

PEÑALOSA ABOGADOS

ASESORES LEGALES

FIRM BROCHURE

2026

BOGOTÁ · COLOMBIA

01 · THE FIRM

Peñalosa *Abogados*

Peñalosa Abogados advises Colombian and foreign companies on civil, corporate, employment and administrative law. Our practice combines prevention with representation in court and arbitration.

Every matter is led by a partner, who is personally accountable for the strategy and the quality of the work, supported by associates specialised in each area.

THE FIRM IN FIGURES

4

PRACTICE AREAS

More than thirty specialties.

3

PARTNERS

Founders of the firm.

32

DEPARTMENTS

Nationwide coverage, in person or online.

100%

PARTNER-LED MATTERS

Every matter is led by a partner of the firm.

PRINCIPLES

Rigour

Every opinion is grounded in the law, case law and the client's own figures.

Clarity

We explain risks and alternatives in language the client can use to decide.

Proximity

Clients speak directly with the partners handling their matter.

Confidentiality

We protect client information under the professional secrecy required by Law 1123 of 2007.

Practice areas

01

Civil law

PROPERTY · LIABILITY · ADVERSE POSSESSION · ESTATES

We protect the assets of individuals and companies, in negotiation and in litigation.

- Property
- Tort liability
- Adverse possession
- Estates and succession
- Obligations and debt collection
- Contractual liability
- Family property matters
- Conciliation and settlement

Civil Code · General Code of Procedure · Law 675 of 2001

02

Corporate and commercial law

CONTRACTS · COMPANIES · INSURANCE · FOREIGN INVESTMENT

We support companies throughout their legal life, from incorporation to international expansion.

- Commercial contracts
- Companies
- Insurance law
- Foreign investment
- Foreign exchange regime
- International trade and customs
- Intellectual property
- Start-ups and technology
- Regulatory supervision
- Regulatory compliance
- Insolvency and restructuring
- Competition and consumer protection

Commercial Code · Law 1258 of 2008 · Law 222 of 1995

03

Employment law

EMPLOYMENT CONTRACTS · SOCIAL SECURITY · LABOUR RELATIONS

We advise employers at every stage of the employment relationship and represent them in court.

- Employment contracts
- Social security
- Collective and union relations
- Discipline and termination
- Employment litigation
- Occupational health and safety

Labour Code · Labour Procedure Code · Law 100 of 1993

04

Administrative law

PUBLIC PROCUREMENT · ADMINISTRATIVE LITIGATION · TAX

We represent your interests before the State: contracts, proceedings, disputes and taxes.

- Public procurement
- State liability claims
- Administrative litigation
- Administrative proceedings
- Fiscal and disciplinary liability
- Tax law
- Constitutional actions
- Sanctions and police matters

Law 80 of 1993 · Law 1150 of 2007 · Administrative Code · Law 1437 of 2011

Civil law

PROPERTY · LIABILITY · ADVERSE POSSESSION · ESTATES

We advise on the acts and contracts that affect the assets of individuals and companies: the acquisition and management of property, obligations and the organisation of family assets.

01.1

Property

Legal certainty in acquiring, using and managing movable and real property.

- Sale and purchase promises for real estate
- Title searches
- Residential and commercial leases
- Condominiums, easements and possession

01.2

Tort liability

Claims and defence for damage caused outside a contractual relationship.

- Traffic accidents
- Damage at commercial premises
- Liability for hazardous activities
- Quantification of material and non-material damages

01.3

Adverse possession

Court declaration of ownership acquired by prescription.

- Ordinary and extraordinary acquisitive prescription
- Clearing real estate titles
- Possessory actions
- Recovery of property claims

01.4

Estates and succession

Orderly and secure transfer of family assets.

- Notarial and judicial probate
- Partition and allocation of assets
- Wills
- Succession planning

Civil Code · General Code of Procedure · Law 675 of 2001 · Law 820 of 2003

Civil law *(continued)*

PROPERTY · LIABILITY · ADVERSE POSSESSION · ESTATES

01.5

Obligations and debt collection

Debt recovery and defence against enforcement claims.

