





# Grifols ESG

*Grifols follows a holistic approach to address environmental, social and governance factors in order to reduce our carbon footprint and generate a positive effect in our regions of operations.*

# E

## Environmental

At Grifols, caring for people means caring for their environment. This drives our commitment to reducing our environmental footprint and actively fighting climate change.

# S

## Social

Our social impact approach is focused on our employee base, global healthcare systems and society as a whole.

# G

## Governance

Grifols aligns its management structure to accelerate the company's performance and simplify its corporate governance.



# ESG

## Environmental

Grifols aspires to minimize the environmental impact of its operations through efficient resource management and a solid commitment to sustainable development. The company's environmental commitment is based on three key cornerstones: the climate, promoting the circular economy and protecting biodiversity.

### OUR ROADMAP



- Reduce greenhouse gas emissions per unit of production\*
- Increase energy efficiency per unit of production
- Consume all electrical energy from renewable sources
- Accelerate decarbonization by reducing business trips and employee travel
- Implement more circular economy measures throughout the business life cycle
- Protect biodiversity through the Grifols Wildlife Program

**2050: NET ZERO EMISSIONS\***

### AWARDS AND RECOGNITIONS



### THREE KEY PRIORITIES

#### CLIMATE ACTION

Accelerate decarbonization in our operations

#### CIRCULAR ECONOMY

Minimize our environmental impact

#### BIODIVERSITY

Promote biodiversity and conservation on natural areas



\*Scopes 1 and 2.

# Environmental management at Grifols

A cross-cutting and comprehensive approach



## Eco-efficiency

- Integration of environmentally sustainable criteria into the design of new projects, products and services, and review of existing ones.
- The R&D departments of ISO 14001-certified companies and Grifols' engineering departments with oversight for engineering projects explore the most eco-efficient alternatives in new products and projects, and review of existing ones.
- Application of Grifols' "Guidelines for the Design of Containers and Packaging with Environmental Criteria".



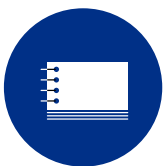
## Prevention

- Routine review of preventive measures to mitigate the possible impact of environmental risks.
- Periodic emergency drills at certified production plants to simulate emergency response to environment-related incidents.
- Specific employee training.



## Legislative compliance

- Implementation of legislative monitoring systems and regular compliance audits in certified companies.



## Proactivity: short- and long-term action plans

- Six environmental commitments for Grifols 2030 Agenda.
- Commitment to net zero emissions by 2050 (scopes 1 and 2).
- Commitment with SBTi signed in 2023\* for the 2024 approval of targets with 2030 deadlines.
- 2023-2026 Corporate Environmental Program.



## Environmental communication and awareness

- Boost communication channels with main stakeholders.
- Internal and external communication procedures.
- In 2023, more than 2,400 hours were allocated to training, education and awareness-raising activities on environmental management and preservation. This included environmental training for the entire workforce on waste management, water use, electricity use and other issues.



More information and details at Science Based Targets Initiative (SBTi)



## We strive to find alternatives to reduce the impact of our products throughout their life cycle

Product quality and safety are a top priority at Grifols, including their presentation in the most environmentally-sustainably packaging. To this end, the company performed a study in the European market comparing glass packaging to plastic bags for 100 mL format albumin, taking into account all phases of the life cycle analysis (LCA).

The study was conducted in collaboration with Grup Carles and the UNESCO Chair of Life Cycle and Climate Change ESCI-UPF in line with the ISO 14044 standard and using Gabi LCA software. After normalizing the results, the nine most relevant impact categories were analyzed in depth, as well as the water scarcity indicator.

While widely considered more harmful to ecosystems, plastic bags were found to have a lower environmental impact than glass vials, scoring higher in all impact categories analyzed. The change in the product's packaging reduces its carbon footprint, leading to a 55% reduction in water consumption and a 23% improvement in climate change overall.

By way of example, supplying 10,000 units of albumin (20%) in 100 mL doses in plastic bags instead of glass vials avoids 655 kg of CO<sub>2</sub>e emission and 355 m<sup>3</sup> of water consumption. This is equivalent to driving 3,930 km in a mid-range car and taking 3,500 five-minute showers.



## A continually evolving internal regulatory system

Grifols endeavors to implement best practices to fulfill its commitments and address the needs of a changing environmental landscape, including the ongoing review of environmental and energy regulations.

### Policies

**SUSTAINABILITY POLICY:** Establishes the organization's core environmental and social responsibility principles and commitments, and serves as a framework for their full integration into the business model.

**ENVIRONMENTAL POLICY:** Defines Grifols' guidelines, principles and commitments in order to monitor and minimize its environmental impact.

**CLIMATE ACTION POLICY:** Approved in 2023, this establishes Grifols' concrete climate-action commitments.

**ENERGY POLICY:** Updated in 2023, this policy outlines the core objectives in Grifols' Environmental Management System, including eight key commitments to minimize energy demand and promote the use of renewable energies.

**BIODIVERSITY POLICY:** Approved in 2024, it defines the necessary commitments to respect and promote biodiversity, offering a comprehensive view of Grifols' efforts to protect biodiversity in all areas of operation and at every stage of the value chain.



## Environmental certifications

Grifols has an ISO 14001-certified Environment Management System for its main production companies to identify and comply with all applicable environmental legislation; recognize the environmental impacts of its processes and products; implement preventive and corrective measures; and establish objectives to boost its environmental performance.

This comprehensive system includes the Corporate Environment Manual, which offers an organization-wide framework for Grifols' environmental management.

All certified companies and those in the process of certification have an environmental committee led by their respective senior management team. This committee is the most important decision-making body in terms of defining environmental guidelines and assuring the correct execution and maintenance of the Environment Management System, including the allocation of requisite human and economic resources.

By the end of 2023, 73% of Grifols' total production was manufactured in ISO 14001-certified plants, and 70% of manufacturing employees worked in certified plants.

Grifols prioritizes the certification process of its manufacturing plants by starting with those with larger production output and progressively taking steps to certify those with smaller production volumes and/or a lesser environmental impact. All certified plants are audited by TÜV Rheinland, an independent certification body.

Grifols also ensures its buildings and facilities are designed with sustainability in mind.

In 2023, Grifols continued to work towards LEED (Leadership in Energy and Environmental Design) certification for its production facilities in Montreal, Canada. LEED is the world's largest scale rating system for sustainable buildings.

In 2023, Grifols was awarded a A- rating by the Carbon Disclosure Project (CDP) Climate Change, regaining the score received in 2021. The world's leading environmental reporting platform, the CDP annually assesses companies' climate change corporate strategies and performance. Grifols participated in the CDP Water Report in 2023 in alignment with its commitment to transparency with its diverse stakeholders.

	Management		Sustainably designed and eco-efficient facilities		
	ISO 14001	ISO 50001	Certification LEED*	GREEN GLOBES**	ZERO WASTE TO LANDFILL***
SPAIN	<ul style="list-style-type: none"> <li>All manufacturing, engineering, logistics and commercial companies</li> </ul>		<ul style="list-style-type: none"> <li>Corporate headquarters in Barcelona</li> </ul>		
U.S.	<ul style="list-style-type: none"> <li>Biopharma's Clayton (NC) Facility</li> <li>Raleigh (NC) offices</li> <li>Diagnostic facilities in Emeryville (CA)</li> </ul>		<ul style="list-style-type: none"> <li>Clayton (NC) office building</li> <li>Clayton (NC) raw materials warehouse</li> </ul>	<ul style="list-style-type: none"> <li>Clayton (NC) Purification and filling plant</li> <li>Clayton (NC) fractionation plant</li> </ul>	<ul style="list-style-type: none"> <li>Clayton (NC) production plant</li> </ul>
CANADA			<ul style="list-style-type: none"> <li>Fractionation plant and albumin</li> <li>New Montreal production plant (under construction to meet LEED requirements)</li> </ul>		
BIOTEST		<ul style="list-style-type: none"> <li>Dreieich (Germany) production facilities</li> </ul>			

\* Leadership in Energy Efficiency and Environmental Design Laboratories (UL)

\*\* Green Globes, certified by the Green Building Initiative

\*\*\* Zero Waste to Landfill awarded by Underwriters



# Environmental governance and climate change action

Grifols' Board of Directors establishes a range of commitments to reduce environmental and climate risks, in addition to approving the corporate risk policy, sustainability policy and other policies related to the environment, climate action, energy and biodiversity. The Environmental Policy is signed by Grifols' CEO.

The Executive Committee oversees Grifols' environmental performance and disclosures, including climate-change indicators and actions, and analyses of related risks and financial impacts.

The Sustainability Committee, Sustainability Steering Committee and Environment Committee drive and direct the implementation of the environmental objectives, as well as those associated with climate change and biodiversity defined in Grifols' Sustainability Master Plan and environmental programs.

The Chief Industrial Services Officer (CISO) serves on the Executive Committee and Environment Committee, responsible for regularly reporting the status of Grifols' environmental performance and climate-change issues to the CEO. The CISO also approves the energy policy, environmental program, and allocation of economic and human resources to meet environmental objectives.

Finally, the Corporate Risk Committee, which reports to the Board of Directors, is responsible for developing the risk management model and managing its most relevant risks, including those related to the environment and climate change.



**A strong governance leading the management of environmental impacts, risks and opportunities.**



# A global organization to manage environmental risks

As an organization with a vast global reach, Grifols spearheads broad-based efforts to control, prevent and manage environmental risks. All Grifols' ISO 14001-certified facilities have robust management systems to minimize and mitigate environmental risks, including those derived from its operations (anthropogenic activity) and those produced by nature (natural), such as extreme weather and climate events.

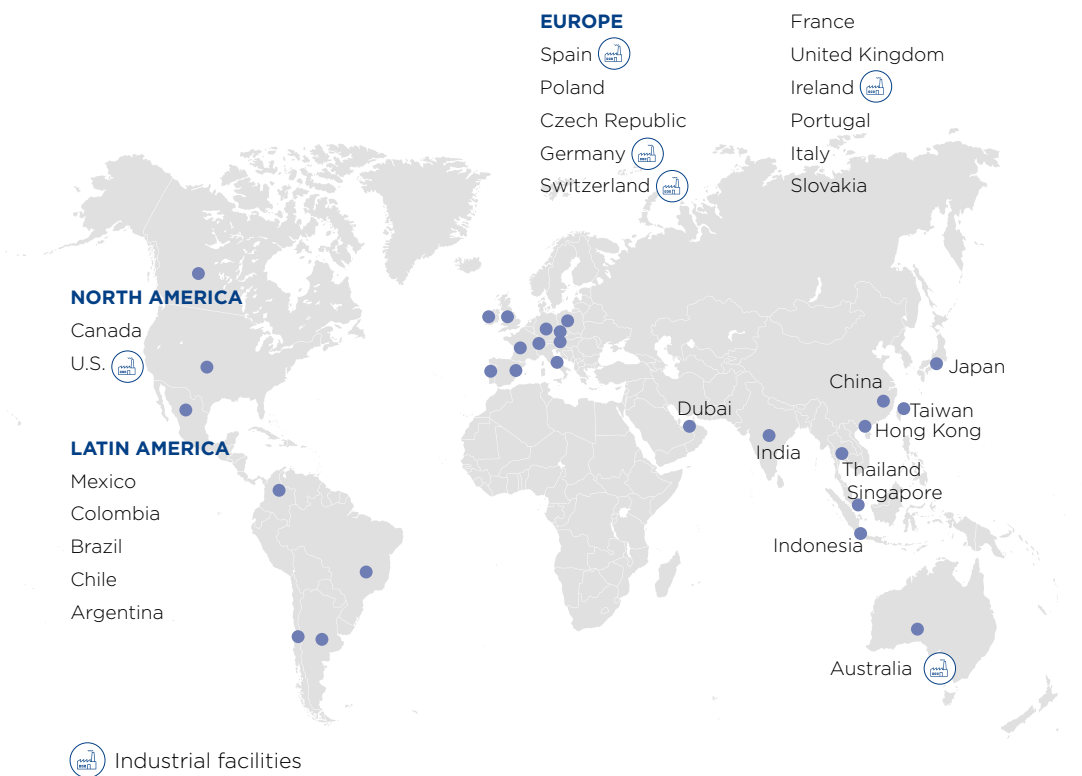
Each facility has concrete self-protection plans that stipulate the necessary actions in the event of an environmental emergency and the teams responsible for their implementation.

Everyone involved in environmental risk management receives relevant training in accordance with Grifols' continuous development strategy.

## Provisions and guarantees for environmental risks

Grifols' civil liability insurance covers accidental environmental pollution, defined as the disturbance of the natural state of the air, water, soil, flora or fauna (or any other situation legally deemed as environmental pollution) caused by emissions from its facilities as a result of accidental, sudden and unforeseen events. This insurance policy covers all Grifols' companies, production facilities and offices in all its regions of operation.

In 2023, no relevant economic sanctions were issued in relation to adverse environmental impact.



**CORPORATE DEPARTMENT**

**SUBSIDIARY COORDINATORS**

**ENVIRONMENTAL COMMITTEES**

**ENVIRONMENTAL TEAMS**

1

18

11

4

Spain

Mexico  
 Brazil  
 Chile  
 Poland  
 Czech Republic  
 Germany  
 Switzerland  
 France  
 United Kingdom

Ireland  
 Portugal  
 Italy  
 Japan  
 China  
 Hong Kong  
 Thailand  
 Singapore  
 Australia

U.S. (3)  
 Spain



# Resources allocated to environmental management and climate change

Grifols allocated significant resources to bolster its environmental performance in 2023, helping the company make further inroads on its 2023-2026 Environmental Program objectives despite the global economic downturn of recent years.

Total environmental resource allocation in 2023 fell by 4% compared to 2022 in order to optimize and contain investments, leading to a 43% drop in investments channeled toward environmental assets. Expenditures increased by 9%.



**Driving sustainable growth through strategic environmental investments and operational enhancements.**



More details of resources allocated to environmental action, see the final section of “Environmental “.

# 2023-2026 Corporate Environmental Program

Grifols' 2023-2026 Corporate Environmental Program addresses three fundamental areas: climate change, circular economy and biodiversity, establishing specific objectives and initiatives for each.

