

ENEL COLOMBIA S.A. E.S.P
COLLECTIVE ACTS OF MATERIAL WORK
DECEMBER 1, 2025

Enel Colombia S.A. ESP informs that on December 1, 2025, it signed with the Union of Energy Workers of Colombia - SINTRAELECOL - the new Collective Labor Agreement, which will regulate the labor relations between the Company and the contracted workers for the next four years.

This Convention will enter into force on January 1, 2026 and will be in force until December 31, 2029.