourages the entrepreneurial spirit of everyone at Enel.

Based on this model, the Company works across the following key focus areas: attracting, retaining, and developing top talent; employee well-being; inclusion; and diversity. The Company is committed to the growth of its people and works to ensure they embrace innovation as a means of strengthening their competencies, sustainability as a way of acting responsibly toward communities and the environment, and diversity and inclusion as essential components of its corporate culture.

The Company also seeks to foster employee loyalty by promoting job satisfaction throughout the Organization.

Our People at a Glance

GRI 102-8, 405-1, 2-7

The Company closed 2025 with a total of 2,339 direct employees across Colombia and Central America, representing a decrease of 82 employees (3.39%) compared to 2024. This reduction was primarily attributable to voluntary resignations and retirements.

The decline in headcount reflects the organizational restructuring and corporate strategy implemented beginning in June/July 2023. This adjustment responds to the need to optimize the operating structure, improve the efficiency of resource allocation, and ensure the Company's medium- and long-term financial sustainability. As a result, a lower demand for personnel is projected, in line with the Company's strategic objectives for productivity and cost control.

Number of Employees by Country and Gender

Country	2022	2023	2024	2025
Colombia	2,317	2,281	2,225	2,158
Costa Rica	35	32	29	29
Guatemala	92	92	87	78
Panama	96	92	80	74
Total	2,540	2,497	2,421	2,339*

Additionally, the Group is firmly committed to creating opportunities for women within the electricity sector. Accordingly, through a variety of initiatives, it actively promotes greater female representation throughout its workforce. On average, women accounted for 33.7% of the workforce across Colombia and Central America, while men represented 66.3%.

With respect to the members of Enel Colombia and Central America's governing body (7 principal members and 7 alternate members), 64% are men (ages 30 to 50: 2 members – 14%; over 51: 7 members – 50%) and 36% are women (ages 30 to 50: 2 members – 14%; over 51: 3 members – 22%).

In addition, 96.2% of employees hold permanent (open-ended) employment contracts, reflecting the Company's commitment to stable, high-quality employment. Nevertheless, Enel also uses fixed-term contracts, primarily for activities related to investment projects or operation and maintenance activities. Likewise, 100% of em-

employees work full-time, in accordance with the Company's internal policy, demonstrating a high level of commitment and continuity in its operations. The reported figure corresponds to the total headcount as of the end of the reporting period, that is, December 31 of the reporting year.

Number of Employees with Permanent (Open-Ended) Contracts by Country and Gender

Country / Gender	2024	2025
Colombia	2.125	2.068
Women	737	703
Men	1.388	1.365
Costa Rica	29	29
Women	8	7
Men	21	22
Guatemala	87	78
Women	19	19
Men	68	59
Panama	80	74
Women	24	21
Men	56	53
Total	2.321	2.249

Number of Employees with Fixed-Term Contracts by Country and Gender

Country / Gender	2024	2025
Colombia	100	90
Women	36	39
Men	64	51
Total	100	90

Number of Full-Time Employees

Country / Gender	2024	2025
Colombia	2.225	2.158
Women	773	742
Men	1.452	1.416
Costa Rica	29	29
Women	8	7
Men	21	22
Guatemala	87	78
Women	19	19
Men	68	59
Panamá	80	74
Women	24	21
Men	56	53
Total	2.421	2.339



Employee Distribution by Gender – Colombia and Central America

	Women		Men		Total
	Number	Percentage	Number	Percentage	
Colombia	742	34%	1,416	66%	2,158
Costa Rica	7	24%	22	76%	29
Guatemala	19	24%	59	76%	78
Panama	21	28%	53	72%	74
Total	789	33.7%	1,550	66.3%	2,339

Note: KPIs 2-7 b. iii and 2-7 b. v do not apply to Colombia and Central America.

From the perspective of valuing talent from different angles, the participation of employees across different age groups is important to the Group. The majority of Enel's workforce in Colombia and Central America is composed of people between 30 and 50 years of age, followed by employees over 51 years of age and, finally, employees under 29 years of age, with an average age of 42.4 years.

The positions defined by Enel Colombia and Central America are divided into four categories:

- Manager
- Middle Manager
- White Collar
- Blue Collar

Employee Distribution by Age Range – Colombia and Central America

	Under 30		Between 30 and 50		Over 50	
	#	%	#	%	#	%
Colombia	147	7%	1,578	73%	433	20%
Costa Rica	3	10%	22	76%	4	14%
Guatemala	5	6%	61	78%	12	15%
Panama	4	5%	62	84%	8	11%
Total general	159	7%	1,723	74%	457	20%

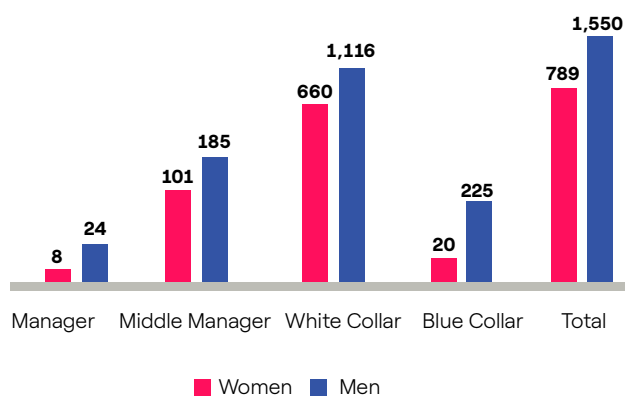


At the end of 2025, the employee distribution by job category in Enel Colombia and Central America was as follows:

	Colombia		Costa Rica		Guatemala		Panama	
Position	Women	Men	Women	Men	Women	Men	Women	Men
Manager	8	22	-	1	-	-	-	1
Middle Manager	88	172	1	2	4	4	8	7
White Collar	632	1,081	6	7	12	15	10	13
Blue Collar	14	141	-	12	3	40	3	32
Total	742	1.416	7	22	19	59	21	53

	Colombia		Costa Rica		Guatemala		Panama	
Position	Women	Men	Women	Men	Women	Men	Women	Men
Manager	1.1%	1.6%	0.0%	4.5%	0.0%	0.0%	0.0%	1.9%
Middle Manager	11.9%	12.1%	14.3%	9.1%	21.1%	6.8%	38.1%	13.2%
White Collar	85.2%	76.3%	85.7%	31.8%	63.2%	25.4%	47.6%	24.5%
Blue Collar	1.9%	10.0%	0.0%	54.5%	15.8%	67.8%	14.3%	60.4%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

EMPLOYEE DISTRIBUTION BY JOB CATEGORY AND GENDER



Local Management

GRI 202-2

As of the end of 2025, 83.3% of the managers in Colombia were local hires, representing a 1.0% decrease compared to 2024. In Central America, 100% of management positions are held by local hires.



	2023		2024		2025	
Country	Local	Impatriates	Local	Impatriates	Local	Impatriates
Colombia	36	5	32	6	30	6
Costa Rica	1	0	1	0	1	0
Guatemala	0	0	0	0	0	0
Panama	2	0	2	0	1	0

Local managers are defined as employees who hold Manager positions and perform their duties directly in their country of origin.

Employees Approaching Retirement

GRI EU-15

In compliance with the pension requirements established by law in each country (Colombia, Panama, Costa Rica, and Guatemala), the Company follows the applicable eligibility requirements for old-age retirement pensions, based on the following criteria:

Colombia: The number of contribution weeks and the retirement age required according to gender.

Colombia:

The number of contribution weeks and the retirement age required according to gender.

Women 1.300 contribution weeks 57 years of age	Men 1.300 contribution weeks 62 years of age
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	Next year	5 years	10 years
Women	13	53	167
Men	42	143	323

Costa Rica: The number of contribution months and the required retirement age.

Costa Rica:

The number of contribution months and the required retirement age

Women 300 months of contributions 65 years of age, or 405 months of contributions 63 years of age.	Men 300 months of contributions 65 years of age
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	Next year	5 years	10 years
Women	0	0	0
Men	0	0	0

Panama: el número de meses (cuotas) cotizados y la edad necesaria:

Panama:

The number of contribution months and the required retirement age.

Women 240 Contribution months 57 years of age	Hombres 240 Contribution months 62 years of age
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	Next year	5 years	10 years
Women	0	1	4
Men	1	1	4

Guatemala: The number of contribution months and the required retirement age.

Guatemala:

The number of contribution months and the required retirement age.

**Men and
Women**



240

contribution months
60 years of age

	Next year	5 years	10 years
Women	0	0	1
Men	0	3	14

The White Collar category includes the largest number of employees approaching retirement, with the highest percentage of employees expected to meet the retirement eligibility requirements within the next 10 years.

Employee Turnover

GRI 401-1

Enel Colombia recorded an employee turnover rate of 7.9%. In Central America, the employee turnover rate was 12.2%.



Turnover by Country

Colombia

- 103 new hires, consisting of:
 - 67 men and 36 women.
- 53 employees under 30 years of age, 49 employees between 30 and 50 years of age, and 1 employee over 50 years of age.
- 170 separations, consisting of:
 - 103 men and 67 women.
- 25 employees under 30 years of age, 98 employees between 30 and 50 years of age, and 47 employees over 50 years of age.
- Year-end workforce: 2,158 employees.
- Turnover rate: 7.9%.

Panama

- 2 new hires, consisting of:
 - 2 men.
- 2 employees between 30 and 50 years of age.
- 8 separations, consisting of:
 - 5 men and 3 women.
- 5 employees between 30 and 50 years of age and 3 employees over 50 years of age.
- Year-end workforce: 74 employees.
- Turnover rate: 10.8%.

Costa Rica

- 2 new hires, consisting of:
 - 2 men.
- 1 employee under 30 years of age and 1 employee between 30 and 50 years of age.
- 2 separations, consisting of:
 - 1 man and 1 woman.
- 2 employees between 30 and 50 years of age.
- Year-end workforce: 29 employees.
- Turnover rate: 6.9%.

Guatemala

- 3 new hires, consisting of:
 - 2 men and 1 woman.
- 2 employees under 30 years of age and 1 employee between 30 and 50 years of age.
- 12 separations, consisting of:
 - 11 men and 1 woman.
- 8 employees between 30 and 50 years of age and 4 employees over 50 years of age.
- Year-end workforce: 78 employees.
- Turnover rate: 15.4%.

Note: Turnover is calculated as: Total annual employee separations / year-end workforce of the Organization/country. Includes direct employees with both fixed-term and permanent (open-ended) employment contracts.

Colombia

- 51 voluntary resignations.
- 2.4% of the total workforce.

Panama

- 1 voluntary resignation.
- 1.4% of the total workforce.

Costa Rica

- 2 voluntary resignations.
- 6.9% of the total workforce.

Guatemala

- 4 voluntary resignations.
- 5.1% of the total workforce.

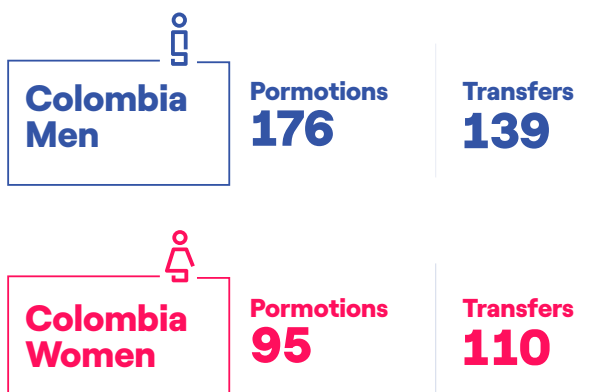
Country/Gender	Under 30	Between 30 and 50	Over 50
Colombia	2.5%	2.3%	0.0%
Women	1.0%	0.6%	0.0%
Men	1.4%	1.7%	0.0%
Costa Rica	3.4%	3.4%	0.0%
Women	0.0%	0.0%	0.0%
Men	3.4%	3.4%	0.0%
Guatemala	2.6%	1.3%	0.0%
Women	0.0%	1.3%	0.0%
Men	2.6%	0.0%	0.0%
Panama	0.0%	2.7%	0.0%
Women	0.0%	0.0%	0.0%
Men	0.0%	2.7%	0.0%

% TURNOVER			
Country/Gender	Under 30	Between 30 and 50	Over 50
Colombia	1.2%	4.5%	2.2%
Women	0.6%	1.9%	0.6%
Men	0.6%	2.6%	1.6%
Costa Rica	0.0%	6.9%	0.0%
Women	0.0%	3.4%	0.0%
Men	0.0%	3.4%	0.0%
Guatemala	0.0%	10.3%	5.1%
Women	0.0%	1.3%	0.0%
Men	0.0%	9.0%	5.1%
Panama	0.0%	6.8%	4.1%
Women	0.0%	1.4%	2.7%
Men	0.0%	5.4%	1.4%

Internal Mobility¹

Within the Organization, employees may experience internal mobility, defined as role changes within their current area, transfers to a different business area, or changes in the position they hold in response to business needs. In Colombia, this indicator recorded 520 internal movements, representing an internal mobility rate of 24.1%. For the Central America operations, information on internal movements is not available due to updates to the information systems.

1. Internal Movements / Average cumulative workforce of the Organization.



Compensation

Employee compensation is managed in a transparent and objective manner, with the aim of directly supporting the Organization's performance, talent management, and diversity. This approach enables the Company to attract, retain, and develop top talent while creating shared value for shareholders, customers, and employees.

Factors Considered in the Compensation Process



Total Annual Compensation

Employees at Enel receive a monthly base salary, guaranteed payments, and variable compensation. The primary variable compensation models include Management by Objectives (MBO), Annual Bonus (AB), and collective bargaining agreement-based compensation. In addition, differentiated variable compensation models are in place for the sales force, which, in 2025, were awarded to employees in **Energy Management and Enel Commercial**.



Salary Increases and Global Total Rewarding

To comply with legal and collective bargaining requirements, maintain competitive compensation, ensure internal equity, reduce the gender pay gap, promote talent development and retention, and recognize outstanding performance, the following salary increase actions were implemented:

- In Colombia, salary increases were granted to employees under the integral salary regime, ensuring that, in no case, an employee's salary fell below the statutory comprehensive minimum salary established by the National Government.
- In Colombia, in compliance with Article 66 of the Collective Bargaining Agreement (CBA) entered into between the Company and Sintralecol, salary increases were granted to unionized employees equivalent to the 2024 Consumer Price Index (CPI) (5.2%) + 4%.
- In Panama, in compliance with Clause 66 of the Collective Bargaining Agreement between Enel Fortuna and Sitiespa, a 3.5% salary increase was granted to unionized employees.
- Individual salary increases were also granted for promotions, employee retention, and job reclassifications. Job reclassifications involve changes to the organizational level of a position resulting from expanded responsibilities, greater impact on business objectives, and enhanced profile requirements arising from organizational model changes and new high-impact operational management needs. During 2025, 90 job reclassifications were approved, representing an important milestone in supporting the achievement of the Company's strategic objectives while creating growth opportunities for employees.

- Global Total Rewarding salary actions (additional compensation actions beyond statutory and/or collectively negotiated salary increases) were implemented as follows:

Total Actions	Details of Actions
Colombia:	191 salary adjustments (8.8% of the workforce)
350 actions (16.2% of the workforce)	159 non-salary bonuses (7.3% of the workforce)
Centroamérica:	29 salary adjustments for non-union employees (16.0% of the workforce)
37 actions (20.4% of the workforce)	8 non-salary bonuses (4.4% of the workforce)

Pay Gaps

GRI 405-2

The Company monitors pay gaps by gender and job category to promote pay equity.

- In Colombia, compared to the previous year, the gender pay gap increased in favor of women, whose compensation was 2.1% higher, resulting in a pay equity indicator of 102.1%. This indicator is very close to 100%, indicating that the Company has achieved pay equity.
- In Central America, compared to the previous year, the gender pay gap also increased in favor of women, whose compensation was 29.6% higher than that of men.



Job Category	Manager	Middle Manager	White Collar	Blue Collar	Total
Colombia	93.1%	99.5%	99.7	87.5%	102.1%
Centroamérica	N/A, as there are no women in this job category.	85.2%	85.5%	122.9%	129.6%

* For Colombia, the Manager pay gap excludes the CEO and the Top 200 employee group.

* The indicator is measured based on the compensation of women within the Company. A value above 100% indicates a pay gap in favor of women, whereas a value below 100% indicates a pay gap in favor of men.

* For both Colombia and Central America, the pay gap is measured based on average total compensation (total cash) by Enel job category.

Talent Without Labels: Diversity, Equity, Inclusion, and Belonging

At Enel, caring for people and promoting Diversity, Equity, Inclusion, and Belonging (DEIB) are strategic pillars that strengthen the Company's organizational culture and foster environments where every individual feels valued and respected for their uniqueness. This vision is embodied in Policy PL 27, which guides the Company's actions under the principle "Your uniqueness, our energy," integrating talent management with corporate values and the human-to-human approach. Enel is committed to creating tangible value through inclusive, equitable, and transparent processes that foster talent development and innovation.

Vision: Your Uniqueness, Our Energy

DEIB is a fundamental component of the integrated career lifecycle strategy for Enel Group employees, based on the effective application of the Company's corporate values and centered on the human-to-human approach. The objective is to create measurable and tangible value in advancing the Enel Group's vision and mission by continuously improving technologies and processes while enhancing the human potential of every individual through recognition of their unique qualities.

Mission:

To actively promote and guide the continuous improvement of the global business environment and decision-making processes, beginning with those related to people management, ensuring that every individual is treated fairly based on merit, added value, achievements, commitment, skills, and behaviors. This enables employees to feel free, respected, and empowered to fully express their potential within an organizational and relational system they can trust.

Principles:

An inclusive, fair, and respectful environment founded on merit creates added value. It strengthens trust in workplace relationships, fosters creativity and innovation, improves the effectiveness and efficiency of business processes, enhances the ability to respond proactively and flexibly to future challenges, and increases both the overall attractiveness of the work environment and employees' sense of belonging.

Strategic Pillars of Policy PL 27

Enel's initiatives to promote diversity and inclusion are built around the following six strategic pillars:

4. Parenting and Caregiving

The policies, projects, and initiatives related to parenting and caregiving are intended to support mothers and fathers before, during, and after the birth of a child, as well as throughout their child's development. They also support employees in their role as caregivers for aging parents. These initiatives are reflected in tangible actions such as:

- Parental Program: A support program for women and men who are planning to have children or are expecting a child, providing assistance before, during, and after the birth of the baby. The program is led by BPS.
- Benefits for Mothers and Fathers: Including paid paternity leave, additional maternity leave, and breastfeeding hours.

Mother's Day and Father's Day Celebrations in Central America: An institutional initiative recognizing employees in their roles as mothers and fathers.

5. Generations

The policies, projects, and initiatives related to generations are intended to foster value creation and enhance the Company's attractiveness by addressing the specific needs of different generations. Intergenerational respect, dialogue, and knowledge sharing help strengthen continuous learning and professional development. These efforts are reflected in tangible initiatives such as:

- The Timelessness (Atemporalidades) workshop was held to present the different generations as complementary rather than differentiating factors. The workshop was attended by 100 leaders.
- The Company's generational profile was consolidated as follows:



6. Gender Equality and Equal Pay

The policies, projects, and initiatives related to gender equality and pay equity promote merit, transparency, and inclusion, ensuring equal opportunities and greater representation of women in the workforce. Addressing gender imbalances, which are also driven by factors such as the underrepresentation of women in STEM (Science, Technology, Engineering, and Mathematics) fields, gender stereotypes, and work-life balance challenges, creates opportunities to strengthen employee development and talent management. These efforts are reflected in tangible actions such as:

- Commemoration of International Women's Day and the International Day for the Elimination of Violence Against Women.
- Development of a centralized dashboard for monitoring and managing diversity and inclusion, providing online, real-time information and serving as a strategic enabler for data-driven decision-making.

Among the key metrics tracked are: female representation across the total workforce and in leadership positions, participation in internal and external recruitment processes, internal mobility, and the composition of gender-balanced candidate shortlists. This dynamic monitoring makes it possible to anticipate trends, identify critical areas, and make decisions based on reliable data, thereby strengthening the Company's commitment to an inclusive and sustainable culture.

- Continuation of the Women in Core Business Areas program, which is designed and implemented annually to provide development opportunities for women interested in pursuing careers in the Company's core business areas, contributing to both their personal and professional growth. This initiative helps build a talent pipeline that enables the business to move progressively closer to closing gender gaps. For 2025, a new program entitled the Women's Development Pathway was designed, consisting of the following stages:
 - Program launch, including a virtual session entitled "Women Who Move the World," attended by 82 women.
 - Technical visit to the charging yard with the participation of 14 women, and a technical visit to the energy trading process attended by 64 women. During these activities, participants not only gained a deeper understanding of these business areas but also heard firsthand accounts from women working in these functions.
 - Two virtual digital skills programs: Artificial Intelligence, 38 participants; and Power BI, 29 participants.
 - Two workshops focused on the development of managerial skills: From Data to Decision (78 participants) and Leadership That Leaves a Legacy (43 participants). These workshops addressed topics such as data-driven decision-making, delegation, teamwork, impactful communication, influence, and other leadership competencies.
 - A panel discussion entitled "Women Spreading Their Wings" (Mujeres que despliegan sus alas), featuring three panelists who shared their experiences related to leadership, the challenges they faced after relocating abroad, and how those experiences strengthened their professional competencies. The session was attended by 43 women.



WOMEN'S DEVELOPMENT PATHWAY

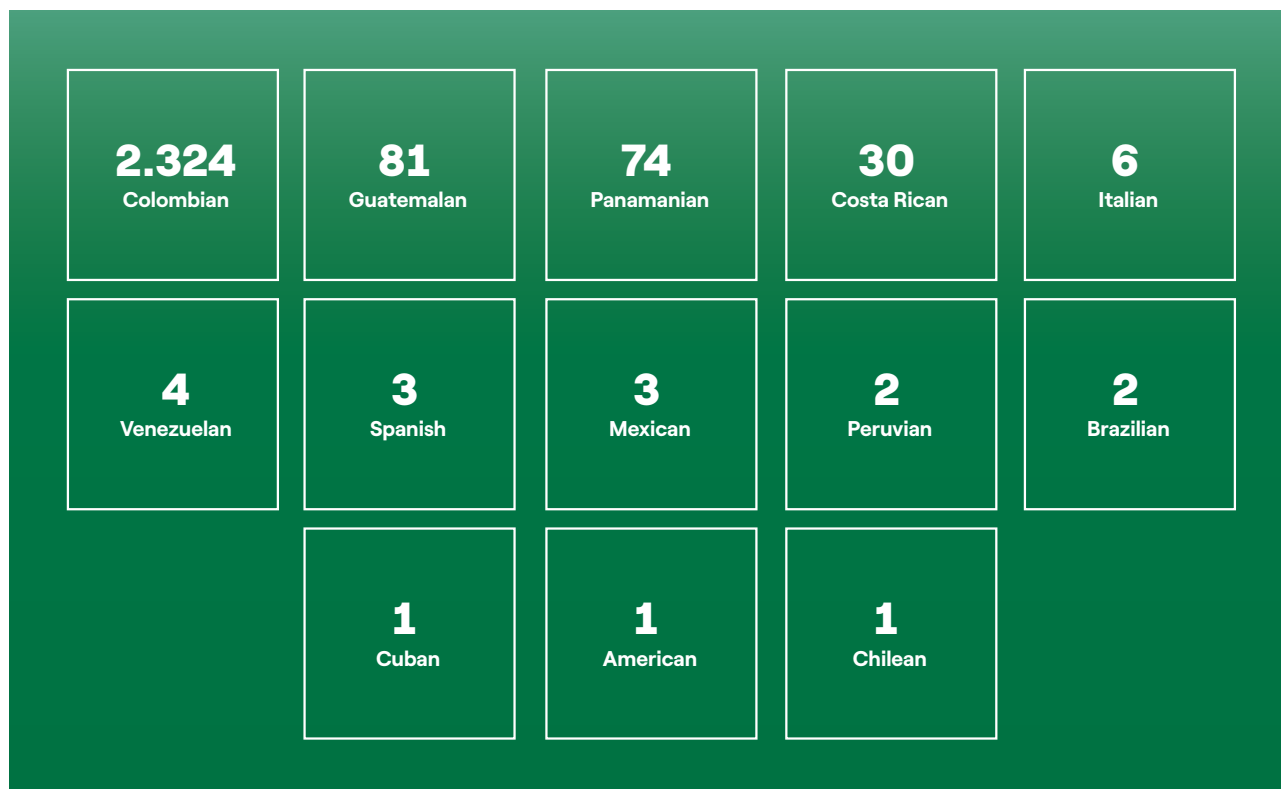
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7. Cultural Integration

The policies, projects, and initiatives related to cultural integration seek to promote the inclusion of diverse values, knowledge, and social norms in order to harmonize behaviors and business relationships. Cultural integration helps overcome barriers arising from the diversity of ethnic backgrounds, traditions, beliefs, and life experiences, as well as prejudice and stereotypes, while fostering opportunities to create value within and across professional families, companies, and countries around the world.

Accordingly, the Company consolidated information on cultural diversity, resulting in the following distribution of employees by nationality at Enel Colombia:



8. Disability and Neurodiversity

The policies, projects, and initiatives aimed at people with disabilities, neurodivergent conditions, or other vulnerabilities seek to recognize the value derived from the diverse perspectives and needs that individuals bring. Inclusion enables the full participation and contribution of all employees to the Company's operations in pursuit of the Enel Group's mission. This is achieved by providing the resources and tools necessary to eliminate barriers and promote an accessible and inclusive work environment. These efforts are reflected in tangible actions such as:

- Commemoration of the International Day of Persons with Disabilities.
- Partnership with Universidad Ibero to recruit interns with diverse abilities, as well as collaborations with other institutions to strengthen the recruitment and hiring processes for people with disabilities.

9. Sexual Orientation and Gender Identity

The policies, projects, and initiatives related to sexual orientation and gender identity are designed to foster a workplace free from stereotypes, discrimination, intimidation, and verbal or nonverbal harassment, while promoting inclusive and respectful language and behavior. These efforts are reflected in tangible actions such as:

- Celebration of Pride Month.
- Renewal of the partnership with the Diversity Chamber and renewal of the **Friendly Biz certification**, with the purpose of continuing to build safe, respectful, and discrimination-free workplaces.



The Best Talent to Tackle Great Challenges

The employer branding strategy has become a fundamental pillar for attracting and retaining top talent. Its purpose is to position Enel Colombia as an employer of choice, where opportunities are real, professional growth is tangible, and every individual can genuinely be themselves.

Guided by the Diversity, Equity, Inclusion, and Belonging Policy, the Company has evolved toward a comprehensive model in which equity ensures fair treatment based on merit, inclusion ensures that every voice is heard, and belonging creates an environment where everyone can fully express their potential.

Employer Branding



A work plan was developed to enhance Enel Colombia's visibility as a workplace that fosters professional growth, inclusion, and sustainable development. This plan incorporated a range of strategic initiatives focused on attracting talent aligned with the challenges of the energy transition and the Company's long-term vision, ensuring that the Organization continues to attract high-impact talent while strengthening its reputation as an employer of choice in Colombia. These efforts are reflected in the following initiatives:

1. **Internal Mobility:** During the year, the Company continued strengthening the positioning of Job 4 You as a platform designed not only to promote internal job opportunities but also to foster employee development and career growth. It became the most-read feature in the Company's internal newsletter, achieving results such as:
 - 44.33% of internal mobility during 2025 resulted from internal recruitment processes.

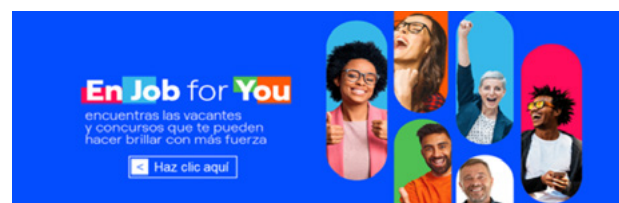
- Applications for 169 internal vacancies reached 1,545, representing an increase of 4.33% compared to 2024.
- 1,545 applications were submitted for internal recruitment processes.
- 71.31% of all vacancies, including both internal recruitment processes and external hiring, were filled through internal recruitment processes.

The Company also continued implementing initiatives designed to encourage employee participation in internal recruitment opportunities:

- **Area Showcase (Expo Áreas):** Through strategic internal communication initiatives, various business areas were highlighted, with particular emphasis on those experiencing positions that were difficult to fill within the management teams. The objective was to encourage employees to apply for available opportunities. At the same time, the initiative sought to strengthen cross-functional knowledge of the Company's businesses, contributing to the development of internal talent and the consolidation of corporate know-how.
- **Internal Recruitment Testimonials (CI Testimonials):** This initiative aims to promote internal mobility and professional development by sharing the experiences of employees who have taken on new challenges within the Organization. Through their testimonials, other employees are encouraged to explore new opportunities and build sustainable careers, reinforcing Enel's culture of continuous learning and professional growth.

Two additional initiatives were introduced to further encourage employee development and career growth within Enel:

- **Culture Manifesto:** The Culture Manifesto was rolled out across the Organization, strengthening employees' sense of belonging and pride while projecting an external image that sparks curiosity and attracts talent aligned with the Company's corporate values.
- **A Day in Another Area:** This initiative promotes cross-functional learning and internal mobility by giving employees the opportunity to gain firsthand experience in other business areas of interest. In doing so, it fosters curiosity, empathy, and collaboration, while reinforcing the Company's culture of development and employee recognition.



2. Talent Attraction

As part of the strategy to strengthen diversity and inclusion, initiatives were developed to attract young talent and increase female representation, in alignment with the Company's corporate objectives and sustainability commitments. These actions seek to broaden the talent pool, promote gender equity, and create opportunities for new generations, thereby contributing to the development of a more innovative and competitive organization. These efforts were reflected in the following actions and results:

- 219 vacancies were filled across Colombia and Central America, including both direct hires and temporary personnel.
- 296 student positions were filled during the year through internship and apprenticeship programs.
- 42.36% of applicants to the internship program were women.
- Applications were received from 221 municipalities across Colombia, as well as from countries including Mexico, Germany, Guatemala, Ecuador, France, Argentina, and Venezuela.
- The Company continued strengthening its positioning among students enrolled in STEM degree programs, with the highest number of applications coming from Industrial Engineering, Systems Engineering, and Electronic Engineering.
- Applications were received from students representing more than 217 universities, both within Colombia and internationally, including the country's top 10 universities.
- During the 2025-2 academic term, 50.84% of the students hired through the internship program came from outside the local area.

Internship Program Landing Page Redesign

The internship application platform was completely re-designed to create a more engaging and intuitive user experience. The new design provides clear information about the Organization and the opportunities available to interns. This website became the first point of contact where students begin exploring the possibility of joining Enel.

What Was Achieved?

A 43.8% increase in applications received compared to the previous academic term.

2025-2	2026-1
2,887	4,152

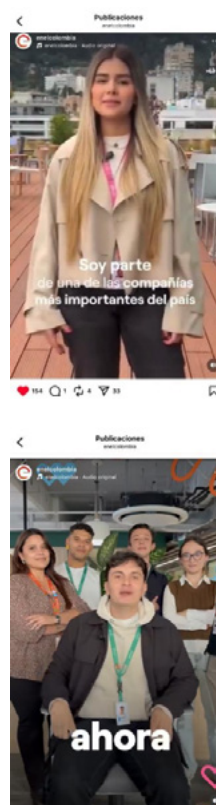


Social Media Talent Attraction Campaign

A campaign was launched to communicate Enel's employee value proposition through social media platforms such as Instagram and LinkedIn. Videos were created using trending formats and an approachable, authentic style designed to resonate with university students. Each piece of content was developed to position Enel as an attractive company for completing professional internships.

What Was Achieved?

- More than 150,000 people reached each academic term.
- More than 3,000 interactions with campaign content each academic term.
- 14 posts published during the one-month recruitment campaign, averaging approximately three posts per week across LinkedIn and Instagram.

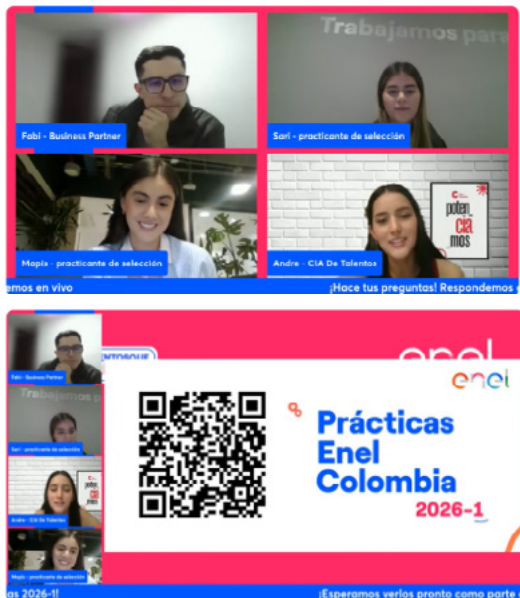


Live Social Media Broadcast

A live broadcast was streamed simultaneously on YouTube and LinkedIn for approximately 45 minutes to promote enrollment in the internship program and provide participants with greater insight into Enel. Professionals and interns took part in the session, sharing information about the energy industry and the Company's businesses, as well as the benefits of completing an internship at Enel and their own internship experiences. Questions were answered live throughout the broadcast to encourage interaction and expand participants' understanding of the energy sector and Enel's role within it.

What Was Achieved?

- Significant reach across both platforms, with hundreds of views and interactions.
- 216 live viewers on YouTube.
- 1,400 total views on YouTube.
- Real-time engagement with students from across the country.



Student Visits to Enel Facilities

An immersive experience was designed for students who participated in the live broadcast, with the objective of strengthening Enel Colombia's positioning as an employer of choice among university students. Through an application process, 10 winners were selected to participate in an exclusive visit that included an interactive tour of the Company's corporate facilities and presentations by experts from different business areas.

This initiative enabled participants to experience Enel's corporate culture firsthand, gain a comprehensive understanding of the business, and strengthen the connection between young talent and the Organization.

What Was Achieved?

- More than 100 people participated in the initiative.
- 10 winning students took part in the experience.
- Direct engagement between the Enel brand and university students.

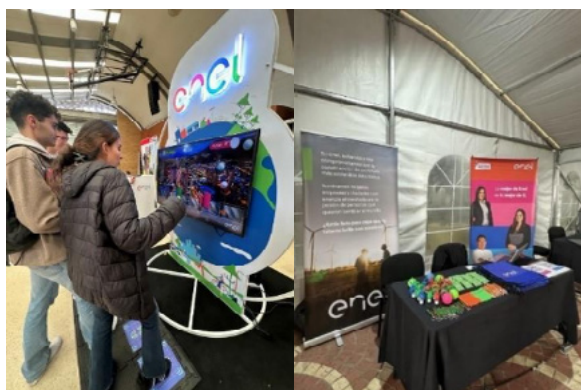


University Career Fairs:

The Company engaged directly with universities to expand its brand awareness and talent attraction efforts. Through exhibition booths and presentations, it shared information about the energy business and professional internship opportunities, reaching students at more than 20 universities.

What Was Achieved?

- **7 universities visited in person**, engaging directly with approximately 1,000 students.
- **15 virtual presentations** delivered to universities across the country, reaching more than 300 students.



Women's Recruitment Mailing Campaign

As part of the Company's commitment to equity under its DEIB (Diversity, Equity, Inclusion, and Belonging) policy, a weekly strategy was implemented to increase female participation in internal recruitment processes. Each week, an exclusive email was sent to all women across the Organization featuring the internal vacancies posted during that week, accompanied by motivational messages encouraging them to apply.

What Was Achieved?

- 511 applications submitted by women for internal recruitment processes, demonstrating the effectiveness of this initiative in promoting female participation.



enel

En Enel, **las mujeres brillan con energía propia**
Conoce algunas vocantes que podrían conectar contigo

En Enel queremos hacerte brillar cada vez más

Queremos recordarte que en Enel valoramos tu talento y queremos seguir impulsando tu crecimiento profesional. Por eso, te invitamos si tu perfil cumple con al menos el 70% de a conocer las vacantes que tenemos abiertas los requisitos, te animamos a postularte y descubrir nuevos horizontes profesionales. para que sigas construyendo tu camino con nosotros.

Gerencia	Código	Cargo	Fecha
AFG	15322	PROFESIONAL EXPERTO REPORTE Y CONSOLIDACIÓN COLCAGAN	DEL 4 AL 11 DE DICIEMBRE
ORDOS	15256	EXPERTO DISEÑO Y CONST. ELÉCT. PROYEC. AT	DEL 7 AL 9 DE DICIEMBRE
ORDOS	15035	PROFESIONAL SENIOR AMBIENTAL Y FORESTAL	DEL 2 AL 9 DE DICIEMBRE

Employability Initiatives Developed with the Bogota District Secretariat for Women

During the semester, the Company strengthened its partnership with the Bogota District Secretariat for Women through two initiatives aimed at promoting women's employability. Virtual sessions were conducted via Microsoft Teams on résumé development and LinkedIn profile optimization, while participants also received personalized guidance. In addition, monthly email communications were sent to the Secretariat to share the Company's available job openings, facilitating their dissemination and encouraging women within its network to apply. These initiatives strengthened the institutional partnership and helped expand employment opportunities for women.

3. Talent Retention

At Enel, talent retention is a key pillar for ensuring long-term sustainability and competitiveness. Beyond attracting talent, the Company seeks to foster a sense of belonging and create meaningful experiences that strengthen its connection with new generations. During 2024–2025, the Company implemented a range of distinctive initiatives involving students through more than 20 authentic stories, while also working with leaders to empower them in their role as mentors and guides. In addition, it strengthened its network of employee ambassadors who amplify authentic messages about the Company's culture within academic environments. These initiatives reinforce employee engagement and position Enel as a company where people can grow, develop, and build their future, achieving results such as:

- More than 500 students engaged through cultural and learning experiences.
- More than 50 internal brand ambassadors connecting with new generations.
- More than 100 leaders reached through key messages and training programs focused on managing new generations in the workplace.
- Recognition as World-Class Work Teams 2025 by La Nota Económica.

Well-Being for Our People

Non-Monetary Benefits

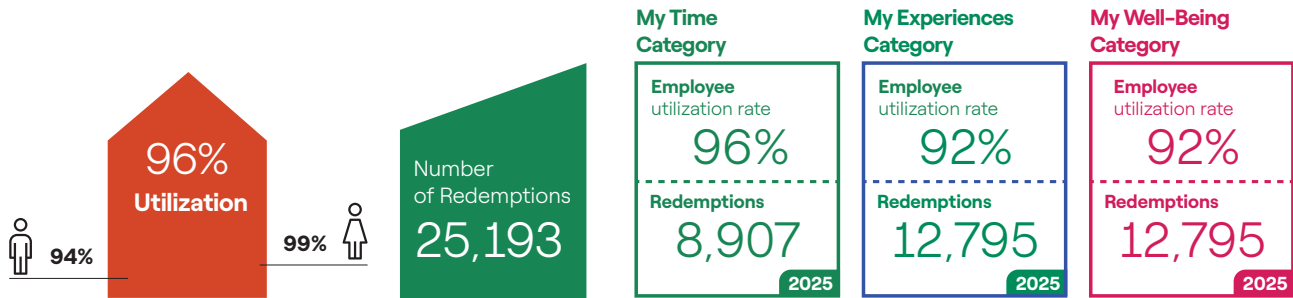
The holistic well-being of employees in Colombia and Central America is a fundamental pillar of the Company's talent management strategy. During 2025, efforts were focused on the design, planning, and implementation of initiatives aimed at enhancing the employee experience and overall well-being by promoting a healthy balance between personal, professional, and family life, while also creating opportunities for personal and professional development.

Employee well-being was further established as a strategic priority through the implementation of a comprehensive well-being model designed to address the diverse needs of the Organization and the different stages of employees' lives, effectively contributing to a healthier work-life balance.

As part of this new model, the ME Portal was launched, providing employees with a digital platform through which they can independently manage their benefits. Through this portal, benefits were organized into four focus areas: My Well-Being, My Time, My Experiences, and Monetary Benefits. They were also integrated with complementary platforms, such as the new Benefits à la Carte model and RHO, creating a flexible experience tailored to each employee's individual interests and needs.

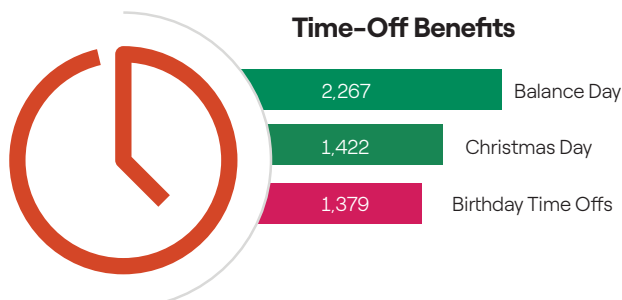


Benefit Utilization – 2025



My Time

Within the My Time category, which achieved a 96% utilization rate, men accounted for 63% of benefit usage (1,514 redemptions), while women represented 37% (896 redemptions). The most frequently used benefits included the Balance Day, Christmas Day, and Birthday Time Off. This level of benefit utilization underscores the importance of non-monetary benefits in supporting employees' overall well-being.



* An employee may redeem more than one benefit within the My Time category.

My Experiences:

Experience Vouchers:

Within the My Experiences category for Colombia, 91% of employees with access to this benefit redeemed at least one voucher.

Voucher utilization was highest across the Company's work locations, reaching very high redemption levels (between 80% and 100%), demonstrating strong awareness of and high perceived value for these benefits.

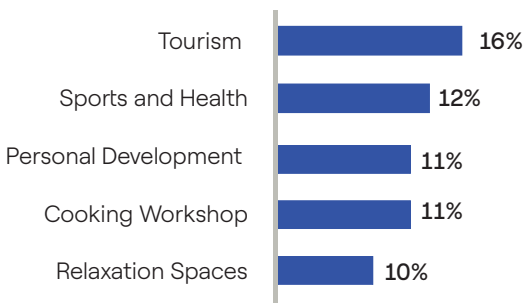
Employees in Central America received the My Experiences benefit directly in the form of a physical voucher. This benefit was granted to 100% of the workforce, and employees in each country redeemed it through their respective local providers.

- **Panama:** A total of 85 experience vouchers were distributed in the form of physical Gift Cards, redeemable at Arrocha department stores.
- **Costa Rica:** 36 employees received Gift Cards redeemable at retail stores.
- **Guatemala:** Guatemala: 93 employees received the benefit through a physical Oh My Card, which provides access to experiences at participating merchants in Guatemala City and throughout the country.

My Well-Being:

Within the My Well-Being category, employees in Colombia had access to a broad range of educational and informational activities focused on emotional and physical well-being. A total of 1,226 employees participated in these offerings through the Benefits à la Carte platform, of whom 57% were women and 43% were men. The most popular sessions accounted for 60% of all participation.

MOST FREQUENTLY USED EXPERIENCES



Within the My Well-Being category, activities focused on employee well-being were carried out across Central America:

- **Guatemala:** Father's Day and Mother's Day celebrations were held, with participation rates of 80% among fathers and 100% among mothers. The "Just for Me" activity, designed for single employees, reached 68% of the target population.
- **Panama:** Father's Day and Mother's Day celebrations reached 62% of fathers and 100% of mothers. The "Just for Me" activity for single employees reached 67% of the target population, while sports activities achieved 63% participation.
- **Costa Rica:** Father's Day and Mother's Day celebrations reached 44% of fathers and 100% of mothers. The "Just for Me" activity for single employees reached 64% of the target population.

Well-Being Days:

In addition, as part of the My Well-Being initiatives, Well-Being Days were held throughout the year in Colombia. This initiative was designed to provide employees with opportunities at their workplaces to reconnect with themselves through experiences that promote physical and mental well-being. During the second half of the year, 13 Well-Being Days were held, featuring activities such as team games, logic games, artistic experiences (crafts and painting), and individual massage sessions, providing employees with opportunities for relaxation and personal well-being. These events achieved an average satisfaction rating of 4.92 out of 5.



Open sessions

As a cross-functional initiative in Colombia, Open Sessions were held during the month of July with the primary objective of introducing employees to the new Benefits à la Carte model. A total of 97 employees participated in the three sessions, including 54 women and 43 men. These sessions provided participants with a valuable opportunity to gain a deeper understanding of the new platform and the benefits available to them.

Christmas Corners and Holiday Cakes:

Recognizing the importance of creating innovative opportunities to connect with the Company's diverse employee population, Christmas Corners and the distribution of holiday cakes were organized in Colombia. These initiatives reached more than 2,000 employees across different Company locations, reflecting Enel's commitment to fostering closeness and expressing appreciation for its people during this meaningful time of year. A total of eight Christmas Corners were organized

across seven different locations. In addition, at the Company's administrative headquarters in Bogota (Calle 93), children of employees participated in activities during the Christmas Corner event that allowed them to experience and enjoy the holiday spirit. A total of 168 children took part in the activities held over the two event days.



In Central America, Christmas was celebrated through

special breakfast events held in Guatemala, Panama, and Costa Rica, positively impacting all employees and strengthening opportunities for connection and well-being.

• **Recreational Vacation Program:**

One of the initiatives that generated the greatest excitement in 2025 was the Recreational Vacation Program for the children of employees in Colombia between 6 and 12 years of age. The program featured four days of adventure activities, with 234 children enrolled. Participants visited Suesca, Guatavita, Nemocón, and Casa Tibaná, enjoying recreational and educational experiences throughout the program.



For employees who work and are based outside Bogotá, 127 day passes were provided for recreational centers located in regions such as Huila, Atlántico, Cesar, and Cundinamarca.

Partnerships

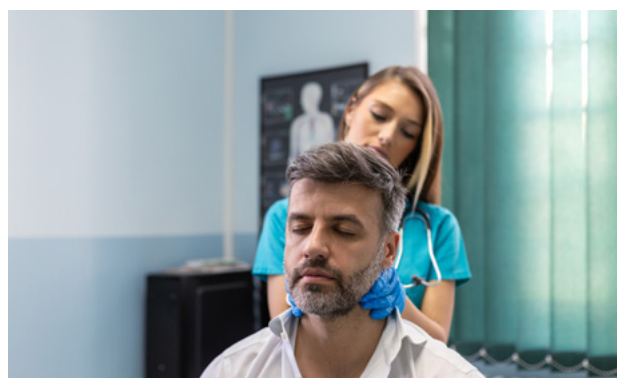
In addition, as part of the Company's commitment to diversifying employee well-being experiences, strategic partnerships were established for employees in Colombia.

Partner Brands	Discount Offered
Bacu	15% discount at all Bacu locations upon presentation of an Enel employee ID card.
Myriam Camhi	10% discount on Myriam Camhi products. Does not apply to bottled liquor or beverages.
Kassani	20% discount on Kassani brand products and 15% discount on Actiu brand products, valid through both physical and digital sales channels using the promotional code KASSENEL.
69 Gauchos	15% discount, Monday through Thursday, on food purchases at both 69 Gauchos restaurant locations.
Luxury	15% discount on items from the à la carte menu.

Monetary Benefits

Health Plans

Throughout 2025, the Company continued offering health plan benefits to support the well-being of employees and their families. These plans provide peace of mind by offering comprehensive healthcare coverage under favorable conditions. They complement Colombia's mandatory healthcare system by providing access to specialized medical centers and additional healthcare benefits.



Colombia

Plan	Description
Collective Bargaining Agreement Employees	Covers 1,064 individuals in technical, technologist, and professional positions, all of whom are direct employees under either fixed-term or permanent (open-ended) employment contracts. Under this plan, the Company covers 100% of the premium charged by the healthcare provider, providing coverage to 68% of the eligible population. This group has a claims ratio of approximately 66%, indicating that the provider's healthcare costs remain under control.
Integral Salary Employees	This plan provides coverage to 1,781 beneficiaries, including employees and their immediate family members. Beneficiaries are employees under the integral salary scheme, including certain professionals and managerial positions. Professionals and department managers receive 50% coverage of the premium charged by the healthcare provider, while all other eligible positions receive 100% coverage. In all cases, the plan covers both the employee and their immediate family members. This plan has a claims ratio of 74%.
Medical Services for Family Members	This medical and dental care plan covers 1,059 beneficiaries, with 100% of the cost paid by the Company. It is primarily intended for the family members of certain active employees and retirees, although in exceptional cases it also covers employees. This plan has significant implications because more than 60% of its beneficiaries are over 60 years of age, resulting in a very high claims ratio that typically exceeds 100%.

The following health plans are available in Central America:

Country	Description
Panama	A health insurance policy covers 149 individuals, including employees and their immediate family members. Unionized employees are not eligible to enroll family members; however, management employees may include their immediate family members. In both cases, the Company covers 90% of the premium charged by the healthcare provider, while employees pay the remaining 10%. This arrangement reflects standard practices within Panama's health insurance market. The plan recorded a 48% claims ratio in 2025.
Costa Rica	The health insurance plan in Costa Rica covers 75 beneficiaries, corresponding to 29 employees. Over the past several years, the plan has continued to provide coverage for employees' immediate family members and, in some cases, extended family members, such as siblings or parents. This group recorded a claims ratio of approximately 56.37% at the close of 2025.
Guatemala	The health insurance policy in Guatemala provides coverage for employees and their immediate family members. The Company pays 100% of the premium for medical services billed by the healthcare provider. The policy covers 203 individuals in Guatemala and recorded a 68% claims ratio.

Life Insurance

The life insurance policies offered by Enel provide employees and their families with peace of mind and financial protection against unforeseen events. This benefit reflects the Company's commitment to the overall well-being of its people by fostering confidence, stability, and a sense of security in the workplace. The Company covers 100% of the insurance premiums required to provide this benefit to all employees.

Country	Coverage Amount	Annual Premium
Colombia	Collective Bargaining Agreement Employees: 39 salaries + 21 in the event of a work-related accident	414,467 USD
	Integral Salary Employees: 30 salaries + 20 in the event of a work-related accident	
Panama	24 salaries + 24 in the event of a work-related accident	34,462 USD
Costa Rica	80,000 USD	8,909 USD
Guatemala	36 salaries	36,019 USD

Academic Excellence Scholarships

Each year, Enel awards two Academic Excellence Scholarships to the children of its employees. At the end of 2025, the program had eight scholarship recipients, each receiving 100% tuition coverage. Scholarship awards ranged from COP 8,000,000 to COP 37,126,000. This benefit may be used at any university in Colombia or abroad, provided that the institution is duly accredited or officially recognized by the relevant governmental or state authorities in the country where it is located.



Talent Training and Development

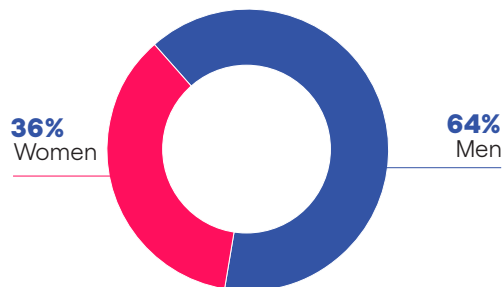
GRI 404-1

Enel Corporate University is the training system created to develop employee skills through learning initiatives aligned with the organizational competencies defined for the Organization. The Corporate University comprises six schools: Talent in Action, Innovation, Digital, Diversity, Well-Being, and Leadership.

In Colombia, the year closed with a total of 169,642 training hours, with an overall average of 78.61 hours per employee and an average satisfaction score of 4.7 out of 5.

For Central America, the year closed with a total of 14,616 training hours, with an overall average of 80.7 hours per employee.

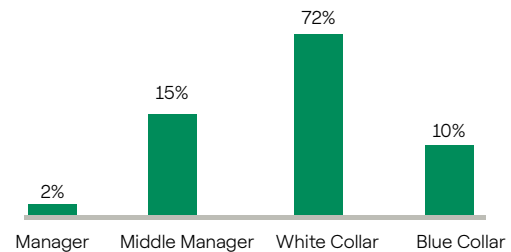
TRAINING HOURS – COLOMBIA AND CENTRAL AMERICA BY GENDER %



TRAINING HOURS – COLOMBIA AND CENTRAL AMERICA BY AGE RANGE %



TRAINING HOURS – COLOMBIA AND CENTRAL AMERICA BY GENDER %



The training programs offered to employees are implemented through four phases designed to identify needs, assess and approve the programs offered, execute the programs, and ensure compliance with legal regulations.



Training Initiatives and Programs

GRI 404-2

Program	Description
Training Plan	In 2025, the Company designed and implemented a training plan focused on soft skills, digital training, leadership development, and technical training, all of which supported the strategies and operational needs of the different business lines.
Educational Sponsorships – Scholarships	This program seeks to contribute to employees' education, professional development, and personal growth. Eight employees received financial support to pursue postgraduate studies, with sponsorship approvals ranging from 10% to 60% of tuition costs. In Guatemala, a scholarship program is available for permanent employees pursuing technical or university studies, aligned with the Company's organizational structure, operational needs, technical development, and modernization efforts, thereby strengthening human capital. As of 2025, one employee was participating in this scholarship program.
Development Pathways	These pathways are designed to tailor learning activities and training courses to the needs of different employee groups. In 2025, the following development pathways were implemented: 1. Leaders in Growth 2. New Enel Talent 3. Women's Development Pathway 4. Students in Progress
Reskilling y Upskilling	Technical and soft skills training programs were delivered to support the energy transition and digital transformation.
Change Management	A change management strategy was designed and implemented to support employees through the organizational transitions and restructuring undertaken within the Grids and Enel Commercial business units. The program included communication, training, and employee engagement initiatives.
Languages	This program is designed to strengthen listening, speaking, and writing skills through language learning and proficiency development in English and Italian, with personalized and/or group classes tailored to the needs of specific positions and roles. During the year, 60 employees participated: 33 attended group classes, 27 received individualized instruction, 43 studied Italian, 14 studied English, 2 studied Spanish, and 1 studied Portuguese.
HSEQ Training	In Colombia, a variety of training programs were conducted in coordination with the HSEQ Unit to ensure compliance with applicable regulations covering topics such as working at heights, confined spaces, electrical hazards, the Integrated Management System, and personal protective equipment (PPE), among others. In Central America, an HSEQ training plan was implemented jointly with the area, providing training designed to strengthen technical competencies in health, safety, environment, and quality, in accordance with the regulatory requirements and legislation applicable in each country. Mandatory training included working safely at heights, performing work in confined or restricted spaces, electrical safety fundamentals, and biodiversity and environmental practices.



Performance Management

GRI 404-3

Enel's talent strategy aims to create an environment in which employees and their competencies can evolve in synergy with the needs of the business and the marketplace. It is founded on a merit-based and transparent approach that is consistently integrated throughout the year with the Company's various talent development processes. The Company's corporate values are defined as follows:

TRUST: We act with responsibility, integrity, legality, and autonomy to build trusting relationships with our stakeholders and customers.

We collaborate openly to strengthen trust in ourselves, in others, and in the Organization so that we can succeed together. We develop reliable capabilities and relationships to manage complexity in the best possible way.

INNOVATION: We work with curiosity to open energy to new uses, technologies, and people, learning from one another and identifying new benchmarks. We transform ideas into value for ourselves and for our stakeholders.

PROACTIVITY: We act with an entrepreneurial mindset, caring for our Company, building our future, and serving as drivers of the energy transition. We take initiative to achieve tangible and sustainable results without wasting energy, while remaining focused on our customers' needs.

RESPECT: We respect ourselves and others, recognizing the uniqueness of every individual. We responsibly uphold rules and standards to protect and safeguard safety, health, the environment, and human rights. We recognize the value of diversity, ideas, opinions, and merit to ensure excellence in everything we do.

FLEXIBILITY: For us, flexibility is the ability to manage change and transform it into an opportunity; it is the ability to anticipate and embrace change. Flexibility means knowing how to redefine priorities in response to changing circumstances while always acting with consistency, simplicity, and agility. Ultimately, flexibility reflects a commitment to continuous improvement and a willingness to learn from others and from experience.

The Company has evolved toward a performance evaluation system known as Performance Management, whose primary objective is to promote and recognize the talent of every employee through the assessment of challenging goals, alignment with corporate values and competencies, and a culture of generosity through feedback as a cornerstone of individual, leadership, and team development.

The performance evaluation process is conducted once a year, during which each manager directly and objectively evaluates every employee based on the results achieved against the established goals and the competencies demonstrated in their day-to-day work. Employees are assessed on a five-point scale (1 to 5), resulting in an overall evaluation that constitutes the performance score. This score is communicated by the manager during a feedback meeting with the employee.

About Talent

In 2025, the methodology designed to strengthen talent development, recognition, and attraction, particularly for high-performing employees, was redesigned.

During 2025, the About Talent sessions were conducted with the following objectives:

- Recognize high-potential employees and define their individual development pathways.
- Retain talent that is critical to the Company's success.
- Foster employee well-being through active listening and care.

The methodology consisted of the following phases:

- Phase 1: Preparation of consolidated information containing the development data required for discussions between managers and Business Partners.
- Phase 2: Conducting About Talent review sessions involving managers and Business Partners.
- Phase 3: Communication and implementation of individualized development pathways based on the identification and prioritization of the target employee population.

More than 800 employees were assessed, 188 were identified as high-potential talent, and 85 employees were identified within the development quadrants.

Succession Planning

During 2025, the Company completed the successor identification phase of its succession planning process for managerial positions, with the objective of ensuring a pipeline of qualified employees prepared to assume these roles in the future. A total of 100 nominations were identified across both ready successors and pipeline successors. During 2026, action plans will be developed to continue strengthening the development pathways for this talent population.

- Ready successors are employees who are fully prepared to assume the role immediately.
- Pipeline successors are employees who require further development so that, over the medium or long term, they will be ready to assume positions with greater responsibility.
- Of the 100 identified successors, 55 were women and 45 were men. By job category, the distribution was 18 Managers, 66 Middle Managers, and 16 White Collar employees.

New Leadership

In 2025, the Company designed, planned, and implemented the Enel Leadership Program, based on Enel's corporate values and its new leadership model. This model is built on three fundamental pillars for strengthening leadership competencies: responsibility, meritocracy, and entrepreneurship. It also includes five leadership attributes: self-efficacy, self-awareness, integrity, respect, and energy, as well as three groups of competencies: relational, cognitive, and practical. These elements served as the foundation for designing the program's content and learning methodologies.

The program is structured around two dimensions:

Cultural Dimension

Within the Cultural Dimension, the following initiatives were designed and implemented:

- **Enel Fest**, held in November in both in-person and virtual formats, attracted more than 700 participants across its various activities. Its primary objective was to promote a culture of appreciation and recognize the value of the benefits, development opportunities, and other advantages available to employees.

Dentro de las actividades desarrolladas tuvimos conferencias en donde se desarrollaron conceptos del Modelo de Liderazgo que permitieron ver a los líderes y colaboradores su aplicación en la cotidianidad.

The keynote sessions included:

- “Between Slides and Stairways” (Entre Rodaderos y Escaleras), presented by Andrés Ramírez, which explored the Responsibility pillar of the leadership model.
 - “The Journey of a Brave Person” (El Camino de un Valiente), presented by Francisco Sanclemente, who illustrated the Meritocracy pillar through his personal life story.
 - “Leadership in Action”, presented by the CEO of McDonald's Guatemala, who demonstrated the Entrepreneurship pillar through real-world leadership examples.
 - A panel discussion entitled “It's Good to Be Different” (Ser diferente se siente bien), featuring leaders from various companies whose authentic personal experiences provided participants with practical insights and fostered greater awareness of diversity and inclusion.
- **Leadership Experiences:** The purpose of this initiative, aimed at the Company's leaders, is to provide immersive learning experiences that create lasting impact in unique environments while equipping participants with practical tools they can apply with their teams in their day-to-day work. These experiences included:
1. **Astronomy and Leadership:** Using the analogy of an astronaut crew and emphasizing the importance of communication and teamwork, leaders were provided with practical tools to strengthen trust within their teams, sustain motivation, and achieve results. Thirty-three (33) leaders participated.
 2. **Artificial Intelligence Applied to Leadership:** As Artificial Intelligence increasingly becomes a strategic capability, this session was designed to help leaders become champions of its adoption. Participants learned practical AI tools and explored their impact on business processes and people, enabling them to improve team productivity. Forty-two (42) leaders participated.
 3. **Improvisation Workshop as a Leadership Tool:** This workshop was designed to reinforce the value of flexibility through theatrical improvisation techniques. Leaders acquired practical tools to help their teams navigate organizational change more effectively. Twenty-three (23) leaders participated.

4. Effective Leadership Bootcamp – Time Away: Developed as a recognition program for leaders who achieved the highest Performance Management ratings, this initiative provided a space to share experiences and participate in applied learning activities aimed at further strengthening this group of leaders, who serve as role models in embodying the Company's corporate values through their leadership.

- **The third cultural initiative focused on the development** and support of employees appointed to leadership positions during 2025 through the implementation of a Leadership Development Pathway consisting of three stages: Stage 1, Getting to Know Myself as a Leader, through the administration of a leadership competency assessment; Stage 2, development of competencies in emotional intelligence, flexibility, constructive feedback, conflict management, and delegation; and Stage 3, Group mentoring sessions.

Learning Dimension

To develop this dimension, the Company analyzed current leadership training trends and designed learning content covering the following topics, aligned with the corporate values and the competencies defined in the Leadership Learning Path:

- **Strategic Vision and Leadership:** Training on Strategic Thinking and Decision-Making was delivered, using reflection exercises and case studies to apply a methodology for scenario analysis and strategic foresight, taking into account political, macroeconomic, and social factors.

- **Team Management:** The Inspirational Leadership and High Performance in Multigenerational Teams program addressed generational diversity, one of the most significant challenges leaders have faced in recent years. Participants learned practical tools for creating synergies between mentors and mentees while leveraging the strengths of each generation represented within their teams.
- **Entrepreneurship:** Training in Emotional Intelligence and Situational Leadership was delivered, focusing on one of the leadership competencies most frequently identified as a development priority. The program incorporated role-playing exercises to reinforce the practical application of the concepts learned.
- **Change Management:** A Company-wide leadership program was designed and delivered through the following webinars:
 - Emotions in Change Management (launch session)
 - Masterclass: Strategic Conversations in Times of Uncertainty
 - Expert Panel: "Lead the Change," featuring testimonials from leaders of other organizations
 - Masterclass on the Value of Flexibility
 - Corporate Field Visit, providing leaders with immersive exposure to different leadership models, broadening their perspectives and enabling them to learn from alternative approaches.

Communication: A training program entitled Communicating to Lead was delivered, enabling leaders to identify the communication challenges they currently face with their teams and, above all, to recognize the critical importance of effective communication in environments characterized by change and complexity.



The Company completed 100% of the planned activities, reaching 331 participants and achieving an average satisfaction rating of 4.78.

In addition, an action plan was implemented to communicate the new leadership model. Through the launch of three podcasts and eight webinars, the initiative reached more than 180 leaders, who became familiar with the model's pillars, characteristics, and competencies. Particular emphasis was placed on translating these concepts into everyday practice by sharing initiatives already being implemented across the Company's business lines, demonstrating how these leadership competencies are being developed both in leaders and within their teams.

Development Methodologies

As a result of the implementation of the About Talent initiative, development methodologies became firmly established as a highly valuable tool recognized by employees for their personal and professional growth. These methodologies, supported by practical tools and real-life participants, have enabled employees to build networking connections, share best practices, and challenge traditional paradigms by embracing new approaches to learning and development. This is reflected in active initiatives such as coaching, with 63 coachees prepared to engage in self-reflection and introspective exercises alongside their coaches; 34 employees participating in the job shadowing methodology to gain firsthand experience in observing and learning the competencies demonstrated by their hosts; and, finally, 40 mentees beginning their mentoring process to strengthen their soft, leadership, and technical skills.

In addition, workshops were conducted for each role within every development methodology. Through practical examples, participants gained a greater understanding of the roles and benefits associated with each methodology, as well as the importance of empowering employees to ensure their success. This year also demonstrated significant progress in consolidating leaders' roles as mentors, highlighting their ability to teach and share their knowledge and experience with others.

Reskilling – Upskilling – External Skilling Program

In 2025, as part of the technical training needs assessment, the Company identified those needs that contributed to reskilling or upskilling in response to the changes driven by the energy transition and digital transformation (digitalization and automation). Accordingly, the training plan incorporated Upskilling initiatives (updating existing skills) and/or Reskilling initiatives (acquiring new skills).

Initiatives were implemented to develop specific new competencies that contribute to the business, including the Enel Journey program, whose objective was to strengthen participants' business mindset and understanding of the Company's operations by providing firsthand experience through visits to operational facilities and exposure to the realities of field work. A total of 222 employees participated, visiting sites such as the Termozipa Thermal Power Plant, the Enel X Charging Yard, and the Venecia Service Center.

The Contract Management project was also rolled out, consisting of the design and implementation of the Diploma Program in Contract Management, aimed at strengthening both technical and cross-functional competencies to enhance the performance of contract managers. The program was attended by 80 recently appointed contract managers and achieved an average participant satisfaction score of 4.7. In addition, a knowledge assessment was designed to certify the competencies of 485 contract managers who had been appointed before 2024.

New Training Routine for Hybrid Work

To support the Company's digital transformation strategy, several initiatives were developed to strengthen employees' digital capabilities:

Digital Transformation Training Plan: The corporate university includes a faculty dedicated to providing employees with a variety of opportunities to develop their digital skills. Among the most notable courses were Data Science (72 participants) and Introduction to Data Science (122 participants).

- **Propulsor Program:** In partnership with the Compensar family compensation fund, training programs were delivered in Power BI for Administrative Management (43 participants), Advanced Power BI (119 participants), Intermediate Power BI (29 participants), Basic Power BI (154 participants), and Advanced Excel for Business Use (144 participants). These courses were offered both virtually and in person at no cost to the Company.
- **Information Governance Offices:** Meetings were held with members of the Information Governance Offices across the various business lines to identify their training needs. As a result, an Artificial Intelligence workshop was developed to provide practical tools and guidance on the appropriate use of AI within the organization. To support this initiative, nine workshops were designed and delivered by internal trainers from the Information Governance Offices in partnership with ICT.

Entitled Artificial Intelligence for Everyday Life, the workshops attracted 320 participants, achieved a participant satisfaction rating of 4.7, and delivered approximately 1,130 hours of training.

Organizational Changes

In 2025, the organizational model underwent significant transformations aligned with the Enel Group's strategy of building an organization that delivers strong results, sustainable growth, and long-term development, while focusing on risk reduction and the creation of value for shareholders, customers, and employees.

The updates made to the organizational structure to continue advancing toward a future of shared success are outlined below.

Business Lines:

- The Enel X Global Retail business line evolved into Enel Commercial, with the objective of becoming an integrated commercial division dedicated to customers by delivering a comprehensive, personalized, and continuously evolving customer experience while strengthening customer relationships. Commercial, operational, and customer service processes were integrated

and/or redistributed among the Enel Commercial, Enel Grids, and Energy & Commodity Management business lines, with a focus on centralizing and streamlining the end-to-end process to improve both the customer experience and operational efficiency.

- Within the EGP&TGX business line, the Thermal and Hydro operations were separated to promote a technology-focused organizational structure. Within the Engineering and Construction division, processes were reorganized by discipline and geography to strengthen Enel's position as a leader in renewable energy and support the achievement of its net-zero emissions objective.

Staff & Services:

- The Staff & Services areas updated their organizational structures in parallel with the evolution of the business lines in order to effectively support the Enel Group's strategy.
- The ICT area transitioned from a global organizational structure to a regional and local structure to more effectively address the specific requirements of each country while promoting the evolution of tools and systems under consistent corporate guidelines tailored to local needs and realities.
- The Real Estate & General Services area updated its value chain to strengthen the focus of its general services, facilities management, real estate, and contract governance and control processes.



Process Management

The Company is focused on transforming process management by strategically aligning its processes with its corporate objectives, particularly **simplification and flexibility**. In an increasingly dynamic and efficiency-driven environment, the Company has fostered a simplified, agile, and effective document management culture. To achieve these objectives, it focused on the following key areas:

- **Simplification:** The Company continued reviewing and optimizing its processes by eliminating unnecessary steps and approvals, reducing duplicate activities, and decreasing the administrative complexity associated with document management. This includes reducing the volume of documentation, consolidating documents, repealing those that no longer add value, and transforming them into other types of communications that are more agile and effective, depending on the need.
- **Digitalization and automation:** In line with the improvements implemented in the Group's global systems, the Company integrated new technologies that facilitate process automation, **strengthen change management**, and improve access to information to promote a better understanding of employees' roles and the Company's processes.

Through these strategic approaches, the Company not only optimizes process management but also contributes to organizational growth and operational efficiency, in line with its strategy.

Process Simplification

The Company worked to establish a culture of process simplification by encouraging the development of skills aligned with its values and behaviors, with the primary objective of contributing to employees' well-being. This campaign was deployed through various communication channels to reach as many employees as possible, with a focus on driving a mindset shift that supported the Company's strategy.

- **Black Sheep Challenge:** Recognizing the talent, fresh ideas, and energy that interns bring to the organization, the Company challenged them to develop a process simplification project within their respective areas. Two editions of the initiative were held, with more than 70 participants.

- **Micro-actions That Make a Difference:** Employees received practical tips on everyday actions that simplify routine processes, including email management, phone calls, messaging, meetings, and other daily activities.
- **On-site Activation:** The Black Sheep character visited Company facilities to introduce employees to the simplification strategy and challenge them to implement an immediate simplification action. The initiative was carried out at two Company sites with the participation of more than 100 employees.
- **Simplification of the Contract Management Process:** The process simplification methodology was applied to the contract management process, a cross-functional process that spans the entire organization.
- **Simplification Panel:** A panel discussion featuring invited startup CEOs was organized, during which they shared their experiences, as well as the habits and actions that enabled them to achieve success through simplification.
- **Simplification Through Leadership:** A simplification program was launched for Company leaders to introduce them to the core competencies of a Black Sheep, enabling them to guide their teams and embrace the openness needed to develop and support simplification within their work groups by encouraging the acceptance of new ideas, exploring different approaches and changing processes, asking the right questions, taking the initiative to launch new projects, making resourceful use of available resources to find simple solutions to complex problems, remaining flexible in adapting to change, and fostering trust in people and processes.

Facilities Management

Barranquilla Office

On June 5, the Enel Barranquilla offices were inaugurated. The new 600 m² facility brings together and adapts workspaces and employee well-being areas for EGP, Enel X, and E&CM personnel based in this major Caribbean city, which serves as Enel's regional hub.

The building was constructed in accordance with LEED (Leadership in Energy and Environmental Design) and WELL standards, promoting the physical well-being of its occupants. The facilities include the following spaces:

- 40 workstations
- 3 offices
- 13 collaborative workspaces
- 3 phone booths
- 7 meeting rooms
- E Zone
- Reception area
- Oasis
- 1 lactation room

WELL Certification – Corporate Building

In December 2024, the Q93 corporate building achieved WELL Platinum Certification. It is the second Enel Colombia building to receive this certification (the first was the Calle 93 building) and the second project in Colombia to earn WELL certification, reaffirming the Company's com-

mitment to the well-being of its employees and positioning it as a market benchmark for workplace facilities.

The facilities provide optimal conditions in terms of ergonomics, indoor air quality, thermal comfort, lighting, and biophilic design, with a focus on supporting the physical and emotional well-being of occupants. The building offers collaborative, individual, and modular workspaces, ensuring that the functionality of each area accommodates the diverse functions and activities required by the Company's operations.

People Administration

In compliance with current labor regulations, as well as the Collective Bargaining Agreement and the Company's internal policies, the Company ensured the effective execution and successful management of payroll processing, social security, employee benefits, and statutory employment benefits.

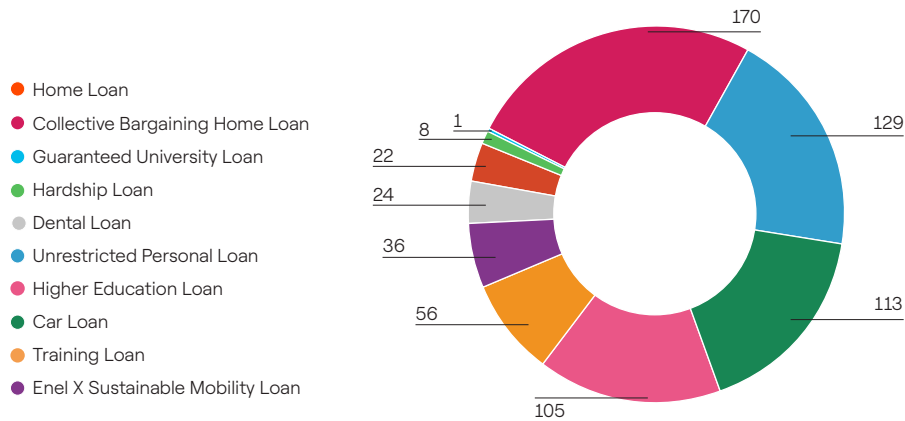


Employee Loans

A total of USD 9,539,638 was disbursed to 540 employees through various loan programs.