2023-2026 Corporate Environmental Program		DEGREE OF COMPLIANCE ACTIONS AT 2023 YEAR END
<b>Climate Change</b>		
<p><b>Reduce carbon emissions by 60,000 tons per year through renewable energy production and eco-efficiency measures (Scope 1 and 2)</b></p>	<p><b>RENEWABLE ENERGY</b></p> <p>Sign PPA (Power Purchasing Agreement) agreements for the purchase of 169,000 MWh of renewable electricity per year in Spain and the U.S.  <i>Reduction of more than 56,960 metric tons of CO<sub>2</sub>e per year.</i></p> <p>Execute on-site renewable energy generation projects with a total capacity of 500 kW.  <i>Annual reduction of 132 metric tons of CO<sub>2</sub>e .</i></p>	
	<p><b>INCREASED ENERGY EFFICIENCY</b></p> <p>Apply artificial intelligence measures in chilled water control systems.                      Energy savings of 4,170 MWh/year.  <i>Reduction of more than 1,333 metric tons of CO<sub>2</sub>e annually.</i></p> <p>Implement measures to reduce heating consumption for hot water generation in production.                      Energy saving in heating 3,300 MWh/year.  <i>Reduction of more than 598 metric tons of CO<sub>2</sub>e per year.</i></p> <p>Improve energy efficiency in industrial refrigeration systems by centralizing the glycol generation circuits at -20°C and 0°C.                      Energy savings of more than 3,500 MWh/year.  <i>Reduction of more than 525 metric tons of CO<sub>2</sub>e per year.</i></p> <p>Apply energy efficiency measures in cooling towers.                      Electric energy savings of 990 MWh/year.  <i>Reduction of 149 metric tons of CO<sub>2</sub>e per year.</i></p>	
	<p>Apply energy optimization measures in Diagnostic facilities in Barcelona (Spain): buildings, water treatment circuits for injection and air treatment systems in production areas.  <i>Energy savings of more than 600 MWh/year.</i>  <i>Reduction of 95 metric tons of CO<sub>2</sub>e per year.</i></p>	
	<p>Recover the biomethane generated in the new treatment plant for use as fuel in steam boilers.  <i>Energy savings of 450 MWh/year.</i>  <i>Reduction of 80 metric tons of CO<sub>2</sub>e per year.</i></p>	
	<p>Apply energy optimization measures in -30°C plasma storage facilities.  <i>Electrical energy savings of more than 120 MWh/year.</i>  <i>Reduction of 33 metric tons of CO<sub>2</sub>e per year.</i></p>	<b>39.78%</b>
	<p>Changes in the plastic bags forming machines for intravenous solutions to reduce electricity consumption.  <i>Energy savings of 180 MWh/year.</i>  <i>Reduction of 26 metric tons of CO<sub>2</sub>e emissions per year.</i></p>	
	<p>Implement energy saving measures by installing LED technology, window blinds and renovate cold storage technology.  <i>Electricity savings of 74 MWh/year.</i>  <i>Reduction of 25 metric tons of CO<sub>2</sub>e per year.</i></p>	
	<p>Implement cost-saving measures by installing LED lighting.  <i>Reduction of 18 metric tons of CO<sub>2</sub>e per year.</i></p>	
	<p>Progressive replacement of electric motors with more efficient models.  <i>Energy savings of 0.1 MWh/year.</i>  <i>Reduction of 0.02 metric tons of CO<sub>2</sub>e per year.</i></p>	
	<p>Conduct energy efficiency audits.</p>	
	<p>Reduce CO<sub>2</sub>e emissions caused by refrigerant gas leaks by replacing them with others with a lower Global Warming Potential (GWP) refrigerants.</p>	
	<p>Obtain LEED certification for new buildings.  <i>Reduction of 149 metric tons of CO<sub>2</sub>e per year.</i></p>	
	<p>Maintain or increase remote working options at all Grifols facilities where feasible.</p>	
	<p>Maintain and when possible increase the use of video calls to reduce the need for air travel.</p>	
	<p>Reduce carbon emissions in tons/km in leasing car fleet by incorporating environmental measures in the contract.</p>	
<p>Reduce carbon emissions from supply chain transportation through agreements with operators.</p>		
<p>Reducing frequency of waste service transportation by optimizing storage.  <i>Reduction of 1.2 t metric tons of CO<sub>2</sub>e per year.</i></p>		

**39.78%**

**Minimize carbon emissions in business trips, employee travel and waste service transportation**



**2023-2026 Corporate Environmental Program**

DEGREE OF COMPLIANCE ACTIONS AT 2023 YEAR END

**Circular economy**

**Reduce water consumption by more than 85,000 m<sup>3</sup> per year**

Reduce water consumption for services.  
*Reduction of more than 46,000 m<sup>3</sup> per year.*  
Reduce water rejection generated in water treatment for production purposes.  
*Reduction of more than 39,000 m<sup>3</sup> per year.*

**Wastewater discharge reduction parameters**

Reduce chemical oxygen demand (COD) discharged to wastewater by 240 mg/L by treating more effluents with high organic load in the biological treatment plant.  
*Reduction of 123 tons per year.*

**Maintain “zero waste to landfill” certification**

Maintain “Zero Waste to Landfill” certification.

**Reduce the amount of waste generated by 1,800 tons per year**

Reduce waste generation by installing an ethanol distillation tower.  
*Reduction of 1,785 metric tons per year.*  
Reduce the amount of plastic waste generated in waste and raw material conditioning.  
*Reduction of 75 metric tons per year.*  
Reduce the amount of cardboard waste generated in plasma storage and reagent conditioning.  
*Reduction of 5 metric tons per year.*  
*Reduce single-use cups in cafeteria.*  
*Reduction of 2 metric tons per year.*

**41.64%**

**Increase consumption of recycled material**

Implement the use of recycled cardboard in packaging material.

**Biodiversity**

**Establish biodiversity protection programs in Grifols’ natural areas and other areas of influence**

Protect the biodiversity of the natural area located within Grifols’ facilities by maintaining the Wildlife Habitat Council (WHC) certification.  
Protect the biodiversity of our areas of influence through agreements with external entities:  
- Rivus Foundation for the conservation of river systems and their heritage.  
- Associació Sèlvans for the protection of a centennial forest of recognized ecological value.

**100%**



**Access to the 2023-2026 Corporate Environmental Program**

**More details on progress and compliance with environmental commitments related to the SDGs: “Sustainability and Human rights”.**



# Climate action

Grifols' commitment to climate action is driven by the Board of Directors.

In its pursuit to help protect the environment, Grifols sets targets to effectively reduce atmospheric emissions; assess its impact on climate change, identifies risks and opportunities; and develops a policy and strategy to reduce impacts and leverage opportunities.







**Grifols' commitment to climate action is driven by the Board of Directors.**

## The impact of climate change on Grifols

In 2023, Grifols updated the figures regarding risks and opportunities identified in 2019 in line with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD). Parallel to this, it redefined the specific metrics and targets to quantify and manage each climate risk and opportunity, based on four key dimensions: Governance, Risk Management, Strategy, and Metrics and Objectives.

Furthermore, it is analyzing its ability to surpass TCFD recommendations in its four broad areas, while continuing to integrate relevant climate-related risks in its current decision-making process and strategic planning, including assumptions and targets.

	Risks and associated financial impacts	Key indicators
	<p><b>1. Reduced availability of water resources</b></p> <ul style="list-style-type: none"> <li>Increased operational costs derived from water consumption as a result of higher price per m<sup>3</sup>.</li> <li>Income reduction due to a decline in production capacity as a result of water supply cuts.</li> <li>Increased operating costs due to the transfer of production to plants not affected by this risk.</li> </ul>	<p>Water consumption (m<sup>3</sup>)</p> <p>Water costs (€) per system</p> <p>Production capacity (liters of plasma in Biopharma and sales in Diagnostic)</p>
	<p><b>2. New legal requirements related to reducing GHG emissions</b></p> <ul style="list-style-type: none"> <li>Increased investment to offset carbon footprint in the event of non-compliance with decarbonization targets.</li> </ul>	<p>Carbon footprint / Atmospheric emissions (tCO<sub>2</sub>e)</p> <p>Carbon price (€/tCO<sub>2</sub>e)</p>
	<p><b>3. Variation in the availability of resources</b></p> <ul style="list-style-type: none"> <li>Reduced income due to lower plasma collection in the donation centers.</li> </ul>	<p>Revenue per liter of plasma (€/L)</p> <p>Number of days closure at primary donation centers in the last year</p>
	<p><b>4. Transition to low-emission technologies</b></p> <ul style="list-style-type: none"> <li>Increased investment to replace the most polluting technologies used in production processes.</li> </ul>	<p>Electricity consumption (MWh)</p> <p>Electricity costs per plant (€)</p> <p>Natural gas consumption (MWh)</p> <p>Natural gas costs per plant (€)</p> <p>Residual price of replaced technology (€)</p>



More details on "Risk Opportunities Management related to Climate Change": Grifols corporate website at [www.grifols.com](http://www.grifols.com)

# The impact of climate change on Grifols

## Governance

See section “Environmental Governance and Climate Change Action”.

## Risks and opportunities

This involves updating the climate risk map and analyzing the qualitative and quantitative resilience of Grifols’ strategy based on a potential maximum rise of 2°C. A simulation of the climate scenarios proposed by the IPCC was carried out to reflect the SSP2-RCP4.5 scenario.<sup>1</sup> The exposure study included Grifols’ most relevant industrial facilities and plasma centers. The materialization time horizon, probability of occurrence, and inherent and potential residual impact were evaluated for the 29 detected climate risks.

While the risks and opportunities identified are still not significant, the company nonetheless reassessed the suitability of the specific management plans defined.

## Strategy

Business optimization and innovation are cornerstones of Grifols’ corporate strategy. Both are underpinned by climate-change objectives, defined in the Corporate Environmental Program and promoted through climate-action and other policies. Climate risks and opportunities form an integral part of Grifols’ strategy and decision-making process.

Climate risks and opportunities have a direct impact on Grifols’ business and financial strategy and planning, especially in areas related to industrial activity, operations, products and services. For this reason, climate change is included in operational cost planning and capital allocations, mainly in terms of implementing eco-efficiency and emission reduction measures. Grifols fully complies with existing regulatory

requirements, implementing procedures to ensure compliance (EV-SOP-00004). The environmental management system of certified companies is audited every six months, with appropriate measures taken by Grifols environmental committees.

## Metrics and targets

Grifols evaluates and monitors environmental targets<sup>2</sup> attained and their impact on mitigating relevant physical risks and leveraging key opportunities. Regarding the linkage between compensation policy and performance indicators, the energy manager has incentives tied to the increase in renewable energy through Power Purchase Agreements (PPAs). Every year, Grifols participates in the Carbon Disclosure Project (CDP),<sup>3</sup> which assesses the organization’s climate-action strategy, transparency and performance.

- (1) More details of the study conducted, including the specific list of climate risks under the SSP2-RCP4.5 scenario and specific impact: Corporate Responsibility Reports. [www.grifols.com](http://www.grifols.com)
- (2) More details and information on compliance with the Environment and Master Plans: 2023-2026 Corporate Environmental Program. Further details on the progress of environmental commitments related to the SDGs are available in the chapter on Sustainability and Human Rights.
- (3) Grifols’ Environmental CDP performance results can be accessed on [www.grifols.com](http://www.grifols.com)



**Business optimization and innovation are cornerstones of Grifols’ corporate strategy.**

### Grifols is a member of high-profile business associations dedicated to fight climate change

The Biotechnology Innovation Organization (BIO) advocates for biotechnological solutions in four key areas: sustainable biomass production, promoting sustainable production, developing lower carbon products and improving carbon capture. Grifols also belongs to other global organizations such as MedTech Europe, Asebio and SIGRE, who prioritize climate change on their agendas.



**More on partnerships: “About this Report”.**



# Emissions



**204,564** t CO<sub>2</sub>e Scopes 1 and 2  
(market based)

**33%** reduction in CO<sub>2</sub>e emissions intensity for Scopes 1, 2, and 3\*

Grifols uses the GHG Protocol Corporate Accounting and Reporting Standard methodology to calculate its carbon footprint and identify the greenhouse gas emissions (GHG) generated by its business activity.

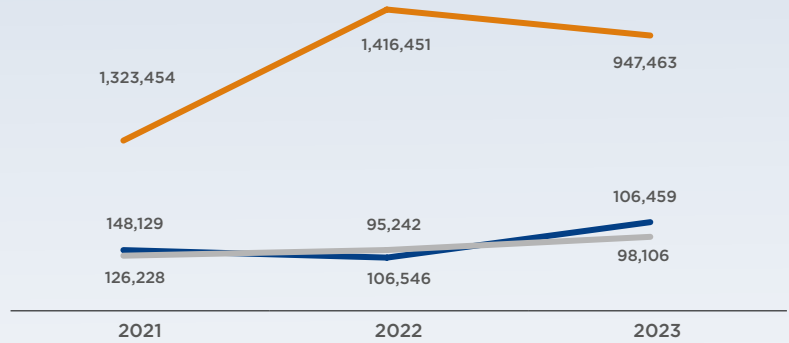
The data reported includes all Grifols' global facilities, as well as acquisitions in 2023 and commercial subsidiaries with more than 10 employees.

Since 2011, the company has published its Scopes 1 and 2 CO<sub>2</sub>e emissions, and a thorough Scope 3 inventory since 2021, with a focus on the highest-priority categories. In this regard, the company has quantified and conducted regular screening and materiality assessments in line with GHG Protocol.

Grifols has defined decarbonization targets for Scopes 1, 2 and 3. Updated every three years, the Corporate Environmental Program outlines short-term intermediate decarbonization targets and milestones. Grifols has clear goals established in its 2030 Agenda, including efforts to reduce carbon emissions per unit of production or per business trip. Additionally, in 2023 Grifols committed to implementing near-term targets aligned with the Science Based Targets Initiative's (SBTi) 1.5°C goal.

\* Decrease in relation to sales. Market-based emissions.

