



Medellín, January 23, 2026

RELEVANT INFORMATION

Interconexión Eléctrica S.A. E.S.P. (ISA) reports that, as of January 26, 2026, the following appointments and corporate updates will take place:

Corporate Strategy Management and Corporate Innovation Management

Ana María Mora Luna, current Director of Corporate Strategy Management, will assume, in an acting capacity, the role of Leader of Transformation of HI (ISA's Digital Services Hub), where she will oversee the processes of strategy, organizational talent, finance, service evolution, and customer experience. She is an administrative engineer with more than 20 years of experience in the sectors of electric energy, road concessions, and telecommunications. She holds a master's degree in Operations Research and an MBA. During her career at ISA, she has participated in updating the long-term corporate and business strategy cycles.

In her place, Santiago Hoyos Sierra, current Director of Innovation, will assume, in an acting capacity, the leadership of Corporate Strategy Management. Santiago is a mechanical engineer with more than 20 years of experience in leadership roles in the services, pharmaceutical, food, construction materials, and energy sectors. He holds a master's degree in Technology Management (MTM) from Queensland University (Australia) and an MBA from Emory University (USA). He has held roles such as R&D Manager, New Business and Strategy Manager at Cementos Argos; and SAP Implementation Manager at Compañía de Galletas Noel. At

ISA, he has led the design and implementation of the INNDIGO corporate venture capital program, decisive for the organization's growth and transformation within Strategy 2040.

Accordingly, Camilo Upegui Londoño will lead, in an acting capacity, the Corporate Innovation Management.

Camilo has 11 years of professional experience and has held other roles in Sustainability and Strategy. He is currently an Innovation Specialist, where he led the creation of ISA Impact, ISA's impact investment program. Camilo is a political scientist from Universidad Nacional, a lawyer from Universidad de Antioquia, and holds an MBA from the University of Cambridge.

Corporate Risk Management

Natalia Velásquez Ayala joins as the new Director of Corporate Risk Management.

Natalia has 25 years of experience in consulting, risk management, insurance, and alternative risk transfer schemes. She has led various regional operations of national insurance companies and held roles in commercial development and strategy for insurance brokers. Her career includes positions such as Board Member at Linear Systems RE, Partner at Sophos Advisors, and Regional Vice President at Howden Group. She has also worked at Marsh, Allianz, QBE, Seguros Alfa, and AXA Colpatria.

Her achievements include designing asset structures based on captives and PPLI, technical advisory in infrastructure risks, and process standardization in international entities.

Natalia holds a degree in Business Administration from UNICIENCIA and a specialization in Marketing Management from Universidad Pontificia Bolivariana.

Technical Planning and Optimization of Road Investment Management

Alejandro Arango Vargas joins as the new Director of Technical Planning and Optimization of Road Investments.

Alejandro is a civil engineer with over 15 years of experience in technical, operational, and construction management of road and transportation infrastructure projects. His career covers all project phases: planning, design, execution, supervision, operation, and maintenance. He has led multidisciplinary teams, managed contractors, and ensured technical and contractual compliance in complex projects such as dual carriageways, airport expansions, bridges, tunnels, and interchanges.

His experience includes roles such as Technical Manager of the Entronque 75D–Matehuala concession project in Mexico, Technical Coordinator of Autopista del Río Grande for the 5G Troncal del Magdalena 2 project, Technical Director of the Unión Vial Río Pamplonita concessionaire, among others. Alejandro is a civil engineer from the National University of Colombia, a specialist in Roads and Transport from Universidad de Medellín, and a specialist in Project Management from Corporación Universitaria Minute de Dios.

We extend our best wishes to Ana, Santiago, and Camilo in these new challenges that will allow them to continue contributing to our organization. Likewise, we warmly welcome Natalia and Alejandro.