In total, 664 loans were granted under the different lending categories.

NUMBER OF LOANS



As of December 31, 2025, the outstanding balance of the active employee loan portfolio amounted to **COP 119,397,454,329**. The breakdown by loan category is presented below:

Loan Category	Number of Loans	Amount Disbursed	Percentage Share
Home Loan	22	5,585,040,074	12.45%
Collective Bargaining Housing Loan	170	28,440,925,237	63.41%
Guaranteed University Loan	1	23,709,744	0.05%
Hardship Loan	8	59,500,000	0.13%
Dental Loan	24	180,147,000	0.40%
Unrestricted Personal Loan	129	1,116,173,910	2.49%
Higher Education Loan	105	1,537,199,719	3.43%
Car Loan	113	6,966,842,628	15.53%
Training Loan	56	634,299,663	1.41%
Enel X Sustainable Mobility Loan	36	310,598,000	0.69%
Grand Total	664	44,854,435,975	100.00%
2025 Outstanding Loan Portfolio Balance			119,397,454,329

In addition, beginning in June 2025, the Company's employee loan policies were updated. As part of this update, the following changes were introduced:

Collective Bargaining Employees: The following loan programs were eliminated for employees covered by the Collective Bargaining Agreement:

- Higher Education Loan for Employees' Children
- Guaranteed University Loan for Employees' Children



- Employee Education Loan (Graduate Studies)
- Sustainable Mobility Loan
- Hardship Loan

These loan programs had been established under the Company's internal policy. Therefore, the only loan programs that remained available to employees covered by the Collective Bargaining Agreement were those established in the Collective Bargaining Agreement itself (Home, Vehicle, Unrestricted Personal, and Dental Loans).

Comprehensive Regime: For employees under this employment regime, the following loan programs were eliminated:

- Second Home Loan
- Second Car Loan
- Guaranteed University Loan for Employees' Children
- Employee Education Loan (Graduate Studies)
- Sustainable Mobility Loan
- Hardship Loan

Under this employment regime, all loan programs are governed by the Company's internal policy. As a result, employees are now eligible for only one Housing Loan, one Vehicle Loan, and the Higher Education Loan for Employees' Children, which may be requested once per child per academic semester.

Labor Relations – Colombia and Central America (2025)

Workplace and Sexual Harassment

In 2025, the workplace and sexual harassment prevention course was updated in accordance with Law 2466 of 2025, which introduced labor reform measures, and Law 2365 of 2024, which specifically addresses the prevention of sexual harassment in the workplace.

The amendments resulting from Law 2466 of 2025 were incorporated into Policy PL-283, particularly the expansion of the definition of workplace harassment to encompass the entire work environment, as well as the recognition of sexual harassment as an independent issue requiring separate treatment.

In addition, in accordance with the definitions adopted by the Company pursuant to Resolution 3461 of 2025, the policy will include, as an appendix, the updates made to the Coexistence Committee for handling workplace harassment cases, as well as the establishment of a dedicated committee responsible for addressing cases of violence or sexual harassment in the workplace.

Furthermore, to strengthen the prevention of workplace and sexual harassment, the Company continued its No Excuses campaign by publishing four awareness pieces throughout the year. In addition, during 2025, training sessions on the management and handling of workplace and/or sexual harassment complaints were conducted to raise awareness among a designated group of managers.

Finally, planning began for the training program for members of the Committees and the Commission, which will be implemented in 2026.

Conflict of Interest

In accordance with Global guidelines, updates were made to the Conflict of Interest Policy (PL-53), which is currently under review prior to publication.

In addition, a Company-wide conflict of interest disclosure campaign was launched for all employees in Colombia and Central America.

Signing of the SINTRAIECOL Collective Bargaining Agreement – Enel Colombia S.A. E.S.P.

On December 1, 2025, Enel Colombia S.A. E.S.P. and the Colombian Energy Workers' Union (SINTRAIECOL) signed a new Collective Bargaining Agreement that will govern labor relations between the Company and employees covered by the agreement for the next four years (2026–2029).

The principal provisions of the agreement benefiting employees covered by the Collective Bargaining Agreement at Enel Colombia S.A. are as follows:

- Allowances, subsidies, bonuses, and economic benefits other than salary will be adjusted annually based on the Consumer Price Index (CPI) throughout the term of the agreement.
- Salary increases will be implemented throughout the term of the Collective Bargaining Agreement as follows:
 - 2026: CPI plus one and a half percent (1.5%)
 - 2027: CPI plus two and a half percent (2.5%)
 - 2028: CPI plus three percent (3.0%)
 - 2029: CPI plus four percent (4.0%)
- The mutual separation allowance granted upon retirement due to eligibility for an old-age pension will be increased to 40 Monthly Legal Minimum Wages (MLMWs) for employees hired before January 1, 2004 (Codensa and EEC) and September 21, 2005 (Emgesa), and to 15 MLMWs for employees hired after those dates.
- The interest rate on housing loans for employees whose employment is terminated without just cause will be reduced to 0%.
- A one-time Collective Bargaining Agreement signing bonus of COP 10,000,000 will be granted exclusively to employees covered by SINTRAELECOL who became union members before November 21, 2025.

Development and Publication of the Internal Work Regulations – Enel Panamá CAM SRL

In compliance with applicable legal requirements, the Internal Work Regulations for Enel Panamá CAM SRL were published. The regulations were communicated to employees and approved by the Ministry of Labor on August 7, 2025. In December, they were distributed by email to all Enel Panamá employees, and the process of physically posting them at the Panama City offices is currently underway.

Temporary Staffing/Outsourcing Contracts

Colombia

- The Company's temporary staffing contracts are scheduled to expire on June 30, 2026. Given the high value of the procurement process and the importance of ensuring that a new contract is in place before the current one expires, the approval and bidding process began in September 2025 and, as of the reporting date, is progressing as planned.

At the end of 2025, these contracts covered 124 active temporary employees and had a total available value of COP 13,805,241,125.



Centroamérica

- **Panama – Extension of the Existing Contract:** In June 2025, the necessary actions were taken to extend Contract JA10142060 executed with Alpersa Servicios y Consultoría S.A., a temporary staffing company, with the objective of continuing to hire outsourced personnel for the 2025–2026 period. This extension made it possible to continue using this staffing model, which is essential for meeting the operation's special staffing requirements. At the end of 2025, the contract covered 10 active workers and had an available value of USD 760,945.20.
- **Guatemala – New Contract Procurement:** During the second half of 2025, the necessary actions were carried out to award the contract for the administration of the external workforce. On December 5, 2025, a commercial agreement was signed with Manpower Professional Guatemala, and the contractual relationship commenced on January 1, 2026. At the end of the reporting period, the contract covered 11 active workers and had an available value of GTQ 11,448,773.80.
- **Costa Rica:** During 2025, the contract with ARCH LATAM progressed as planned. This contract has a three-year term and began in 2024; therefore, it will expire in 2027. At the end of 2025, the contract covered 6 active workers and had an available value of CRC 211,418,557.03.

Implementation of the Labor Reform – Colombia

Pursuant to Law 2466 of 2025, which enacted Colombia's labor reform, the Labor Relations Division ensured that the necessary adjustments were made to the Company's internal processes affected by the reform in order to comply with the new legal requirements.

The change management process was carried out through a compliance matrix, which was supplemented with information obtained from various industry forums and discussion sessions organized to facilitate a common understanding of the reform.

In addition, during the second half of the year, meetings were held with specialized teams, business leaders, and managers from the different business lines to review, co-create, and implement the required changes. These sessions addressed the key aspects of the labor reform affecting Enel, including the following:

- **Apprenticeship and Internship Agreements:** The reform converts apprenticeship agreements into employment contracts, together with all the associated implications. Following a cost analysis that identified the significant increase in labor costs under the new framework, the Company decided to monetize its SENA apprenticeship quota, a process that has progressed successfully since its implementation.
- **Overtime, Supplemental Work, and Night Work:**
 - Daytime working hours now end at 7:00 p.m., and nighttime working hours begin at 7:00 p.m.
 - The premium rates applicable to night work, daytime overtime, and nighttime overtime have been revised.

According to the text of the reform, authorization from the Ministry of Labor will no longer be required for employees to work overtime.
- **Sunday Work:** Beginning July 1, 2026, the premium paid for work performed on mandatory weekly rest days will increase to 90%.

Due Diligence

Management continued implementing the due diligence principle by ensuring that 100% of managers signed confidentiality agreements. In addition, the Company initiated the conflict of interest disclosure process for this employee group in order to ensure full compliance with the established requirements.

Social Dialogue

Labor Committees (SINTRAELECOL, REDES, ASIEB, and SITIESPA): Throughout 2025, the Company held a series of meetings with the labor organizations SINTRAELECOL, REDES, ASIEB, and SITIESPA to strengthen employee engagement and foster closer relationships with the workforce.

Union Membership: As of December 2025, Colombia and Panama had the following number of union members and employees covered by the Collective Bargaining Agreement. Costa Rica and Guatemala, meanwhile, do not have labor unions.

Company	Number of Union Members	Percentage of Union Members	Number of Beneficiaries	Percentage of Employees Covered
Enel Colombia	1,334	61.8%	1,587	73.5%
Enel Fortuna	35	62.5%	35	62.5%

- **Participation in the Swedish Workplace Programme's Social Dialogue Program:** In September 2025, Enel Colombia was invited by the International Council of Swedish Industry to participate in the Workplace Dialogue Capacity Building Program, which addressed topics related to the development of trade union activities, workers' human rights, financial analysis, and the regulatory framework.
- **Participation in the Industry Negotiation Course at Javeriana University:** Enel Colombia was invited by Pontificia Universidad Javeriana in Bogota, together with other companies from the energy sector, to participate in a course aimed at developing strategies related to the National Unified List of Demands (PUN) for the sector. The course served as a training and co-creation forum for energy companies whose employees are represented by SINTRAELECOL.

Training

Throughout the year, various training sessions were delivered on cross-functional topics related to the Labor Relations Division. During the first half of the year, the Diploma Program for Contract Managers and Coordinators was conducted, including training on the prevention of workplace and sexual harassment, the business ecosystem, and unlawful outsourcing. Additional training sessions addressed pension reform, health-related job protections, changes introduced by the labor reform, and the alignment and performance evaluation of objectives.

During the **second half of the year**, visits were made to the El Guavio, Termozipa, and Bogota River Cascade (Paraíso) generating facilities, where additional training on the prevention of workplace and sexual harassment was provided. Training sessions were also conducted on PO 2795 regarding travel expenses, complaint reporting channels, key information for interns, the new Collective Bargaining Agreement, among other topics.

A total of 19 training sessions were delivered over 32 hours. Depending on the availability of each location, the sessions were conducted through a combination of remote and in-person formats.

Training for Members of the IFC Complaints Reception Committee

Following the loan granted by the International Finance Corporation (IFC) to the Company in 2024 to finance Grids projects, the Labor Relations Division conducted three training sessions for members of the Complaints Reception Committee. At the IFC's request, the sessions covered topics including complaint mechanisms and recipients, the management of labor disputes, among others.

The Labor Relations Division also supported the complaint collection process throughout the year and ensured that the periodic meetings of the Complaints Reception Committee were conducted as scheduled.

In addition, the Company closed the gaps identified by the consultant RINA regarding the complaint handling guideline and the guideline governing collective dismissals applicable to the Grids business, and ensured the submission of the first Annual Monitoring Report covering the Labor Relations topics.

Business Support

The **We Also Stop for You** project was created to strengthen the connection between the People & Organization (P&O) team and employees at the Generation Plants. The initiative aims to foster closer relationships and empathy by providing a deeper understanding of plant operations and the critical nature of employees' roles, enabling the P&O function to better support employees through empathy and recognition of their efforts in power generation.

In line with this objective, during 2025 the entire P&O team visited the El Guavio, Termozipa, and Bogota River Cascade generating facilities.

In addition, to support employees during plant shutdowns and maintenance activities, the Shutdown Sponsors program was implemented. Under this initiative, each P&O professional was assigned as a sponsor to a plant employee, providing direct support alongside the Business Partner while motivating and recognizing employees' efforts to help maintain their energy, engagement, and commitment throughout the maintenance period.



Promoting a Sustainable Supply Chain

Responsible Procurement and Sourcing Management

Material Topic: Sustainable Supply Chain; GRI 2-6

The Colombia and Central America Procurement Management Department is responsible for managing the supply chain from the identification of a procurement need through the fulfillment of customer requirements, ensuring that every stage of the process is carried out in accordance with the highest international standards. Its objective is to create value for the Company's businesses, suppliers, and customers.

This process encompasses all activities, from the request for materials, works, goods, or services to the formalization of the commercial agreement through the execution of a contract. The procurement strategy is aligned with Enel's three strategic pillars:

1. Profitability, flexibility, and resilience
2. Financial and environmental sustainability
3. Efficiency and effectiveness

Its objective is to achieve cost efficiency and foster innovation, while enhancing process effectiveness through training programs that develop the skills and potential of procurement professionals. In addition, it seeks to strengthen communication and relationships with suppliers by putting the Company's corporate values into practice, thereby fostering trust, promoting a long-term perspective, and creating value for all stakeholders.

Procurement Cycle

The procurement process is carried out in four stages based on the PDCA (Plan-Do-Check-Act) cycle: procurement planning, supplier qualification, the procurement process (strategy development, technical and commercial evaluation, and contract award), and Supplier Performance Management (SPM).





Process	Description
Procurement Planning	Stage I: Identification and creation of procurement needs by the business units through Smart Planning. Stage II: Analysis of procurement needs between Procurement and the business units to optimize the process. Stage III: Definition of the new procurement plan and updating of the existing procurement plan.
Supplier Qualification	Verification of each supplier's suitability from multiple perspectives (legal, reputational, financial, technical, and sustainability) to ensure compliance with the requirements established by Enel Colombia.
Procurement Process	Strategy Development: Identification of the scope of the procurement request submitted by the business and definition of the procurement strategy by the Colombia and Central America Procurement Department, including the suppliers to be invited and the negotiation methodology that is most beneficial for all parties. This stage is intended to ensure transparency and the proper execution of the procurement process. Technical and Commercial Evaluation: Once the bid submission period has closed, the proposals received are evaluated, and those offering the most favorable technical and commercial conditions are selected. Award: Once the most advantageous proposal has been identified, the contract award recommendation is prepared and approved through the Contract Award Recommendation Report, after which the contract is executed by both parties. The procurement process is always supported by legal counsel.
Supplier Performance Management (SPM)	Periodic monitoring and evaluation of supplier performance, whereby: • The business units responsible for contract administration provide their supplier performance evaluations. • The Supplier Performance Index (SPI) is calculated based on the weighted average of the evaluated categories (occupational health and safety, environment, quality, and timeliness). Based on the SPI results, the business units review performance trends and implement action plans to strengthen supplier performance in the categories requiring improvement or nominate companies for recognition when their performance merits it. Monitoring these indicators supports decision-making regarding the potential suspension or termination of a contract.

The objective of the process is to minimize risks throughout the supply chain, particularly those related to people's health, environmental protection, and respect for human rights, while at the same time promoting a sustainable approach.

Stakeholder Engagement

GRI 2-29

Over the past five years, the primary focus of the procurement strategy for Colombia and Central America has been to strengthen relationships with suppliers through open, clear, and transparent communication in order to build lasting relationships based on trust. Accordingly, projects focused on supplier engagement, communication, development, and growth have become key elements of this strategy.

As part of the **Supplier Journey engagement model**, strategic supplier segmentation for Enel Colombia and Central America serves as the basis for implementing actions that strengthen the commercial relationship with each supplier segment from an end-to-end perspective, generating mutual benefits through visits with strategic partners, as well as monitoring and improvement plans. In 2025, the following milestones were achieved:



Supplier Service Center (CAP)

The Supplier Service Center (CAP) is a service model designed for Enel Colombia and Central America suppliers. In 2025, its procedures, guidelines, and platforms were updated to improve the management and resolution of supplier requests and needs. The supplier web portal was also enhanced so that contract managers could better guide suppliers in resolving administrative inquiries while benefiting from a centralized service channel for monitoring contract execution activities.

Its implementation has also strengthened relationships with suppliers by providing a space dedicated exclusively to them, promoting engagement through:

- 24/7 assistance for inquiries, just one click away.
- Self-service request management through the web portal.
- A transactional form for specialized requests.

This service channel has been very well received by its users, recording more than 22,082 visits during 2025.



Social Media Project

Social media and email marketing are fundamental tools for supplier engagement. Accordingly, targeted strategies have been implemented to position Enel Colombia as a company that creates value for its strategic partners.

Working jointly with Enel Colombia's Communications Department, the Company created dedicated spaces on LinkedIn to publish educational and inspirational content, including testimonials, experiences, supplier success stories, and practical information such as the procurement plan, invoicing calendar, operational guidance for suppliers, training opportunities, and inspirational messages.

In 2025:

- More than 16 LinkedIn posts were published to attract new suppliers and strengthen supplier engagement.
- Thirty-four email marketing campaigns were conducted to establish and strengthen the relationship between Enel Colombia and its suppliers by distributing information of interest and reminders of key dates relevant to their business processes.

Engagement Through Events and Business Matchmaking Sessions

During 2025, the Procurement Department participated in five business matchmaking sessions and industry events, where it presented the procurement needs of the Company's various business lines and discussed topics including innovation, sustainability, and the search for strategic partners. Notable events included:

- **2025 Investment Plans Forum organized by the Colombian Energy Chamber (CCE)**, focused on supplier engagement and providing an overview of upcoming procurement opportunities and purchasing plans for Enel Colombia within the energy sector.
- **Sixth Business Matchmaking Forum organized by the National Association of Public Utilities and Communications Companies (ANDESCO)**. During the event, 17 meetings were held with suppliers from the services, construction, supply, and innovation sectors to present upcoming procurement opportunities and connect them with the Supplier Service Center (CAP).

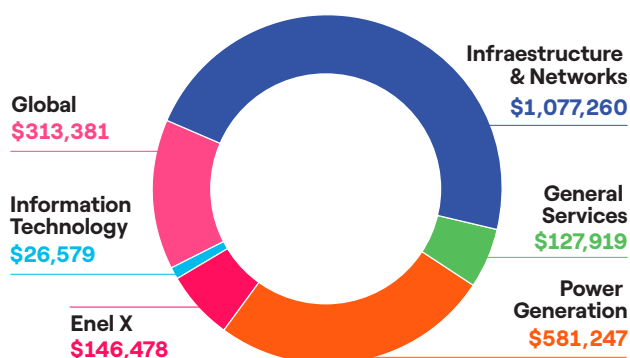
- **Colombian Energy Chamber (CCE) Business Match-making Forum:** A total of 30 meetings were held with suppliers from the services and electrical equipment sectors, strengthening the search for suppliers with a focus on innovation and sustainability.
- **11th Chamber of Commerce Energy Congress,** focused on “Current and Future Challenges for the Sustainability of the Energy Sector.” A total of 29 meetings were held with companies in the sector to discuss the procurement of goods and services.
- **11th International Electric Sector Fair (FISE):** A total of 30 meetings were held with companies in the sector to discuss the procurement of goods and services while promoting innovation to address the current challenges facing the electric power industry.

Contracts and Procurement

During 2025, local procurements totaling COP 1,959,483 million and global procurements totaling COP 313,381 million were awarded, for a combined total of COP 2,272,864 million, covering Infrastructure and Grids, Power Generation, Technology and Information Technology, Marketing Goods and Services, and General Services across Colombia and Central America.

Eighty-seven percent (87%) of active contracts are concentrated among local suppliers located within the Company's areas of influence, reaffirming its commitment to supporting local economies and promoting the country's development.

AWARD VOLUME BY BUSINESS LINE



Continuous Improvement

Throughout 2025, the Company continued strengthening the WeBUY procurement platform as part of its continuous improvement and supply model automation process by incorporating functional, regulatory, and sustainability-related enhancements that improve operational efficiency, traceability, and risk management throughout the procurement process.

In parallel, the Company updated the associated procedures and organized communication and training sessions for buyers and suppliers to ensure the proper understanding and implementation of the new guidelines.

The principal enhancements and updates implemented during 2025 included:

Digitalization and Optimization of the Procurement Process

The procurement process remains fully digital, comprehensively covering the planning, procurement execution, and contract formalization stages through the WeBUY platform. This digital approach continues to ensure high standards of transparency, traceability, control, and reliability throughout the procurement process.

Update of the Sustainability Requirements and Sustainability K Libraries

In 2025, the Sustainability Requirements and Sustainability K libraries were reviewed and optimized with the following objectives:

- Increasing the effectiveness of sustainability requirements in obtaining objective information from suppliers.
- Promoting broader adoption of sustainability principles throughout the supply chain.
- Reducing the use of additional obligations by limiting them to specific high-impact certifications.
- Simplifying verification activities for buyers.
- Aligning tender requirements more closely with the Enel Group's sustainability strategy.

As a result, the number of requirements and indicators was reduced by prioritizing those with the greatest technical, environmental, occupational health and safety, and reputational relevance. This enabled a more streamlined and focused process without compromising the Company's control and sustainability standards.

New Process for Out of Qualification (OOQ) Suppliers

In addition, a new process was implemented in WeBUY for suppliers classified as Out of Qualification (OOQ), aimed at optimizing the management of suppliers belonging to certain low-risk commodity groups.

Under this new approach, suppliers classified as OOO can complete their registration in WeBUY independently and automatically, obtaining Positive Base Submission (OOO) status, which authorizes them to participate in procurement and contract award processes while maintaining specific buyer controls over key aspects such as financial health and reputation.

This enhancement achieved the following:

- Reduced administrative processing times for supplier registration and qualification.
- Increased the operational efficiency of the Procurement Department.
- Maintained appropriate risk controls without limiting supplier participation and competitiveness.



Procurement Planning

Procurement planning was carried out through the Smart Planning Tool, strategically designed to efficiently manage the procurement needs of the Company's business units. The tool incorporates the Company's procurement planning process, taking into account its contracting requirements and projecting them over a three-year planning horizon.

Through the use of this tool, the Company achieved an 82% procurement planning rate for Colombia and Central America during 2025.

Buyer Management – Buyer Journey Project

The objective of this project is to empower buyers through three main pillars:

- **Supplier Knowledge**, by implementing engagement strategies such as the annual supplier visit plan, gaining a better understanding of the services provided, building trust-based relationships with suppliers, and other related initiatives.
- **Understanding the Scope of Procurement**, by strengthening collaboration between buyers and contract managers through initiatives such as technical site visits for strategic procurement processes, expanding knowledge of the scope of Enel's different business lines, conducting procurement workshops, and optimizing technical specifications.
- **Buyer Training**, delivered through annual technical training programs for the entire procurement team, with particular emphasis on finance and language skills. Ongoing training was also provided for new talent, together with the digitalization of procurement processes, updates to procedures aligned with operational needs, and the timely communication of those updates. This project was implemented across the entire procurement team, comprising 46 employees.

Social, Environmental, and Economic Aspects

GRI 308-1; 308-2; 407-1; 414-2;
DJSI 1.7.1; 1.7.2; 1.7.3 y 1.7.4.

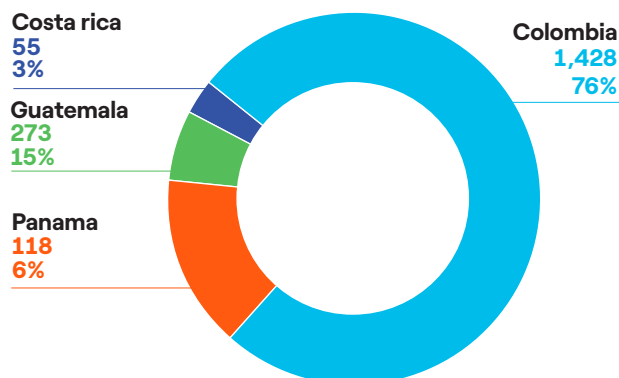
Supplier Qualification

The supplier qualification process ensures suppliers' suitability before they participate in a procurement process by evaluating them in the following areas: environmental management, human rights, occupational health and safety, legal compliance, and technical capability. The optimization of this service within the WeBUY system enables the Procurement Department to maintain a pool of qualified suppliers suitable for procurement and bidding processes.

As of the end of 2025, 1,874 supplier qualification processes had been completed, making these qualified suppliers available to participate in procurement bidding processes.



NUMBER OF QUALIFIED SUPPLIERS



Supplier qualification in the WeBUY platform is supported by assessments conducted using the following environmental and social (human rights) criteria:

- Environmental performance related to greenhouse gas (GHG) emissions generated by service activities (where applicable).
- Environmental management system with a valid ISO 14001 certification (where applicable).
- Waste management procedures.
- Risk assessments, emergency procedures, emergency drills, biodiversity-related aspects and impacts, and the use of renewable energy sources.
- Periodic environmental training for company personnel.
- Audit programs.
- Acknowledgment of the content of the Ten Principles of the United Nations Global Compact.

Supplier Performance Management (SPM)

Supplier Performance Management (SPM) is a supplier evaluation system that enables the real-time recording of supplier performance information across four categories:

- Environment
- Occupational Health and Safety
- Timeliness
- Quality

The evaluation of these categories is carried out using the tools designated by each business line, through which contract managers/coordinators and environmental and safety inspectors monitor supplier performance using the Supplier Performance Index (SPI), which is determined based on the results of the evaluations received.

- Specifically, for the environmental and human rights categories, 12,186 contractor evaluations were conducted in 2024 for contractors to whom these criteria applied.

Digitalization

Enel Colombia’s procurement process continues to operate under a 100% digital model through the WeBUY platform, which provides an end-to-end view of the entire procurement cycle. From supplier registration through contract award and execution, WeBUY ensures direct interaction with suppliers while guaranteeing traceability, reliability, and transparency at every stage of the procurement process.

This system not only optimizes operational efficiency but also reinforces the organization’s commitment to sustainable and transparent procurement practices.

During 2025, the Company implemented the automation of efficiency calculations generated during procurement processes under the Baseline methodology, as well as the incorporation of gamification and artificial intelligence technologies through innovation projects.

These innovation projects consist of internal initiatives developed by Enel Colombia’s Procurement Department using applications such as Power BI and Power Automate to facilitate interaction between business units and suppliers. These initiatives include:

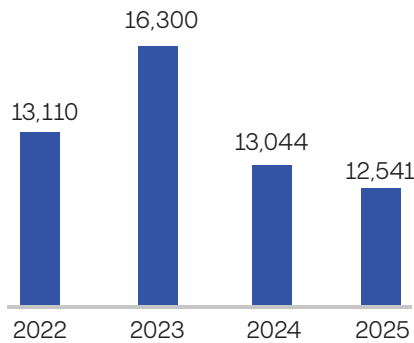
- Contract Reporting:** This project provided visibility into the status of active contracts, identified contracts approaching expiration, and improved contract planning and execution to support timely and effective decision-making within the Procurement Department.
- BABEL:** A technological solution that automatically updates variable fields in Word documents used during procurement processes, centralizes procurement documentation through a SharePoint group site with libraries organized by procurement process type, and generates a Power BI report that consolidates structured data from these processes to improve traceability, operational efficiency, and timely access to procurement

documentation.

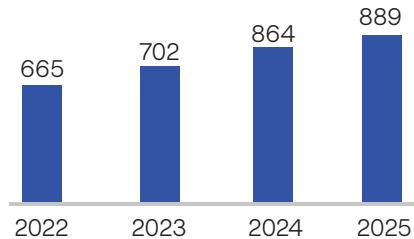
- EVOBUY:** A tool that provides end-to-end visibility into the status of all procurement processes, enabling effective monitoring and decision-making.
- Flujo 360:** An interactive Power BI report that centralizes the management information associated with the Procurement Department, monitors supplier performance, and eliminates repetitive operational activities that do not add value.
- Cost Structure Comparison:** A Power Automate tool designed to simplify and optimize the comparison of cost structures by reducing the time required by buyers, improving efficiency and standardization, eliminating inadvertent errors, and ensuring data quality without requiring additional financial resources.
- Material Contract Price Adjustment:** A project that automated the monitoring of contract price adjustment dates by generating automatic Outlook alerts for buyers and contract managers.
- LiciBot:** A project that automated the management of questions and answers throughout procurement bidding processes.

Contractor Management

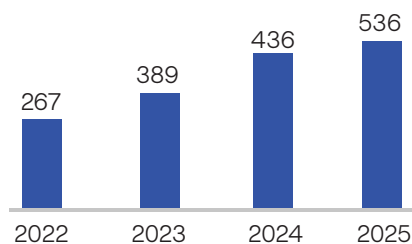
CONTRACTOR EMPLOYEES



SERVICE CONTRACTS



SERVICE CONTRACTOR COMPANIES



Note: Data correspond to active service contracts in force.

Source: [Gestor.com](https://gestor.com)

Contracting

During 2025, Enel Colombia indirectly employed an average of **12,541 people** through the execution of 889 **supply and service contracts** with suppliers and contractors to carry out activities primarily associated with the following processes:

- Construction and maintenance of medium- and low-voltage electrical distribution networks.
- Construction and maintenance of high-voltage substations and transmission lines.
- In-person and written customer service.
- Meter reading and bill delivery.
- Reception and security services.
- Call center customer service.
- Inspection and energy loss control.
- Construction and building works.

Person-Hours Worked

In 2025, Enel Colombia's contractors and subcontractors engaged in construction, operation, and maintenance activities worked a total of **25,567,981 person-hours**.

Labor Compliance Monitoring

With the objective of mitigating labor-related legal risks arising from the procurement of goods and/or services, ensuring compliance with contractual obligations, and strengthening relationships with contractor companies, the Company carried out the following actions during 2025:

- A total of 379 labor compliance audits were conducted on the Company's principal contracts to verify compliance with labor-related legal requirements, covering 42.6% of service contracts. During these audits, 541 findings were identified, for which the contractors implemented corrective actions. By year-end, 87.4% of these corrective actions had been completed.
- The Company continued implementing the labor audit program for contractor companies in Central America, conducting a total of 51 labor compliance audits, covering 27% of service contracts. During these audits, 124 findings were identified. Contractor companies positively recognized the value of this initiative and its results, considering it a meaningful contribution to improving their internal processes.
- The Company processed 277 contract execution events, achieving a 99.6% on-time response rate.
- The Company reviewed 76 final contract settlements to verify compliance with labor-related legal obligations, achieving a 97.4% on-time response rate.
- The Company processed 118 requests for authorization opinions related to labor subcontracting, achieving a 100% on-time response rate.

In addition, the Company fully outsourced the provision of labor compliance monitoring services for service contracts in Colombia.



Engaging with Local and Global Communities

Commitment to Sustainable Development

The Enel Group creates shared value by fostering the economic and social development of the communities in which it operates through initiatives specifically designed to contribute to the following Sustainable Development Goals (SDGs), which are at the core of its business:



628,866
beneficiaries
in 2025

163
projects

63
partnerships

Responsible engagement with communities is a cornerstone of the Company's strategy. The ongoing and proactive identification of the needs and priorities of its stakeholders enables the Company to embrace new challenges and redefine its role in an increasingly competitive world. These challenges are addressed through shared value creation strategies and scalable, innovation-driven solutions embedded in its processes.

In 2025, the Company made a significant contribution to the social and economic development of the territories in which it operates through programs focused on improving road and civic infrastructure, expanding access to and improving the quality of education, generating income through agricultural productive projects, creating employment opportunities, promoting social inclusion, and expanding access to electricity and safe drinking water.



2025 Results – Enel Colombia:

Description	Colombia	Guatemala	Panama	Costa Rica	Total
2025 Beneficiaries	614,025	9,234	1,488	4,119	628,866
Projects	123	12	14	14	163
Partnerships	28	16	19	0	63

This includes projects carried out through the Enel Colombia Foundation, which invested more than COP 3.3 billion in four departments of Colombia during 2025, supporting more than 30 initiatives.

Shared Value Creation Model

Shared Value Creation (SVC) is one of the approaches through which Enel implements its sustainability strategy, in accordance with the Integrated Sustainability Model established in Policy 1351 of 2025. Through this model, sustainability is integrated into the Company's business processes and its relationships with the territories in which it operates, using an inclusive approach aimed at

creating sustainable value for both the Company and its stakeholders while systematically managing Environmental, Social, and Governance (ESG) impacts, risks, and opportunities.

GRI 413-1

The Company has community engagement programs in place across 100% of its power generation and electricity distribution operations in Colombia, Panama, Guatemala, and Costa Rica.



Total Operations by Country

Country	Generation	Distribution
Colombia	• 12 hydropower plants • 4 solar parks • 1 thermal power plant • 1 project under construction • 1 project under testing	• 73 power substations • 120 medium-voltage substations • Service provided in 146 municipalities
Panama	• 11 solar parks • 1 hydropower plant	• Not applicable
Guatemala	• 5 hydropower plants	• Not applicable
Costa Rica	• 3 hydropower plants	• Not applicable

* Detailed information on operations is provided in the chapter "Who We Are and Key Results."

All initiatives that are carried out and include a sustainability component are centralized in the internal Project Portfolio Management (PPM) platform, where key information for each project is recorded and the number of beneficiaries per year, investment, areas or municipalities benefited by the project, among other aspects, are monitored. This ensures traceability of the actions undertaken and the contributions made to the Sustainable Development Goals (SDGs).

Fundación, La Loma, El Paso, Guayepo I and II, Guayepo III, and Atlántico Solar Parks (Colombia)

For each solar park, and in accordance with the environmental licenses, various mechanisms were made available to communities, including suggestion boxes, bulletin boards, socio-environmental newsletters, email, telephone line, PQRS office, and website.

Service Channels

- **Website:** www.enel.com.co
- **Citizen Service Office:** Located at Carrera 5 # 4-46, Santa Rita District, Municipality of Ponedera. Service hours: Monday to Friday, 8:00 a.m. to 12:00 p.m. and 2:00 p.m. to 4:00 p.m.
- **Email addresses:**
 - Fundación, El Paso, and La Loma Solar Parks: analistasocialfulopa@presencia.org.co
 - Guayepo I and II Solar Park: guayeposolar@gmail.com
 - Guayepo III Solar Park: sguayepo3@presencia.org.co
 - Atlántico Solar Park: psatlantico@presencia.org.co
- **16 PQRS boxes located at strategic sites:** municipal mayor's offices and one box in each of the territorial units within the areas of influence of the Guayepo III, Guayepo I and II, and Atlántico solar parks.

Community Participation and Service Channels

In 2025, the Companies maintained open dialogue channels with community representatives in the areas of influence of their operations. These channels made it possible to identify their needs and expectations, priorities, and potential operational risks, taking into account the specific characteristics of each community.

This engagement process was supported by formal mechanisms for receiving and addressing petitions, complaints, claims, and suggestions (PQRS) in each operation.

All PQRS are handled as petitions and are processed within the time limits established by law. The response procedure includes the following steps:

- **Receipt and registration of the PQRS:** Through the different channels, including the recording and documentation of information for follow-up purposes.
- **Processing and follow-up of the PQRS:** This includes any contractor companies involved in the claim. The entire process, including calls, visits, and agreements, is documented using the established follow-up forms.
- **Closure of the PQRS:** In all cases, a formal response is provided to the PQRS users.

The established response time for petitions, complaints, or claims is 15 business days, in accordance with the provisions of Law 1437 of 2011.

El Quimbo Hydropower Plant

In 2025, seven service and information channels were available for specific matters within the Company's scope of responsibility in connection with the operation of the El Quimbo Hydropower Plant, addressed to the Plant's communities, authorities, institutions, organizations, and other stakeholders:

Three Community Service Offices (CSOs)

- Garzón, Huila: Located at Carrera 9 No. 8-13.
- Gigante, Huila: Located at Calle 4B No. 10-31.
- Enel Colombia Main Office: Located at Calle 93 No. 13-45, Bogotá, D.C.

Email

- oficinacomunidad@socya.org.co

WhatsApp

- 317 673 0609
- 317 673 5629

Toll-Free Telephone Line

- 01 8000 930 998

In accordance with the provisions of the project's environmental license (Resolution No. 0899 of 2009), all community petitions must be answered within ten business days.



EGP – El Guavio and Bogota River

PQRS are received through the sustainability professional's email, as established in the Environmental Management Plan:

- If the complaint is environmental in nature, it is referred to the Environmental Division for processing in accordance with its Operating Instructions.
- If the complaint concerns another matter, such as a sustainability project, civil matter, or other issue, it is referred to the area that has the necessary input to prepare the response.
- If a visit or technical review is required, the responsible area, the Sustainability Management Department, and the Legal Department are involved. A response is issued by certified mail only once all areas are in agreement.

The established response time for petitions, complaints, or claims is 15 business days, in accordance with the provisions of Law 1437 of 2011.

The established channels are:

- **Email addresses:** carlos.rincon@enel.com, john.rubiano@enel.com, juan.ramirezv@enel.com
- **Telephone lines:** 315 517 9459 – 315 346 2780 – 317 4369649

Windpeshi Project

Following the suspension of the project and throughout 2025, the following service channels remained available:

- **Citizen Service Office:** Located at Cra. 9 No. 15-56, 2nd floor, Barrio Colombia, Uribia, La Guajira. Available until October 2025.
- **Email:** proyectowindpeshi@enel.com
- **Mobile Phone and WhatsApp Line:** 3115988137. The community service line operated Monday through Friday from 8:00 a.m. to 5:00 p.m. to provide immediate assistance. This communication channel remained active until October 2025.
- **PQRS Boxes:** Located at the mayor's offices and municipal ombudsman's offices of Uribia and Maicao, and currently available.

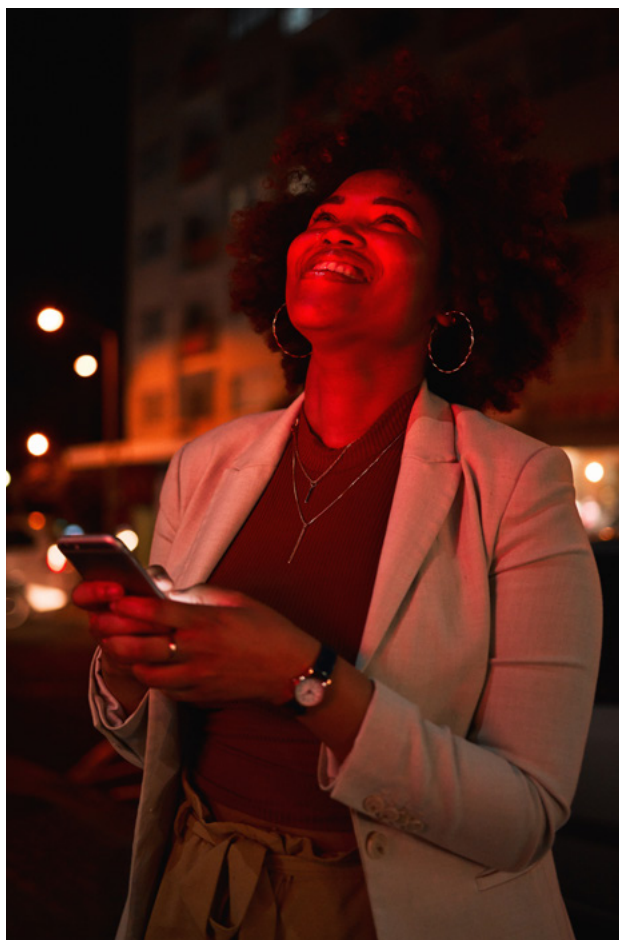
The established response time for petitions, complaints, or claims is 15 business days, in accordance with the provisions of Law 1437 of 2011. For suggestions, the response period is 10 business days. The process is managed in two languages: Spanish and Wayuunaiki.

Enel X – Grids

In accordance with internal Policy PL1183GCO CLAIMS, PQRS are managed through first- or second-level service channels depending on the complexity of the case and in accordance with the legal response times (15 business days, with the possibility of extension in specific cases up to 45 days).

The defined service channels are:

- Telephone service
- In-person service
- Assisted digital service:
- WhatsApp (Elena) 316 890 6003
- Email: clientescolombia@enel.com



Social Investment

GRI 203-1

In 2025, Enel Colombia made social investments as detailed below:

	Colombia	Costa Rica	Guatemala	Panama
Donations	\$ -	\$ -	\$ -	\$ -
Community Investment	\$ 40,530,237,436	\$ 182,309,158	\$ 508,104,952	\$ 339,857,332
Commercial Initiatives with Social Impact	\$ 17,760,527,710	\$ -	\$ -	\$ -
Cash Contributions	\$ -	\$ -	\$ -	\$ -
Time: Employee Volunteering During Paid Working Hours	\$ 94,308,593	\$ 30,831,993	\$ 20,357,519	\$ 25,159,525
General Management Expenses	\$ 6,497,313,411	\$ 214,621,493	\$ 400,623,283	\$ 321,442,813
Total	\$ 64,882,387,150	\$ 427,762,644	\$ 929,085,754	\$ 686,459,670

* Values expressed in Colombian pesos.



Contribution to SDG 3: Good Health and Well-Being

Sponsor Plan Rehabilitation Partnership

In Colombia, the Enel Colombia Foundation partnered with the Betty Palomino Foundation to support the rehabilitation process of individuals affected by electrical burns in the Company's areas of influence who lack sufficient financial resources to cover the cost of their recovery. The program has benefited independent workers who suffered electrical burns and limb loss. The rehabilitation process includes the provision of compression garments, psychological counseling, physical therapy, and, where patients meet the eligibility requirements for fitting, prosthetic devices.



Initiatives in Costa Rica

Support for the Costa Rican Red Cross

In Costa Rica, the Company made a contribution to the Costa Rican Red Cross to support fuel costs for emergency response units serving the San Miguel de Sarapiquí area and neighboring communities, ensuring that ambulances remained available to respond to emergencies. This contribution benefited six communities. In addition, the Costa Rican Red Cross, with the support of Enel volunteers, delivered a first aid training course to teaching and administrative staff from 30 educational institutions in the area, and a fully equipped emergency first aid kit was donated to one educational institution.

Initiatives in Panama

Distribution of First Aid Kits to Schools in Our Areas of Influence

As part of its commitment to school safety, the Company distributed 15 first aid kits to schools located within its area of influence. This initiative aims to provide basic resources for the immediate response to emergencies, promoting a safe and secure educational environment.

First Aid Training for the Agro-Environmental Nursery Network (Panama)

As part of the Capacity Building Program on Ecosystem Restoration and Planetary Sustainability, participants received practical first aid training delivered by the Brigade of the Autonomous University of Chiriquí (UNACHI), strengthening their emergency preparedness and field response capabilities. Prior to the practical training, these groups had received theoretical instruction to reinforce their knowledge and improve planning related to injury management, victim transportation, and the essential contents of first aid kits.

Health Program – Caldera Community

The Company supported the Health Campaign organized by the Faculty of Nutrition of UNACHI in Caldera as part of the Healthy Communities Project led by the Ministry of Health. The initiative included community health surveys for diagnostic purposes and preventive health activities, with the participation of Nutrition and Dietetics students, healthcare personnel, and community members. Through this program, the Company promotes disease prevention and improved community health while strengthening the academic training of future healthcare professionals.



Contribución Contribution to SDG 4: Quality Education

Enel Colombia continued its commitment to improving the quality of education in local communities through training initiatives that strengthen skills across different stages of learning, enhance educational quality, and create greater employment opportunities.

Good Energy for Your School

The objective of this program is to improve the quality of education by reducing electrical hazards in the infrastructure of public Educational Institutions (EIs) and Departmental Educational Institutions (DEIs), while also carrying out general renovations and facility improvements. In 2025, the program delivered significant improvements to sanitation and food service facilities, upgraded sports and recreational areas, completed general building maintenance, modernized electrical installations, and provided equipment for school dining facilities.





Municipality	Educational Institution	Municipality	Educational Institution
Anapoima	Patio Bonito Departmental Educational Institution (IED) – Calichana Campus	Gachalá	Baldomero Sanín Cano Departmental Educational Institution (IED) – Santa Helena Campus
La Vega	Ricardo Hinestrosa Departmental Educational Institution (IED)	Gachalá	Boca de Monte Educational Institution (EI) – La Vega de San Juan Campus
San Francisco	Mis Pequeñas Preschool	Ubalá	Ubalá Departmental Educational Institution (IED) – San Roque Campus
Suesca	Cacicazgo Educational Institution (EI)	Gama	Martín Romero Educational Institution (EI) – San Roque District Campus
Facatativá	Manablanca Educational Institution (EI)	Gachancipá	Rev. Carlos Garavito Educational Institution (EI) – La Aurora Campus
Nocaima	Nocaima Departmental Educational Institution (IED)	Bosa Porvenir, Bogota	Porvenir District Educational Institution (IED) – Campus B
Soacha	IED Luis Carlos Galán	Yaguará	Ana Elisa Cuenca Lara Educational Institution (EI) – Bajo Mirador Campus; Yaguará PreschoolYaguará Sports Schools
Zipacón	IED Cartagena –Subsede Cartagena IE El Chirca IE La Capilla	Garzón	IE Tulio Arbelaez IE Jenaro Díaz Jordán
Utica	IE Manuel Murillo Toro – Sede Furatena	Hobo	IE Roberto Suaza Marquínez – Sede La Esperanza
Guayabetal	IED Limoncitos	Campoalegre	Escuela María Triana De Ferro Escuela Jorge Eliécer Gaitán
Paratebueno	IE Buenavista Maya	Ubalá	IED Ubalá – Sede El Carmelo
Granada	IED Gustavo Uribe Ramírez –Sede Andrés Bello	Ubalá	IE Marco Fidel Suárez – Sede Betania
Granada	IED Gustavo Uribe Ramírez –Sede Gonzalo Jiménez de Quesada	Gama	IE Martín Romero – Sede escuela casco urbano
San Antonio del Tequendama	IED Mariano Santamaría – Sede Santívar	San Antonio del Tequendama	IED Mariano Santamaría – Sede La Rápida

In addition, the program has been expanded to Central America, benefiting more children and the broader educational community through initiatives in Costa Rica, where improvements were carried out at two educational institutions:

- **Luis Demetrio Tinoco School:** Improvements were made to common areas, including cleaning, painting hallways and handrails, and repairing structures.
- **Virgen del Socorro School:** Computer equipment and its corresponding accessories were donated.

Standardization of Electricity Service in Educational Institutions

In 2025, electricity service was standardized for 24 educational institutions in the department of Cundinamarca that had been receiving direct service and posed electrical safety risks to students and teachers. Enel Colombia and its Foundation installed the internal and external electrical connections, electricity meters, and service connection points.

Enel Colombia is committed to improving the quality of educational infrastructure within its areas of influence to support the educational development of the region while also contributing to the reduction of energy losses.



A continuación, se relacionan las instituciones educativas beneficiarias:

MUNICIPALITY	EDUCATIONAL INSTITUTION	CAMPUS
Guayabal de Siquima	IED Marco Fidel Suárez	ER Torres
Junín	IED Nuestra Señora del Carmen	IED San Francisco
Paime	IERD Nacionalizado Tudela Paime	IER Rural Tau-Tao
Paime	IERD Nacionalizado Tudela Paime	IER La Aguita
Paime	IERD Nacionalizado Tudela Paime	ER La Irlanda
Paime	IERD Nacionalizado Tudela Paime	ER La Piedra
Paime	IERD Nacionalizado Tudela Paime	ER Tonuncha
San Juan de Rioseco	IERD Diego Uribe Vargas	ER Dos Ríos
Yacopí	IERD Técnico Agropecuario	ER Moray
Yacopí	IERD Técnico Agropecuario	ER Palo Gordo
Yacopí	IERD Técnico Agropecuario	ER Chapa
Viotá	Escuela Rural La Bella	ER La Bella
Viotá	Escuela Rural Laguna Larga	ER Laguna Larga
Viotá	IED Bajo Palmar - Sede Principal	IED Bajo Palmar - Sede Principal
Tibacuy	Escuela Buenavista	Escuela Buenavista
Tibacuy	Escuela Rural Manuel Aya Caicedo	ER Manuel Aya Caicedo
Cabrera	Escuela Rural Alto Ariari No. 1	ER Alto Ariari No. 1
Paratebueno	Escuela Rural Buenavista Maya	ER Buenavista Maya
Paratebueno	IE Antonio Nariño	IE Antonio Nariño
Ubalá	IED Kennedy	Centro Educativo Gazajujó
Vergara	IE Guacamayas	IEGuacamayas
San Cayetano	IED La Floresta	IED La Floresta
San Cayetano	IED Los Ríos	IED Los Ríos
Utica	IED Manuel Murillo Toro	Escuela Furatena

IE - Educational Institution

IED - Departmental Educational Institution

IERD - Rural Departmental Educational Institution

ER - Rural School



Educational Interventions in the Area of Influence of the Porvenir Electrical Substation, Bosa District

The Explora Lab classroom was established at the Neighborhood Community Action Board of El Recuerdo, primarily intended to support reading and artistic expression activities for children and young people in the community.

In addition, two community libraries were renovated. These libraries provide educational and recreational services to children, youth, adults, and older adults in the Bosa Porvenir area.

Likewise, a comprehensive intervention was carried out at Porvenir Educational Institution – Campus B, aimed at improving the school environment and promoting student well-being.

Educational Intervention in the Area of Influence of the Bochica Electrical Substation

During the construction of the Bochica Electrical Substation in the municipality of Gachancipá, the Mundo Mágico Child Development Center was renovated and enhanced. This center provides early childhood care and education in the municipality, benefiting young children. The renovation incorporated sensory, recreational, and functional elements designed to foster exploration, creativity, and holistic development during early childhood.

Provision of Equipment for Community Childcare Centers in the Village of Martillo

As part of the construction of the Guayepo III Solar Park, this initiative benefited children between 2 and 5 years of age through the delivery and installation of essential equipment in eight community childcare centers located in the village of Martillo, Municipality of Ponedera. The centers were equipped with air conditioning units, furniture, kitchenware, floor mats, kitchen supplies, safety equipment, educational materials, and technology equipment, ensuring appropriate, safe, and hygienic environments that support children's comprehensive development.

Seed Plan

This initiative seeks to create growth and development opportunities for young people from vulnerable populations by strengthening their employability skills through comprehensive training for the electric power sector and internships within the industry. During 2025, young people from Chía and La Calera completed their technical training in the Assembly and Maintenance of Electric Power Distribution Networks program, and a new training cohort was launched in Bogota. Likewise, graduates of the Seed Plan began their technological-level training in the Power Network Supervisor program.

In addition, in partnership with SENA, training programs were delivered in forest harvesting using chainsaws, brush cutter operation, and basic photovoltaic system installation, enabling participants to acquire new technical competencies that improve their employment opportunities while promoting safe and sustainable work practices.

InnovaPlay

The InnovaPlay program educates students in sustainable energy, environmental stewardship, technology, and the circular economy. It also promotes and strengthens students' critical thinking, analytical skills, and project development capabilities, empowering them to design solutions to challenges faced by their schools and/or communities.





Country	2025 Activities and Results
Colombia	In 2025, the initiative was implemented in educational institutions located within the areas of influence of the Company's generation plants. In Cundinamarca, in the Guavio region, Mámbita Educational Institution stood out with its FERTIPIL project, which developed fertilizer tablets to support local agriculture. At Promoción Social Educational Institution in Ubalá, fourth- and fifth-grade students won recognition for their project, Implementation of the Three Rs: Reduce, Recycle, and Reuse Paper Through the Circular Economy, which transforms waste into opportunities. Martín Romero Agricultural Departmental Educational Institution (IED) in Gama distinguished itself with its Hydrosensia-Bioetic project, designed to strengthen vegetable cultivation and apply bioengineering solutions to local agriculture. In the municipalities of El Colegio, San Antonio del Tequendama, Sibaté, Granada, and Soacha (Charquito sector), located within the direct area of influence of the Bogota River Hydropower Plants, the program was implemented in coordination with the Municipal Departments of Education and Social Development, which, together with Enel, selected the participating educational institutions. Participating schools included Luis Carlos Galán Departmental Educational Institution (IED) and Tequendama Departmental Educational Institution (IED) in El Colegio; Arracachal Campus of Mariano Santamaría Departmental Educational Institution (IED) in San Antonio del Tequendama; San Miguel Departmental Educational Institution (IED) in Sibaté; Gustavo Uribe Ramírez Departmental Educational Institution (IED) in Granada; and Eugenio Díaz Castro Departmental Educational Institution (IED) – Hungary Campus, located in the Charquito sector of Soacha. Through these institutions, educational processes focused on innovation, sustainability, and the energy transition were strengthened, promoting active learning, environmental stewardship, and the responsible use of resources. A major milestone was the InnovaFest, a forum for sharing, showcasing, and exchanging projects. The winning project was presented by Tequendama Departmental Educational Institution (IED) in El Colegio and consisted of the construction of an eco-collection station for recycling plastic bottles to strengthen the school's vegetable garden and promote circular economy practices within the educational community. The Company also monitored the implementation of the solar-powered hydroponic cultivation project, winner of InnovaPlay 2024, developed by Mariano Santamaría Departmental Educational Institution (IED) in San Antonio del Tequendama, which demonstrated significant progress in environmental education, the use of clean energy, and hands-on learning. Within the areas of influence of the Guayepo I & II, Guayepo III, and Atlántico Solar Parks, the InnovaPlay program conducted a total of 81 activities, benefiting students, teachers, and parents. Training covered topics such as the circular economy, environmental education, communications, archaeology, conflict resolution, road safety awareness, and the energy transition, complemented by specialized workshops delivered with local partners. Educational visits to the solar parks were also organized, strengthening participants' practical understanding of the energy transition and its social, environmental, and economic impacts on the region. During InnovaFest, Martillo Educational Institution (EI) won with the RECIPLANET project, focused on waste management and strengthening the circular economy within the Martillo community. Representing the Atlántico region, José Consuegra Higgins Educational Institution (EI) was recognized for HILOS PET, an initiative that transforms PET plastic into thread for handicrafts that preserve local cultural traditions. In addition, previously winning projects, such as Solar IETAGRO, were monitored to ensure their long-term sustainability and impact in Puerto Giraldo. Furthermore, at the El Paso and Fundación photovoltaic solar parks, the winning projects from the 2024 edition were officially delivered. As part of this initiative, the Seeds of Hope school garden was inaugurated at Octavio Mendoza Durán Educational Institution in the municipality of El Paso, and a water purification system was delivered to Nuestra Señora de Las Mercedes Educational Institution, located in the district of Caraballo, Municipality of Pivijay.
	In 2025, the program focused on the importance of birds as indicators of environmental well-being and their connection to sustainable food production, in partnership with the Autonomous University of Chiriquí (UNACHI), the Institute of Environmental Sciences and Sustainable Development (ICADES), UNACHI VIP, i4, the Water and Physicochemical Services Laboratory (LASEF), and the Natural Resources Research Center (CIRN). During the first phase, an academic visit was organized to UNACHI, where students and teachers from schools in Fortuna, Entre Ríos, Valle de la Mina, Higuerón de Gualaca, Rincón de Gualaca, Soledad, Colorado, Paja de Sombrero, Caldera, La Esperanza, Coclé, Progreso, and San Juan participated in scientific and environmental activities across various laboratories and research centers.
	In 2025, the third edition of InnovaPlay was implemented, reaching students from seven educational institutions. The three award-winning projects focused on water conservation, climate resilience, disaster preparedness, and the circular economy, demonstrating not only the students' talent and capabilities but also the environmental awareness and commitment they have developed through their participation in the program.
	Through its workshops, the program provides students with the theoretical knowledge and practical tools needed to formulate and manage projects that contribute to sustainable development. In 2025, the partnership with the Ministry of Education was expanded to include two additional partners, Fundación Profuturo and Fundación DECA, which joined efforts to strengthen the program. The initiative benefited students, graduates, and officials from the country's Ministry of Education.

Other Educational Programs in Central America

Costa Rica

Outreach to Groups and Training Programs

During 2025, initiatives were implemented to strengthen the skills and knowledge of different population groups:

- **Excel Course for High School Students:** As part of the Company's objective of developing employability skills, Enel employees delivered virtual Excel classes to students from communities within the Company's areas of influence. Two virtual courses were conducted, covering the basic, intermediate, and advanced modules of the software. The training program was designed by the partner company Accenture and endorsed by the Costa Rican Ministry of Public Education.
- **Storytelling Workshop for Educators:** A storytelling workshop was delivered to the Dual Education Commission, composed of teachers and advisors from the Ministry of Public Education and the National Learning Institute. Participants received training in the art of storytelling to promote the dual education model throughout the country. The knowledge gained has nationwide reach, as the group included public officials from across Costa Rica.
- **Educational Visits for Student Groups:** Student groups participated in visits to Company plants and corporate offices, providing opportunities for dialogue and engagement that foster a culture of sustainability, innovation, and the use of renewable energy. Through these close interactions, the Company seeks to strengthen students' comprehensive education, inspire environmental awareness, and promote values that empower them to become agents of a more responsible and sustainable future.

Panama

Participation in Educational Forums

The Company participated in educational forums and workshops in Panama together with strategic partners and customers. Among its most notable participations was the National Sustainable Development Forum (ENADES 2025). In addition, the EnergyFest event was held with the participation of Entre Ríos School, winner of InnovaPlay 2024.



Contribution to SDG 6: Clean Water and Sanitation

School Hydration Stations

In Colombia, four school hydration stations were installed and inaugurated at educational institutions located within the area of influence of the Guayepo I & II Solar Park. This initiative benefited students at Santa Rita, La Retirada, Cascajal, and Martillo Educational Institutions, ensuring access to safe drinking water while promoting sustainable habits. The project included educational activities on the responsible use of water resources and the distribution of reusable water bottles to reduce the consumption of single-use plastics. The participating institutions also assumed responsibility for maintaining and cleaning the equipment to ensure its long-term operation.

In Costa Rica, two community aqueduct improvement projects were carried out in the communities of Balsa de Atenas and Colonia Carvajal to ensure a clean and reliable water supply for local residents. The improvements included replacing sections of piping, upgrading water collection tanks, installing chlorination systems, and improving the perimeter security of the tanks.

Similarly, in Guatemala, a safe drinking water project was delivered to the educational center in the village of Calahuaché, located near the El Canadá and Montecristo power plants. A safe water system was constructed to ensure the quality of water for human consumption, benefiting primary and secondary school students.





Contribution to SDG 7: Affordable and Clean Energy

The Company implements initiatives that promote access to electricity in underserved and vulnerable communities. It also develops training programs for various stakeholder groups to facilitate their integration into the energy sector workforce.

Energy Communities

During 2025, progress was made in formalizing compliance with the new technical and regulatory requirements issued by the Energy and Gas Regulatory Commission (CREG), ensuring the proper injection and sale of electricity, as well as the consolidation of benefits for members of the energy community.

In addition, a collective training program in photovoltaic solar systems was launched in partnership with the Technical Institute of the Central Technological School (Escuela Tecnológica Instituto Técnico Central). Classes will begin in February 2026 and are intended to strengthen community members' capabilities so they can independently operate the system in the future.



Much More Than Energy

Rural electrification programs, such as Cundinamarca 100%, together with agreements executed with various institutions, including the Government of Cundinamarca, build electrical distribution networks in rural areas extending to each customer's connection point. Under this model, customers are responsible for the cost of the electrical connection and the electricity meter.

However, some families are unable to cover these costs and therefore remain without electricity service despite having the electrical infrastructure in place, increasing the risk of illegal connections, accidents affecting third parties, and other related issues.

During 2025, Enel Colombia continued covering 100% of connection costs to prevent customers from abandoning the connection process, minimize risks, and promote economic and social development.

In 2025, the program benefited families in municipalities including San Cayetano, Cabrera, Fómez, Medina, Paratebueno, El Calvario, among others.

Safe Energy for All

The service normalization process contributes to creating safer environments, mitigating electrical hazards, improving service quality, and supporting communities through social initiatives that enhance their quality of life.

In 2025, the Company supported the renovation of a community center in the República de Canadá neighborhood, located in the Ciudad Bolívar district of Bogotá.

In addition, in partnership with the Catalina Muñoz Foundation, a training program in jewelry making and entrepreneurship was delivered for women.

The Company also provided training to community members on the efficient, responsible, legal, and safe use of electricity as new Enel Colombia customers.

Support for Photovoltaic Street Lighting

In 2025, the Company donated 18 recycled utility poles to the Antioqueña Community Action Board, a village located within the direct area of influence of the Bogota River Hydropower Plants. This initiative was intended to support the installation of photovoltaic street lighting along the village roads, promoting clean energy solutions and the reuse of materials under circular economy principles.

Strengthening Public Lighting – Lighting for La Estación Village

At the El Paso Solar Park, the Innovation Workshop was held, providing a forum where the community, through a participatory and democratic process, identified and prioritized the year's social investment initiative. During the workshop, the need to strengthen public lighting in La Estación village was identified. The Company contributed 30 solar-powered light fixtures, 25 solar poles, four security cameras, Christmas lighting, and all accessories required for installation. The community carried out the installation as an in-kind contribution. The project improved residents' perception of safety and enabled greater use of public spaces during nighttime hours.



Contribution to SDG 8: Decent Work and Economic Growth

The objective of working with and for communities is to contribute to their development while preserving their identity, traditions, and cultural heritage. To this end, the Company has implemented programs tailored to the characteristics of each territory, aimed at preserving and strengthening the social fabric and community cohesion while promoting local economic growth and maintaining each community's economic vocation.

Local Workforce Hiring

During 2025, local employment opportunities were generated through solar projects under construction. Of the workforce hired, 73% came from municipalities within the projects' areas of influence, and 79% were residents of the Department of Atlántico, reaffirming the Company's

commitment to local hiring. This effort was strengthened through the publication of 557 job vacancies, the organization of 24 employment committee meetings, and four employability fairs.

At the solar parks already in operation, contractors also generated employment while prioritizing the hiring of workers from neighboring communities. As a result, 73% of employees came from municipalities within the areas of influence, and 79% were residents of the departments where the solar parks are located.

In addition, the employment committees for the Guayepo I & II, Guayepo III, and Atlántico Photovoltaic solar parks continued their activities, serving as channels to disseminate employment opportunities for both construction and operational phases. Through these committees, residents from the projects' areas of influence have been successfully employed during both construction and operation.

In the Department of Huila, contractor companies advertised more than 50 job opportunities during the year. These employment opportunities focused on hiring local unskilled labor within the direct areas of influence of the Betania Hydropower Plant, encompassing the municipalities of Yaguará, Campoalegre, Hobo, and Gigante, as well as within the direct area of influence of the El Quimbo Hydropower Plant, including the municipalities of Paicol, El Agrado, and Altamira.



To publicize these employment opportunities, the Company collaborated with the SENA Public Employment Agency, the Comfamilia Huila Employment Agency, as well as the municipal governments and municipal ombudsman's offices throughout the area of influence.

In Cundinamarca, during the major maintenance outage of the PAGUA hydropower cascade, a strategy was implemented to promote the hiring of local labor and stimulate the local economy in the municipalities within the project's direct area of influence. This initiative involved contractors, Enel employees, and HSEQ teams, with particular emphasis on hiring local workers from Soacha, Sibaté, San Antonio del Tequendama, and especially the municipality of El Colegio. The strategy generated temporary employment opportunities while strengthening the technical skills and work experience of both men and women in the region.

In the Guavio region, local workers were hired for vacancies related to operational activities and community support services. This process was communicated transparently to communities, municipal governments, and municipal councils, ensuring participation, trust, and shared responsibility. Local hiring not only creates economic opportunities within the region but also strengthens local capabilities and contributes to closer, more sustainable relationships with communities in the area of influence.

Socioeconomic Impact Associated with the PAGUA Maintenance Outage

In addition, contractors prioritized the procurement of local services in areas such as lodging, food services, transportation, hardware supplies, miscellaneous materials, cleaning services, and office supplies, thereby expanding the positive economic impact on the region. These actions not only contributed to ensuring the operational reliability of the electrical system but also strengthened the local economy, promoted workforce inclusion, and reinforced shared value relationships with neighboring communities.

Strengthening and Equipping Plantain Producers' Associations in the Rural Area of the Municipality of Gigante

As part of the agreement executed with the Municipality of Gigante, which was successfully completed and formally closed in 2025, the initiative benefited plantain-producing families belonging to the Association of Plantain Growers of the Municipality of Gigante. During the implementation of the project, equipment, tools, and agricultural inputs were provided, together with technical assistance and training programs aimed at strengthening agricultural production. As a result, improvements were observed in plantain cultivation practices, along with a positive impact on household income generation and the quality of life of the beneficiary families.



Support for Strengthening the Artisanal Fishermen Associations of the Veracruz Rural District and the Rioloro Fishermen Association, Municipality of Gigante – Huila

In 2025, the Enel Colombia Foundation entered into a partnership agreement with the Municipality of Gigante to implement initiatives aimed at strengthening the productive and commercial capacities of fishermen affiliated with artisanal fishing associations through the procurement of equipment and supplies, as well as the comprehensive renovation of two commercial facilities, including improvements to their physical infrastructure. These facilities will be used for fish marketing activities, thereby contributing to the economic and organizational sustainability of the fishermen's associations.

Strengthening the Isabella Grape Production System in the Llano de la Virgen Rural District, Municipality of Altamira – Huila

The Enel Colombia Foundation, the Altamira Women Grape Growers Association, ISDAT S.A.S., and the Municipal Government of Altamira entered into a partnership agreement to strengthen the productive capacities of women grape growers. The initiative included the development of a technology assistance and training plan, the delivery of training sessions on agronomic management, post-harvest practices, and marketing, the provision of agricultural inputs, and on-site technical assistance.



Strengthening Cocoa Production and Post-Harvest Management in the Municipality of Paicol, Huila

Enel Colombia, the Enel Colombia Foundation, ASOM-SURCA, and the Municipal Government of Paicol promoted an initiative to strengthen cocoa producers in the Municipality of Paicol through the provision of specialized fertilizers, pruning tools, and training on good agricultural practices focused on fertilization and agronomic management, thereby promoting more efficient and sustainable production.

Outdoor Fitness Park in the La Cañada Rural District, Municipality of El Agrado

As part of its Shared Value policy, Enel Colombia, the Enel Colombia Foundation, and the Community Action Board (IAC) of the La Cañada rural district, in the Municipality of El Agrado, joined efforts to build an outdoor fitness park. This initiative benefits children and adults alike and is intended to encourage physical activity, promote social integration, and contribute to the development of a healthy and participatory community environment.

Efficient Recycling Management Through Waste Treatment Methods to Reduce Waste Generation in the La Cañada Rural District, Municipality of El Agrado

As part of the partnership agreement entered into by the Enel Colombia Foundation, INGEASEO, Fundación Socya, the Municipality of El Agrado, and the Community Action Board of the La Cañada rural district, an environmental initiative was implemented that included the provision of an eco-tricycle for transporting recyclable materials, the construction of a community composting facility, the hiring of an environmental technologist, and the delivery of training programs on source separation and the circular economy, thereby strengthening local capacities for sustainable waste management.

Strengthening Emergency Response Groups – Fishermen of Northern Huila

As part of the partnership agreement entered into by the Enel Colombia Foundation, Enel Colombia, the Neiva Fishermen Association (Huila), and the Puerto Las Damas River Transport Association (ASOFLUVIAL Ltda.), an initiative was implemented to strengthen artisanal fishing along the Neiva–Villavieja corridor, benefiting fishermen affected by climate- and water-related events. The initiative included the handcrafted construction and delivery of 47 canoes as a measure to support the recovery of their productive activities.

Strengthening Productive Capacity for Women Coffee Growers in the Municipality of Hobo

The Enel Colombia Foundation and the Municipality of Hobo entered into a partnership agreement aimed at strengthening the productive capacity of women coffee growers in the municipality. The initiative included the provision of fertilizers and agricultural tools to improve cultivation conditions, optimize agronomic practices, and contribute to increasing the productivity and sustainability of their farming operations.

Strengthening the Cocoa-to-Chocolate Value Chain Through the Provision of Equipment and Supplies for the ASOPROCAYA Processing Center in Yaguará, Huila

The Enel Colombia Foundation, the Yaguará Cocoa Producers Association (ASOPROCAYA), and the Municipality of Yaguará implemented a project benefiting cocoa producers in the municipality. The initiative included the provision of equipment, tools, and supplies to improve the operation of the processing center and the cocoa processing unit, as well as infrastructure upgrades to optimize workspaces. Improvements were also implemented in cocoa cultivation, and training was provided on good agricultural practices and product quality, with the aim of strengthening local cocoa production and creating new market opportunities.

Avifauna Inventories in Cocoa Agroforestry Systems in the Municipalities of Garzón, El Agrado, and Tesalia

With the support of Fundación Socya and Casa Luker, an avifauna inventory project was carried out in cocoa agroforestry systems in the municipalities of Garzón, El Agrado, and Tesalia (Huila). The initiative was implemented on 26 cocoa-producing family farms with the objective of identifying the bird species most relevant to local ecosystems and promoting their conservation. These birds play key ecological roles, including seed dispersal, pest control, and pollination, providing benefits for both biodiversity and cocoa production. The project included technical assistance, training workshops, and the distribution of educational materials, promoting more sustainable agricultural practices that are respectful of the natural environment.

Tropical Dry Forest Guardians – Phase II – Municipalities of Campoalegre, Tesalia, and Yaguará (Huila)

Enel Colombia, Fundación Socya, Luker Chocolate, Portafolio Verde, and Fedecacao are advancing the implementation of the Tropical Dry Forest Guardians – Phase II partnership agreement, whose objective is to promote the conservation and restoration of tropical dry forests in areas dedicated to sustainable cocoa production. The project, currently in its final implementation phase, benefits cocoa producers by strengthening their technical capacities and fostering greater environmental awareness regarding the protection of the natural environment. The activities carried out have focused on integrating sustainable production practices with ecosystem conservation and restoration efforts.



Road Improvement Project in the Municipality of El Colegio

In 2024, Enel Colombia entered into a partnership agreement with the Institute of Infrastructure and Concessions of Cundinamarca (ICCU) and the Municipal Government of El Colegio to improve road infrastructure within the area of influence of its power generation facilities in the municipality. The agreement provides for the improvement of 2.1 kilometers of rural roads across seven road segments, directly benefiting the rural districts of Paraíso, Paraíso Peñas Blancas, Brasil, and Trujillo.

As a result, construction activities began in 2025, marking a significant milestone in strengthening rural infrastructure and fulfilling the commitments made to local communities. This initiative contributes to regional development and facilitates the transportation of people and goods.

Road Improvement Partnership Agreements with Community Action Boards in the Municipality of El Colegio

In 2025, several road improvement partnership agreements were implemented in coordination with the Community Action Boards (JACs) of the Paraíso and La Junca rural districts in the Municipality of El Colegio, as part of the Company's Shared Value commitments and its efforts to strengthen community engagement within the direct area of influence of the Bogota River hydropower facilities.

During the first phase, funded by the Enel Colombia Foundation, 150 meters of concrete roadway pavement (placa huella) were constructed in the La Junca rural district and 380 meters in the Paraíso rural district. These improvements have generated positive impacts on rural mobility, safe access to homes, and stronger community cohesion. Under each of these partnership agreements, the Community Action Boards provided matching contributions equivalent to the value of the principal contribution, primarily through local labor.

In addition, a second phase of the project was launched during the same year and is currently underway. This phase includes the construction of an additional 190 meters of placa huella in the Paraíso rural district and 170 meters in the La Junca rural district, the latter with direct funding from Enel Colombia. Completion and inauguration of these works are scheduled for 2026. The project has actively promoted the hiring of local labor.

Additionally, as part of the implementation of the La Guaca-El Colegio 115 kV Double-Circuit Transmission Line project, six cooperation agreements were entered into with the Community Action Boards of rural districts within the project's area of influence for the construction of placa huella road sections in Lagunas; El Palmar (San Antonio and San Andrés sectors) in the Municipality of La Mesa; Trujillo Puerto Alegre and Zadén in the Municipality of El Colegio; and Escalante in the Municipality of Tena. As a result, nearly 600 meters of placa huella roadway were constructed.



Road Improvement Project in the Municipality of San Antonio del Tequendama

In 2025, an interinstitutional partnership agreement was executed to improve rural roads in the Municipality of San Antonio del Tequendama. The initiative is aimed at upgrading strategic road segments in the rural districts of Chicaque, Arracachal, and Cusio, which are located within the direct area of influence of the Bogota River hydropower facilities. During the reporting period, the technical, administrative, and legal structuring of the agreement was completed, with construction activities scheduled to begin in 2026.