## Evolution of Grifols' carbon emissions



● Scope 1 ● Scope 2 (Market-based) ● Scope 3

### SCOPE 1

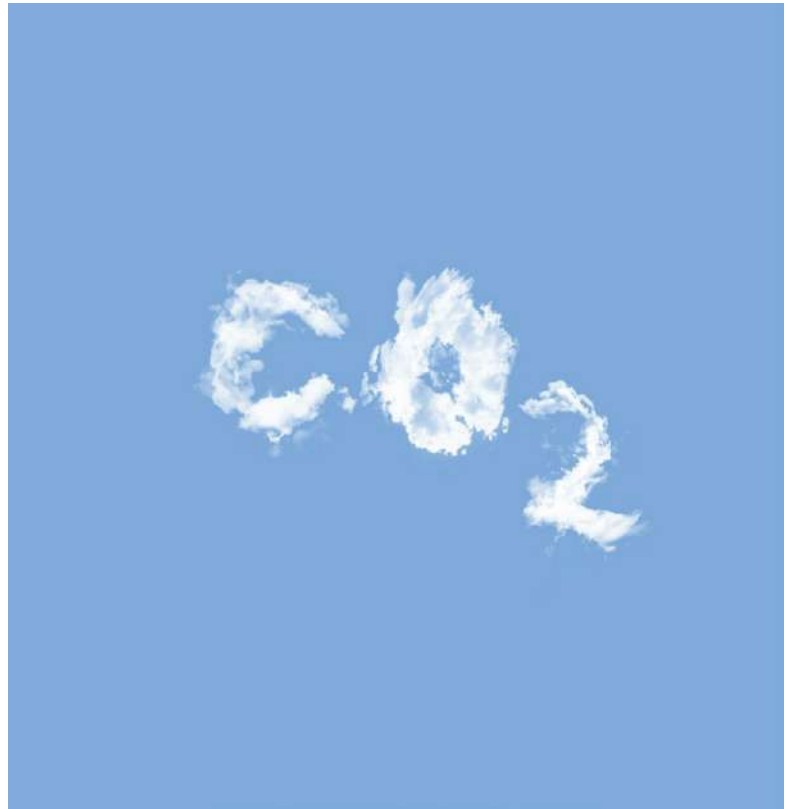
Direct emissions: generated by the business activity itself. Includes direct emissions generated by combustion sources or direct GHG emissions.

### SCOPE 2

Indirect emissions: generated by energy production, mainly electricity, consumed by the organization.

### SCOPE 3

Other indirect emissions: generated by other supplier companies throughout the life cycle of our products or services. Includes business trips, employee travel and commutes, and raw materials, among others.



**More detailed information on carbon footprint calculation is available in the tables at the end of this section, including the breakdown by scope, methodology, and category.**

## Key impacts

- Scope 1 increased by 12% compared to 2022, reaching 106,450 tCO<sub>2</sub>e due to the increased operational days of the cogeneration plant which has been operational throughout the year.
- Scope 2 emissions decreased by 8% (according to the market-based approach), reaching 98,106 tons of CO<sub>2</sub>e, thanks to the increased use of renewable energy. However, if we applying the location-based methodology and excluding renewable energy efforts, emissions increase by 30%, reaching 136,237 tons of CO<sub>2</sub>e, due to an improved accounting methodology.
- Scope 3 emissions decreased by 33% compared to 2022, totaling 947,463 tons of CO<sub>2</sub>e. Category 1 (goods and services) remains responsible for over 50% of the emissions, followed by Grifols contracted transportation.
- By geographical areas, over 64%\* of emissions originate in the United States, where 67% of Biopharma activity occurs. The remaining 36% is divided between Spain and the rest of the world (market-based).
- In all plants, atmospheric emissions of other pollutants such as NO<sub>x</sub>, CO and SO<sub>2</sub>, mainly generated by natural gas combustion in boilers and cogeneration engines, are below the established limits by the relevant environmental authorities. They are also below the legal limits established for VOCs in ethanol facilities.
- Grifols does not produce, import or export ozone-depleting substances (ODS).

\* Scope 1 and 2

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### Action plan: Bringing us closer to our goal of reducing GHG emissions by 55% per unit of production by 2030 with 2018 as base year

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#### Cutting back on air travel

Air travel has continued to decline in 2023, down 33% from pre-pandemic levels (2019) although up 22% from 2022. The number of video calls made in 2023 was 38% higher than in 2019 and 5% higher than in 2022. These new ways of working have helped to minimize travel among Grifols' different locations.

#### Increase in remote work

In 2023, the number of employees working remotely increased by 5% compared to 2022 and by 525% compared to 2019, averaging 3,000 per day. In 2022, the flexibility policy regulated remote work options.

#### Optimizing logistics

Grifols has been working to optimize its plasma transport network in Europe since 2021 to minimize its environmental impact. The measures implemented to date have enabled the company to reduce its contracted transport services by more than 290,000 km.

These initiatives include adjusting the frequency of plasma collection routes in European workplaces; promoting full truckloads between plasma collection points, warehouses and the Barcelona manufacturing complex; increasing the storage capacity of plasma collection containers; and using larger U.S. pallets to optimize storage and transport, among others.

Intermediate products are now transported from the Clayton (North Carolina, U.S.) plant to the Dublin (Ireland) plant by sea instead of by air, helping to reduce CO<sub>2</sub>e emissions by more than 3,400 t per year.

#### Minimizing the impact of employee travel

Grifols works to reduce the impact of emissions resulting from employee commutes. The Barcelona facilities offers various employee bus services to coincide with different shift times, while in North Carolina, Grifols co-funds a shared transport service.

In recent years, electric vehicle chargers have been installed in the main workplaces. The company is working on a global vehicle fleet policy to promote the use of low-emission vehicles.

#### Commitment to renewable energies

Grifols is reducing its emissions and increasingly relying on renewable energies, which now account for 37.7% of energy consumption. The goal is to reach 100% by 2030, which will require purchasing green energy and promoting new electricity-generation assets.

Grifols reinforced its commitment to renewable energies by taking out Power Purchase Agreements (PPAs) in the countries where the company has a major industrial presence. Grifols' Casa Valdés photovoltaic plant in Spain became operational in 2022 and was included in the 10-year PPA signed with RWE in 2021. The agreement included a purchase of 26 million kWh per year, which will avoid 5,200 t of carbon emissions.

In the U.S., more than 119 million kWh of electricity was consumed with guaranteed renewable energy, in Ireland more than 11.5 million kWh and in Germany 0.3 million kWh.

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# Energy sources: responsible consumption

## TOTAL ENERGY CONSUMPTION

# 928

M kWh  
+4% vs 2022

**55%** natural gas  
**44%** electricity  
**1%** other fuels  
**0%** carbon

## CONSUMPTION RELATIVE TO SALES

# 152,534

kWh/M€  
-2% VS 2022

- Total energy consumption remained at similar levels to 2022, increasing by 4% due to higher production rates.
- The increase in sales over and above the increase in energy consumption represents a 2% reduction in consumption relative to sales.
- Progress is being made to optimize energy consumption at Grifols Biopharma facilities.
- The positive impact resulted in a 12% fall in consumption relative to production in the Biopharma and Plasma Procurement business unit.

## Artificial intelligence to reduce our impact

Artificial intelligence (AI) is helping Grifols' facilities work more efficiently. Integrating this technology has led to a more than 15% drop in energy consumption in air conditioning in the production facilities at the Parets del Vallès (Barcelona, Spain) Diagnostic Unit. Air conditioning is one of the company's main sources of electricity consumption, and technology can offer ways of reducing it, which inspired the launch of the "Energy Efficiency Through AI" pilot project in 2022. The company is working to replicate this project at the production facilities in Barcelona and Clayton, North Carolina, which also consume significant energy in air conditioning.





# Natural gas

**Greater eco-efficiency in a context of productive growth**



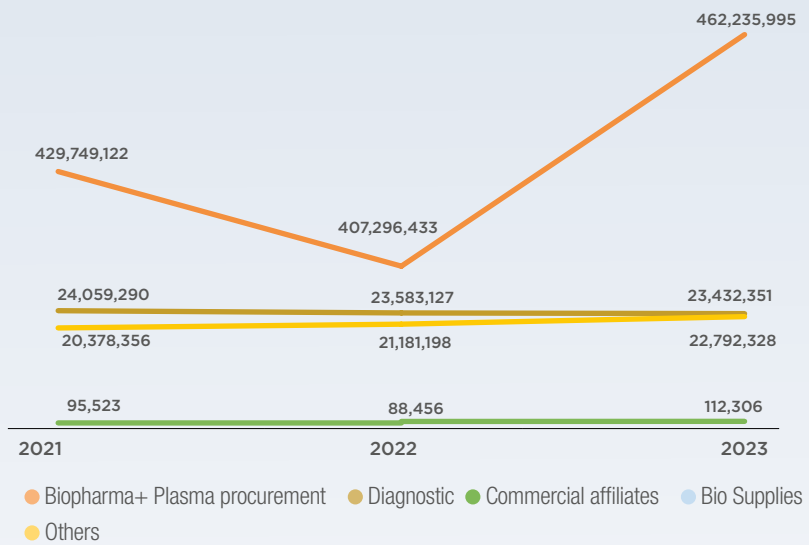
**508** M kWh consumed

**+13%** vs 2022

## Other fuels

Although to a lesser extent, Biopharma also consumes other fuels besides natural gas, including diesel, gasoline and propane to run its own generators, equipment and vehicles. This accounted for 4.6 million kWh of consumption in 2023. Additionally, some of Grifols' German facilities use district heating for hot water and heating. In 2023, this system consumed 10.4 million kWh. Grifols does not consume coal.

**EVOLUTION OF TOTAL NATURAL GAS CONSUMPTION (MILLIONS DE kWh)**



### Favorable impact of Biopharma

- Consumes 86% of all Grifols' natural gas usage.
- The 35 M kWh increase in absolute gas consumption is due to increased production rates in the cogeneration plant and accounts for a 4% rise in relation to sales and a 4% fall in relation to production\*.

### Diagnostic consumption remains stable

- Diagnostic consumption levels remains stable in absolute value and relative to production and sales.

### Variations at country level

- In Spain, the rise in consumption is mainly due to increased activity at the cogeneration facility and an increase in Biopharma's production.
- U.S. up 6% mainly due to Biopharma plant, which increased production by 14%.
- In the rest of the world, there has been a slight increase in consumption due to production tests at both the Canadian and Irish facilities.

\* In terms of consumption relative to production and sales, Biopharma includes the Plasma Procurement and Biopharma business units, which together would be comparable to the former Bioscience Division.



**More details on natural gas consumption are included in the tables at the end of this chapter.**



# Electricity

**Consumption is falling in a context of rising rates of production.**

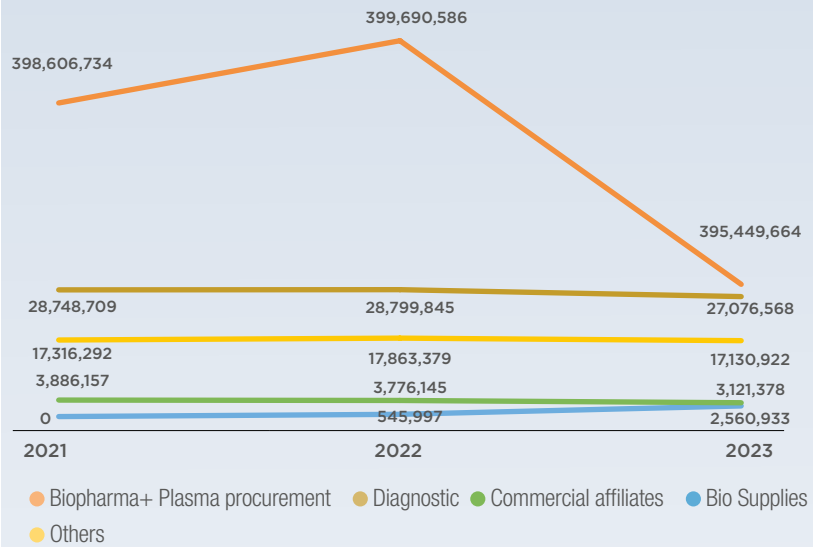
**By 2030, 100% of the electricity consumed will come from renewable sources.**



**445** M kWh consumed

**-1.2%** vs 2022

**EVOLUTION OF TOTAL ELECTRICITY CONSUMPTION (MILLIONS KWH)**



### Positive impact of Biopharma

- Consumed 63% of all electrical energy used
- Total consumption fell by 1%
- Down 9.1% relative to sales\*
- Up 16.6% relative to production\*

### Diagnostic reduced total consumption

- 5.9% decrease for the second consecutive year
- 5.8% increase relative to production and sales

### Variations at country level

- Down 2.6% in the U.S.
- Up 2.3% in Spain and the rest of the world due to the increase in production

\* In terms of consumption relative to production and sales, Biopharma includes the Plasma Procurement and Biopharma business units, which together would be comparable to the former Bioscience Division.



**More details on electricity consumption, see the tables at the end of this chapter.**



# Renewable energies

## A key area of emphasis



**34.3%** of Grifols' total electricity consumption derives from renewable energy sources

2022: 26.4%      2021: 8.3%

**13.6%** Spain

**78.6%** United States

**0.2%** Germany

**7.6%** Ireland

### Increase in electricity consumption from renewable sources

In 2023, Grifols consumed a total of 152.6 million kWh of renewable electricity, representing 34.3% of total electricity consumption.

### Spain consumed 20.7 million kWh of renewable electrical energy

Roughly 20.2 million kWh of renewable energy came from the Casa Valdés photovoltaic park, included in the 10-year Power Purchase Agreement (PPA) signed with RWE in 2021. In 2023, 453,471 kWh of photovoltaic energy was generated at Grifols' own facilities for self-consumption in Barcelona and Murcia.

Grifols continues to pursue agreements to construct new photovoltaic park to increase the levels of renewable energy consumed in Spain and other European countries.

### Driving renewable electricity consumption in the U.S. and Ireland

By region, 70% of the group's electrical energy is consumed in the U.S., home to several of its industrial complexes and the majority of its plasma donation centers. More than 119.9 million kWh of electricity was consumed with guaranteed renewable energy (80 million kWh in 2022), and more than 11.5 million kWh in Ireland. The German sales offices consume the remaining 340,000 kWh of renewable energy from guaranteed sources.

