

ENCE ENERGÍA Y CELULOSA, S.A. (the “Company”), in accordance with Article 227 of the Spanish Securities Market Law, hereby reports the following:

OTHER RELEVANT INFORMATION

The Company hereby informs that, on 18 December 2025, it reached an agreement with the legal representatives of the employees within the framework of the collective dismissal procedure initiated at the Pontevedra biorefinery workplaces, the Galicia head offices, and the head offices in Navia and Madrid.

The agreement provides for the termination of employment contracts of up to a maximum of 57 employees and establishes that the implementation of such termination measures may be carried out from 1 January 2026 to 31 December 2027, with the Company being responsible for determining the specific dates on which the employment contracts will be terminated.

The aforementioned agreement has today been notified to the competent labour authority and to the Negotiating Committee.

This agreement forms part of the Efficiency and Competitiveness Plan reported by the Company on 28 October 2025 through a communication of Inside Information with registration number 2956. This plan will be implemented over the 2025–2027 period and is based on two main pillars: the implementation of artificial intelligence solutions, process reengineering and automation, and the rationalisation of its operational processes.

Among all its lines of action, the Efficiency and Competitiveness Plan has the potential to generate annual cash cost savings of approximately €22 per tonne and an estimated cash outflow of €20 million to be disbursed over the next two years. The agreement reached represents an important step towards achieving these objectives.

The Company will continue to inform the market as required.

Madrid, 23 December 2025