Road Improvement Project in the Municipality of Ubalá

During 2025, a comprehensive road maintenance support program was implemented for the benefit of communities in the Guavio region. Throughout the year, more than 100 interventions were carried out on tertiary and departmental roads in Zone B using equipment such as crawler backhoes, tractor-loader backhoes, motor graders, vibratory rollers, and dump trucks. This effort improved road accessibility, ensured rural connectivity, and facilitated the transportation of agricultural products and essential services. Enel fully covered the operating costs, including fuel, preventive and corrective maintenance, and specialized personnel.

In addition, two partnership agreements were executed, reflecting the Company's commitment to investing in improvements to the road network, recognized as a critical and high-priority need for the collective well-being of the communities in Ubalá. The first agreement provided funding for the acquisition of three pieces of heavy equipment: a vibratory roller, a tractor-loader backhoe, and a tandem-axle dump truck. This equipment supports the ongoing improvement of tertiary roads that are essential for rural mobility and the transportation of goods and services.

The second agreement focuses on improving critical sections of the road connecting the El Puerto sector to the reservoir, a key intervention to ensure connectivity, safety, and the continuity of productive and community activities. These actions reaffirm the Company's institutional commitment to regional development and to effectively addressing the needs expressed by local communities.

Improvement of Tertiary Roads in the Guavio Region Through the Construction of Concrete Roadway Pavement

The initiative to construct placa huella roadway pavement in the Guavio region represents a collaborative effort between the Enel Colombia Foundation and the Community Action Boards (JACs) to improve rural mobility and strengthen local development. Under this Shared Value model, the Enel Colombia Foundation provides the financial resources required to execute the works, while the Community Action Boards contribute local labor and their knowledge of the territory, ensuring community ownership and the long-term sustainability of the projects.

These interventions improve access to rural districts, facilitate the transportation of agricultural products, and reduce travel times, thereby positively impacting the quality of life of local families. They also promote social cohesion, strengthen the organizational capacities of community groups, and foster a shared sense of responsibility for territorial development. These projects enabled improvements to tertiary roads serving the communities neighboring the El Guavio Hydropower Plant operations:



Location	Implementation Modality	Matching Contribution	Length Constructed (m)
Mámbita Centro Rural District – Mámbita	Partnership Agreement with the Mámbita Centro Community Action Board	Labor provided by skilled workers and assistants	72
Naranjos Rural District, Gama	Partnership Agreement with the Naranjos Community Action Board	Labor	80
San Juan San Luis Rural District, Gama	Partnership Agreement with the San Juan San Luis Community Action Board	Labor	80
San Roque Rural District, Ubalá	Partnership Agreement with the San Roque Community Action Board (drainage ditch construction)	Labor	300

Sustainability Contributions and Community Strengthening

As part of the activities associated with the major maintenance program, and through its contractors, voluntary contributions were made to support community development. Among these, the donation of 100 chairs to the Community Action Board (JAC) of the Paraíso rural district, in the Municipality of El Colegio, stands out, providing support for the organization of community activities. Likewise, a contribution was made to the El Rebosadero community aqueduct system to support the expansion of potable water service coverage, under the commitment that the community organization would carry out the required improvements directly.

In addition, 100 truckloads of road base material were provided through the contractors in coordination with the power plant, while another 50 truckloads were secured through the reimbursable funding mechanism with the social operator Presencia Colombo Suiza. These actions were implemented in coordination with the Municipal Administration's shared-effort strategy aimed at improving rural road infrastructure, thereby reinforcing the social impact of the maintenance activities and the collaborative efforts among Enel, local communities, and municipal authorities.

Infrastructure Improvements

The following projects contributed to improving infrastructure in the Company's operating areas:

Project	Implementation Modality	Objective	Notes
Improvement of the Community Center in the San Pedro de Jagua Rural District – Municipality of Ubalá	Partnership agreement between the Enel Colombia Foundation and the San Pedro de Jagua Community Action Board (JAC)	Construction of the roof for the community center	Construction of the supporting structure and installation of a roof covering 346.5 square meters.
Improvement of the Community Center in La Floresta – Municipality of Ubalá	Partnership agreement between the Enel Colombia Foundation and the La Floresta Community Action Board (JAC)	Improve the community center and the open-air performance stage in the La Floresta rural district of the Mámbita district	The project benefited the entire community of La Floresta as well as neighboring rural districts.
Improvement of the Community Center in the Majo Rural District – Municipality of Garzón	Partnership agreement between Enel Colombia and the Community Action Board of the Majo rural district	Complete the remaining construction works for the community center in the Majo rural district	The project was completed in full and formally closed out, successfully achieving its objective of completing the remaining construction works for the community center.
Facility Improvements to the Community Center in the Marsella Rural District, Municipality of El Colegio	Fulfillment of the agreements established with local communities	Improve the infrastructure of the community center	Improvements focused on enhancing the functionality and safety of the facility, including structural repairs, roof improvements, floor and wall upgrades, modifications to electrical installations and lighting, improvements to restroom facilities, as well as painting and general aesthetic enhancements.



Project	Implementation Modality	Objective	Notes
Facility Improvements to the Community Center in the Antioquia Rural District, Municipality of El Colegio	Fulfillment of the agreements established with local communities	Improve the infrastructure of the community center	Improvements aimed at enhancing the functionality and safety of the facility, including structural repairs, roof improvements, floor and wall upgrades, modifications to electrical installations and lighting, improvements to restroom facilities, as well as painting and general aesthetic enhancements.
Improvement of the Soccer Field in the Las Casitas Rural District – Municipality of Valledupar	Fulfillment of the agreements established with local communities	Improve community infrastructure	Upgrading of the soccer field in the Las Casitas rural district of the Municipality of Valledupar, along with the delivery of sports equipment.
Adaptation of a Space for Persons with Disabilities – Bochica Electrical Substation Project	Bogota Region 2030 Shared Value Project	Improve community infrastructure	Development of a space known as VITA, designed for persons with disabilities. The facility combines a sensory gym with a wellness area, integrating visual, tactile, and auditory stimuli to promote multisensory stimulation, physical and emotional development, and an improved quality of life for its users.
Improvement of the Green Corridor on 22nd Street – Montevideo Electrical Substation	Bogota Region 2030 Shared Value Project	Improve community infrastructure	A collaborative initiative with the Salitre Oriental community that restored this roadway segment through the installation of planter furnishings and signage, contributing to improvements in the surrounding environment while fostering a sense of community ownership, environmental stewardship, and community well-being.

Strengthening Sugarcane Production Projects in Gachalá

As part of the cooperation agreement between the Enel Colombia Foundation and the Sinaí Agroecological Association (ASOSINAI), a project was implemented to establish 15 hectares of sugarcane for panela production with the objective of strengthening the local economy through sustainable agroecological practices in the Municipality of Gachalá. The project benefits rural families, who received agricultural inputs, technical assistance, and ongoing support for the establishment of the crop. The initiative promotes local employment, food security, and income generation, contributing to the economic revitalization of the region while preserving the ecosystem through the adoption of good agricultural practices.



Construction of a Soil Amendment Production Plant

During 2025, Enel Colombia and the Municipal Government of Gigante completed the implementation of a partnership agreement aimed at constructing a composting and organic waste processing plant. The commencement of operations at the facility represents a significant milestone for the development of the local agricultural sector by facilitating the implementation of circular economy processes and promoting the recovery and utilization of urban organic waste through coordinated efforts with the community.

Partnership Agreements for Environmental Protection and the Strengthening of Artisanal Fishermen in Huila

Three key partnership agreements were implemented to protect and conserve the micro-watersheds associated with the Magdalena River while generating income opportunities for artisanal fishermen in the municipalities of Yaguará, Hobo, and Campoalegre, in the Department of Huila. These initiatives strengthened, to a great extent, fishermen's associations and other local community organizations by promoting decent employment and economic growth through the implementation of activities related to the environmental sustainability of the intervention areas.

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Resettlements – El Quimbo

Of the total 150 compensation measures agreed upon with the resettled communities, as of the end of 2025:

- 70 had completed the management measure closure process.
- 19 had completed both the technical closure and the monitoring process for the economic development project but were still pending formal closure of the management measure.
- The remaining 61 had not yet begun implementing their Agricultural Production Plans (APPs) by the end of 2025, considering that Enel is currently constructing the irrigation district that will supply water to these production plans.

At the Llanos de la Virgen resettlement, families participated in a collaborative initiative known as the Socio-economic Reactivation Strategy, through which their involvement in shared activities was encouraged with the objective of creating opportunities for interaction that would strengthen community ties. In addition, the initiative promoted individual and collective development skills. In the San José de Belén and Nuevo Veracruz resettlements, various community activities were carried out to maintain positive relationships with residents and strengthen community bonds.

Nueva Escalereta Resettlement (Altamira)

Visits were conducted as part of the Life Project booklet initiative, through which families strengthened the skills needed to implement their productive projects while identifying opportunities for improvement. At the same time, field demonstrations on grape and pineapple cul-

tivation, as well as Sabanera grass pasture management, continued to demonstrate that ongoing technical assistance facilitates the adoption of good agricultural practices. The healthy development of the crops and timely grazing management decisions confirm the effectiveness of these strategies.

With respect to the construction of the irrigation district, Phase I of the on-farm irrigation system assessment was completed by the Consorcio Obras Civiles consortium. In addition, a meeting was held with the Board of Directors of ASOPESCADA, representatives of the contractor, and Enel delegates to present the results of this phase.

Finally, advisory and technical support activities were provided to the ASOPESCADA and ASOFUNDADORES associations to strengthen their accounting and tax management capabilities, ensuring compliance with current regulations and preventing potential penalties.

Nuevo Veracruz Resettlement (Gigante)

Community activities were carried out within this resettlement to strengthen community engagement and participation.

Regarding the Nuevo Veracruz irrigation district (Asonueveracruz), the Organizational Capacity Index was applied, and progress was made in the process of transferring the surface water concession permit (Resolution 2203 of 2014) before the Regional Autonomous Corporation of Alto Magdalena (CAM). The process concluded with the issuance of Resolution 1067 of April 23, 2025, authorizing the transfer of the water concession permit to the Asonueveracruz Association.

Enel also continues to monitor the maintenance of the irrigation infrastructure operated by the users in order to ensure its proper operation and long-term sustainability.

San José de Belén Resettlement (El Agrado)

Community activities were carried out to strengthen relationships and encourage community participation among resettlement residents, promoting individual and collective values that fostered supportive relationships, solidarity, and stronger community cohesion.

Regarding the structural reinforcement work carried out on homes in the San José de Belén resettlement, once construction had been completed on 13 of the 14 planned homes, the process of addressing warranty claims began. This followed the delivery of the last home on October 13, 2023, which triggered the three-year warranty policy.

The Company carried out initiatives with ASOSANJOSE, the association responsible for the corresponding irrigation district, aimed at strengthening its accounting and tax management capabilities to ensure compliance with current regulations and prevent potential penalties. The technical assistance and advisory process provided to the association between 2018 and 2025 was formally concluded, having strengthened its capacity to manage and operate the irrigation district delivered by Enel Colombia in 2022.

Finally, Enel continues to monitor the maintenance of the irrigation infrastructure operated by the users to ensure its proper operation and long-term sustainability.



Productive Projects with Wayuu Communities

During 2024 and 2025, 14 sheep and goat farming projects were implemented in Wayuu Indigenous communities within the Upper and Middle Guajira Indigenous Reservation (Resguardo de la Alta y Media Guajira). These projects were designed to improve food security and strengthen the household economy of the Wayuu communities through the provision of sheep and goats.

Housing Improvement in the Department of La Guajira

During 2024 and 2025, a project was implemented to provide construction materials for the construction and/or improvement of 41 homes in the Flor de la Frontera Wayuu Indigenous community, located within the Upper and Middle Guajira Indigenous Reservation (Resguardo de la Alta y Media Guajira). The objective of the project was to improve housing conditions and address the community's housing needs by supplying construction materials to families in the Flor de la Frontera community.

Access to Potable Water in the Department of La Guajira

During 2024 and 2025, a water distribution system was constructed in the Mashumana Wayuu Indigenous community, located within the Upper and Middle Guajira Indigenous Reservation (Resguardo de la Alta y Media Guajira). The project aimed to design and build a water distribution system to serve the families of the Mashumana community.



Initiatives in Guatemala

Family Gardens

Four groups of women were organized to establish home gardens that contribute to their families' food security while reducing household expenses. A total of 20 crop cycles were completed (four per year since 2021), and surplus produce was sold, generating economies of scale and enabling participation in local farmers' markets, with an average annual production of 7,600 pounds.

Calahuaché Business Development Center (CEDE)

A partnership was established with the Foundation for the Comprehensive Development of Socioeconomic Programs (FUNDAP), the community of Santa María de Jesús, and the Municipality of Zunil to provide women from the village with technical training courses in cooking, baking, cosmetology, and dressmaking, equipping them for employment or entrepreneurship. Maintenance of the Business Development Center is the responsibility of FUNDAP and the Municipality of Zunil.

Stitching Dreams with Energy for Life

In partnership with the Municipality of Zunil and the Municipal Training and Human Development Centers (CEMU-CAF) program, the women successfully completed a hand embroidery course. They received diplomas and certificates signed and endorsed by the Ministry of Education. Today, the participants are able to produce huipiles and embroidered baskets by combining social innovation with cultural identity. Some have already launched their own businesses and are generating income that contributes to improving their families' quality of life.

Initiatives in Panama

Fortuna Eco-Route

The project aims to promote sustainable tourism through the creation of a tourism circuit that allows visitors to appreciate the scenic, educational, and scientific value of the Fortuna area while fostering the conservation of local ecosystems. During the reporting year, the project continued through a coordination meeting with the Director of Tourism of Panama (ATP), during which it was agreed to redesign the project to focus on maintaining the proposed infrastructure and verifying the legal status of the land. This process will determine the feasibility of launching project activities, provided that the area is confirmed to be located on state-owned land.

Enelgize Your Community

This program seeks to promote local development through collaborative projects in communities such as Fortuna, Jagüito, and Milton. These initiatives include the development of parks (Bio Communities), the construction of water wells, and improvements to access roads, implemented in close collaboration with community boards, municipal governments, and private-sector partners, while encouraging residents to organize themselves and lead their own development projects.

Seed Plan – Seeds of Knowledge

This initiative aims to strengthen and enhance the skills of employees and community members. It focused on key areas such as solar panel installation, training for community tour guides, environmental services, ecological restoration, finance, first aid, and the circular economy. This comprehensive approach seeks to empower individuals while promoting sustainable development and community well-being.

In Panama, a variety of workshops were conducted, both for employees and for local communities:

Bonsai Creation Workshop in Chiriquicito

This activity was designed to teach participants the art of creating and caring for bonsai trees, an ancient practice that combines patience and creativity with a deep appreciation for nature.

Kokedama Workshop

Enel Fortuna actively participated in the First Gathering of Older Adults, organized by the Provincial Directorate of the Ministry of Social Development (MIDES) in Chiriquí under the initiative Let Me Honor the Beauty of Your Old Age. During the event, older adults took part in activities designed to foster a connection with nature, encourage hands-on creativity, and strengthen cognitive and emotional well-being. The initiative also supported participants' personal care through the distribution of 150 personal hygiene kits.

Capacity Building in Soil Restoration and Planetary Sustainability

Enel, in collaboration with the Center for Research, Training, and Entrepreneurship (CIFEM), organized a capacity-building event that brought together members of the National Association of Agro-Environmental Nursery Operators (ANREVA), comprising COOSMUP (Coclé, Aguadulce), AAMES and REFCA (Bocas del Toro, HSSPS), FENWA (Bocas del Toro, Chiriquí Grande), and Huertos de Caldera (Chiriquí and Boquete), together with 11 new groups seeking to join the association from Darién, Colón, Coclé, Chiriquí, and Bocas del Toro.

This training initiative was delivered under the Seeds of Knowledge program, which aims to strengthen local capacities in ecological restoration, sustainable production, and community climate action. The four-day workshop combined classroom instruction with hands-on field activities designed to strengthen the technical, social, and environmental capabilities of agro-environmental nursery operators.

The event featured the participation of specialists and strategic partners including Guillermo Castro (FCDS), Susana Nuin (Latin American Land Network), Eréndira Cohen (environmental biologist), the CEDESAM technical team, the UNACHI First Aid Brigade, the UNACHI Science and Technology Park (PACYT), and representatives of JFaisal Forestry, among other experts.

Training sessions covered topics such as the restoration of degraded soils, biodiversity conservation, sustainable water management, compost production, the circular economy, and forest nursery management. The event also promoted knowledge exchange, regional collaboration, and joint planning for the 2025–2026 period, further strengthening ANREVA as an active national alliance for community-based ecological restoration.

In addition, participants received practical first aid training delivered by the UNACHI First Aid Brigade, strengthening their emergency preparedness and field response capabilities.

Tilapia Fish Production Training

In collaboration with the Panama Aquatic Resources Authority (ARAP), an intensive training program on tilapia production was conducted at the Ricardo A. Ríos Freshwater Aquaculture Station, located in Gualaca, Chiriquí Province. The program was designed for small-scale producers and organized community groups committed to advancing sustainable aquaculture as an alternative source of income and a means of improving food security within their communities.

During the training sessions, participants received both theoretical and practical instruction on key aspects of fish farming, including water quality, species management and reproduction, balanced nutrition, biosecurity, and value-added marketing strategies. The program also promoted the use of locally available feed alternatives, such as cassava leaves and forage peanut, as well as the use of water hyacinth as a bioremediation plant, reinforcing sustainable practices that optimize the use of natural resources.

Participants also took part in a technical tour of the station's facilities and explored new traceability technologies using microchips, an innovation that enhances competitiveness and quality control in aquaculture production.

Macramé Workshops at Corporate Offices and Chiriquito

Two macramé workshops were held with the participation of employees and members of local communities. The activity was designed to teach this traditional craft technique, foster creativity and relaxation, and enable participants to replicate the skills acquired through entrepreneurial ventures or personal projects.

Sustainable Gardens

The Sustainable Gardens workshop was conducted to promote food cultivation as a healthy, organic, and accessible alternative for household and school consumption.

The initiative forms part of a broader effort to improve food security in schools located within the Company's area of influence. Following a nutritional assessment conducted in several communities, child malnutrition was identified, particularly among preschool-aged children. The School Gardens project was developed as a direct response to this need and currently benefits 30 schools. The crops grown in each garden are selected based on the specific nutritional deficiencies identified in each community. In addition, Enel employees participated in the workshop to acquire the knowledge and skills needed to establish similar gardens in their own homes, thereby promoting healthy, chemical-free food production. During the workshop, participants received training on proper soil preparation, the use of germinated seeds, and the application

of 100% organic cultivation techniques, including natural fertilizers, composting, vermicomposting, environmentally friendly insecticides and fungicides, as well as the use of companion plants that naturally repel pests.



Contribution to SDG 11: Sustainable Cities and Communities

Enel Colombia continued working to build and strengthen sustainable cities and communities that support population growth and development while promoting safety and the responsible stewardship of natural resources. Accordingly, the following initiatives were implemented during 2025:

Fire Department Support Project

The Enel Colombia Foundation entered into a cooperation agreement with the Soacha Volunteer Fire Department to strengthen its emergency response capabilities and provide training on the efficient, safe, and lawful use of electricity. Through knowledge transfer, firefighters will, in turn, train communities in areas of the municipality with the highest incidence of illegal electricity connections, contributing to the reduction of energy losses and electrical safety risks.



Through this partnership, the Enel Colombia Foundation provides financial resources to the fire department to support the acquisition of essential emergency response equipment. In addition, in line with the principles of the circular economy, the Company donated used office furniture in good condition and cement to improve the fire department's facilities.

Paratebueno and Medina Need Us

The earthquake that struck Paratebueno and Medina (Cundinamarca) in June 2025 caused significant damage to homes and local infrastructure, particularly affecting rural communities. The event left numerous families displaced, caused structural damage, and created an urgent need for humanitarian assistance.

The Company responded promptly to support the communities of Paratebueno and Medina through both operational and social initiatives. It carried out actions to restore electricity service by deploying nearly 20 work crews, surveillance technology, transport machinery, and specialized equipment for repair activities.

In parallel, the Company partnered with the Colombian Red Cross – Cundinamarca-Bogota Branch to encourage its employees to participate in the “Paratebueno and Medina Need Us” donation campaign, aimed at raising resources to support affected communities and rebuild damaged infrastructure. Joint efforts enabled the coordinated delivery of 850 humanitarian assistance kits, including basic food supplies, personal hygiene kits, shelter kits, recreational kits, and baby hygiene kits. This collaborative initiative benefited families in the most severely affected rural districts, helping to mitigate the impacts of the emergency and address the population's most urgent needs.

In addition, to support the recovery and reconstruction process, the Company allocated financial resources for the reconstruction of three homes affected in the two municipalities through Corporación Minuto de Dios, under the framework agreement with the Government of Cundinamarca for the reconstruction of the affected areas. Implementation of this initiative is scheduled for 2026.



Sustainable Infrastructure – The Sounds of the Vicachá, Montevideo Project

The project consisted of an artistic intervention on the walls of chambers 6 and 7, as well as on the enclosures surrounding the transition poles, with the aim of integrating the electrical infrastructure into the environmental and social landscape of the Salitre Oriental neighborhood while highlighting the natural and historical identity of the San Francisco–Vicachá River ecological corridor. The design was inspired by birdlife and natural motifs.

Development of an Urban Garden at the Senior Citizens Center

Within the area of influence of the Bochica Electrical Substation project, stakeholders identified the need to strengthen the urban garden maintained by the senior citizens' community. This group has been actively and consistently working on the garden, which now includes nine ergonomic raised planting beds, biodigester composting units for the management and transformation of organic waste, optimized growing substrate, and a vermiculture system. In addition to contributing to the production of fresh food, the initiative promotes the physical and emotional well-being of older adults, strengthens community ties, and incorporates the principles of the circular economy and sustainable agriculture by making productive use of organic waste and locally available resources.



Sustainable Construction Site Model for Bogota Región 2030 Electrical Substations

To reduce the adverse environmental impacts associated with the construction of the new Bogota Región 2030 electrical substations and promote the efficient use of resources during the construction phase, the sustainable construction site model was implemented throughout 2025 for the Porvenir, Montevideo, and Bochica Electrical Substation projects. This initiative was carried out through coordinated efforts with the various contractors, progressively incorporating more sustainable and innovative construction practices into project execution.

Some of the results achieved during the 2025 construction phase include:

- Implementation of 15 sustainable construction site initiatives focused on the reuse of excavation materials, the use of construction materials sourced from nearby suppliers to reduce transportation distances and fuel consumption, the reuse of construction materials on-site, the hiring of local workers, and the use of green cement to reduce CO₂ emissions.
- Installation of approximately 50 LED streetlights powered by photovoltaic panels.
- Reuse of 45 metric tons of excavation material for landscape restoration activities.
- Employment of workers from the projects' areas of influence during the construction phase.
- Delivery of energy efficiency training to project personnel.
- Five training sessions for internal personnel involved in project construction on topics related to the prevention of street harassment.
- Use of more than 1,000 m³ of green cement throughout the Electrical Substation construction project, contributing to lower carbon emissions during construction.
- Source separation of waste, resulting in the recycling of 272 kg of plastic, 350 kg of copper, 74 kg of aluminum, 27 metric tons of wood, and 10 kg of paper.
- Proper disposal of approximately 153 kg of construction and demolition waste (CDW) at authorized treatment and recovery facilities.

Initiatives in Guatemala

Enel-Cotzal Cooperation Agreement

In 2025, the Agricultural Wholesale Market Center project was completed. The facility includes 18 parking spaces for minibuses, 8 parking spaces for intercity buses, 8 commercial units, and a public restroom facility.



Contribution to SDG 12: Responsible Consumption and Production

Solid Waste Transformation

This project seeks to maximize the recovery of solid waste generated during the construction phase of electrical substations by transforming these materials, in collaboration with communities located within the projects' areas of influence, into products that provide community benefits while extending the useful life of the recovered materials.

During 2025, the initiative was implemented in the areas of influence of the Porvenir, Montevideo, and Bochica Electrical Substations, which were under construction at the time. More than two metric tons of solid waste, including wood from equipment packaging, scrap metal, plastic, concrete, and other materials, were recovered and trans-

formed into products with both functional and aesthetic value for local communities. The interventions included the enhancement of common areas for recreation, leisure, and learning at El Porvenir School (Campus B); the development of early childhood stimulation classrooms in the El Recuerdo neighborhood and the Municipality of Gachancipá; the enhancement of community libraries in Alameda del Porvenir I and II; the adaptation of a classroom for the stimulation of persons with disabilities; and the creation of the ExploraLab at the El Recuerdo Community Action Board (IAC) in Santafé.

The initiative was implemented from 2021 through 2025 across the Porvenir, Bochica, Montevideo, Tren de Occidente, Barzalosa, Calle Primera, San José, and Terminal Electrical Substation projects, recovering a total of 20.2 metric tons of solid waste, which was transformed, together with communities in the areas of influence, into products that directly benefited local residents.

Guatemala

Eco-Remanufacturing

This initiative provides an alternative for collecting and transforming the plastic waste that accumulates at the El Canadá Hydropower Plant reservoir, helping to mitigate the environmental challenges faced by the surrounding community. Since its inception, 21,355 pounds of plastic have been recovered and reused to manufacture 1,200 pieces of school furniture, 78 wall panels for educational modules, 33 planks for community benches, one children's playground, and more than 400 refurbished school desks, benefiting 14 educational institutions.





Contribution to SDG 13: Climate Action

Costa Rica

Reforestation Program

In fulfillment of the environmental commitments established in the Power Purchase Agreement (PPA) for the Chucás Hydropower Plant, the annual reforestation campaign was carried out, during which 400 native tree species were planted with the participation of both internal and external volunteers.

Guatemala

Green Manure: The municipal landfill, located on the banks of the Samalá River, receives approximately 4 metric tons of organic waste every day. A portion of this organic waste is washed by rainfall into the Samalá River watershed, where the El Canadá Hydropower Plant generates electricity. This project involved the production of organic fertilizer using vegetable waste processed with the aid of red worms. Over a three-year period, 101,292 pounds of organic matter were processed, resulting in the production of 22,020 pounds of organic fertilizer and 200 gallons of liquid leachate, both of which were commercialized. The initiative involved the participation of the Ajaw B'e Association, the Municipality of Zunil, the Guatemala Ecological Student Movement, and Enel Guatemala.

Forest Cover: As part of the collaborative working groups, reforestation campaigns were conducted in watershed recharge areas associated with Enel's power plants in Gua-

temala. A total area of 260,000 m² was restored through the planting of 28,600 native tree seedlings, with the participation of representatives from various organizations, local communities, and Enel Guatemala volunteers.

Zunil Environmental Strategic Plan (PEAZ): This plan is the result of a comprehensive assessment of the Municipality of Zunil's environmental conditions, considering both human and environmental factors, including water, soil, flora, fauna, and their impacts on local communities. During 2025, the following results were achieved across its four strategic areas:

1. **Environmental Education:** Ten billboards promoting recycling and forest fire prevention were installed, and a diploma program on leadership in sustainability and the responsible management of natural resources was delivered. The program was endorsed by the Ministry of Environment and attended by community leaders and representatives from the Municipality of Zunil.
2. **Solid Waste Management:** Three illegal dumpsites located along roadsides and on the banks of the Samalá River were eliminated, 23 waste receptacles were installed at strategic locations, and the municipal landfill was managed in accordance with guidelines issued by the Ministry of Environment.
3. **Ecosystem-Based Adaptation:** Five bimonthly monitoring campaigns were conducted along two transects, 57 bird species were recorded, and 4.1 hectares of agroforestry systems were established.
4. **Water Resources Management and Sanitation:** Flow measurements were carried out at seven natural springs, nine water collection chambers and five water storage tanks were disinfected, water quality monitoring was conducted at educational institutions, and equipment was provided to ensure water quality at one educational center.



Reforestation, Cleanup, and Beautification of Green Areas: Volunteer Activities

Throughout 2025, volunteer activities focused on reforestation, cleanup, and the beautification of green areas within the Company's areas of influence were carried out. These initiatives brought together Enel employees, contractor personnel, community members, schools, and other local stakeholders, promoting collaborative efforts to protect and enhance the natural environment.



Contribution to SDG 15: Life on Land

Enel Colombia implemented a series of initiatives that contribute to achieving the objectives established under SDG 15 – Life on Land, helping to combat and mitigate the effects of climate change.

Bosque Renace (Forest Reborn)

In 2025, the Company continued its efforts to preserve the High Andean Forest ecosystem, focusing on native vegetation characteristic of this ecosystem and contributing to its conservation and protection. In addition, 361.57 hectares of this ecosystem were designated as a Private Nature Reserve (Reserva Natural de la Sociedad Civil). This conservation status was granted by Colombia's National Natural Parks Authority.

Strengthening Beekeeping Activities in the Department of Huila

In 2025, the lease agreement (comodato) covering 170 hectares of land surrounding the El Quimbo Reservoir in the municipalities of Altamira, El Agrado, Garzón, and Gigante was renewed under the partnership agreement with the ASOAPIS Beekeepers Association of the Municipality of Garzón (Huila). Likewise, the lease agreement for 18 hectares of land adjacent to the Betania Reservoir in the Municipality of Yaguará (Huila) was extended under the agreement with the ASOAPIS Beekeepers Association, whose members are primarily older adults.

This initiative was implemented within the framework of the Company's Shared Value policy, through which Enel Colombia supported the association in strengthening its productive projects. At the same time, the initiative contributed to land conservation and environmental protection through pollination, species reproduction, and reforestation processes. The purpose of the lease agreements is to use the designated land for the establishment of apiaries for beekeeping and the breeding of high-yield honeybee genetics, as well as the production of honey and bee-derived products, including propolis, pollen, royal jelly, beeswax, and honey wine.

Guardians of the Planet

As part of the Shared Value Creation policy and the sustainability plan for the Porvenir Electrical Substation project, an initiative was implemented to strengthen environmental education by promoting sustainable practices in partnership with the Guardians of the Planet project, led by the Foundation for Conflict Management in Harmony with the Body and the Environment (CUMARMONÍA). The initiative comprised two components:



Component 1: Garden

The garden established for the CUMARMONÍA Foundation was designed as a comprehensive, multifunctional space incorporating a variety of edible, aromatic, and other plant species of interest. The design includes dedicated composting compartments, enabling members of the Foundation to manage their own organic waste and produce natural fertilizer for the plants grown in the garden. The plant species were selected according to the indoor conditions on the Foundation's third floor, which is located under cover, thereby ensuring their proper adaptation and healthy growth. In addition, LED lighting was installed to support plant development and provide optimal growing conditions.

Component 2: Biodiversity and Recycling Education

With the participation of 32 children from the area of influence of the Porvenir Electrical Substation project, two educational workshops were conducted on topics including Colombia's flora and fauna, endangered species, the importance of bees and other pollinators, Colombia's ecosystems, the water cycle, carbon footprint, ecological footprint, and recycling. These topics were presented through creative and interactive learning activities to help children internalize the concepts while strengthening the community's practical capacities and promoting the adoption, continuity, and replication of sustainable practices throughout the territory.



Urban Tree Maintenance in Bosa – Porvenir

Enel and the Bogota Botanical Garden (JBB) joined efforts to conserve and maintain the green areas in the Bosa Porvenir sector, located within the area of influence of the Porvenir Electrical Substation project, with the objective of contributing to increased biodiversity, ecological connectivity, and the environmental functions and services provided by the Bogota metropolitan region's urban vegetation, thereby supporting climate change mitigation and adaptation.

To implement this initiative, Enel Colombia provided the Bogota Botanical Garden with 105 m³ of growing substrate for the maintenance of more than 1,000 trees in the area and participated in the maintenance activities alongside students from Ciudadela Educativa Bosa Public School (IED) and Soledad Acosta de Samper Public School (IED). Through these activities, students gained an understanding of the importance of urban trees, identified the native species present in their territory, and committed to protecting and maintaining them.

Conservation Actions at La Florida Wetland, Intexzona Free Trade Zone

The Environmental Education Day carried out with students from Enrique Pardo Parra Public School (IED), in the Municipality of Cota, was organized jointly by the administration of the Intexzona Free Trade Zone, the Regional Autonomous Corporation, and the Municipal Secretariat of Education of Cota. Together, these institutions joined efforts to reinforce the knowledge students had acquired through the Wetland Guardians training program while engaging them in the establishment of a functional garden. These activities were implemented as part of the sustainability plan for the Intexzona Electrical Substation project.



Initiatives in Panama

Global Big Day – October Big Day

In partnership with the Smithsonian Tropical Research Institute (STRI), the Institute of Environmental Sciences and Sustainable Development (ICADES), and the Autonomous University of Chiriquí (UNACHI), Enel led two birdwatching events in the Fortuna Forest Reserve.

Both activities formed part of Enel's commitment to environmental education, biodiversity conservation, and citizen science, engaging students, faculty members, and local communities in the identification and recording of bird species through the Merlin and eBird platforms.

During Global Big Day, participants surveyed three birdwatching routes: Quebrada Alemán, Casita Verde (STRI), and Quebrada Honda, recording valuable species observations and highlighting the ecological richness of the Fortuna area. Panama ranked fifth worldwide, with 771 bird species recorded and a 202% increase in participation compared to 2024.

During October Big Day, in collaboration with STRI and ICADES, participants identified nearly 60 resident and migratory bird species, including the Dusky Antbird, Silver-throated Tanager, and Green-crowned Brilliant, reaffirming the ecological importance of this ecosystem as a biodiversity refuge.



Contribution to SDG 17: Partnerships for the Goals

Partnership with the Magdalena Centro Peace and Development Program (PDPMC)

During 2025, efforts focused on fostering coordination, dialogue, and active collaboration among government entities, non-governmental organizations, community leaders, and the broader community through an approach centered on peacebuilding, strengthening the social fabric, and promoting local entrepreneurship.

Among the activities carried out, including group workshops and visits to productive organizations, was capacity building for representatives of community associations, Community Action Boards (IACs), and rural entrepreneurs. The training focused on identifying, calculating, structuring, and verifying production costs within their agricultural production units. The objective was to improve strategic decision-making, financial planning, and the long-term sustainability of their enterprises by integrating technical knowledge, practical methodologies, and current regulations applicable to agribusiness.

In addition, the Lower and Northwestern Cundinamarca Interinstitutional Roundtable was established to strengthen institutional coordination and multi-stakeholder dialogue through the development of agreements and the promotion of strategic partnerships. Its primary objective is to foster community coordination in environmental management and the joint implementation of actions that support the sustainability and conservation of the region.

Partnership to Strengthen Community Productive Capacity

During 2025, the Company designed an initiative to strengthen the productive and commercial capacities of three community associations: the Montaña Negra Agricultural and Industrial Association, the Caparrapí Avocado Growers Association (Asoaguacapi), and Export Café Llanadas. The initiative will be implemented during 2026 through a strategic partnership between the Enel Colombia Foundation and the Magdalena Centro Peace and Development Program (PDPMC).



The project includes the provision of specialized infrastructure and equipment to overcome technical and structural barriers, optimize production processes, and improve quality standards. Through this initiative, the goal is to strengthen the associations' capacity to access new markets, increase their income, and contribute to improving the quality of life of their members in the municipalities of Guaduas, Caparrapí, and Chaguaní.

Other Sustainability Initiatives

In Colombia

Christmas Recreational Activities

Christmas Activities in the Guavio Region

Christmas activities were carried out in the municipalities of Ubalá (Zones A and B), Gachalá, Gama, Gachetá, and Junín, in coordination with the municipal governments, Community Action Boards, and local communities.

The activities included the distribution of maracas, tambourines, and candy, as well as Christmas caroling, novenas (traditional Christmas novena celebrations), and Christmas movie screenings in different rural communities.

This coordinated effort was instrumental in strengthening institutional and community relationships, promoting social integration and reinforcing community ties during the holiday season.

Christmas Celebrations in the Communities Within the Bogota River Cascade Area of Influence

Enel Colombia organized nine Christmas events across different communities within its area of influence as part of its community engagement initiatives aimed at strengthening the social fabric and fostering closer institutional relationships. These activities brought together children, adolescents, and adults and were held in the municipalities of El Colegio, San Antonio del Tequendama, and Soacha (Charquito sector). Each event was tailored to the dynamics and requests of the respective community, including celebrations with or without a religious component, as agreed with the Community Action Boards.

The activities took place in communities including Santívar, Los Helechos, La Rambla, Paraíso, Trujillo, Puerto Alegre, Paraíso, Peñas Blancas, and Las Angustias, as well as in coordination with the La Colonia aqueduct association and in the Charquito sector. As a cross-cutting feature, all events included a magic show performed by a local entertainer from the municipality of El Colegio and the distribution of Christmas gift bags, with supplies purchased from local businesses. Collectively, these activities strengthened relationships of trust, positioning the Company as a close and engaged partner that respects local dynamics and is committed to social well-being and territorial development.

Christmas Activities at the Solar Parks

Nine community integration events were held at the solar parks with residents from the surrounding areas of influence. These gatherings gave community members the opportunity to participate in contests and movie screenings, while also enabling the Company to strengthen collaboration and community relationships.



Works for Taxes

Education Projects:

During 2025, the project entitled Provision of Sports Equipment for the Municipalities of Isnos, Baraya, Colombia, Hobo, Algeciras, and Acevedo was implemented. The project strengthened 35 educational institutions in the department of Huila by enhancing the skills of the school-age population through the provision of sports and cultural equipment, as well as training programs for teachers.

Additionally, in 2025, progress was made on the project Provision of Technological Equipment for Educational Institutions in the Municipality of Sylvania, Cundinamarca, which aims to improve the quality of education in the municipality by supplying up to 600 technological devices to local educational institutions, while also strengthening the technological competencies of their teaching staff.

Machinery Project

In 2025, the Territorial Renewal Agency (ART) awarded Enel Colombia the implementation of four new projects involving the provision of heavy equipment for emergency response in the department of Cundinamarca, specifically in the municipalities of Guayabetal, Medina, La Palma, and Pulí.



Road Infrastructure Project

The project entitled Rehabilitation of the Flexible Pavement on First-Order Departmental Road Network Route Code 2403, Route 45 Junction – Guacamayas, Huila was awarded. The project is intended to improve connectivity, road safety, and mobility for rural communities, agricultural producers, transport operators, and regular users of the roadway, directly and indirectly benefiting the population within the area of influence while supporting the territory's socioeconomic development.

Strengthening the Organizational Capacity of Community Action Boards Within the Area of Influence of the Valledupar Solar Park Electrical Connection Line

As part of its voluntary social investment initiatives and with the objective of strengthening community organizations, Enel delivered 25 computer equipment kits to Community Action Boards to enhance the execution of their community activities. Each kit consists of a computer, a printer, a speaker, a table, and four chairs, providing the resources needed to improve the planning and implementation of initiatives that benefit the community.

Human Rights

In 2025, Enel Colombia participated in the Human Rights Roundtables led by the United Nations Global Compact, which addressed the following topics from a human rights perspective: modern slavery, gender equity, sustainability, the Sustainable Development Goals (SDGs), risk-based human rights due diligence, and monitoring and indicator systems.

Likewise, Enel Colombia participated in the Participatory Workshop for the Baseline Study on Business and Human Rights, which sought to develop a comprehensive assessment of business and human rights in Colombia. During the workshop, participants shared best practices, challenges, and perspectives from different sectors, contributing to a more comprehensive understanding of the relationships among businesses, the State, and communities for the implementation of the business and human rights framework.

Finally, the Company participated in the Business and Human Rights Thermometer initiative, led by CECODES, BID Invest, Proactiva, DueTech, and CEADS. This innovative digital tool enables companies to conduct a self-assessment of their human rights performance and advance the management of risks in this area.

En Costa Rica

1. **Reuse of materials:** Surplus construction materials were donated to community organizations, including gravel and piping, with the aim of repurposing these materials and supporting improvements to community-use areas.
2. **Christmas activities for vulnerable populations:** Employee volunteers participated in the Adopt an Angel campaign, bringing joy through the distribution of gifts to children attending the Childcare Center in the community of Atenas. In addition, Christmas fruit baskets were distributed to children in the communities of Balsa de Atenas, San Miguel de Sarapiquí, Virgen del Socorro, Colonia Carvajal, and Corazón de Jesús, **as well as to older adults in the community of Balsa.**

En Panama

Christmas Activities in Panama

Adopt an Angel: Chiriquicito – Barú, Panama

This initiative is designed to bring joy, hope, and support to children from vulnerable communities during the Christmas season. The activity was carried out in the communities of Barú, Paja de Sombrero, and Chiriquicito, where Christmas celebrations provided meaningful moments and recreational experiences for the participating children.

The initiative was supported by students from the Nutrition program at the Universidad Autónoma de Chiriquí, who helped facilitate the events through educational and recreational activity stations. Through age-appropriate interactive activities, participants explored topics related to nutrition, digestion, and pH in an accessible manner, as well as educational games such as nature-, waste-, and food-themed bingo, promoting both learning and enjoyment.

A total of 184 gifts were distributed, along with 2,500 bags/kits delivered to 15 supported schools, expand-

ing the initiative's reach. The kits included apples, juice, cookies, and potato chips, enhancing the Christmas experience and reinforcing the initiative's positive impact. Employee volunteers also participated throughout the distribution events.

Signing of the Framework Cooperation Agreement Between Enel Panama CAM and the Smithsonian Tropical Research Institute

In 2025, Enel Panama and the Smithsonian Tropical Research Institute signed a Framework Agreement for Cooperation and Reciprocal Technical Assistance to continue promoting joint initiatives in the academic, scientific, social, and cultural fields. The agreement seeks to strengthen the capabilities of both institutions through initiatives such as citizen science programs, environmental guide training, Bird Friendly initiatives, and scientific research. Among these initiatives, the Seeds of Knowledge program stands out, with STRI joining as a strategic partner and contributing its expertise in science and conservation.

Cross-Cutting Sustainability Initiatives

Corporate Volunteering

The corporate volunteering program seeks to encourage and promote employee participation in volunteer initiatives that generate a positive impact in local communities and contribute to the country's sustainable development.

Under the Together We Are+ strategy, 32 activities were carried out in 2025, benefiting children, persons with disabilities, women entrepreneurs and female heads of household, older adults, and, more broadly, the communities surrounding the Company's operations in Colombia and Central America.

Weaving Dreams with Energy

This social innovation program integrates four key focus areas: the circular economy, strengthening education, peacebuilding, and support for sustainable entrepreneurship.

To achieve these objectives, Enel employees donate their used uniforms, which are then processed in garment workshops staffed by signatories to the peace process and women heads of household. These individuals dismantle the garments and transform them into raw materials for the production of school backpacks. The backpacks are assembled into school kits containing school supplies and cards with messages of inclusion (created by persons with intellectual disabilities), which are then donated to children in vulnerable situations attending schools in Enel's areas of influence in Colombia and Central America.

In 2025, the program benefited children in different regions of Colombia and Guatemala. In Colombia, it reached 18 municipalities across the departments of Cundinamarca, Huila, Atlántico, and Valle del Cauca, as well as Bogotá. In Guatemala, the program was implemented in the municipality of San Jerónimo, Baja Verapaz.



Human Rights

For further information regarding the Company's management of this topic, please refer to the [Human Rights chapter](#).

Sustainability in the Supply Chain

To promote sustainability throughout the Company's supply chain, in 2025 Enel continued implementing its strategy of incorporating the Sustainability K Factor into procurement processes for goods and services in both Colombia and Central America.

The Sustainability K Factor is an incentive offered to suppliers during procurement processes to encourage them to adopt sustainability criteria in the execution of their contracts. This incentive consists of granting a percentage-based advantage in the economic evaluation of bids submitted by suppliers that commit to implementing the sustainability criteria established by Enel for the respective procurement process.

The Sustainability K Factors applicable to each procurement process are based on four key pillars: certifications, environmental management, social development, and the circular economy.

In 2025, the Sustainability K Factor was applied in 123 procurement processes, with the most widely adopted sustainability criteria focusing on promoting the hiring of women, the employment of local labor, the implementation of community social projects, workforce training, the circular economy, and environmental initiatives related to climate change.

Biodiversity – Enel Biodiversa

This is an overarching, cross-cutting strategy that brings together the biodiversity initiatives the Company has been implementing for the past 17 years. The strategy integrates actions aimed at protecting the environment and natural resources, combating climate change, and contributing to sustainable economic development through the implementation of biodiversity conservation, protection, and restoration programs and initiatives in Colombia, Panama, Costa Rica, and Guatemala, while also fostering shared value creation and knowledge generation.

Enel Biodiversa is a long-term strategy built upon four strategic pillars: conservation, restoration, and protection; shared value creation; communication and outreach; and knowledge management.

More than 120 initiatives and projects have been developed in alignment with the program's strategic pillars. To achieve this, the Company has worked in partnership with more than 35 strategic partners.

As of 2025, Enel Biodiversa has:

- Implemented more than 120 initiatives and projects aligned with the program's strategic pillars.
- Worked in partnership with more than 35 strategic partners.
- Planted more than 1,040,000 trees over the course of 13 years of reforestation efforts in its areas of influence in Colombia, Costa Rica, Panama, and Guatemala.
- Recorded 35,904 biological observations in the Colombian Biodiversity Information System (SIB Colombia).
- Protected more than 30,000 hectares across Colombia and Central America.

For further information, please refer to the [Nature chapter](#).

Comprehensive Climate Change Management Plan

As part of the Enel Group's strategic decarbonization plan, and with the objective of measuring and documenting performance over time, evaluating progress toward both global and local targets, and providing qualitative and quantitative information to stakeholders, Enel Colombia has implemented the Comprehensive Climate Change Management Plan (PIGCC). Its primary objective is to identify, assess, prioritize, define, and update adaptation and mitigation targets, measures, and actions that, through their implementation, reduce vulnerability to climate change and promote low-carbon development across the Enel Group companies in Colombia.



The Plan is structured around four strategic pillars: mitigation, adaptation, climate partnerships, and governance. For further information, please refer to the [Net Zero Ambition chapter](#).

Community Crisis Management

Monitoring of Agreements Reached Through the Working Groups Established in the Municipality of El Colegio

As a continuation of and in fulfillment of the Record of Agreements signed on September 16, 2021, the PAGUA Agreement Closing Meeting was held during 2025, providing a comprehensive assessment of the relationship between Enel Colombia and the communities of the municipality of El Colegio.

The meeting was attended by community leaders, representatives from the Office of the Ombudsman, institutional representatives, and the Enel Colombia team. Its purpose was to verify the status of compliance with the commitments undertaken, formally close the completed agreements, and clarify progress made, outstanding commitments, and recurring agreements. During the session, the Office of the Ombudsman presented its consolidated monitoring report, prepared on the basis of seven meetings held between 2021 and November 2023, confirming that the commitments had been fulfilled. Enel reaffirmed its commitment to maintaining ongoing dialogue with communities, under the oversight of the Office of the Ombudsman and in coordination with the Ministry of Mines and Energy, the Ministry of Environment, and the National Environmental Licensing Authority, as part of its commitment to territorial development and shared value creation.



28
Agreements

Municipality (Previous Administration)
2 commitments. Not fulfilled

Enel Colombia

22 commitments. Fulfilled

1 commitment. In progress
(Replacement of musical instruments with a concrete slab in the Paraíso rural community.)

1 commitment. Ongoing
(Second cycle of the Seed Plan.)

Monitoring of Agreements in the Municipality of San Antonio del Tequendama

As part of the follow-up on the agreements established among Enel Colombia, the Municipal Administration of San Antonio del Tequendama, and the communities in the territory, two Agreement Monitoring Working Groups were held in 2025, in March and November, to review progress, validate fulfilled commitments, and plan new actions. These forums helped strengthen institutional and community dialogue, while also prioritizing initiatives related to road infrastructure, education, property management, and the environment, in line with the agreements signed since 2021.

As a result of this monitoring process, strategic commitments were defined with a view to 2026, including the continued provision of contributions for the improvement of tertiary roads; the donation of a property in the municipality of San Antonio del Tequendama; the contribution of resources to expand coverage of the Cusio rural community aqueduct; the delivery of a property under a gratuitous loan agreement for the installation of a municipal billboard; and the implementation of reforestation activities on municipal properties, subject to the technical opinion of the CAR. These agreements reflect an integrated vision of territorial development, bringing together infrastructure, public utilities, and environmental sustainability.

Additionally, during the monitoring working groups, progress was confirmed on education, road infrastructure, and environmental management projects, as well as Enel Colombia's willingness to continue supporting community processes under its shared value policy.

The periodic implementation of these forums and the scheduling of new working meetings allow the process to continue, ensure the traceability of commitments, and consolidate a relationship based on shared responsibility, transparency, and the strengthening of the social fabric in the municipality of San Antonio del Tequendama.

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Signing of Agreements in the El Guavio Region

Prior to the start of maintenance activities, Enel Colombia signed a Voluntary Social Investment Agreement with the municipality of Ubalá and the Unidos por Ubalá Committee for the following projects: heavy equipment package, aqueduct systems for the rural communities of San Pablo and San José, roofing structures for sports facilities, and a concrete roadway (placa huella) for the rural community of San Pedro.

On August 1, 2025, when the contractor Consorcio AIS-SKAVA began mobilizing equipment for the maintenance of the water intake structure, a road blockade was organized by a group of residents from the municipality of Ubalá, identifying themselves as Ubalá Resiste, in the El Tabor sector of the Sagrado Corazón rural community. The group demanded free electricity service, improvements to access roads, and additional social investment by Enel.

In response, Enel worked jointly with the National Government and the Departmental Government to address the issues raised by the community, in accordance with the responsibilities of each entity.

Ultimately, on September 18, the blockade was lifted following the signing of the Peaceful Protest – Ubalá Resiste Agreement, under which Enel Colombia committed to the following:

Agreement

Establish a legal working group between Enel and the community's legal advisor and spokespersons to discuss the proposal presented by the community's legal advisor regarding the possibility of providing free electricity service.

Hold working sessions with the Municipality of Ubalá to hear the community's requests through its spokespersons (elected by the community assembly), coordinated by the Ubalá Municipal Administration, with the objective of reviewing and incorporating them into Enel's voluntary social investment plan (with respect to the Puerto-El Muro sector) during the first half of 2026.

Fulfill the agreement signed with the Municipality of Ubalá on May 5, 2025, valued at COP 5.4 billion, with oversight by the community spokespersons (elected by the community assembly), ensuring the participation of the duly appointed presidents of the Community Action Boards.

Provide financial resources for the repair of critica Establish a legal working group between Enel and the community's legal advisor and spokespersons to discuss the proposal presented by the community's legal advisor regarding the possibility of providing free electricity service.

Have the Agreement notarized, including notarized acknowledgment of Enel's representative's signature.

Refrain from taking legal action against the Ubalá Resiste movement, with the exception of the acción popular (public interest action) already pending before the courts, to which a copy of these agreements will be submitted.

At the same time that the blockade was taking place in the municipality of Ubalá, a regional blockade was established on September 16, 2025, along the Junín branch road. The blockade was led by residents of the municipalities of Gachalá, Gama, Junín, and Gachetá, once again preventing the movement of equipment required for the maintenance activities.

This blockade was also addressed jointly with the National Government and the Departmental Government and was lifted on September 30 following the signing of a Record of Agreement, under which Enel committed to holding working sessions with each municipality to define the corresponding social investment initiatives.



The working sessions were held from October 20 to 27, during which the following agreements were reached:

Date	Municipality	Agreement
21/10/2025	Gama	Direct voluntary social investment.
		Reallocation of the funds originally allocated to the regional heavy equipment package.
22/10/2025	Junín	Direct voluntary social investment.
		Reallocation of the funds originally allocated to the regional heavy equipment package.
23/10/2025	Gachetá	Direct voluntary social investment.
		Reallocation of the funds originally allocated to the regional heavy equipment package.
27/10/2025	Gachalá	Direct voluntary social investment (allocation of resources for projects prioritized by the rural communities within the area of influence of the Water Intake Project: La Vega de San Juan, Boca de Monte, and Tunjita), as well as resources for investment in the municipality.
		Reallocation of the funds originally allocated to the regional heavy equipment package.

The actions described above resulted in the lifting of the road blockades established by communities in the various municipalities within the power plant's area of influence, allowing vehicles transporting the equipment required for the maintenance activities to pass. Most importantly, they secured the social acceptance necessary to carry out the activities, enabling the scheduled maintenance of the water intake structure to be successfully completed.





Nature

Environmental Management and Protection

Enel Colombia assesses the risks associated with its activities to prevent and control adverse impacts on society and the environment, while safeguarding natural resources and taking action to address climate change.

Likewise, the Company recognizes that its responsibility extends beyond mere compliance with environmental regulations and should encompass a broader scope. Accordingly, it has implemented programs and initiatives focused on ensuring the effective monitoring and management of the risks and impacts arising from its power generation, distribution, and commercialization operations.

The environmental impacts associated with Enel Colombia's activities occur primarily within the following processes:

- **Power Generation:**

Impacts associated with the construction of new solar projects, as well as impacts arising from the operation and maintenance of hydropower plants, thermal power plants, and solar parks.

- **Power Distribution and Commercialization and Related Services:**

Electromechanical maintenance of distribution networks and substations, vegetation clearance within utility easements, construction of new projects, execution of civil works, and refurbishment of existing distribution networks throughout the Company's area of influence.



Environmental Management System

Construction of New Power Generation Projects – Enel Green Power (EGP)

For the construction of non-conventional renewable energy projects, and as part of its commitment to environmental stewardship during the construction phase, the Company plans and implements activities aimed at preventing, minimizing, correcting, mitigating, and/or offsetting the impacts that may arise from construction activities.

Before construction begins, the Company provides timely notification to the communities and authorities within the projects' areas of influence regarding the commencement of construction activities, as well as the environmental and social management measures that will be implemented to manage any impacts that may occur during this phase.



Impact Management During the Construction of New Projects

Enel Colombia rigorously implements the measures established in its environmental, archaeological, and social management and monitoring plans, promoting the conservation and sustainable development of its projects in relation to the impacts previously identified and assessed in the environmental impact studies. Accordingly, the impact management measures primarily include:

- **Control of particulate matter and noise generation:** Prior to entering the project site, all vehicles and equipment are inspected. Speed limits are enforced on project roads, internal roads are watered to control dust, all personnel receive training on speed control, noise emission controls are implemented, and air quality and noise monitoring are conducted to ensure compliance with the applicable air quality standards at each project.
- **Waterbody management:** Where infrastructure crosses water bodies, protective works are implemented to safeguard water resources. In addition, training is provided to promote the preservation and protection of water bodies within the project areas.
- **Waste management:** Ecological collection points are available at all work fronts to enable waste segregation at the source according to waste characteristics, temporary storage, and subsequent reuse or final disposal through authorized external waste management contractors.
- **Flora management:** All individual plants requiring forest harvesting authorization are inspected, and appropriate management measures are implemented. Where protected or threatened species are identified, they are managed through nursery propagation, transplantation, and relocation while maintaining conditions comparable to those of their original habitat. In 2025, maintenance activities were carried out for approximately 4,900 individual plants, under the execution and supervision of qualified personnel.
- **Wildlife management:** During the construction phase, wildlife deterrence, rescue, and relocation activities are carried out for animals found within project areas. These activities are performed by qualified professionals using appropriate equipment to ensure the proper handling of wildlife. In 2025, more than 14,000 individual animals were managed across projects under construction.
- **Community training:** Ongoing training programs are conducted on the importance of biodiversity and the environmental management measures implemented within the projects' areas of influence. These programs target both local residents and students from nearby educational institutions.

- **Environmental training for employees:** In 2025, environmental awareness campaigns were conducted with the participation of more than 2,500 employees, focusing on water, air, waste, biodiversity, soil management, and other environmental topics. Ongoing training was also provided to help employees recognize environmental impacts and understand the corresponding management and environmental monitoring measures applicable to each project.

All projects are subject to oversight by the environmental authorities through site inspections and documentary reviews.

Archaeological Heritage Management and Protection (Construction Phase)

In the areas where Enel Colombia develops and operates its projects, the Archaeological Management Plans approved by the Colombian Institute of Anthropology and History (ICANH) have been rigorously implemented. This has enabled the protection of archaeological heritage and the proper management of archaeological discoveries.

Among the measures approved by ICANH is the continuous presence of an archaeologist during any construction activities involving vegetation clearing and/or soil removal. On average, eight archaeologists were assigned to each project under construction to carry out this work.

Another key measure is the implementation of archaeological rescue excavations, which have enabled the recovery of archaeological materials belonging to the pre-Hispanic and Colonial societies that once inhabited the territories where the projects are currently being built. For example, in 2025, more than 200 m² were excavated in the department of Atlántico and more than 100 m² at the Guayepo III Project, for a total of 7,800 m² of archaeological excavations across the projects.

As part of these commitments, laboratories have been established at the Guayepo I and II Solar Park, Guayepo III, and Atlántico projects to analyze archaeological materials recovered during construction. These laboratories conduct the studies required to extract the greatest possible amount of information from the recorded archaeological sites and findings. By the end of 2025, more than 1,600,000 ceramic fragments had been recovered from the projects.

It is important to note that continuous training has been provided to each project's on-site workforce regarding the importance of protecting archaeological heritage, the applicable legal framework, and the procedures to be followed in the event of an archaeological discovery.

Likewise, all Archaeological Management Plans include strategies that recognize the historical value of this information through public archaeology activities that engage local communities in learning about the region's prehistory and local history. For example, during 2025, eleven workshops were conducted with the participation of children and adults, focusing on the pre-Hispanic history of Colombia's Caribbean region and highlighting the pottery-making traditions of the Indigenous peoples who inhabited the area. A specially designed educational kit was used as an outreach and educational tool during these activities.



To foster greater public engagement with the archaeological heritage, the "Museum for a Day" initiative was held at the Guayepo III Project in the municipalities of Sabanalarga and Ponedera. The event featured a basic exhibition of artifacts recovered during the project, showcasing the area's archaeological heritage. More than 100 people participated in the activity.

Operation of Power Generation Facilities (EGP)

As a socially responsible and sustainable company, Enel Colombia is committed to achieving its business objectives within a framework of credibility and trust, promoting citizen participation and fostering a culture of responsible electricity use.

To achieve this purpose, the Company has established the following strategic objectives:

- Improve the reliability of the power supply.
- Expand service coverage to meet electricity demand.
- Contribute to the social development of local communities.

As part of its Environmental Management System, aligned with the ISO 14001 and ISO 45001 standards, Enel Colombia carried out the following initiatives in 2025:

Colombia

El Quimbo Hydropower Plant

BEQUIM Training Program: Training sessions were conducted throughout 2025, reaching an average of 95% of the workforce at the Betania and El Quimbo power plants. The following topics were covered:

1. Efficient Water Use and Conservation Program (PUEAA) and Water Resource Stewardship.
2. Environmental and social aspects: presentation of the environmental aspects and impacts matrix.
3. Environmental permitting and applicable environmental regulations for 2025.
4. HSEQ4ALL: Environmental events and on-site inspections.
5. Presentation of the Disaster Risk Management Plan and Standardized Regulatory Plans, as well as the identification of environmental events and environmental emergency reporting procedures.

Compliance with 2025 Environmental Performance Indicators: The waste management and water consumption targets established for the Betania and El Quimbo power plants were successfully achieved.

Reporting and support for implementation of the 2025 Oil Risk Program: Monthly inspections were carried out on the equipment included in the Oil Risk Program. In addition, the action plan established in April 2025 was fully implemented, including the scheduled management safety walks conducted at the Betania and El Quimbo power plants.

Colombia Polychlorinated Biphenyl (PCB) Management

In 2025, 100% of the equipment containing dielectric oil was successfully identified. At power generation plants and solar parks where equipment is replaced, the Company ensures that all new equipment is accompanied by the corresponding certificates confirming that the dielectric oils are PCB-free. In addition, documentary reviews and periodic inspections are conducted to ensure equipment traceability and prevent risks associated with these contaminants, thereby ensuring regulatory compliance and environmental protection.

In Costa Rica, Panama, and Guatemala, inventories were also completed for equipment containing dielectric oil, covering 100% of the equipment used in the generating facilities in each country. None of the inventoried equipment contained PCBs.



Environmental Inspections

Colombia

During 2025, a total of 23 environmental inspections were conducted at the solar parks to verify compliance with the established environmental criteria and assess the effectiveness of the environmental management practices implemented for the activities carried out. The inspections demonstrated a positive environmental performance, attributable to the implementation of sound environmental practices, compliance with corporate guidelines, and adherence to the requirements established by the environmental authorities.

At the El Guavio Hydropower Plant, 213 field environmental inspections were conducted during 2025 for contracts classified as low-, medium-, and high-impact, as part of the annual inspection plan and the Propios program. These inspections were carried out by the designated environmental managers and by all personnel assigned to the power plant. Given the scheduled outage at the Guavio facility, during which most contractors were working within the powerhouse cavern, particular emphasis was placed on the management of the solid waste generated.

Centroamérica

In Costa Rica, monthly environmental inspections are conducted by the environmental compliance officer, as required by law. These inspections verify that operation and maintenance activities do not adversely affect soil, water, or air quality and that environmental protection requirements established under applicable regulations are fully observed.

Audits – Colombia and Central America

In 2025, 18 internal audits of the ISO 14001 Environmental Management System were conducted at the power generation facilities in Colombia and Central America. These audits identified 19 findings, for which action plans were implemented and successfully completed.

The results of the ISO 14001 audits provide opportunities for the continuous improvement of the Organization's Environmental Management System, prompting immediate corrective actions to address identified findings and ensure full compliance with the requirements of the standard.

Power Distribution and Commercialization – Enel Grids – Enel Commercial

Enel Grids and Enel Commercial Colombia assess the risks associated with their activities to prevent and control adverse impacts on society and the environment, while safeguarding natural resources and taking action to address climate change.

Likewise, the Company recognizes that its responsibility extends beyond mere compliance with environmental regulations and should encompass a broader scope. Accordingly, it has implemented programs and initiatives focused on ensuring the effective monitoring and management of the risks and impacts arising from its power distribution and commercialization operations.

The environmental impacts associated with Enel Grids Colombia's activities primarily arise from processes related to the electromechanical maintenance of distribution networks and substations, vegetation clearance within utility easements, construction of new projects, and the execution of civil works and upgrades to existing distribution networks throughout its area of influence (Bogotá, Cundinamarca, eight municipalities in Boyacá, one municipality in Tolima, one municipality in Caldas, and one municipality in Meta).

Positive Impacts – Enel Grids Colombia

- Identification and recovery of archaeological findings during new project development.
- Recovery and valorization of industrial waste.
- Material recovery through transformer refurbishment.
- Restoration of degraded areas through tree planting as a compensatory measure.
- Removal or decommissioning of equipment potentially contaminated with polychlorinated biphenyls (PCBs).
- Decontamination of PCB-contaminated equipment.
- Development of energy efficiency projects and initiatives to reduce energy losses in the distribution network.
- Supply of electricity to areas that previously lacked electrical service.
- Wildlife deterrence, rescue, and relocation during the execution of operational activities.
- Reduction in paper consumption through the digitalization of processes.
- Implementation of shared value projects with communities neighboring Company projects.

- Promotion of circular economy initiatives to reincorporate industrial waste into production value chains.
- Regeneration of gases with a high global warming potential, such as SF₆.
- Installation of wildlife protection devices on distribution networks and substations.

Negative Impacts – Enel Grids Colombia

- Tree pruning and vegetation management to maintain required safety clearances around electrical networks.
- Generation of hazardous and non-hazardous waste.
- Consumption of natural resources.
- Use and presence of dielectric oil.
- Consumption of fuels and chemical substances.
- Use and emissions of greenhouse gases, including SF₆.
- Noise generation.
- Energy losses within the distribution network.
- Interference with wildlife dynamics within the area of influence.
- Generation of wastewater (no non-domestic wastewater discharges occur).

Positive Impacts – Enel Commercial

- Recovery and valorization of industrial waste.
- Identification of in-service equipment that is free of polychlorinated biphenyls (PCBs).
- Development of energy efficiency projects and photovoltaic self-generation systems.

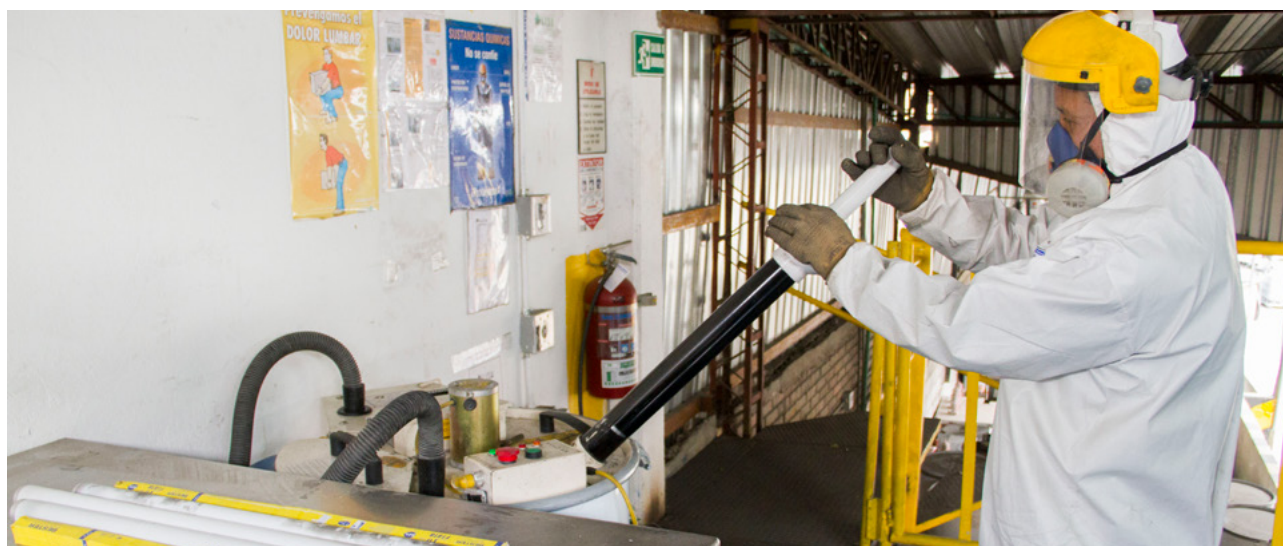
- Wildlife deterrence, rescue, and relocation during the execution of operational activities.
- Promotion of circular economy initiatives to reincorporate industrial waste into production value chains.

Negative Impacts – Enel Commercial

- Generation of hazardous and non-hazardous waste.
- Consumption of natural resources.
- Use and presence of dielectric oil.
- Consumption of fuels and chemical substances.
- Use and emissions of greenhouse gases, including SF₆.
- Noise generation.
- Generation of wastewater (no non-domestic wastewater discharges occurred).

During 2025, Enel Commercial focused its efforts on achieving its environmental objectives within the following strategic areas:

- Strengthening and continuous improvement of the Environmental Management System (EMS).
- Monitoring compliance with environmental legal requirements and the environmental risks associated with projects and operational activities.
- Operational control of activities carried out by contractor companies.
- Strengthening the environmental awareness and culture of Enel Commercial employees and contractor personnel.
- Implementation of operational reporting and control tools.



System Review and Evaluation

Enel Commercial Business Line

As part of the Integrated Management System audit program conducted during 2025, management reviews, internal audits, and an external surveillance audit for certification were carried out.

Management Reviews

During 2025, two management review sessions were held to present the progress of the work plan and the performance results of the Integrated Management System. These sessions addressed cross-functional topics and the performance of each component of the Integrated Management System (quality, occupational health and safety, and environment). They provided an opportunity to evaluate progress toward strategic objectives, identify opportunities for improvement, and ensure alignment with regulatory and corporate requirements.

Internal Audits

During 2025, internal audits of the Integrated Management System were conducted to verify compliance with the requirements of ISO 14001:2015, ISO 9001:2015, and ISO 45001:2018.



External Audits

For Enel Commercial, an external surveillance audit was conducted as part of the certification maintenance process for the management systems certified under ISO 14001:2015, ISO 9001:2015, and ISO 45001:2018. The audit was performed by the certification body ITIC Colombia and confirmed the conformity of the Integrated Management System, resulting in the continued validity of the Company's certifications.

Enel Grids Business Line

For the Enel Grids Integrated Management System, management reviews, internal audits, and an external surveillance audit for certification were also conducted.

Management Reviews

During 2025, two management review sessions were held to present the plans and results of the Integrated Management System, addressing cross-functional matters and the performance of each system component, including quality, occupational health and safety, environment, energy, asset management, and anti-bribery (with respect to the business line's control framework).

Internal Audits – Enel Grids

In 2025, 47 internal audits of the Integrated Management System were conducted to verify compliance with the requirements of the ISO 14001:2015 standard across the macro-processes defined under the Enel Grids business line taxonomy.

This internal audit program was carried out by qualified internal auditors who had received the specialized training required to perform this role within the Company.

Based on the verification activities performed, one finding was identified, which was classified as an observation to strengthen waste disposal practices.

External Audits – Enel Grids

In 2025, an external audit was conducted to assess compliance with five ISO standards. The certification body ICONTEC verified the conformity of the Enel Grids Integrated Management System with the requirements of the following management systems: Quality (ISO 9001), Occupational Health and Safety (ISO 45001), Environmental Management (ISO 14001), Energy Management (ISO 50001), and Asset Management (ISO 55001). The audit concluded that the Integrated Management System was compliant with all five standards.

Key Achievements:

- Improvement in key performance indicators (SAIDI and SAIFI).
- Progress in energy management and maintenance.
- Innovation through the use of Artificial Intelligence (AI) in occupational safety.
- Implementation of electrical infrastructure modernization projects and the use of mathematical models for asset management.
- Continued focus on equity, sustainability, and customer experience.

The audit team identified no minor or major nonconformities with respect to any of the five ISO standards audited.

Highlights of the Year

Power Generation Facilities

Highlights	Description
Strategic engagement with environmental authorities	During 2025, the Company strengthened its engagement with environmental authorities in the areas of influence of its solar parks through coordination meetings and information-sharing sessions. These forums facilitated the acquisition of the permits and amendments required for the development and operation of the projects, while also providing an opportunity to review regulatory matters aimed at improving process efficiency and optimizing the use of technical and financial resources, thereby ensuring compliance with applicable environmental legislation and the effective environmental management of the solar parks.
Circular economy management	Various circular economy initiatives were implemented across the solar parks to optimize the use of materials and reduce waste generation. These initiatives included the internal reuse of materials in operational activities, the resale of recoverable materials, as well as the recycling and recovery of waste, promoting resource efficiency and minimizing final disposal. These efforts strengthened sustainable practices, improved operational efficiency, and contributed to reducing the environmental impacts associated with the operation of the solar parks.
Infrastructure innovation	As part of the innovation initiatives implemented at the solar parks, decommissioned solar panels were repurposed as structural elements for the construction of a storage facility dedicated to the proper management of waste and materials. This solution extended the useful life of the materials and optimized resource utilization while aligning with the principles of sustainability and innovation and promoting sound environmental management practices.
Filtration of used lubricating oil	During 2025, major maintenance activities on Units 1, 2, and 3, as well as Minor Unit 1, resulted in the accumulation of approximately 82 drums of lubricating oil, which, if left untreated, would have represented both an economic loss and an environmental risk. To address this situation, a project was implemented involving the filtration and pressing of the collected oil, which had previously been determined to be suitable for recovery. This process restored the oil's properties and allowed it to be returned to service, thereby preventing the loss of the asset, avoiding contamination of the containment systems, strengthening the operational reliability of the generating units, reducing the risk of incidents, and lowering costs associated with potential financial penalties resulting from the unavailability of the resource, as well as avoiding expenses related to the final disposal of hazardous waste (HW).



Colombia

- **Resale of materials:** Recoverable materials and waste generated at the solar parks were sold to authorized waste management companies for recovery and recycling, contributing to the circular economy, optimizing resource utilization, and reducing the environmental impacts associated with final disposal. Approximately 46 metric tons of materials were managed through this process, consisting primarily of waste electrical and electronic equipment (WEEE) and scrap metal.
- **Internal reuse of materials:** This initiative involved reprogramming the communication and power supply boards of the solar trackers using specialized software, enabling the equipment to regain full functionality without requiring replacement. The initiative optimized resource utilization, reduced maintenance costs and system downtime, and contributed to more efficient operations at the solar park. As a result, 80 communication boards and 30 power supply boards were repaired, preventing the generation of electronic waste.
- **Water resource management:** Emphasis was placed on implementing the Efficient Water Use and Water Conservation Plans (PUEAA) for the domestic and industrial water concessions at the El Guavio, Termozipa, Betania, and Río Bogota power plants, all of which have been approved by the regional environmental authority. These plans aim to optimize water consumption and conservation through environmental education programs focused on water conservation, protection of strategic and specially managed water resource areas, water resource risk management, awareness initiatives

targeting the various categories of watershed users, reduction of water losses, rainwater harvesting and water recirculation, implementation of water-efficient technologies, tax incentive projects, and water metering tailored to operational needs.