### Renewable energy per source and country\*

	PPA (Power Purchase Agreements) / kWh	Guarantees of origin / kWh	Own photovoltaic plants / kWh	Total / kWh
Spain	20,273,875	0	453,471	20,727,346
United States	0	119,999,113	0	119,999,113
Germany	0	340,000	0	340,000
Ireland	0	11,529,794	0	11,529,794
<b>Total</b>	<b>20,273,875</b>	<b>131,868,907</b>	<b>453,471</b>	<b>152,596,253</b>





## Cogeneration

### Enabling the production of electricity and heat for Biopharma

Biopharma's Barcelona facilities are equipped with a 6.1 MW cogeneration plant, which generates electricity sold back to the grid, as well as producing useful heat for Grifols' own facilities. This plant generated 40.6 million kWh of electricity in 2023, denoting a 47.2% increase over the previous year. The cogeneration plant was not yet fully operational in 2022. The useful heat recovered amounted to 30.4 million kWh.



**9%** of total electricity consumption is generated in the Barcelona facility's cogeneration plant



**More details on consumption from the cogeneration plant, see the tables at the end of this chapter.**



# Circular economy

Grifols' environmental management is guided by the notion of the circular economy, which aims to reduce the consumption of raw materials, water and energy sources in the production cycle. The company prioritizes the efficient use of resources and works to reduce waste by focusing on the different stages in the product and services life cycle. The goal of this strategy is to embrace the transition to a low-carbon economy and minimize the impact on climate change.



## Waste

- Residual waste recovery
- Energy recovery from waste
- Anaerobic digestion
- Zero Waste to Landfill initiative
- In-house wastewater treatment
- Minimization of atmospheric emissions



## Raw Materials

- Rationalization of cardboard, plastic and caustic soda consumption
- Maximum utilization of raw materials
- Prioritizing local suppliers
- Route optimization



## Design

- Environmental criteria in engineering projects
- Eco-design of equipment (diagnostics and engineering)
- Environmental criteria in R&D
- Packaging design



## Production, Remanufacturing

- Water recovery systems
- Optimized water consumption
- Energy efficiency
- Renewable energy consumption
- Cogeneration plant
- LEED/Green Globes building certification



## Recycling

- Recycling of recoverable waste
- Internal reuse of ethanol for production
- Recovery of intermediate products
- New biological products marketed by the Bio Supplies Business Unit



## Collection

- SIGRE, Integrated Management System for drugs out of specification
- Management of electric and electronic equipment placed on the market



## Consumption, Use, Reuse, Repair

- Reuse of ethanol in production
- Intermediate products: PEG + sorbitol
- Grifols Engineering machine manuals
- Equipment manuals (diagnostic)



## Distribution

- Optimization of packaging
- Recycled/recyclable packaging materials
- Certification of transport companies
- Optimization of routes and means of transportation



## Consumption of raw materials

Plasma is the main raw material consumed by Biopharma, accounting for more than 85% of Grifols' activity in terms of sales revenue. Ethanol, polyethylene glycol and sorbitol are primarily used in the fractionation and purification process of the different plasma proteins.

Through plasma fractionation, proteins with therapeutic properties are extracted and subsequently marketed by Grifols. This process involves subjecting the plasma to successive temperature, pH and ethanol concentration adjustments, each of which facilitates the precipitation of one of these proteins.

In the Diagnostic Business Unit, the main raw material is the plastic used in the production of its diagnostic cards (DG-Gel®), in addition to the base plates to manufacture auto-analyzers.



**83% of the ethanol used in plasma fractionation is recovered for reuse in the same process**



### Maximum reuse of plasma

Most of the plasma deemed unsuitable for fractionation is marketed through Bio Supplies to produce diagnostic and analytical reagents for research purposes. By 2023, more than 140,000 liters of plasma had been sold, resulting in the annual reuse of 145 tons of raw materials and consequently, the same volume in waste reduction.

Once all plasma proteins for therapeutic purposes have been obtained, the remaining paste is disposed of as waste and managed according to its composition and country: anaerobic digestion for the production of biogas; composting; controlled landfill for non-hazardous waste; or autoclave treatment and subsequent landfill disposal.



### Management of intermediate products in Biopharma

A solution of polyethylene glycol (PEG) and sorbitol is used to separate and obtain Flebogamma® DIF intravenous immunoglobulin. After use, this solution is concentrated at Grifols' Barcelona facilities and marketed to additive manufacturers for use in the cement industry. In 2023, approximately 18,500 tons of aqueous solution of polyethylene glycol and sorbitol were transformed into 6,175 tons of product that is sold as raw material for other uses.



### Reduction of plastics in our production processes

The company implemented a number of measures in 2023 aimed at optimizing processes to minimize the use of plastics, which is among Grifols' top priorities. These included removing the polyethylene bag in each box of plasma archive samples, which saves 20,600 bags/year, equivalent to 0.642 t of plastic/year. It also modified the conditioning of the waste from ethanol production pastes to eliminate the use of plastic buckets, which have resulted in a saving of 75 tons of plastic per year.

At the Diagnostic Business Unit's production center in Australia, plastic gloves have been replaced by biodegradable gloves. Likewise, 55% of the gloves used in the U.S. plasma donation centers are biodegradable.



**More details on main raw material consumption, see the tables at the end of this chapter**





# Water cycle

**Grifols rationalizes water consumption in a context of industrial growth.**

**Cost-saving measures are implemented in 73% of production facilities.**

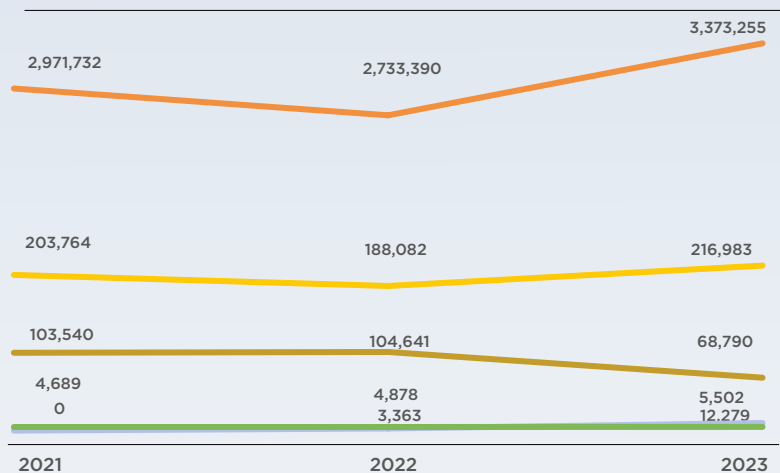


**3.6** M m<sup>3</sup> consumed

**+21%** vs 2022

Grifols operates in regions where water conservation is essential. The company incorporates water-saving measures into the design of new facilities in addition to implementing solutions in existing facilities. These include the recovery of clean water from production processes for use in auxiliary processes, the installation of automated cleaning systems (CIP) to reduce the amount of water used to clean reactors and equipment, and reduced consumption in water treatment systems such as reverse osmosis.

**EVOLUTION OF TOTAL WATER CONSUMPTION (THOUSAND m<sup>3</sup>)**



● Biopharma+ Plasma procurement 
 ● Diagnostic 
 ● Commercial affiliates 
 ● Bio Supplies 
 ● Others

### Positive impact of Biopharma

- Accounted for 84% of the total water consumption
- Consumption rose by 8% at the Spanish facilities, well below the 19.4% increase in production. Figures for the production facilities rose 4.1% relative to production\* and 13.4% relative to sales.

### Diagnostic decreased consumption

- Fell by 34.3% in absolute value and relative to production.
- This decrease is due to the measures implemented, the production stoppage in Brazil.

### We make rational use of water resources

- Water-stressed regions accounted for 20.1% of Grifols' water consumption, maintaining similar levels to those recorded in previous years.
- Of the total water consumed, 89.3% comes from the municipal network and the remaining 10.7% from wells located at the Barcelona production facilities.
- Water is extracted from wells under regulations set by the water basin management company, which controls all permits and water usage. Grifols monitors these extractions to ensure the company is well within the authorized limits.

\*In terms of consumption relative to production and sales, Biopharma includes the Plasma Procurement & Biopharma business units Biopharma, which together would be comparable to the former Bioscience Division.



**More details on water consumption are available in the tables at the end of this chapter**

# Wastewater and discharge management

Grifols adheres to all applicable national and local regulations and permits regarding the disposal and treatment of wastewater at its facilities. All wastewater is sent to local sewage systems where it is treated by municipal or regional facilities. Grifols' industrial plants pre-treat the water to suitably purify it before its disposal, and all are located in areas where the local authorities monitor water discharge. Manufacturing plants with environmental management systems and/or certified companies have instructions on how to prevent, control and monitor the quality of wastewater. Commercial offices and warehouses discharge wastewater into the municipal sewage system.

In 2023, 2.4 million m<sup>3</sup> of wastewater was discharged to public sewers. In U.S. plants, stormwater is conveyed to public waterways including the Los Angeles River, Neuse River and San Francisco Bay. Approximately 34% of water is consumed in auxiliary processes such as cooling towers or incorporated into the product, while 66% is discharged to the sewer.

In 2023, the Barcelona and Clayton (North Carolina) facilities treated 849,191 m<sup>3</sup> of wastewater using biological systems prior to discharge, representing 35% of the total discharge. Projects are underway to expand these treatments at both plants and in 2023, the new Clayton and Barcelona wastewater plants came into operation.

In water-stressed areas, the distribution of discharges corresponds to water consumption, with no significant variations from previous years. Chemical oxygen demand (COD) is the most significant discharge parameter. This is defined as the amount of organic and inorganic matter susceptible to oxidation. In 2023, 2,168 tons of COD were discharged, most of which corresponded to Biopharma's production facilities. In addition, 326 tons of suspended solids were discharged.

Grifols does not work with genetically modified organisms or with products capable of generating persistent organic compounds, and consequently, generates no discharge of this nature. The contribution of nitrogen or phosphorous to wastewater is insignificant since it comes mainly from sanitary and non-production-related discharges



**34%**

water incorporated into the product and used or consumed in auxiliary processes

Average value

**66%**

is discharged into the sewers

Average value

**2.4 M m<sup>3</sup>**

Total water discharge  
**+4.1%**

**35%**

of Biopharma's wastewater is treated prior to being discharged

**-14%**

COD discharge

**-9%**

suspended solids discharge



**More details of water consumption and discharges, see the tables at the end of this chapter**

## We treat discharged water

The anaerobic treatment plant at the Biopharma facilities in Barcelona was recently enhanced with UASB (Upflow Anaerobic Sludge Bed Reactor) technology. This treatment process is carried out in a highly efficient reactor which reduces 85% of the organic pollutant load in the absence of oxygen with minimal energy consumption, generating biogas of renewable origin. Once treated, this biogas is used as fuel for the plant's steam production boilers, thus reducing natural gas consumption and CO<sub>2</sub> emissions into the atmosphere. This facility will double the plant's current wastewater treatment capacity in order to reduce the current final discharge parameters or maintain them in the event of production increases.

Biopharma's North Carolina facility has a new wastewater treatment plant with the capacity to process up to 5,678 m<sup>3</sup> per day. This facility is the largest treatment plant in Grifols' global facilities and reduces the organic load of treated water to 250 mg per liter, equivalent to that of a household. Today, with this new highly efficient plant in operation, the water treated by Grifols only contains 50 mg of organic load per liter, one-fifth of the total amount permitted.



# Waste

**Grifols' waste management strategy prioritizes waste prevention and reduction, and favors its recovery over landfill or incineration.**



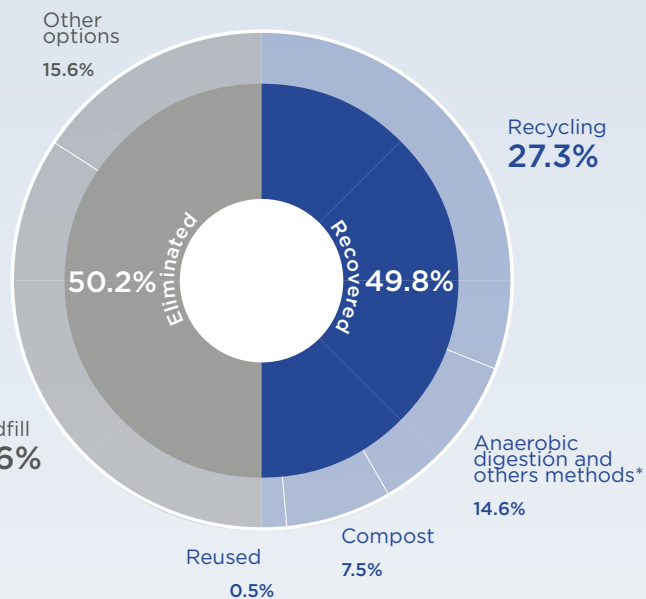
**25,479** metric tons of recovered waste

**50%** of the total waste generated

Grifols continues to explore waste management treatments with recycling initiatives, anaerobic digestion, and material and energy recovery.

Biopharma's industrial facilities generated 21,067 tons of waste, up 26% over the previous year in line with an increase in production. The volume of waste from other facilities such as donation centers and offices amounted to 30,052 tons. General waste from donation centers has increased due to new data collection methods. In 2023, data is available directly from the supplier.

In 2023, 50% of Grifols' waste was not allocated for disposal, of which 8% was hazardous waste, representing 3.9% of the total, and 92 percent was non-hazardous. The 2023-2026 Environmental Program includes waste reduction targets, including a plan to install an ethanol distillation tower to reduce 1,785 metric tons of waste per year in Germany's facilities.



\*Includes anaerobic digestion, other methods with energy recovery and by-products

### We prevent 99% of our waste from reaching landfill

Biopharma's industrial facilities in North Carolina avoided 99% of waste from reaching landfill and used incineration with energy recovery for a maximum of 5% of its waste. With these results, the complex continued to hold the highest rating in the "Zero Waste to Landfill Gold Operations" certification.

In 2021, the facilities in Spain made headway in waste recovery by changing the final destination of a large part of general waste. This meant that all recoverable waste would be managed separately, and only waste that could not be recovered or recycled due to its composition and applicable legislation, would be sent to landfill or incinerated. This change has progressively reduced the amount of waste disposed of in landfills.