- Enforcement proceedings
- Promissory notes, bills and other negotiable instruments
- Attachment measures
- Defence of the debtor

01.6

Contractual liability

Claims for breach of civil contracts.

- Breach and termination of contracts
- Penalty clauses and earnest money
- Damages claims
- Review of civil contracts

01.7

Family property matters

Property aspects of couple and family relationships.

- De facto marital unions
- Liquidation of marital and de facto partnerships
- Prenuptial agreements
- Property settlements

01.8

Conciliation and settlement

Negotiated solutions that prevent or end litigation.

- Out-of-court conciliation
- Settlement agreements
- Agreements before a notary
- Direct negotiation

Civil Code · General Code of Procedure · Law 675 of 2001 · Law 820 of 2003

Corporate and commercial law

CONTRACTS · COMPANIES · INSURANCE · FOREIGN INVESTMENT

We advise companies, shareholders and entrepreneurs on corporate structure, contracts, insurance and intangible assets, and represent them before the superintendencies.

02.1

Commercial contracts

Drafting, negotiation and review of the contracts that sustain the business.

- Supply, distribution, commercial agency and franchise
- Brokerage, mandate and consignment
- Sale of going concerns
- Confidentiality and collaboration agreements

02.2

Companies

Incorporation, corporate governance and corporate transactions from start to finish.

- Incorporation and amendments of S.A.S. and other companies
- Shareholders' agreements, meetings and boards
- Mergers, spin-offs and conversions
- Company acquisitions and due diligence

02.3

Insurance law

Advice to policyholders, insurers and reinsurers, Colombian and foreign, throughout the life of the insurance contract.

- Review and negotiation of corporate policies
- Claims and claim denials
- Insurance litigation and arbitration
- Reinsurance, foreign insurers and matters before the Financial Superintendence

02.4

Foreign investment

Support for foreign investors and companies from their arrival in Colombia.

- Choice of vehicle: company or branch
- Investment registration with the Central Bank
- Substitutions, cancellations and profit remittances
- Legal representation and attorneys-in-fact in Colombia

02.5

Foreign exchange regime

Compliance for foreign exchange operations and defence in exchange control investigations.

- Channelling of foreign currency and exchange declarations
- Foreign debt and guarantees
- Offshore compensation accounts
- Exchange control investigations and sanctions before the DIAN and the Superintendence of Companies

02.6

International trade and customs

International sale and carriage of goods.

- International sale of goods (Vienna Convention)
- Carriage contracts and cargo insurance
- Import and export customs operations
- Coordination with allies abroad

Commercial Code · Law 1258 of 2008 · Law 222 of 1995 · Commercial Code arts. 1036 et seq. (insurance) · Decree 1068 of 2015 · External Resolution 1 of 2018 (FX regime) · Andean Decision 486 · Law 1116 of 2006

Corporate and commercial law *(continued)*

CONTRACTS · COMPANIES · INSURANCE · FOREIGN INVESTMENT

02.7

Intellectual property

Protection of trademarks, patents, designs and works before the SIC and the National Copyright Office.

- Trademark registration, watch and enforcement
- Patents, utility models and industrial designs
- Copyright, software and content
- Licences, assignments and oppositions

02.8

Start-ups and technology

Legal support for start-ups and technology-based companies.

- Start-up structuring and investment rounds
- Software, SaaS and technology development agreements
- E-commerce and terms and conditions
- Personal data protection in digital products

02.9

Regulatory supervision

Representation before the superintendencies and other supervisory authorities.

- Superintendencies of Companies, Industry and Commerce, Finance, Transport and Health
- Information requests, inspections and administrative investigations
- Defences, appeals and sanction proceedings
- Improvement plans and compliance with orders

02.10

Regulatory compliance

Programmes that reduce the company's regulatory and reputational risk.