- **Agreements with Corpoguavio:** The agreements executed with Corpoguavio have enabled the Company to strengthen its relationships with surrounding communities while promoting community ownership of environmental and wildlife conservation efforts. In 2025, notable achievements included the construction of 12 septic systems and the designation of 25,821 hectares as the Farallones Regional Integrated Management District (DRMI).

Central America Power Generation Facilities

Guatemala

- **Green Office Certification was maintained for all power plants and office facilities.** This certification establishes programs for monitoring and reducing electricity, water, and consumable resource consumption, as well as monitoring the organization's carbon footprint.
- In collaboration with community authorities and parents, 300 school desks were restored for students at various educational institutions as part of a circular economy initiative.



Costa Rica

- **Implementation of biodegradable oils:** Biodegradable oils were introduced into power plant operations to reduce wastewater contamination and improve environmental sustainability. The migration of metallic compounds into groundwater and wastewater streams is a concern due to their potential to bioaccumulate throughout the food chain. The oil implemented contains neither ash nor metal-based additives.

Enel Grids

- **Strategic engagement with environmental authorities:** Progress was made in obtaining strategic environmental permits required for project development, reviewing regulatory matters aimed at improving operational efficiency, and coordinating activities with other institutions. In addition, the Tree Pruning Plan was formally submitted to the Bogota District Environmental Secretariat to establish a framework for carrying out vegetation management throughout the city, and the Compensation Plan was submitted to the Regional Autonomous Corporation (CAR) to ensure compliance with applicable environmental legislation.
- **Environmental emergency management:** Training sessions were conducted for both internal personnel and contractors on the investigation of incidents with environmental consequences. The primary objective was to strengthen analytical capabilities for evaluating incident scenarios, enabling participants to identify the root causes of events that have had significant environmental impacts or could potentially occur during operations. The training also emphasized key aspects of preparing technical reports related to environmental emergencies, ensuring accurate and comprehensive documentation to facilitate effective management and response.
- **Environmental performance of contractors:** In 2025, environmental oversight of contractor activities was strengthened through 117 inspections of contractors classified as high environmental risk and approximately 23,314 inspections of medium-high and medium-risk contracts. In addition, 4 environmental qualification assessments, 3 ECoS Cross Country assessments, 1 ECoS Local assessment focused on the High Voltage (HV) maintenance process, and 1 ECoS Global assessment of the Enel Grids Environmental Management System were carried out. Enhancements to the Smart Control tool continued to be implemented, focusing on the

management of irregular findings and updates to the environmental inspection checklist. The policy governing HSE inspection management was also updated and localized.

- **Sustainable construction:** The Bogota District Environmental Secretariat recognized the Calle 93 Building through the Bogota Sustainable Construction Program for promoting construction projects that incorporate eco-urbanism and sustainable building strategies.
- **12th Enel Grids Colombia Environmental Leaders Meeting 2025:** The event brought together more than 390 participants, including 90 who attended in person and more than 300 who joined via livestream. This annual event convenes the environmental managers of contractor companies, along with Enel Grids employees whose roles involve environmental management, with the objective of strengthening the Organization's environmental culture.
- **Strengthening capabilities for environmental emergency response:** Training sessions were conducted on environmental emergency response to enhance participants' knowledge, provide updates on emerging trends and tools for managing environmental contingencies, and ensure a more effective response focused on mitigating environmental impacts.
- **Implementation of the Total Quality Inspections Project:** The inspection process was strengthened through knowledge transfer and technical support provided to external inspectors from the supervision contractor, including training sessions focused on the correct application of environmental guidelines in the field, thereby improving the quality and consistency of inspection findings. At the same time, the Total Quality Inspections (TQI) project continued as a tool for enhancing the environmental and safety performance of contractor companies. Follow-up on observations was conducted using a data-driven approach supported by Key Performance Indicators (KPIs), enabling the evaluation of action plan effectiveness and fostering continuous improvement.
- **PL 1251 – HSE Field Inspections:** Progress was made in implementing the policy through its localization and communication to key stakeholders. In addition, Business Intelligence (BI) tools were deployed to monitor the KPIs derived from the policy, and guidelines for the management of Nonconformities were consolidated, including the evaluation of action plan effectiveness, incorporation of lessons learned, and analysis to determine the application of enforcement measures where appropriate.

- **Validation of the No Net Loss (NNL) approach through methodological comparison:** In 2025, a methodological comparison was conducted between Enel's corporate No Net Loss (NNL) approach and the Manual for the Allocation of Biodiversity Loss Offsets issued by Colombia's Ministry of Environment and Sustainable Development (MADS). The comparison was applied as a pilot to the Guaca-Colegio High-Voltage Transmission Line and Tren de Occidente Substation projects. The analysis showed that, although the two methodologies use different regulatory criteria for quantifying biodiversity impacts, the Colombian biodiversity offset framework is more stringent and, in both cases, requires mitigation measures that exceed those necessary to achieve a balance of biodiversity losses.
- **Innovative strategies for forestry activities:** Exploratory initiatives were carried out to implement innovative approaches to vegetation pruning during network maintenance activities. These initiatives aimed to develop forestry practices that are more environmentally friendly while reducing the risks faced by operational personnel performing these tasks. As part of this effort, a pilot project was launched to evaluate laser pruning as a complementary tool to conventional pruning, provided that it is applied under strict protocols, supported by robust monitoring and risk management measures that ensure the protection of biodiversity and urban trees. The benefits include greater cutting precision, reduced physical effort, the ability to operate in difficult-to-access areas, and lower risks for field personnel.



- **KeaTori Patent:** Colombia's Superintendency of Industry and Commerce granted Enel the patent for KeaTori. This innovative design, developed by the Company's Innovation Observatory in partnership with the Pontificia Universidad Javeriana (PUJ), replaces conventional wildlife protection covers used to reduce risks to wildlife with a low-cost alternative manufactured domestically. The globally unique design enables electrical equipment maintenance to be performed more quickly and safely, thanks to its flexible manufacturing system, which can be adapted to virtually any type of equipment and can therefore be easily removed and reinstalled. In addition, the material allows thermographic inspections of the electrical network to identify hot spots or potential failures without removing the device. Moving into the implementation phase, Enel Colombia and PUJ signed a new cooperation agreement to develop the project entitled "Industrial Manufacturing of Seals and Covers for Energized Components in Electrical Substation Equipment," based on the KeaTori patent. This agreement, representing a joint investment of more than COP 403 million, will be implemented during 2026 and aims to validate the industrial-scale production of innovative solutions that enhance the safety of medium-voltage electrical networks while complying with technical and regulatory requirements, including RETIE and Enel's technical specifications. The project includes the design, manufacturing, field testing, and development of a business model for industrial commercialization.

Enel Commercial

- **Operational control:** 100% of the environmental inspection program was completed, with 1,749 environmental inspections conducted across 28 contractors to verify compliance with legal requirements and Enel Group standards. In addition, seven environmental assessments (compliance validation) were conducted for companies applying to provide new services, along with two operational site evaluations (ECoS – Extra Checking on Site) for contractor companies performing activities related to electrical works and photovoltaic projects.
- **Environmental legal compliance review:** Compliance with environmental legal requirements applicable to Enel Commercial's activities and services was verified with the support of an external organization. As a result of this review, the Environmental Management System's environmental legal requirements matrix was updated, and opportunities for improvement in compliance monitoring and control were identified.

- **Environmental culture:** Various environmental awareness and training activities were carried out on topics including hazardous and non-hazardous waste management and the dissemination of environmental legal requirements. Awareness initiatives were also implemented for management personnel, including management safety walks, during which operational activities were observed to verify appropriate environmental behaviors and practices and identify opportunities for improvement.
- **Digitalization:** The use of platforms such as SafetyCulture iAuditor, which enables the real-time capture of inspection data, and AMATIA, through which contractor companies report environmental compliance information related to the activities they perform, was further strengthened.

Strengthening Emergency Preparedness and Response

Risk Management Plans and Emergency Drills at Power Generation Facilities

En las centrales de Generación

Emergency drills were conducted at the solar parks in alignment with the National Emergency Drill. The purpose of these exercises was to validate the effectiveness of response protocols for critical risks, with particular emphasis on the comprehensive response to fires affecting infrastructure and solar subfields in order to prevent damage to vegetation cover and soils. The drills also evaluated the management of gas leaks and chemical spills, including a detailed assessment of preventive measures for protecting personnel from toxic vapor inhalation and safeguarding the surrounding natural resources.



In addition, the Company's response capabilities to climate-related and operational events were tested, including the technical rescue of vehicle occupants stranded by flooding and the response to same-level fall incidents. Through these exercises, the Company demonstrated its operational and technical capacity to manage both internal and external emergency events.

Emergency drills and simulations: Three emergency drills were conducted to train personnel at the Betania and El Quimbo power plants in responding to events such as wildfires and chemical spills. In addition, a simulation exercise was carried out to train local communities and regional authorities on the actions to be taken in the event of a dam failure at the El Quimbo Hydropower Plant.

During 2025, the Risk and Disaster Management Plan for the Bogota River Cascade, Pagua, and Casalaco generation facilities was presented to the municipal authorities of the municipalities of Soacha, San Antonio del Tequendama, and El Colegio. The purpose of this outreach was to explain the internal and external risks associated with the Company's operations, as well as the measures and response capabilities in place to address any events that may occur during operational activities.



Presentation of the Risk and Disaster Management Plan (PGRD) and Environmental Management Plan (PMA) for the Pagua and Casalaco generation facilities to local authorities and community members in the municipality of Mesitas del Colegio (left) and Soacha (right).

The Risk and Disaster Management Plans were presented to local communities and municipal authorities to provide information on the actions the Company would undertake in response to the identified risk scenarios.

Likewise, an environmental emergency drill was conducted involving the loss of process water at an expansion joint in the penstock of the Paraíso Hydropower Plant following a seismic event, with the potential to directly affect the Santa Marta Creek. The exercise included the participation of the Municipal Risk Management Council of the Municipality of El Colegio, the municipal public utilities company of El Colegio, and the rural aqueduct associations of El Mohan and La Colonia. The objective of the exercise was to validate emergency response protocols, promote a culture of prevention, and strengthen the preparedness of communities exposed to potential risks.

El Guavio: The Risk and Disaster Management Plan (PGRD) was presented to municipal authorities and communities within the area of influence of the El Guavio Hydropower Plant. Its purpose was to explain the internal and external risks associated with the Company's operations, as well as the measures and response capabilities in place to address any events that might occur during operational activities. In addition, an emergency drill involving a lubricating oil spill was conducted during the shielding activities at the power plant's water intake structure. The exercise involved Company personnel, contractors, the Colombian Army, and emergency response units.





Risk Analysis for Power Generation Infrastructure

The risk management instruments for each of Enel's power generation facilities were updated. The resulting plans were officially submitted to the relevant oversight and stakeholder entities, including environmental authorities, local authorities, and departmental risk management agencies.

Emergency drills addressing environmental scenarios were also conducted at the power generation facilities in Guatemala, Costa Rica, and Panama, with the corresponding reports and follow-up actions documented. In Panama, the drill took place at the Fortuna Power Plant and simulated an incipient oil spill in the powerhouse. In Costa Rica, the exercise focused on fires caused by different ignition sources, including hazardous substances, electrical equipment, and spills. It was conducted at the National Fire Academy using a full-scale simulator. In Guatemala, drills addressing hydrocarbon spill scenarios were carried out at the Matanzas, Palo Viejo, and El Canadá power plants.

Risk Management for Distribution Infrastructure (Enel Grids)

The **dissemination of information through audiovisual media** continued, emphasizing the importance of responding appropriately to environmental incidents that may arise during operations. The primary objective of these communications was to foster a culture of environmental awareness and emergency preparedness by providing clear guidance on how to respond effectively and responsibly in the event of an environmental incident.

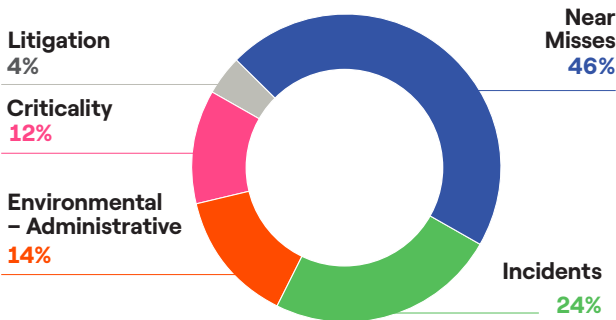
To further strengthen **response capabilities for potential dielectric oil spills**, technical resources were enhanced through the acquisition and strategic deployment of 20 new spill response kits specifically designed for these situations. The kits were strategically installed at high-voltage substations and service centers, ensuring effective coverage across key areas of the electrical infrastructure.

Environmental Incidents

Power Generation Facilities

In 2025, 95 environmental events were recorded at the power generation facilities. These consisted primarily of Near Misses (46%) related to the management of fluids and chemical substances, 14% associated with environmental administrative matters, 24% classified as incidents, predominantly involving incipient fires and fluid management events, 12% classified as criticality events, mainly related to pollution and vibration, and 4% classified as litigation, associated with matters involving government entities and environmental authorities. All reported events were appropriately addressed and/or managed.

ENVIRONMENTAL EVENTS – 2025



Environmental Fines for Power Generation Facilities

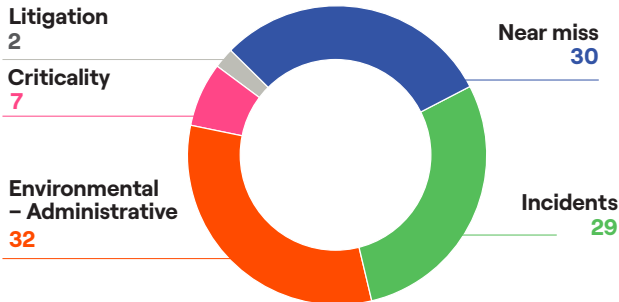
Detailed follow-up was conducted on all requests received from the environmental authorities to ensure their timely response, thereby reducing the risk of regulatory non-compliance. With respect to these administrative proceedings, the legal processes established under Colombian law remain ongoing. The status of environmental enforcement proceedings for the period from January through December 2025 is as follows:

- Total number of administrative decisions imposing environmental fines/penalties during the period from January through December 2025: four (EGP3 – Lack of Authorization / EGP24 – Deforestation / 1000041617 – Lack of Authorization – Soil Contamination – Deforestation / 2014_03_ER1857 – Lack of Authorization – Biodiversity and Ecosystems).

- Total amount of fines/penalties imposed in 2025, as indicated above: EUR 965,912.
- Total amount paid as of the end of 2025 in connection with the fines/penalties indicated above: EUR 462,000

Finally, it should be noted that no environmental fines or penalties were recorded at the Company's power generation facilities in Central America.

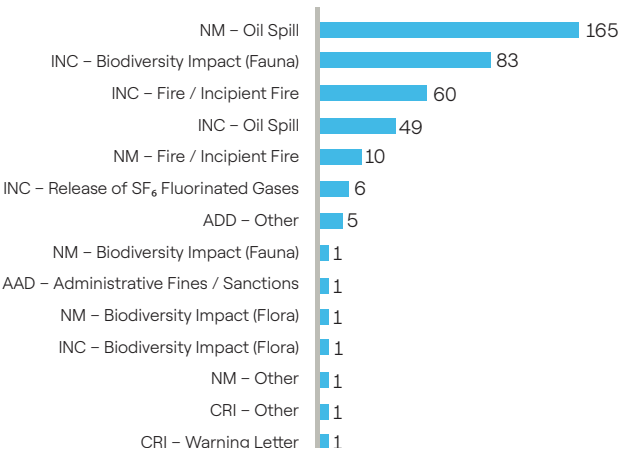
ENVIRONMENTAL EVENTS – 2024



Enel Grids

A total of 385 environmental events were recorded during Enel Grids' operations, primarily consisting of Near Misses (NMS) related to dielectric oil spills (42.86%), Incidents (INC) involving impacts on biodiversity (21.56%), and Incidents (INC) involving fires or incipient fires (15.58%). The distribution of environmental events reported during 2025 is presented below.

NUMBER OF ENVIRONMENTAL EVENTS – 2025



Enel Commercial

For the Enel Commercial business line, six Near Misses were recorded during operational activities. Eighty-three percent (83%) of these events were associated with hydraulic oil spills from lifting equipment used for work at height.

The events were classified as Near Misses based on their level of impact and the effectiveness of the established control measures, which successfully contained each event before any actual consequences occurred. No events were classified as significant.

Environmental Fines – Enel Grids and Enel Commercial

Detailed follow-up was conducted on all requests received from the environmental authorities to ensure their timely response, thereby reducing the risk of regulatory non-compliance. With respect to these administrative proceedings, the procedures established under Law 1333 of 2009, as amended and supplemented by Law 2387 of 2024, were duly followed.

During 2025, Enel Grids and Enel Commercial received no environmental fines or penalties resulting from environmental administrative enforcement proceedings.

Environmental Permitting for Projects

Power Generation Facilities – Enel Green Power Colombia and Central America

Closure of Environmental Obligations

Across the operating perimeter, the Company maintains the environmental instruments required for the development of its activities, including environmental licenses, environmental management plans, permits, and environmental management measures. In Panama, there are currently 5,633 environmental obligations.

During the reporting period, 372 environmental obligations were successfully closed.

BEQUIM	EL GUAVIO	RÍO BOGOTA	THERMAL	WIND & SOLAR	Total
217	20	114	0	21	372

It is worth noting that, in Colombia, activities have been carried out to successfully close a total of 2,634 environmental obligations.



For Central America, 226 environmental obligations were managed, distributed as follows:

Environmental Obligations – Central America (Panama, Guatemala, and Costa Rica)

Hydro	Wind & Solar	Total
211	15	226

El Quimbo Hydropower Plant

1% Investment Plan

As part of the 1% Investment Plan, coordinated efforts were carried out with the municipal administrations to present the objectives, current status, and progress of the investment plan requiring the allocation of no less than 1% of project investment in each of the 18 municipalities within the area of influence of the El Quimbo Hydropower Plant.

As a result of the activities carried out during the 2023–2025 period, the title transfer of the El Danubio rural property to the Municipality of Gigante was completed, and the La Montaña property was acquired in the municipality of Paicol. In addition, the National Environmental Licensing Authority (ANLA) requested an updated commercial appraisal of the Bolconda property, located in the municipality of Tarqui, as part of the acquisition process. Once the acquisition process is completed, these properties will be dedicated exclusively to ecological restoration and conservation activities to protect the tributaries of the Magdalena River.

In addition, updated documentation and project modifications related to the installation of four hydrometeorological stations, to be managed by the Regional Autonomous Corporation of Alto Magdalena (CAM), were submitted to ANLA. The purpose of these stations is to strengthen the monitoring of climatic conditions and water flows in the water bodies where they will be installed.

Finally, ANLA approved the additional budget required to complete the construction of the Wastewater Treatment Plant (WWTP) in the rural community of San Antonio del

Pescado, in the municipality of Garzón. Likewise, a new cooperation agreement and the corresponding notice to proceed were formalized for the construction of the WWTP serving the population center of Rioloro, in the municipality of Gigante. These projects are considered highly significant for the management, conservation, and protection of regional water resources.

Status of Compliance with the Environmental License

The environmental license issued for the operation of the El Quimbo Hydropower Plant under Resolution 899 of 2009, together with its subsequent amendments, includes a total of 3,934 obligations. As of December 2025, 2,454 obligations (62%) had been formally closed through administrative acts.

As evidence of this progress, Environmental Compliance Reports No. 29 and No. 30 for the power plant were submitted in accordance with the updated requirements established by the Ministry of Environment and Sustainable Development through Resolution 077 of 2019.

In Colombia, 16 environmental permits were obtained or renewed before the environmental authorities:

Fish restocking permit for the Betania Hydropower Plant, granted under Resolution 995 of May 29, 2025.

Fish restocking permit for the El Quimbo Hydropower Plant, granted under Resolution 998 of May 29, 2025.

Expansion of the watercourse occupancy permit for the construction of the Agrado–Paicol Road, granted under Resolution 4527 of December 16, 2025.

El Guavio: Resolution No. 1078 of September 9, 2025.

El Guavio: Resolution No. 0992 of August 20, 2025.

El Guavio: Resolution No. 1101 of September 16, 2025.

El Guavio: Resolution No. 1585 of December 17, 2024.

El Guavio: Resolution No. 1102 of September 16, 2025.

El Guavio: Resolution No. 1624 of December 23, 2024.

El Guavio: Resolution No. 0886 of July 29, 2025.

El Guavio: Resolution No. 0885 of July 29, 2025.

El Guavio: Resolution No. 0878 of July 25, 2025.

El Guavio: Resolution No. 0475 of May 19, 2025.

El Guavio: Resolution No. 0886 of July 29, 2025.

El Guavio: Resolution No. 0930 of August 1, 2025.

El Guavio: Resolution No. 0995 of 2025.

Central America Generation Plants

Guatemala:

- For the Matanzas and San Isidro hydropower plants, the environmental permitting process is currently under review by the Environmental Management Directorate of the National Council of Protected Areas (CONAP), as the San Isidro Plant is located near the Sierra de las Minas, a legally protected area.
- In addition, two environmental permits for the Palo Viejo Power Plant were renewed, extending their validity through 2030.
- No new environmental permits or permit renewals were issued during the year for the hydropower or solar power plants in Panama.

Distribution Networks – Enel Grids

Environmental Permits for High-Voltage Projects

New Environmental Permit Applications

Licencias ambientales obtenidas en 2025:

- **Bochica Electrical Substation and Associated 115 kV Transmission Lines:** Through Resolution No. 50257000180, dated March 28, 2025, the Regional Autonomous Corporation of Cundinamarca (CAR) granted the environmental permit for the development of the Bochica Substation and Associated 115 kV Transmission Lines project. Construction activities began and were completed in 2025, allowing the substation and transmission line to be energized and placed into operation.
- **Intexzona Electrical Substation and 115 kV Transmission Lines:** On July 21, 2025, through Resolution No. 50257000497, the Regional Autonomous Corporation of Cundinamarca (CAR) granted the environmental permit for the development of the Intexzona project. The project's environmental approval will allow construction activities to begin in March 2026.

Environmental Permits Under Review During 2025:

- **Guaymaral Electrical Substation and Associated 115 kV Transmission Lines:** Through Resolution No. 1600, dated October 31, 2024, the Bogota District Department of Environment granted the environmental permit for the construction and operation of the project. To establish adequate separation between a section of the overhead transmission line located in the median of the North Highway (between 201st and 215th Streets) and the existing Bogota Water and Sewer Company (EAAB) trunk pipeline known as Casa Blanca-Tibitoc, an amendment to the project's environmental permit was processed. This amendment request was filed in May 2025, and the order initiating the proceeding (No. 06396) was issued in September 2025. A favorable decision from the environmental authority is expected in 2026.
- **La Ceiba 115 kV Electrical Substation, 115 kV Transmission Lines, and Connection Bays:** Through Filing No. 04241000781, dated August 22, 2024, Enel submitted the environmental permit application for the project to the Regional Autonomous Corporation of Cundinamarca (CAR). To date, the environmental authority has completed its technical site inspection and the Additional Information Meeting has been held, with all observations raised by the authority having been addressed.

Applications for New Environmental Permits in 2025:

In 2025, applications for new environmental permits were submitted for the following projects:

- **North 230/115 kV Substation, 115 kV Transmission Lines, and Connection Bays:** The environmental permit application for the project was filed on May 12, 2025, under Filing No. 20251053089, and the Order Initiating Proceedings (DRSC No. 09256001167) was issued on June 25, 2025. In August of the same year, the Regional Autonomous Corporation of Cundinamarca (CAR) conducted the evaluation site visit, and the project is currently awaiting the meeting for the submission of additional information. The project includes the construction of a substation in the municipality of Sesquilé and four transmission lines extending across the municipalities of Gachancipá, Nemocón, Sesquilé, Suesca, Tocancipá, and Zipaquirá.

- **Centenario 115 kV Electrical Substation, Associated 115 kV Transmission Lines, and Connection Bays:**

This project consists of the construction of the Centenario Electrical Substation and the Centenario 115 kV Transmission Line, which will reconfigure the existing Balsillas-Fontibón 2 115 kV Transmission Line by routing it through the Centenario Electrical Substation located within the Free Trade Zone. An environmental permit application was submitted to the Bogota District Department of Environment (SDA) under Filing No. 2025ER206258 on September 8, 2025. By the end of the reporting period, the technical site visit and the additional information meeting had been completed, as had the responses to the requirements arising from the Initial Environmental Review (IER). The project is currently awaiting a decision from the environmental authority.

- **Industrial HUB Substation:** The project includes the construction of the new Industrial HUB Substation, a double-circuit transmission line to connect it to the Northwest 230 kV Substation, and the modification of connection bays at the existing substation. A request was submitted to the National Environmental Licensing Authority (ANLA) for a determination as to whether an Environmental Alternatives Assessment (EAA) would be required, under Filing No. 20256200460952, dated April 24, 2025. On May 16, 2025, through Official Communication No. 20253000340151, ANLA determined that an Environmental Alternatives Assessment was

not required. Subsequently, the Environmental Impact Study was prepared and submitted under Filing No. 0200086006387525004.

- **Northwest-Western Railway 115 kV Transmission Line:**

This project is intended to meet the growing electricity demand in the municipalities of Mosquera, Madrid, and Facatativá, and is expected to serve approximately 85,000 residents and 65,000 new customers. It will also make a significant contribution to the development of transportation infrastructure by supplying electricity to the Bogota Savannah Commuter Rail (Regiotram) project. To enable implementation of the project, an environmental permit application was submitted to the Regional Autonomous Corporation of Cundinamarca (CAR) under Filing No. 20251103344 on September 12, 2025. The project is currently awaiting the environmental authority's decision.

Additionally, under the Enel Grids business line, environmental impact studies are currently being conducted for the Sopó, Susagua, San Façon, and Northwest Bolivia Transmission Line projects as part of the Bogota-Region 2030 project portfolio. These studies are intended to support the submission of the environmental permit applications required for the construction of new projects. These efforts seek to strengthen the electricity distribution system throughout the area of influence by developing new electrical infrastructure, including substations, transmission lines, and distribution circuits.



Watercourse Occupancy Permits for Medium-Voltage Projects

Soacha Compartir Project: This project is essential to ensuring the stability and quality of electricity service in the municipality of Soacha, in response to the municipality's growing electricity demand (particularly in the Terreros-Ciudad Verde community). Without the backup infrastructure provided by this project, service interruptions in Soacha could take between four and five hours to resolve due to the lack of alternative supply routes. The watercourse occupancy permit was granted by the Regional Autonomous Corporation of Cundinamarca (CAR) through Resolution DRSOA No. 11257000013, dated March 21, 2025.

Yomasa Creek Project: This project forms part of the underground routing of electrical circuits that provide backup power to the Usme electric bus depot, which serves approximately half of the locality's public transportation system. The watercourse occupancy permit was granted by the Bogota District Department of Environment through Resolution No. 00204, dated May 6, 2025.

Additionally, an emergency watercourse occupancy permit was obtained to reinforce the embankment of the Torca Canal, located along the North Highway between 215th and 222nd Streets, following the overflow of the Torca and Guaymaral Wetlands, which affected the existing electrical infrastructure in the area.

As of the reporting date, eight medium-voltage watercourse occupancy permit applications remain under review by the competent environmental authorities.

Compartir Substation Expansion Project – Distribution Networks: This project is intended to meet the growing electricity demand in the municipality of Soacha, particularly in the rapidly expanding Ciudad Verde sector. The watercourse occupancy permit for the subfluvial crossing of the Soacha River was granted by the Regional Autonomous Corporation of Cundinamarca (CAR) through Resolution DRSOA No. 11257000013, dated February 28, 2025.

ME – F1 Usme Distribution Substation Expansion Project: This project aims to install the electrical circuits that will supply power to the Usme electric bus depot, while also improving service quality and system reliability in Usme. The Bogota District Department of Environment granted a watercourse occupancy permit for the construction of a truss bridge over Yomasa Creek through Resolution No. 00204, issued in January 2025. Likewise, extensions were granted for permits obtained in 2024 covering the Nutria, Hoya del Ramo, and La Taza creeks.

During 2025, the Company continued processing the four watercourse occupancy permit applications submitted in 2024 for the ME – METRO HV-MV Porvenir Distribution Networks Project, as well as one permit application associated with the ME – HV-MV Montevideo Distribution Networks Project. However, as of the end of 2025, the Bogota District Department of Environment had not yet issued a final decision on these applications.

Similarly, applications were submitted for the following watercourse occupancy permits:

New UOB – Santa Lucía Circuits Project: Located in Chía, this project aims to develop new outgoing circuits from the municipality's substation to meet the area's steadily increasing electricity demand. A watercourse occupancy permit application was submitted to the Regional Autonomous Corporation of Cundinamarca (CAR) to allow for a subfluvial crossing of the Bogota River.

New Intexzona HV-MV Substation – Distribution Networks Project: Located in Cota, this project is intended to develop outgoing circuits from the Intexzona Substation to improve service quality and reliability while meeting the electricity demand in the northwestern region of Cundinamarca. Applications for watercourse occupancy permits were submitted to the Regional Autonomous Corporation of Cundinamarca (CAR) to authorize the installation of underground conduits in areas adjacent to natural water bodies.



Villela HV-MV Substation Capacity Expansion Project – Distribution Networks: Located in Villela, this project aims to improve the quality of electricity service in rural areas of Cundinamarca, particularly within the municipality of Villela. A watercourse occupancy permit was requested from the Regional Autonomous Corporation of Cundinamarca (CAR) for the construction of a truss bridge over Cune Creek, which will enable approximately seven distribution circuits to exit through this infrastructure.

Photovoltaic Project Development – Enel Commercial

For the Enel Commercial business line, sustainable construction standards were implemented during the construction of the Corona Madrid and Carvajal Ginebra solar parks. These standards ensured compliance with client requirements, the operating permits and licenses issued to the clients, and the management of the associated environmental aspects.

Participation in Public Policy

During 2025, the Company actively participated in various local, regional, and national public consultations on environmental matters. Due to their scope and regulatory implications, these initiatives had significant impacts on operations and project development. Participation in these processes is essential to contribute to the development of balanced regulations that reflect regional dynamics, support the growth of the electricity sector, and ensure their effective implementation.

In this context, the Company identified, analyzed, and, where deemed appropriate, submitted comments aimed at improving proposed regulations related to matters of interest, including:

Urban Environmental Management Policy 2025–2036:

This policy seeks to strengthen the sustainable and resilient development of cities and urban centers through environmental management instruments that conserve biodiversity and its ecosystem services, improve environmental quality, contribute to climate change mitigation and water resource management, support land-use planning, and strengthen the circular economy, with a focus on human well-being.

Hazardous Waste Management: This initiative establishes new definitions, principles, obligations, and procedures for the management of hazardous waste, including its classification, storage, transportation, treatment, and final disposal. It also introduces the possibility of recognizing certain hazardous waste as by-products in order to promote industrial symbiosis and the circular economy.

Bogota Savannah Guidelines: These guidelines establish the environmental planning framework for the Bogota Savannah, defining strategic directives that recognize the region as an area of national ecological interest. Their purpose is to preserve its ecological integrity, guide its territorial transition and adaptation to climate change, promote land-use planning centered on water resources, and contribute to achieving the biodiversity conservation targets established under the international agreements to which Colombia is a party.



Food Production Protection Areas: A series of proposed regulations were published to designate various regions of the country as Food Production Protection Areas (APPA), including Sopó, Nemocón, and Tenjo. This initiative seeks to protect land with high agricultural potential, ensuring its availability for food production while strengthening food security and food sovereignty.

Biotic Component Compensation Manual: This regulation adopts the Biotic Component Compensation Manual, applicable to projects, works, or activities requiring an environmental permit, a single forest harvesting permit, or the removal of land from a forest reserve.

National Registry of Archaeologists (RNA): This administrative act updates the procedures governing the National Registry of Archaeologists (RNA), the mechanism used to certify the professional qualifications required to intervene in the nation's archaeological heritage. The amendments strengthen the technical, academic, and administrative criteria governing admission to the Registry, continued registration, and the obligations of registered archaeologists.

Escazú Agreement Intersectoral Commission: The Intersectoral Commission for the Implementation of the Regional Agreement on Access to Information, Public Participation, and Access to Justice in Environmental Matters in Latin America and the Caribbean (COMINESCAZÚ) was established. This intersectoral coordination body seeks to coordinate the actions necessary to guarantee environmental access rights and protect individuals defending human rights in environmental matters, in accordance with the country's international commitments and the constitutional provisions that promote democratic participation and environmental protection.

Ecological Restoration: Regulations were issued to implement Law 2173 of 2021, which establishes the obligation to plant trees throughout the national territory and creates the Areas of Life designation. The regulation defines the criteria for identifying, establishing, delimiting, and consolidating these areas, while also governing the participation of citizens and companies in the restoration program.

Environmental Liabilities: Guidelines were established for the formulation, implementation, and evaluation of a public policy for the management of environmental liabilities in Colombia.

Resilient Recovery Strategy: This regulation establishes the guidelines for post-disaster recovery and the preparation of specific recovery action plans for situations arising from declarations of public calamity and disaster throughout the national territory through the adoption of the National Community-Based Resilient and Climate Change-Adapted Recovery Strategy, and establishes additional related provisions.

Preventive Archaeology: This regulation updates the Terms of Reference for Preventive Archaeology Programs (PAPs), the technical document that establishes the mandatory guidelines and procedures for protecting the nation's archaeological heritage in connection with projects, works, or activities requiring an environmental permit, approval of an environmental management plan, or those that voluntarily request implementation of such programs.

Chance Archaeological Heritage Discoveries: This regulation adopts the new Protocol for the Management of Chance Archaeological Heritage Discoveries, together with its corresponding data model, in order to update and strengthen the applicable technical and procedural guidelines governing the discovery of previously unidentified archaeological assets or contexts during the execution of projects, works, or activities.

Environmental Zoning: The primary objective of this initiative is to expand the national environmental zoning framework and establish consistent criteria to guide land-use planning, environmental management, and decision-making based on the country's ecological characterization. This measure seeks to strengthen the sustainable management of land and natural resources through unified technical guidelines applicable throughout the national territory.



Activities Not Requiring Prior Forest Reserve Exclusion:

This regulation identifies the activities that, due to their characteristics, do not significantly affect the structure or function of forest ecosystems and, therefore, may be carried out without first obtaining authorization for the exclusion of land from a forest reserve. It also establishes the criteria, conditions, and restrictions governing the implementation of such activities.

Additionally, through the continuous monitoring of various information sources, regulatory developments affecting the Enel Grids business line were identified and reported. The most significant include:

Ministry of the Interior Decree 0488 of 2025: Establishes the fiscal regulations and other provisions governing the operation of Indigenous territories and their coordination with other territorial entities.

Ministry of Housing Decree 0670 of 2025: Establishes specific guidelines to promote the circular economy, strengthen the work of professional recyclers, and encourage the adoption of clean technologies within the public sanitation service.

CAR Resolution 284 of 2025: Establishes the conditions governing the imposition, monitoring, and fulfillment of environmental compensation measures within the jurisdiction of the Regional Autonomous Corporation of Cundinamarca (CAR).

Ministry of Agriculture Resolution 0266 of 2025: Declares a Food Production Protection Area (APPA) in the municipality of Sopó, located in the Sabana Centro

Province of the Department of Cundinamarca, and establishes additional related provisions.

Law 2478 of 2025: Promotes the conservation of wetlands throughout the national territory.

Ministry of Environment and Sustainable Development Resolution 1491 of 2025: Regulates Law 2173 of 2021 concerning the establishment, maintenance, and monitoring of Areas of Life and Tree Planting and Ecological Restoration Programs.

ICANH Resolution 1143 of 2025: Establishes the procedures for registration in the National Registry of Archaeologists (RNA).

Biodiversity Protection and Conservation

Contenido GRI 304-1, 304-3, 304-4

Enel Biodiversa – Committed to Wildlife Conservation

Enel Biodiversa is an overarching, cross-functional strategy that brings together the biodiversity initiatives the Company has been implementing across all of its business lines in Colombia, Costa Rica, Panama, and Guatemala.



Enel Biodiversa brings together the initiatives developed to protect the environment and natural resources, combat climate change, and contribute to sustainable economic development through the implementation of biodiversity conservation, protection, and restoration programs and initiatives, while also promoting shared value creation and knowledge generation.

Through these initiatives, the program also contributes to Sustainable Development Goal (SDG) 14 – Life Below Water and SDG 15 – Life on Land. This long-term strategy is built upon four strategic pillars:



- As of 2025, more than 120 initiatives and projects aligned with the program's strategic pillars had been implemented. In addition, the Company has worked in partnership with more than 35 strategic partners.
- Over the past 13 years, Enel Colombia has planted more than 1,040,000 trees in its areas of influence across Colombia, Costa Rica, Panama, and Guatemala.
- The Company has contributed 35,904 biological records to the Biodiversity Information System of Colombia (SIB).
- The Company protects more than 30,000 hectares across Colombia and Central America.
- During 2025, the LEAP Approach (Locate, Evaluate, Assess and Prepare) developed by the Taskforce on Nature-related Financial Disclosures (TNFD) was applied in two pilot projects in Colombia: Tena (Cundinamarca) and Tunjuelito (Bogotá, D.C.). The exercise validated the application of the methodology at the site level, strengthened the interpretation of the indicators, and enabled a more robust integration of the local context. The collaborative work carried out with the global team consolidated lessons learned that will serve as the foundation for future applications of the LEAP methodology in Grids projects.
- Lastly, it is important to highlight the Company's participation in the various initiatives organized by the National Business Association of Colombia (ANDI) regarding the Taskforce on Nature-related Financial Disclosures (TNFD) standard. These forums were intended to foster a deeper understanding of the framework while enabling the Company to provide meaningful practical and technical contributions.

Biodiversity Management in Construction Projects

Enel is committed to protecting wildlife in the areas where its projects are under construction. To that end, the Company relies on teams of specialized wildlife professionals, including herpetologists, ornithologists, mammalogists, and veterinarians, and conducts studies to relocate wildlife to areas with environmental conditions similar to those of their original habitats.

The Company also implements flora management activities through the rescue of vascular plant species and compensation measures for non-vascular species.

Before construction activities begin, intervention areas are clearly demarcated, and wildlife deterrence activities are carried out. Where necessary, wildlife rescue and relocation operations are conducted. Vascular epiphytes are collected and transferred to a nursery for management before being relocated to areas that ensure their long-term survival. These measures are implemented for trees designated for forest harvesting, together with the rescue and relocation of seedlings of endemic forest species or species classified under any threat category.

During 2025, more than 14,000 individual specimens were managed in construction projects, maintenance activities were carried out for more than 1,500 epiphytes and tree seedlings, and more than 2,500 workers received training on environmental management measures and the conservation of flora and fauna.



Colombia Generation Plants

The following are the initiatives and programs implemented by the Company during 2025 to ensure the protection and conservation of biodiversity at its generation plants.

Ecological Restoration Plan Event – El Quimbo Hydropower Plant: A Decade of Restoring and Conserving the Tropical Dry Forest (TDF) of Huila

In 2025, an event was held to commemorate more than a decade of continuous efforts to restore and conserve the Tropical Dry Forest (TDF) in the central region of the Department of Huila. The purpose of the event was to present the progress, lessons learned, and challenges associated with the ecological restoration process carried out by Enel Colombia within the area of influence of the El Quimbo Hydropower Plant. It also provided a forum for academic, technical, and community dialogue on the status and conservation of the Tropical Dry Forest, one of the country's most threatened ecosystems, and on its ecological restoration in Huila as a measure to mitigate climate change and conserve biodiversity.

The event brought together more than one hundred participants, including environmental and government authorities, researchers, academics, partner organizations, and members of the local community. The presentations focused on the progress, challenges, and future outlook for the ecological restoration of the Tropical Dry Forest and its importance at the regional, national, and global levels. The event also provided an opportunity to gather

stakeholders' perceptions, concerns, and expectations regarding the conservation of the Tropical Dry Forest, institutional coordination, and the role of the project within the region.

The feedback collected served as input for strengthening project management and validating the relevance of the environmental and social topics identified as priorities in the materiality assessment.

Flora and Fauna at Solar Plants

During 2025, Enel Colombia, through its power generation business line, conducted technical monitoring and maintenance of 3,984 relocated epiphytes across its various solar projects. This included both epiphytic and terrestrial species, with evaluations of their survival rates, phytosanitary condition, and successful establishment and development at their new relocation sites. These activities were complemented by the development of access trails and protected areas within the conservation zones, ensuring the biological stability of the relocated specimens and the effectiveness of flora compensation measures at all facilities.

With respect to wildlife management, protection measures were implemented throughout 2025 to mitigate the impacts associated with operational activities at the generation plants. Wildlife deterrence protocols were carried out, enabling the preventive relocation of 1,500 individual animals to safe areas. These actions were complemented by the rescue and relocation of 24 animals with limited mobility. In addition, specialized management was provided for 167 insect and wasp colonies identified within the facilities.

The Company also established and maintained 3,984 linear meters of living fences, which serve as biological corridors for local wildlife and as natural protective barriers.

Centroamérica

Solar Plants in Panama

At the Company's solar plants in Panama, implementation of the reforestation plan required by the Ministry of Environment continued throughout 2025 as part of the environmental compensation measures.

- Environmental reforestation plan without commercial harvesting for the Chiriquí Photovoltaic Plant, involving the reforestation of 0.81 hectares using the following species: espavé, zorro, nance, maría, cypress, pito, guaba bejuco, sigua, avocado, pine, oak, and mamecillo.
- Environmental reforestation plan without commercial harvesting for the Caldera Solar Plant, located in Progreso, Barú District, involving the planting of 2,640 seedlings of the following species: espavé, zorro, nance, maría, cypress, pito, guaba bejuco, sigua, avocado, pine, oak, and mamecillo, over a 2.37-hectare site located in Jaramillo, Boquete District.
- Environmental reforestation plan without commercial harvesting for the Sol Power Generation Project, located in Progreso, Barú District, involving the planting of 600 seedlings of the following species: espavé, zorro, nance, maría, cypress, pito, guaba bejuco, sigua, avocado, pine, oak, and mamecillo, over a 0.54-hectare site located in Jaramillo, Boquete District.

In Costa Rica, the annual reforestation program also continued during 2025, under which approximately 400 trees were planted within the area of influence of the Chucás Hydropower Plant.



Tree Planting

As part of the Tropical Dry Forest (TDF) Ecological Restoration Plan for the El Quimbo Hydropower Plant, a total of 953,720 trees representing 79 native Tropical Dry Forest species had been planted as of 2025. Of these, 334,314 trees were planted during the 2024–2025 period in areas located within the municipalities of El Agrado, Gigante, and Altamira.

Biodiversity at the El Quimbo Hydropower Plant

The following are the initiatives and programs implemented by the Company during 2025 to ensure the protection and conservation of biodiversity at this generation facility.

Triennial Wildlife Monitoring Program – El Quimbo Hydropower Plant

In accordance with the Environmental License for the El Quimbo Hydropower Project, wildlife monitoring is conducted every three years around the reservoir, specifically in the areas where animals rescued during the construction phase of the plant were relocated. These areas, which currently encompass 11,079 hectares, are undergoing ecological restoration. The monitoring program is carried out over a 12-month period to include, whenever possible, a dry season, a rainy season, and a transitional climatic period.

The most recent study, completed in 2024, documented 182 bird species, 35 mammal species, 13 amphibian species, and 29 reptile species. Among the bird species recorded, the Black-bellied Whistling Duck (*Dendrocygna autumnalis*) is particularly noteworthy due to its ecological importance and abundance. Associated with wetlands and aquatic ecosystems, it plays a key role in trophic dynamics and nutrient dispersal. Also significant is the Pauraque (*Nyctidromus albigollis*), an abundant species in open habitats that serves as an important predator of nocturnal insects. Likewise, the Osprey (*Pandion haliaetus*), together with the raptors *Buteo brachyurus*, *Rupornis magnirostris*, and *Geranoaetus albicaudatus*, function as indicator species of ecosystem quality and help regulate populations of small vertebrates.

With respect to the herpetofauna (amphibians and reptiles), the most abundant species was the Banana Tree Frog (*Boana platanera*), a bioindicator highly sensitive to microclimatic changes and an excellent indicator of ecological restoration processes. Similarly, *Leptodactylus colombiensis* and *Leptodactylus fragilis* play key roles in soil food webs and the control of invertebrate populations, while exhibiting high sensitivity to habitat disturbance. The presence of reptiles such as the Spectacled Caiman (*Caiman crocodilus fuscus*), the White-lipped Mud Turtle (*Kinosternon leucostomum*), and snakes of the Colubridae family likewise reflects the stability and ecological quality of the habitat.

Finally, among the mammals recorded, the Puma (*Puma concolor*), an indicator of landscape connectivity and habitat quality, the Ocelot (*Leopardus pardalis*), and the Jaguarundi (*Herpailurus yagouaroundi*) were particularly notable. Other abundant and ecologically important species identified included the Crab-eating Fox (*Cerdocyon thous*) and Raccoon (*Procyon sp.*), as well as a high diversity of bats (13 species), whose presence provides evidence of active ecological processes related to pollination and seed dispersal.



Fisheries and Aquatic Resources Management Program

This program is intended to preserve fishery resources that support local communities while also contributing to the diversity of fish fauna. During 2025, the following activities were carried out at the El Quimbo Hydropower Plant:

- A total of 48 fish species were identified across 23 sampling stations, indicating good representation of the species present in the area. Of these, two species, the Yellow Peacock Bass (*Caquetaia kraussii*) and the Oscar (*Astronotus* sp.), are translocated, while five, the Redbreast Tilapia (*Coptodon rendalli*), Nile Tilapia (*Oreochromis niloticus*), Red Tilapia (*Oreochromis* sp.), Molly (*Poecilia sphepops*), and Striped Catfish (*Pangasianodon hypophthalmus*), are introduced species.
- Between 2024 and 2025, three sampling campaigns were conducted within the area of influence of El Quimbo, during which 3,458 specimens were captured, representing six orders (DoNascimento et al., 2023), 21 families, and 48 species. Of these, two species, the Yellow Peacock Bass (*Caquetaia kraussii*) and the Oscar (*Astronotus* sp.), are translocated, while five species, the Redbreast Tilapia (*Coptodon rendalli*), Nile Tilapia (*Oreochromis niloticus*), Red Tilapia (*Oreochromis* sp.), Molly (*Poecilia sphepops*), and Striped Catfish (*Pangasianodon hypophthalmus*), are introduced. The 41 native species represent 17.3% of the fish species richness known

for the Magdalena–Cauca macro-basin (DoNascimento et al., 2023) and 31% of the species richness recorded for the Upper Magdalena (Jiménez–Segura et al., 2020).

Ecological Restoration Program

- Between 2014 and 2025, 1,227,928 trees representing 93 native Tropical Dry Forest species were propagated.
- Collaboration continued with the three community nurseries located in the municipalities of El Agrado, Garzón, and Gigante.
- A total of 953,720 trees have been planted in areas undergoing ecological restoration.

During 2025, the project welcomed 131 visitors, bringing the cumulative total since the pilot phase began in 2014 to 4,740 visitors and 340 guided tours.

Consolidation of the Attalea Tropical Dry Forest Research Center

As part of the activities to consolidate the research center, funding was provided for four new undergraduate research projects, bringing the total to 56 research projects conducted by 72 students, including 53 undergraduate students, 15 master's students, and 4 doctoral candidates, all focused on the Tropical Dry Forest.

Vegetation Cover and Terrestrial Habitat Management

During 2025, maintenance activities continued across approximately 77.20 hectares, in compliance with various administrative requirements arising from forest compensation obligations associated with forest harvesting permits, the lifting of protected species restrictions, and the removal of protected riparian buffer designations. These obligations are monitored by the Regional Autonomous Corporation of Alto Magdalena (CAM), the National Environmental Licensing Authority (ANLA), and the Directorate of Forests, Biodiversity and Ecosystem Services (DBBBSE) of the Ministry of Environment and Sustainable Development (MADS). These maintenance activities will continue through 2027.





Limnological Monitoring and Water Quality

Water quality monitoring was carried out through the analysis of physicochemical, microbiological, and hydrobiological parameters at 29 sampling points located within the direct area of influence of the power plant. These sampling locations were distributed upstream of the reservoir, within the reservoir, in tributaries flowing into the reservoir, downstream of the dam, and in lentic water systems.

The physicochemical and microbiological parameter results were compared against the limits established under Decree 1076 of May 26, 2015, yielding favorable results that demonstrate compliance with the applicable regulatory requirements.

Additionally, the characterization of hydrobiological communities, including phytoplankton, zooplankton, periphyton, macroinvertebrates, benthic organisms, cyanobacteria, fish, and ichthyoplankton, supports the effective management of aquatic resources through analyses of the structure, composition, and diversity of these communities. These analyses are complemented by assessments of their relationship with environmental variables and water quality indices, evaluated through the correlation of physicochemical and hydrobiological parameters using bioindicator analysis.

Community Participation Programs for Biodiversity Protection

Fisheries and Aquatic Resources Program

As part of the Upper Magdalena Fisheries and Aquatic Resources Program, 850,000 fingerlings of various species were released into the El Quimbo Reservoir during 2025, while 975,000 fingerlings were stocked in the Betania Reservoir. The species released included capaz catfish, bocachico, pataló, and dorada, all of which are classified as Vulnerable (VU) or Critically Endangered.

As a result, between 2019 and 2025, Enel Colombia completed the release of 11,328,050 fish of the bocachico, capaz catfish, dorada, and pataló species into the Upper Magdalena River Basin.



Fish Stocking in El Quimbo and Betania Reservoirs

RESERVOIR	BOCACHICO	CAPAZ	DORADA	PATALÓ	TOTAL STOCKED
El Quimbo	480,000	230,000	130,000	10,000	850,000
Betania	470,000	500,000	5,000	-	975,000
Total	950,000	730,000	135,000	10,000	1,825,000

Voluntary participation by residents of the communities within the area of influence of the El Quimbo and Betania power plants was encouraged in the activities scheduled under the fish stocking plan. The objective of this initiative is to foster awareness and a sense of ownership regarding the implementation of the project, while highlighting the importance of this activity as a mechanism for the management and conservation of fisheries and aquatic resources.

Wings of Betania: Avifauna of the Betania Reservoir and the Tropical Dry Forest

This educational and scientific guide is designed to promote knowledge and appreciation of the birdlife associated with the Betania Reservoir and the surrounding ecosystems. Its objective is to record and document bird species found in the municipalities of Yaguará, Hobo, and Campoalegre as a strategy to promote regional biodiversity conservation through citizen science initiatives. The program seeks to raise awareness among local communities about the importance of understanding biodiversity in order to protect it, using environmental education as a bridge between scientific knowledge and local traditional knowledge, while strengthening social ownership of ecosystems and their biodiversity.

As a result of the birdwatching activities, 165 bird species were documented. Approximately 70 participants, including community members, institutional representatives, and members of the educational sector, took part in these activities, strengthening the program's participatory and environmental education approach.

In the municipality of Yaguará, 67 bird species were recorded; in Hobo, 40 species were documented, including the noteworthy record of the White-headed Marsh Tyrant (*Arundinicola leucocephala*); and in the municipality of Campoalegre, a total of 58 species were recorded. The program was promoted by the Betania Hydropower Plant and implemented by the PRESENCIA Colombo Suiza organization, with the support of the municipal governments of Yaguará and Hobo, as well as the Environmental Police. Participation from the educational and local community sectors was also encouraged through the involvement of artisanal fishers, the Ana Elisa Cuenca Lara Educational Institution, the Las Vueltas Community Action Board, and the La Vega Educational Institution, together with the Llano Sur Community Action Board.

Songs and Colors Booklet – El Quimbo

This booklet documents the rich biodiversity found within the area of influence of the El Quimbo Reservoir. The initiative highlights the importance of the Tropical Dry Forest (TDF) as a strategic ecosystem for the survival of both resident and migratory bird species, as well as for the ecological and social resilience of the local communities that inhabit the region. Through participatory processes, the booklet seeks to strengthen knowledge, stewardship, and conservation of the biodiversity associated with this ecosystem.

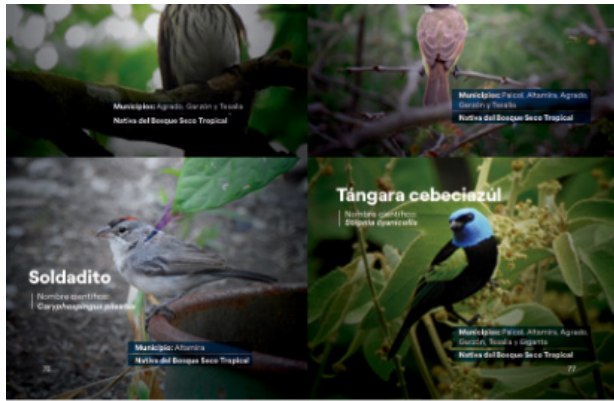
The initiative was promoted by the El Quimbo Hydropower Plant and implemented by the PRESENCIA Colombo Suiza organization. It involved the participation of 18 farming families, who joined field activities focused on birdwatching and flora identification. Observation and data collection activities were conducted across six municipalities in the Department of Huila: Paicol, Altamira, El Agrado, Garzón, Tesalia, and Gigante.

More than 120 bird species and 40 plant species were identified. The bird species documented include endemic, near-endemic, and migratory species that perform essential ecological functions such as seed dispersal, insect population control, and the maintenance of ecosystem balance. Notable species include emblematic representatives of the Tropical Dry Forest, such as the Chachalaca, the Apical Flycatcher, and the Magdalena Euphonia, as well as near-endemic species, birds of prey, and aquatic birds. To assess the conservation status of these species, the study used the categories established in the Red Book of Birds of Colombia.

With respect to flora, the project documented key forest species that contribute to ecological restoration and the protection of riparian buffer zones, including native trees

such as caracolí, cedar, dinde, and walnut, which contribute to the formation of biological corridors and the stabilization of soils.

Other species recorded included samán, ocobo, and hobo, together with fruit trees that provide an important food source for birdlife, including guamo, avocado, caimo, and various mango species.



Biodiversity Projects Reforestation – El Quimbo Hydropower Plant

During 2025, 153,617 trees representing 50 different species, all native to the Tropical Dry Forest ecosystem, were planted in areas located within the municipalities of El Agrado, Gigante, and Altamira.

Bogota River Power Plants

Macrofungi of the Tequendama Region and Mountain Microorganisms – El Charquito Wetland, Tequendama Region

This initiative was developed as an environmental education strategy aimed at highlighting the importance of the soil's microscopic and macroscopic life in the conservation of mountain ecosystems. Observation, documentation, and awareness-raising activities were carried out at the El Charquito Wetland, located in the Tequendama region. The primary purpose of the booklet was to identify and explain the fundamental role of decomposer fungi in the breakdown of organic matter, while emphasizing the importance of microorganisms in maintaining healthy, productive, and resilient soils.

Various species of macrofungi present in and around the El Charquito Wetland were documented. Among them was the Earthstar (*Geastrum rufescens*), as well as the Wood Ear, or Judas's Ear (*Auricularia auricula-judae*), an

fungus with anti-inflammatory and antioxidant properties whose presence is indicative of adequate moisture levels and active wood decomposition processes. Species belonging to the Polyporaceae family, commonly known as bracket fungi or shelf fungi, were also identified. These fungi are recognized as the primary decomposers of wood in forest ecosystems.

The program also incorporated a strong social and community component, with the participation of the El Charquito community, the School of Thought, and Enel's support for initiatives aimed at strengthening community gardens.



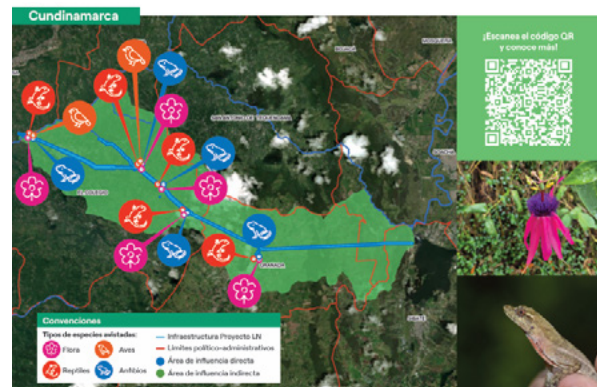
Natural Treasures of Granada and El Colegio Booklet

The biodiversity assessment conducted as part of the Natural Treasures of Granada and El Colegio booklet represents an initiative to identify, appreciate, and conserve the endemic flora and fauna found within the area of influence of the Paraíso and Guaca (Pagua) hydropower plants. The assessment was carried out in December 2024 in the Department of Cundinamarca.

The project was the result of an interinstitutional collaboration between Enel Colombia and the PRESENCIA Colombo Suiza organization. The assessment identified endemic plant and animal species that perform essential functions in maintaining ecosystem balance. With respect to flora, the study documented the Mountain Passionflower (*Passiflora longipes*), a climbing plant recorded in Granada, whose presence is essential for attracting hummingbirds and pollinating insects, as well as Jarrillo (*Ageratina ampla*), a white-flowering shrub found in El Colegio that plays a key role in soil stabilization and erosion prevention.

With respect to fauna, the assessment documented amphibians, reptiles, and birds of high ecological value, including the Renjifo's Rain Frog (*Pristimantis renjiformis*), classified as Endangered, whose presence indicates favorable conservation conditions within dense forest fragments. Other species recorded included additional frog species, arboreal lizards such as the Tequendama Anole (*Anolis tequendama*) and the Tolima Anole, as well as the Colombian Chachalaca (*Ortalis columbiana*), a species that plays a key role in seed dispersal and forest regeneration.

The findings confirm that, despite landscape modification, the municipalities of Granada and El Colegio continue to preserve important biodiversity assets that serve as key drivers of ecosystem functioning. The species identified perform fundamental ecological roles in the biological control of insects, pollination, vegetation regeneration, and the maintenance of trophic balance. The presence of endemic and threatened species underscores the need to strengthen ecological connectivity between ecosystems, implement monitoring and restoration measures, and promote integrated land management.



Birdwatching Potential: Soacha and Tequendama Provinces Booklet

This educational guide was developed to showcase the exceptional bird diversity of this region of Cundinamarca and to promote birdwatching as a sustainable tourism strategy. The guide integrates ecosystem conservation with local socioeconomic development by highlighting the role of rural communities, institutional stakeholders, and local enterprises in the protection and responsible use of the region's natural heritage.



The booklet classifies bird species according to their ecological status and behavior, highlighting the presence of endemic and near-endemic species, as well as boreal and austral migratory birds that use the region as a resting and feeding site during their seasonal migrations. The development of the booklet involved the participation of institutional, community, and educational stakeholders. Enel Colombia promoted the initiative through the Casalaco Cascade, while the PRESENCIA Colombo Suiza organization led its technical and educational implementation. Municipal governments, birdwatching guides, owners of birdwatching routes, educational institutions, rural communities, farming families, and local entrepreneurs also participated in the initiative.



During 2025, the Environmental Education Program reached a total of 22,092 participants representing a wide range of social stakeholders across 20 municipalities in the departments of Huila and Cundinamarca.

Guatemala Power Plants

Aquatic and Terrestrial Biology Monitoring

At all power plants in Guatemala, semiannual terrestrial and aquatic biology monitoring is conducted. These monitoring activities include the characterization of the flora and fauna at each facility, identifying priority species for conservation as well as assessing the overall ecological condition of each habitat. These activities form part of the environmental commitments established for each power plant and constitute an important source of biodiversity information for each site.

The collection of this biological information provides a methodology for understanding the ecological dynamics of the ecosystems associated with the Company's power plants in Guatemala. Monitoring is conducted twice a year, once during the dry season and once during the rainy season, to identify long-term patterns and trends in plant and wildlife populations.



The following table presents the number of species observed during the monitoring campaigns conducted in the dry and rainy seasons.

PROJECT	DRY SEASON				RAINY SEASON				TOTAL SPECIES
	Mammals	Birds	Herpetofauna	Flora	Mammals	Birds	Herpetofauna	Flora	
CANADA -MONTECRISTO	9	65	8	82	7	65	8	72	316
MATANZAS - SAN ISIDRO	2	66	5	113					186
PALO VIEJO	2	69	5	108	1	96	2	116	399

Biodiversity Management in Distribution Networks

Awareness on Wildlife Management and Protection

In 2025, implementation of the Wildlife Management Protocol continued, reinforcing the Company's commitment to sustainability and biodiversity conservation. This approach has not only enabled the identification and documentation of the various species within the area of influence, but has also established a strong support network for wildlife rescue, including wildlife deterrence and relocation, in coordination with the environmental authorities and through a partnership with the Santacruz Foundation.

Throughout the year, a total of 319 wildlife specimens were managed, and 352 wildlife sightings were recorded.

During 2025, three training sessions were conducted, attended by more than 85 participants, primarily targeting personnel from contractor companies working in the field, as well as Company employees who are part of the Environmental Management System.

Environmental Compensation Management – Bogota District Department of Environment (SDA)

The Company made compensation payments totaling more than COP 372 million to the Bogota District Department of Environment (SDA) in connection with tree removal activities involving trees that posed a risk to the electricity distribution infrastructure and the reliable provision of electricity service in Bogota.

Ecosystem Conservation

Conservation Initiatives in Construction Projects

As part of the Company's commitment to achieving No Net Loss of Biodiversity, and in recognition that certain project impacts cannot be fully mitigated or remedied during construction, biodiversity offset measures must be implemented to compensate for biodiversity loss. These measures are also aligned with the requirements established under environmental licensing processes, permits or authorizations for the single harvesting of natural forests, and temporary or permanent exclusions from national or regional forest reserves resulting from changes in land use. This process, known as the Biotic Component Compensation Process (PCCB), addresses impacts on wildlife, flora, vegetation cover, and landscape context, and is implemented through a Biodiversity Loss Compensation Plan, one of the environmental management and control instruments required under environmental permits.

In turn, the development of the Biotic Component Compensation Plan is an interdisciplinary process encompassing activities ranging from the definition of the compensation strategy, negotiation, and approval of the plan, to estimating implementation costs, identifying the properties required, selecting the strategies and/or projects through which the plan will be implemented, executing the plan itself, and carrying out the long-term maintenance of the compensation areas. This process involves the participation of multiple stakeholders, including environmental and social authorities, as well as various areas within Enel.

Construction is currently underway on three photovoltaic parks in Colombia, while three additional facilities are already in commercial operation, distributed as follows:

- Fundación (Magdalena) (operational)
- Guayepo I & II (Atlántico) (under construction)
- La Loma (Cesar) (operational)
- El Paso (Cesar) (operational)
- Guayepo III (Atlántico) (under construction)
- Atlántico (Atlántico) (under construction)

All of these projects currently hold environmental permits issued by the respective environmental authorities. As part of the environmental licensing process, the corresponding impact assessments were carried out, identifying the need to prepare and implement Biotic Component Compensation Plans, which are being developed in ecosystems and biomes equivalent to those affected by the construction activities.

Biotic Component Compensation Plans

Through Resolution 1517 of August 31, 2012, the Ministry of Environment and Sustainable Development adopted the Manual for the Assignment of Biodiversity Loss Compensation Measures. However, based on lessons learned and with the support of the National Environmental Licensing Authority (ANLA), the Alexander von Humboldt Biological Resources Research Institute (IAvH), IDEAM, the Regional Autonomous Corporations and Sustainable Development Authorities (CARs), The Nature Conservancy (TNC), among other institutions, the Environmental Compensation Manual for the Biotic Component was updated through Resolution 0256 of February 22, 2018.

Following this update, Enel Colombia prepared the various proposals required under the specific chapters of the environmental impact studies submitted to the environmental authorities. These studies include the compensation plans for the projects currently under construction.

Based on the factors used to calculate the Biotic Component Compensation requirements and the areas affected by the projects currently under construction, Enel estimates that a total of 2,623.7 hectares will be compensated to offset the impacts resulting from the disturbance of

vegetation cover across the various project components (Solar Park, Transmission Line, and Step-up Substation). The compensation areas are distributed by project as follows:



These processes are currently in the analysis phase and the initial stages of implementation, in accordance with the schedules established in the respective compensation plans. Their execution is being coordinated with four different Regional Autonomous Corporations (Corpocesar, Corpamag, Corpoguajira, and the CRA), as well as the National Environmental Licensing Authority (ANLA).

For the La Loma project, 305 habitat bank credits were acquired from two habitat banks located in the Department of Cesar: La Lope (170 credits) and Mata de Lata (135 credits). This mechanism will be used to partially fulfill the biodiversity loss compensation requirements for the La Loma Solar Park project and represents 67% of the project's total compensation obligation.

For the Guayepo I & II project, implementation of biodiversity loss compensation measures has been underway since 2024 and continued throughout 2025 on available and suitable areas within the solar park's perimeter. Following the preliminary assessment of the available polygons in 2025, implementation of the biotic compensation measures began over approximately 220 hectares, representing 25% of the total compensation obligation. These activities have been carried out directly by Enel through its contractors.

For the Guayepo III project, an assessment of the available and suitable areas within the perimeter of the solar park commenced in preparation for the partial implementation of the biotic compensation activities over approximately 90 hectares, corresponding to 16% of the total compensation obligation.

Conservation Initiatives at Generation Plants

Protected Areas

Through Resolution No. 184 of November 26, 2021, the Ministry of Environment and Sustainable Development (MADS) and National Natural Parks of Colombia registered 2,266.63 hectares as the Matambo 3 Civil Society Nature Reserve.

3,598.29
hectares are designated
as Civil Society Nature
Reserves

Matambo 3:
2,266.63
hectares

(Res. 184 de 26/11/21)

Matambo 2:
413.28
hectares

(Res. 105 de 26/08/21)

Matambo:
918.38
hectares

(Res. 092 de 5/07/2017)

Matambo is the largest Civil Society Nature Reserve within the Tropical Dry Forest ecosystem of the Department of Huila and the second largest in Colombia. It also encompasses the country's largest area currently undergoing ecological restoration.

Community Initiatives in Project Areas of Influence to Promote Food Security

Family and Community Gardens in the Pagua Cascade

As part of the Pagua Cascade Environmental Education Program, the food security, community garden, and nursery program implemented during 2025 in the municipalities of El Colegio (19 rural districts) and Granada (6 rural districts), within the area of influence of the Pagua Cascade, focused on strengthening sustainable production systems, environmental education, and community participation through a territorial and agroecological approach.

The program engaged more than **1,200 participants**, including 40 individuals associated with the seven community and forest nurseries located in the intervention areas of El Colegio and Granada. Participants carried out activities related to the production of forest and ornamental seedlings, soil management and conservation, plant propagation, phytosanitary management, and participation in technical training sessions, thereby strengthening local capacities to ensure the medium- and long-term sustainability of the nurseries. Additionally, three strategic forest nurseries were maintained and further strengthened: the Antioqueña Forest Nursery, the Parso Forest Nursery, and the San José Alto Forest Nursery – Biopark.

Among the topics addressed, particular emphasis was placed on soil management and conservation through workshops on sustainable agricultural practices and soil pH analysis; agroecological practices, strengthened through hands-on learning in community gardens and seed exchange events; and the enhancement of food sovereignty by supporting both existing and new production systems through interinstitutional partnerships, including collaboration with Fedecacao. Likewise, landscaping and beautification activities were carried out through interactive workshops aimed at improving the environmental and aesthetic quality of rural communities.

The project mobilized approximately 44,000 units of plant material. To ensure the proper establishment and development of the vegetation, approximately 150 bags of prepared topsoil and enriched black soil were used, together with 1,280 kg of spent mushroom substrate, 50 kg of solid humus, 10 kg of coconut fiber, approximately 120 liters of organic fertilizers and liquid biofertilizers, as well as 30 kg of molasses, 20 kg of bran, and other organic soil amendments.

In addition, school gardens became a strategic component of Strategy 2: Environmental Education and Awareness. These gardens were formally integrated into educational activities through the School Environmental Projects (PRAEs). In the municipality of El Colegio, the program was implemented in three educational institutions and their associated rural campuses: the Tequendama Departmental Educational Institution, the Pradilla Educational Institution, and the La Victoria Educational Institution. In the municipality of Granada, implementation focused on the Gustavo Uribe Ramírez (GUR) Educational Institution and its seven rural campuses.

Finally, vermiculture and organic waste recovery initiatives were promoted, enabling waste generated by the educational institutions to be transformed into natural fertilizers for crop production. This closed the circular economy loop while strengthening the long-term sustainability of the projects.



Gardens and Edible Forests – Casalaco Cascade (Municipalities of San Antonio del Tequendama and Soacha)

The program, implemented within the Casalaco Cascade, concentrated its activities in the municipalities of Soacha, San Antonio del Tequendama, and El Colegio, covering 18 rural districts within its direct area of influence.

A total of 948 follow-up sessions were conducted, benefiting 654 participants throughout the Cascade. Activities included monthly technical assistance, the distribution of agricultural inputs such as vegetable seedlings and aromatic plants, as well as bio-inputs including rice husks, peat, compost, seeds, and germination trays. In addition, circular economy practices were promoted through the production of eco-friendly fertilizers derived from spent mushroom substrate and the implementation of vermiculture systems, contributing to improved soil fertility.

As part of Strategy 2: Environmental Education and Awareness, school gardens became living learning laboratories for children and young people. This component was formally incorporated into the school curriculum through monthly sessions with teachers for the design and implementation of the School Environmental Projects (PRAEs), ensuring that the gardens were conceived as sustainable educational initiatives. At the Eugenio Díaz Castro Departmental Educational Institution in Soacha, including its Main Campus, El Charquito, and Alto de la Cruz campuses,

a bucket vermiculture project was implemented. Meanwhile, at the San Antonio del Tequendama Departmental Educational Institution, activities focused on strengthening composting systems.

With respect to plant material, more than 45,000 seedlings and plants were distributed and planted, consisting primarily of vegetable crops. These were complemented by approximately 3,500 to 4,000 aromatic plants. In addition, approximately 600 ornamental plants and nearly 80 trees and species for living fences were provided to support the beautification, ecological restoration, and landscape enhancement of the intervention areas.

Technical and support materials were also supplied, including shade cloth, agricultural plastic and greenhouse sheeting, netting, bins, crates, hand tools, and products for the agroecological management of pests, such as diatomaceous earth, Safermix, and molluscicides.

During 2025, the farmers' markets became a key component of Strategy 3 (Community Environmental Action) and Strategy 4 (Stakeholder Engagement), particularly in the municipality of San Antonio del Tequendama.

Additionally, a capacity-building event focused on productive and economic development was organized for participants in the Food Sovereignty Program, also held in the Main Park of Santandercito. This initiative helped complete the production and marketing cycle by linking household garden production with local commercialization.

These events served not only as commercial marketplaces but also as participatory environmental initiatives that strengthened collaboration with community organizations such as the Montaña Roja Women's Circle and the School of Environmental Thought and Peace (EPAP).

Ecoprojects in the Municipalities Within the Guavio Hydropower Plant Area of Influence

During 2025, within the area of influence of the Guavio Hydropower Plant, the Ecoprojects Food Security Program implemented a comprehensive initiative aimed at strengthening food security and sustainable agricultural

production throughout the region. The program resulted in the establishment of 500 household gardens across 50 rural districts in the municipalities of Gama, Gachalá, Gachetá, Junín, and Ubalá, including Zones A and B of the population center of Mámbita, directly improving the food security and productive capacity of local communities.

To support the implementation and ongoing development of these initiatives, 2,045 permanent technical assistance visits were carried out. These focused on strengthening local agricultural knowledge, diversifying production systems, promoting the production of clean and sustainable food, and integrating household gardens into local exchange and consumption networks. A total of 1,844 community members participated in this process.

In addition, 493 input kits were distributed to support the establishment and maintenance of the household gardens. The materials provided included more than 400 meters of agricultural plastic, 2,400 meters of shade cloth, 4,000 meters of plastic mesh, 705 kilograms of wire, 705 bags of lime and fertilizer (30 kilograms each), 2,500 seed packets containing species such as carrots, onions, cilantro, lettuce, and tomatoes, as well as 140 plantain suckers.

The program also included systematic management and follow-up activities, reflected in 545 community outreach and engagement actions, together with 500 training sessions, 500 input distributions, and 500 follow-up visits, ensuring knowledge transfer and the long-term sustainability of the initiatives.