In 2023, waste directly sent to landfill was reduced by 50 tons compared to 2022. Waste is sent to authorized waste management for disposal.

In 2023, reports were requested from CHWMEG in the U.S., an independent auditor for waste disposal companies.



**For more details on disposed, recycled and reused waste, see the tables at the end of this chapter.**



# Medicine waste management

Most Grifols products are used in hospitals, which have their own recycling and disposal criteria established by local health authorities.

Grifols products designed for domestic use are dispensed in pharmacies or by hospital suppliers, each of which has its own procedures regarding the safe collection and disposal of self-injectable devices. Grifols participates in various drug waste management programs.

- Spain: SIGRE program manages the collection of household medicine packaging and waste to ensure it is safely treated to protect the environment.
- United States: Pharmaceutical Product Stewardship Working Group (PPSWG) serves as a platform to organize and present science-based data on safe disposal practices for pharmaceuticals and implements industry efforts to raise awareness of appropriate disposal methods.

For medicines that end up not being marketed or returned, Grifols uses waste handlers who separate and classify medicine packaging (paper, cardboard, glass, plastics, etc.) to be recycled by specialized companies. The medicines themselves are disposed of through an authorized waste management company, using incineration methods and incineration with energy recovery.

Grifols' main products are plasma medicines for intravenous, intramuscular or subcutaneous administration in healthcare centers. The biological origin of plasma medicines limits their impact on the environment since waste is primarily generated from their containers and packaging, most of which can be recycled. The drug package leaflets indicate the correct waste management practices for country-specific legislation.



**The Clayton plant received the “Zero Waste to Landfill” Gold-level certification in 2023.**



**More details on waste management, see tables at the end of this chapter.**

## Clayton awarded “Zero Waste to Landfill” certification for 5th consecutive year

The Clayton (North Carolina) plant was awarded the “Zero Waste to Landfill” certification for the fifth year in a row by Underwriters Laboratories (UL), achieving Gold status. This means that 99% of the waste it generates is not sent to landfill but recycled, composted, anaerobically digested or otherwise recovered using specific waste management techniques. This is an example of Grifols' Circular Economy Strategy aimed at reducing waste and pollution.





# Biodiversity

## Protecting biodiversity on Grifols-owned land through Grifols' Wildlife programs is one of the company's environmental priorities.

Grifols' Wildlife programs are focused primarily on launching various initiatives in the Clayton (North Carolina) protected natural area. A collaboration agreement for the conservation of two river basins in Catalonia (Spain) is also still in force.

Under its Environment Management System, Grifols assesses potential environmental risks at its U.S. facilities (Clayton), particularly its impact on biodiversity.

## Natural protected area in North Carolina

Grifols owns over 121 hectares of forest adjacent to its production facilities in Clayton, North Carolina. This is an ideal habitat for many aquatic and terrestrial species and is certified by the Wildlife at Work and Corporate Lands for Learning programs, both of which were launched by the Wildlife Habitat Council (WHC).

Conservation projects\* carried out in 2023 include:

- **Collaboration with local students** to help maintain the birdhouses for native bird species, contributing to nesting, breeding and shelter.
- **Continued protection of an extensive wooded area adjacent to Grifols' facilities** that had been earmarked for development, to preserve it as a habitat for wildlife and keep it as a recreational area for environmental education for the workforce. In 2023, bridges were installed to provide access

for disabled users and the trails were cleaned and maintained. Grifols contributes to preserving forest-dependent fauna and plant diversity and eliminating invasive species in the area.

- **Two "Year of the Trail" events were held in 2023**, welcoming around 100 people to take part in trail hikes.

Management of prairie flora and fauna has continued, including the installation of birdhouses for local birds and bats and the removal of non-native plant species. This contributes to preserving dependent fauna, plant diversity in the area and eliminating invasive species.

- **Improvement and maintenance of a pollinator garden for the development of five active hives.** In 2023, additional native fauna was planted in the garden and 35 Grifols employees were trained in the care of bees and hives. This contributes to raise awareness and maintain diversity.

\* Includes the main projects carried out for each of the programs.



**Grifols will reinforce its commitments to biodiversity protection through a policy to be approved in 2024.**



We preserve **121+** hectares. equivalent to more than **150+** football fields

## Main projects underway

Under these programs, several volunteer projects and activities are carried out throughout the year, aimed at protecting biodiversity and for educational purposes. There are currently six active projects:

Bluebird Boxes - Avian

Clayton WHC forestall - Forest

Clayton WHC meadow - Grassland

Clayton WHC Pollinator Garden - Landscape

Clayton WHC bee training for employee - Training

Clayton WHC wetlands and bodies of water - Wetlands and water bodies

## Clayton Forest awarded GOLD certification by Wildlife Habitat Council

For the first time since 2008, Grifols was awarded the GOLD status conservation certification for the natural area surrounding the Clayton facility. This is the highest level awarded by the U.S. Wildlife Habitat Council in recognition of the company's staunch commitment to sustainability and efforts to protect biodiversity.



## Conservation and preservation of river systems in Spain

In 2023, Grifols renewed its collaboration agreement with the RIVUS Foundation, dedicated to research, education and volunteer projects to promote the conservation of natural areas, particularly the Besòs and Tordera river basins. Grifols supports the Foundation's awareness programs in local schools in reflection of its environmental commitment and desire to give back to the community.

The projects launched in 2023 entailed environmental education, outreach and training for students and the general public. Some of the main highlights included:

### Educating children on the importance of the river environment

The "Discover the river" program for the 2022-23 academic year included 15 activities, welcoming 5,432 students from 90 schools in 33 towns located on the Besòs and Tordera river basins.

### Raising awareness of the importance of the Tordera river basin

The RIVUS Observatory's Environmental Education, Communication and Training Program (PROECA) is aimed at educational centers, and includes programs to teach sampling methodologies to schoolchildren and other initiatives at the university level. In 2023, 600 people benefited from these offerings.

### Sergi Mingote Academic Paper Award

This award is given in recognition of outstanding research work on water or river systems carried out by high school and vocational training students. To date, more than €2,000 have been awarded in prize money.

### The importance of river basin restoration

"H2O Connecta: Environmental Education, Outreach and Training on Water and River Systems" is a project aimed at connecting the general public with knowledge of their local rivers. Over 350 people participated in conferences and workshops, guided tours and the traveling exhibition in 2023.



## Protection and preservation of the “Grifols Centennial Forest”

In 2023, Grifols signed a sponsorship agreement with the Associació Sèlvans, which works to preserve natural forest heritage considered particularly unique and valuable, and occupy a minimum of 5% of the finest forest area in Catalunya, Spain. Grifols' support will span 2023 and 2024 with three main objectives: preserve the “Grifols Centenary Forest” as a natural environment to promote people's health and well-being; offer a home and refuge for extraordinary biodiversity; and model positive action in the face of the climate crisis.

The “Grifols Centennial Forest” is an area in danger of being designated for commercial logging and therefore in urgent need of protection. The 40-hectare forest is located in the Garrotxa Natural Volcanic Park about 100 kilometers from Grifols Barcelona facilities.

A preliminary custody agreement ensures its preservation for the time-being and opens up the possibility of a long-term conservation (minimum 25 years).

Grifols has developed several initiatives through this sponsorship to raise awareness on the need to preserve the natural environment. These include co-organizing Grifols 2023 World Environment Day; launching training programs, such as a country walk for employees and their families to foster greater knowledge of the natural environment and its biodiversity; and designing a forestry itinerary and adapting it to provide forest therapy, among others.



**Grifols supports initiatives to preserve high-value natural forest heritage.**

## Tree sponsorship in Germany

Employees from Grifols' donation centers in Germany commemorated World Environment Day by donating to the “Ecken Wecken” Foundation and participated in a tree sponsoring project near its headquarters in Leipzig. They also helped plant flowers around the trees, all in an aim to improve biodiversity.

## Bee conservation in Ireland

In 2023, Grifols partnered with the Irish Bee Project to support environmental conservation and help protect biodiversity at its main site in Ireland. This collaboration targets the preservation of Ireland's indigenous bees and pollinators for future generations. The project involved establishing a bee sanctuary at Grifols' Dublin site, providing bees with a secure environment, featuring custom-built nests and appropriate plant life.

As pollinators, bees play an essential role in our ecosystem, contributing to the growth of trees, flowers and other plants, and foster the development of complex, interconnected ecosystems. This fosters a balanced ecosystem in which diverse species coexist.



**To contribute to biodiversity protection, Grifols promotes collaboration with NGOs and local associations.**

## Environmental expenses and investments

### ENVIRONMENTAL EXPENSES

In thousands of euros	2023	2022	2021
Waste management	21,290.00	17,544.51	13,236.70
Water cycle	6,660.11	7,893.98	6,975.50
Reducing atmospheric emissions and energy	84.00	57.69	62.90
Others	0.00	290.63	367.20
<b>Total</b>	<b>28,034.11</b>	<b>25,786.81</b>	<b>20,642.30</b>

### ENVIRONMENTAL EXPENSES - BIOTEST

In thousands of euros	2023	2022
Water cycle	1,594.00	0.00
Reducing atmospheric emissions and energy	0.00	795.30
<b>Total</b>	<b>1,594.00</b>	<b>795.30</b>

### ENVIRONMENTAL INVESTMENTS

In thousands of euros	2023	2022	2021
Waste management	427.11	2,275.40	433.60
Water cycle	518.46	1,263.40	2,848.70
Reducing atmospheric emissions and energy	2,575.37	1,502.60	1,580.60
Others	1,253.39	3,331.00	2,500.30
<b>Total</b>	<b>4,774.33</b>	<b>8,372.40</b>	<b>7,363.20</b>

### ENVIRONMENTAL INVESTMENTS - BIOTEST

In thousands of euros	2023	2022
Water cycle	0.00	0.00
Reducing atmospheric emissions and energy	1,000.00	0.00
<b>Total</b>	<b>1,000.00</b>	<b>0.00</b>

## Emissions

### EMISSIONS

%	2023	Spain	U.S.	RoW	2022	Spain	U.S.	RoW	2021	Spain	U.S.	RoW
Scope 1	106,459	31.5%	60.3%	8.2%	95,242	30.4%	61.9%	7.7%	148,249	21.9%	71.2%	6.9%
Scope 2 (Location-based)	136,237	11.3%	80.6%	8.1%	105,068	9.3%	83.5%	7.3%	150,277	4.5%	84.7%	10.8%
Scope 2 (Market-based)	98,106				106,545				126,228			
Scope 3	947,463	22.8%	53.0%	16.7%	1,416,451	16.9%	64.4%	18.8%	1,323,454	24.2%	71.2%	4.6%

### EMISSIONS - BIOTEST

%	2023	Germany	Spain	U.S.	RoW	2022	Germany	Spain	U.S.	RoW
Scope 1	18,300	94.7%	0.0%	0.0%	5.3%	12,283	99.4%	0.0%	0.0%	0.6%
Scope 2 (Market-based)	15,464	90.3%	0.0%	0.0%	9.7%	6,523	94.8%	3.1%	0.0%	2.1%
Scope 3	-	-	-	-	-	-	-	-	-	-

**TOTAL EMISSIONS BY ORIGIN**

Gross T CO <sub>2</sub> e	2023	2022	2021
<b>Scope 1</b>	<b>106,459</b>	<b>95,242</b>	<b>148,129</b>
Natural gas	93,099	82,536	86,403
Fugitive emissions	10,131	10,749	59,406
Other fuel (gasoline, diesel and propane)	3,228	1,957	2,320
<b>Scope 2 Location-based</b>	<b>136,237</b>	<b>105,068</b>	<b>150,276</b>
<b>Scope 2 Market-based</b>	<b>98,106</b>	<b>106,546</b>	<b>126,228</b>
Electricity	134,357	103,322	147,975
Electricity (market-based)	96,226	104,800	123,927
District heating	1,880	1,746	2,301
<b>Scope 3</b>	<b>947,463</b>	<b>1,416,451</b>	<b>1,323,454</b>
Purchased goods & services	546,309	765,443	697,287
Capital goods	86,084	198,034	237,955
Fuel & energy related activities	54,536	56,971	52,666
Upstream transportation	156,333	216,062	172,501
Waste management	10,814	7,021	7,373
Business travel	20,432	22,780	10,062
Employee commuting	37,810	40,637	35,604
Upstream leased assets	16,119	21,860	14,347
Downstream transportation	Not relevant	Not relevant	Not relevant
Processing of sold products	Not relevant	Not relevant	Not relevant
Use of sold products	3,544	2,936	2,751
End-of-life treatment of sold products	6,278	4,065	2,581
Downstream leased assets	Not relevant	Not relevant	Not relevant
Franchises	Not relevant	Not relevant	Not relevant
Investments	9,205	80,643	90,327
<b>Total including Location-based</b>	<b>1,190,159</b>	<b>1,616,761</b>	<b>1,621,858</b>
<b>Total including Market-based</b>	<b>1,152,027</b>	<b>1,618,238</b>	<b>1,597,810</b>

**TOTAL EMISSIONS BY ORIGIN - BIOTEST**

Gross T CO <sub>2</sub> e	2023	2022
<b>Scope 1</b>	<b>18,300</b>	<b>12,283</b>
Natural gas	16,345	11,424
Fugitive emissions	1,638	650
Other fuel (gasoline, diesel and propane)	317	209
<b>Scope 2</b>	<b>15,464</b>	<b>6,523</b>
Electricity (market-based)	15,464	6,523
District heating	-	-
<b>Scope 3</b>	-	-
<b>Total</b>	<b>33,765</b>	<b>18,806</b>

**Refrigerant gas leaks**

Absolute value (T)	2023	2022	2021
HCFC	0.44	0.23	0.63
HFC	3.08	4.06	15.70
Others	0.025	0.02	1.24

**Refrigerant gas leaks - Biotest**

Absolute value (T)	2023
HCFC	0
HFC	0.73
Others*	1.63

\*It includes natural refrigerants: R744 (CO<sub>2</sub>) and R290 (Propane)



<b>OTHER EMISSIONS</b>			
Absolute value (T)	2023	2022	2021
NO <sub>x</sub>	71.5	59.31	74.14
CO	62.7	63.65	66.04
SO <sub>2</sub>	0.57	0.63	0.58

<b>NO<sub>x</sub> EMISSIONS INTENSITY</b>			
T/NO <sub>x</sub> /million euros	2023	2022	2021
Total Grifols	0.01	0.01	0.02

<b>CO EMISSIONS INTENSITY</b>			
T/CO/million euros	2023	2022	2021
Total Grifols	0.01	0.01	0.01

<b>SO<sub>2</sub> EMISSIONS INTENSITY</b>			
T/SO <sub>2</sub> /million euros	2023	2022	2021
Total Grifols	0.00	0.00	0.00

<b>CO<sub>2</sub>e EMISSIONS INTENSITY</b>			
T/CO <sub>2</sub> e/million euros	2023	2022	2021
Total Grifols (Location-based)	195.46	283.51	328.77
Total Grifols (Market-based)	189.20	283.77	323.89

<b>SCOPE 1+2 CO<sub>2</sub>e EMISSIONS INTENSITY</b>			
T/CO <sub>2</sub> e/million euros	2023	2022	2021
Total Grifols (Location-based)	39.86	35.13	60.49
Total Grifols (Market-based)	33.60	35.38	55.62

<b>CO<sub>2</sub>e EMISSIONS RELATED TO TRANSPORTATION*</b>			
	2023	2022	2021
CO <sub>2</sub> transportation emissions (t CO <sub>2</sub> )	214,575	279,478	218,167
CO <sub>2</sub> transportation emissions / sales (t CO <sub>2</sub> / M €)	37.63	49.01	44.22

\*Emissions from container transport, employee commuting and business travel have been considered.