- AML (SAGRILAFT) and business ethics programmes (PTEE)
- Beneficial ownership registry (RUB)
- Personal data policies (Law 1581 of 2012)
- Codes of ethics and whistleblowing channels

02.11

Insolvency and restructuring

Options for companies in financial distress and for their creditors (Law 1116 of 2006).

- Reorganisation proceedings and creditor agreements
- Emergency negotiations and court validation
- Judicial and voluntary liquidation
- Creditor representation

02.12

Competition and consumer protection

Safe commercial practices towards consumers, competitors and the SIC.

- Advertising, promotions and warranties
- Consumer claims before the SIC
- Unfair competition
- Review of commercial practices

Commercial Code · Law 1258 of 2008 · Law 222 of 1995 · Commercial Code arts. 1036 et seq. (insurance) · Decree 1068 of 2015 · External Resolution 1 of 2018 (FX regime) · Andean Decision 486 · Law 1116 of 2006

Employment law

EMPLOYMENT CONTRACTS · SOCIAL SECURITY · LABOUR RELATIONS

We support companies in hiring, managing and terminating employment relationships, in social security compliance and in their collective labour relations.

03.1

Employment contracts

Well-structured employment relationships from day one, in line with the labour reform.

- Contract types under Law 2466 of 2025
- Internal work rules and policies
- Telework and remote work
- Confidentiality and exclusivity covenants

03.2

Social security

Compliance with social security obligations and defence in pension matters.

- Health, pension and occupational risk
- Enrolment and contributions (PILA)
- Sick leave and other leave
- Pension matters and tutela actions

03.3

Collective and union relations

Support for the company in its relations with trade unions.

- Collective bargaining and lists of demands
- Collective agreements and pacts
- Union immunity
- Strikes and collective disputes

03.4

Discipline and termination

Disciplinary decisions and terminations with due process.

- Disciplinary proceedings and hearings
- Termination with and without just cause
- Final settlements and severance
- Separation agreements

03.5

Employment litigation

Defence of employers before the courts and labour authorities.

- Ordinary labour proceedings
- Labour conciliations
- Inspections and complaints before the Ministry of Labour
- Reinforced job security claims

03.6

Occupational health and safety

Implementation and defence of the occupational health and safety management system.

- SG-SST management system
- Workplace accidents and occupational diseases
- Requests from insurers (ARL) and the Ministry
- Workplace committees (COPASST)

Labour Code · Labour Procedure Code · Law 100 of 1993 · Law 2466 of 2025 · Decree 1072 of 2015

Administrative law

PUBLIC PROCUREMENT · ADMINISTRATIVE LITIGATION · TAX

We advise companies and individuals that contract with the State, that carry out proceedings before public entities or that have suffered damage attributable to the administration.

04.1

Public procurement

From bid preparation to contract settlement.

- Bid preparation and comments on tender terms
- Performance, amendments and settlement
- Contractual sanction proceedings
- Contract disputes

04.2

State liability claims

Claims for damage caused by acts or omissions of the State.

- Damage from public works and operations
- Failure in public services
- Wrongful deprivation of liberty
- Quantification of damages

04.3

Administrative litigation

Judicial review of decisions by public entities.

- Annulment and restoration of rights
- Simple annulment
- Out-of-court conciliation before the Attorney General's Office
- Interim measures against administrative acts

04.4

Administrative proceedings

Effective handling of filings, requests and appeals before public entities.

- Petitions
- Motions for reconsideration and appeals
- Direct revocation
- Administrative silence

Law 80 of 1993 · Law 1150 of 2007 · Administrative Code · Law 1437 of 2011 · Tax Code · Law 610 of 2000

Administrative law *(continued)*

PUBLIC PROCUREMENT · ADMINISTRATIVE LITIGATION · TAX

04.5

Fiscal and disciplinary liability

Defence before the Comptroller, the Attorney General's Office and municipal ombudsmen.

