



Borja Acha Besga
Secretary of the Board of Directors

Madrid, 22 December 2020

In accordance with the provisions of Article 226 of the Spanish Securities Market Act, Endesa, S.A. hereby issues notice of the following Insider Information:

In accordance with the commitment of Endesa laid out in its Strategic Plan to improve efficiency by various means including but not limited to the digitalization of processes, the Company has executed a collective bargaining agreement with trade union representatives on the voluntary suspension or termination of employment for up to a maximum of approximately 1,200 employees during the 2021-2024 period, the application of which shall in any case be voluntary for said employees.

The execution of this collective agreement involves recording a provision in the Company's accounts with a non-recurring impact on the Consolidated Income Statement of approximately €390 million, and which will have no effect on shareholder remuneration for fiscal year 2020.

Secretary of the Board of Directors