## Natural Gas

<b>BY BUSINESS UNIT</b>			
kWh	2023	2022	2021
Biopharma+ Plasma Procurement	462,235,995	407,296,433	429,749,122
Diagnostic	23,432,351	23,583,127	24,059,290
Others	22,792,328	21,181,198	20,378,356
Bio Supplies	363,976	2,989	0
Commercial affiliates	112,306	88,456	95,523
<b>Total</b>	<b>508,936,955</b>	<b>452,152,203</b>	<b>474,282,291</b>

<b>BY BUSINESS UNIT - BIOTEST</b>		
kWh	2023	2022
Plasma Procurement	3,751,543	456,548
Biopharma	77,568,277	50,916,230
<b>Total</b>	<b>81,319,820</b>	<b>51,372,778</b>

<b>BY REGION</b>			
kWh	2023	2022	2021
Spain*	176,029,667	143,376,530	168,964,411
U.S.	306,696,892	289,704,028	280,605,846
RoW	26,210,396	19,071,645	24,712,034
<b>Total</b>	<b>508,936,955</b>	<b>452,152,203</b>	<b>474,282,291</b>

\*The consumption of natural gas from the cogeneration plant is included in Spain's overall totals

<b>BY COUNTRY - BIOTEST</b>		
kWh	2023	2022
Germany	78,954,414	51,237,535
Spain	0	0
U.S.	0	0
Rest of the World	3,471,836	60,705
<b>Total</b>	<b>82,426,250</b>	<b>51,298,240</b>

<b>VALUE RELATIVE TO SALES</b>			
kWh/million of euros	2023	2022	2021
Biopharma + Plasma Procurement	91,438	87,701	112,648
Diagnostic	34,960	35,131	30,881
Others	112,029	84,669	70,094
Bio Supplies	2,275	20	0
Commercial affiliates	-	-	-

<b>VALUE RELATIVE TO SALES - BIOTEST</b>		
kWh/million of euros	2023	2022
Plasma Procurement	91,114	13,602
Biopharma	176,470	166,198
<b>Total</b>	<b>267,584</b>	<b>166,198</b>

<b>VALUE RELATIVE TO PRODUCTION</b>			
kWh/Production index	2023	2022	2021
Biopharma + Plasma Procurement*	8.8	9.2	10.0
Diagnostic**	34,960	35,131	30,881
Others**	112,029	84,669	70,094
Bio Supplies**	2,275	20	-
Commercial affiliates	-	-	-
<b>Total</b>	<b>83,585</b>	<b>79,287</b>	<b>96,143</b>

Production index: \* Liters of plasma: fractionated + equivalent / \*\* Sales

<b>VALUE RELATIVE TO PRODUCTION - BIOTEST</b>		
kWh/Production index	2023	2022
Plasma Procurement*	6.5	1.0
Biopharma**	42	154

Production index: \* Liters of plasma: fractionated + equivalent / \*\* Sales

## Electricity

<b>BY BUSINESS UNIT</b>			
kWh	2023	2022	2021
Biopharma+Plasma procurement	395,449,664	399,690,586	398,606,734
Diagnostic	27,076,568	28,799,845	28,748,709
Bio Supplies	2,560,933	545,997	0
Others	17,130,922	17,863,379	17,316,292
Commercial affiliates	3,121,378	3,776,145	3,886,157
<b>Total</b>	<b>445,339,465</b>	<b>450,675,952</b>	<b>448,557,892</b>

<b>BY BUSINESS UNIT - BIOTEST</b>		
kWh	2023	2022
Plasma Procurement	3,206,163	2,074,670
Biopharma	31,391,544	21,388,628
<b>Total</b>	<b>34,597,707</b>	<b>23,463,298</b>
Others	0	400
<b>Total</b>	<b>34,597,707</b>	<b>23,463,698</b>

<b>BY REGION</b>			
kWh	2023	2022	2021
Spain	94,846,417	92,681,455	93,187,332
U.S.	312,804,351	321,130,633	311,469,242
RoW	37,688,697	36,863,865	43,901,318
<b>Total</b>	<b>445,339,465</b>	<b>450,675,952</b>	<b>448,557,892</b>

<b>BY REGION - BIOTEST</b>		
kWh	2023	2022
Germany	32,250,734	22,279,317
Spain	0	5,186
U.S.	0	0
RoW	2,301,682	1,157,612
<b>Total</b>	<b>34,552,416</b>	<b>23,442,115</b>

<b>VALUE RELATIVE TO SALES</b>			
kWh/million euros	2023	2022	2021
Biopharma+Plasma Procurement	78,226	86,063	104,485
Diagnostic	40,396	42,902	36,900
Bio Supplies	16,010	3,738	0
Others	84,202	71,406	59,562
Commercial affiliates	-	-	-
<b>Total</b>	<b>73,140</b>	<b>79,028</b>	<b>90,928</b>

<b>VALUE RELATIVE TO SALES - BIOTEST</b>		
kWh/millon of euros	2023	2022
Plasma Procurement	77,499	61,812
Biopharma	70,156	69,816
Others	0	97
<b>Total</b>	<b>147,655</b>	<b>131,725</b>



**VALUE RELATIVE TO PRODUCTION**

kWh/production index	2023	2022	2021
Biopharma + Plasma Procurement*	7.5	9.0	9.3
Diagnostic**	40,396	42,902	36,900
Bio Supplies**	16,010	3,738	0
Others**	84,202	71,406	59,562
Commercial affiliates	-	-	-

Production index: \* Liters of plasma: fractionated + equivalent / \*\* Sales

**VALUE RELATIVE TO PRODUCTION - BIOTEST**

kWh/Production index	2023	2022
Plasma Procurement*	5.6	6.3
Biopharma**	17	19

Production index: \* Liters of plasma: fractionated + equivalent / \*\* Sales

**RENEWABLE ELECTRIC ENERGY**

	PPA (Power Purchase Agreements)	Guarantees of origin	Own photovoltaic plants	Total
Spain	20,273,875	-	453,471	20,727,346
EE.UU.	-	119,999,113	-	119,999,113
Germany	-	340,000	-	398,463
Ireland	-	11,529,794	-	11,529,794
<b>Total</b>	<b>20,273,875</b>	<b>131,868,907</b>	<b>453,471</b>	<b>152,596,253</b>

## Water cycle

**BY BUSINESS UNIT**

m <sup>3</sup>	2023	2022	2021
Biopharma+Plasma Procurement	3,373,254	2,733,390	2,971,732
Diagnostic	68,790	104,641	103,540
Bio Supplies	12,279	3,363	0
Others	216,983	188,082	203,764
Commercial affiliates	5,502	4,878	4,689
<b>Total</b>	<b>3,676,809</b>	<b>3,034,354</b>	<b>3,283,725</b>

**BY BUSINESS UNIT - BIOTEST**

m <sup>3</sup>	2023	2022
Plasma Procurement	15,549	6,610
Biopharma	474,819	333,221
<b>Total</b>	<b>490,368</b>	<b>339,831</b>
Others	-	400
<b>Total</b>	<b>490,368</b>	<b>340,231</b>

<b>BY REGION</b>			
m <sup>3</sup>	2023	2022	2021
Spain	961,208	884,304	866,181
U.S.	2,456,863	2,039,650	2,249,826
RoW	258,738	113,575	167,718
<b>Total</b>	<b>3,676,809</b>	<b>3,037,529</b>	<b>3,283,725</b>

<b>BY REGION - BIOTEST</b>			
m <sup>3</sup>	2023	2022	
Germany		476,956	333,317
Spain		0	0
U.S.		0	0
RoW		12,646	6,447
<b>Total</b>		<b>489,602</b>	<b>339,764</b>

<b>VALUE RELATIVE TO SALES</b>			
m <sup>3</sup> /million euros	2023	2022	2021
Biopharma+Plasma Procurement	667	589	779
Diagnostic	103	156	133
Bio Supplies	77	23	0
Others	1,067	752	701
Commercial affiliates	-	-	-
<b>Total</b>	<b>604</b>	<b>532</b>	<b>666</b>

<b>VALUE RELATIVE TO SALES - BIOTEST</b>			
m <sup>3</sup> /million euros	2023	2022	2021
Plasma Procurement		368	197
Biopharma		1,065	1,088
Others		0	97
<b>Total</b>		<b>1,433</b>	<b>1,382</b>

<b>VALUE RELATIVE TO PRODUCTION</b>			
m <sup>3</sup> /production index	2023	2022	2021
Biopharma+Plasma Procurement*	0.064	0.062	0.069
Diagnostic**	103	156	133
Bio Supplies**	77	23	0
Others**	1067	752	701
Commercial affiliates	-	-	-

Production index: \* Liters of plasma: fractionated + equivalent / \*\* Sales

<b>VALUE RELATIVE TO PRODUCTION - BIOTEST</b>			
m <sup>3</sup> /production index	2023	2022	2021
Plasma Procurement*		368	0
Biopharma**		1,065	1

Production index: \* Liters of plasma: fractionated + equivalent / \*\* Sales

**BY SOURCE AND WATER STRESSED REGIONS - 2023**

Water consumption (m <sup>3</sup> )	Total	By source		% of consumption in water-stressed regions*
		Groundwater	Third party water	
Biopharma + Plasma Procurement	3,373,255	262,471	3,110,784	19.1
Diagnostic	68,790	0	68,790	17.8
Bio Supplies	12,279	0	12,279	54.8
Others	216,983	130,386	86,597	34.9
Commercial affiliates	5,502	0	5,502	28.8
<b>Total</b>	<b>3,676,809</b>	<b>392,857</b>	<b>3,283,952</b>	<b>20.1</b>

**BY SOURCE AND WATER STRESSED REGIONS - 2022**

Water consumption (m <sup>3</sup> )	Total	By source		% of consumption in water-stressed regions*
		Groundwater	Third party water	
Biopharma + Plasma Procurement	2,733,390	234,824	2,498,566	19.3
Diagnostic	104,641	0	104,641	24.7
Bio Supplies	3,363	0	3,363	100.0
Others	188,082	120,943	67,139	26.4
Commercial affiliates	4,878	0	4,878	41.0
<b>Total</b>	<b>3,034,354</b>	<b>355,767</b>	<b>2,678,588</b>	<b>20.0</b>

**BY SOURCE AND WATER STRESSED REGIONS - 2021**

Water consumption (m <sup>3</sup> )	Total	By source		% of consumption in water-stressed regions*
		Groundwater	Third party water	
Biopharma + Plasma Procurement	2,971,732	217,785	2,753,947	18.9
Diagnostic	103,540	0	103,540	71.5
Bio Supplies	0	0	0	0.0
Others	203,764	115,989	87,775	0.2
Commercial affiliates	4,689	0	4,689	5.8
<b>Total</b>	<b>3,283,725</b>	<b>333,774</b>	<b>2,949,951</b>	<b>19.4</b>

**BY SOURCE AND WATER STRESSED REGIONS - BIOTEST - 2023**

Water consumption (m <sup>3</sup> )	Total	By source		% of consumption in water-stressed regions*
		Groundwater	Third party water	
Plasma Procurement	15,896	0	15,896	0.0%
Biopharma	473,706	0	473,706	0.0%
Others	0	0	0	0.0%
<b>Total</b>	<b>489,602</b>	<b>0</b>	<b>489,602</b>	<b>0.0%</b>

**BY SOURCE AND WATER STRESSED REGIONS - BIOTEST - 2022**

Water consumption (m <sup>3</sup> )	Total	By source		% of consumption in water-stressed regions*
		Groundwater	Third party water	
Plasma Procurement	15,896	0	15,896	0.0%
Biopharma	473,706	0	473,706	0.0%
Others	0	0	0	0.0%
<b>Total</b>	<b>489,602</b>	<b>0</b>	<b>489,602</b>	<b>0.0%</b>

\*Areas with high and extremely high risk according to World Resources Institute

**WASTEWATER DISCHARGE BY SOURCE AND STRESS AREAS - 2023**

Water discharged (m <sup>3</sup> )	By destination		By treatment		By region
	Total (public sewer system)	No internal treatment*	Biological systems prior to discharge**	% of discharged on water-stressed regions***	
Biopharma+Plasma Procurement	2,228,746	1,379,555	849,191		17.5
Diagnostic	37,799	37,799	0		32.3
Bio Supplies	12,277	12,277	0		54.8
Others	144,005	144,005	0		27.8
Commercial affiliates	4,696	4,696	0		43.4
<b>Total</b>	<b>2,427,523</b>	<b>1,578,332</b>	<b>849,191</b>		<b>18.6</b>

\* Wastewater discharged into the sewer system with subsequent treatment of municipal services

\*\* Internal pretreatment processes

\*\*\* Areas with high and extremely high risk according to World Resources Institute"