Additionally, as part of efforts to strengthen environmental education, three of the eight principal educational institutions within the area of influence incorporated strategies into their Sustainable School Ecological Projects aimed at strengthening school nurseries, cultivating oyster mushrooms, and establishing school gardens. These initiatives were implemented at the Martín Romero Agricultural Technical Institution in Gachetá, the Balamero Sanín Cano Departmental Educational Institution in Gachalá, and the National Institute for Social Advancement (INSPU) in Ubalá A.

Finally, the program also included the participation of two farmers' markets held in the municipality of Ubalá A and the Mámbita area.

Conservation Initiatives in Distribution Networks

Bosque Renace

The Company continued preserving the High Andean Forest ecosystem, with a particular focus on native vegetation. In addition, it succeeded in designating 361.57 hectares as a Civil Society Nature Reserve, officially recognized by National Natural Parks of Colombia.

Planting Brings Us Together

Since 2007, Enel Grids has voluntarily planted and preserved more than 85,999 trees. This initiative not only strengthens the Company's commitment to conservation but also helps preserve critical wildlife habitat within its area of influence.

Compensation Measures Associated with Licensed and Voluntary Projects

High-Voltage Projects

Forest Establishment – Licensed Projects

- **La Guaca–Colegio 115 kV Double-Circuit Transmission Line:** In compliance with the environmental compensation obligations established under the environmental permit issued by the Regional Autonomous Corporation of Cundinamarca (CAR) for the development of the project, a forest plantation consisting of 2,232 trees representing 18 native species was established. Species planted included matarratón (*Gliricidia sepium*), guácimo (*Guazuma ulmifolia*), gualanday (*Jacaranda mimosifolia*), yellow trumpet tree (*Handroanthus serratifolius*), iguá (*Pseudosamanea guachapele*), hog plum (*Spondias mombin*), among others. The plantation covers 2.12 hectares within the Sabio Mutis Agropark, located in the Escalante district of the municipality of Tena, Cundinamarca.



- **Expansion and Upgrading of the Mámbita Electrical Substation:** In compliance with the obligations established under the forest harvesting permits issued by the Guavio Regional Autonomous Corporation (COR-POGUAVIO), a forest plantation covering 0.16 hectares was established during 2025 in the population center of Mámbita, district of Ubalá, Cundinamarca. The plantation consists of 60 trees representing three native species commonly known as samán, nacedero, and iguá.

Financial Compensation – Licensed Projects

Under the environmental permits for the Montevideo Electrical Substation and its 115 kV Transmission Line and the Porvenir Electrical Substation and its 115 kV Transmission Line, the Bogota District Department of Environment (SDA) imposed financial environmental compensation measures for impacts to the biotic component. Accordingly, during 2025 the Company made payments to the Environmental Management Plan Financing Fund, under the Tree Removal Subaccount, totaling COP 535,258,142 for the Montevideo project and COP 24,030,542 for the Porvenir project.

Forest Establishment – Projects with Forest Harvesting Permits

- **Existing Muña–Sauces Transmission Line:** In compliance with the obligations established under the forest harvesting permits issued by the Regional Autonomous Corporation of Cundinamarca (CAR), a forest plantation consisting of 800 trees representing 11 native species was established during 2025. Species planted included Andean alder, walnut, duraznillo, wax laurel, sangregado, among others. The plantation covers 0.54 hectares located in the Alto de Cabra district of the municipality of Soacha, Cundinamarca.

Likewise, as part of this same project, and in compliance with the forest harvesting permit granted under Resolution DRSU 12237000196 of September 12, 2023, a forest plantation consisting of 381 native trees was established during 2025 over 0.35 hectares on the Los Robles property in the municipality of Fusagasugá.

Forest Maintenance

Throughout 2025, forest maintenance activities continued at plantations established in previous years for various High-Voltage projects, with the objective of fulfilling the obligations undertaken under the applicable environmental management and regulatory instruments. Accordingly, forest maintenance activities were carried out for the environmental compensation areas associated with the Existing Nueva Esperanza–Indumil Transmission Line, the Existing Zipaquirá–Ubaté Transmission Line, and the Expansion and Standardization of the Mámbita, Compartir, Boquerón, Panagua, and Rionegro electrical substations.



It is worth highlighting that, as a result of full compliance with the obligations undertaken under the forest harvesting permits for the Panagua and Rionegro substations, the environmental authority ordered the closure and archiving of the files for these projects.

Installation of Bird Flight Diverters

The table below presents the number of bird flight diverters installed across the various projects carried out in 2025 as a mitigation measure to reduce the impact of overhead power lines on birds.

PROJECT	NUMBER OF BIRD FLIGHT DIVERTERS INSTALLED
Porvenir Electrical Substation and Its 115-kV Transmission Line	245
La Guaca–Colegio 115-kV Double-Circuit Transmission Line	307
Bochica Electrical Substation and Associated 115-kV Transmission Lines	188
Number of bird flight diverters installed in licensed projects commissioned in 2025	740

Installation of bird flight diverters on the La Guaca–Colegio 115-kV Double-Circuit Transmission Line



Environmental Education Activities

- **La Guaca–Colegio 115-kV Double-Circuit Transmission Line:** As part of compliance with the obligations established under the environmental license issued by the Regional Autonomous Corporation of Cundinamarca for the construction of the La Guaca–Colegio 115-kV Double-Circuit Transmission Line, environmental train-

ing sessions were conducted for communities located near the project. These sessions were intended to promote awareness and understanding of the preventive measures implemented during project construction, while also strengthening environmental awareness among members of the communities within the project's area of influence. Topics covered included household solid waste management, conservation of native wildlife, and the importance of archaeological heritage.



Six socio-environmental training sessions were conducted, with the participation of 133 adults from the six rural communities located within the project's area of influence.

Other Environmentally Focused Activities

- **Wildlife management support:** In 2025, wildlife management specialists provided on-site support during the civil works carried out for the Montevideo Electrical Substation and its 115-kV Transmission Line, the La Guaca-Colegio 115-kV Double-Circuit Transmission Line, and the Bochica Electrical Substation and Associated 115-kV Transmission Lines. This support contributed to mitigating adverse impacts on this biological group through wildlife deterrence, rescue, relocation, and release techniques.

Rescue, relocation, and translocation of vascular epiphytes: In 2025, prior to the start of civil works, 217 vascular epiphytes were rescued, relocated, and translocated as part of the La Guaca-El Colegio 115-kV Double-Circuit Transmission Line project, and 247 vascular epiphytes were rescued, relocated, and translocated as part of the Bochica Electrical Substation and Associated 115-kV Transmission Lines project. These activities contributed to mitigating adverse impacts on this biological group.



Medium-Voltage Projects

Boquerón MV/MV Substation

Pursuant to the provisions of Resolution No. 12217000057 of May 11, 2021, maintenance activities were carried out in 2025 on 87 trees planted in the municipality of Tibacuy. Likewise, efforts are underway to secure a site for the planting of 100 native trees in the vicinity of the municipalities of Tibacuy or Sylvania.

Management of Environmental Compensation with the Bogota District Department of the Environment (SDA)

A payment of more than COP 372 million was made to the Bogota District Department of the Environment (SDA) as environmental compensation for activities related to the removal of trees that posed a risk to the electrical distribution infrastructure and the reliable provision of electricity service in Bogota.

Pollution Reduction

Management of Equipment Contaminated with Polychlorinated Biphenyls (PCBs)

Enel Grids is committed to implementing its Comprehensive PCB Management Strategy, in compliance with current environmental regulations (as established under Resolution 222 of 2011, as partially amended by Resolution 1741 of 2016 issued by the Ministry of Environment and Sustainable Development).

Accordingly, the Company carries out activities involving the identification, labeling, and sampling of oil-filled equipment, the replacement of equipment found to be contaminated with polychlorinated biphenyls (PCBs), and the corresponding treatment and environmentally sound disposal of such equipment.

During 2025, the Company achieved 100% completion of the PCB identification process for equipment in service, out of service, and designated for disposal. The inventory of equipment containing dielectric oil is dynamic, with annual updates reflecting changes in equipment status, including equipment placed in service, removed from service, or designated for disposal. During 2025, 71 PCB-contaminated units identified in 2024 and 2025 underwent environmentally sound treatment through ultrasonic cleaning.

In addition, 1,824 transformers and other oil-filled equipment were retired due to obsolescence, of which 90 units were found to be contaminated with PCB concentrations exceeding 50 ppm.

As part of the comprehensive management of contaminated equipment and waste, 26.944 metric tons of equipment casings generated during 2024 and 2025 were decontaminated using ultrasonic cleaning technology. As a result, the Company reduced disposal costs for this waste stream by up to 54% compared with the cost that would have been incurred under conventional treatment methods (export for disposal).



100% progress achieved in the identification and labeling process for equipment.

Of the **1,824** oil-filled units retired due to obsolescence or failure, 90 were found to be contaminated with PCBs.

26.9 metric tons of equipment casings were decontaminated using the ultrasonic cleaning technology implemented by LITO S.A.S.

Emissions

TCFD – Metrics and Targets; IFRS S2

IF-EU-110a.1, IF-EU-110b.1, IF-EU-120a.1

GRI 305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 305-7

The Company's 2025 corporate carbon footprint was quantified in accordance with Corporate Policy 1081, which is based on the methodologies established by the GHG Protocol, the World Resources Institute (WRI), and the World Business Council for Sustainable Development (WBCSD).

For this purpose, Enel Colombia considered the following emissions by scope, in accordance with the operational boundaries defined under the methodology implemented:

Scope	Emissions Included in the Calculation
Scope 1: Direct Emissions	- Thermal power generation (CO₂, N₂O, CH₄, including biomass) - Emissions from the use of fossil fuels in auxiliary engines at nuclear and renewable power plants and other facilities (CO₂, N₂O, CH₄) Biogenic CH₄ emissions from hydropower reservoirs SF₆ emissions from power generation facilities SF₆ emissions from the distribution network - Emissions from the use of fossil fuels in auxiliary engines supporting network operations (CO₂, N₂O, CH₄) - Emissions from the combustion of diesel fuel and gasoline in the Company's vehicle fleet (CO₂, N₂O, CH₄)
Scope 2: Indirect Emissions	- GHG emissions from electricity purchased from the grid for power generation facilities - GHG emissions from electricity purchased from the grid for real estate operations - GHG emissions associated with energy dissipation due to technical losses in the distribution network - GHG emissions associated with energy dissipation due to technical losses in the distribution network attributable to power generation facilities and real estate operations
Scope 3: Other Indirect Emissions	- Purchased goods and services (Categories 1 and 2) - Other fuel- and energy-related activities – GHG emissions from natural gas extraction and gas transportation (Category 3.A) - Other fuel- and energy-related activities – GHG emissions from the transportation of fuels, petroleum products, and biomass (Category 3.A) - Upstream transportation and distribution – Emissions associated with the transportation of raw materials and waste (Category 4) - Use of sold products – GHG emissions resulting from the use of gas sold to end customers (retail market) (Category 11)

Total GHG Emissions – Colombia (tCO₂e/year)

Scope	2023	2024	2025
Scope 1	1,200,922.51	1,363,146.24	366,237.30
Scope 2	20,892.26	57,713.09	10,574.23
Scope 3	711,218.24	768,222.37	603,384.87

Thermal Power Generation Facilities

During 2025, operations at the thermal power plant generated 241,517.34 metric tons of CO₂ (Scope 1), representing an 81% reduction compared to the previous year as a result of reduced operations at the Terozipa Thermal Power Plant. Consequently, the emissions intensity for electricity generation was 1.29 kg CO₂ per MWh of energy produced. As a result, the Company's efficiency indicator improved compared with the previous year.

Power Generation Facilities in Central America

For the Central American countries, greenhouse gas (GHG) emissions were calculated according to the applicable criteria for each emissions scope.

Costa Rica:

Total GHG Emissions (tCO₂e/year)

Scope	2023	2024	2025
Scope 1	151,888.60	390.79	155.90
Scope 2	6.28	37.45	20.85
Scope 3	1,459.15	1,154.95	847.16

Guatemala:

Total GHG Emissions (tCO₂e/year)

Scope	2023	2024	2025
Scope 1	151,896.41	242.44	508.34
Scope 2	783.63	659.28	934.03
Scope 3	4,353.31	2,928.04	3,271.71

Panama:

Total GHG Emissions (tCO₂e/year)

Scope	2023	2024	2025
Scope 1	156,833.55	5,314.31	5,506.81
Scope 2	5764	53.31	31
Scope 3	29,893.73	4,710.90	3,962.23

Mitigation and Offsetting

During the year, activities associated with the modernization of the 230 kV Paraíso Substation were carried out. The scope included engineering and design, equipment manufacturing, factory acceptance testing, procurement, transportation, installation, on-site testing, and commissioning of the equipment associated with the modernization of the generation bays and other Enel assets located at the substation.

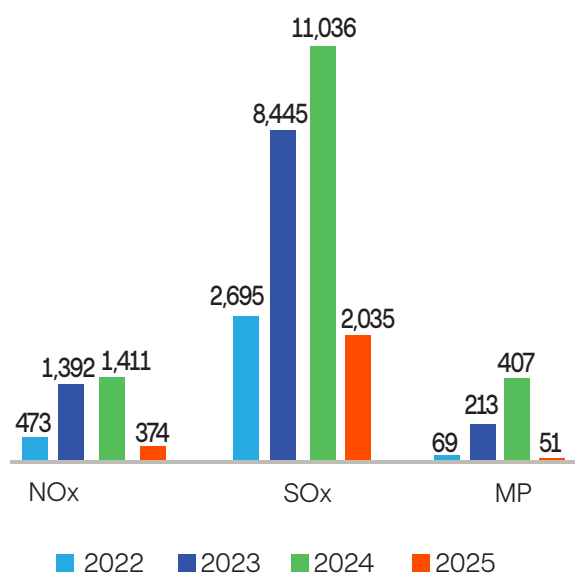
As a result of this modernization, equipment with improved performance and enhanced hermetic sealing was installed, minimizing SF₆ gas leaks and reducing the annual leakage rate to less than 0.3%. In addition, the new equipment provides excellent insulation performance, contributing to operational reliability, service continuity, and the safe operation of the substation.

Other Emissions

Monitoring of NO_x, SO_x, and particulate matter emissions generated by the operation of the Terozipa Thermal Power Plant, as well as ambient air quality within its area of influence and surrounding areas, was carried out to ensure continuous environmental compliance through initiatives including:

- Implementation and operation of low-NO_x burners.
- Continuous monitoring and control of critical combustion parameters.
- Construction of a wind protection barrier around the coal storage yard.
- Ongoing monitoring and quality control of fuel.

AIR EMISSIONS (METRIC TONS)



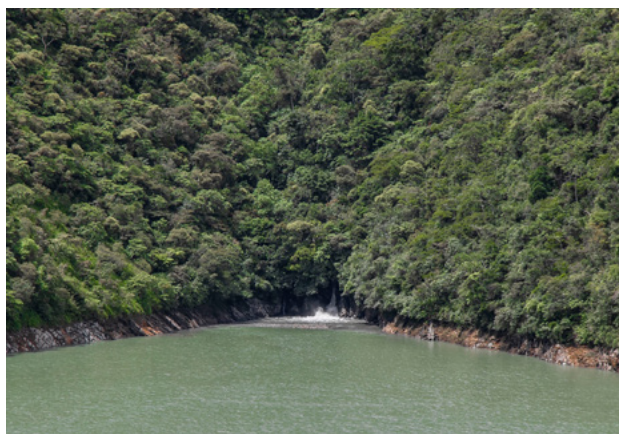
Responsible Water Use

Water Withdrawal
and Consumption for
Power Generation

IF-EU 140a.1, IF EU 140a.3

GRI 303-3, 303-5

In 2025, 24,467,505.7 ML of water was withdrawn from surface water sources, groundwater, and municipal water supply systems for electricity generation at Enel Colombia's power generation facilities. The surface water sources used for water withdrawal are listed below:



Units: Megaliters		
Water Withdrawal [Disclosure 303-3]	ALL AREAS	WATER-STRESSED AREAS
Water withdrawal by source		
Surface water (total)	24,467,484.49	244,674,84.49
Freshwater (≤1,000 mg/L total dissolved solids)	47,150,553	47,150,553
Other water (>1,000 mg/L total dissolved solids)	24,420,333.94	24,420,333.94
Groundwater (total)	1770	0
Freshwater (≤1,000 mg/L total dissolved solids)	1770	0
Other water (>1,000 mg/L total dissolved solids)	0	0
Seawater (total)	0	0
Freshwater (≤1,000 mg/L total dissolved solids)	0	0
Other water (>1,000 mg/L total dissolved solids)	0	0
Produced water (total)	0	0
Freshwater (≤1,000 mg/L total dissolved solids)	0	0
Other water (>1,000 mg/L total dissolved solids)	0	0
Third-party water (total)	3.50	0
Freshwater (≤1,000 mg/L total dissolved solids)	0.73	0
Other water (>1,000 mg/L total dissolved solids)	2.77	0
Total water withdrawal from third-party sources by withdrawal source		
Surface water	24,467,484.49	24,467,484.49
Groundwater	1770	0
Seawater	0	0
Third-party water	3.50	0
Produced water	0	0
Total water withdrawal		
Surface water (total) + groundwater (total) + seawater (total) + produced water (total) + third-party water (total)	24,467,505.7	24,467,484.49

To reduce water consumption in power generation activities, the Company has implemented a number of water conservation and efficient water use programs, including:

- Periodic monitoring of water withdrawals.
- Employee training at power generation facilities on water conservation and the efficient use of water.
- Implementation of a rainwater harvesting and utilization system at the Guaca Power Plant.
- Operation and monitoring of the water reuse process for water generated from filter backwashing in the reverse osmosis plant at the Termozipa Power Plant.

Municipal Water Withdrawal Reduction Targets

Year	MTargeteta
2024	3% reduction compared to 2023
2025	2% reduction compared to 2024
2026	2% reduction compared to 2025
2027	2% reduction compared to 2026
2028	2% reduction compared to 2027

In 2025, third-party water consumption at the Company's power generation facilities totaled 3.50 ML.

Water Use in Central America

In 2025, approximately 3,253.418 ML of water was withdrawn in Panama from surface water sources, groundwater, and municipal water supply systems for electricity generation at hydropower plants and solar facilities.



Units: Megaliters		
Water Withdrawal [Disclosure 303-3]	ALL AREAS	WATER-STRESSED AREAS
Water Withdrawal by Source		
Surface water (total)	3,250.984	3,250.984
Freshwater (≤1,000 mg/L total dissolved solids)	2,445.368	2,445.368
Other water (>1,000 mg/L total dissolved solids)	805.616	805.616
Groundwater (total)	0.84	0
Freshwater (≤1,000 mg/L total dissolved solids)	0.84	0
Other water (>1,000 mg/L total dissolved solids)	0	0
Seawater (total)	0	0
Freshwater (≤1,000 mg/L total dissolved solids)	0	0
Other water (>1,000 mg/L total dissolved solids)	0	0

Units: Megaliters		
Water Withdrawal [Disclosure 303-3]	ALL AREAS	WATER-STRESSED AREAS
Produced water (total)	0	0
Freshwater ($\leq 1,000$ mg/L total dissolved solids)	0.008	0
Other water ($> 1,000$ mg/L total dissolved solids)	0	0
Third-party water (total)	1.59	0
Freshwater ($\leq 1,000$ mg/L total dissolved solids)	1.59	0
Other water ($> 1,000$ mg/L total dissolved solids)	0	0
Total third-party water withdrawal by withdrawal source		
Surface water	3,250.984	3,250.984
Groundwater	0.84	0
Seawater	0	0
Third-party water	1.59	0
Produced water	0	0
Total water withdrawal		
Surface water (total) + Groundwater (total) + Seawater (total) + Produced water (total) + Third-party water (total)	3,253.418	3,250.984

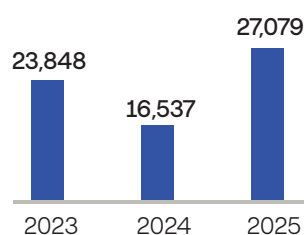
In 2025, third-party water consumption in Central America totaled 1.59 ML, which was used for a variety of purposes, including domestic consumption at the Company's power generation facilities.

It is important to note that in both Colombia and Central America, the water supply basins are characterized by high water demand, making them potentially susceptible to water stress.

Distribution Networks – Enel Grids

This section presents the consolidated water consumption for Enel Grids' administrative, commercial, and operational facilities. Water consumption increased by 65% compared to 2024, primarily as a result of the lifting of water use restrictions imposed by the local district authorities and the implementation of a policy requiring employees to work 60% of their time on-site at offices and corporate buildings.

DOMESTIC WATER CONSUMPTION – ENEL COLOMBIA (M³)



Construction of New Projects

During the construction phase, no water abstraction or wastewater discharge permits are required. Consequently, water for consumption and worker hydration is purchased from suppliers holding all required permits. In addition, portable sanitation units are provided for the management of domestic wastewater.

Accordingly, water consumption during 2025 was as follows:

- Domestic water consumption: 20,903 m³
- Industrial water consumption: 6,176 m³

For water reuse, condensate generated by the air conditioning systems at construction site facilities is used for cleaning offices and tools.

Wastewater Discharges

GRI 303-4 303-5

At the power generation facilities, process water and treated domestic wastewater were discharged, totaling 24,467,337.75 ML. All discharges complied with the applicable water quality standards.

Water Use	Megaliters	Megaliters
Water Discharge [Disclosure 303-4]	ALL AREAS	WATER-STRESSED AREAS
Water Discharge by Receiving Body		
Surface water	24,467,337.27	24,467,337.27
Groundwater	0	0
Seawater	0	0
Third-party water (total)	0	0
Reused treated water for dust suppression	0.48	0
Total Water Discharge		
Surface water + Groundwater + Seawater + Third-party water (total)	24,467,337.75	24,467,337.27
Water Discharge by Freshwater and Other Water		
Freshwater ($\leq 1,000$ mg/L total dissolved solids)	46,980	46,980
Other water ($> 1,000$ mg/L total dissolved solids)	24,420,333.94	24,420,333.94
Water Discharge by Treatment Level (Recommended, but not mandatory)		
Industrial wastewater (IWW) with treatment	0.48	
Cooling water discharged to surface water	46,980	46,980
Treated domestic wastewater (DWW) discharge	23.332	0

Water Consumption [Disclosure 303-5]	TODAS LAS ÁREAS	ZONAS CON ESTRÉS HÍDRICO
Total water consumption	0	ML (303-5-b)
Change in water storage, where water storage has been identified as having a significant water-related impact	3,033,270	3,033,270



For Central America, total water discharges were quantified according to their final receiving destination, amounting to 3,204,437 ML.

Water Use	Units Megaliters	Unidades Megaliters 2
Water Discharge [Disclosure 303-4]	ALL AREAS	WATER-STRESSED AREAS
Water Discharge by Receiving Body		
Surface water	3,203.91	3,203.91
Groundwater	0	0
Seawater	0	0
Third-party water (total)	0.527	0
Third-party water transferred for use by other organizations	0	0
Total water discharge		
Surface water + Groundwater + Seawater + Third-party water (total)	3,204.437	3,203.91
Water Discharge by Freshwater and Other Water		
Freshwater (≤1,000 mg/L total dissolved solids)	3,203.91	3,203.91
Other water (>1,000 mg/L total dissolved solids)	0	0
Water Discharge by Treatment Level (Recommended, but not mandatory)		
Treated domestic wastewater (DWW)	0.527	
Cooling water discharged to surface water		0
Treated industrial wastewater (IWW) reused for coal yard dust suppression		0

Water Consumption [Disclosure 303-5]	TODAS LAS ÁREAS	ZONAS CON ESTRÉS HÍDRICO
Total water consumption	0	ML (303-5-b)
Change in water storage, where water storage has been identified as having a significant water-related impact	502	502

Energy Consumption Efficiency

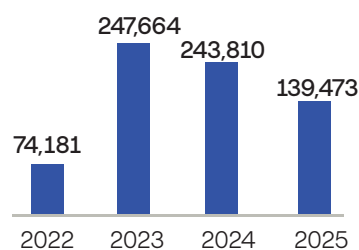
GRI 302-1, 302-3, 302-4

Energy Consumption at Power Generation Facilities

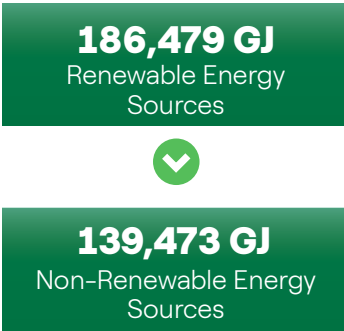
For the operation of the Company's power generation facilities, energy consumption is measured for auxiliary equipment powered by non-renewable energy sources (coal and liquid fuels), as well as for auxiliary equipment powered by renewable energy sources.

The energy consumption of auxiliary equipment supplied by non-renewable energy sources totaled 139,473 GJ.

ENERGY CONSUMPTION FROM NON-RENEWABLE SOURCES (GJ)

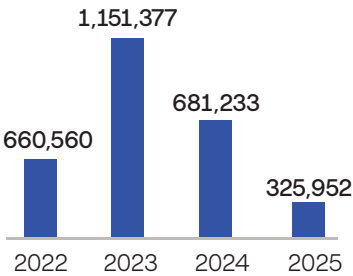


In addition, 186,479 GJ of energy from renewable sources (hydropower) was recorded.



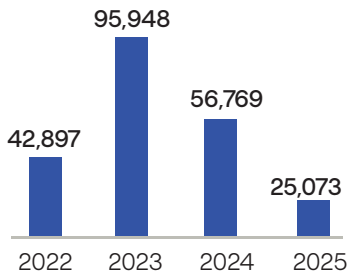
Accordingly, total energy consumption at the Company’s power generation facilities amounted to 325,952 GJ.

ENERGY CONSUMPTION AT POWER GENERATION FACILITIES (GJ)



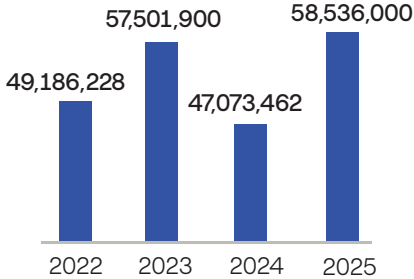
In terms of energy efficiency, **25,073 GJ** of energy were consumed per power generation facility during the year.

ENERGY EFFICIENCY (ENERGY CONSUMPTION PER POWER GENERATION FACILITY)



The following chart presents the amount of energy sold in Colombia.

ENERGY SOLD (GJ)



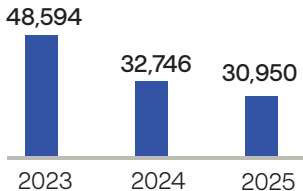
Energy sold in Colombia totaled 58,536,000 GJ, representing an increase of 19.59% compared with 2024. In Central America, energy sold during 2025 totaled 9,360,000 GJ.

Total energy sold by the Company’s Generation business line in Colombia and Central America amounted to 67,896,000 GJ.

Energy Consumption in Distribution Networks

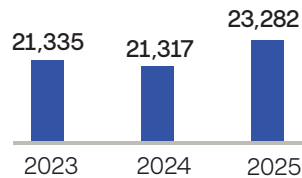
Total electricity consumption amounted to 8,597,525 kWh, equivalent to 30,950 GJ. It should be noted that 1 kWh equals 0.0036 GJ. The calculations are based on a database provided by the Accounts and Energy Records area, which contains the electricity consumption (kWh) for each Enel facility. Through the use of parent and child accounts, current data are consolidated with consumption from previous months and filtered by facility type to aggregate the representative values for domestic and industrial facilities. The data are consolidated in the IDA report, which is prepared on a quarterly basis.

ELECTRICITY CONSUMPTION (GJ)



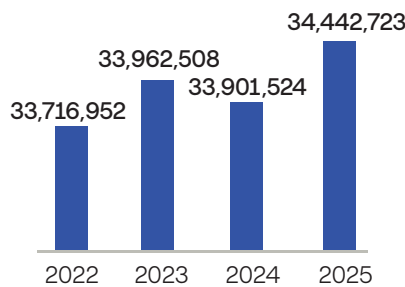
The consumption of energy from non-renewable sources totaled 23,282 GJ, representing an increase compared with 2024, primarily attributable to higher gasoline consumption associated with the operation of contracted vehicles. Operational activity increased slightly during the year compared with the conditions observed in 2024.

ENERGY CONSUMPTION FROM NON-RENEWABLE SOURCES (GJ)



During the year, a total of 34,442,723 GJ of electricity was sold.

ENERGY SOLD (GJ)



Waste Management

To ensure the proper management of the Company's environmental aspects, continuous monitoring is carried out for the materials used and waste generated by both internal personnel and contractors through controls that ensure the appropriate treatment and disposal of waste.

Waste Generated from Power Generation

Waste Generated During the Construction of New Projects

Throughout 2025, training sessions and awareness campaigns were conducted with contractor companies to promote the proper segregation and reuse of waste across the various projects under construction. In addition, educational institutions located within the projects' areas of influence received awareness activities emphasizing proper waste management practices both at project sites and in households.

The **Zero Waste** initiative aims to reduce and minimize waste generated through the use of water bags for hydration and expanded polystyrene waste by reducing the use of these materials and replacing them with alternatives offering greater recovery and reuse potential.

Construction projects generate domestic liquid waste and solid waste. Since wastewater is not discharged, no wastewater discharge permit is required. Instead, wastewater is managed by authorized third-party contractors holding all required environmental permits.

During 2025, the following waste was generated at construction projects:

- Domestic wastewater: 700 m³
- Recoverable solid waste: 50,200 kg
- Non-recoverable solid waste: 32,000 kg

Material Consumption in Power Generation – Colombia and Central America

Material Consumption

GRI 301-1, 301-2.

Total Resources Used in the Production Process

Type of Resources	Resources	Unit	2024	2025
Chemical Materials	Hydrazine – virgin	t	4.89	2.18
	Caustic soda	t	5.94	5.50
	Sulfuric acid/chloride	t	0.00	0.14
	Ammonia – virgin	t	-	6.80
	Trisodium phosphate – virgin	t	-	0.35
	Sodium hypochlorite	t	19.38	6.80
	Other	t	0	10.21
Fuels from Non-Renewable Sources	Coal	t	504,000	0.00
	Fuel oil	t	0	0.00
	Natural gas	m ³ x 10 ⁶	0	0.00
	Diesel	t	2,819	0.00
Other	Lubricating oil	t	12.22	8.25
	Dielectric oil	t	0	0.00
	Printing paper	t	0	1.20
Recovered/Reused	Lubricating oil	t	1.27	0.64
% Reused				7.77
Total				2,066.43

Of the materials used, 7.7% were reused, corresponding to the reuse of lubricants.

For the hydropower and photovoltaic power plants in Panama, Guatemala, and Costa Rica, material consumption consisted primarily of lubricants and paper, as detailed below.

Consumables Used at Central American Power Plants

Type of Resources	Resources	2025
Other	Lubricating oil	8.82 t
	Dielectric oil	0 t
	Printing paper	0.189 t
Recovered/Reused	Lubricating oil	0.00 t
% Recovered	Lubricating oil	0%

No consumables were recovered or reused during the reporting period.

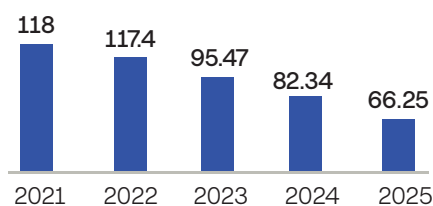
Waste Generated and Recovered

IF EU 150a.1

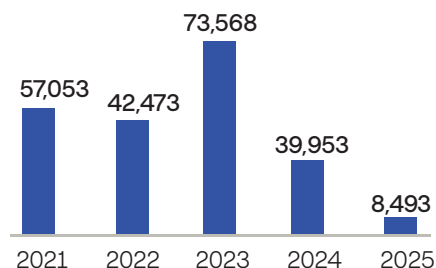
GRI 306-3, 306-4, 306-5

As part of its solid and liquid waste management practices at its power generation facilities, the Company carries out waste segregation, storage, transportation, and final disposal processes, while seeking to maximize waste recovery in support of the circular economy. During the reporting period, 8,559.46 metric tons of waste were generated, of which 8,172.54 metric tons corresponded to ash from the Termozipa Power Plant, representing 95% of the total waste generated. This material was recovered and reused under the principles of the circular economy as a by-product.

HAZARDOUS WASTE (METRIC TONS)



NON-HAZARDOUS WASTE (METRIC TONS)



WASTE BY COMPOSITION (METRIC TONS)			
CONTENTS	306-3	306-4	306-5
	TOTAL WASTE GENERATED	WASTE DIVERTED FROM DISPOSAL	WASTE DIRECTED TO DISPOSAL
Waste Composition			
HAZARDOUS	66.25	56.23	10.02
NON-HAZARDOUS	8,493.21	8,258.72	234.49
TOTAL NON-HAZARDOUS WASTE	8,493.21		
TOTAL HAZARDOUS WASTE	66.25		



The breakdown of waste generated is presented below:

	Treatment Method	Waste Type	2025 (ton)
Hazardous	Recovery	Burned dielectric oil	29.4
		Used oils and grease	
		Water contaminated with hydrocarbons	
		Lead-acid batteries	
		Scrap material (non-recoverable)	
		Chemical containers	
		Waste contaminated with hydrocarbons	
	Recovery – Co-processing	Used oils and grease	16.67
		Water contaminated with hydrocarbons	
		Waste contaminated with hydrocarbons	
		Paint waste	
		Oil-contaminated waste	
	Disposal	Water contaminated with hydrocarbons	10.0
		Acid and alkali waste	
		Asbestos waste, fibers, and roofing sheets	
		Paint waste	
	Post-consumer Collection	Batteries and cells	8.9
		Fluorescent tubes and lamps	
	Thermal Treatment	Water contaminated with hydrocarbons	1,188
		Waste contaminated with hydrocarbons	
Paint waste			
PCB Decontamination (Ultrasonic Washing)	PCB-contaminated waste	0	
Subtotal – Hazardous Waste			66.25
Non-hazardous	Recycling Recovery Reuse	Glass	70.3
		Plastic	
		Paper	
		Cardboard	
		Scrap metal and ferrous materials	
		Electronic waste	
		Copper cable scrap	
	Composting	Organic waste (recovered)	15.9
	Sanitary Landfill	Mixed inorganic and organic waste	27.1
	Other	Waste removed from rivers or the sea	207.41
		Ash	
		Wood	
		Construction and demolition debris	
		Wastewater treatment plant (WWTP) sludge	
	By-products	Ash	8,172.54
Subtotal – Non-hazardous Waste			8,493.21

The Company's principal waste management initiatives at its power generation facilities include:

- Recovery of tires from the Bogota River: A total of 2,189 tires and 63.946 metric tons of waste were removed from the Bogota River. The recovered tires are sorted and cleaned using appropriate products that enable their reuse in the construction of decorative structures and playground equipment installed in parks at educational institutions, as well as for the enhancement of public spaces in municipalities within the area of influence of the Company's power generation facilities.
- Implementation of the Waste Management software at renewable power plants and in thermal generation operations: This software maintains an inventory of stored waste quantities, facilitating the identification of waste characteristics, classification, labeling, and subsequent management and disposal at both thermal and renewable power generation facilities.
- Sale of ash as a by-product of internal processes: Ash generated at the Termozipa Power Plant is supplied to cement manufacturers and civil works projects as part of the Company's commitment to the circular economy.
- Implementation of the Zero Waste Program: This initiative is aimed at the treatment, recovery, and reuse of waste generated at the Company's power generation facilities.

Waste Generated and Recovered in Central America

The following section presents a summary of waste generation and recovery in Guatemala, Costa Rica, and Panama during 2025.

WASTE BY COMPOSITION IN CENTRAL AMERICA (METRIC TONS)			
CONTENTS	306-3	306-4	306-5
	TOTAL WASTE GENERATED	WASTE DIVERTED FROM DISPOSAL	WASTE DIRECTED TO DISPOSAL
Waste Composition			
Hazardous	0.00	0.00	0.00
Non-hazardous	133.07	56.60	76.47
By-products	0.00	0.00	0.00
Total Non-hazardous Waste	133.07		
Total Hazardous Waste	0.00		

Esto representa un total de 133,07 t totales generadas de residuos, de los cuales el 43% fueron recuperados.



Waste Generated in Energy Distribution – Enel Grids

The Enel Grids business line generated a total of 63,013.5 metric tons of waste during the course of its operations, of which 790.17 metric tons were hazardous waste and 62,223.37 metric tons were non-hazardous waste.

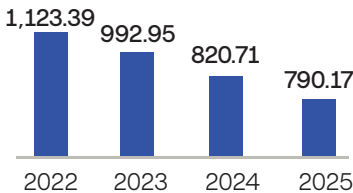
All solid waste generated by Enel Grids and sent to land-fill is managed off-site by authorized waste management companies holding the required environmental licenses, as applicable. Depending on its characteristics, this waste may be recycled, recovered as a by-product, or, where necessary, incinerated or disposed of in secure landfill cells.

Waste generated by Enel Grids is classified according to its material composition in order to determine the appropriate recovery or disposal process.

Some of the year’s key results include:

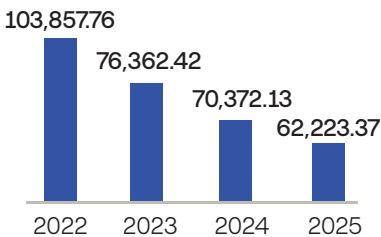
- A 4% reduction in the volume of hazardous waste managed compared with the previous year.

HAZARDOUS WASTE (METRIC TONS)



- A 13% reduction in the volume of non-hazardous waste managed compared with the previous year.

NON-HAZARDOUS WASTE (METRIC TONS)



Waste Breakdown by Composition

Waste by Composition (Metric Tons)			
Waste Composition	Waste Generated (t)	Waste Diverted from Disposal (t)	Waste Directed to Disposal (t)
Construction and demolition waste	17,579.46	15,551.37	2,028.09
Packaging	59.66	59.66	0.00
Municipal waste and similar (municipal waste and forestry pruning)	11,651.52	11,651.52	0.00
Industrial waste	2,760.03	2,750.94	9.09
Soil and stones	30,884.09	25,889.22	4,994.87
PCB-contaminated waste	41.10	41.10	0.00
Asbestos	4.70	0.00	4.70
Oils, water, and other liquids	1.13	1.13	0.00
Other waste	31.85	2.69	29.16
Total Waste	63,013.50	55,947.63	7,065.91

Breakdown of waste diverted from disposal:

Waste Diverted from Disposal (Metric Tons)			
	On-site (t)	Off-site (t)	Total (t)
HAZARDOUS			
Preparation for reuse	0.00	0.00	0.00
Recycling	0.00	745.12	745.12
Other recovery operations	0.00	0.00	0.00
Total			745.12
NON-HAZARDOUS			
Preparation for reuse	0.00	47,183.41	47,183.41
Recycling	0.00	0.00	0.00
Other recovery operations	8,017.00	0.00	8,017.00
Total			55,200.41
DIVERTED FROM DISPOSAL			
Total			55,945.53

Breakdown of waste directed to disposal:

Waste Directed to Disposal (Metric Tons)			
	On-site (t)	Off-site (t)	Total (t)
HAZARDOUS			
Incineration (with energy recovery)	0.00	0.00	0.00
Incineration (without energy recovery)	0.00	2.10	2.10
Landfill disposal	0.00	0.00	0.00
Other disposal operations	0.00	42.95	42.95
Total			45.05

Waste Directed to Disposal (Metric Tons)			
	On-site (t)	Off-site (t)	Total (t)
NON-HAZARDOUS			
Incineration (with energy recovery)	0.00	0.00	0.00
Incineration (without energy recovery)	0.00	0.00	0.00
Landfill disposal	0.00	7,022.96	7,022.96
Other disposal operations	0.00	0.00	0.00
Total			7,022.96
WASTE DISPOSED OF			
Total			7,068.00

A total of 55,945.53 metric tons of hazardous and non-hazardous waste generated during the reporting period were recovered through recycling.

Waste Generated During the Construction of New Projects

Training sessions and awareness campaigns were conducted with contractor companies to promote the proper segregation and reuse of waste across the various projects under construction.

During 2025, the following construction and demolition waste (CDW) was generated at construction projects:

- Recovered CDW: 41,440.60 metric tons
- Non-recovered CDW: 7,022.96 metric tons

Waste Generated – Enel Commercial

The Enel Commercial business line generated a total of 423.8 metric tons of waste during the course of its operations. All solid waste is managed off-site by authorized waste management companies holding the required environmental licenses, as applicable. Depending on its characteristics, this waste may be recycled, recovered as a by-product, or, where necessary, incinerated or disposed of in secure landfill cells. During 2025, all waste was delivered for recovery through recycling.

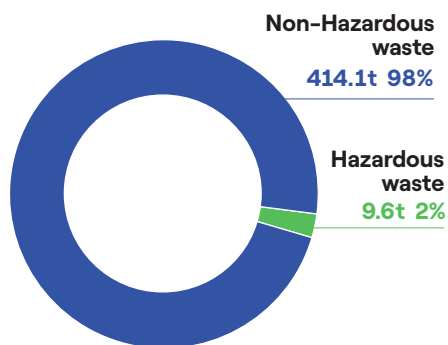
Waste generated by Enel Commercial is classified in accordance with the Company's commitment to proper materials management, with the objective of ensuring the implementation of appropriate recovery or final disposal processes, while guaranteeing compliance with applicable environmental regulations and minimizing environmental impacts.

Waste Type	Disposed of / Recycled (Weight - t)	Percentage of Total (%)
Aluminum	9.15	2.2%
Iron scrap	104.27	24.6%
Copper	3.13	0.7%
Bronze	0.56	0.1%
Core material (Export)	13.68	3.2%
Polymer	11.39	2.7%
Porcelain	1.54	0.4%
Glass	5.37	1.3%

Waste Type	Disposed of / Recycled (Weight - t)	Percentage of Total (%)
Concrete (construction debris)	264.65	62.4%
Lithium batteries	0.40	0.1%
Dielectric oil	6.84	1.6%
Waste Electrical and Electronic Equipment (WEEE) (electronic boards and other components)	1.24	0.3%
Mercury bulbs (Hg lamps)	0.02	0.00%
Discharge tubes (sodium lamps)	1.54	0.4%
Total	423.8	100%

Of the total waste generated, 2%, equivalent to 9.6 metric tons, consisted of hazardous waste, which required specialized handling, storage, and final disposal due to its potential risk to human health and the environment. The remaining 98%, equivalent to 414.1 metric tons, consisted of non-hazardous waste, which was managed through recycling processes in accordance with applicable environmental regulations.

WASTE GENERATED IN 2025



During 2025, 423.8 metric tons of the total hazardous and non-hazardous waste generated were recovered through recycling by an authorized waste management contractor, in compliance with applicable environmental legislation. This waste management approach reduced the amount of waste sent for final disposal, promoted the circular economy, and contributed to minimizing the environmental impacts associated with waste management.



Waste Type	Classification	Total Quantity (t)	Recovery Method	Final Destination
Aluminum	Non-hazardous	9.15	Recycling	Diverted from disposal
Iron scrap	Non-hazardous	104.27	Recycling	Diverted from disposal
Copper	Non-hazardous	3.13	Recycling	Diverted from disposal
Bronze	Non-hazardous	0.56	Recycling	Diverted from disposal
Core material (Export)	Non-hazardous	13.68	Recycling	Diverted from disposal
Polymer	Non-hazardous	11.39	Recycling	Diverted from disposal
Porcelain	Non-hazardous	1.54	Recycling	Diverted from disposal
Glass	Non-hazardous	5.37	Recycling	Diverted from disposal

Waste Type	Classification	Total Quantity (t)	Recovery Method	Final Destination
Concrete (construction debris)	Non-hazardous	264.65	Recycling	Diverted from disposal
Lithium batteries	Non-hazardous	0.40	Recycling	Diverted from disposal
Dielectric oil	Hazardous	6.84	Recycling	Diverted from disposal
Waste Electrical and Electronic Equipment (WEEE) (electronic boards and other components)	Hazardous	1.24	Recycling	Diverted from disposal
Mercury bulbs (Hg lamps)	Hazardous	0.02	Recycling	Diverted from disposal
Discharge tubes (sodium lamps)	Hazardous	1.54	Recycling	Diverted from disposal
Total		423.8		

Strengthening Environmental Culture

Distribution Networks

Management of PCB-Related Risks

Several outreach initiatives were implemented, including the production of a video focused on the identification of PCBs in third-party equipment, developed in collaboration with the District Department of Education. The video explained the responsibility of equipment owners in the comprehensive management of PCBs to protect the environment. In addition, the Company continued distributing informational brochures directly to local communities, providing clear and accessible information on the risks associated with PCBs. These initiatives helped increase public awareness and promote a better understanding of the Company's efforts to manage the risks associated with this substance.

Environmental Incident Management

To strengthen activities related to the management of environmental incidents, training sessions were conducted on incident investigation, with a particular focus on wildfires and large-scale spills, thereby enhancing preparedness to respond effectively to these emergencies.

Environmental Awareness and Education

The Company also carried out a range of environmental awareness and education initiatives, including:

- Total Quality Inspections training to strengthen the environmental competencies of both internal and external integrated inspectors.
- Awareness campaigns on waste management and recycling, environmental emergency management, and the handling of wildlife and epiphytic species.
- Awareness campaigns promoting the conservation and efficient use of water and energy, as well as waste segregation at administrative and operational facilities, with the objective of reinforcing these practices in employees' day-to-day activities.

Staff & Services Management

During 2025, Enel strengthened its environmental management through systematic audit processes, contractor oversight, and continuous improvement initiatives aimed at ensuring regulatory compliance and enhancing sustainability performance.

As part of the external recertification audits, no significant findings related to environmental management were identified. Likewise, during the Sustainability Report audit, recommendations were issued to the Staff & Services areas, primarily concerning the standardization of the processes for collecting, consolidating, and maintaining the records supporting the report. These recommendations were addressed promptly through the preparation, review, and publication of Document DT SS 070 – Consolidation and Processing of the IDA Report, as well as its corresponding upload to the EDEN platform, thereby strengthening the traceability and consistency of the reported information.

Additionally, environmental reviews were conducted at 14 contractor companies as part of the monitoring of applicable environmental requirements, representing a total of 20 inspections during the year. As a result of this exercise, it was identified that 22% of the findings were associated with non-compliance with the Environmental Management Plan (EMP), primarily in matters related to solid waste segregation, while 78% corresponded to regulatory non-compliance within the Environmental Management System (EMS). These issues were addressed through action plans and follow-up activities.

Likewise, two verification audits were conducted at Staff companies to assess compliance with applicable environmental regulatory requirements: SOA, responsible for occupational medical examinations, and QUIROMAR, a manufacturer and supplier of corporate uniforms. As a result of these activities, one minor nonconformity was identified, related to performance measurement in service delivery, along with one opportunity for improvement aimed at strengthening the environmental management culture and communication with suppliers and external stakeholders.

To strengthen capabilities, two environmental management training sessions focused on legal and contractual requirements were delivered to contractors. In addition, 299 people working in corporate buildings received training through the waste management and employee environmental responsibilities program.

Finally, four circular economy projects developed by Staff and Service contractor companies were presented, generating a direct impact on waste optimization and circularity, thereby contributing to the reduction of environmental impacts and the strengthening of a more sustainable management model.

OTHER ACTIONS WITH COMMUNITIES IN THE AREAS OF INFLUENCE

• Actions with Communities Along the Bogota River Cascade System

During 2025, visits to the Pagua and Casalaco cascade power plants were conducted as outreach activities focused on communicating environmental management practices, operational processes, and the best practices implemented by the plants within their areas of influence.

These activities helped strengthen relationships with communities, local authorities, and other stakeholders by promoting transparency and providing first-hand knowledge of the environmental initiatives undertaken.

The activities were primarily organized as guided tours of the facilities, with particular emphasis on visits to striking and contrasting locations such as the Bogota River at the Charquito Intake, the Muña Pumping Station, the Renace Forest, and the Muña Reservoir ecotourism trail (Tywa and the rehabilitation property), which was designed as an educational setting to explain the power generation process, natural resource protection measures, and the environmental mitigation and compensation actions implemented by the Company. Through this approach, participants were able to gain first-hand insight into the operation of the power plants and their commitment to environmental sustainability.

Within the Casalaco Cascade System, operational performance reached 83% of the annual target, with five of the six scheduled activities completed and a total of 54 participants. One of the planned visits could not be carried out during the reporting period and was rescheduled for 2026 due to logistical and scheduling constraints in the territory.

Visits within this cascade system included the participation of different population groups and institutional stakeholders. In the municipalities of Soacha and El Colegio, activities were conducted with the El Charquito community, residents of the Zaden, La Junca, and Redondillo rural districts (veredas), and the municipal administration of El Colegio. In the municipality of San Antonio del Tequendama, visits were conducted with local communities, conflict victims, and residents of Santandercito.

Meanwhile, within the Pagua Cascade System, visits included the educational community of the Gustavo Uribe Ramírez Educational Institution (GUR), the Paraíso rural district (vereda) community, and residents of the Santa Marta and Marsella rural districts (veredas). These activities brought the community closer to the environmental initiatives carried out at the power plant and reinforced environmental education and awareness processes throughout the area.

Environmental Investments and Expenditures

Power Plants

In 2025, investments totaling COP 15,849,149,868 were made to implement environmental initiatives and ensure environmental compliance at the power plants. These investments were allocated to ambient air and climate protection, wastewater management, waste management, biodiversity and landscape protection, environmental compensation measures, other environmental protection activities, environmental agreements, environmental management with regulatory authorities, and environmental studies.

Description	2025 Amount (COP)
ENVIRONMENTAL PROTECTION EXPENDITURES – Generation	
Ambient Air and Climate Protection	\$1,865,814,636.00
Water Resource Protection Management	\$4,045,562,728.00
Biodiversity and Landscape Protection	\$1,579,349,198.00
Other Environmental Protection Activities	\$1,977,635,456.00
Environmental Compensation Management and Logistics	\$2,486,459,710.00
Environmental Services	\$2,677,500,767.00
Environmental Assurance	\$813,868,823.00
Environmental Studies	\$402,958,550.00
TOTAL Expenditures	\$15,849,149,868.00



Distribution Networks

In 2025, environmental investments and expenditures for the Enel Grids business line totaled COP 107,305,524,404, allocated as presented below:

DESCRIPTION	2025 (COP)
Environmental awareness and environmental culture promotion activities	\$60,824,999
Compensation for interventions involving trees (payments to the District Department of Environment – SDA)	\$372,330,716
Legal compliance (PCB risk communication, compliance assessments, archaeology plans, and other regulatory obligations)	\$9,208,314,111
Environmental studies, reports, management plans (archaeology, wildlife, etc.), and communication costs associated with the development of new projects	\$8,684,064,939
Evaluation and monitoring of permitting processes	\$172,944,065
Technical measures for biodiversity protection	\$36,746,334
Other environmental management support costs	\$109,993,565
Shared value projects and social management activities within the framework of project development	\$1,630,887,107
Environmental services at the returned materials warehouse and management of other hazardous waste	\$3,809,188,149
Mandatory tree planting to comply with environmental permits	\$15,357,252
Equipment replacement, infrastructure replacement/removal, corrective actions, or modernization due to environmental impacts	\$7,204,300,000
Tree maintenance activities to address interference with infrastructure	\$3,615,084,269
Noise and electromagnetic field measurements	\$15,962,102
Climate Change – Climate change management activities	\$2,873,260,657
Prevention and preparedness for environmental emergency response	\$74,632,004
Replacement of bare conductors with insulated conductors and undergrounding of distribution networks	\$39,844,400,000
Implementation of the Loss Reduction Program	\$29,577,234,135
Total sustainability expenditures and investments	\$107,305,524,404



Innovation

The year 2025 marked a major milestone for innovation within the Company, driven by organizational changes that renewed leadership in this area. These changes produced significant results that strengthened the corporate strategy and reinforced a culture that positions innovation as a key driver of value creation.

THE IMPACT OF INNOVATION



The Innovation Day is an internal event designed to promote and showcase innovation achievements across Colombia and Central America. Held in a hybrid format, the event was attended by more than 500 participants, who received training and inspiration, and submitted 54 ideas during the Hackathon. Of these, 11 teams advanced to the pitch stage, where the three most innovative ideas, offering the greatest efficiency gains and value creation, were selected. The event also featured a showcase of the Company's best projects completed in 2024.



Innovation Networks

In Colombia, the Company promotes a network of key individuals who drive innovation across its different business areas. This network is composed of Focal Points designated by each business line and an Innovation Ambassador Network, whose members promote activities throughout the year using methodologies such as Design Thinking, Lean Startup, LEGO® Serious Play, among others, to solve specific problems, foster project execution, and support global intrapreneurship programs.

As a result of the Company's innovation culture initiatives and the collaborative efforts of employees, suppliers, and universities, the following innovation projects were developed:

Grids

VLF Testing Support – Risk Reduction in Electrical Conductor Testing

Development of equipment that enables the safe testing of electrical conductors by ensuring the separation of each phase while maintaining the required safety clearances for the application of high-voltage test levels without exposing personnel to risk. The equipment can be securely anchored to the ground or mounted on utility poles, and its dielectric design and mechanical protection prevent energized components from moving during fault testing or Very Low Frequency (VLF) testing, thereby ensuring a safe testing process, as illustrated in the accompanying image.



IoT360 – Device and Algorithm for 360 Transformer Fault Detection

A low-cost solution designed to remotely detect, in real time, faults in transformers and distribution networks by identifying current and voltage imbalances or outages and inferring the origin of anomalies through algorithms operating on the medium-voltage (MV) network. This reduces fault response and system restoration times, improves the SAIDI and SAIFI reliability indices, and reduces or eliminates the need for 360/240 transformers. This solution has enabled the Company to:

- Remotely monitor eight 360 transformers.
- Respond to events in real time from the control center, reducing fault response times by 21 hours, thereby improving customer service quality.
- Confirm through the pilot project that the IoT360 remote monitoring solution improves SAIDI/SAIFI service quality indicators by reducing response times from the moment an event is detected at the control center, without requiring customers to report the outage.

ENELFLEX First Demand Response Pilot to Relieve Distribution Network Congestion. This project addresses power system contingencies through the participation of industrial customers who modify their electricity consumption patterns in real time in response to grid events. This solution:

- Maintains the stability of the Regional Transmission System (STR) and the Local Distribution System (SDL) at approximately 320K.
- Engages customers in real time as providers of flexibility services, creating a new market.
- Enables participating customers to reduce or disconnect their electricity consumption in response to demand signals from the distribution circuit, thereby contributing to system balance in accordance with the regulations governing Flexibility, Distributed Energy Resources (DERs), and Demand Response (DR).
- Optimizes cash flow while supporting the implementation of digital systems and new use cases (UCs).

ENERGY COMMUNITY

This solution consists of 22 customer accounts, 22 kWp of installed capacity, and 72 solar panels with a generation capacity of 75 kWh/day, providing electricity to approximately 80 residents. Its objective is to promote local energy autonomy, reduce electricity costs for end users,

and improve service quality in Cundinamarca through the implementation of on-grid and off-grid renewable energy solutions. The project achieved the following:

- Technical education and training for community members.
- Support for implementing a productive initiative to foster local economic development.

SMARTCUT – New Methods for Safe and Effective Vegetation Management

A vegetation management project for electrical distribution networks aimed at identifying and implementing innovative solutions to manage vegetation located near electrical infrastructure in a safer, more efficient, and more sustainable manner. The project contributes to operational efficiency and employee safety by incorporating technologies that reduce environmental impacts while strengthening the continuity and resilience of the electrical network.

The scope of the project includes the implementation of three different technologies:

1. **Laser Pruning:** This technology uses a laser pruning device capable of performing controlled and efficient cuts at distances ranging from 10 to 120 meters on branches up to 25 cm in diameter. A one-month pilot project (June–July 2025) was conducted during which more than 430 cuts were completed using this technology. The pilot made it possible to assess operational risks, technical conditions, and the feasibility of acquiring equipment for deployment in 2026.
2. **Remote Pruning:** This project involves developing an advanced prototype of a saw device mounted on a dielectric insulated pole, designed to cut trees up to 12 meters in height while being operated from the ground using a remote start control. The project completed two design and testing iterations, including controlled laboratory testing and trials at Enel substations, to evaluate the device's safety and functionality. The next phase involves producing 10 prototypes for field deployment.
3. **Mechanized Pruning:** This mechanized vegetation management solution is currently in the market validation phase, during which its technical and economic feasibility is being assessed.



EQUIPMENT RECOVERY – Intelligent Equipment Repair to Extend Service Life and Optimize Resources

Repairs were performed on equipment with a regulated service life of 45 years, prioritizing assets for which the repair cost was less than 40% of the equipment's total replacement value. This strategy optimized resource utilization while efficiently extending the operational life of critical assets.

JOINT AND TERMINATION CERTIFICATION AND MONITORING – Secure Connections Without Interruptions

The objective of this project was to anticipate critical failures in cable joints, terminations, and elbows, reducing their impact by more than 0.3 minutes per failure, with a conservative annual reduction target of 5% to 10%. To achieve this, a certification program was implemented for personnel responsible for installations, together with remote verification of connection integrity using a scanning tool capable of measuring partial discharges without de-energizing the system. This innovation ensures the reliability of new connections while minimizing operational risks.

EGP

Tunnel Inspection Using a Remotely Operated Underwater Vehicle (ROV)

- To overcome the challenges of inspecting tunnels and underwater structures at hydropower plants, where access is difficult and personnel face significant safety risks, Enel deployed a Remotely Operated Vehicle (ROV) equipped with high-resolution cameras, 2D and multibeam sonar, inertial navigation systems, a hydrophone, and wall thickness measurement technology. This solution enabled the assessment of the integrity of the Fortuna Power Plant water conveyance tunnel and its associated components, generating georeferenced three-dimensional models and safely and efficiently detecting anomalies. The project reduced operational risks, eliminated the need to drain the reservoir, and enhanced the structural reliability of critical assets. It generated savings of USD 4,942,240 compared with traditional inspection methods (ROV: USD 390,000 versus a conventional alternative costing USD 5,332,240).

- Prevention of major failures.
- Optimization of maintenance activities.
- Extension of asset service life.
- Reduction of losses resulting from equipment unavailability.

Pipeline Diagnostics Using Gamma Rays

At the Darío Valencia Power Plant, a pilot project was carried out using advanced gamma-ray inspection technology to detect scale buildup and blockages in critical pipelines without interrupting plant operations. This technique enables visualization of the internal cross-section of pipelines, identification of defects, and verification of wall thickness, even in complex or high-density piping systems. The results support the prioritization of maintenance interventions, the prevention of failures, and improved cooling system efficiency.

- Estimated savings of up to COP 250 million.
- Early identification of internal defects (cracks, porosity, and defective welds).
- Effective inspection of curved or difficult-to-access pipelines.
- Accurate evaluation of high-density materials.
- Availability of radiographic records for analysis and traceability.
- Inspection without the need for equipment disassembly, reducing both time and costs.

Online Condenser Drying – Termozipa Power Plant

To improve the thermal efficiency of the power generation cycle, an innovative online condenser chamber drying methodology was implemented, allowing internal cleaning to be performed without shutting down the generating unit. Industrial fans and extraction systems dehydrate the sediment deposits that impair condenser vacuum, restoring performance in only six hours. This procedure, scheduled every 12 days, has reduced derating, minimized prolonged shutdowns, optimized water use, and preserved equipment integrity.

- Reduced maintenance and external service costs.
- Improved thermal efficiency of the system.

Estimated annual benefit of USD 3 million through increased operational availability.

WiFi Jumping Pro – End-to-End Connectivity at Solar Power Plants

To ensure corporate connectivity across all subfields of the La Loma Solar Power Plant, an innovative solution was developed using the existing industrial fiber optic network together with high-mobility 5G/4G routers. This initiative optimizes operational response times, reduces costs, and ensures continuous access to critical corporate applications. Estimated savings: EUR 137,600 (approximately COP 620,000,000).

- Full 5G Wi-Fi coverage across all subfields, with coverage radii of up to 80 meters.
- Reduced operating expenses (Opex) through a lower reliance on satellite communications equipment (monthly savings of COP 3 million).
- Reduced labor hours associated with operational travel.

RETAIL

Easy & Dynamic QR

An artificial intelligence (AI)-powered tool that provides personalized, interactive, and dynamic explanations of selected energy bill components, supporting the Company's digitalization strategy while improving customer satisfaction. Potential benefits include reduced operating expenses (Opex) associated with claims handling and a lower volume of customer contacts resulting from difficulties in understanding electricity bills across customer service channels.

Drive Safely

A mobile application that monitors Company drivers' driving behavior in real time, promoting prevention and self-care while ensuring compliance with the Strategic Road Safety Plan. The application verifies completion of pre-operational vehicle inspections, provides detailed analyses of overall and individual driving behaviors, and generates real-time reports supported by precise evidence upon completion of each trip. During the pilot phase, 2,863 trips covering 60,220 kilometers were analyzed. Potential benefits include savings of approximately COP 200 million per year in direct accident-related costs, as well as reductions in traffic fines and penalties.

Call Center Channel Improvement – B2C Assistance Sales

This continuous improvement project aims to increase the sales conversion rate for assistance products through a comprehensive review of the entire commercial process. The initiative includes market research, sales force analysis, validation of customer database segmentation, and confirmation and/or refinement of the current value proposition. It also includes an analysis of competitors and their commercial offerings in order to identify opportunities for improvement throughout the different stages of the sales process.



Digitalization

The adoption of new technologies, continuous innovation, and the enhancement of customer-facing services are fundamental pillars that enable the Company to address today's challenges while anticipating future needs in an energy sector that is constantly evolving. Within this context, Enel Colombia is committed to driving innovative projects that optimize its processes while promoting sustainability and energy efficiency.

2025 was a year of significant challenges for the Company in terms of innovation and resilience. On the one hand, the implementation of state-of-the-art technologies strengthened service levels, enhanced the customer experience, and reduced both operating costs and the environmental impacts of operations. On the other hand, the reinforcement of the distribution network and the enhancement of existing systems to meet regulatory requirements supported the Company's mission of transforming the future of energy through digitalization and greater efficiency in information management for decision-making.

The following sections present the Company's most significant projects implemented during 2025, reflecting its commitment to technological excellence and continuous innovation.

Asset Perspective

The energy transition is an irreversible process in which the Company has been actively engaged, driven by public policies addressing climate change, air quality, energy security, the circular economy, and sustainable growth. During 2025, the Company's primary areas of focus were innovation, resilience, and asset automation as key drivers for transforming energy production, distribution, and consumption processes.

Distribution Asset Projects

Technology Infrastructure Renewal

The hardware supporting the medium-voltage supervisory control system was upgraded to strengthen the stability and reliability of distribution network operations. This infrastructure modernization reduces the risk of system failures, ensures service continuity, and more effectively supports the growth in customer demand, resulting in a more robust and sustainable operation for the Company.



Monitoring and Control of Critical Systems

A control dashboard was implemented to monitor the performance, availability, and response times of the Company's critical systems in real time, providing a better experience for internal users while improving operational control and efficiency.

Generation Asset Projects

Extended Connectivity Project for the Betania and El Quimbo Power Plants

Wireless Wi-Fi coverage was expanded at the El Quimbo and Betania hydropower plants, promoting the use of digital tools in maintenance operations while facilitating processes and increasing their reliability.

Implementation of New Revenue Meters at the Guaca, Paraíso, and El Quimbo Power Plants

A new connectivity architecture was implemented for the revenue meters at the Guaca, Paraíso, and El Quimbo power plants through the deployment of communication equipment specifically designed for industrial environments and capable of remote management. This initiative has improved system resilience and significantly reduced communication failures and on-site visits by increasing the availability of meter data.

Consolidation of the Power Monitoring Expert (PME) Platform in Panama and Colombia

The Power Monitoring Expert (PME) systems in Colombia and Panama were integrated, reducing infrastructure and software licensing costs while enabling centralized management from Colombia.

Digitalization of the Guayepo III Solar Project

At the Guayepo III Solar Project, an extensive deployment of communications equipment, cybersecurity controls, and satellite connectivity systems was completed prior to the plant's initial synchronization with the grid.

CREA (Corporate Real Estate Agency) Real Estate Transaction System

A platform was implemented to optimize real estate transaction management while ensuring full traceability of operations, thereby reducing legal and financial risks. The solution streamlines processes including property acquisition, sale, leasing, assignment, loan for use, compensation, donation, and easement management, helping prevent contractual penalties and delays that could affect asset value. It also supports the Company's objective of divesting non-productive assets by improving efficiency, control, and resource management.

Telecommunications Projects

Resilience

Redundancy was implemented through a second Data Center for the telecommunications operators supporting fixed connectivity and cellular network services, ensuring the continuity of telecontrol, remote metering, customer service, and solar power plant operations in the event of a failure at the primary Data Center.

In addition, a connectivity service exchange agreement was reached with the Bogota Energy Group to establish an alternative communications path for the El Quimbo and Betania power plants in the event of a failure of the primary communications link, thereby increasing the reliability of operations at these facilities.

The capacity of the customer service call center was expanded by 45% to improve resilience during contingency events in Colombia, enabling the Company to handle significantly higher call volumes during large-scale events affecting the power distribution network.

Telecommunications Infrastructure Renewal

To strengthen resilience, reduce technological obsolescence, and ensure the continuity of critical Distribution and Generation business services, the following infrastructure was upgraded:

- Cybersecurity Center supporting the Metering Management Centers.
- IT/OT connectivity infrastructure supporting power generation facilities.

- Access to the corporate network at operational offices and customer service offices, as well as UHF (Ultra High Frequency) radio systems supporting operations and maintenance at the El Guavio, Betania, and El Quimbo power plants.
- Communications equipment to ensure telecontrol across the medium-voltage distribution network, together with work on fiber optic cables within the high-voltage and medium-voltage networks.

Connectivity: Enhancements and New Services

A satellite communications connectivity solution was implemented at the two high-voltage/medium-voltage (HV/MV) network operations control centers to ensure the continuity of critical operational processes in the event of system failures. In addition, this solution was deployed in the ten mobile customer service vehicles operating throughout the municipalities within the Company's customer service coverage area.

Service Efficiencies

As part of a capacity optimization plan for the telecommunications network supporting medium-voltage telecontrol, three repeater sites (Hato Susa, Soldadesca, and Cerro Suba) were decommissioned, and twelve radio frequencies at the site known as Cazadores were deactivated without affecting Grids operations or maintenance activities. Beginning in 2026, this initiative will reduce operating expenses (Opex) through lower payments to the Ministry of Information and Communications Technologies (MinTIC) for frequency usage and reduced lease costs for repeater site facilities.

Customer Perspective

During 2025, projects were implemented to give customers a more active role in the global trends of the energy transition and digital transformation.

Strengthening Customer Service Channels

The integration platform, Interactive Voice Response (IVR) system, website, mobile application, and corporate chatbot were upgraded to improve the stability, availability, and capacity of customer service channels while expanding self-service capabilities.

Banking Correspondent

A strategic project was implemented for customers in the regulated market, specifically those using Crédito Fácil Codensa, through which Enel Colombia became a DaviBank Banking Correspondent. This initiative strengthens and further reinforces the Company's position within the financial services market.

Employee Perspective

From this perspective, the Company seeks to automate and digitalize internal processes, positioning its people as a key differentiating factor.

NOP Payroll System

The payroll system was updated to incorporate the legal changes introduced by the new labor reform, the collective bargaining benefits applicable when employees are transferred or reassigned between business lines (Pillars), and the reduction in the statutory workweek established by the Colombian Government. In addition, a new payroll payment format for Enel employees was implemented, improving processing efficiency.

Job Description Project

A digital platform was implemented to manage job descriptions, streamlining recruitment processes, employee certification, job evaluation, organizational structure design, support for integrated management systems, and the timely response to requests from regulatory authorities, auditors, legal proceedings, and investigations.

Regulatory and Cross-Functional Projects

Suite Next Legal Provisions Project

The global provisions functionality was implemented within the Suite Next Legal litigation management platform. This enhancement enables the local calculation of monthly litigation provisions for Enel Colombia while automating litigation-related information, providing greater control and improving the reliability of legal and financial data.

Financial Projects

International Wire Transfers

International wire transfers were automated through the implementation of direct bank communications using SWIFT MT101 Foreign Currency integrated with the SAP E4E system. This enabled these transactions to be executed without manual intervention while improving control over supplier payment management.

Guatemala and Panama Corporate Merger

The corporate simplification of the Enel Group companies in Guatemala and Panama was implemented in SAP, enabling greater automation and standardization of business processes while improving operational efficiency.

E-Plas Project

The E-Plas automated financial planning tool was implemented to support Planning & Control (P&C) Controllers, facilitating the preparation and forecasting of Enel Colombia's and Central America's Industrial Plan. The project simplified user activities, integrated information from multiple systems, and improved process efficiency by reducing data reconciliation activities.



Procurement Projects

Implementation of Supplier Improvements

The implementation of Supplier Performance Management (SPM) marked a significant step toward greater transparency for suppliers by enabling them to view their rankings and performance evaluations.

In addition, SmartEva, a new application, was implemented to allow contract managers to evaluate contracts through a standardized quantitative checklist focused on timeliness and quality.

Cybersecurity

During the year, the following cybersecurity management initiatives were carried out:

- **Simulated phishing campaigns:** Simulated phishing campaigns were conducted to test employees' ability to identify malicious emails and report them using the Report Phishing button. The objective is to position employees as the first line of defense against this type of cyberattack.
- **Cyber exercises:** Cybersecurity simulation exercises were conducted for both the Generation and Distribution business lines in Colombia. These exercises, led by the Company's Computer Emergency Response Team (CERT), involved the relevant business units and were designed to strengthen the incident response capabilities of all participants.
- **Compliance with local regulations:** The Cybersecurity team supported the implementation of the National Operation Council (CNO) Cybersecurity Guidelines and compliance with Agreement 1960, which strengthens and modernizes cybersecurity requirements for all participants in Colombia's National Interconnected System (SIN) by introducing a risk-based approach and revising several regulatory deadlines. Collaborative initiatives and knowledge-sharing activities were also carried out with the Bogota Energy Group to exchange experiences and cybersecurity best practices.

Circular Economy

At the Enel Group, the circular economy promotes value preservation and the reduction of environmental impacts by cutting greenhouse gas (GHG) emissions and transforming the way products are manufactured and used, thereby creating new economic opportunities. Accordingly, Enel's vision for the circular economy is based on the following pillars, which define the areas and methods of application:

Circular inputs:

production and use models based on renewable inputs or inputs from previous life cycles (reuse and recycling).

Product Lifespan Extension:

an approach to the design and management of an asset or product aimed at extending its useful life, for example, through modular design, ease of repair, and predictive maintenance.

Shared use:

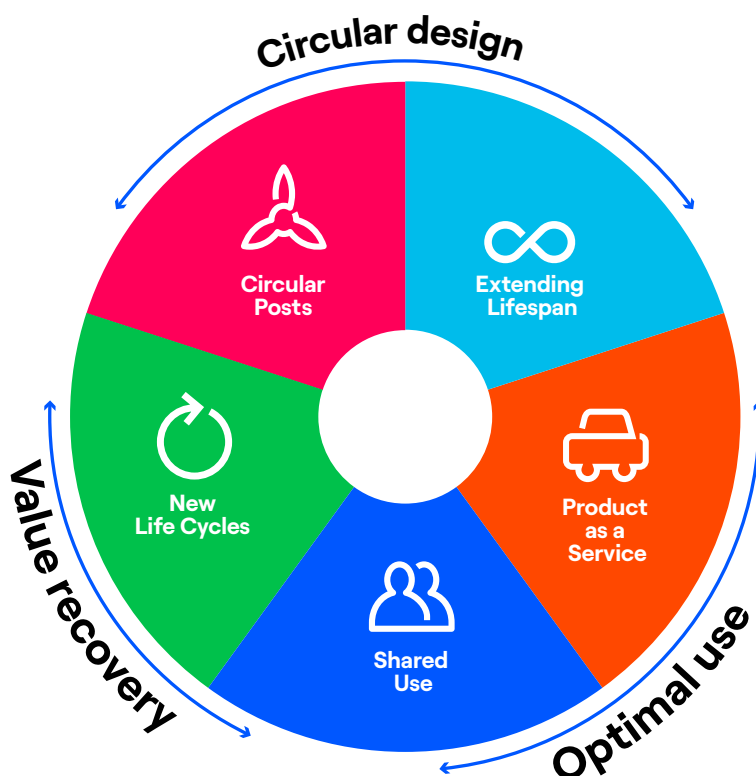
also known as sharing platforms. It aims to facilitate the shared use of products and goods among multiple users.