- Fiscal liability proceedings
- Disciplinary proceedings (Law 1952 of 2019)
- Preliminary inquiries
- Appeals and judicial remedies

04.6

Tax law

Advice and defence on national and local taxes, in coordination with our ally's accounting team.

- DIAN requests and official assessments
- Tax appeals and litigation
- Local taxes: ICA and property tax
- Refunds, offsets and tax planning

04.7

Constitutional actions

Protection of fundamental and collective rights.

- Tutela action
- Popular action
- Class action
- Compliance action

04.8

Sanctions and police matters

Defence against fines, sanctions and measures by administrative and police authorities.

- Administrative sanction proceedings
- National Police and Coexistence Code (Law 1801 of 2016)
- Building permits and urban control
- Environmental and health sanctions

Law 80 of 1993 · Law 1150 of 2007 · Administrative Code · Law 1437 of 2011 · Tax Code · Law 610 of 2000

Industry focus

We combine our four practice areas according to the regulatory and commercial demands of each industry.

Aviation and transport

Contracts, insurance and employment matters for operators and suppliers.

Retail and technology

Distribution, consumers, commercial contracts and workforce.

Consumer goods

Supply chain, brands, distribution and employment relations.

Insurance and reinsurance

Policies, claims, litigation and foreign insurers.

Foreign investment

Market entry, local structure and ongoing compliance.

Government contractors

Selection processes, performance and contract disputes.

Construction and real estate

Projects, sales, brokerage and contract disputes.

International trade and logistics

International sales, carriage of goods and customs.

Family businesses and SMEs

Corporate governance, family protocols and business succession.

Your team, by name

01

Responsible partner

Sets the strategy, answers for the quality of the work and remains available to the client throughout the matter.

02

Specialist lawyer

Knows your operation in depth, anticipates risks and designs tailored solutions.

03

Coordination and follow-up

Tracks every deadline and filing and keeps you informed of each development.

You choose how we work together

1

Hourly fees

For one-off questions. Only the time spent is billed, with a detailed report.

BEST FOR
Specific queries and reviews

2

Fixed project fee

A set price for a defined project, with no hourly variations.

BEST FOR
Incorporations, contracts, proceedings

3

Prepaid hours

A bank of prepaid hours your team uses whenever needed, at a preferential rate.

BEST FOR
Companies with variable needs

RETAINER SCHEME

4

Ongoing counsel

A trusted legal team all year round for a fixed monthly fee: queries, contract and document review, regulatory updates and support in company decisions.

BEST FOR
Companies that want to prevent rather than correct

5

Lawyer on site

A firm lawyer embedded in your operation, backed by the partners.

BEST FOR
Growing or expanding companies

Under every option, scope and fees are agreed in writing before we start.

Reach



NATIONAL

32 departments and Bogotá D.C.

Matters and proceedings in all 32 departments and in Bogotá D.C., in person or online.

INTERNATIONAL

International allies

With international allies we support foreign companies entering Colombia and coordinate matters with lawyers abroad.

ALLIES

ACCOUNTING AND TAX ALLY

HLB Peñalosa Consultores S.A.S.

Public accounting firm, independent member of HLB International. According to its own presentation, it has over 41 years of experience in Colombia.

INTERNATIONAL NETWORK

International allies

We work with international allies that allow us to serve foreign clients in Colombia and support our clients abroad.

Independent firms. Each ally's experience and services are its own.

05 · INTERNATIONAL REACH

From and to Colombia, *connected to the world.*

With international allies we support foreign companies entering Colombia and coordinate matters with lawyers abroad.



32

DEPARTMENTS

Nationwide coverage, in person or online.

100%

PARTNER-LED MATTERS

Every matter is led by a partner of the firm.

ES · EN

WORKING LANGUAGES

Service and documents in Spanish and English.

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BUSINESS LEGAL CHECK-UP

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