**WASTEWATER DISCHARGE BY SOURCE AND STRESS AREAS - 2022**

Water discharged (m <sup>3</sup> )	By destination		By treatment		By region
	Total (public sewer system)	No internal treatment*	Biological systems prior to discharge**	% of discharged on water-stressed regions***	
Biopharma+Plasma Procurement	2,081,495	1,207,603	873,892		16.6
Diagnostic	90,680	90,680	0		24.4
Bio Supplies	3,363	3,363	0		100.0
Others	152,252	152,252	0		6.2
Commercial affiliates	4,875	4,875	0		41.0
<b>Total</b>	<b>2,332,665</b>	<b>1,458,773</b>	<b>873,892</b>		<b>17.8</b>

\* Wastewater discharged into the sewer system with subsequent treatment of municipal services

\*\* Internal pretreatment processes

\*\*\* Areas with high and extremely high risk according to World Resources Institute"

**WASTEWATER DISCHARGE BY SOURCE AND STRESS AREAS - 2021**

Water discharged (m <sup>3</sup> )	By destination		By treatment		By region
	Total (public sewer system)	No internal treatment*	Biological systems prior to discharge**	% of discharged on water-stressed regions***	
Biopharma+Plasma Procurement	2,200,395	1,313,460	886,935		23.3
Diagnostic	88,043	88,043	0		67.9
Bio Supplies	0	0	0		0.0
Others	141,364	141,364	0		0.3
Commercial affiliates	4,687	4,687	0		6.0
<b>Total</b>	<b>2,434,489</b>	<b>1,547,554</b>	<b>886,935</b>		<b>23.6</b>

\* Wastewater discharged into the sewer system with subsequent treatment of municipal services

\*\* Internal pretreatment processes

\*\*\* Areas with high and extremely high risk according to World Resources Institute"



**WASTEWATER DISCHARGE BY SOURCE AND STRESS AREAS - BIOTEST - 2023**

Water discharged (m <sup>3</sup> )	By destination		By treatment		By region
	Total (public sewer system)	No internal treatment*	Biological systems prior to discharge**	% of discharged on water-stressed regions***	
Plasma Procurement	15,896	15,896	0		0.0%
Biopharma	430,754	430,754	0		0.0%
Others	0	0	0		0.0%
<b>Total</b>	<b>446,650</b>	<b>446,650</b>	<b>0</b>		<b>0.0%</b>

\* Wastewater discharged into the sewer system with subsequent treatment of municipal services

\*\* Internal pretreatment processes

\*\*\* Areas with high and extremely high risk according to World Resources Institute

**WASTEWATER DISCHARGE BY SOURCE AND STRESS AREAS - BIOTEST - 2022**

Water discharged (m <sup>3</sup> )	By destination		By treatment		By region
	Total (public sewer system)	No internal treatment*	Biological systems prior to discharge**	% of discharged on water-stressed regions***	
Plasma Procurement	15,896	15,896	0		0.0%
Biopharma	430,754	430,754	0		0.0%
Others	0	0	0		0.0%
<b>Total</b>	<b>446,650</b>	<b>446,650</b>	<b>0</b>		<b>0.0%</b>

\* Wastewater discharged into the sewer system with subsequent treatment of municipal services

\*\* Internal pretreatment processes

\*\*\* Areas with high and extremely high risk according to World Resources Institute

**SUSPENDED SOLIDS DISCHARGED**

	2023	2022	2021
Total (T)	326	357	428
Relative to sales (T/million euros)	0.053	0.06	0.09

**COD DISCHARGED**

	2023	2022	2021
Total (T)	2,168	2,525	2,731
Relative to sales (T/million euros)	0.36	0.44	0.55

## Energy consumption and cogeneration plant

<b>TOTAL ENERGY CONSUMPTION</b>			
kWh	2023	2022	2021
Biopharma+Plasma Procurement	831,629,897	794,588,340	802,753,813
Diagnostic	50,553,569	52,435,934	53,238,663
Bio Supplies	2,925,893	549,477	0
Others	39,970,526	39,044,577	37,440,087
Commercial affiliates	3,679,067	3,871,545	4,015,725
<b>Total</b>	<b>928,758,952</b>	<b>890,489,873</b>	<b>897,448,288</b>

<b>TOTAL ENERGY CONSUMPTION - BIOTEST</b>		
kWh	2023	2022
Plasma Procurement	6,957,706	2,572,197
Biopharma	109,255,786	72,897,207
Others	0	0
<b>Total</b>	<b>116,213,492</b>	<b>75,469,404</b>

<b>CONSUMPTION VALUE RELATIVE TO SALES</b>			
kWh	2023	2022	2021
Biopharma + Plasma Procurement	164,510	171,095	210,421
Diagnostic	75,423	78,112	68,333
Bio Supplies	18,292	3,762	0
Others	196,463	156,075	128,780
Commercial affiliates	-	-	-
<b>Total</b>	<b>152,534</b>	<b>156,152</b>	<b>181,923</b>

<b>CONSUMPTION VALUE RELATIVE TO SALES</b>		
kWh/million euros	2023	2022
Plasma Procurement	168,628	76,635
Biopharma	247,290	237,947
Others	0	0
<b>Total</b>	<b>415,918</b>	<b>314,582</b>

<b>COGENERATION PLANT</b>			
kWh	2023	2022	2021
Natural gas consumed (kwh)	110,159,693	75,119,463	114,018,162
Total electricity generate (kwh)	40,656,130	27,618,042	41,712,040
Useful heat recoverd (kwh)	30,387,110	20,623,619	30,857,670

<b>COGENERATION PLANT - BIOTEST</b>		
kWh	2023	2022
Natural gas consumed (kwh)	17,440,542	13,199,091
Total electricity generate (kwh)	5,958,345	4,770,118
Useful heat recoverd (kwh)	9,174,840	6,759,322

Emissions savings have been calculated following the basis of the European Union Emission Trading Scheme EU ETS.

## Waste management

<b>GENERATED WASTE BY TYPE AND DISPOSAL METHOD ABSOLUTE VALUE</b>					
T		Treatment	2023	2022	2021
Waste diverted from disposal	Hazardous waste	Energy recovered and by-products	722	673	579
		Reused	2	70	65
		Recycled	1,317	1,100	2,509
	Non-hazardous waste	Energy recovered and by-products	6,721	5,551	5,587
		Reused	256	231	258
		Recycled	12,614	12,930	13,376
Waste directed to disposal	Hazardous waste	Composted	3,847	2195	1,882
		Incineration (with energy recovery)	470	336	244
		Incineration (withou energy recovery)	50	609	19
		Landfill disposal	0	0	0
	Non-hazardous waste	Other disposal treatments	6,586	7053	5,416
		Incineration (with energy recovery)	11	0	12
		Incineration (withou energy recovery)	21	16	18
		Landfill disposal	17,674	13,097	14,129
		Other disposal treatments	827	1,091	855
<b>Total</b>			<b>51,119</b>	<b>44,954</b>	<b>44,949</b>

<b>GENERATED WASTE BY TYPE AND DISPOSAL METHOD ABSOLUTE VALUE - BIOTEST</b>				
T		Treatment	2023	2022
Waste diverted from disposal	Hazardous waste	Energy recovered and by-products	0	84
		Reused	0	0
		Recycled	0	0
	Non-hazardous waste	Energy recovered and by-products	0	36
		Reused	0	0
		Recycled	0	1
Waste directed to disposal	Hazardous waste	Composted	0	0
		Incineration (with energy recovery)	399	17
		Incineration (withou energy recovery)	9,340	19
		Landfill disposal	28	1
	Non-hazardous waste	Other disposal treatments	0,0	5,397
		Incineration (with energy recovery)	1,269	657
		Incineration (withou energy recovery)	443	99
		Landfill disposal	0	46
		Other disposal treatments	0	251
<b>Total</b>			<b>11,554</b>	<b>6,608</b>

**GENERATED WASTE BY TYPE AND DISPOSAL METHOD RELATIVE VALUE**

T/million euros	Treatment	2023	2022	2021	
Waste diverted from disposal	Hazardous waste	Energy recovered and by-products	0.12	0.12	0.12
		Reused	0.00	0.01	0.01
		Recycled	0.22	0.02	0.51
	Non-hazardous waste	Energy recovered and by-products	1.10	0.97	1.13
		Reused	0.04	0.04	0.05
		Recycled	2.07	2.27	2.71
Waste directed to disposal	Hazardous waste	Composted	0.63	0.39	0.38
		Incineration (with energy recovery)	0.08	0.06	0.05
		Incineration (withou energy recovery)	0.01	0.11	0.00
		Landfill disposal	0.00	0.00	0.00
	Non-hazardous waste	Other disposal treatments	1.08	1.24	1.10
		Incineration (with energy recovery)	0.00	0.00	0.00
		Incineration (withou energy recovery)	0.00	0.00	0.00
		Landfill disposal	2.90	2.30	2.86
		Other disposal treatments	0.14	0.19	0.17
<b>Total</b>		<b>8.40</b>	<b>7.88</b>	<b>9.11</b>	

**GENERATED WASTE BY TYPE AND DISPOSAL METHOD RELATIVE VALUE - BIOTEST**

T/million euros	Treatment	2023	2022	
Waste diverted from disposal	Hazardous waste	Energy recovered and by-products	0.00	0.12
		Reused	0.00	0.01
		Recycled	0.00	0.19
	Non-hazardous waste	Energy recovered and by-products	0.00	0.97
		Reused	0.00	0.04
		Recycled	0.00	2.27
Waste directed to disposal	Hazardous waste	Composted	0.00	0.39
		Incineration (with energy recovery)	0.01	0.06
		Incineration (withou energy recovery)	0.29	0.11
		Landfill disposal	0.00	0.00
	Non-hazardous waste	Other disposal treatments	0.00	1.24
		Incineration (with energy recovery)	0.04	0.00
		Incineration (withou energy recovery)	0.01	0.00
		Landfill disposal	0.00	2.30
		Other disposal treatments	0.00	0.19
<b>Total</b>		<b>0.36</b>	<b>7.89</b>	



**ABSOLUTE VALUE BY BUSINESS UNIT**

T	2023	2022	2021
Biopharma+Plasma Procurement	47,817	42,077	41,868
Diagnostic	1,322	1,143	1,035
Bio Supplies	358	99	-
Others	1,400	1,305	1,720
Commercial affiliates	222	330	327
<b>Total</b>	<b>51,119</b>	<b>44,954</b>	<b>44,949</b>

**ABSOLUTE VALUE BY BUSINESS UNIT - BIOTEST**

T	2023	2022
Plasma Procurement	586	181
Biopharma	10,823	6,325
<b>Total</b>	<b>11,409</b>	<b>6,506</b>

**ABSOLUTE VALUE BY REGION**

m <sup>3</sup>	2023	2022	2021
Spain	5,759	5,287	5,702
U.S.	42,757	37,784	37,577
RoW	2,603	1,883	1,669
<b>Total</b>	<b>51,119</b>	<b>44,954</b>	<b>44,949</b>

**ABSOLUTE VALUE BY REGION - BIOTEST**

m <sup>3</sup>	2023	2022
Germany	10,936	6,385
Spain	0	0
U.S.	0	0
Rest of the world	473	222
<b>Total</b>	<b>11,409</b>	<b>6,607</b>

## Main materials consumed

**MAIN MATERIALS CONSUMED - BIOPHARMA**

Absolute value (T)	2023	2022	2021
Sorbitol	1,400	1,164	1,163
Ethanol	2,652	3,225	2,730
Polyethylene glycol	2,318	1,720	1,749
Glass packaging	3,441	2,881	2,750
<b>Total</b>	<b>9,811</b>	<b>8,990</b>	<b>8,392</b>

**MAIN MATERIALS CONSUMED - BIOPHARMA - BIOTEST**

Absolute value (T)	2023	2022
Sorbitol	0.00	0.00
Ethanol	2,506	1,462
Polyethylene glycol	0.00	0.00
Glass packaging	284	218
<b>Total</b>	<b>2,790</b>	<b>1,680</b>

**MAIN MATERIALS CONSUMED - DIAGNOSTIC**

Absolute value (T)	2023	2022	2021
Circuit boards (units)	20,890	27,463	40,344
PP Plastic Cards	363	300	279
Glass packaging	60	21	28
Plastic reagent packaging*	50,827	30	21
Red cell reagents (liters)**	0	266,803	275,435
PVC pellets, flat tubes and sheets	0	14	121

\*Plastic containers from the San Diego plant have been added to the calculation

\*\*The data taken into account in previous years corresponds to production and not to purchasing. Therefore, it is no longer considered for calculation in 2023.