Product as a Service:

a business model in which the customer purchases a service for a limited time while the company retains ownership of the product, thereby maximizing the utilization rate and useful life.

New life cycles:

any solution designed to preserve the value of an asset, product, or material at the end of its life cycle through reuse, regeneration, upcycling, or recycling, and in synergy with the other pillars.



Circular Economy Projects and Initiatives

Throughout 2025, circular economy projects and initiatives were carried out within each of the strategic pillars. The relevant projects and goals for the coming years are presented below.

Utilization of Construction and Demolition Waste

In 2025, 2,365 m³ of construction and demolition waste was reused in civil engineering projects carried out in Bogotá, and 5,507 m³ was sent to recycling centers. This gave these waste materials a second life, preventing them from ending up in final disposal sites such as landfills and ensuring their use on the construction site itself or their transformation into other materials for commercial sale.

Likewise, 1,073 m³ of materials were purchased from construction and demolition waste recycling centers, thereby avoiding the purchase of new materials from quarries.

This was done in compliance with current environmental regulations, specifically Decree 507 of 2023.

Circular Economy in Action: More Than 3.5 Million Kg of Waste Managed Sustainably by 2025"

During 2025, **Enel Colombia**, in compliance with **Decree 1076 of 2015**, **Resolution 1362 of 2007**, and other applicable environmental regulations, carried out the comprehensive management of hazardous and non-hazardous waste through the authorized operator **LITO S.A.S.**, a company that holds **an Environmental License issued by the District Secretariat of the Environment** and is certified to **ISO 14001, ISO 45001, ISO 9001, and NTC 6352**.

3,593 metric tons of industrial and hazardous waste were sorted, recycled, and safely disposed of during the period from January through December 2025.

Recycled and recovered waste that generated revenue for the company:

- **Metals (copper, aluminum, iron)**
- **Wood and concrete**
- **Polymers and plastics**
- **Dielectric oil**
- **WEEE (transformers and meters)**
- **Waste that has undergone specialized treatment through co-processing, incineration, or decontamination**
- **Oil-contaminated waste**
- **Waste containing PCBs and mercury**



This approach ensured **full traceability**, compliance with environmental regulations, and a reduction in environmental impact through the **circular economy**, prioritizing reuse over disposal.

Green Points: Promoting the Circular Economy at ENEL Colombia Through Post-Consumer Programs

ENEL Colombia actively participated in the **LITO Green Points** program in Bogotá, a pioneering post-consumer responsibility initiative that facilitates the safe and traceable collection of waste electrical and electronic equipment (WEEE) through a national network covering the capital and its surrounding areas.

During the reporting period, **Enel Colombia collected 28,691 kg of electrical and electronic devices**, contributing significantly to reducing environmental impact and promoting technology recycling. Thanks to this initiative, the company accumulated **2,309,050 points**, which will be allocated to the development of **environmental and social projects** that benefit communities and accelerate the transition toward a more sustainable model.

This achievement reflects Enel's strategy to promote **extended producer responsibility**, foster **innovation in waste management**, and advance progress toward meeting the **Sustainable Development Goals (SDGs)**.

Throughout 2025, solar parks implemented measures aimed at strengthening circular economy initiatives through the efficient use of materials, the internal reuse

of equipment and infrastructure, the resale of recoverable waste, and the proper waste management through authorized waste management companies. These actions helped reduce waste generation, optimize resource use, and minimize the environmental impacts associated with final disposal, promoting sustainable and innovative practices within the operation of the solar parks. The main pillars were ecosystem engagement and promotion, value chain transformation, and circularity metrics.

Reuse of solar panels for sustainable infrastructure. As part of the innovation initiatives in infrastructure and the circular economy, a project was carried out to reuse solar panels left over from the installation process at the El Paso Solar Park for the construction of storage warehouses. The initiative involved the use of approximately 100 solar panels—equivalent to about 3,000 kg of material—which were employed as physical infrastructure for the temporary storage of waste and materials used in operations and maintenance work. This project enabled the efficient use of available materials, prevented the disposal of items in good condition, and strengthened the park's environmental management, in line with the principles of the circular economy, sustainability, and innovation.

Reuse Program. In Panama, a program was launched to reuse uniforms that had reached the end of their useful life to make backpacks. As part of the sustainability program, employees donated their old uniforms, and a group of women from the communities—who had been previously trained and organized—made the backpacks, giving these materials a second life.



In 2025, the Guavio Power Plant launched a circular economy initiative to make use of the organic waste generated at the cafeteria by collecting, transporting, and processing it at the composting facility located at the Mámbita camp, where 11,261 kg of organic material was processed. This effort transformed the waste into high-quality natural fertilizer for nearby farming communities, while also focusing on the Environmental Education program and promoting added value by providing inputs that support the local and subsistence economy. The initiative reduced the amount of waste sent to landfills, extended their useful life, and ensured maximum use of organic material by reincorporating it into new production cycles. Additionally, it generated cost savings in waste transport and disposal, thereby consolidating efficient environmental management aligned with sustainability principles.

Recovery and Reuse of Tires from the Bogotá River

As part of environmental management and circular economy efforts, an initiative was launched to recover solid waste from the Bogotá River, with the goal of reducing pollution in the waterway and promoting the reuse of materials with high recovery potential.

The initiative involved the recovery of 2,189 tires and approximately 63,946 metric tons of waste extracted from the Bogotá River. Specifically for the tires, a process of sorting, cleaning, and preparation was implemented, using appropriate products that allow for their safe reuse.



The recovered tires were transformed into sculptures, furniture, and playground equipment, which were installed in parks at educational institutions and used to beautify public spaces in the municipalities located within the power plants' area of influence.

Results and Benefits

- Recovery of 2,189 tires from the Bogotá River.
- Environmental management of 63,946 metric tons of waste removed from the waterway.
- Reuse of tires as recreational elements and street furniture.
- Improvement of the environmental and landscape setting in public and educational spaces.
- Reduction of improperly disposed waste and promotion of the circular economy.

Circular Economy: Power Plants

Circular economy initiatives with communities in the Termozipa Thermal Power Plant's area of influence.

The activities carried out in the municipality of Tocancipá, in the department of Cundinamarca—specifically in the Termozipa sector—were part of a circular economy approach, understood as a key strategy for reducing waste, using resources efficiently, and transforming consumption patterns. From this perspective, the actions implemented took on special significance by promoting sustainable solutions at the community level, focusing on environmental awareness and the active participation of the population. The topics addressed during the process focused on the use and reuse of waste, the proper sorting of materials, the construction of compost bins, and the creation of crafts and lanterns made from recyclable materials. These activities allowed for the integration of hands-on learning with reflection on environmental stewardship and sustainability.

More than 64 people—including girls, boys, adolescents, and families from different sectors of the village—participated in these initiatives, serving as a central element of the process and fostering collaborative work and the exchange of knowledge across generations. Various recyclable and reusable materials were used to carry out the activities, including PET plastic bottles of different sizes, recycled cakón and cakulina, reused paper, ropes, cabuya or thread, thin wire, glues, and silicone, as well as tempera paints, colored pencils, and scissors. The use of these materials provided a practical demonstration of the many ways waste can be transformed and reintroduced into new cycles of use.

Circular Economy – Multipurpose soaps and scented candles made from used cooking oil (UCO) in collaboration with communities in the areas of influence.

Guavio Power Plant

During the 2025 term, workshops were held in the five municipalities within the Guavio Power Plant's area of influence to teach participants how to make pakir candles from used cooking oil, with the aim of minimizing improper disposal and reducing the pollution load on the region's water sources. The activities involved low-income communities in 30 villages, representing more than 50% of the Direct Influence Area (AID), and engaged more than 1,160 people, including adults and youth. Through these sessions, participants deepened their knowledge of waste utilization and the principles of the circular economy, recognizing the potential to transform household waste into useful products.



In addition, workshops on making liquid and solid soaps were held in the Ubalá B–Mambita area, expanding the options for reusing used cooking oil and transforming it into household products. These activities took place in areas such as Mambita, Algodones, La Floresta, Campo Alegre, San Roque, Cascadas, Minas de Yeso, Tunjita, Tunja, Murca, Frijolito, Boca de Monte, Santuario, La Unión, and Guavio–Chisgos, as well as in the areas of Guavio–San Roque, Naranjos, Siatala, San Rafael, Eras, Tuala, Tena, Escobal, Guacamayas, Guarumal, La Diana, Santa Helena, La Florida, and Reservations I and II.

Additionally, the Murca Educational Institution, in the municipality of Gachalá, incorporated these activities into its Sustainable Ecology Project, promoting the reuse of used cooking oil and adding value to it by transforming it into candles, thereby strengthening school-based environmental education initiatives.

Circular Economy – Multipurpose soaps made from used cooking oil (UCO) in collaboration with communities in the areas of influence

Quimbo Power Plant

In the direct area of influence (AID) of the Quimbo Power Plant, during the 2025 period, various initiatives were carried out within the framework of the circular economy, aimed at promoting environmental education and the sustainable use of waste. These activities were carried out through educational institutions in the municipalities of Tesalia, Paicol, Agrado, Garzón, Altamira, and Gigante, creating opportunities for training and environmental awareness.

The training sessions and educational workshops focused on disseminating concepts and practices related to the circular economy, responsible consumption, and the reuse of materials, incorporating both theoretical and practical components. Institutions participating in these initiatives included I.E. El Rosario, I.E. Luis Edgar Durán Ramírez, I.E. La Merced, I.E. Barrios Unidos, I.E. Barrios Unidos – La Jagua campus, the Majo Rural Educational Center, I.E. Divino Salvador, and I.E. Sósimo Suárez.

In addition, in the Villa Soñada neighborhood of the municipality of Garzón, hands-on workshops were held on making pakir soap from used cooking oil, promoting the reduction of waste with contaminants and the transformation of household waste into a value-added product. In total, these actions enabled the participation of more than

240 people, including students, youth, and adults from the region, focusing on community capacity-building in sustainability and responsible waste management.

Betania Power Plant

During the 2025 term, as part of the program developed by Central Betania, more than 20 workshops and training sessions were held focused on the circular economy and waste utilization, highlighting processes such as the production of akesanal soaps made from used cooking oil, the manufacture of brooms from plastic bottles, and the creation of planters using plastic bottle caps.

The process involved more than 210 people—including children, adolescents, young adults, and adults—from the Community Action Board of the village of Vilaco (Hobo), the village of Vilú in Yaguará—Finca Campamento del Cucharó—as well as various educational institutions. Notable among these are the La Vega Agricultural Technical School, the Eugenio Ferro Falla School, the José Hilarío López School (Main Campus and Jorge Eliécer Gaitán Campus), and the Ecopetrol School (Main Campus).

These actions had a positive impact on reducing pollution, minimizing solid waste, promoting sustainable practices, and developing practical and productive skills in educational and social communities. In addition, the necessary supplies for making brooms and artisanal soaps were provided, along with safety and support equipment, ensuring the proper conduct of activities and the community's ownership of the processes.

Waste management work with communities in Guavio's area of influence

In **Mambita**, in the municipality of **Ubalá B**, an initiative was established to **recover and market recyclable materials** through a comprehensive operational and educational framework aligned with the objectives of the **Guavio Hydroelectric Plant**. This activity is carried out through a recovery cycle that begins with the separation of **materials at the source**—primarily in community households—promoting active participation and a culture of recycling. Collection takes place in an organized manner every Monday,

ensuring the continuity of the process. Subsequently, the collected waste undergoes technical processes of sorting, compaction, and storage, which ensure appropriate conditions for its commercialization, optimizing its economic value and strengthening the sustainable use of waste in the region.

RECYCLABLE MATERIAL

In 2025, the following recyclable materials were collected:

MATERIAL	AMOUNT (KG)
Archives	434
Glass	1,885
Plastic bottle	384
Blown bottle	120
Amber	63
Blue bottle	29
Oil bottle	18
Tetrapak	14
Foldable	453
Green bottle	16
Colored bottle	316
White bag	201
Cakón	1435
Magazine	59
Scrap	165
Cans	32
White Bottle	148
Clear Bottle	78
High-Density Bottle	44
TOTAL	5,894

During 2025, the sale of recyclable materials generated total revenue of **\$2,959,600**, demonstrating the ability of the recycling process to generate economic resources through waste management.

In terms of the quantity of material sold, 5,894 kilograms were sold, primarily during the months of August, September, and November. It is worth noting that in November, a significant contribution of \$1,323,000 was made to the community to fund improvements to community infrastructure, far exceeding the revenue for the period. At the end of the period under review, the balance sheet shows a credit balance of \$313,600.

YEAR 2025	QUANTITY (KG) OF MATERIAL SOLD	VALUE (\$COL) RECEIVED FROM SALES	VALUE (\$COL) TRANSFERRED TO THE COMMUNITY	BALANCE
August	2,587	\$ 543,240.00	\$ 0.00	\$ 543,240.00
September	2,240	\$ 792,360.00	\$ -	\$ 792,360.00
October				\$ 0.00
November	1,067	301,000	\$ 1,323,000.00	\$ -1,022,000.00
December				\$ 0.00
TOTAL	5,894	1,636,600	1,323,000	\$ 313,600.00

ORGANIC WASTE CASINO

Throughout 2025, the process of collecting and utilizing organic material was carried out on an ongoing basis; this material was sent for treatment in the compost bin, where it was transformed into organic compost for educational and community purposes. This process is part of circular economy strategies, as it reintroduces organic waste into the production cycle and reduces the need for final disposal.

According to the monthly report submitted, 6,842.3 kg of organic material were collected between June and December, showing varying collection levels throughout the period. The months of September (1,058.66 kg) and November (1,654.66 kg) recorded the highest volumes collected, which may be associated with an increase in organic waste generation, greater coverage of the collection system, or a focus on source separation activities. Conversely, the months of June (723.69 kg) and December (807.1 kg) showed the lowest figures, suggesting a seasonal decrease in the generation or collection of the material.



Year 2025	Amount (kg) of organic material
June	723.69
July	817.6
August	869.85
September	1,058.66
October	910.74
November	1,654.66
December	807.1

Sustainable Products

Equipment made from 100% recycled PET bottles is now a reality!

The evolution of textiles for contractor workwear, shifting from fossil-based raw materials to sustainably sourced raw materials (100% recycled polyester, GRS (Global Recycled Standard) certified) developed by Lafayette.

Each jacket is made from 14 PET bottles. In 2025, 7,083 jackets were manufactured, corresponding to 99,162 bottles that no longer harm the environment.



Recycled Polyester

Sustainable textiles, spun from a new polyester chip using **100%**, certified with the Global Recycle seal Standard (GRS).



Energy reduction

We reduced **85%** of energy consumption.



OEKO-TEX Certified

This certification guarantees that the textile is safe for the user and does not contain Harmful if it comes into contact with the skin.



Caution for the environment

We have reduced CO₂ emissions by **77%** CO₂ emissions to prevent negative impacts on the environment and human health.

A new phase for the Grid Mining project

The business model based on the principle of Urban Mining—which we refer to within our company as Grid Mining—consists of closing the loop of the circular economy by transforming surplus electricity or decommissioned components from the grid into raw materials for the manufacture of new components. This approach maximizes the value of the materials, thereby ensuring price stability and a reliable supply of raw materials from our suppliers.

As a result, in 2025, this model was used to manage 89 metric tons of materials, generating sales revenue of 727 million COP.



Repair of distribution transformers

Since 2008, the transformer repair service has been in place, which involves activities billed as service on repaired assets (distribution and power transformers). This prevents certain equipment from being scrapped and allows it to be reintegrated into the grid at a cost of approximately 66% of the cost of a new asset. In this way, the company reuses its assets that have been decommissioned from the grid by repairing them and reinstalling them where needed. From 2021 to 2025, a total of 1,037 units have been repaired, resulting in average savings of 46.4% compared to the cost of a new unit.

TR Repair	Quantity	Savings from Repair
2021	214	38%
2022	286	33%
2023	226	63%
2024	297	68%
2025	14	30%

Transformers with Vegetable Oil

On the other hand, throughout 2025, the company continued to purchase transformers manufactured with vegetable oil, making progress in incorporating clean technologies into the distribution network.

Purchase of Transformers with Vegetable Oil	Quantity
2021	135
2022	4,165
2023	2,498
2024	59
2025	1,366

Eco-Friendly Poles:

Promoting the Circular Economy at ENEL Colombia Through Waste Recovery In 2025, 1,610 eco-friendly utility poles were manufactured, bringing the cumulative total to 11,045 units since production began in 2023.

The highlight of this initiative is that the eco-friendly utility poles are manufactured using concrete recovered from the very poles that are dismantled or discarded, thereby closing the material's life cycle and preventing its disposal in landfills. This process helps reduce pressure on natural resources, decrease waste generation, and contribute to mitigating environmental impact.

Upcoming Challenges and Goals

In order to continue leveraging circular economy initiatives within the company, we have defined the following challenges:

Reengineering the management of materials declared obsolete by the company to harness their potential for recovery and reuse, shifting from the old model—where discarded items are considered waste—to one where they are transformed into raw materials.

Extend circular economy practices and the “Grid mining” concept to other company processes so that the environmental impact of all activities continues to decrease.

Continue testing to ensure that all internal and external staff uniforms are made from textiles produced using plastics or recycled raw materials.

Communicate findings related to the circular economy externally so that other companies can replicate these models and identify synergies across sectors that benefit all stakeholders.

Continue to promote the circular economy as a model aimed at mitigating environmental risks in power plant operations.



Occupational Health and Safety

Material Topic: Occupational Health and Safety

GRI 3-3, IF-EU320a.1

Protecting Occupational Health and Safety

Enel Colombia is committed to providing a healthy, safe, and sustainable work environment for both its employees and contractor companies engaged in power generation, distribution, and commercialization activities. This commitment is achieved through compliance with applicable legal requirements and the promotion of a culture of care that protects the environment, pursues the goal of zero accidents, and enhances operational efficiency.

Each year, the Company allocates the human, financial, and physical resources necessary to ensure the effective and efficient implementation of its HSEQ (Health, Safety, Environment, and Quality) Management System.

Based on the periodic assessment and analysis of events such as accidents, occupational illnesses, incidents, and hazardous occurrences, together with the ongoing identification of hazards across its various processes, the Company plans and prioritizes the actions to be incorporated into each preventive program aimed at reducing risks.

Key Results for the Year

During 2025, Enel Colombia accumulated approximately 35.1 million work hours, with an accident rate of 0.17 based on hours worked. The leading causes of occupational accidents were mechanical and biological hazards. During the year, no fatal accidents involving either Company employees or contractor personnel were recorded.

In the Central American countries (Guatemala, Panama, and Costa Rica), a total of 826,969 work hours were completed, and no occupational accidents occurred.

The Occupational Health area conducted medical examinations covering 99.53% of employees, consisting of 1,928 periodic occupational medical examinations and 211 executive medical checkups, for a total of 2,139 examinations performed. Of those examined, 65% were men and 35% were women; 68% were between 30 and 50 years of age, 19% were over 50 years old, and the remaining 13% were under 30 years of age.

The most prevalent findings from these examinations were visual disorders, followed by metabolic/endocrine disorders and musculoskeletal disorders.





During the year, Enel Colombia reported an overall General Absenteeism Index (GAI) of 51.9, with a total of 1,264 absenteeism cases, reflecting rigorous and transparent monitoring of the impact of health on operational continuity. When broken down by gender, the GAI for men was 40.6, associated with 633 cases, while for women it reached 72.2, corresponding to 631 cases. This breakdown makes it possible to identify specific patterns and guide targeted prevention, follow-up, and case management strategies.

As a complementary and independent indicator, the Health Impact Absenteeism Index (HAI) recorded a value of 14.0, with 6,816 days of absence associated with health-related events, distributed as 3,769 days among men and 3,047 days among women. The separate presentation of both indicators provides a transparent understanding of the impact of health on operational continuity and supports decision-making aimed at prevention, case management, and the Company's social sustainability.

All recorded medical leaves were attributable to common illnesses, with the most prevalent being gastrointestinal diseases (acute gastroenteritis) and infectious respiratory illnesses (the common cold).

With respect to occupational disease, one new case of a work-related musculoskeletal disorder was officially recognized in 2025, bringing the cumulative total to twelve officially recognized occupational disease cases across Enel Colombia.

During 2025, the deaths of three employees resulting from cardiovascular events of common origin were recorded.

Epidemiological Surveillance Programs

Cardiovascular Risk Epidemiological Surveillance Program (ESP)

Measures and evaluates the risk factors that may lead to cardiovascular disease, with the objective of identifying individuals at high risk and recommending measures to reduce that risk, such as lifestyle changes or medical treatment.

According to these criteria, Enel employees in Colombia are classified as follows:

	Women	Men	Total
High priority	1%	2%	2,8%
Medium priority	14%	25%	33%
Low priority	24%	34%	58%
Total	39%	61%	100%

During the year, various activities were carried out to promote healthy lifestyles and prevent cardiovascular disease, reaching a total of 551 participations. The participation recorded across the different strategies implemented is presented below.

Cardiovascular Program

Healthy Salad: Green and Vibrant

Pedal for Your Juice

Blood Pressure Screening

World Hypertension Day: Cardiovascular Risk Prevention

Nutrition for Well-being

Your Best Self: Health in Action

Cardiovascular Health Care

Breathe Well-being: The Power of Changing Habits

Small Habits, Big Changes

Nourish Your Well-being: Habits for a Full and Healthy Life

Nutrition with a Taste of Well-being

Breathe Well-being: Protect Your Health Every Day

Cardiovascular Health Webinar

Total cardiovascular participations in 2025: 551

Biomechanical Risk Epidemiological Surveillance Program (ESP)

Measures and monitors the biomechanical risks to which employees are exposed. These risks include factors such as force, posture, and repetitive movements that may affect musculoskeletal health. Its objective is to prevent and control musculoskeletal injuries and disorders through the identification and assessment of risk factors and the implementation of corrective and preventive measures.

According to these criteria, Enel employees in Colombia are classified as follows:

	Women	Men	Total
Healthy	31%	54%	85%
Suspected	4%	4%	8%
Probable	3,7%	3%	6,7%
Confirmed	0,2%	0,1%	0,3%
Total	39,1%	60,9%	100%

During the year, activities and training sessions were carried out to promote movement, prevent musculoskeletal disorders, and strengthen healthy habits, reaching a total of 2,044 participations. The participation recorded across the different strategies implemented is presented below.

Biomechanical Program
On-site Active Breaks
Quick Recharge: Virtual Active Break
Vital Challenger
Power Pounds – Session 6: Physical Activity, Exercise, and Sports
Strengthen Your Core
Dance Fitness Class
Prevention and Well-being: Ergonomic Best Practices for Administrative Work
Floor-by-Floor Ergonomic Activity
Total biomechanical participations: 2,044

Psychosocial Risk Epidemiological Surveillance Program (ESP)

Measures aspects related to psychosocial factors that may affect employees’ health and well-being. These aspects include:

- **Intra-work factors:** conditions within the work environment, such as workload, the physical environment, interpersonal relationships, and organizational support.
- **Extra-work factors:** conditions outside the work environment that may influence employees’ health, such as family circumstances, the social environment, and personal responsibilities.
- **Sociodemographic characteristics:** information on employees’ age, gender, marital status, educational level, and other demographic data.
- **Health effects:** assessment of how psychosocial risk factors affect employees’ physical and mental health.
- **Health promotion actions:** implementation of measures to promote protective factors and reduce psychosocial risks.

This program is essential for identifying, assessing, and managing psychosocial risks, ensuring a healthier and safer work environment.

During the year, various activities were carried out to promote emotional well-being and prevent psychosocial risk factors, reaching a total of 772 participations. The participation recorded across the different strategies implemented is presented below.



Psychosocial Program

Emotional Ambassadors

Purpose in Action: Enriching Our Work

Addiction Prevention – World No Tobacco Day

Virtual Talk on the Prevention of Psychoactive Substance Use

Conference: How Can I Take Care of My Emotional Well-being?
Development Pathway for Students in Progress

World Suicide Prevention Day: Let's Talk About Prevention

Buddy Care Support Meeting

Emotional Well-being Workshop: The Power Is Within You

Conscious Leadership Workshop: Mental Health for Healthy Teams

Connected to the Present: Mindfulness

Hands That Transform: Art Therapy 21

Webinar: Feeling Well—Take Care of Your Overall Well-being

Total psychosocial participations in 2025: 772

Occupational Health and Safety in Power Generation

The Power Generation business line (EGP & TGx) annually allocates the resources required for the design, implementation, maintenance, and continuous improvement of its Integrated Management System (IMS), which comprises: Occupational Health and Safety (OH&S Management System), Environmental Management (EMS), Quality Management (QMS), and Energy Management (EnMS). This system is implemented in accordance with the requirements established under ISO 45001, ISO 14001, ISO 9001, and ISO 50001, as applicable in Colombia and Central America.

Occupational Safety

During 2025, steady progress was made in the development of tools and programs aimed at achieving the strategic objectives for occupational health and safety while strengthening a culture based on safety and visible leadership. Programs focused on reducing occupational injuries and illnesses were further advanced. The most significant projects and initiatives implemented during the year to strengthen the occupational health and safety of all employees are presented below.

Intrinsic Safety

As part of the corporate zero-accident strategy, the Intrinsic Safety program continued throughout 2025, strengthening the logical interlocking system for generator access doors as a key intrinsic safety assurance and control measure. The program has become a cornerstone of accident prevention and is fully integrated into power plant operations.

Controls were validated on 45 generators, and the functionality of the intrinsic controls associated with generator start-up logic was verified, reinforcing preventive mechanisms and identifying opportunities for improvement aimed at optimizing remote management and enhancing the reliability of control systems.

To further strengthen intrinsic safety, complementary measures were implemented, including:

- Visual and audible alarms for early warning
- Administrative controls, physical lockout devices, notices, and signage for operation and maintenance activities.
- Improvements to logical control systems during generator shutdown and start-up.

This program helps ensure employee safety and prevent accidents while promoting operational efficiency and continuity through practices aligned with international industrial safety standards.

Safety Support for Risk Management in Work Performed In or Near Bodies of Water

Thanks to continuous supervision, process standardization, and the promotion of Enel's occupational health and safety culture, contractors from EGP Hydro Oper Effic & Hydrome Monit Col&CAM who work near bodies of water in remote areas away from power generation facilities now perform their activities more safely under the motto: "Our commitment to life has no operational boundaries."

For 2025, EGP O&M assumed responsibility from E&CM for the hydrometeorological monitoring process and the execution of streamflow measurements in water bodies with the objective of improving occupational safety standards.

These activities involve a greater number of significant risks because they are carried out in open outdoor environments where there are fewer opportunities for control. By the end of the year, streamflow measurements required for environmental compliance at the El Guavio power plant had been successfully completed, and maintenance activities at the Betania, El Quimbo, and Río Bogotá meteorological stations had resumed. These activities were performed more safely in the field through the use of technological tools, including engineering and innovation controls, administrative and supervisory controls, the implementation of various streamflow measurement methods that eliminate the need to enter the water, the use of drones to reduce work time and minimize proximity to the river channel, on-site risk control through standardized step-by-step procedures, and risk control throughout the execution of the activities, thereby improving Enel's on-site supervision of contractors.

Extra Checking on Site – ECoS y ECoS 2,0

The purpose of this program is to assess the Company's suitability and the effectiveness of its processes within a specific operational area through an additional check conducted by a team of expert professionals. During this assessment, the team verifies the proper implementation of procedures, the condition of safety equipment, organizational behavior, risk management practices, and the availability of emergency response resources.

During 2025, an HS&E ECoS assessment was conducted at the Guayepo III project, while the Occupational Health and Safety team for Colombia and Central America carried out an HS&E ECoS assessment at the Rocinante Photovoltaic Plant in Spain. Based on the improvement opportunities identified through both assessments, action plans were developed and implemented to strengthen occupational health and safety management. These multicultural assessment exercises enrich risk prevention controls and promote the sharing of best practices.

Partners – Contractors and Subcontractors

During 2025, the strategic relationship with business partners was strengthened through two high-level meetings that brought together safety leaders, managers, and HSEQ personnel. These meetings went beyond the analysis of traditional performance indicators by integrating continuous improvement with the development of critical soft skills, recognizing that behind every indicator there is a human life and that true excellence is measured not only by numbers but also by the quality of the relationships built in support of occupational safety and health. Accordingly, the objective is to move beyond simply doing and incorporate being, integrating communication, purpose-driven teamwork, and genuine emotional intelligence to achieve results that go beyond conventional action plans.



The operational model was built on rigorous and transparent oversight through the Consequences Committee, which conducted a comprehensive assessment of 91 contractor companies. Under a continuous improvement approach, five business partners were identified as having compliance gaps, and specific improvement plans were developed for implementation in 2026. In contrast, 11 partner companies achieved the standard of excellence by attaining a Contractor Safety Index (CSI) of 100 and inspection rates exceeding 60%, with no occupational safety or health accidents or incidents, establishing themselves as benchmarks for a prevention-oriented culture.

The strategy with business partners was further strengthened by evolving toward a model of conscious shared responsibility. Guided by global methodologies such as Vision Zero and the Power Emotions human-centered approach, and with the participation of more than 300 employees in working sessions, the initiative moved beyond technical compliance to foster a genuine culture of safety. The central objective remains to integrate every business partner into a systemic transformation by cultivating human connections strong enough to achieve true interdependence.

Thanks to the active participation of contractors in these HSE programs, potential hazards were thoroughly assessed based on lessons learned, joint inspections, collaborative planning, and the frequent updating of action plans and procedures. Control measures were implemented in a coordinated manner, together with regular committee meetings to discuss safety issues and address opportunities for improvement, while digital tools were effectively used to facilitate communication and the exchange of relevant information.

Safety Inspections and Safety Walks

A total of 11,031 field inspections and 2,895 planned inspections were conducted, aligned with the risk management strategies established under the Reinforcement Plan/Major Risk campaigns. In addition, 2,094 Safety observations were carried out, focusing on addressing unsafe behaviors and conditions in the field.

The Stop Work Policy was implemented through 115 interventions involving the suspension of high-risk work activities across Colombia and Central America.

A total of 489 safety walks were conducted, involving team leaders, managers responsible for teams and contracts, and the principal on-site authorities to reinforce safe behaviors and compliance with safety standards.

These results were achieved by all teams across the Hydro, Thermal, Solar, and Projects Technology Lines through the implementation of strategies such as:

- Own Personnel Program, which promotes the participation of maintenance, operations, projects, and business line technical personnel in conducting inspections, observations, and safety walks.
- Monitoring and reporting of performance indicators related to the targets established for each preventive strategy, together with the alignment of performance metrics for both the number of inspections conducted (inspection rate) and their effectiveness (detection rate).
- Dedicated working sessions for each technology line to review and share biweekly progress in implementing these strategies.

Priority Risk Management

The EGP&TGx business line implements multi-year preventive programs comprising activities designed to reduce the likelihood of incidents arising from risks classified as priorities at Enel Green Power's generating facilities and projects.

Electrical Risk Management

During 2025, the Electrical Risk Management Program further strengthened its strategic role in ensuring business continuity and preventing incidents across operations within the COL&CAM perimeter. Through the implementation of structured de-energization practices at solar parks, lockout/tagout methods adapted to both centralized and decentralized configurations were integrated, strengthening hazardous energy control and significantly reducing exposure to critical field risks.

From an operational standpoint, dielectric strength testing was performed on personal protective equipment at all generating facilities, in compliance with the provisions of Resolutions 40117 of 2024 and 5018 of 2019.

This effort resulted in the issuance of certificates for each item evaluated, ensuring regulatory compliance and the reliability of the equipment. At the same time, the program documentation was updated across its various management stages through the review of key procedures to ensure consistency and alignment with both local and global standards.

In the area of training, specialized instruction was provided on electrical emergency response and hazardous energy control, reaching more than 140 participants at strategic generating facilities and corporate offices. Training was further enhanced through the use of virtual reality at the Martín del Corral Thermal Power Plant and photovoltaic parks, improving the learning experience and strengthening personnel preparedness for critical scenarios.

Finally, the management strategy was expanded through coordinated efforts among the different business lines, including the definition of technical specifications for arc flash protective clothing and the provision of support during major maintenance activities at hydropower and thermal power plants. As a significant milestone, the Company served as a co-organizer of the Electrical Safety Summit 2025, together with SURA, an event that brought together 428 attendees and positioned the Company as a regional benchmark in electrical safety.

Mechanical Risk Management

During 2025, the Organization strengthened its comprehensive mechanical risk management approach across its generating facilities and projects through the systematic implementation of inspection, verification, and control programs for hand tools and power tools. Periodic inspections were carried out using industrial safety technical criteria, ensuring that every tool met quality, ergonomic, and durability standards. This process, aligned with the Occupational Health and Safety Management System and the Company's strategic objectives, strengthened the preventive culture, optimized the service life of equipment, and ensured safe working conditions for employees. Efforts were also made to strengthen employees' technical and behavioral competencies through the implementation of several S.T.O.P. (Safety Training Oriented to Prevention) sessions and the Global Reinforcement Plan / Training on Major Risk program, which addressed topics including slips, trips, and falls, working at heights, struck-by hazards, hand safety, among others.

In addition, the first edition of the Mechanical Risk Management Best Practices Handbook was developed as an innovative, transformative, and scalable solution in the field of occupational health and safety.

It was designed to continuously capture and manage lessons learned from best practices and transform every experience into practical knowledge in a way that is accessible and relevant to both employees and contractors, while preserving the Company's collective knowledge.

Critical Equipment Management

In 2025, the Organization reaffirmed its commitment to the comprehensive management of critical risks by strengthening both the assurance of technical competencies and the implementation of rigorous control, inspection, and certification practices for equipment essential to employee safety. Throughout the year, periodic verification of fall protection systems, confined space equipment, and load lifting devices was ensured, confirming compliance with national and international standards and achieving the certification levels required under applicable regulations. During the reporting period, more than 2,200 inspections were conducted for the certification of lifting equipment and lifting accessories, as well as the inspection and certification of more than 3,400 fall protection systems and components. Additionally, further enhancements were made to the PROTECC platform by expanding its functionality to integrate inventory management, inspection, and certification of load lifting equipment, while migrating its operation to proprietary servers, thereby ensuring greater autonomy and enhanced technological robustness.

Emergency Response and Fire Prevention

In 2025, the Organization strengthened its preventive and resilient emergency management approach by integrating vulnerability assessments and the implementation of site-specific emergency plans at the new solar power plants and at the EGP & TGX Barranquilla office. The Zero Fire strategy became a cornerstone of fire risk management at solar generation facilities, strengthening prevention and emergency response capabilities while ensuring the protection of critical assets, personnel, and the reliability of power generation across the Caribbean region.

This approach was complemented by the centralization of processes and the enhanced coordination between the control center and the physical security department, enabling earlier identification of potential emergencies and a more coordinated response.

Likewise, close collaboration with emergency response agencies and the continuous training of emergency brigades for both human-induced and natural emergencies reaffirmed the Company's commitment to integrating safety and sustainability as strategic pillars of its operations.

Chemical Risk and Hazardous Substances

Through continuous monitoring using Enel's organizational Enel Index methodology and comprehensive oversight based on periodic inspections of structures and equipment, the Company has ensured the prevention of risk factors associated with occupational diseases by preventing employees' exposure to asbestos fibers.

In 2025, work continued on the design of the Chemical Risk Epidemiological Surveillance System (ESS) for all employees exposed at the EGP&TGx Hydro and Thermal generating facilities.

A chemical inventory was conducted in all areas where chemicals are handled in order to continue the technical inspections at the Termozipa, Betania, El Quimbo, Río Bogota Cascade, and El Guavio generating facilities. Business partners from the Industrial Safety, Occupational Medicine-Toxicology, and Occupational Hygiene departments participated in this effort.

A characterization of all chemical substances identified at the various work locations was completed, and a toxicological assessment was initiated to prioritize information on carcinogenic agents requiring medical surveillance of exposed employees. The assessment found that direct Company employees had negligible exposure; therefore, the need for an epidemiological surveillance system for these employees was reassessed. The evaluation is still ongoing.

A work schedule was initiated to carry out occupational exposure measurements in order to determine the appropriate control measures to be implemented.

Confined Spaces, Explosive Atmospheres (ATEX), and Hot Work

With respect to confined spaces, progress continued in the training and qualification of operational personnel at the power generation facilities.

The internal ENEL EGP TGx procedure was updated, with particular emphasis on the activities and rescue plans applicable to this type of work.

For the solar power plants that entered into operation, confined spaces were identified and characterized, and work plans were implemented to establish occupational health and safety controls for these areas.



For the ATEX Explosive Atmospheres Program, explosivity studies and hazardous area classifications were conducted at all hydropower and solar generating facilities in Colombia, resulting in the assessment of more than 100 areas. Based on these studies, the areas that qualified as ATEX zones were identified and classified in accordance with NFPA and IEC standards. Accordingly, engineering drawings were developed indicating equipment safety distances and the boundaries of explosive atmospheres.

Follow-up activities were carried out to verify the improvements implemented by the power generation facilities in order to enhance risk conditions within these classified areas.

Road Safety

Road Safety Activities

During the year, a variety of road safety initiatives were implemented to promote safe mobility, prevent traffic accidents, and strengthen the competencies of road users, in alignment with the Safe System approach and the guidelines established under the Strategic Road Safety Plan (PESV).

The main activities carried out included:

- **Defensive driving training and driving performance assessments** for newly hired personnel and employees requiring renewal of their authorization to operate Company vehicles. Safe driving behaviors were reinforced, and technical driving competencies were verified for a total of 113 employees.
- **Training for Health & Safety**, Subcopasst, and other key personnel focused on the technical investigation of traffic accidents, strengthening internal capabilities for root cause analysis, risk factor identification, and the development of preventive measures.
- **Monitoring of driving behavior** through the tracking of variables such as speeding, harsh acceleration, and sudden braking, as well as monitoring driving hours with particular emphasis on fatigue management. As a result, a significant reduction in these high-risk behaviors was observed, along with an overall improvement in employee driving performance.

- **Development of route maps and identification of safe travel routes** for personnel transportation across the various work sites and projects, contributing to safer travel planning. These route maps were prepared for the following facilities:
 - CRB Power Plants
 - El Guavio Power Plant
 - La Loma, El Paso, and Fundación Wind & Solar Power Plants
 - Termozipa Power Plant
 - Projects: site cards, personnel authorization, and support for risk management on internal roadways.
- **Monthly inspections of the vehicle fleet** to ensure the proper mechanical and technical condition of vehicles used in operations, promoting safe travel and reducing the risk of mechanical failures.
- **Standardized communication of the Strategic Road Safety Plan (PESV)** across the different business lines, ensuring a consistent and integrated corporate approach to road safety management.
- **Copilot Project**, designed to monitor employee driving behavior across the different work sites and projects through the use of a mobile application. The project was introduced at all Company locations, and a pilot phase was launched involving two employees from each work site, who had the Airbag application installed on their mobile devices.

Road Safety Results and Performance

As a result of the actions implemented, the Company maintained an outstanding road safety performance throughout 2025, making consistent progress toward its goal of zero accidents. During the reporting period, no undesired events resulting in injuries to people were recorded, demonstrating the effectiveness of the preventive measures that had been adopted.

The activities carried out focused on strengthening risk awareness by considering the roles and responsibilities of each road user. They included theoretical and practical training and assessment processes for driver certification, instruction in basic traffic accident investigation techniques, and support for other business units in managing transportation safety requirements for personnel.

Innovation and Continuous Improvement in Occupational Safety and Process Safety

During the year, the Company promoted the adoption of best practices in occupational safety and process safety. The projects and initiatives developed are distinguished by their high level of innovation and their effective response to risk prevention needs. The most significant initiatives implemented during 2025 are presented below.

Digitalization and Best Practices

Work continued on the implementation of digital work permit management tools: ePTW (Hydro & Thermal Generation) and the On Field App (Solar), which digitalize the entire workflow for the creation, approval, and management of work permits. To support implementation, user registration campaigns were conducted, software issues were corrected, personnel received training, and workflow performance was monitored across operations in Colombia and Central America.

In addition, implementation and monitoring of the 5RO tool continued. This application was designed to facilitate compliance with the Five Golden Rules for de-energized work. The tool establishes standardized, mandatory procedures that contribute to minimizing electrical risk and ensuring a safe work environment for all planned and executed activities at the power generation facilities.

At the same time, the Company continued using a virtual reality application for electrical risk training and management. This innovative tool enables employees to simulate work scenarios in a safe environment, particularly high-risk tasks, thereby improving their understanding of and response to electrical hazards.

Additionally, the Des-Energized gamification strategy continued to be implemented. Through an interactive and participatory game, this initiative provides employees with training on electrical risk management.

Safety Training Oriented to Prevention (STOP Meetings)

Throughout 2025, the Company maintained the biweekly implementation of STOP Meetings (Safety Training Oriented to Prevention Sessions), which have become an established corporate best practice.

During 2025, 24 STOP meetings were held, with an average attendance of 350 Company employees and contractors from Colombia and Central America. These sessions served as platforms for implementing global program campaigns such as Stand Down Meetings and the Reinforcement Plan, aimed at strengthening training, raising awareness of recurring incident types, and disseminating lessons learned in the area of safety. Likewise, local initiatives were promoted to support compliance with legal requirements and address specific situations requiring additional preventive actions.



The topics covered during the STOP Meetings held in 2025 are detailed below:

- Return-to-work plan following year-end and New Year holidays
- Road safety
- Working at heights – tower erection
- Reinforcement Plan: Roof work
- Policy 106: Environmental events and inspections
- Reinforcement Plan: Struck-by hazards
- Stand Down Meeting: Roof work; Reinforcement Plan for electrical and wildland fires
- Reinforcement Plan: Critical risks, working at heights, and electrical risk
- Strategic Road Safety Plan and Stop Work policy related to accident prevention
- Lessons learned and launch and review of the GoSafety program quiz
- Health event management and the benefits of vaccination
- Reinforcement Plan: Same-level falls
- Environmental inspections
- Stand Down Meeting: Cognitive biases and minor risks
- Reinforcement Plan: Road safety
- Same-level slips, trips, and falls while walking and riding motorcycles on poorly maintained terrain
- Hand safety, impacts, crush injuries, and caught-in/between hazards
- Lessons learned and incident review
- Chemical Risk – GHS (Globally Harmonized System)
- Environmental stewardship
- Launch of the Christmas Plan
- Corporate re-induction reinforcement
- Use and maintenance of personal protective equipment (PPE)
- Stand Down Meeting: Road safety

Safety Culture

During 2025, Enel Colombia achieved one of its most significant strategic milestones by strengthening its Occupational Health and Safety culture under the global Vision Zero methodology. This approach enabled the Organization to systematically integrate the dimensions of safety, health, and well-being at every organizational level, moving beyond traditional prevention models. Management was founded on the firm conviction that every occupational accident and work-related illness is preventable, adopting a flexible and adaptive framework capable of responding quickly to the specific needs of each operational context, while ensuring that protecting life remains the Organization's non-negotiable priority in every decision.

For the Organization, safety is more than a regulatory compliance requirement. It is a core value that defines its identity and purpose. By protecting the physical well-being of employees, the Company not only safeguards life but also directly enhances the productivity and operational excellence of its partners and teams. Enel recognizes that comprehensive well-being is the driving force behind competitiveness and business resilience. Accordingly, it reaffirms that a strong, people-centered prevention culture is the indispensable foundation upon which long-term business success and sustainability are built.

To support implementation, strengths and opportunities for improvement related to visible leadership and safety leadership were identified. By gaining a deeper understanding of organizational culture and individual motivations, more effective interventions were designed to foster meaningful and sustainable behavioral change over time. The BEING dimension addressed topics such as self-care, time management, and personal productivity through collaborative group training sessions and individual coaching.



The DOING dimension focused on communicating and reinforcing the Seven Golden Rules, which address topics including leadership and commitment, hazard identification and risk assessment, reflection on goals and improvement programs, roles and responsibilities, incident analysis, the discussion and development of training plans, motivation, participation, and observer competencies.

These BEING + DOING approaches have fostered the development of a community of practice in which leaders and employees can share experiences, learn from one another, and strengthen their sense of belonging to a robust safety culture across power generation facilities and construction sites, benefiting 181 Enel employees, in addition to contractor personnel.

POWER EMOTIONS – Safety and Well-being Based on Emotional Intelligence

Emotional intelligence is understood as the ability to recognize and regulate one's own emotions. It is a fundamental pillar in building a strong safety culture in the workplace by fostering an environment where empathy, compassion, effective communication, conflict resolution, and leading by example become essential tools for preventing incidents and promoting greater well-being. Emotional awareness makes it possible to:

- **Connect with ourselves:** through emotional self-management and self-regulation, enabling more conscious and rational decision-making, even in situations involving high levels of pressure or stress.
- **Connect with others:** empathy and compassion make it possible to understand colleagues' perspectives and provide more effective support, taking action when others need assistance and cultivating an attitude of gratitude.
- **Build strong relationships:** assertive communication and active listening strengthen interpersonal relationships and foster a workplace environment based on trust and mutual support.
- **Resolve conflicts constructively:** by identifying the emotions underlying conflicts, it becomes possible to address them more effectively and find mutually beneficial solutions through dialogue and self-regulation.
- **Reduce stress and anxiety:** improving concentration and attention by remaining more present in the moment, thereby enabling hazards to be identified and

addressed more effectively while fostering a proactive safety culture.

- **Cognitive Safety:** concepts such as cognitive biases and maintaining a calm mindset help improve concentration on the "here and now," enhancing employees' situational awareness and peripheral vision to better identify risks.

During 2025, the Power Emotions program became firmly established as a strategy that goes beyond technical prevention by placing human connection at the center of operations. Throughout the program, more than 2,000 employees were impacted through an emotional intelligence model, demonstrating that self-management and self-regulation are the most effective tools for dealing with stress and pressure. Based on the principle that people are at the heart of the Company's operations, the program has transformed emotional awareness into one of the key drivers of better decision-making, enabling every employee to act with composure and mindfulness. By further strengthening this network through participation in major initiatives such as Occupational Health and Safety Week and the Christmas Plan, safety has been transformed into an act of mutual care and an unwavering commitment to protecting life.

Occupational Health Management

GRI 403-3, 403-4, 403-5, 403-6, 403-7

Enel Colombia's EGP&TGX business line carried out health promotion and disease prevention activities for all employees. These initiatives were implemented through various epidemiological surveillance systems designed to prevent both occupational and common illnesses while promoting health across all areas of the organization.

In 2025, 364 occupational medical examinations were conducted, representing 100% of the workforce. The most common findings from these examinations were visual disorders (34.2%), endocrine and metabolic disorders (32.6%), and cardiovascular conditions (29%).

A total of 39 executive medical checkups were also performed, representing 92.8% of the employees who were eligible for executive health screening during the year.

The most prevalent findings were fatty liver disease (43.6%), endocrine and metabolic disorders (including increased body weight, hyperlipidemia, and hypothyroidism) (24%), and hearing disorders (hearing loss) (18%).

Three new cases of occupational disease were officially recognized during the year, two involving musculoskeletal disorders and one involving hearing loss. The EGP&TGx business line currently has 28 officially recognized occupational disease cases, of which seven remain active and are under follow-up by the Occupational Health team. During the year, one employee was reported as having two work-related medical conditions.

Health Documentation Management: The Profesiograma tool was updated, along with the following documents: Snakebite and Scorpion Sting Prevention and Management, Hearing Conservation Surveillance System, First Aid Kit Management and Control, and the Biomedical Equipment Inspection Guidelines, applicable to both Colombia and Central America.

Updates also began for the Psychoactive Substance Use Prevention document to align it with current Colombian regulations, as well as for the Occupational Disease Investigation Procedure and the Guidelines for Managing Employee Retention Situations at Generating Facilities.

Other documents reviewed included the Occupational Medical Examinations Procedure, the Breastfeeding Room Inspection Guidelines, and the Occupational Hygiene Program.

En Colombia:

- **364 periodic occupational medical examinations** with a musculoskeletal focus, achieving 100% workforce coverage.
- **39 executive medical checkups**, achieving 92.8% coverage of eligible employees in the Generation business line by the end of 2025.
- **233 influenza vaccine doses administered**, achieving 52% coverage, representing a 16% increase compared to 2024.
- **99 yellow fever vaccine doses administered**, achieving 49.5% coverage.
- **8 herpes zoster vaccine doses administered**, achieving 47% coverage.
- **221 tetanus vaccine doses administered**, achieving 71.2% coverage.
- **115 nutritional assessments** conducted for employees identified as having high or moderate cardiovascular risk, as well as employees with obesity.
- **91% completion rate for workstation inspections**, with a total of 260 workstation inspections conducted, representing an increase of 76 inspections compared to 2024.



- **Investigation of three occupational disease cases.**
- **100% completion of industrial hygiene assessments** conducted at all scheduled generating facilities (noise, heat stress, particulate matter, lighting, and personal protective equipment fit testing).
- **41 hearing protection PPE fit tests and 8 respiratory PPE fit tests** were performed.

En Guatemala:

- **Industrial hygiene assessments** achieved 100% coverage (lighting, heat stress, noise, and air quality).
- **Periodic occupational medical examinations** reached 85% completion, with examinations conducted for 66 employees as of December 31, 2025. The remaining examinations continued in January to achieve 100% coverage.

En Panama:

- As of June 30, industrial hygiene assessments achieved **100% coverage** (noise, whole-body vibration, hand-arm vibration, heat stress, lighting, air quality, total dust, and volatile organic compounds). As of December 31, 68% coverage had been achieved for the same assessments.
- Periodic occupational medical examinations began on December 4 and remained in progress.

En Costa Rica:

- Periodic occupational medical examinations achieved **100% completion**, covering 29 employees.

Epidemiological Surveillance Programs

Hearing Conservation

All activities planned under the Hearing Risk Epidemiological Surveillance System (ESS) were implemented, achieving 99% compliance. 100% of the scheduled audiometric evaluations were completed for employees exposed to occupational noise. Based on the results, six employees were referred to an otolaryngologist for further evaluation following findings identified during their occupational audiometric examinations.

Hearing protection devices were distributed at each generating facility, and monitoring and oversight were conducted

to verify the implementation of the actions established in the matrix developed from the previous year's industrial hygiene assessment report. The implementation of action and intervention plans at each facility was also verified.

Noise hazard areas identified through noise mapping were clearly marked at all generating facilities.

Industrial hygiene assessments were carried out according to the established schedule. The Occupational Health team conducted inspections of hearing protection personal protective equipment (PPE), while program indicators were continuously monitored and statistically analyzed.

A detailed review of occupational medical examination results was performed to improve case definition, and work continued on establishing eligibility criteria for inclusion in the epidemiological surveillance program in order to optimize medical follow-up.

Cardiovascular Risk

All activities proposed under the Cardiovascular Risk Epidemiological Surveillance System (ESS) were implemented, achieving 98% compliance.

As part of the Cardiovascular Risk Program, employees were stratified into low-, medium-, and high-risk categories based on the Framingham-Wilson Risk Score, the atherogenic index, and the presence of metabolic syndrome, with the objective of implementing targeted interventions and individualized monitoring according to each employee's level of risk. Recognition was given to employees whose risk profile improved compared to their 2024 medical examination results, and 100% of the workforce was informed of their cardiovascular health status.

The assessment identified 7 employees as high risk, 173 employees as medium risk, and 352 employees as low risk.

In 2025, 54 employees improved their cardiovascular risk classification compared to their 2024 assessment.

Nutritional Support

With the support of a nutrition and dietetics professional, individual cases were assessed to provide personalized guidance and coordinate actions with the cafeterias

at the different generating facilities, involving all relevant stakeholders, including suppliers, cafeteria managers, occupational health and safety professionals, plant managers, and site coordinators.

In addition, physical activity, physical health education, and emotional well-being training were actively promoted.

Individual medical follow-up enables employees to better understand the importance of adhering to both pharmacological and non-pharmacological treatment once they have been diagnosed with a chronic disease. This ongoing support helps reduce complications and ensures that employees recognize the warning signs requiring medical consultation or an earlier appointment with their treating physician.

Occupational Pneumoconiosis Prevention

All activities planned under the Respiratory Risk Epidemiological Surveillance System (ESS) were completed, achieving 100% compliance.

To manage the occupational risk associated with preventing diseases caused by exposure to coal-derived particulate matter identified at the Termozipa Power Plant, work continued under the Occupational Pneumoconiosis Prevention Epidemiological Surveillance Program. Activities included the distribution, inspection, and hands-on training in the use of respiratory protective equipment, as well as training on respiratory diseases resulting from exposure to particulate matter. Additional activities carried out as part of the epidemiological surveillance system included ILO-standard chest radiographs, spirometry, respiratory symptom questionnaires, and tuberculin skin testing. Medical follow-up was provided to 100% of employees classified as suspected cases or presenting respiratory symptoms.

Biomechanical Risk

Technical visits were conducted at all hydropower and thermal generating facilities, as well as solar energy projects, during which various activities and employee engagement initiatives were carried out, including:

1. Operational and administrative workstation inspections, achieving 91% coverage.
2. Scheduling and implementation of active break sessions at the Bogota corporate offices, hydropower, thermal, and solar power plants, and the Barranquilla office, with participation from both Company employees and contractors.
3. Medical follow-up with a musculoskeletal focus to assess employees' current health conditions, monitor the progression of existing disorders, and evaluate ongoing treatment.
4. Administration and implementation of the Biomechanical Risk Epidemiological Surveillance Program, achieving 99% compliance.
5. Monitoring of working conditions and workstation inspections conducted both in person and virtually, achieving 41% coverage in Costa Rica and 38% coverage in Guatemala.
6. Medical follow-up for employees with a history of musculoskeletal disorders.

Psychosocial Risk Management

All activities proposed under the Psychosocial Risk Epidemiological Surveillance System (ESS) were completed, achieving 100% compliance.

Implementation of the intervention programs developed from the results of the 2024 psychosocial risk assessment battery continued throughout the year.

Psychotechnical evaluations were conducted to comply with certification requirements for employees performing work at heights, confined space work, electrical risk activities, and psychosensometric testing for road safety risk.

Coping assessments were administered in Colombia and Central America (a psychological assessment instrument designed to identify and analyze how employees perceive, cope with, and manage work-related demands, stress, and adverse situations), achieving 83.8% overall coverage, including 83% in Costa Rica, 78% in Guatemala, and 91% in Panama.

Additionally, occupational psychology follow-up was provided for 100% of health-related cases identified through self-reporting, absenteeism, and diagnoses of mental health disorders, with full coverage extended throughout Central America.

Industrial Hygiene Assessments

Industrial hygiene assessments were conducted at all EGP&TGx generating facilities in Colombia, including evaluations of noise, lighting, particulate matter, and heat stress.

Facility	Noise Dosimetry	Lighting	Particulate Matter	Heat Stress	Hearing Protection Fit Tests	Respiratory Protection Fit Tests
El Guavio	14	NA	NA	NA	10	NA
Termozipa	14	NA	15	NA	11	8
Bequim	14	NA	NA	NA	15	NA
Río Bogotá	14	NA	NA	100	15	NA
Fundación	2	NA	NA	NA	NA	NA
Barranquilla	NA	20	NA	NA	NA	NA
Ed. Técnico	NA	10	NA	2	NA	NA

Occupational Health and Safety Training and Competency Development

Each year, an Occupational Health and Safety Training Program is developed for the Company's generating facilities and projects based on the hazards and risks to which employees are exposed in the performance of their duties. The program is designed to reduce the likelihood of occupational injuries and illnesses while strengthening the Organization's preventive culture. Across Colombia and Central America, a total of 21,400 training hours were delivered, reflecting the Company's commitment to protecting the health, safety, and well-being of its employees.

During 2025, specialized occupational safety training programs were delivered to ensure compliance with applicable regulations and further strengthen the Organization's preventive culture. The most significant initiatives included:

- Working at Heights (86 refresher training sessions, 8 authorized workers, and 21 working-at-heights coordinators).
- Confined Space Entry (40 entrant-level workers, 15 attendants, and 9 supervisors).
- Load Lifting Operations (26 certifications at the Operator/Rigger level, 26 certifications for Lifting Supervisors, and 7 certifications in the operation of lifting platforms).
- Chemical Risk – Globally Harmonized System (GHS) (more than 187 employees trained).

In the area of occupational health, specialized training was provided on cardiovascular, musculoskeletal, ergonomic, respiratory, hearing, and psychosocial risks. In addition, awareness sessions aligned with international health observance days addressed topics such as suicide prevention, mental health, breast cancer, visual and digestive health, lung health, and sexually transmitted diseases.

In addition, several global training programs were delivered, including:

Training on Major Risk: A program focused on the prevention of critical risks, such as working at heights and electrical hazards, delivered through a series of five training videos.

ELECTRICAL SAFETY AND ELECTRICAL WORK FUNDAMENTALS – Electrical Hazards and the Effects of Electric Current on the Human Body – 242 employees completed this training during 2025.

ELECTRICAL SAFETY AND ELECTRICAL WORK FUNDAMENTALS – Types of Electrical Contact and Key Safety Measures – 324 employees completed this training during 2025.

ELECTRICAL SAFETY AND ELECTRICAL WORK FUNDAMENTALS – Types of Electrical Hazards and Key Safety Measures – 318 employees completed this training during 2025.

WORKING AT HEIGHTS GUIDELINES – 211 employees completed this training during 2025.

SAFE ROOF WORK – 240 employees completed this training during 2025.

The Company will continue promoting completion of these training videos by the remaining personnel.

- **Training for Inspectors:** A program designed to strengthen the competencies of safety inspectors and improve the quality of safety inspections. The program included 19 video-based microlearning modules and one in-person session focused on root cause analysis and the effective execution of safety inspections. During the year, 109 safety inspectors successfully completed the program.
- **Electrical Risk Training:** This program is designed to enhance the competencies of employees exposed to electrical hazards. Since 2024, more than 300 employees have completed its four training modules:
 - Module 1 (ARL SURA Platform): Focused on basic electrical engineering, AC/DC current, units of measurement, electrical systems, single-line diagrams, and safety clearance distances. 58 employees completed this module during 2025.
 - Module 2 (ARL SURA Platform): Covered topics including the effects of electricity on the human body, personal protective equipment (PPE) for electrical contact and arc flash protection, grounding, and the Five Golden Rules. 56 employees completed this module during 2025.

- Module 3 (Microsoft Teams with support from ARL SURA, recorded session with assessment): Focused on electrical hazards, the hierarchy of controls, the principles of the electrical safety program, and de-energized work. 161 employees completed this module during 2025.
- Module 4 (Microsoft Teams with support from ARL SURA, recorded session with assessment): Covered electrical risk control methods, PPE specifications, hazardous energy control, and the engineering principles behind the Five Golden Rules. 162 employees completed this module during 2024.

Occupational Accident and Health Indicators

Occupational Accident Indicators

GRI 403-9

During 2025, Enel Colombia recorded 19 occupational accidents involving its own employees, resulting in a frequency rate of 0.05, as well as one high-potential incident, corresponding to a rate of 0.03. No fatal occupational accidents involving either Company employees or contractors occurred during the year. In total, 35,182,964 work hours were accumulated by Company employees and contractors.



In the Central American countries (Guatemala, Panama, and Costa Rica), a total of 826,969 work hours were completed, with no occupational accidents recorded.

Within the EGP&TGx Generation business line, Company employees in Colombia and Central America worked a total of 1.19 million hours, distributed as follows: 0.88 million hours in Colombia and 0.31 million hours in Central America.

At the close of 2025, Colombia recorded one (1) recordable accident and four (4) first aid cases involving Company employees, while Central America concluded the year with zero (0) recordable accidents and two (2) first aid cases involving Company employees.

The primary causes of occupational safety events involving Company employees during 2025 were mechanical hazards and road safety risks.

For 2025, the Lost Time Injury Frequency Rate (LTIFR) for Company employees in Colombia and Central America was 0.84, compared to 0.00 in 2024. This increase was attributable to the occurrence of one lost time injury during the reporting year.

It is important to note that across the EGP&TGX business line in Colombia, Costa Rica, Panama, and Guatemala, no fatal or life-altering accidents involving Company employees occurred.

Contractor Occupational Accident Indicators

Within the EGP&TGx Generation business line, contractors in Colombia and Central America worked a total of 7.46 million hours, distributed as follows: 6.99 million hours in Colombia and 0.47 million hours in Central America.

At the end of 2025, Colombia recorded two recordable accidents and sixteen first aid cases involving contractor personnel, while Central America concluded the year with zero recordable accidents and two first aid cases involving contractor personnel.

The primary causes of occupational safety events involving contractor personnel during 2025 were mechanical hazards, road safety risks, fires, and ergonomic hazards.

For 2025, the Lost Time Injury Frequency Rate (LTIFR) for contractor personnel in Colombia and Central America was 0.27, compared with 0.31 in 2024. Although two lost time injury events occurred in both 2024 and 2025, the LTIFR decreased because the total number of contractor work hours increased during 2025.

Across the EGP&TGX business line in Colombia, Costa Rica, Panama, and Guatemala, no fatal or life-altering accidents involving contractor personnel occurred.

Incident Management and Prevention

At Enel Green Power, all incidents requiring medical attention, including occupational accidents and first aid (FA) cases, as well as incidents that do not require medical attention, such as high-potential near misses, are thoroughly investigated. Based on the findings, corrective and preventive measures are established, and their implementation is monitored to prevent recurrence.

Every activity incorporates a comprehensive hazard identification and risk assessment process, ensuring ongoing preventive and regulatory compliance while strengthening safety for everyone. This process is carried out through site-specific hazard identification and risk assessment matrices developed for each workplace.

These matrices incorporate preventive control mechanisms for all safety events, including those with the potential for severe consequences, and are applied in accordance with the Hierarchy of Controls, which ranges from eliminating hazards to the use of Personal Protective Equipment (PPE). The principal levels of control are:

- **Elimination:** Completely remove the hazard.
- **Substitution:** Replace a hazardous material, process, or piece of equipment with a less hazardous alternative.
- **Engineering controls:** Design or modify equipment, processes, or workspaces to reduce exposure (for example, ventilation systems or machine guards).

- **Administrative controls:** Implement safe work procedures, signage, training, and personnel rotation to limit exposure.
- **Personal Protective Equipment (PPE):** Provide and ensure the proper use of personal protective equipment as the last line of defense when other controls are not sufficient.

This systematic and proactive approach makes it possible to minimize occupational health and safety risks and advance toward the primary objective of Zero Harm. This objective applies to all personnel present at work sites, without exception, as the system is designed to manage occupational safety through the Occupational Health and Safety Management System (OHSMS) for employees, contractors, and visitors alike.

Health Indicators

GRI 403-10

Occupational disease

- The prevalence of occupational disease in the generation business during 2025 was 5,965.9, with 28 employees diagnosed with occupational disease (only seven of whom remained actively employed by the Company as of December 31, 2025). This means that there were 5,965.9 cases of occupational disease per 100,000 workers in 2025.
- Three new occupational disease cases were officially recognized, resulting in an incidence rate of 639.2, meaning that there were 639.2 new cases of occupational disease per 100,000 workers.
- An occupational disease determination process was initiated for one direct Enel employee. The case is currently under review by the relevant occupational qualification authorities and is awaiting a final determination.

With regard to monitoring common (non-occupational) illnesses among employees:

- A total of 185 sick leave cases due to common illness were recorded in 2025, resulting in 1,436 lost workdays. Compared to 2024, the number of sick leave cases decreased by 5.13%; however, the total number of lost workdays increased by 43.7%, primarily due to the longer duration of leave associated with traumatic injuries.

- With respect to medically related absenteeism, 1.16% of scheduled workdays were lost in 2025 due to medical leave.
- The leading causes of sick leave in 2025 were traumatic injuries of non-occupational origin, followed by infectious and parasitic diseases.

Occupational Health and Safety in Power Networks and Distribution

Enel Grids Colombia Occupational Health and Safety Management System

GRI 3-1, 403-1, 403-8

Throughout 2025, a variety of initiatives were carried out to strengthen and ensure compliance with the Occupational Health and Safety Management System (OHSMS). These actions were undertaken in accordance with applicable legal requirements and the Organization's commitments regarding occupational health and safety and employee well-being. The progress made in each of the key activities is detailed below.

- **Review of OHSMS components and continuity for 2025:** The components defined during the planning phase were reviewed to validate their applicability and continuity for 2025. This ensured that the strategies aligned with the OHSMS remained relevant and effective.
- **2025 Occupational Health and Safety Annual Work Plan:**
 - The topics, responsibilities, and timelines were reviewed and established to ensure the effective implementation of the 2025 Occupational Health and Safety Annual Work Plan.
 - The plan was formally approved, ensuring alignment with the Organization's strategic objectives and applicable regulatory requirements.

- **Minimum Standards Self-Assessment:** The self-assessment of compliance with the Minimum Standards of the Occupational Health and Safety Management System (OHSMS) was completed, resulting in a score of 97.5%, which is considered an acceptable rating.
- **Joint Occupational Health and Safety Committee (COPASST):** The activities of the Joint Occupational Health and Safety Committee (COPASST) were carried out for the period from January 1 through December 31, 2025.
- **COPASST Functions and Activities**

Throughout 2025, COPASST, composed of representatives of both employees and the Company, maintained an ongoing, participatory, and prevention-focused approach aimed at promoting safe and healthy work environments. During the reporting period, the Committee held twelve regular meetings, conducted both in person and virtually, ensuring the effective participation of its members and the systematic follow-up of priority issues.

Additionally, the Committee conducted three site inspections to verify working conditions, identify opportunities for improvement, and strengthen the preventive management of occupational risks. COPASST also actively participated in occupational accident investigations, internal and external audits, and inspections conducted by the Ministry of Labor. These activities enabled the identification and implementation of improvement opportunities aimed at enhancing the effectiveness of the Occupational Health and Safety Management System (OHSMS).

During Committee meetings, progress on Occupational Health and Safety programs was monitored, working conditions were evaluated, employee requests were addressed, facility improvements at the various Company sites were reviewed, Occupational Health and Safety performance indicators were analyzed, and progress on internal audits was monitored, among other topics relevant to the continuous improvement of the management system.

COPASST Training and Development

The Occupational Health and Safety team implemented a comprehensive and ongoing training program for all COPASST members, designed to strengthen their technical, regulatory, and preventive competencies.

The training covered key topics including the Committee's roles, responsibilities, and functions; compliance with applicable legal and regulatory requirements; occupational accident investigation; hazard identification and risk assessment; emergency preparedness and response; and occupational health. These training activities contributed to the effective performance of COPASST and to strengthening the Organization's culture of prevention.

One hundred percent (100%) of COPASST members successfully completed the mandatory 50-hour or 20-hour training course, in accordance with the requirements established under the applicable regulations.



- **Documentation and communication:**

- Global procedures and locally required documents were reviewed, updated, and communicated.
- The occupational incident and accident reporting and investigation document was updated and shared.

- **HSEQ Integrated Management System audits:**

- Internal and external audits of the HSEQ Integrated Management System (IMS) were conducted, covering the requirements established under Decree 1072 of 2015 and Resolution 0312 of 2019.

- **Ministry of Labor inspection:** During the year, the Ministry of Labor conducted an inspection to verify compliance with Occupational Health and Safety requirements. Four (4) opportunities for improvement were identified, in response to which the Company developed and implemented a specific action plan.

- **Preventive, corrective, and improvement actions:** Follow-up was conducted on actions arising from management reviews, occupational accidents, and incidents.

In addition, the programs encompass the implementation and strengthening of operational controls, critical barriers, and response protocols, as well as the consolidation of preparedness and response mechanisms for high-potential events. These efforts are integrated with a culture of operational discipline and visible safety leadership, promoting the adoption of best practices and strict compliance with internal and corporate standards.

The management of these programs is supported by a governance, monitoring, and control framework that includes periodic performance assessments, internal audits, and the continuous monitoring of key performance indicators. The results of these activities make it possible to identify gaps, capture lessons learned, and define improvement actions, thereby ensuring the ongoing evolution of the programs and their alignment with the business's strategic priorities.

Through this approach, Enel Grids Colombia strengthens its ability to anticipate and control critical risks, reinforces the resilience and reliability of its operations, and reaffirms its commitment to operational safety and the long-term sustainability of the business from a distinctly strategic and executive perspective.

Occupational Safety

Enel Grids Colombia's business line defines, plans, and implements multi-year preventive programs as a fundamental pillar of its risk management model and its operational excellence strategy. These programs are designed to address priority risks in a structured and proactive manner, based on a comprehensive and systematic analysis of hazards, exposure scenarios, and potential consequences, with particular emphasis on protecting people, ensuring asset reliability, and maintaining operational continuity.

These programs are structured in accordance with a corporate enterprise risk management approach that enables the prioritization of resources, the establishment of clear intervention strategies, and alignment between strategic planning and operational execution. Accordingly, the initiatives included are aimed at consistently reducing both the likelihood and severity of undesired events through the incorporation of technological solutions, the strengthening of predictive and preventive maintenance of critical equipment, the standardization of key processes, and the development of the technical and behavioral competencies of both Company employees and contractors.

Management of Priority Risks

The management of priority risks at Enel Grids Colombia is a strategic component of the Company's risk governance model and its operational and managerial decision-making process. This approach is focused on the systematic identification, assessment, and management of those risks that, due to their level of exposure and potential impact, could significantly affect the safety of people, the reliability of assets, and business continuity.

The Company structures this process through the design and implementation of specific action plans aligned with corporate guidelines and supported by technical, regulatory, and performance-based criteria. These plans integrate preventive measures, operational controls, critical barriers, and corrective actions in a coordinated manner, ensuring comprehensive, consistent, and effective management of identified risks.

The process is supported by continuous risk analysis, enabling the dynamic prioritization of risks and the efficient allocation of resources based on the criticality and evolution of exposure scenarios. Through the monitoring of key performance indicators, periodic assessments, and control mechanisms, the effectiveness of the measures implemented is ensured, while gaps are identified in a timely manner.

This approach strengthens an organizational culture focused on prevention, anticipation, and resilience, reinforcing Enel Grids Colombia's ability to manage high-potential events while maintaining safe, reliable operations aligned with the business's strategic objectives.

Electrical Risk Management

For Enel Grids, electrical risk is defined as the Company's highest-priority risk due to the exposure of both personnel and infrastructure resulting from maintenance operations and emergency response activities. All actions carried out during 2025 were focused on preventing events that could affect the health and safety of workers while preserving the electrical infrastructure in optimal operating condition.

The Electrical Risk Management Program was established based on changes to the national regulatory framework (RETIE), incorporating monitoring strategies to ensure compliance with the mandatory requirements applicable to operational work activities.

To ensure effective knowledge transfer, a diploma program in electrical safety based on the 2024 RETIE guidelines was launched for Company employees and HSE leaders from contractor companies, with the participation of 29 individuals.

For de-energized work activities, strategies were implemented that included procedural reinforcements for the use of locking devices (Blockingbelt) on remotely operated switching equipment to ensure compliance with the Second Golden Rule for overhead distribution networks. Similarly, equipotential bonding devices were implemented during underground cable repair work, all within the framework of compliance with the Five Golden Rules. In addition, 31,000 field verifications were conducted to monitor compliance with the application of these rules on overhead infrastructure, identifying both best practices and opportunities for operational improvement.

For energized work activities, the Group's Safety Requirements and Organizational Measures During MV Direct Contact Live Working Activities document, which establishes the safety requirements applicable during the execution of medium-voltage live-line work, was localized. In Colombia, this document was adapted as GRI-COL-GUI-HSE-0001 – Safety Requirements and Organizational Measures During Medium-Voltage Live-Line Work Activities, and an assurance campaign was carried out to ensure that the procedure was effectively communicated to all contractors performing energized work.

As part of the strategy to ensure effective communication among contractors, formal verification was conducted to confirm that the localized procedure had been incorpo-



rated within each contractor's organization, that attendance records documenting the communication sessions were available, and that the current version of the document had been properly updated within each contractor's document management system. In addition, the use of dielectric floor mats was implemented to enable the boom lift controls to be safely operated from ground level during rescue operations.

Key Results

A 43% reduction was recorded in the number of electrical incidents, along with a 50% reduction in electrical events. The Pareto analysis identified the highest concentration of events in commercial operations and medium-voltage energized work (connection and disconnection of service connections).

Six Electrical Risk Committee meetings were held with the participation of Enel employees and contractor companies. These meetings focused on sharing statistics, lessons learned from global and local events, guidance for improving the reporting of compliance with the Five Golden Rules, and operational directives aimed at ensuring effective risk control.

