



**ENEL COLOMBIA S.A. ESP  
LABOR SITUATIONS  
DECEMBER 20, 2022**

Last Friday, December 16, 2022, Enel Colombia S.A E.S.P. and the majority union SINTRAELECOL signed, after more than 30 days of negotiation during the direct settlement stage, the new collective agreement that will regulate labor relations between the Company and the workers agreed in the next three years, the main points of the agreement that will benefit 100% of our conventional personnel are the following:

1. The collective agreements of Enel-Emgesa and Enel-Codensa were unified into one. We will now have a single Enel Colombia 2023-2025 convention.
2. The scope of application of this convention was redefined for convention personnel only.