Documents issued by the Group regarding equipotential bonding during cable repairs and energized line work were localized to strengthen electrical risk control by incorporating new lessons learned from incidents worldwide.

To comply with the requirements of Resolution 5018 of 2019, six audits and two electrical risk follow-up assessments were conducted as part of the Electrical Risk Management Program to verify compliance with the provisions of the Resolution.

Mechanical Risk Management

Mechanical risk management focused on training, awareness, inspection, and intervention activities designed to strengthen workers' technical and behavioral competencies. The Mechanical Risk Management Work Plan achieved 100% completion.

As part of the mechanical risk control programs, audits were conducted under the mechanical load lifting program, covering six Enel Grids contractor companies. In addition, 19 non-destructive tests were performed on heavy-duty vehicles (cranes and bucket trucks) to verify the integrity of equipment used in operations. A knowledge assessment was also conducted for 42 equipment operators and 45 riggers employed by contractor compa-

nies. Furthermore, assessments were carried out at four (4) contractor companies, including follow-up on the implementation of the recommended improvements.

The Fourth Mechanical Risk and Critical Tasks Seminar was held with the support of ARL Sura, with the participation of 14 employees. In addition, three practical workshops on mechanical risk management and equipment and tool control were conducted for safety supervisors. A total of 198 participants from Enel and contractor companies attended these workshops, and 15 inspectors received training in crane lifting supervision.

The third eighty (80)-hour diploma program in Mechanical Risk Management Applied to Power Distribution was delivered by Universidad del Rosario, with the participation of 29 individuals from Enel and contractor companies.

A fall prevention study was conducted in collaboration with Universidad del Rosario by an interdisciplinary team consisting of physiotherapists and a specialist. The study targeted Enel employees and contractor personnel and involved 36 participants. Its objective was to identify risk factors associated with falls and strengthen preventive occupational health and safety measures.

Safety data sheets and posters were developed covering line-of-fire hazards related to falling and struck-by objects, load lifting (including rope and equipment inspections), crane and bucket truck operations, safety clearances and work area signage, as well as forestry activities. These materials were distributed to contractor companies.

A training course on field hazards and risk prevention in supervisory activities was developed and launched. The course was designed to strengthen competencies in the safe management of daily work activities and was intended for both Enel employees and contractor personnel.

Working at Heights Risk Management

Best practices aimed at preventing incidents associated with working at heights were further strengthened through the training of 18 employees at the area manager level for safe work at heights. In addition, three workshops were conducted with the participation of 120 employees on Enel's standards for safe work at heights, and 20 supervisors received training in scaffold supervision. These training initiatives were carried out to ensure alignment with the concepts and requirements of the Total Quality Inspection (TQI) Program.

Contractor oversight activities included nine audits of the Fall Protection Program, verifying contractors' compliance with the legal requirements governing work at heights.

The Enel Grids Fall Protection Program was also reviewed and updated.

Safety Management for Pruning and Tree Felling Activities – SAFEFOREST

As part of the SafeForest program, significant progress was made in the safe management of forestry activities. Ten interdisciplinary working sessions were held to update the procedure establishing safety requirements for pruning and tree felling activities. The revised procedure was communicated to 100% of the contractor companies performing these activities, ensuring alignment with the Company's internal standards. The updated procedure incorporates specialized equipment for the safe execution of forestry work, including hypsometers, manufacturer-certified descenders, communication devices, Big Shot line-launching devices, and cutting tool kits. In addition, it describes the methods for safely carrying out pruning activities based on the conditions identified during work planning.

With respect to training, theoretical and practical courses were delivered to 248 employees performing TQI roles to ensure the proper execution of inspections related to these activities. Training was also provided to 24 contractor safety managers regarding the qualification requirements for personnel performing pruning activities. In addition, the first training program for 30 direct supervisors in arboriculture supervision was launched in partnership with the Colombian Arboriculture Association, with the objective of strengthening their competencies and achieving professional certification in the short term.

Finally, to ensure effective operational control, supervisor evaluations and on-site knowledge transfer sessions were implemented, supported by specialists in safe pruning and tree felling activities for the utility sector.

Road Safety

Road safety is a fundamental component of Enel's operations, reinforcing the Company's commitment to regulatory compliance, particularly with the requirements established under Resolution 40595 of 2022 concerning the design, implementation, and verification of the Strategic Road Safety Plan.



Throughout 2025, Enel Grids implemented a range of strategies and preventive measures, including the following:

- Two Road Safety Risk Committee meetings were held with personnel from contractor companies and Enel, with an average attendance of 80 participants per session.
- Twenty Enel Occupational Health and Safety professionals received training in the investigation of work-related road traffic incidents in accordance with applicable legal requirements.
- Training sessions were conducted for Enel personnel on road users, road emergency response plans, and first aid (first responder), with approximately 220 participants.
- Five lessons-learned sessions on road traffic incidents were delivered to contractor company personnel, raising awareness among approximately 12,800 employees.
- Two road traffic incident simulation exercises were conducted at the Fusagasugá (rural) and Veraguas (metropolitan) facilities, with the participation of approximately 45 individuals. The exercises were carried out in two phases: first, training in basic first aid and first responder procedures; and second, a simulated road traffic incident to practice emergency response.
- Five audits were conducted at contractor companies to assess and verify the implementation of their Strategic Road Safety Plans.

- Awareness initiatives were implemented to promote safe driving habits and behaviors among all road users through infographics and informational capsules addressing driver fatigue and mobile phone use while driving, reaching approximately 3,350 participants.
- Version 2 of document GRI-COL-WKI-HSE-0004: Safety Requirements – Organizational Measures for the Execution of Road Activities was updated, incorporating technical specifications for vehicle wheel chocks, together with guidelines for their implementation and use in vehicles during Enel Grids operations.
- Safety mechanisms and systems were implemented to prevent road traffic risks during Enel Grids operations, with the support of three contractor companies (Fyr Ingenieros, Dagelec, and Proing).

A pilot program was conducted using video analytics cameras capable of recognizing driver behavior patterns and driving practices in order to generate real-time alerts that help prevent accidents and improve driving performance. Dagelec has now permanently implemented this technology across 100% of its vehicle fleet.

- An Enel Grids-wide procedure was developed and implemented to standardize the use of vehicle wheel chocks according to the characteristics of each type of vehicle used in Enel Grids operations. This measure serves as a control for the safe immobilization and parking of vehicles on all types of surfaces. In addition, the procurement of wheel chocks for contractor company vehicles was initiated.



- Follow-up was conducted on the investigation of road traffic incidents and the implementation of action plans resulting from incidents involving both contractor companies and Enel personnel. Road traffic incidents caused by third-party actions were also monitored.
- To reduce unsafe behaviors on the road, monthly monitoring was carried out on speeding violations recorded among contractor companies, as well as on the implementation of corrective actions aimed at preventing their recurrence.
- Compliance by contractor companies, as applicable, with Resolution 40595 of 2022 was monitored, specifically regarding Step 20 (Performance Indicators and Self-Monitoring Reporting) of the Strategic Road Safety Plan.

Contractor Assurance

To strengthen contractor assurance and the management of occupational health and safety within contractor companies, 14 Contractor Assessments were conducted as part of the supplier qualification process, ensuring contractor suitability across all relevant areas. In addition, 51 technical specifications were established, setting forth Health & Safety requirements and guidelines for the various services to be procured. Likewise, 28 risk level assessments were completed for procurement processes, aligned with the nature of the activities to be performed.

As part of the oversight of contractor safety performance, 35 Contractor Assessments were carried out, resulting in the identification of more than 300 improvement actions across the contractors' various management systems. In addition, 26 management review meetings were held to evaluate progress on action plans and the evolution of contractors' safety culture, promoting continuous improvement and reducing operational risks within Enel Grids Colombia.

These initiatives reinforce a robust contractor assurance model that integrates both technical and safety criteria throughout every stage of the procurement lifecycle. This preventive approach, together with systematic evaluations, has helped reduce performance gaps, strengthen the safety culture, and ensure contractor suitability, directly contributing to the mitigation of critical risks and compliance with corporate standards.

Innovation and Improvement in Occupational Safety and Process Safety

Throughout the year, innovation working groups were held with companies from the electric utility sector to exchange best practices in Occupational Health and Safety innovation. Participating organizations included ISA, CHEC, ESSA, CENS, Enel, GEB, Celsia, among others. Internally, the management team also organized working sessions with operational areas and Innovation representatives to identify and promote best practices.

For the third consecutive year, the Electrical Safety Summit was held, featuring keynote presentations and panel discussions on occupational health and safety, with a particular focus on artificial intelligence, technical and regulatory developments in the electric utility sector, and mental health. A technology showroom was also organized to demonstrate innovative solutions for risk control, featuring 11 exhibitors, including academic institutions, ARL Sura, Enel Grids, and EGP.



Significant progress was made in the implementation of equipment and technologies designed to enhance safety standards, including the following:

- *Manhole Cover Lifter*: The manhole cover lifting device was reviewed and improved. This equipment enables contractor personnel to safely handle and lift inspection chamber covers during field operations.
- *Flame-Resistant Airbag Vest*: Development and field testing began on a new airbag vest for motorcycle riders featuring flame-resistant properties. The vest is intended to improve safety conditions for commercial operations involving arc flash hazards.
- *Excavation Guardrail System*: A reusable guardrail system was designed and developed for use in construction activities requiring edge protection. The equipment entered the field testing phase during 2025.

Safety Culture

During 2025, implementation of the Buddy Partner field program was further strengthened through an updated methodology, which was verified during more than 30,000 inspections conducted across Enel Grids operations. The methodology was also evaluated for its effectiveness and relevance by more than 60 Occupational Health and Safety leaders.

In addition, the third Electrical Safety Summit was held in partnership with ARL SURA, bringing together more than 15 speakers recognized for their expertise in artificial intelligence applied to occupational health and safety, safety leadership, and technological advancements in the context of the energy transition.

In terms of communication, six lessons-learned communications were issued based on incidents and critical findings identified during field inspections. These communications were directed to both Enel operational personnel and contractor companies to help prevent recurrence. In addition, 16 technical risk control communications were developed and shared with 100% of Enel Grids personnel. Guidance sheets for the safe supervision of forestry activities were also distributed to Company employees.

Three safety webinars were conducted on topics including the prevention of falling objects, equipotential bonding, safe work planning, and field decision-making, reaching more than 5,000 contractor employees and Company personnel.

Among the year's high-impact initiatives, the fourth Safety Awards ceremony was held, during which 20 Enel employees and 10 contractor companies were recognized for outstanding safety performance across four award categories: Enel TQI Supervisor, Technical Team Leader, Technical Worker, and Occupational Health and Safety Professional.



In addition, a Safety Leadership Diploma Program was delivered to 28 Enel leaders and managers from contractor companies in partnership with the University of Catalonia, contributing to the continued strengthening of the safety culture that distinguishes Enel Grids Colombia's operational excellence.

Other Safety Initiatives:

Initiatives	Description
Co-Pilots	- A capacity of 563 online (streaming) and offline recording technology cameras was available, with 40 terminals installed at Enel Grids contractor companies, covering 21 contracts. - A recognition event was held for the top reviewers from contractor companies, and ideas were generated to improve the performance of operational recording and crew feedback based on the findings identified. - Ten visits were conducted to contractor companies' monitoring centers to strengthen the integration of the project as a real-time monitoring and prevention strategy. - Three audits were conducted at contractor companies to verify compliance with the implementation of the Co-Pilots program, both in documentation and in the field.
Biological Risk	- Follow-up was conducted on the biological risk management program at eight contractor companies. - Five informational and communication materials were shared with direct employees and contractor personnel. - Seven specific prevention training sessions were conducted for 382 employees. - Lessons learned were recorded, and four committees were held with the participation of 50 individuals from contractor companies and Enel Colombia. - In-person training activities on snakebite risk were conducted in the municipalities of La Vega and Cárquez, in addition to the procurement of PPE to help mitigate the occurrence of this risk.
Chemical Risk	- Chemical risk management at Enel Grids was strengthened through assessments conducted at 26 operating sites, where the chemical products used were identified and proper marking, labeling, availability of safety data sheets, personal protective equipment, and emergency response resources were verified, including first-aid kits, spill kits, and eyewash stations. These activities were carried out to ensure compliance with the Globally Harmonized System. - At the dielectric oil laboratory, the inventory of 23 chemical substances, safety data sheets, and the characterization matrix were updated. Specialized training on BTEX and booth ventilation was developed in partnership with ARL SURA, and a spill drill was conducted to validate response times, PPE use, and waste disposal, identifying opportunities for improvement. These actions consolidate a robust preventive model, ensuring operational control and preparedness for chemical emergencies.
Public Security Risk	- With respect to public security risk control, a 10% reduction was achieved in events involving contractor company employees and Enel personnel. Bogotá remains the city with the highest case frequency (82%), followed by Cundinamarca (18%). To achieve this progress, communication materials and virtual training sessions were developed, with the participation of occupational risk professionals from Spain and through joint work with the Colombian National Police and ARL SURA, always aimed at fostering preventive behaviors. Additionally, targeted meetings were held with contractor companies, along with drills involving scenarios on "what not to do" and the "best course of action" in the event of theft on public roads. - Four Public Security Risk Control Committee meetings were held to analyze incident rates and the most dangerous areas in order to guide efforts through heat maps and requests for support from the National Police.
Confined Space Risk	- Activities were carried out to strengthen technical and safety competencies, including five training sessions with 51 TQI inspectors in attendance (80% coverage), providing guidance in accordance with Resolution 0491 of 2020. In addition, virtual training on hazardous atmosphere measurement techniques was provided for contractor companies with the support of MSA, the leading equipment brand in Colombia. - Safe work procedures for confined spaces were reviewed and feedback was provided to contractor companies. Three infographics were shared to expand technical knowledge and promote safe behaviors. Finally, two confined space rescue drills were conducted with contractor companies.



Initiatives	Description
Total Quality Project	- As part of the HSE inspection assurance and control process, GRI-COL-WKI-HSE-0022 was implemented in 2025 together with the localized procedures PL 1150 and PL 1251. The procedure was communicated to 175 internal and external inspectors, ensuring its proper application in the field. It was also rolled out to contractor companies, reaching 125 contract managers and contractor company representatives. In addition, the new Safety Inspection Checklist was distributed to 70 HS leaders to ensure an effective transition. - With respect to the monitoring and follow-up of inspections under the TQI approach, 120% of the planned inspections were completed across contractor companies, demonstrating significant progress in the traceability and control of critical activities.

Occupational Accident Indicators

GRI 403-9

In evaluating the occupational safety performance of Enel Grids Colombia's business line during 2025, one High Potential Accident (HPA) was reported. The accident involved INMEL and occurred in April 2025, resulting from a fall-from-height hazard. In addition, one Other Accident (OTH) involving OCA Global Colombia was recorded in November 2025, associated with a traffic-related hazard.

For all recorded events (both accidents and incidents), the corresponding investigations were conducted, and corrective and preventive measures were defined and implemented. Follow-up was also carried out to verify the implementation of these measures in order to prevent recurrence.

The Weighted Frequency Rate (WFR) for 2025 is calculated on an overall basis, meaning that the reported value corresponds to Enel Colombia as a whole rather than to any individual business line.

This report applies the country-specific point-based calculation established under the current corporate methodology.

For Enel Colombia, the Weighted Frequency Rate (WFR) for 2025 was 0.10, based on a total of 35,111,725 estimated work hours (through December 2025), of which 19,416,617 hours corresponded to the Grids business line.

Occupational Health

GRI 403-3, 403-4, 403-5, 403-6, 403-7

As part of its commitment to the responsible management of human capital and sustainability, Enel Grids Colombia developed and implemented initiatives throughout 2025 aimed at promoting employee health and preventing disease. These initiatives included the implementation and enhancement of Epidemiological Surveillance Systems (ESS) in accordance with corporate guidelines to identify, assess, and mitigate workplace risk factors and prevent the occurrence of occupational diseases. Through a comprehensive, preventive, and risk-based approach, the Company promoted the physical and mental well-being of its workforce, encouraged healthy lifestyle habits, and contributed to the development of safe, healthy, and sustainable workplaces, in alignment with ESG principles.

During 2025, the Enel Grids Colombia business line carried out the following initiatives:

- 1,003 periodic occupational medical examinations** with an emphasis on musculoskeletal health, achieving 99.5% coverage.
- 59 executive health assessments**, reaching 100% coverage across the Grids business line by the end of 2025.
- Administration of **328 influenza vaccine doses** in 2025, representing a 205% increase compared with the previous year.
- Administration of **20 herpes zoster vaccine doses** as a new initiative introduced in 2025.
- Achievement of **121.5% of the target for workstation inspections**, with a total of **243** administrative workstation inspections conducted in accordance with the established goal.

- Hazard characterization and identification of hazardous chemical products, as well as the identification of substances requiring industrial hygiene measurements, were carried out at the Salitre Facility dielectric oil laboratory.
- The installed capacity of workstations in the Technical Building was enhanced through improvements to various areas and major renovations to the testing laboratory, aimed at improving ergonomic standards and working conditions.
- Twenty-seven occupational psychology follow-up assessments were conducted, of which 11.1% (3) corresponded to symptomatic cases and 88.9% (24) to stable cases.
- Zero new cases of common illness were officially recognized within the Grids business line. One employee transferred from Enel Commercial had a previously recognized occupational disease.
- Two employees from the Grids business line passed away due to cardiovascular events of non-occupational origin.

Prevention of Occupational Diseases

The Company designs and implements targeted health programs to promote healthy lifestyles among employees, with the objective of strengthening workplace health through the timely identification of risks and health conditions associated with the tasks performed. These initiatives include occupational medical examinations, which constitute a key tool for the early detection and prevention of cardiovascular disease, as well as other risk factors that may affect employees' well-being and fitness for work.

Medical Examinations

- 103 pre-employment medical examinations were conducted for personnel across all job categories, including 1 direct employee, 36 apprentices, and 66 interns.
- 328 influenza vaccine doses were administered.
- 196 deworming treatments were administered.
- 1,003 lipid profile tests (total cholesterol, HDL, LDL, and blood glucose) were performed.
- 51 medical examinations with an emphasis on Emergency Response Brigade personnel were conducted.
- 61 medical examinations with an emphasis on drone operations were conducted.
- 2 medical examinations with an emphasis on chemical handling were conducted.

Management of Specific Health Risks

The Company implements a proactive health management approach that not only contributes to the prevention of occupational diseases but also promotes a safer, healthier, and more sustainable work environment, improving employees' quality of life while strengthening organizational productivity. To manage specific health-related risks, the following activities were carried out:

Cardiovascular Risk Prevention

The Cardiovascular Risk Epidemiological Surveillance Program is designed to measure and evaluate the principal risk factors associated with the development of cardiovascular disease in order to identify employees at higher risk in a timely manner and establish recommendations and interventions aimed at reducing that risk, including lifestyle modifications and, where necessary, medical treatment.

In 2025, 1.51% of employees (17 individuals) were classified as having high cardiovascular risk according to the Framingham-Wilson Risk Score, including 0.80% (9) men and 0.71% (8) women. In addition, 9% of men and 1% of women were classified as having moderate cardiovascular risk.

To address these risks, intervention priorities were established according to the severity of the risk:

	Women	Men	Total
High Priority	0.71%	0.80%	1.5%
Medium Priority	21.5%	19%	40.5%
Low Priority	24%	34%	58%
Total	46.2%	53.8%	100%

The measures implemented included periodic health assessments, healthy lifestyle education programs, and ongoing medical follow-up, all carried out on a voluntary basis with employee participation. These initiatives were designed to ensure effective coverage and improve the cardiovascular health of the participating population. Follow-up activities were conducted for 20 employees.

Epidemiological Surveillance Program for Biomechanical Risk

The Biomechanical Risk Epidemiological Surveillance Program is designed to prevent the development of musculoskeletal disorders from their earliest stages. During 2025, the program demonstrated effective management in the identification, classification, and follow-up of cases.

As part of case classification, a total of 1,128 employees were evaluated. Of these, 83.5% (941 employees) were classified as healthy. In addition, 10.7% (121 employees) were classified as suspected cases after reporting pain or discomfort in one or more areas of the body. Probable cases, corresponding to common (non-occupational) illnesses diagnosed by a physician, accounted for 5.6% of the evaluated population (63 employees).

Finally, two confirmed cases of occupational disease were recorded, representing 0.17% of the total population evaluated. These cases involved two female employees diagnosed with left carpal tunnel syndrome and bilateral epicondylitis.

Against a target of 200 workstation inspections, the program achieved 121.5% of its objective by conducting 243 inspections. Assessments were conducted for both teleworking arrangements (171 assessments: 100 men and 71 women) and on-site administrative workstations (72 assessments: 57 men and 15 women).

A comprehensive analysis was conducted to identify the principal body regions and health conditions requiring intervention. Within the Grids business line during 2025, the most frequently affected body regions were the lumbar spine (70 employees), followed by the hand (39 cases) and the cervical spine (27 cases).

Physiotherapy evaluations and follow-up sessions constituted a key component of the Biomechanical Risk Epidemiological Surveillance Program by enabling the monitoring of priority cases and the timely implementation of interventions. During 2025, 79 physiotherapy evaluations and 55 follow-up sessions were conducted to prevent the progression of injuries, support functional recovery, and strengthen preventive management.

Additional Activities

As part of the Company's health promotion and prevention initiatives, training sessions were delivered on ergonomic best practices and active break exercises aimed at strengthening employee self-care. These activities were complemented by individualized workstation interventions focused on optimizing workstation ergonomics and correcting working postures in order to reduce ergonomic risk exposure and prevent musculoskeletal disorders.

Training Activity	Sessions	Coverage
Ergonomic Best Practices for Administrative Work	1 virtual session	274 employees
In-person and Virtual Active Break Sessions	254	7,813 attendances
"Move with Resistance!"	Distribution of resistance bands prioritized under the Biomechanical Risk Epidemiological Surveillance Program	36 employees
Individual Workstation Ergonomic Awareness	5 sessions	49 participants

Psychosocial Risk Prevention Program

The Company's Psychosocial Risk Prevention Program was successfully implemented with the objective of reinforcing the Company's commitment to employees' mental health and well-being.

The program focused on awareness sessions designed to educate work teams about the importance of mental health in the workplace, together with follow-up of employees identified as susceptible or suspected cases through the psychosocial risk assessment battery, achieving 92% coverage within Enel Grids. Employees classified as susceptible or suspected cases were specifically assessed using the coping questionnaire.

The awareness sessions provided practical tools and strategies for stress management, mental health care in operational facilities, psychological first aid, and the strengthening of emotional resilience. In parallel, follow-up of suspected cases enabled a personalized approach to addressing the needs of employees presenting greater psychosocial vulnerability.

In addition, other initiatives were carried out to promote mental health, including the following:

Activity	Sessions	Coverage
Yes, Energy at Work and at Home	1 virtual session	99 employees
Lights of Purpose: Enriching Our Work	1 virtual session	129 employees
Connecting with Your Purpose Workshop	1 virtual session	166 employees
World Suicide Prevention Day – Let's Talk About Prevention	1 virtual session	212 employees
Webinar: Be Well, Take Care of Your Overall Well-Being	1 virtual session	334 employees
Taking Care of Ourselves Is Everyone's Responsibility – Lighting the Way!	5 in-person sessions	92 employees



Health Indicators

GRI 403-10

Throughout 2025, a variety of initiatives were implemented to promote self-care and thereby prevent the development of chronic diseases of both common (non-occupational) and occupational origin.

With respect to the monitoring of occupational diseases:

- No new cases of occupational disease were officially recognized during 2025; therefore, the occupational disease incidence rate was zero.
- The prevalence rate, expressed as the standard epidemiological indicator per 100,000 workers, was 177.5 cases per 100,000 workers diagnosed with occupational disease during 2025, corresponding to two cases of musculoskeletal occupational disease.

Training and Competencies

During 2025, the following training activities were carried out:

- A total of 42,600 hours of in-person training were delivered across 69 topics, with 6,978 attendees at the Bosanova Training Center (CEB) through 858 training activities conducted in collaboration with partners including Enel X, universities, SENA, contractor companies, ARL Sura, and various visiting organizations. In total, 103 organizations used the CEB for training sessions, corporate showcases, meetings, events, and training activities.
- The Center hosted visits from representatives of Claro and the Colombian Arboriculture Association (ACA), as well as an executive visit by the Head of Enel Grids and Innovation, Head of P&O Global Industry, Markets and Services, Head of Construction O&M, Head of P&O, Head of P&O Rest of the World, P&O Manager Colombia, Head of Colombia and Central America, and the Grids Colombia Manager, among others. The purpose of these visits was to showcase some of the critical risk training programs delivered to Company personnel.
- In-person training sessions were delivered to Enel Grids personnel, reaching more than 1,017 employees and providing approximately 38,126 training hours through approximately 163 training sessions. In addition, approximately 6,691 training hours were delivered to personnel from contractor companies.

- Virtual training was delivered to Enel personnel through the ARL Sura, Microsoft Forms, and SENA learning platforms, reaching 1,157 employees and providing approximately 34,956 training hours across approximately 649 training topics. In addition, approximately 1,406 training hours were delivered to contractor company personnel.
- Support was provided for the development and updating of occupational competency standards for the electric utility sector, as well as the related assessment instruments, through working sessions involving HS professionals and personnel from Enel Grids operational units.
- Thirteen Occupational Health and Safety training programs and 11 environmental training programs were delivered as part of the TQI (Total Quality Inspections) project, closing the year with the following indicators:
 - Trainers: 92% qualified (48 employees); Inspectors: 67% qualified (151 employees); Envolvin Grid: 100%; External Inspectors: 68% qualified (53 individuals)
- A new cohort of the Technical Seed Program in the installation and maintenance of overhead power distribution networks was launched, together with the first cohort of the Technology Program in Power Network Supervision.
- Training was delivered to Company personnel as part of the Task Force Project, covering operational topics related to the supervision of activities supporting emergency response efforts in other countries (Argentina, Brazil, Chile, and Spain). A total of 110 participants successfully completed 100% of the training included in the project (28 from Colombia, 19 from Chile, 31 from Brazil, and 11 from Spain).

At the national level, approximately 38,535 training hours in Occupational Health and Safety were delivered to Company personnel.

afe Work Environments in Support Areas

Safety Actions and Results

- 2025 concluded with a frequency rate of zero and a cumulative total of 3,934,884 work hours, reflecting Enel's commitment to safety. A total of 103 facility inspections were conducted, identifying improvement actions

for corporate buildings and Grids facilities. In addition, 2,755 safety inspections were carried out, with findings identified in 18% of the inspections, contributing to the maintenance of safe working environments and compliance with applicable regulations.

- Performance assessments were also conducted for eight Staff and Services companies, identifying opportunities for improvement and strengthening their integrated management systems to support continuous development.
- In addition, four safety briefings were conducted with contractor companies, promoting a shared safety culture. Risk matrices for the Calle and Q93 office buildings were reviewed and updated, contributing to safer and more efficient planning and execution of activities.

Health Actions and Results

Durante 2025, la Empresa consolidó su gestión en salud y bienestar mediante la implementación de programas preventivos orientados a la promoción de estilos de vida saludables y al control de los principales riesgos laborales. Estas acciones fortalecieron la identificación temprana de riesgos en salud, contribuyeron a la prevención de enfermedades de origen laboral y respaldaron la creación de entornos de trabajo seguros y sostenibles. En este contexto, se desarrollaron las siguientes actividades:

- **337** occupational medical examinations incorporating cardiovascular risk assessment, achieving 100% coverage (184 women and 153 men).
- **77** executive health assessments, achieving 100% coverage (39 women and 38 men).
- **72** workstation inspections, achieving 90% coverage.

169 influenza vaccine doses were administered.

2025 - INFLUENZA		
		ADMINISTERED
INFLUENZA	169	
WOMEN	99	Coverage Percentage %
MEN	70	38.94

21 herpes zoster vaccine doses were administered.

2025 - HERPES ZOSTER		
ADMINISTERED		
HERPES	21	
WOMEN	7	Coverage Percentage %
MEN	14	65.63

144 deworming treatments were administered.

DESPARASITACIÓN	144	
WOMEN	84	Coverage Percentage %
MEN	60	33.18

With respect to occupational disease, one case was officially recognized during 2025, and no cases were under investigation to determine their origin. In addition, the death of one employee due to a cardiovascular event of non-occupational origin was reported.

Biomechanical Risk Epidemiological Surveillance System

The Biomechanical Risk Epidemiological Surveillance System is designed to prevent the development of musculoskeletal disorders from their earliest stages. During 2025, the program demonstrated effective management in the identification, classification, and follow-up of cases.

Out of a total of 459 employees evaluated, 85.4% (392 employees) were classified as healthy. In addition, 7.6% (35 employees) were classified as suspected cases after reporting pain or discomfort in one or more areas of the body. Probable cases, corresponding to common (non-occupational) illnesses diagnosed by a physician, represented 6.8% of the evaluated population (31 employees).

Finally, one confirmed case of occupational disease was recorded, representing 0.2% of the total population evaluated. The case involved a female employee diagnosed with carpal tunnel syndrome.

The target established for workstation inspections within the Staff and Services business line was 80 inspections. A total of 78 inspections were completed, achieving an execution rate of 90%. For employees working under a hybrid work model, telework workstation inspections were conducted, including 32 men and 30 women. In addition, 16 on-site workstation inspections were carried out, comprising 4 men and 12 women.

A comprehensive analysis was conducted to identify the principal body regions and health conditions requiring intervention. Within the Staff and Services business line during 2025, the most frequently affected body regions were the lumbar spine (40 employees), followed by the hand (18 cases) and the cervical spine (17 cases).

Physiotherapy evaluations and follow-up sessions constituted a key component of the Biomechanical Risk Epidemiological Surveillance Program, enabling the monitoring of priority cases and the timely implementation of interventions. During 2025, 96 physiotherapy evaluations and 43 follow-up sessions were conducted to prevent the progression of injuries, promote functional recovery, and strengthen the preventive management of biomechanical risks within the Staff and Services business line.

Activity	Sessions	Coverage
Ergonomic Best Practices for Administrative Work	1 virtual session	274 employees
In-Person and Virtual Active Break Sessions	254 sessions	7,813 attendances
"Move with Resistance!"	Distribution of resistance bands prioritized under the Biomechanical Risk Epidemiological Surveillance Program	36 employees
Individual Workstation Ergonomic Awareness	5 sessions	49 participants

Psychosocial Risk Epidemiological Surveillance Program

The Psychosocial Risk Epidemiological Surveillance Program assesses multiple aspects related to psychosocial factors that may affect employees' health and well-being. These aspects include:

1. **Work-related factors:** Conditions within the work environment, such as workload, the physical work environment, interpersonal relationships, and organizational support.
2. **Non-work-related factors:** Conditions outside the workplace that may influence employees' health, such as family circumstances, the social environment, and personal responsibilities.

Sociodemographic characteristics: Information regarding employees' age, gender, marital status, educational level, and other demographic characteristics.

- **Health effects:** Assessment of how psychosocial risk factors affect employees' physical and mental health.

- **Health promotion actions:** Implementation of measures to strengthen protective factors and reduce psychosocial risks.

This program is essential for identifying, assessing, and managing psychosocial risks, thereby ensuring a healthier and safer work environment. It also supports the psychosocial risk prevention and mental health promotion initiatives implemented by the Organization.

A total of 14 targeted activities were carried out, demonstrating an active commitment and a diversified approach to addressing mental health, with 257 participations recorded. As a result, the program achieved 82.1% workforce coverage within the business line. This has contributed to reducing psychosocial risk by minimizing the number of significant work areas or employee groups remaining without intervention. Going forward, the strategic focus will be directed toward mitigating risk among employees classified as Susceptible, with the objective of preventing their progression to higher-risk categories.



CLASSIFICATION OF PSYCHOSOCIAL CASES

Indicator	Value	% of Total (N = 473)	Risk Level (OHS)
Non-Case (Healthy)	346 employees	73.15%	Favorable
Susceptible (Vulnerable)	117 employees	24.74%	Primary prevention
Suspected (Monitoring)	10 employees	2.11%	Targeted intervention
Confirmed (Intervention)	0 employees	0.00%	Target achieved

Finally, during 2025, seven absenteeism events associated with mental health disorders (anxiety and depression) were recorded, affecting five employees out of a total workforce of 478 employees. These events resulted in a total of 18 lost workdays.

From the Occupational Health perspective, this indicator reflects a low prevalence of absenteeism due to mental health conditions, representing less than 1% of the total workforce, as well as a limited impact in terms of lost workdays. Nevertheless, the presence of diagnoses related to anxiety and depression constitutes an early indicator of psychosocial risk. Accordingly, preventive follow-up was carried out to prevent progression, recurrence, or an increase in absenteeism.

Cardiovascular Risk Epidemiological Surveillance Program

Based on the criteria established under the Cardiovascular Risk Epidemiological Surveillance Program, employees within the Staff and Services business line were classified as follows:

	Women	Men	Total
High Priority	2%	5%	7%
Medium Priority	14%	21%	35%
Low Priority	24%	34%	58%
Total	40%	60%	100%

Enel Commercial Colombia Occupational Health and Safety Management System (OHSMS)

Throughout 2025, a variety of initiatives were carried out to strengthen and ensure compliance with the Occupational Health and Safety Management System (OHSMS). These actions were undertaken in accordance with applicable legal requirements and the Organization's commitments regarding occupational health and safety and employee well-being. The progress made in each of the key activities is outlined below.

- **Review of OHSMS components and continuity for 2025:** The elements defined during the planning phase were reviewed to validate their applicability and continuity for 2025. This ensured that the strategies aligned with the OHSMS remained relevant and effective.
- **2025 Occupational Health and Safety Annual Work Plan:**
 - The topics, responsibilities, and timelines were reviewed and established to ensure the effective implementation of the 2025 Occupational Health and Safety Annual Work Plan.
 - The plan was formally approved, ensuring alignment with the Organization's strategic and regulatory objectives.
- **Update of the HSEQ Integrated Management System Policy:** The Integrated Management System (IMS) Policy was reviewed, updated, communicated, and published.

- **HSEQ Integrated Management System Management Review:** Two Management Review sessions of the HSEQ Integrated Management System were conducted in accordance with the provisions of Article 2.2.4.5.31 of Decree 1072 of 2015. These reviews made it possible to evaluate system performance and identify opportunities for improvement.
- **Minimum Standards Self-Assessment:** The self-assessment of compliance with the Minimum Standards of the Occupational Health and Safety Management System (OHSMS) was completed, resulting in a score of 97.5%, which is considered an acceptable rating.
- **Joint Occupational Health and Safety Committee (CO-PASST):**
 - Monthly regular meetings were held, ensuring regulatory compliance, the timely issuance of meeting minutes, and follow-up on action items.
 - Workplace inspections were conducted in accordance with the inspection format established by CO-PASST.
 - Compliance with the mandatory 50-hour and 20-hour virtual OHSMS training courses, for which CO-PASST members are directly responsible, was monitored.

Documentation and Communication: Global procedures and locally required documents were reviewed, updated, and communicated.

HSEQ Integrated Management System Audits: Internal and external audits of the HSEQ Integrated Management System (IMS) were conducted, covering the requirements established under Decree 1072 of 2015 and Resolution 0312 of 2019.

- **Preventive, Corrective, and Improvement Actions:** Follow-up was conducted on actions arising from management reviews, occupational accidents, and incidents.

Progress in the implementation and monitoring of the OHSMS reflected the Organization's commitment to the health, safety, and well-being of its employees, as well as to compliance with applicable regulations.

Occupational Safety

The Enel Commercial business line implemented preventive programs to comprehensively address risks classified as priorities. These programs were structured on the basis of a detailed risk and hazard assessment, prioritizing those that could have a significant impact on employee safety, operational continuity, and the environment.

These programs were continuously reviewed and updated to incorporate lessons learned from periodic assessments, audits, and the monitoring of key performance indicators, thereby ensuring their effectiveness and alignment with the Organization's strategic objectives. Through this approach, the Company reinforces its commitment to operational safety and sustainability across all of its activities.

Electrical Risk Management

This program was designed to establish preventive measures aimed at safeguarding the safety and well-being of people, protecting the environment, wildlife, and vegetation, and preserving both Company-owned and third-party facilities. To this end, electrical hazards arising from Enel Commercial's activities, products, and services were systematically identified, controlled, mitigated, or eliminated.



Through this program, the required training was established to provide the knowledge and skills necessary for the authorization, suspension, monitoring, and withdrawal of authorization to perform electrical work for both Enel Commercial employees and contractor personnel, in accordance with the Company's internal policies, which are aligned with applicable legal requirements.

To ensure compliance with the requirements of Resolution 5018 of 2019, two workshops were conducted with contractor companies as part of the Electrical Risk Management Program to reinforce key concepts and applicable regulatory requirements.

Load Lifting and Personnel Elevation Risk Management

Through the Load Lifting Program, operating procedures were established to identify, assess, and control the risks associated with load lifting and personnel elevation activities, thereby protecting employees engaged in these operations. In addition, strategies were developed to identify, assess, and control load lifting and personnel elevation activities within Enel Commercial's operations.

With the support of the strategic partner SGC Cranes, a verification checklist was developed based on national and international standards to assess compliance with safety requirements for load lifting and personnel elevation operations. This checklist was applied during field support activities involving three contractor companies.

Working at Heights Risk Management

Through the Fall Protection Management Program, operating procedures were established to identify, assess, and control the risks associated with working at heights, ensuring the protection of employees performing these activities.

To ensure compliance with the requirements of Resolution 4272 of 2021, two workshops were conducted with contractor companies as part of the Fall Protection Program to reinforce key concepts and applicable regulatory requirements.

Road Safety

The Road Safety Program is designed to implement preventive measures aimed at safeguarding the safety and well-being of employees while traveling for work. To this end, road traffic risks arising from interactions with other road users during Enel Commercial's activities, products, and services are identified, controlled, mitigated, or eliminated. To comply with the requirements of Resolution 40595 of 2022, awareness campaigns and training sessions were delivered to all personnel within the business line, with particular emphasis on the responsibilities of the various road users.

Contractor Assurance

To monitor the occupational health and safety performance of Enel Commercial's contractor companies, initiatives such as Quarterly Performance Reviews (QPRs) were implemented. These reviews consisted of quarterly monitoring of contractors presenting the highest HSE risk and the greatest number of work hours. In addition, 19 HSE Assessments were conducted. These evaluations resulted in the implementation of action plans focused on addressing the identified opportunities for improvement.

Similarly, six HSE evaluation sessions were conducted to assess contractor performance against the Supplier Environment Index and the Contractor Safety Index for Enel Commercial contractors.

Innovation and Improvement in Occupational Safety

Three Contractor HSEQ Days were held with the participation of Enel employees and contractor personnel. During these events, Enel Commercial HSEQ performance indicators were presented, enabling an objective assessment of performance in health, safety, environment, and quality. This analysis was complemented by the sharing of lessons learned from accidents that had occurred both globally and locally, thereby strengthening the Company's prevention culture. Lessons learned from Stop Work events were also shared.

These forums emphasized the Operational Discipline approach from Day One for new contracts, ensuring that safety standards are integrated from the planning stage onward.

In addition, leadership and strategic thinking workshops were conducted using gamification techniques. This innovative approach helped strengthen key competencies such as assertive communication, strategic thinking, and teamwork, with the objective of developing high-performing teams capable of leading with safety, vision, and commitment.

With respect to the implementation of innovation initiatives:

- **HSEQ Core Competencies Pilot Project:** To strengthen technical competencies in key areas such as Health, Safety, Environment, and Quality (HSEQ) for both the Enel Commercial business line and contractor companies, pilot testing of two training modules was conducted with the support of partner organizations. These pilots focused on delivering HSEQ training and resolving participants' questions through gamification-based technology. The results demonstrated benefits including direct cost savings resulting from reduced accident rates, optimization of training processes, shorter response times for technical inquiries, and mitigation of project cost overruns.

- **Tellme HSEQ Project:** Development began on the Tellme HSEQ artificial intelligence pilot, a generative AI chatbot through which employees and contractor personnel can submit questions regarding the tasks they are about to perform. The chatbot provides concise and accurate information on safe work procedures, processes, and relevant documentation. It ensures consistency and standardization of criteria, provides immediate responses to HSEQ-related inquiries, and is available 24 hours a day to access Company knowledge resources. In addition, it helps minimize human error by ensuring that every decision is supported by the Company's formally documented knowledge.

Safety Culture

The Safety Culture Program was implemented through two intervention initiatives:

- **Be Safer Program:** Promotes behavior-based safety by encouraging safe behaviors driven by personal commitment, compliance with established procedures, and a network of behavioral observers capable of identifying deviations from these principles through the use of communication, psychological, and instructional techniques.
- **Safety & Environment Walk Program:** Promotes behavior-based safety through the active involvement of Enel Commercial managers and supervisors, who are responsible for conducting safety observations during Safety & Environment Walks (management safety walks).



Other Safety Initiatives

Initiative	Description
Chemical Risk	Development of the Guide for Activities Involving Exposure to Hazardous Chemical Products to support chemical risk management in new contracts. A general Chemical Risk Workshop was conducted to present the guidelines for the safe handling of chemical products at worksites and to perform a benchmarking exercise.
Confined Space Risk	Updated training for Confined Space Entry Administrators and Occupational Health and Safety personnel. A theoretical and practical workshop on confined space work was conducted at the Bosanova Training Center, with the participation of contractor companies.
H&S Risks Reinforcement Plan 2025	During 2025, 12 inspections were conducted focusing on the operational control of standards related to electrical risk, fall-from-height risk, and road safety risk in Colombia, ensuring compliance with both global and local safety standards aligned with applicable regulations.

Occupational Accident Indicators

GRI 403-9

In evaluating the occupational safety performance of the Enel Commercial Colombia business line during 2025, it is noteworthy that **no recordable accidents occurred during the reporting period**, in accordance with Policy 106.

The **Frequency Rate (FR) for 2025 was 0.00**, based on a total of 2,039,774 work hours for the Enel Commercial business line.

All Near Miss incidents requiring first aid were investigated, and the corresponding corrective and preventive measures were established and monitored to ensure their implementation and prevent recurrence.

Occupational Health

GRI 403-3, 403-4, 403-5, 403-6, 403-7

Enel Commercial Colombia carried out a series of initiatives focused on the prevention of disease and the promotion of health among all employees. These initiatives included the implementation of Epidemiological Surveillance Systems designed to identify, control, and mitigate risk factors with the objective of preventing occupational diseases.

Through a comprehensive approach, the Company promoted the physical and mental well-being of its workforce by encouraging healthy habits and fostering safe and sustainable work environments.

During 2025, the Enel Commercial Colombia business line carried out the following initiatives:

- **144 periodic occupational medical examinations** with a focus on musculoskeletal health, achieving 100% coverage.
- **21 executive health assessments**, achieving 100% coverage.
- **71 influenza vaccine doses were administered**, achieving 118% coverage. Vaccination was voluntary.
- **96% achievement of the workstation inspection target**, with a total of 63 workstation inspections completed against the established goal.
- **Ten individual psychological interventions and two group psychology workshops were conducted for employees identified as presenting high or very high psychosocial risk** based on the 2025 psychosocial risk assessment battery, thereby fulfilling the requirements established by the Ministry of Health.

Cardiovascular Risk Prevention

In 2025, the Cardiovascular Risk Program assessed and classified employees using the Framingham-Wilson Risk Score. The results showed that 0% of men and 1% of women were classified as being at high risk of developing cardiovascular disease. In addition, 22% of men and 1% of women were classified as having moderate cardiovascular risk.

To address these risks, intervention priorities were established according to the severity of the risk:

- **High Priority:**
 - Men: 0%
 - Women: 1%
- **Medium Priority:**
 - Men: 22%
 - Women: 1%
- **Low Priority:**
 - Men: 39%
 - Women: 2%

These results reflect the program's commitment to identifying and prioritizing individuals requiring immediate and ongoing intervention to reduce their risk of cardiovascular disease. Activities carried out included periodic health assessments, healthy lifestyle education programs, and continuous medical follow-up to ensure effective coverage and improve the cardiovascular health of the participating population.

Biomechanical Risk Epidemiological Surveillance Program

The program was designed to prevent the development of musculoskeletal disorders from their earliest stages. During 2025, the Biomechanical Risk Epidemiological Surveillance Program demonstrated effective management.

As part of case classification, among 178 employees evaluated, 53% of men and 35% of women were classified as healthy, while 0.05% of men and 0.02% of women were classified as suspected cases, having reported pain or discomfort in one or more areas of the body. With respect to probable cases (common, non-occupational illnesses diagnosed by a physician), 0.02% of men and 0.01% of women were identified.

Telework workstation inspections were conducted for employees working under a hybrid work model. A total of 63 inspections were completed, achieving 96% coverage against the established target.

The following additional initiatives were carried out:

- **VitalFlex:** An intervention strategy designed for employees presenting musculoskeletal symptoms, aimed at reducing muscle tension, improving mobility and functional recovery, and preventing the progression of biomechanical risks into musculoskeletal disorders.
- **Active Break Sessions:** In-person sessions conducted at the Calle 93 and Q93 corporate office buildings.
- **Biomechanical Risk Awareness:** Two virtual sessions on the prevention of musculoskeletal injuries and ergonomic best practices for administrative work.

Psychosocial Risk Prevention Program

The Company's Psychosocial Risk Prevention Program was successfully implemented, reaffirming its commitment to employees' mental health and well-being.

The awareness sessions provided practical tools and strategies for managing stress, supporting mental health at operational facilities, including psychological first aid, and strengthening emotional resilience. In addition, follow-up of suspected cases enabled a personalized approach to addressing the needs of employees with greater psychosocial vulnerability.

Additional initiatives implemented to promote mental health included:

- Emotional Energy Workshops.
- Group intervention sessions conducted with the support of the ARL SURA Psychology Team through the "Emotional Mapping" activity for the two employee groups identified as presenting high psychosocial risk based on the psychosocial risk assessment battery.
- Ten individual interventions for employees classified as presenting high psychosocial risk according to the psychosocial risk assessment battery.

Health Indicators

GRI 403-10

Throughout 2025, strategies were implemented to promote health and well-being in the workplace. A variety of initiatives were carried out to encourage self-care and thereby prevent the development of chronic diseases of both common (non-occupational) and occupational origin.

With respect to the monitoring of occupational diseases:

- The cumulative prevalence of occupational disease within the Enel Commercial Colombia business line in 2025 was 562 cases per 100,000 workers, corresponding to one musculoskeletal occupational disease case. In other words, there were 562 occupational disease cases per 100,000 workers during 2025.
- No new cases of occupational disease were officially recognized during 2025; therefore, the occupational disease incidence rate was zero.

Training and Competencies

During 2025, the following training activities were carried out:

- A total of 2,050 hours of in-person and virtual training were delivered across 19 topics, with 172 participants, through activities conducted in collaboration with partners including Enel Grids, universities, SENA, Mercer Marsh Beneficios, and ARL Sura.
- Occupational Health and Safety and environmental training programs were delivered to Company personnel in accordance with applicable legal requirements and priority risks, including:
 - Legal Environmental Training: Environmental permitting, waste management, and environmental enforcement proceedings.
 - Training for Non-Electrical Personnel.
 - Basic Road Safety Concepts.
 - Defensive Driving.
 - Building Safe Mobility Together.
 - 80-Hour Electrical Risk Course.
 - RETIE – Technical Regulation for Electrical Installations, with an emphasis on the Generation business process (80-hour course).
 - Confined Space Entry Administrator Training.
 - Working at Heights Area Manager Training (TSA).
 - Mechanical Risk Management Diploma Program.
 - High-Risk Task Auditor Training.
 - Occupational Health and Safety Innovation Seminar.



Corporate Governance

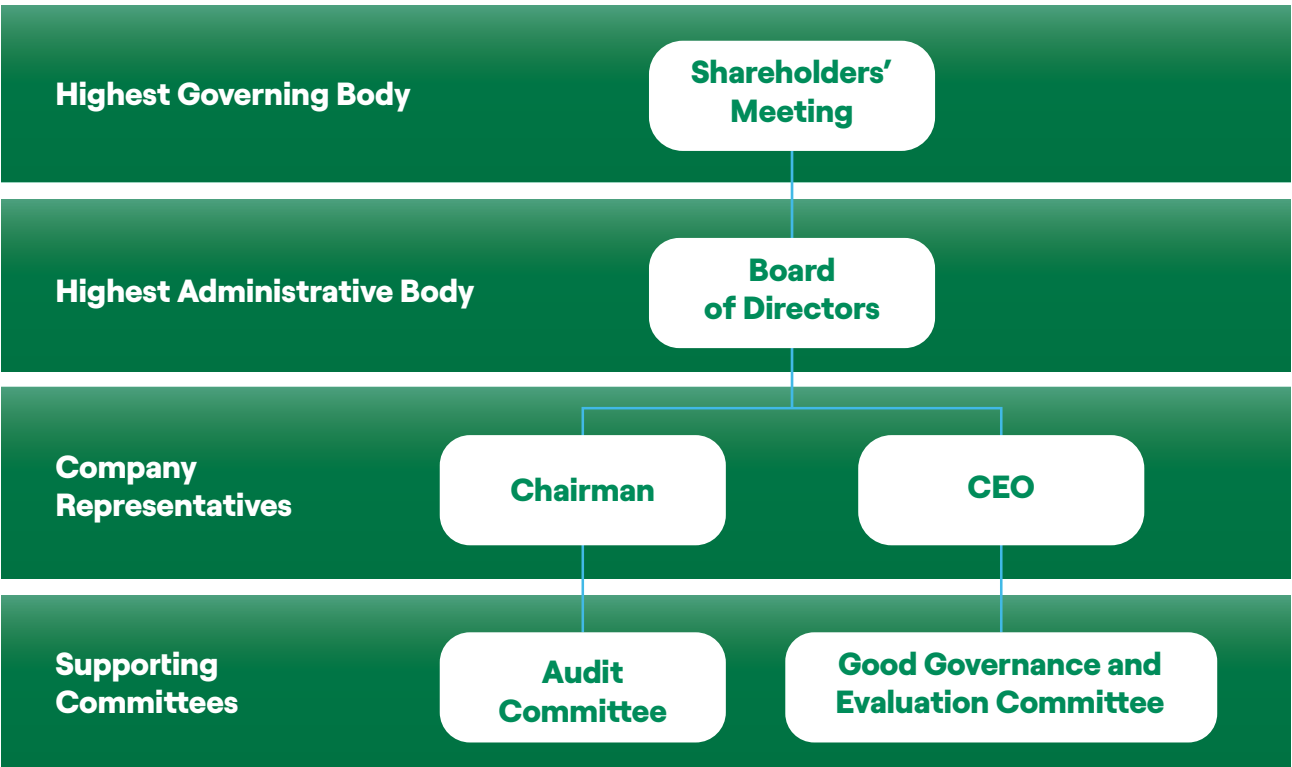
Ethical Conduct and Corporate Governance

The implementation of sound corporate governance principles enables Enel Colombia to ensure that dialogue, trust, and transparency form the foundation of its relationships with customers and other stakeholders. Accordingly, the Company's corporate governance system seeks to promote:

- Value creation for shareholders
- High-quality customer service
- Effective management of business risks
- Market transparency
- The alignment of the interests of all shareholders, with particular attention to minority shareholders
- Greater awareness of the social significance of the Companies' activities

Governance Structure

GRI 2-9



The governance structure of Enel Colombia is designed to enhance operational and financial management and performance through the coordinated and collaborative work of its various governance, management, and oversight bodies. These bodies operate in accordance with the Company's Code of Good Governance, which, in addition to defining its governance structure, establishes the functions and responsibilities assigned to each governing body.

As the Company's highest governing body, the Shareholders' Meeting elects the members of the Board of Directors in accordance with the Company's needs and holds its Annual General Meeting during the first three months of each year. At this meeting, the following information is presented:

- Final Management Report of the Board of Directors and the Chief Executive Officer
- Financial Statements as of December 31 of the immediately preceding fiscal year
- Statutory Auditor's Report
- Proposed Distribution of Profits
- Report on Compliance with the Code of Good Governance
- Audit Committee Report
- Corporate Social Responsibility Report
- Board of Directors Self-Assessment Report, prepared in accordance with the Board of Directors' Internal Regulations, the Code of Good Governance, and the applicable evaluation framework.

The **Board of Directors**, as the Company's highest administrative body, oversees, approves, and safeguards the Company's management and the interests of its shareholders, while ensuring full compliance with applicable legal requirements, the Company's Bylaws, and the Code of Good Governance.

The **Board's supporting committees** assist it in its decision-making process, oversee compliance with assurance and compliance practices, evaluate the effectiveness of control systems, and perform other duties within their respective areas of responsibility.

In addition, the directors serving on the Audit Committee are responsible for approving and overseeing the implementation of the internal audit program, which takes into account the Company's business risks and provides a comprehensive evaluation of all corporate functions, including operational risks, within which environmental risks are also assessed.

The Chairman of the Board and the Chief Executive Officer of Enel Colombia are responsible for representing the Company before regulatory authorities and other stakeholders within the energy and broader economic sectors.

Decision-Making

GRI 2-10, 2-12

During the meetings of the General Shareholders' Meeting, shareholders are provided with clear and timely information regarding the Company's activities and the key results achieved during the reporting period, with the objective of ensuring transparency and confirming that the decisions adopted are appropriate and aligned with the Company's objectives, goals, and strategy.

The members of the Board of Directors are elected at the General Shareholders' Meeting using the electoral quotient system, in accordance with the Company's established guidelines. All decisions adopted at these meetings are made in accordance with applicable law and the powers assigned under the Company's Bylaws.

All stakeholder groups identified by Enel Colombia, subject to the determinations of the Shareholders' Meeting, have access to relevant information within the notice period established under Article 35 of the Company's Bylaws. Non-strategic information is disclosed through the communication channels established for that purpose, including:

- Internal communications
- Mass media
- Corporate website
- Widely circulated newspapers
- Meetings of the relevant business areas

Furthermore, pursuant to Article 43 of the Company's By-laws, the General Shareholders' Meeting is responsible for defining the responsibilities of the Company's principal governing bodies, determining the administrative duties of the Chief Executive Officer, and facilitating consultation processes between stakeholders and the Company's highest governing body.

To foster trust and build strong relationships with its stakeholders, the Company is committed to ethical conduct, transparency, and compliance with the standards established in its policies and guidelines, as well as with the laws and regulations applicable in the jurisdictions where it operates.

Through its Code of Ethics, Enel has established specific standards of conduct that incorporate principles relating to diversity, the Sustainable Development Goals (SDGs), inclusion, and equal opportunity,

with the objective of creating a workplace that respects human dignity, promotes safety, ensures the proper management of personal data, upholds impartiality in decision-making, and encourages fair competition, among other principles.

Accordingly, and consistent with Enel's corporate values, both employees and stakeholders, as well as all organizations involved in Enel's operations, are expected to conduct their activities with honesty, transparency, and fairness, thereby ensuring that business objectives are achieved in an ethical manner.

Key Ethics and Compliance Guidelines

- Code of Ethics
- Enel Global Compliance Program
- Zero Tolerance for Corruption Plan (PTCC)
- Criminal Risk Prevention Model
- Anti-Bribery Policy
- Procedure for Transactions with Politically Exposed Persons (PEPs) and Related Persons (PEPCOs)
- Trust and Value Policy with Institutions
- Trust and Value Protocol with Institutions
- Gifts and Hospitality Policy
- Conflict of Interest Management Policy

Monitoring and Internal Control Mechanisms

GRI 2-23, 2-24

The Company's evaluation and control mechanisms are established under its Bylaws and are the responsibility of the Chief Executive Officer, the governing bodies, management, and other senior executives, all acting in accordance with Colombian law. The principal mechanisms include:

- External audit performed by an independent audit firm appointed by the Companies.
- Statutory audit (Revisoría Fiscal).
- Shareholders' inspection rights, which may be exercised during the notice period for ordinary or extraordinary meetings at which the financial statements are to be approved. Approval by the shareholders of the Board of Directors' Report and the Chief Executive Officer's Report.
- Legal actions against directors in the event of breaches of their fiduciary duties as corporate officers, in accordance with applicable commercial law.
- Specialized audits that may be commissioned by shareholders to review the performance of the Board of Directors.
- Requests and inquiries from shareholders and investors submitted through the Virtual Customer Service Office.
- A risk-based internal audit function.
- Good Governance and Evaluation Committee.
- Audit Committee.

Conflicts of Interest

GRI 2-15

If a director or other corporate officer becomes aware of a conflict of interest, Chapter XV of the Company's By-laws requires that the matter first be presented to the Audit Committee, so that it may evaluate the situation and adopt the appropriate measures. The Committee must have all relevant information necessary to prepare its report for submission to the General Shareholders' Meeting.

When making its decision, the General Shareholders' Meeting must take into consideration the following:

1. The proposed transaction or action may not be authorized if it is detrimental to the interests of the relevant company represented. In making this determination, all relevant economic and market factors, the consequences of the proposed action, and any other material circumstances must be evaluated.
2. Where the director or corporate officer is also a shareholder, he or she must abstain from participating in the corresponding decision.

Internal Audit

The Company's internal control and risk management systems are aligned with its business model, and their effective operation has been one of the Company's most significant corporate governance achievements.

Among the Internal Audit Management function's primary responsibilities is ensuring that the Company's systems operate in accordance with the principles of efficiency and effectiveness. To this end, it has established review and monitoring mechanisms that strengthen business processes and mitigate enterprise risks. Owing to the independent nature of its responsibilities, the Internal Audit Management function operates outside the business lines and reports directly to the Board of Directors' Audit Committee.



The primary purpose of internal audits is to periodically monitor and assess operational risks associated with the Company's activities, as well as to:

- Identify opportunities for improvement to strengthen the Internal Control System.
- Implement initiatives aimed at adopting international best practices to prevent and detect potential misconduct, fraud, and any actions that may conflict with the ethical principles of the Enel Group.
- Monitor the implementation of action plans and continuous improvement plans.
- Periodically report the results of audits and the status of follow-up actions to the Audit Committee, which, in turn, oversees the proper execution of these activities.
- Evaluate the Criminal Risk Prevention Model (MPPR) to prevent the commission of criminal offenses and ensure compliance with applicable local regulations.

Compliance System

The Compliance System is a framework designed to ensure that all Enel personnel conduct themselves with honesty, integrity, and transparency while strictly complying with applicable national and international laws and regulations. It also reinforces the Company's commitment to preventing criminal conduct by executives, managers, directors, employees, and third parties acting on its behalf through the implementation of corporate governance structures and risk prevention systems.

The Audit Committee, with the support of the Compliance Officer, is responsible for approving and implementing the programs that comprise the Compliance System. The Committee periodically evaluates the system to monitor its effectiveness and implement continuous improvement opportunities.

Suppliers, business partners, and contractor personnel adhere to all provisions set forth in the documents comprising the Compliance Program by accepting the General Terms and Conditions of Contract. In addition, they agree to comply with the contractual clauses intended to ensure the proper implementation and effectiveness of the Compliance System.

It is essential for the Company to implement activities that effectively mitigate the risks of corruption, bribery, and related offenses. Accordingly, during the reporting year, Enel continued to implement the following initiatives:

- Risk Assessment Matrix Evaluation: Risks were assessed across 100% of the Company's processes using the internationally recognized COSO (Committee of Sponsoring Organizations of the Treadway Commission) methodology.
- Implementation of the Annual Audit Program.
- Maintenance of the Ethics Channel, available to all stakeholder groups.
- Review and update of the criminal risk prevention risk and control matrix.
- Assessment of conformity with the ISO 37001 Anti-Bribery Management System.

As part of the supplier procurement process, counterpart due diligence assessments are conducted to identify relevant risks. These activities are supported by internal policies that establish the framework for managing transactions involving a heightened risk of corruption.

Enel Global Compliance Program

The Enel Global Compliance Program is designed to safeguard the reputation of Enel Colombia's companies by strengthening ethical, legal, and professional standards. To this end, the Company has implemented measures to prevent corporate criminal liability, guided by leading international anti-corruption compliance standards, including ISO 37001, the U.S. Foreign Corrupt Practices Act (FCPA), and the UK Bribery Act.

The Audit Committee approves and oversees the implementation of the Compliance Road Open Map, which establishes the roadmap for compliance-related activities, including risk assessments, training, communications, strengthening the culture of integrity, updating key procedures, and developing digitalization initiatives. Collectively, these activities support the ongoing effectiveness of the Compliance Program, mitigate compliance risks across the Company's operations, and reinforce corporate governance and sustainability.

Zero Tolerance for Corruption Plan

The Zero Tolerance for Corruption Plan establishes a framework for addressing conduct that violates Colombian and Central American legislation, the Company's ethical principles, or both. It also covers matters such as bribery, charitable contributions and sponsorships, preferential treatment and gifts, as well as the acceptance of hospitality and expense reimbursements.

Enel Colombia maintains a firm commitment to combating corruption, conducting its activities in accordance with internationally recognized transparency standards and the Tenth Principle of the United Nations Global Compact, under which:

"Businesses should work against corruption in all its forms, including extortion and bribery."

In line with this commitment, the Company conducts training and awareness activities for employees and suppliers to identify, mitigate, and prevent corruption risks throughout its operations.

Anti-Corruption Training

GRI 205-2

To ensure that all employees understand, apply, and comply with the principles and values that define Enel's corporate culture, all new hires receive training on the Company's Compliance Program policies. These policies and related tools are also communicated to all employees and to 100% of the members of the Boards of Directors of Enel Colombia (7 principal members and 7 alternate members) and Enel Central America (13 principal members and 9 alternate members). Throughout the year, the Company delivers a comprehensive and robust training program covering topics such as bribery, corruption, ethics, and compliance.

In Colombia, during 2025, 1,748 out of 2,158 employees (81%) received training on compliance and anti-corruption matters, further strengthening the Organization's ethical culture.

Among the most significant training initiatives, 312 employees (14%) completed the Anti-Bribery Management System and Compliance Program Refresher course, while 899 (42%) completed the virtual Trust Enel 2.0 course, expanding their knowledge of compliance. Additionally, 171 employees (8%) received training through the Institutional Relations Policies course. As part of the strategy to strengthen the Contract Management Policy, 148 employees (7%) participated in the Awareness Workshop with Oversight Authorities, and 235 contract managers (11%) completed the Contract Management Diploma Program. These initiatives reinforce the organization's commitment to ethics, transparency, and the prevention of improper practices involving public officials.

In the Central American countries, during 2025, a total of 159 out of 181 employees (88%) participated in ethics and compliance training programs. The most notable included Trust Enel 2.0, attended by 50 employees (28%); Data Protection, completed by 48 employees (27%); and the Anti-Bribery Management System and Compliance Program Refresher, with 38 participants (21%).

The initiatives described above enabled the Company to train 1,907 of its 2,339 employees in Colombia and Central America by the end of 2025, representing 82% of the workforce, on matters related to business integrity and compliance. The training was distributed as follows: managers (72%, 23 individuals), middle managers (86%, 247 individuals), and professionals and technicians (81%, 1,637 individuals).

In Colombia, three business integrity and compliance training sessions were conducted, with at least one attended by 78.5% of the members of the Board of Directors of Enel Colombia (11 of the 14 principal and alternate members). It is worth noting that 100% of these Board members were informed of the Zero Tolerance for Corruption Plan, the Code of Ethics, and the Enel Global Compliance Program.

Similarly, 100% (19) of the principal and alternate members of the Boards of Directors of the three Central American countries (5 in Guatemala, 6 in Costa Rica, and 8 in Panama) received communication regarding the policies of the Compliance Program.

Additionally, 83 out of 674 suppliers (12%) from Enel Colombia and Central America (71 from Colombia, 4 from Guatemala, 3 from Costa Rica, and 5 from Panama) received training through the Businesses for Businesses program, the virtual webinar Building Trust-Based Relationships with Our Suppliers, and the Supplier Workshop on the Compliance Program and Anti-Bribery Management System. These initiatives are intended to support companies in developing and implementing effective anti-corruption systems.

With respect to the compliance communications plan, a total of 17 campaigns were carried out through internal communication channels (emails, videos, the intranet, and advertisements) as well as external channels such as LinkedIn. These communications were made available to 100% of Enel Colombia and Central America personnel (2,339 employees), including managers (32), middle managers (286), and professionals and technicians (2,021).



In September, Ethics Week was held, reinforcing, among other topics, the anti-bribery culture and awareness regarding ethical misconduct. Through a variety of initiatives, including email campaigns, interactive displays, contests, and a panel discussion with external guests dedicated to promoting anti-corruption efforts in both the public and private sectors, the Company achieved a satisfactory level of employee participation. Additionally, ethical awareness campaigns were conducted via email and reached 760 qualified suppliers.

Criminal Risk Prevention Model (CRPM)

To prevent and mitigate the risk of unethical or non-transparent conduct, legal violations, or acts of corruption that may be committed by employees, suppliers, shareholders, or other participants in the value chain, the Company has established the Criminal Risk Prevention Model (CRPM) as its primary strategy. The Compliance Officer is responsible for reviewing, analyzing, and overseeing the model.

In Colombia, this model focuses on preventing and mitigating the offenses included in the Enel Global Compliance Program, including those related to:

- Corruption and bribery/transnational bribery
- Crimes against public entities
- Intellectual property crimes
- Money laundering and terrorist financing
- Crimes against persons
- Market abuse and consumer-related offenses
- Occupational health and safety offenses
- Environmental crimes
- Cybercrime
- Fraud
- Tax offenses

During 2025, the Company continued updating its risk matrices and testing the controls established to mitigate criminal risks across its processes.

Anti-Bribery Management System

In compliance with the international ISO 37001 standard, the Anti-Bribery Management System (ABMS) was further developed to strengthen the Company's anti-bribery culture and reinforce the following aspects:

- The Company's culture of transparency and ethics, as well as the implementation of best practices in processes involving suppliers, subcontractors, and related third parties.
- The effectiveness of the corporate compliance program's policies, standards, and procedures.
- Alignment with the regulations in force in the countries where Enel Colombia operates.

External audits were conducted by Icontec to certify the Anti-Bribery Management System for Enel Colombia and to recertify the systems of Enel Guatemala, Enel Costa Rica, and Enel Panama. The evaluation resulted in an Overall Conformity rating, reaffirming for an additional three years that these companies maintain a system that is operating effectively and has evolved in line with the Group's dynamics by integrating processes aligned with the requirements of the ISO 37001 standard.

Activities were also carried out to maintain the ABMS and its certification, in addition to providing training to 350 employees (15%) in Colombia and Central America, reinforcing their knowledge of anti-corruption controls and practices.

Risk Assessment

GRI 205-1

The internal audit function remained aligned with best practices, as confirmed by an external assessment that recertified it for an additional five years with an Overall Conformity rating regarding the International Standards for the Professional Practice of Internal Auditing issued by the Institute of Internal Auditors.

The annual audit plan was successfully completed and included 17 audit engagements covering the following processes:

- Logistics Management (Enel Green Power)
- Follow-Up: Occupational Safety of Contractor Companies (Enel Green Power)
- Emergency Management to Control the Risk of Business Interruption (Enel Green Power)
- Generation Bidding and Dispatch in Colombia (Global Energy & Commodity Management – GECEM)
- Contract Administration and Back Office Management (GECEM)
- Supplier Penalty Management (Enel Grids and Enel Green Power)
- Materials Logistics and Warehouse Management (Enel Grids)
- Medium-Voltage Investments: Project Management and Control (Enel Grids)
- Connection Service: Planning, Execution, and Cost Control (Enel Grids)
- B2B and B2G Contract Management – Colombia (Retail)
- Micro-Procurements Not Managed by Procurement
- Contract Management – General Services and Facility Management
- Active Guarantee Management
- Exchange Rate and Interest Rate Risk Analysis
- Control Room (GECEM and Enel Green Power)
- Cybersecurity of Retail Customer Web Portals
- Generation Cybersecurity: Logical Access to Industrial Infrastructure

Additionally, five Continuous Auditing activities were conducted for sensitive processes related to donations and sustainability initiatives, institutional and regulatory affairs, personnel recruitment, sponsorships, and consulting and professional services.

As in previous reporting periods, the audit engagements did not identify any weaknesses that would significantly compromise the achievement of the Company's objectives, based on the assessment methodology applied.

The assessment of process risks and fraud scenarios was updated to reflect new working conditions and operational contexts. In this regard, all business units were assessed, taking into consideration each of the activities they perform, as well as those that could generate or expose the Company to any type of criminal offense.

Likewise, progress in implementing the action plans resulting from audit findings was monitored to address identified weaknesses and improve internal processes. As of December 31, 2025, the cumulative completion rate for the action plans verified during the year reached 96%, with no actions delayed by more than six months. The implementation of the corrective actions defined during the audits produced satisfactory results across all business lines, contributing to the strengthening of the internal control system to mitigate the risks associated with the processes reviewed.

In 2025, the Company continued identifying and mitigating corruption-related risks in Colombia and Central America. Within this category, the most significant risks are associated with certain activities carried out within the Regulatory, Antitrust and Compliance and Engineering, Construction and Commissioning processes.

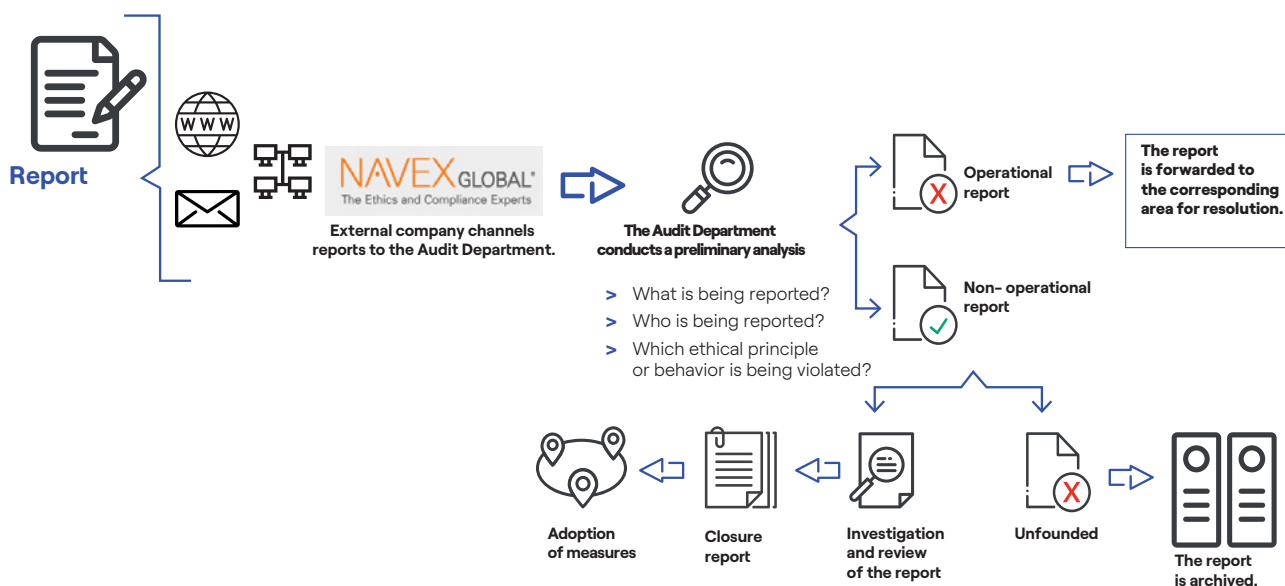


Whistleblower Management

GRI 2-25, 2-26

All Enel stakeholders may safely, anonymously, and confidentially report any violation or suspected violation of the Code of Ethics through a variety of reporting channels. Reports may be submitted in writing through the Ethics Channel website, by telephone using the numbers available on the aforementioned website, or, at the whistleblower's request, through an in-person meeting arranged within a reasonable period through the reporting channels indicated above.

Flujo de denuncias Canal Ético



To promote awareness and encourage the use of the Ethics Channel throughout the value chain and among stakeholders, annual communication campaigns are conducted, emphasizing:

- The policies and protocols of the Compliance Program.
- The Code of Ethics and the Ethics Channel.
- The Criminal Risk Prevention Model and conflicts of interest.
- The Anti-Bribery Management System.

The Internal Audit Department reports quarterly to the Audit Committee on the complaints it has managed. The Audit Committee is responsible for centralizing and channeling reports of significant relevance and informing the Board of Directors accordingly.

During 2025, 34 reports were submitted through the Ethics Channel and were reviewed by the Internal Audit Department for potential violations of the Code of Ethics¹. As of year-end, eight cases remained under review, and five cases were concluded to have involved ethical violations, primarily related to conflicts of interest (1), organizational climate (1), and corruption and non-compliance in contractor management (3). Corrective and preventive measures were implemented in all cases.

1. Information extracted from the EthicsPoint Incident Management system as of January 15, 2026.

None of the reports received in 2025 were related to corruption or bribery involving public or private entities.

During 2025, a total of 34 reports were filed through the Ethics Channel and managed by the Audit Department

Four breaches of the Code of Ethics were identified

In all cases involving ethical violations, corrective and preventive measures were applied

Confirmed Incidents of Corruption and Actions Taken

GRI 205-3

During 2025, Enel Colombia became aware of ten cases related to corruption incidents and conflicts of interest, reported by the Security, People & Organization (P&O), and Procurement departments. For purposes of this report, corruption is defined as the failure to comply with the ethical obligations and commitments established in employment contracts, as well as with the policies and procedures designed to ensure the transparency of Enel's internal processes.

Of the total cases reported, seven involved corruption-related incidents, including financial losses to the Company, verified irregularities in contract execution, and other conduct contrary to corporate ethics. Three cases involved conflicts of interest, primarily resulting from the failure to disclose such conflicts or from situations that compromised objectivity in evaluation processes or relationships with suppliers.

With respect to the actions taken, disciplinary measures were imposed in corruption cases, including termination of employment for just cause, suspensions, and formal warnings, depending on the severity of the misconduct.

In conflict-of-interest cases, disciplinary suspensions were imposed. In addition, where suppliers were involved, measures included suspension of the supplier's qualification status and participation in commodity groups, as well as termination of contractual relationships where appropriate.

Specifically, seven of the confirmed corruption incidents resulted in the initiation of disciplinary proceedings against employees. These proceedings were concluded with the imposition of the corresponding disciplinary sanctions, in accordance with the seriousness of the conduct and the provisions of the Company's Internal Work Regulations.

Additionally, one case resulted in the filing of a criminal complaint with the Office of the Attorney General of Colombia, which is currently in the preliminary investigation stage. In a separate case, a supplier was subject to an administrative sanction imposed by the Superintendency of Industry and Commerce (SIC), and the matter is currently being referred to the judicial authorities for criminal investigation.

During 2025, no cases involving corruption or conflicts of interest were reported in Central America (Guatemala, Costa Rica, and Panama). Likewise, no additional confirmed cases of corruption resulted in the termination or non-renewal of contracts with business partners due to criminal activities related to corruption.

Participation in Public Policy

GRI 2-23

To validate the effectiveness of its programs, measure their performance, and identify and implement best practices in corporate governance and sustainable management, the Company participates in a number of national initiatives in Colombia that contribute to the development of public policies related to its areas of operation:

- **Collective Action for Ethics and Transparency in the Electricity Sector:** As part of the 10th anniversary of the Collective Action for Ethics and Transparency initiative, the Company renewed its commitment for an additional five years. This voluntary initiative brings together 36 companies from the electricity sector to strengthen ethical leadership and combat corruption within and on behalf of Colombia's electricity industry.
- **UNODC Compliance Officers Network:** Enel participated in this forum organized by the United Nations Office on Drugs and Crime (UNODC), which focuses on sharing best practices in anti-corruption across different sectors of the economy.
- **1st Congress on Corporate Criminal Law & Compliance:** Emerging Risks and Challenges in Corporate Compliance: The Company participated in this event organized by the Colombia Chapter of the World Compliance Association. As a panel participant, Enel shared its experience in managing criminal compliance risks under ISO standards and in developing its compliance management system.





Risk Management

TCFD-Gestión de Riesgos; IFRS S1

For Enel Colombia, risk management is one of the primary tools for defining its business strategy and integrating sustainability throughout its value chain.

In carrying out its industrial and commercial activities, Enel Colombia is exposed to risks that could affect its performance and financial position if they are not effectively monitored, managed, and mitigated. Therefore, understanding the operating context is essential for identifying the external and internal factors that may become potential risks for each company and business line within the Enel Group.

Accordingly, the Enel Group has adopted a risk governance model based on a series of governance pillars, together with a standardized risk taxonomy (the Risk Catalog), which facilitates the management and consistent representation of risks across the organization.

Risk Governance Model

TCFD – Gobernanza; TCFD – Estrategia

Governance Pillars

As part of the Enel Group, Enel Colombia has adopted a risk governance framework that is implemented through the establishment of specific management, monitoring, control, and reporting mechanisms for each of the identified risk categories.

The Enel Group's risk governance model is aligned with national and international best practices in risk management and is founded on the following pillars:



1. **Lines of Defense:** The model is structured around three lines of defense for risk management, monitoring, and control activities, in accordance with the principle of segregation of duties across the key areas responsible for significant risks.
2. **Enel Group Risk Committee:** Established at the executive level and chaired by the Chief Executive Officer of the Enel Group, this committee is responsible for providing strategic direction and oversight of risk management through: (i) the analysis of the Group's principal exposures and key risks; (ii) the adoption of risk policies defining roles and responsibilities for risk management, monitoring, and control, while ensuring organizational separation between the business units responsible for operations and those responsible for risk oversight and control; (iii) the approval of operational limits, authorizing exceptions to such limits whenever necessary and appropriate due to specific circumstances or business needs; and (iv) the definition of risk mitigation actions.

The Enel Group Risk Committee generally meets four times per year and may also be convened whenever deemed necessary by the Chief Executive Officer of the Enel Group and the Head of the Risk Control Unit, which is part of the Administration, Finance, and Control function.

3. **Local Risk Committee / Audit Committee:** These bodies are responsible for monitoring and controlling the principal risks affecting the Company and its subsidiaries, including any risks that may impact sustainability over the medium or long term, while assessing the extent to which such risks are compatible with the Company's established strategic objectives.
4. **Risk Appetite Framework:** This framework establishes the reference parameters for determining the Company's acceptable level of risk. It consists of an integrated and formalized system of elements that enables the definition and implementation of a consistent approach to the management, measurement, and control of each risk. The Risk Appetite Framework is summarized in the Risk Appetite Statement, a document that provides an overview of the identified risk strategies together with the indicators and/or limits applicable to each risk.
5. **Risk Policies:** These consist of organizational policies and procedures developed through specific approval processes involving the business units directly concerned.

They define the allocation of responsibilities, coordination mechanisms, and the principal risk control activities.

6. **Reporting System:** Specific and recurring reporting flows on risk exposures and related metrics provide senior management and the Enel Group's corporate bodies with an integrated view of the principal current and future risk exposures at the Group level, by business line, and by geographic area.

Enel Group Risk Landscape©: Based on its risk governance model and in accordance with the international risk management standard ISO 31000:2018, the Enel Group continuously monitors risks through a monitoring process supported by its e-Risk Landscape© data visualization platform. This system consolidates inputs from the Group's different geographic regions and business lines, classifying them according to the Risk Catalog approved by the Audit Committee. The monitoring process includes the assignment of metrics based on both the likelihood of risk events occurring and the magnitude of their potential impact.

As of December 31, 2025, Enel Colombia was monitoring approximately 91 risks, none of which were classified as TOP risks at the consolidated Group level (i.e., risks with an above-average probability of occurrence and a potential economic impact exceeding EUR 100 million). These risks were identified primarily as legal and tax-related risks.



Internal Control and Risk Management System

TCFD-Métricas

Enel Colombia's Internal Control and Risk Management System (ICRMS) comprises the policies and procedures that enable the identification, measurement, management, and monitoring of the Company's principal corporate risks. It also contributes to safeguarding the value of assets, ensuring the efficiency and effectiveness of business processes, the reliability of financial reporting, and compliance with applicable laws and regulations, the Company's bylaws, and internal procedures. As such, it plays a central role within the Company by supporting decision-making that is consistent with the established risk appetite, while fostering a sound understanding of risks, legal requirements, and corporate values throughout the organization. The system also ensures the traceability of risk identification, assessment, management, and monitoring activities.

The ICRMS takes into account the recommendations of the Corporate Governance Code and is aligned with the Internal Control – Integrated Framework issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO Report), which is the internationally recognized benchmark for the integrated analysis and evaluation of the effectiveness of internal control and risk management systems.

Enel Colombia's Risk Control function presents the Company's principal identified risks to the Country Risk Committee and the Audit Committee on a semiannual basis. These reports include a description of each risk, its likelihood, and the magnitude of its potential impact. In addition, they describe the Company's risk appetite, or risk tolerance level, for at least two categories of risk, together with the mitigation actions established for the identified risks.



Three Lines of Defense Model

Enel Colombia's Internal Control and Risk Management System (ICRMS) is aligned with international standards and follows a methodology based on the Three Lines of Defense Model, which ensures the segregation of responsibilities and functions.

First line of defense–Risk Owners	Second Line of Defense – Risk Control	Third Line of Defense – Internal Audit
Functions: • Business Units, Operational Areas, and Corporate Staff functions are the primary owners of the risks arising from their day-to-day activities and are responsible for managing those risks within their respective areas of responsibility. • Implement corrective actions to address process and control deficiencies. • Maintain an effective system of internal control and consistently execute risk control procedures as part of day-to-day operations. • Identify, assess, control, and mitigate risks by leading the development and implementation of internal policies and procedures that ensure activities are carried out in accordance with the objectives and goals of each business unit. • To the greatest extent possible, establish management and oversight controls to ensure compliance with established procedures and to promptly detect control gaps, inadequate processes, and unexpected events. • Implement controls in accordance with the guidelines and limits approved by the Country Risk Committee or the Audit Committee.	Functions: • Define the methodologies and tools required to identify, measure, and control risks. • Submit the commodity, commercial, and financial risk limits and thresholds annually for approval by the Enel Group Risk Committee and the Country Risk Committee. • Monitor risks and assess compliance with established risk limits. • Approve or reject requests for exceptions to established risk limits (waivers). • Issue the Risk Report (summary of the principal risks) on a monthly basis. • Support the Risk Owners in defining risk mitigation plans, monitor the implementation of those plans, and propose corrective actions whenever necessary. • Assess the impact of significant transactions on the Company's risk profile. • Present Enel Colombia's Risk Map and Mitigation Measures to the Country Risk Committee and the Audit Committee at least semiannually. • Present to the Country Risk Committee and the Audit Committee of Enel Colombia, on a semiannual basis, a specific risk (or risk-related topic) that strategically affects the Company's businesses. • Promote and coordinate training for the relevant Company personnel regarding the policies, procedures, controls, regulations, and internal governance frameworks implemented for risk management.	Functions: • Prepare the Annual Audit Plan, based on a structured process for analyzing and identifying the Company's principal risks. The plan is submitted to and approved by the Audit Committee and/or the Board of Directors. • Monitor the operation and effectiveness of the Internal Control and Risk Management System (ICRMS). • Perform reviews of specific corporate functions or operations whenever deemed appropriate or at the request of the Board of Directors. • Report directly to the Audit Committee and remain independent of, and not accountable to, any operational business area. • Prepare periodic reports containing appropriate information on audit activities, risk control and management procedures, and compliance with the established audit plans. • Report the results of audit activities to the Company's governing bodies in accordance with applicable local regulations and any relevant foreign regulations. • Assess, as part of the Annual Audit Plan, the reliability of the Company's information systems. • Monitor the implementation and effectiveness of the Compliance Program relating to corporate criminal liability risks, in accordance with the applicable legal framework and the other components of the Compliance Program.

Risk Control and Management Policy

TCFD–Estrategia

Enel Colombia's Risk Control and Management Policy establishes the fundamental principles and the overall framework for controlling and managing the risks that could affect the achievement of the Company's business objectives. It ensures that risks are systematically identified, analyzed, assessed, managed, communicated, and monitored within the established risk tolerance levels. The Policy, which is reviewed and approved by Enel Colombia's Risk Committee and Audit Committee, represents the set of decisions that defines the acceptable framework for the levels of risk inherent to the business segments in which the Company operates.

The objectives of the Policy are to establish a model that enables the effective control and management of risks by defining the mission and responsibilities of the governing bodies involved and regulating the Company's risk control and management framework. The Policy applies to and is binding upon all Company employees, regardless of the nature of their duties or position. It also applies to companies in which Enel Colombia directly or indirectly holds 100% of the share capital, where it is implemented as the organization's own governing policy.

Principal Bodies and Functions of the Internal Control and Risk Management System (ICRMS)

TCFD-Gobernanza

The Board of Directors and the Executive Management Team are the principal internal governing bodies supported by the three lines of defense and are best positioned to ensure that the Company's risk model is effectively integrated into its control and risk management processes.

Governance Body	Roles
Board of Directors	Supports the Company's purpose, vision, strategy, and the long-term integration of sustainability. It is the governing body responsible for monitoring and overseeing the principal risks affecting the Company and its subsidiaries, determining the degree of compatibility of those risks with the objectives established in the Strategic Plan. Among its responsibilities, it approves the guidelines governing the Internal Control and Risk Management System (ICRMS), evaluates its performance, approves the Annual Audit Plan based on a structured process for analyzing and identifying the principal risks, reviews reports on risk control and management activities and procedures, and reviews the Company's principal strategic risks at least quarterly. In carrying out these responsibilities, the Board operates in accordance with the Risk Policy, ISO 31000:2018, internal procedures, and applicable external regulations to ensure business continuity.
Risk Committee	Responsible for defining the structure and processes of the Company's risk governance framework, including the identification, assessment, monitoring, and reporting to the Board of Directors and/or the Audit Committee of all material risks. This includes, in particular, strategic, compliance, financial, operational, digital technology, governance, and cultural risks, among others. The Committee is also responsible for reviewing the effectiveness of the Company's risk control and mitigation tools.
Crisis Committee	Its purpose is to ensure clarity, speed, and efficiency in decision-making during crisis situations. It also integrates internal and external communication functions to manage any event that could compromise the safety of people, the continuity of public and business services, environmental protection, asset protection, and the Company's image, reputation, and operations. The Committee seeks to minimize impacts on stakeholders and ensure the rapid restoration of normal operating conditions. In addition, in every country where the Company operates, it maintains a Critical Event Monitoring Office (OMEC), which manages crises in real time, 24 hours a day, 365 days a year.
Risk Control	The Risk Control function constitutes the Second Line of Defense and is responsible for monitoring established risk limits and thresholds, developing proposals for risk policies, periodically reviewing and continuously evaluating those policies, and reporting the Company's principal risks—both direct and indirect—to the Country Risk Committee and the Audit Committee. It reports the results of its monitoring and evaluations to the Chief Executive Officer so that appropriate actions may be taken. The Risk Control function is also responsible for approving or rejecting requests for exceptions to established risk limits or thresholds (waivers), which are processed and managed in accordance with the Company's Risk Policy.
Internal Audit	The Internal Audit function constitutes the Third Line of Defense and is responsible for the overall oversight of the structure and effectiveness of the Internal Control and Risk Management System (ICRMS). It performs independent and objective assurance and advisory activities designed to add value and improve the Company's operations.
Risk Owner	The organizational unit responsible for managing risks within the Company. This responsibility generally rests with the operational business units and corporate support functions. Risk management is an inherent responsibility of each business line or corporate area. Risk Owners are responsible for directing risk management within their respective areas of responsibility and implementing the risk controls necessary to ensure compliance with the guidelines and limits established by the Risk Control function.



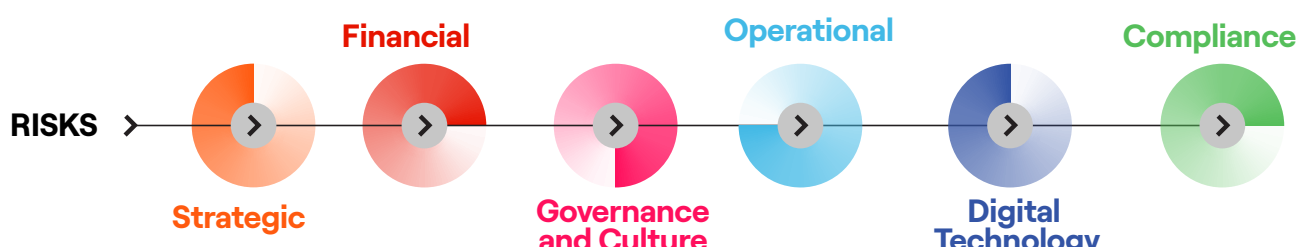
Governance Body	Roles
Internal Control over Corporate Information	The Company maintains an Internal Control over Corporate Information (ICCI) system designed to provide reasonable assurance regarding the reliability of financial information, non-financial/sustainability information, and tax information. This system contributes to reducing the risk of material misstatements in the preparation of financial statements and mitigates risks associated with the strict compliance with all applicable procedures and regulations, in accordance with the COSO (Committee of Sponsoring Organizations of the Treadway Commission) framework. The Company periodically evaluates the effectiveness of the design and operation of the controls comprising the Internal Control over Corporate Information System, in accordance with the requirements of the Italian Testo Unico della Finanza (Legislative Decree No. 58/98, Legislative Decree No. 262/2005, and Legislative Decree No. 303/2006), General Rule No. 346 issued by the Financial Market Commission (CMF), and CONSOB regulations, including the semiannual certification of these controls by a qualified independent consulting firm. This periodic evaluation process is managed by the Internal Control over Corporate Information function (Second Line of Defense), which is responsible for working jointly with the Process Owners and Control Owners to design the processes and controls that mitigate identified risks, define actions to address identified control deficiencies and continuously improve processes, monitor the implementation of those actions, and report their status to the Executive Committee, Audit Committee, and/or the Board of Directors.

Risk Classification

TCFD-Gestión de Riesgos

As part of the Enel Group, Enel Colombia maintains a Risk Catalog that serves as a common reference framework for all areas involved in the Company's risk management and monitoring processes. The adoption of a common risk language facilitates the mapping and comprehensive representation of risks, thereby enabling the identification of those that affect the processes and functions of the organizational units responsible for their management.

The Risk Catalog classifies risks into six macro-categories, which encompass, as shown below, strategic risks, financial and operational risks, compliance risks, governance and culture-related risks, and digital technology risks. In December 2023, the Company updated its Risk Catalog in accordance with the Enel Group's corporate framework, resulting in a catalog comprising 37 risk subcategories.



Below is the list of individual risks currently identified and classified within the six macro-categories mentioned above:

Category	Risk	
Strategic 	Climate Change 	Risk of ineffective identification, assessment, and management of climate change-related risks, arising from acute and chronic events (physical risks) and from the effects of regulatory, technological, and market trends associated with the transition to a lower-carbon economy (transition risks), through climate risk adaptation and mitigation strategies and initiatives.
	Competitive Landscape 	Risk of ineffective identification, assessment, and monitoring of evolving market trends that may affect the Group's competitive positioning, growth, and profitability.
	Innovation 	Risk of ineffective development, delivery, and deployment of innovative solutions, resulting from inadequate technology scouting and the incorrect or incomplete assessment of uncertainty, complexity, sustainability, feasibility, market expectations, internal capabilities, or the financial commitment associated with innovation projects.
	Legislative and Regulatory Developments 	Risks associated with adverse developments in the legislative or regulatory environment, and/or with legislative or regulatory changes that are not identified, assessed, and managed in a timely manner. These include risks arising from ineffective communication of new compliance obligations, deficiencies in advocacy activities and internal gap analyses, as well as the absence of a systematic process for assessing regulatory exposures associated with new business strategies and initiatives.
	Macroeconomic and Geopolitical Trends 	Riesgo de identificación, evaluación y seguimiento ineficaces de las tendencias macroeconómicas, financieras, políticas y sociales, así como las tendencias monetarias, y evoluciones de las políticas fiscales y comerciales.
	Strategic Planning and Capital Allocation 	Risk arising from ineffective strategic planning and capital allocation processes, unreliable scenario assumptions, and the inability to identify emerging trends or respond promptly to significant changes, which may adversely affect the decision-making process.
Governance and Culture 	Corporate Culture and Ethics 	Risks associated with the inadequate integration of the Group's ethical principles, diversity, and equal opportunity principles into the Company's processes and activities. This includes the risk of: (i) inadequate integration of the Group's ethical principles into business processes and operations; (ii) failure to implement policies and processes that ensure respect for diversity and equal opportunity principles; and (iii) failure to appropriately address employee or management conduct that violates the Group's values.
	Corporate Governance 	Risk associated with ineffective corporate governance standards and/or a lack of integrity and transparency in decision-making processes.
	Stakeholder Engagements 	Risk of ineffective engagement with key stakeholders in relation to Enel's strategic positioning and its sustainability and financial objectives, due to a failure to understand, anticipate, or appropriately address stakeholder expectations. This may result in the incomplete integration of those expectations into the Group's business strategy and sustainability planning processes, potentially having an adverse effect on its reputation and competitiveness.



Category	Risk	
Digital Technology 	Cybersecurity 	Risk arising from cyberattacks and the theft of sensitive Company and customer data, attributable to inadequate security of networks, operating systems, and databases.
	Digitalization 	Risk of inefficient business processes and increased operating costs resulting from insufficient digitalization in terms of workflow coverage, systems integration, and the adoption of new technologies.
	IT Effectiveness 	Risks attributable to ineffective support by information technology (IT) systems for the Company's business processes and operations.
	Service Continuity 	Risks associated with the exposure of Information Technology (IT) and Operational Technology (OT) systems to service interruptions and data loss.
Financial 	Capital Structure Adequacy and Access to Financing 	Risk that the Group's debt-to-equity ratio, or the mix of long-term and short-term debt, may be inadequate to: (i) support financial flexibility; (ii) ensure unrestricted access to funding sources; and (iii) achieve the Group's debt cost objectives.
	Commodities 	Risks related to: (i) adverse trends in commodity markets and/or price volatility (price risk); and/or (ii) insufficient demand for or availability of commodities and natural resources (volume risk).
	Credit and Counterparty Risk 	Risks arising from: (i) failure to fulfill contractual payment and delivery obligations; (ii) credit deterioration or default by a counterparty; (iii) significant exposure to a single counterparty; or (iv) exposure to counterparties operating within the same industry or geographic area (geographic concentration risk).
	Foreign Exchange 	Risks associated with adverse foreign exchange fluctuations that negatively affect: (i) costs and revenues denominated in foreign currencies relative to the time when pricing conditions were established or investment decisions were made (economic risk); (ii) the remeasurement or fair value adjustment of sensitive financial assets and liabilities (transaction risk); and (iii) the consolidation of subsidiaries whose functional currencies differ from the Group's reporting currency (translation risk).
	Interest Rate 	Risks attributable to adverse interest rate fluctuations, affecting financing costs as well as fair value adjustments of interest rate-sensitive financial assets and liabilities.
	Liquidity 	Risk of experiencing difficulties in meeting short-term financial obligations due to the inability to obtain, or the increased cost of obtaining: (i) short-term financing (funding liquidity risk); or (ii) liquidity through the disposal of assets in the financial markets (asset liquidity risk).



Category	Risk	
Operational 	Asset Protection 	Risk of unauthorized access, theft, misappropriation, or improper management of equipment, power plants, or other physical assets, as well as financial assets or energy. This also includes the risk of inadequate safeguarding of the Group's financial assets (i.e., through insurance and legal protection activities).
	Business Interruption 	Risk of partial or total business interruption resulting from technical failures, equipment malfunctions, human error, sabotage, shortages of raw materials, or adverse weather events.
	Customer Needs and Satisfaction 	Risk that the Group's products and services fail to meet customer expectations and needs in terms of quality, accessibility, sustainability, and innovation.
	Environment 	Risk that inadequate work practices or equipment may adversely affect the quality of the environment and the ecosystems involved. This also includes the risk of non-compliance with international, national, or local environmental laws and regulations.
	Health and Safety 	Risks associated with inadequate work environments, facilities, equipment, and business operations that could adversely affect the health and safety of employees and other affected stakeholders. This also includes the risk of non-compliance with international, national, or local occupational health and safety laws and regulations.
	Intellectual Property 	Risk related to the infringement of or fraud involving the Group's intellectual property rights.
	People and Organization 	Risk arising from inadequate organizational structures or insufficient internal capabilities, resulting from the absence or inadequacy of training programs, ineffective incentive systems, inadequate workforce succession planning, or the inability to establish effective recruitment and employee retention processes.
	Process Efficiency 	Risk of increased operating costs, project delays, or reduced revenues due to inadequate management of operational processes and activities, poor-quality data, incomplete monitoring, or ineffective internal reporting and performance measurement.
	Procurement, Logistics, and Supply Chain 	Risk associated with ineffective procurement activities or contract management, resulting from inadequate definition of requirements or supplier qualification processes, excessive reliance on sole-source procurement, insufficient monitoring of contractual compliance, or failure to enforce contractual penalties.
	Service Quality Management 	Risk associated with the inability of external or internal service providers to meet agreed service levels.



Category	Risk	
Compliance 	Compliance with Accounting Regulations 	Risk of non-compliance with international and national accounting standards, or the risk associated with the incorrect application and/or interpretation of the accounting standards adopted by the Group (Enel GAAP) and applicable national accounting standards (local GAAP).
	Compliance with Antitrust and Consumer Protection Regulations 	Risk related to violations of antitrust laws and consumer protection regulations.
	Corruption 	Risk of fraud or bribery committed by individuals within or outside the Group for the purpose of obtaining an unfair or unlawful advantage.
	Personal Data Protection 	Risks arising from non-compliance with applicable data protection and privacy legislation.
	External Disclosure 	Risk associated with the dissemination of reports, accounting records, communications, or other disclosures containing incorrect, inaccurate, or incomplete information.
	Compliance with Financial Regulations 	Risk associated with violations of international or national financial laws and regulations.
	Tax Compliance 	Risk related to violations of international or national tax laws and regulations.
	Compliance with Other Laws and Regulations 	Risk arising from non-compliance with other applicable international, national, or local laws and regulations not previously described (for example, those relating to electricity markets, power distribution, power generation, procurement, permitting, securities regulation, golden power regulations, and similar matters).

In accordance with the Company's integrated business strategy, Environmental, Social, and Governance (ESG) risks are an integral part of its risk management framework and risk matrix. The principal references used to identify these risks include:

- Double materiality assessment: This enables risks to be integrated in a more comprehensive manner, prioritizing those with the most significant financial impacts.
- Risk assessments conducted as part of the human rights due diligence process and the Company's Integrated Management Systems (environmental, quality, and occupational health and safety), among others.
- Assessments performed by leading international sustainability rating agencies, which use specialized risk assessment methodologies to determine the Company's ESG performance. These include the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and the Taskforce on Nature-related Financial Disclosures (TNFD).

To ensure the effective integration of ESG factors, structured processes have been established throughout the Enel Group. These processes include sustainability context analysis, identification of priorities and impacts for the Company and its stakeholders, sustainability planning, implementation of specific actions to achieve sustainability objectives, ESG and sustainability reporting and index management, as well as the management of key national and international sustainability indicators.

Sustainability Risk Management

Enel Colombia has committed to making specific contributions toward 6 of the 17 Sustainable Development Goals (SDGs).



This commitment stems from the Company's sustainable business model and, as such, has been incorporated into its strategic plan. Failure to meet these commitments represents a business risk.

Climate Change–Related Risks

Among sustainability-related risks, those associated with climate change are particularly significant due to their environmental, social, and economic impacts. These risks can be classified into two categories:

- **Physical risks:** These are associated with the occurrence of extreme weather events (acute risks) or with gradual but structural changes in climate conditions (chronic risks). Extreme weather events could expose the Company to temporary or prolonged unavailability of assets and infrastructure, recovery costs, service disruptions affecting customers, and other adverse impacts.

At the same time, chronic changes in weather patterns expose the Company to additional risks and opportunities. For example, long-term changes in temperature may lead to variations in electricity demand and generation performance, while changes in rainfall or wind patterns may result in lower or higher levels of electricity generation.

- **Transition risks:** The transition toward a more sustainable economic model, characterized by the progressive reduction of carbon emissions, may create both risks and opportunities related to regulatory and policy changes, technological and competitive developments, electrification, and the resulting market dynamics, with impacts over the short, medium, and long term.

Based on the climate and transition scenarios used by the Enel Group to identify risks and opportunities, the principal transition-related developments are expect-

ed to become evident as customer behaviors evolve, industrial strategies across economic sectors are implemented, and regulatory policies continue to develop. Through 2030, transition trends will increasingly reflect changes in the operating environment. The Enel Group has chosen to actively lead and facilitate this transition while positioning itself to capitalize on the opportunities it creates.

Social Risks

With respect to social risk management, it is important to highlight that social conflicts may reach levels of intensity capable of jeopardizing the continuity of operations. To address these potential impacts, the Company maintains a continuous dialogue strategy at the local level, supported by dedicated personnel responsible for engagement with communities and other stakeholders. It also implements social investment programs focused on local development and maintains structured grievance and complaint management systems, which serve as key tools for mitigating conflicts associated with its operations.

In the event of contingencies, the Company has established plans and processes to manage these situations. Recognizing the strategic importance of electricity for the country, these plans prioritize the uninterrupted delivery of generated electricity to the interconnected system, the continuity of electric service to customers, and the protection of human life.

Governance Risks

With respect to governance risk management, particular emphasis is placed on:

The risk of incurring judicial or administrative sanctions, economic or financial losses, and reputational damage as a result of failing to meet stakeholder expectations, the ineffective performance of oversight functions, the absence of integrity and transparency in decision-making processes, and/or unauthorized actions or conduct by employees or senior management that violate the Company's ethical values.

With respect to governance risk management, it is important to note that these risks may arise from unlawful conduct, including corruption, lobbying activities, and

similar practices, committed by employees or contractors, as well as from anti-competitive practices. Enel Colombia has implemented an Internal Control and Risk Management System (ICRMS) based on established policies and procedures designed to mitigate these risks.

With regard to human rights risks, these are identified through the human rights due diligence processes conducted annually across Enel Colombia's entire value chain and throughout all corporate functions. The due diligence process results in action plans designed to address identified areas of vulnerability or adverse human rights impacts.

Digital Technology Risks

Riesgos de ciberseguridad

IF-EU550a.1

The rapid pace of technological advancement continually creates new challenges, resulting in a steady increase in both the frequency and sophistication of cyberattacks, as well as a growing tendency to target critical infrastructure and strategic industrial sectors. This highlights the potential risk that, in extreme cases, normal business operations could be significantly disrupted.

Cyberattacks have changed dramatically in recent years. Their number has grown exponentially, along with their sophistication and impact, including the theft of corporate and customer data, making it increasingly difficult to identify their source in a timely manner. The Company operates across multiple environments (data, industrial operations, and people), adding to the inherent complexity and interconnectedness of resources that have become increasingly integrated into its day-to-day operational processes over time.

To mitigate these risks, Enel Colombia, as part of the Enel Group, has adopted a holistic cybersecurity governance model that applies across Information Technology (IT), Operational Technology (OT), and the Internet of Things (IoT). This framework is built upon senior management commitment, centralized strategic direction, and the active participation of all business areas, as well as the functions responsible for designing and implementing systems. It also seeks to leverage best-in-class technologies available in the marketplace,

design purpose-built business processes, and strengthen the human element through initiatives aimed at increasing cybersecurity awareness and knowledge, recognizing employees as the Company's first line of defense. In addition, the framework addresses cybersecurity regulatory requirements and includes comprehensive testing (across IT, OT, and IoT environments) designed to identify and remediate vulnerabilities.

Furthermore, the Enel Group has developed and implemented an IT Security Risk Management methodology based on risk-based and security-by-design principles. Under this approach, corporate risk analysis becomes a fundamental component of all strategic decisions while security requirements are integrated throughout the life-cycle of solutions and services. This methodology applies to all IT, OT, and IoT systems, within which cybersecurity risks associated with the use of such systems are identified, prioritized, and quantified. Its ultimate objective is to identify and implement the most appropriate security measures to minimize and mitigate those risks.

Enel has also established its own Cyber Emergency Response Team (CERT) to proactively respond to and manage cybersecurity incidents. In addition, since 2019, the Group has maintained cyber insurance coverage to mitigate its exposure through financial protection in addition to technical countermeasures.

Digitalization, IT Effectiveness, and Service Continuity

The Company is undertaking a digital transformation across its entire value chain by developing new business models, digitalizing its processes, integrating systems, and adopting new technologies.

One consequence of this digital transformation is that Enel Colombia's operations are increasingly exposed to risks associated with the performance of the information technology (IT) systems deployed throughout the Company. These risks may affect operational processes and activities and could expose both IT and OT systems to service interruptions or data loss.

The monitoring of these risks is ensured through a series of internal measures developed to support the Company's digital transformation. Specifically, an internal control system has been implemented that introduces control points throughout the entire information technology value chain,

helping to prevent the occurrence of risks related to issues such as the development of services that do not meet business needs, the failure to implement appropriate security measures, and service interruptions.

Compliance Risks

Personal Data Protection

In the era of digitalization and globalized markets, Enel's business strategy is focused on accelerating the transition toward a business model based on digital platforms, using a customer-centric approach driven by information and personal data throughout the entire value chain.

Enel Colombia provides services to more than 4 million customers. It directly employs more than 2,000 people, in addition to a significant number of contractors. The Company's new business model requires the management of an ever-growing volume of personal data in order to achieve the business and financial objectives established in the 2025–2027 Strategic Plan.

This exposes Enel Colombia to risks related to the protection of personal data, which may result in the loss of the confidentiality, integrity, or availability of personal information belonging to customers, employees, and other stakeholders (such as suppliers and shareholders). These risks may lead to fines proportionate to the size of the Group's global business, disruption of certain business processes, the resulting economic or financial losses, and ultimately, reputational damage.

To manage and mitigate these risks, Enel Colombia has adopted a Data Governance Model, including the appointment of personnel responsible for privacy at all organizational levels, as well as the designation of a Data Protection Officer (DPO), who reports to and works in coordination with the Holding DPO Office.

The European Union General Data Protection Regulation (GDPR) imposes compliance obligations on the Enel Group through the establishment of a Data Protection Office, whose principal requirements include professional autonomy and independence.

In addition, the protection and processing of personal data are governed by local legislation in each of the countries where the Enel Group operates. In Colombia, this is regulated under Law 1581 on Personal Data Protection.

Although the GDPR does not generally apply in Colombia, except where legally required, Enel has chosen to adopt higher personal data protection standards across all Group companies, with the objective of going beyond the minimum requirements established by local regulations.

The Personal Data Protection Governance Model provides, among other measures, for the implementation of data protection policies, including the assignment of responsibilities, accountability, and management functions to the first and second lines of defense within each company. At the same time, it makes all employees active participants in safeguarding and protecting the personal data to which they have access in the course of their duties.

The model also includes the implementation of digital compliance tools to map applications and processes and manage risks affecting personal data protection, as well as channels for responding to data subject requests, employee and executive education and training programs, and enhanced organizational and security measures for data protection, among its principal initiatives.

Compliance with data protection policies and security controls applies to all Enel Colombia employees and stakeholders. The protection of personal data forms part of the Enel Group's Code of Ethics, which establishes the expected standards of conduct for employees, third parties, business partners, and stakeholders. Respect for privacy and the protection of personal data are also formally incorporated into the Human Rights Policy, reaffirming the protection of individuals' personal data as a fundamental right.

Risk Management Training

Enel Colombia is strongly committed to risk management and to fostering a robust risk management culture among all of its employees. Accordingly, throughout the year, the Company conducted Risk Management and Risk Control training and refresher sessions with all business areas and Risk Owners, while also delivering Company-wide

awareness campaigns through the corporate Intranet. Both initiatives were promoted and led by the Risk Control function. These sessions were attended by nearly 100 employees from different business lines across Enel Colombia and Central America and were well received by participants. The training covered topics related to risk governance and the importance of risk management within the Company, emphasizing the responsibilities of all Risk Owners, their managers, and the implications of effective risk management for achieving the Company's strategic objectives.

During 2025, the Company also maintained an active training program for Contract Managers as part of the Diploma Program for Contract Managers and Buyers. The

training focused on the changes introduced under Global Procedure 857, which establishes the requirements for the administration and management of guarantees associated with contracts entered into by Enel Colombia with its suppliers, as well as the proper use of the Guapo (Global Guarantee Portal) platform, through which such guarantees are registered, monitored, and controlled.

These interactive training sessions form part of the Company's Lifelong Learning philosophy, which places people at the center of the organization by promoting employee empowerment and self-directed learning.



Human Rights

GRI 2-23; 2-24; 2-25; 2-26: 412-2; 413-1

Human Rights Policy

The Human Rights Policy incorporates, reinforces, and expands upon the commitments already established in various codes of conduct, including the Code of Ethics, the Zero Tolerance Plan Against Corruption, and the Group's global compliance models.

In 2025, the Human Rights Policy was updated for all Enel Group companies. The revised policy aligns with the United Nations' Protect, Respect and Remedy Framework and seeks to strengthen and expand the commitments already established under the Code of Ethics, the Zero Tolerance Plan Against Corruption, and the 231 Compliance Program. The updated policy includes Costa Rica, Panama, and Guatemala within its scope; establishes the Group's ethical position regarding the responsible use of artificial intelligence; redefines the Group's vision and purpose; updates the applicable regulatory framework; aligns the policy with the Group's Diversity and Inclusion, Health and Well-being, and Environmental policies; strengthens its connection with the Zero Tolerance Plan Against Corruption; and integrates it with the Human Rights Due Diligence processes and the Company's whistleblowing channels.

The policy refers to internationally recognized human rights as defined in the International Bill of Human Rights and the conventions of the International Labour Organization (ILO) that underpin the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, insofar as they are applicable to business operations.

Enel's commitments include:

- The Ten Principles of the United Nations Global Compact, to which the Company has been an active signatory since 2004.

- The United Nations Commitment Letter, signed by the Company in 2019, which calls on businesses worldwide to commit to a just transition and the creation of green and decent jobs.
- The United Nations Protect, Respect and Remedy Framework, as established in the Guiding Principles on Business and Human Rights, as well as the OECD Guidelines for Multinational Enterprises.

The Enel Group Human Rights Policy is aligned with the United Nations' Protect, Respect and Remedy Framework and seeks to strengthen and expand the commitments already established under the Code of Ethics, the Zero Tolerance Plan Against Corruption, and the 231 Compliance Program.

The policy is structured around twelve mandatory principles that all employees are required to observe. These principles embody and guide the Company's commitment to promoting human rights throughout its value chain, providing remedies for any human rights violations, and ensuring zero tolerance for human rights abuses.

Labor Practices

- Rejection of Forced or Compulsory Labor and Child Labor
- Respect for Diversity and Non-Discrimination
- Freedom of Association and Collective Bargaining
- Health, Safety, and Well-being
- Fair and Favorable Working Conditions

Community and Society

- Environment
- Respect for Community Rights
- Respect for the Rights of Local Communities
- Respect for the Rights of Indigenous and Tribal Peoples
- Integrity: Zero Tolerance for Corruption
- Confidentiality
- Communication

Internal and external stakeholders of the Group may report¹, including anonymously, any violation or suspected violation of the Human Rights Policy through a single reporting platform accessible from the Group's website (link). The platform allows reports to be submitted through the following channels:

- In writing via the online platform.
- Orally by telephone.
- At the request of the reporting party, through an in-person meeting scheduled within a reasonable timeframe, arranged through the channels indicated above.

Human Rights Actions

Commitment

The Company continued the 2023–2025 Human Rights Due Diligence process in Colombia, Panama, Costa Rica, and Guatemala.

During 2025, implementation of the action plans for each country was completed. These plans were developed based on the results of consultations with internal and external stakeholders. The actions included in these plans achieved 100% completion and focused on training, interviews, and communication activities addressing environmental issues, diversity and inclusion, human rights in general, and zero tolerance for corruption.

Prevention

To prevent actual and potential human rights impacts, the Company has established mechanisms through which any individual, organization, or stakeholder may submit inquiries, complaints, and/or claims. One such mechanism is the Workplace and Sexual Harassment Prevention Campaign, which is conducted annually through the Company's mass communication channels. The Company also maintains a Workplace Coexistence Committee, which receives and processes all complaints of this nature.

Requests are likewise handled through the Ethics Line and the Workplace Coexistence Committee's email address.

During 2025, a total of thirteen cases involving complaints, claims, or inquiries related to potential human rights impacts affecting Company stakeholders were identified. All of these cases were processed and closed.

Human Rights Activities

Enel Colombia participated in the Human Rights Working Groups led by the United Nations Global Compact, which addressed the following topics: modern slavery and human rights, gender equity and human rights, sustainability, the Sustainable Development Goals (SDGs) and human rights, risk-based human rights due diligence, and monitoring and indicator systems.

Likewise, the Company participated in the Participatory Workshop for the Baseline Study on Business and Human Rights, aimed at developing a comprehensive assessment of the business and human rights landscape in Colombia. This forum provided an opportunity to share best practices, challenges, and perspectives from different sectors, contributing to a more comprehensive understanding of the relationships among businesses, government, and communities in implementing the business and human rights framework.

Finally, Enel participated in the Business and Human Rights Thermometer, an initiative led by the Colombian Business Council for Sustainable Development (CECODES), the Inter-American Investment Corporation (IDB Invest), Proactiva, DueTech, and the Argentine Business Council for Sustainable Development (CEADS). This initiative is an innovative digital tool that enables companies to conduct self-assessments of their human rights performance and strengthen the management of related risks.

1. In accordance with the third pillar of the United Nations Guiding Principles on Business and Human Rights, concerning access to remedy.

Tax Transparency

Responsible Tax Management

GRI 207-1

During 2025, Enel Colombia S.A. E.S.P. continued implementing the Enel Group Tax Strategy, whose objective is to ensure the proper calculation and payment of taxes while mitigating tax risks arising from violations and/or abuse of tax regulations.

PRINCIPIOS DE LA ESTRATEGIA FISCAL DEL GRUPO ENEL



For the 2017, 2018, 2019, 2023, and 2024 tax years, Enel Colombia (formerly Emgesa) participated in Colombia's Works for Taxes mechanism, while Codensa (the company subsequently merged into Enel) participated for the 2020 tax year, implementing various projects in the Zones Most Affected by the Armed Conflict (ZOMAC). Projects carried out under this mechanism have included the provision of school supplies and equipment for the municipalities of Baraya and Tello in the Department of Huila, the construction of two rural water supply systems in the Department of La Guajira, the provision of resources for early childhood programs in the regions of Cundinamarca and Huila, as well as several road rehabilitation projects.

Tax Governance, Control, and Risk Management

GRI 207-2

Enel Colombia has established procedures and controls designed to ensure full compliance with both its formal and substantive tax obligations.

Following the presentation of the tax strategy to the Boards of Directors, and in compliance with the Enel Group's Tax Risk Policy, during 2025 the Company continued implementing the Tax Control Framework, an initiative launched in 2020. This framework comprises a set of rules, procedures, organizational structures, and processes designed to identify, measure, manage, and control tax risk.

During 2025, implementation efforts focused on:

- Executing the action plan established for 2025.
- Implementing and complying with the Tax Law Interpretation Manual, which is designed to evaluate new tax legislation and regulatory developments in order to assess and manage their tax implications.

Stakeholder Engagement and Tax Management

GRI 207-3

The Companies engage with the various tax authorities through both direct and indirect interactions. **Direct interaction** takes place through responses to official actions initiated by tax authorities, including requests for information, official tax assessments, and penalty proceedings. This type of interaction occurs with the national tax administrations of Colombia, Guatemala, Panama, and Costa Rica, which are the authorities responsible for the collection of national taxes in each country (Income Tax/ISR, VAT/ITBMS, and Withholding Tax/Remittances).

Interaction with local authorities takes place through the Municipal Finance Secretariats, which administer local taxes (such as the Industry and Commerce Tax (ICA) and Public Lighting Tax) in Colombia, as well as through the Regional Autonomous Corporations (CARs), which administer environmental taxes. In the Central America (CAM) countries, the relevant local authorities depend on the type of tax involved, with certain municipalities administering and collecting specific local taxes.

Indirect interaction is conducted through business associations and policy forums (including Andesco, ANDI, and Asocodis), in which Enel Colombia participates in the development, discussion, and revision of tax regulations that affect its operations. These activities are carried out in accordance with the protocols and guidelines established by the Institutional Relations Management function.

Reporte de impuestos

GRI 207-4

Description	Figures in \$MCop	Figures in USD		
	Enel Colombia	Panamá	Guatemala	Costa Rica
Revenue from sales to third parties	14,684,942	212,115,218	104,066,282	21,176,724
Revenue from intra-group transactions	2,729	0	0	182,475
Tangible assets other than cash and cash equivalents	23,097,562	437,172,948	337,220,635	28,731,450
Total employee compensation	608,971	5,981,998	5,121,948	2,280,742
Income taxes				
Corporate income tax and complementary taxes	903,912	2,326,326	842,413	454,542
Industry and Commerce Tax (ICA)	115,550			110,629
Property tax				
Motor vehicle tax	79		1,538	3,102
Real property tax	8,251	2,541	223,825	263,060
Payroll taxes				
Employer payroll contributions	82,260	506,179	109,799	168,160
Taxes on products and services				
Value-Added Tax (VAT) recognized as a higher cost or capitalized investment	288,297		6,141,177	1,327,026
Tax on financial transactions	55,046			
Consumption tax	237			

Description	Figures in \$MCop	Figures in USD		
	Enel Colombia	Panamá	Guatemala	Costa Rica
Sectoral levies and contributions (CREG contribution, Superintendency of Public Utilities contribution, Superintendency of Ports and Transport contribution, FAZNI, and stamp duties)	97,700			
Environmental taxes				
Public lighting tax	0			
Law 99 environmental contribution	166,891			
Taxes collected from customers on behalf of a tax authority				
Outstanding intra-group debt held by entities within the tax jurisdiction and the basis used to determine the interest rate applied to such debt				
Profit or loss before income tax	4,481,581	91,225,466	24,565,113	2,972,117
Corporate income tax accrued on profit or loss before tax	1,448,073	33,624,177	5,081,305	746,754

The reasons for the difference between accrued income tax and the amount calculated using the statutory income tax rate are as follows:

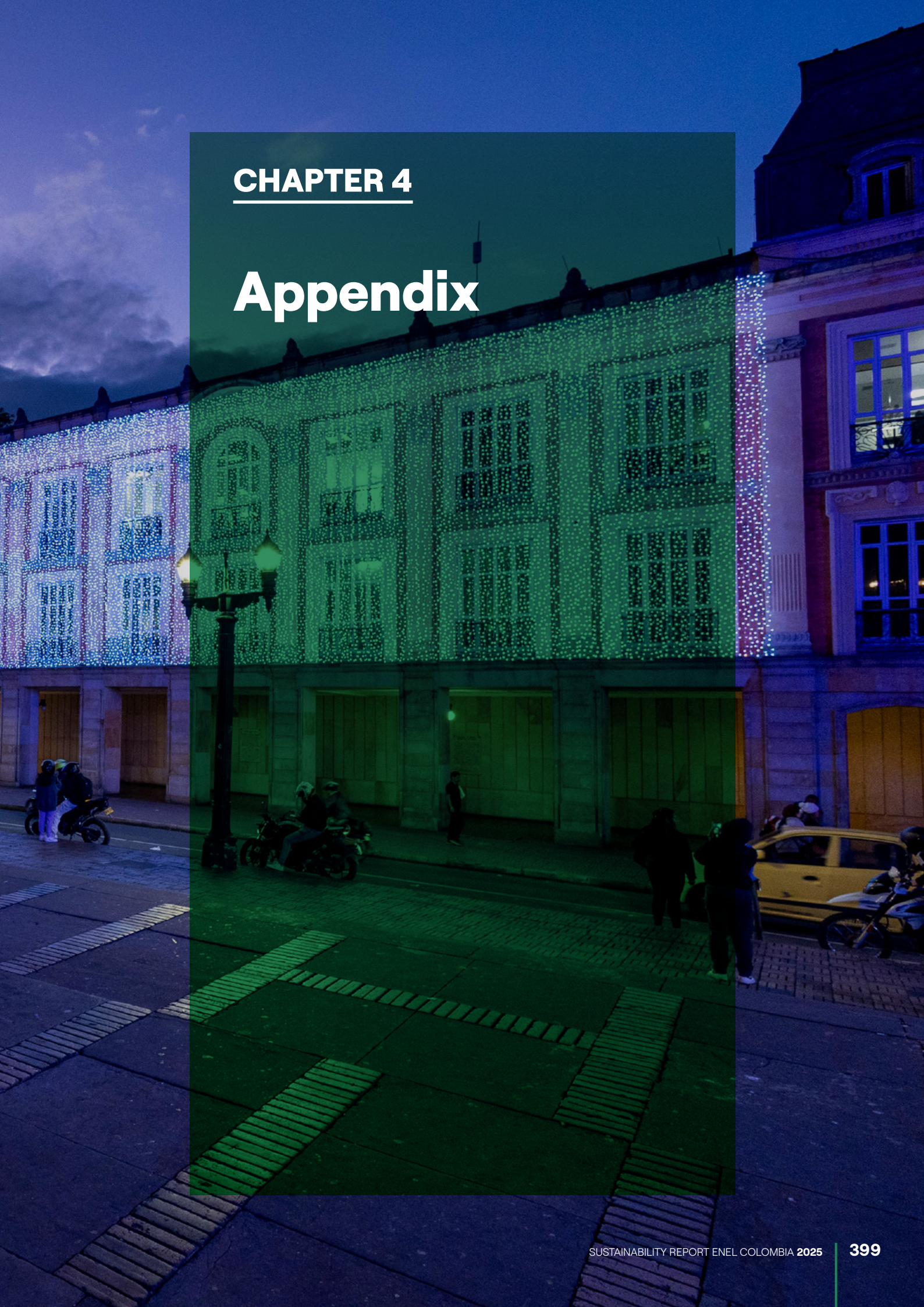
- Non-deductible taxes
- Expenses lacking a direct causal relationship and other non-deductible expenses
- Permanent estimated liabilities and provisions
- Deemed interest
- Additional deduction for employees with disabilities
- Tax rate adjustment – deferred tax adjustment for prior years
- Impairment loss on Windpeshi
- Other tax incentives
- Adjustment related to the prior year's income tax return
- Other permanent differences
- Gain or loss on the sale of fixed assets subject to capital gains tax
- Deductions for qualifying productive fixed assets
- Difference between book depreciation and tax depreciation





CHAPTER 4

Appendix



Methodological Note

GRI 2-3

Reporting Period

This is the twenty-second edition of Enel Colombia's Sustainability Report, which presents the Company's management results and performance for the period from January 1 through December 31, 2025.

Scope of Information

The information reported covers Enel Colombia's operations in the following countries:

- Colombia
- Panama
- Guatemala
- Costa Rica

Each chapter presents information broken down by country, and for specific topics, the reporting boundaries are detailed accordingly.

Date of the Previous Report

Enel Colombia's previous Sustainability Report presented the Company's management and performance results for 2024 and was published in 2025. It is available on the Company's website at: : https://www.enel.com.co/content/dam/enel-co/espa%C3%B1ol/sobre_enel/informes_sostenibilidad/2024/Informe-sostenibilidad-2024.pdf

Reporting Cycle

Enel Colombia publishes its Sustainability Report on an annual basis.

Statement of Conformity

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards and has been supplemented with the indicators of the GRI G4 Electric Utilities Sector Supplement (G4 EUSS).

For the General Disclosures, the most current available versions of the GRI Standards were used: GRI 1: Foundation; GRI 2: General Disclosures; and GRI 3: Material Topics (2021 edition). For topic-specific disclosures, the 2016

versions of the GRI Standards were used, except for the following Standards, for which the latest updated versions were applied:

- **GRI 303: Water and Effluents**, 2018 version
- **GRI 403: Occupational Health and Safety**, 2018 version
- **GRI 207: Tax**, 2019 version
- **GRI 306: Waste**, 2020 version

Material Topics and Coverage

GRI 3-1

The content of this Sustainability Report was defined through a structured materiality assessment led by the Enel Group, which considered the Company's strategic priorities and operations, the key interests and expectations of its stakeholders, and stakeholders' level of satisfaction with the Company's management of critical issues. This process is described in detail in the chapter Priorities and Stakeholder Engagement.

Contact Point for Questions Regarding the Report GRI 2-3

Any questions regarding the contents of this Sustainability Report or requests for additional information may be directed to:

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GRI Content Index

Statement of Use	Enel Colombia has reported in accordance with the GRI Standards for the period from January 1 to December 31, 2025.
GRI 1 Applied	GRI 1: Foundation 2021
Applicable Sector Standards	GRI G4 Electric Utilities

General Disclosures

GRI Standard	Content	Location / Response	Page
General Disclosures			
GRI 2: General Disclosures 2021	2-1 Organizational details	Chapter: Who We Are and Key Results	10
	2-2 Entities included in the organization's sustainability reporting	Chapter: Who We Are and Key Results	10
	2-3 Reporting period, frequency, and contact point	Chapter: Methodological Note	390
	2-4 Restatements of information	Chapter: Methodological Note	390
	2-6 Activities, value chain, and other business relationships	Chapter: Promoting a Sustainable Supply Chain	192
	2-7 Employees	Chapter: Enel People	154
	2-8 Workers who are not employees	Chapter: Enel People	
	2-9 Governance structure and composition	Chapter: Corporate Governance	356
	2-10 Nomination and selection of the highest governance body	Chapter: Corporate Governance	357
	2-11 Chair of the highest governance body	Chapter: Corporate Governance	
	2-12 Role of the highest governance body in overseeing the management of impacts	Chapter: Corporate Governance	357
	2-13 Delegation of responsibility for managing impacts	Chapter: Sustainability Governance	36
	2-14 Role of the highest governance body in sustainability reporting	Chapter: Sustainability Governance	36
	2-15 Conflicts of interest	Chapter: Corporate Governance	358
	2-16 Communication of critical concerns	Chapter: Corporate Governance	
	2-17 Collective knowledge of the highest governance body	Chapter: Corporate Governance	
	2-18 Evaluation of the performance of the highest governance body	Chapter: Corporate Governance	
	2-19 Remuneration policies	Chapter: Enel People	
	2-20 Process to determine remuneration	Chapter: Enel People	
	2-21 Annual total compensation ratio	Content omitted for reasons of information confidentiality	
	2-22 Statement on sustainable development strategy	Message to Our Stakeholders	6
	2-23 Policy commitments	Chapter: Corporate Governance	358
	2-24 Embedding policy commitments	Chapter: Corporate Governance	358
	2-25 Processes to remediate negative impacts	Chapter: Corporate Governance	364
	2-26 Mechanisms for seeking advice and raising concerns	Chapter: Corporate Governance	364
	2-27 Compliance with laws and regulations	Chapter: Corporate Governance	
	2-28 Membership associations	Chapter: Who We Are and Key Results	16
	2-29 Approach to stakeholder engagement	Chapter: Stakeholder Priorities and Engagement	193
	2-30 Collective bargaining agreements	Chapter: Enel People	

GRI Standard	Content	Location / Response	Page
Material Topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Chapter: Stakeholder Priorities and Participation	45
	3-2 List of material topics	Chapter: Stakeholder Priorities and Participation	46

Specific Topic Standards

GRI Standard	Content	Location / Response	Page	Omissions
Material Topic: Occupational health and safety				
GRI 3: Material Topics	3-3 Management of material topics	Chapter: Occupational Health and Safety	314	
GRI 403: Occupational health and safety	403-1 Occupational health and safety management system	Chapter: Occupational Health and Safety	332	
	403-2 Hazard identification, risk assessment, and incident investigation	Chapter: Occupational Health and Safety		
	403-3 Occupational health services	Chapter: Occupational Health and Safety Section: Occupational Health Management	325, 342 y 353	
	403-5 Worker training on occupational health and safety	Chapter: Occupational Health and Safety Title: Training and Skills for Safe Work	325, 342 y 353	
	403-6 Promotion of worker health	Chapter: Occupational Health and Safety Title: Occupational Health Management	325, 342 y 353	
	403-8 Workers covered by an occupational health and safety management system	Chapter: Occupational Health and Safety	332	
	403-9 Work-related injuries	Chapter: Occupational Health and Safety Title: Occupational Accident and Health Indicators e) The rates are calculated per one million hours worked. f) No workers are excluded from the calculation of the indicators presented. g) The referenced chapter provides contextual information on processes and the occupational health and safety management system.	342	
	403-10 Work-related ill health	Chapter: Occupational Health and Safety Title: Occupational Accident and Health Indicators	332, 345 y 355	
Material Topic: Customer Relations				
GRI 3: Material Topics	3-3 Management of material topics	Chapter: Customers	114	
GRI 417: Marketing and Labeling	417-3 Incidents of non-compliance concerning marketing communications	Chapter: Customers Title: Interaction with regulatory bodies	143	

GRI Standard	Content	Location / Response	Page	Omissions
GRI G4: Electric Utilities	Demand-side management programs serving residential, commercial, institutional, and industrial customers	Chapter: Customers Sections: Residential and Commercial Customers; Business Segment Customers; Government Segment Customers; Electric Mobility Customers	114	
	Research and development activities and expenditures aimed at providing reliable electricity and promoting sustainable development	Chapter: Customers Section: Development of New Products		
Material Topic: Ecosystem Preservation and Environmental Management				
GRI 3: Material Topics	3-3 Management of material topics	Chapter: Nature	242	
GRI 302: Energy	302-1 Energy consumption within the organization	Chapter: Nature Title: Energy Consumption Efficiency f) For the generation business, 1 kWh is equal to 0.0036 GJ. g) For the generation business, the calculation sources used are the monthly consolidated reports of own and external auxiliary consumption for each power generation plant.	289	c) Heating, cooling, and steam consumption is not applicable, as the Company does not consume these forms of energy. d) The sale of heating, cooling, and steam is not applicable, as the Company does not sell these forms of energy.
	302-3 Energy intensity	Chapter: Nature Title: Energy Consumption Efficiency	289	
GRI 303: Water and Effluents	303-3 Water withdrawal	Chapter: Nature Title: Water Withdrawal for Power Generation	285	
	303-4 Water discharge	Chapter: Nature Title: Discharges	287	
	303-5 Water consumption	Chapter: Nature Title: Domestic Water Consumption	285	
GRI 304: Biodiversidad	304-3 Habitats protected or restored	Chapter: Nature Title: Biodiversity	264	
GRI 305: Emissions	305-1 Direct greenhouse gas (GHG) emissions (Scope 1)		283-285	
	305-2 Energy indirect greenhouse gas (GHG) emissions (Scope 2)	Chapter: Nature Section: Carbon Footprint	283-285	
	305-3 Other indirect greenhouse gas (GHG) emissions (Scope 3)		283-285	
	305-4 GHG emissions intensity	Chapter: Nature Section: Carbon Footprint	283-285	
	305-5 Reduction of greenhouse gas (GHG) emissions	Chapter: Nature Section: Carbon Footprint	283-285	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Chapter: Nature Section: Carbon Footprint b) Not applicable, as instead of using emission factors, data obtained from isokinetic studies are used to calculate NOx, SOx, and particulate matter emissions.	284-285	Enel does not emit the following air pollutants: persistent organic pollutants (POPs), volatile organic compounds (VOCs), or hazardous air pollutants (HAPs).

GRI Standard	Content	Location / Response	Page	Omissions
GRI 306: Waste	306-3 Waste generated	Chapter: Nature	293-300	c.ii No waste is disposed of through incineration without energy recovery in the Generation business line.
	306-4 Waste diverted from disposal		293-300	
	306-5 Waste directed to disposal		293-300	
GRI 301: Materials	301-1 Materials used by weight or volume	Chapter: Nature Section: Waste Management	292	a.ii Renewable materials are not included, as the Company does not consume this type of material.
	301-2 Recycled input materials used	Chapter: Nature Section: Waste Management	292	
Material Topic: Products and Services for Electrification and Digitalization				
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter: Customers Chapter: Digitalization	310	
Material Topic: Good Corporate Governance and Fair Conduct				
GRI 3: Material Topics	3-3 Management of material topics	Chapter: Corporate Governance	356	
GRI 205: Anti-corruption	205-1 Operations assessed for risks related to corruption	Chapter: Corporate Governance Title: Compliance System	362	c. There were no cases in which contracts with business partners were terminated or not renewed due to violations related to corruption. d. No public legal cases related to corruption were filed against the organization or its employees during the reporting period.
	205-2 Communication and training about anti-corruption policies and procedures	Chapter: Corporate Governance Title: Anti-corruption Training	360	
	205-3 Confirmed incidents of corruption and actions taken	Chapter: Corporate Governance Title: Whistleblowing Management	365	
Material Topic: Employee Management, Development, and Motivation				
GRI 3: Material Topics	3-3 Management of material topics	Chapter: Our People		
GRI 202: Market Presence	202-2 Proportion of senior management hired from the local community	Chapter: Enel People Title: Local Executives	157	
GRI 401: Employment	401-1 New employee hires and employee turnover	Chapter: Enel People Title: Turnover	159-161	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Chapter: Enel People Title: Diversity and Care for Human Talent	171	
GRI G4: Electric Utilities	EU15 percentage of employees eligible to retire in the next 5 and 10 years broken down by job category and by region	Chapter: Enel People Title: Employees Approaching Retirement	158-159	

GRI Standard	Content	Location / Response	Page	Omissions
GRI 404: Training and Education	404-1 Media de horas de formación al año por empleado	Chapter: Enel People Title: Training and Talent Development	177	
	404-2 Programs for upgrading employee skills and transition assistance programs	Chapter: Enel People Title: Training Initiatives and Programs	178	
	404-3 Percentage of employees receiving regular performance and career development reviews	Chapter: Enel People Title: Performance Evaluation	179	
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	Chapter: Enel People Title: People	154	
	405-2 Ratio of basic salary and remuneration of women to men	Chapter: Enel People Title: Pay Gaps	162	
Material Topic: Creation of Economic and Financial Value				
GRI 3: Material Topics	3-3 Management of material topics	Chapter: Sustainable Finance	68	
GRI 201: Economic Performance	201-1 Direct economic value generated and distributed	Chapter: Sustainable Finance Title: Economic Value Generated and Distributed	68-69	
	201-4 Financial assistance received from government	Chapter: Sustainable Finance Title: Management of Government Resources	74-75	
GRI 207: Tax	207-1 Approach to tax	Chapter: Tax Transparency Title: Responsible Tax Management	384	
	207-2 Tax governance, control and risk management	Chapter: Tax Transparency Title: Governance, Control, and Management of Tax Risk	384	
	207-3 Stakeholder engagement and management concerns related to tax	Chapter: Tax Transparency Title: Stakeholder Engagement and Management of Tax Matters	385	
	207-4 Country-by-country reporting	Chapter: Tax Transparency Title: Tax Reporting		
Material Topic: Local and Global Communities				
GRI 3: Material Topics	3-3 Management of material topics	Chapter: Local and Global Communities	200	
GRI 203: Indirect Economic Impacts	203-1 Infrastructure investments and services supported	Chapter: Local and Global Communities Title: Social Investment	204	
GRI 413: Local Communities	413-1 Operations with local community engagement, impact assessments, and development programs	Chapter: Local and Global Communities Title: Social Management with Local Communities	201 y 382	
Material Topic: Infrastructure and Networks				
GRI 3: Material Topics	3-3 Management of material topics	Chapter: Clean Electrification	88	

GRI Standard	Content	Location / Response	Page	Omissions
GRI G4: Electric Utilities	EU2 Net energy output broken down by primary energy source and by regulatory regime	Chapter: Clean Electrification Title: Energy Generated	88	
	EU4 Length of above and underground transmission and distribution lines by regulatory regime	Chapter: Clean Electrification Title: Power Distribution Networks	100	
	EU10 Planned capacity against projected electricity demand over the long term, broken down by energy source and regulatory regime	Chapter: Clean Electrification Title: Installed Capacity	89	
	EU12 Transmission and distribution losses as a percentage of total energy	Chapter: Clean Electrification	105	
	EU21 Contingency planning measures, disaster/emergency management plan and training programs, and recovery/restoration plans	Title: Management of Commercial Operations	105	
	EU25 Number of injuries and fatalities to the public involving company assets	Chapter: Clean Electrification Title: Third-Party Accidents	113	
	EU26 Percentage of population unserved in licensed distribution or service areas	Chapter: Clean Electrification Title: Service Coverage	101	
	EU28 Power outage frequency	Chapter: Clean Electrification	102	
	EU29 Average power outage duration	Title: Service Quality	102	
	EU30 Average plant availability factor by energy source and by regulatory regime	Chapter: Clean Electrification Title: Energy Generated	90	
Material Topic: Innovation, Circular Economy and Digital Transformation				
GRI 3: Material Topics	3-3 Management of material topics	Chapter: Innovation Chapter: Circular Economy	304	
Material Topic: Sustainable Supply Chain				
GRI 3: Material Topics	3-3 Management of material topics	Chapter: Promoting a Sustainable Supply Chain	192	
GRI 204: Procurement Practices	204-1 Proportion of spending on local suppliers	Chapter: Promoting a Sustainable Supply Chain Title: Contracts and Hiring	195	
GRI 308: Supplier Environmental Assessment	308-1 New suppliers that were screened using environmental criteria	Chapter: Promoting a Sustainable Supply Chain	197	
GRI 414: Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	Title: Supplier Assessment		
Material Topic: Decarbonization of the Energy Mix				
GRI 3: Material Topics	3-3 Management of material topics	Chapter: Net Zero Ambition Chapter: Clean Electrification	76	
GRI G4: Electric Utilities	EU1 installed capacity, broken down by primary energy source and by	Chapter: Clean Electrification Title: Installed Capacity	89	
	EU11 average generation efficiency of thermal plants by energy source And by regulatory regime	Chapter: Clean Electrification Title: Thermal Plant Efficiency	97	

SASB Indicators

Topic	Code	Metric	Unit of measurement	2024	2025	Observations
Greenhouse Gas Emissions and Energy Resource Planning	IF-EU-110a.1	(1) Scope 1 global gross emissions, percentage covered by (2) emission limitation regulations and (3) emission reporting regulations.	Ton CO ₂ -eq	1,363,146.24	366,237.30	Scope 1 - Colombia
	IF-EU-110a.2	Greenhouse Gas (GHG) Emissions Associated with Energy Supplies	Ton CO ₂ -eq	1,363,146.24	366,237.30	Scope 1 - Colombia
				57,713.09	10,574.23	Scope 2 - Colombia
				768,222.37	603,384.87	Scope 3 - Colombia
	IF-EU-110a.3	Analysis of the Short- and Long-Term Strategy or Plan for Managing Scope 1 Emissions, Emission Reduction Targets, and Analysis of Results Relative to Those Targets	Qualitative	Detailed information in Chapter: Net Zero Ambition		
Air Quality	IF-EU-110a.4	1) Number of customers served in markets subject to renewable portfolio standards (RPS) and 2) percentage of compliance with the RPS target, for each market.	N/A	N/A	N/A	US regulations not applicable
	IF-EU-120a.1	3) Atmospheric emissions of the following pollutants: (1) NO _x (excluding N ₂ O), (2) SO _x , (3) particulate matter (PM ₁₀), (4) lead (Pb), and (5) mercury (Hg); the percentage of each emitted in or near densely populated areas.	Ton	1,411	374	NO _x - Thermal Plants
			Ton	11,036	2,035	SO _x - Thermal Plants
			Ton	407	51	PM ₁₀ - Thermal Plants
Water Management	IF-EU-140a.1	(1) Total water withdrawn, (2) Total water consumed, and the percentage of each in regions with high or extremely high baseline water stress.	Megaliters	N/D	24,467,505.7	Water withdrawn for power generation in Hydropower plants
			Megaliters	57,23	N/D	Domestic consumption in generation plants
			Megaliters	N/D	0.027079	Domestic consumption Enel Grids
	IF-EU-140a.2	Number of incidents of non-compliance associated with water quantity or water quality permits, standards, and regulations.	Number of cases	196,654		
	IF-EU-140a.3	Description of water management risks and analysis of the strategies and practices implemented to mitigate them.	Qualitative	Detailed information in Chapter: Nature		

Topic	Code	Metric	Unit of measurement	2024	2025	Observations
Coal ash management	IF-EU-150a.1	Quantity of coal combustion residuals (CCR) generated, including the percentage recycled.	Tons		37,588.12	Termozipa Power Plant
			Use percentage	N/D	N/D	Termozipa Power Plant
	IF-EU-150a.2	Total number of coal combustion residual (CCR) impoundments, broken down by hazard potential classification and structural integrity assessment.	N/A	N/A	N/A	The EPA methodology is not applicable.
Energy affordability	IF-EU-240a.1	Average retail electric rate for (1) residential,	USD/MWh	684.60	217	Enel Grids
		(2) commercial, and	USD/MWh	966.49	260	Enel Grids
		(3) industrial customers.	USD/MWh	805.41	260	Enel Grids
	IF-EU-240a.2	Typical monthly residential electricity bill for: (1) 500 kWh and	COP/mes	773,996	409,500	Enel Grids
		(2) 1,000 kWh of electricity supplied per month.	COP/mes	789.70	983,000	Enel Grids
	IF-EU-240a.3	Number of residential customer electric service disconnections due to non-payment.	Number	614,429	625,895	Enel Grids
		Percentage of customers reconnected within 30 days.	Percentage	99%	74%	Enel Grids
	IF-EU-240a.4	Analysis of the impact of external factors on the affordability of electricity for customers, including the economic conditions within the service territory.	Qualitative	Detailed information in Chapter: Clean Electrification		
Workforce health and safety	IF-EU-320a.1	(1) Total Recordable Incident Rate (TRIR)	Tasa	0.08	0.17	
		(2) Fatality Rate	Tasa	0	0	
		(3) Near Miss Frequency Rate (NMFR)	Tasa	4.15	1.25	
End-use efficiency and demand	IF-EU-420a.1	Percentage of electric utility revenues derived from rate structures that (1) are decoupled and (2) include a Lost Revenue Adjustment Mechanism (LRAM).	No aplica	In the provision of electricity services in Colombia we do not have decoupled revenues or an adjustment mechanism for loss of income LRAM		
	IF-EU-420a.2	Percentage of electric load served through smart grid technology.	Percentage	12		Enel Grids
	IF-EU-420a.3	Customer electricity savings achieved through energy efficiency measures, by market.	No aplica	There are no mandatory programs; there are only policy guidelines with no specific requirements for companies.		

Topic	Code	Metric	Unit of measurement	2024	2025	Observations
Nuclear Safety and Emergency Management	IF-EU-540a.1	Total number of nuclear power units, broken down by U.S. Nuclear Regulatory Commission (NRC) "Share Matrix" column.	N/A	N/A	N/A	The company does not have nuclear plants
	IF-EU-540a.2	Description of initiatives to manage nuclear safety and emergency preparedness	N/A	N/A	N/A	
Electric Grid Resilience	IF-EU-550a.1	Number of incidents of non-compliance with physical or cybersecurity standards or regulations.	Number	0	0	Cyber security incidents
	IF-EU-550a.2	1) System Average Interruption Duration Index (SAIDI)	Minutes	487	444	Enel Grids
		(2) System Average Interruption Frequency Index (SAIFI)	Times	8.51	7.38	Enel Grids
		(3) Customer Average Interruption Duration Index (CAIDI), which includes days in which serious events occur.	Minutes	57.1	60.16	Enel Grids
Activity Parameter	IF-EU-000.A	Number of customers: (1) residential	Number (.000)	3,462	3,625	Enel Grids
		(2) commercial	Number (.000)	337	341	Enel Grids
		(3) industrial	Number (.000)	49	49	Enel Grids
		Other (official + public lighting)	Number	0.38	13,136	Enel Grids
	IF-EU-000.B	Total electricity supplied to customers: (1) residential	GWh	5,423	5,464	Enel Grids
		(2) commercial	GWh	2,482	2,448	Enel Grids
		(3) industrial	GWh	1,069	1,090	Enel Grids
		(4) all other retail customers	GWh	566	563	Enel Grids
		(5) wholesale customers	GWh	9,540	5,732	Non-regulated market customers Colombia
	IF-EU-000.C	Length of transmission and distribution lines.	Km	76,615	77,415	Breakdown in Chapter: Clean Electrification
	IF-EU-000.D	Total electricity generated, including the percentage by primary energy source and the percentage supplied in regulated markets.	GWh			
	IF-EU-000.E	Total wholesale electricity purchased.	GWh			

TCFD CONTENT INDEX

TCFD	Location	
TCFD – Governance	Information (a)	Chapter: Sustainability Governance
	Information (b)	Chapter: Risk Management
TCFD – Strategy	Information (a)	Chapter: Risk Management Chapter: Sustainability Plan 2024-2026
	Information (a)	Chapter: Stakeholder Priority and Participation Chapter: Communities
TCFD – Risk Management	Information (b)	Chapter: Risk Management Chapter: Nature
	Information (a)	Chapter: Net Zero Ambition
TCFD – Metrics and Targets	Information (b)	Chapter: Nature

ISSB CONTENT INDEX

ISSB	Location
IFRS S1	Chapter: Stakeholder Priority and Participation
IFRS S2	Chapter: Nature
	Chapter: Net Zero Ambition
	Chapter: Risk Management

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