**MAIN MATERIALS CONSUMED - OTHERS**

Absolute value (T)	2023	2022	2021
PP	1,067	979	832
Glucose	112	185	148
Sodium chloride	281	210	208
Glass packaging	350	526	238
<b>Total</b>	<b>1,810</b>	<b>1,900</b>	<b>1,426</b>

# ESG

## Social

*We advance social progress driven by a firm commitment to our employees, whose talent, effort and dedication are the motivating force behind our positive community impact.*

### OUR ROADMAP. GRIFOLS AGENDA 2030



- More training: increase annual training hours per employee
- Organization-wide training: boost the percentage of employees who take part in training activities
- Shared responsibility: increase the number of women in Grifols senior management
- Integration: incorporate more people with disabilities into the talent pool
- Equality: ensure an equal number of male and female candidates in internal promotion processes for managerial roles
- Employee turnover: decrease the overall rate below to the industry average
- Company commitment: increase the engagement rate per department
- Employee health and well-being: increase the number of Grifols organizations certified as “Healthy Company”
- Efficiency: reduce lost time injury frequency rate (LTIFR)
- Occupational health and safety: increase number of ISO 45001-certified work centers
- Expand social outreach and community investments
- Increase social investments in STEM scholarships for women
- More product and medical donations for emergency situations
- Boost investment allocation in the José Antonio Grifols Lucas Foundation
- Increase investment and scholarship funds for the Victor Grifols i Lucas Foundation

### RECOGNITION AND PRESENCE IN INDEXES



### TOP THREE PRIORITIES

#### OUR PEOPLE

Promote ongoing training, learning and talent development opportunities; advance inclusion and diversity efforts; create safe and healthy work environments

#### HEALTH SYSTEMS

Contribute to making global healthcare systems more sustainable and accessible

#### COMMUNITY

Elevate the multiplier effect of our activity in terms of job creation, socioeconomic impact and social benefits, among other areas











# Our people: Grifols' greatest asset

## People management at Grifols

### Grounded on solid principles

	<b>Employee development</b>		<b>Flexibility</b>		<b>Health &amp; well-being</b>
<b>Equality</b>		<b>Dialogue</b>		<b>Diversity &amp; inclusion</b>	

### We adhere to UN Global Compact labor principles



**Pacto Mundial**  
Red Española

#### PRINCIPLE 3

We uphold the freedom of association and the effective recognition of the right to collective bargaining

#### PRINCIPLE 4

We support the elimination of all forms of forced and compulsory labor

#### PRINCIPLE 5

We support the effective abolition of child labor

#### PRINCIPLE 6

We support the elimination of discrimination in respect of employment and occupation



## Policies, guidelines and management tools

- Global Recruitment and Selection Policy:** guarantees a systematic approach to recruitment, legal compliance and alignment with corporate values to ensure zero discrimination in the recruitment process based on age, marital status, disability, gender, family status, race, religion or sexual orientation.
- Occupational Health and Safety Policy:** focuses on the ongoing application of rigorous health, safety and risk-prevention criteria in the workplace, ensuring the active participation and fluid communication with all stakeholders.
- Mental Health Policy:** designed to prevent, protect and promote employee mental health and well-being, as well as support workers dealing with mental health issues. Grifols will conduct an organization-wide employee survey in the first quarter of 2024.
- Global Diversity and Inclusion Policy:** recognizes and values the contribution of people with different abilities, experiences and perspectives.
- Harassment Prevention Policy:** defines harassment as a form of discrimination and defines the types of behavior explicitly prohibited by the organization, underlining its commitment to providing a harassment-free workplace.
- Global Training Policy:** establishes training commitments and responsibilities, and offers a framework to develop and implement strategic and long-term employee development plans.
- “Flexibility for U” Policy:** extensive to all Grifols employees, it defines the criteria for remote work, additional flexibility measures and best practices in digital disconnection to promote better work-life balance.
- Corporate Internship Policy:** establishes and regulates the procedures and benefits for student interns at Grifols’ Spanish installations.
- Grifols Performance System (GPS):** annual assessment to ensure managers provide employees with adequate feedback on their professional performance and conduct, including core strengths and areas for improvement.



Employee policies are publicly available at [www.grifols.com](http://www.grifols.com)  
 More information on the “Grifols Performance System” section.



**At Grifols, we enhance the health and well-being of thousands of people thanks to the dedication of our team.**



**We manage our human capital by addressing the entire life cycle of our employees.**



# Our employee commitments

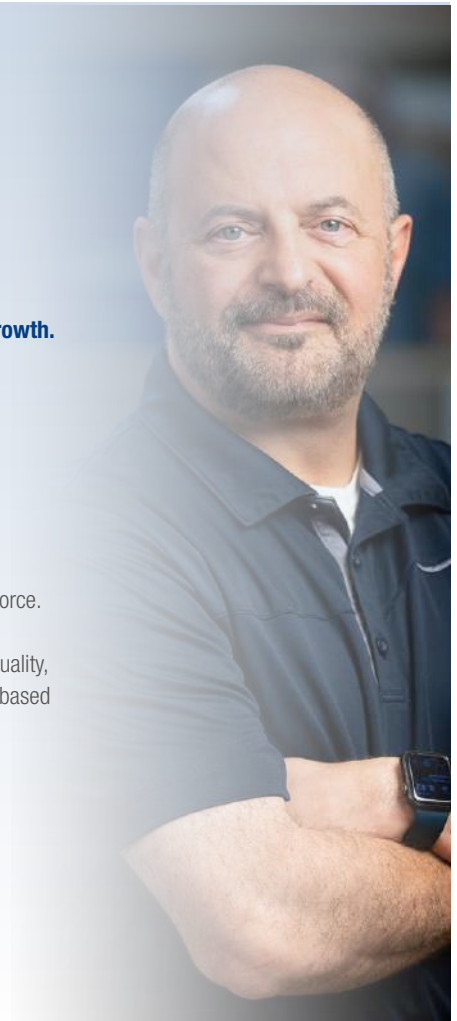
Grifols strives to promote equal opportunities, a diverse and inclusive talent pool, and the professional development of its employees. The company articulates this organization-wide commitment through a range of policies, guidelines and other management tools that reflect this organization-wide employee commitment.

## 8 commitments

1. Act in a responsible and sustainable manner while engaging Grifols teams.
2. Uphold diversity, inclusion and equal opportunity.
3. Ensure occupational health, wellness and safety.
4. Maintain open lines of communication.
5. Drive innovation by working as a team.
6. Offer training adapted to each employee.
7. Support a professional development model that detects both strengths and areas for growth.
8. Guarantee competitive compensation packages.

## Priorities in 2023

- Continue to address the needs detected in the most recent global employee survey (2020) and Engagement Pulse Survey (2023).
- Boost competitiveness through the “Caring for You” program, designed for the entire Grifols workforce.
- Encourage employee development through online or in-person training or learning opportunities.
- Enhance employee experience to attract and retain the best talent while advancing in diversity, equality, inclusion and wellness, driven by a recently implemented wellness plan (2023), a U.S. and Spain-based engagement program and other actions.



## 4 core projects

**Flexibility**   
Trust & Care

- Trust and flexibility to continue promoting an optimal work-life balance

**Wellbeing**   
Health & Care

- Emphasis on the health and well-being of our employees

**Recognition**   
Care

- Program to recognize top contributors launched in 2022

**Development**   
Learning & Care

- Development initiatives with a long-term vision



These programs are described in greater detail later in the chapter.

# We grow alongside our team



**Our employee plans and policies advance equality, inclusion and diversity, evidence of our solid commitment to our workforce and creating high-quality employment opportunities.**

## Global workforce\*:

**23,741**

**58%** women  
**42%** men

Grifols: 21,144 employees

Biotest: 2,597 employees (53% women – 47% men)

\*Total employee pool including Grifols and Biotest



## Committed to job creation

**6,246**

employees

**99%** permanent contracts

**52%** of employees are 30-50 years old

## We promote equality\*\*

**63%+** promotions correspond to women

**67%** of new hires are women

**41%** of directors are women: **172**

**47%** of managers are women: **595**

One of the world's best workplaces for women according to Forbes

\*\* Biotest not included – increase in relation to 2021

## We promote diversity

**92**

nationalities

### Promoting minorities in the U.S.

+African American:  
**21% in 2023**

**22.3% in 2022**

+ Hispanic:

**25% in 2023**

**23.2% in 2022**

Recognized as a leading supporter of Hispanics by the Hispanic-Latino Professionals Association 2023

### Spain and ROW

**3.7%** of our workforce is composed by people with disabilities



## Grifols' workforce in 2023

At December 31, 2023, Grifols' employee pool (including Biotest) stood at 23,741 people, denoting a 10% year-on-year decline. This decrease forms part of the company's operational improvement plan, announced in the first quarter of 2023. In this regard, the company expressed its intention to promote open dialogue and positive negotiations, as well as prioritize reorganization and hiring freezes to minimize the impact on employees.

In 2023, the firm's workforce fell by 1% in Spain to 4,181 people and by 17% in the United States to 13,918 people, while increasing by 2% in the rest of the world, including Biotest.

On March 31, Grifols' labor force reduction plan (ERE, expediente de regulación de empleo) came to an end. The company reduced the number of affected people to 51 following fruitful discussions with employees' legal representatives.

In the U.S., the company carried out an employment optimization plan to boost efficiency in its plasma donation centers. Approximately 2,000 U.S. employees were affected under the plan, which also entailed the reduction of managerial positions from seven to four categories, outplacement services and additional employee benefits.



**Grifols' talent pool included 23,741 employees at the end of 2023.**



### In times of change, we remain committed to our employees

As part of its operational improvement plan, Grifols adopted several measures to optimize plasma costs and operations, streamline corporate functions, and modify its organizational structure that impacted its employee pool. While faced with difficult decisions, the company made it a priority to help affected employees successfully transition to new employment opportunities, as well as provide them emotional and professional support.

As part of these efforts, Grifols offered personalized counseling and outplacement services with training sessions on interview techniques, salary negotiation, professional development and other competencies.



# Diversity and inclusion

Grifols made significant strides on its Strategic Diversity and Inclusion Plan in 2023. Implemented in 2021, the plan includes development and awareness activities to promote gender equality, the inclusion of people with disabilities and the representation of minorities, as well as a multicultural and multigenerational workforce.

For Grifols, diversity is a core engine in driving innovation and developing new ideas as evidenced in the three core objectives of its Diversity and Inclusion Policy:

1. Reflect the diversity in Grifols' communities of operation.
2. Continuously foster diversity and inclusion in Grifols' corporate culture.
3. Position Grifols as a global benchmark of diversity and inclusion.

In 2023, Grifols introduced the option of including gender pronouns in its corporate email signatures. Gender options were also expanded on job applications, which now include male, female, non-binary or non-declared options. In celebration of International LGBTQ+ Pride Day, the company imparted training sessions in the U.S. and Spain on the importance of inclusive language, with the participations of over 500 employees.



**Grifols promotes innovation through a diverse employee pool.**

### Taking pride in our diverse workforce

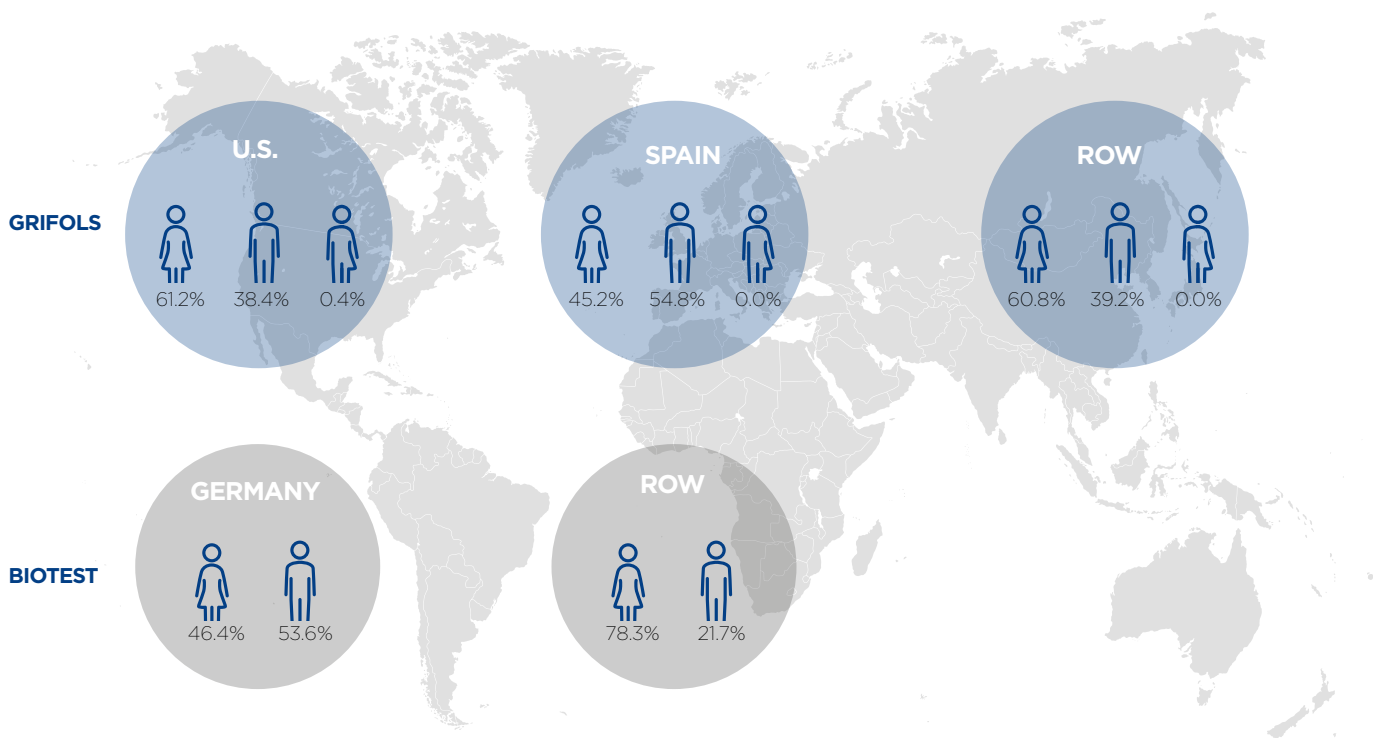
Grifols continued its efforts to increase ethnic representation in its U.S. workforce. Globally, it enhanced its international communications to provide greater visibility for celebrations such as Black History Month, Hispanic Heritage Month, Veteran's Day, International Day of Persons with Disabilities (global), International Women's Day (global) and International LGBTQ+ Pride Day.

		FOCUS		ACTIONS
		U.S.	Spain + ROW	
2021	Increase the representation of minorities		Bolster inclusion of people with disabilities	<ul style="list-style-type: none"> <li>• Commitment of top management</li> <li>• Inclusive leadership</li> <li>• Review of people management policies and processes</li> <li>• Corporate culture and communication</li> </ul>
2022	Promote intergenerational work values		Promote intergenerational work values	<ul style="list-style-type: none"> <li>• Comprehensive training</li> <li>• Promotion of intergenerational initiatives</li> <li>• Awareness and educational campaign</li> <li>• Information on benefits</li> </ul>
<b>Interculturality</b>				
<ul style="list-style-type: none"> <li>• Promotion of in-house events on interculturality in Germany, Ireland and Spain</li> <li>• Development sessions on leading multicultural teams</li> </ul>				
<b>Disability</b>				
Spain:				
<ul style="list-style-type: none"> <li>• Events with foundations for people with disabilities</li> <li>• Roll-out of DisJobs, a job search platform for people with disabilities</li> <li>• Specific training initiatives</li> </ul>				
U.S.:				
<ul style="list-style-type: none"> <li>• Participation in job fairs</li> <li>• Creation of community groups to foster inclusion</li> <li>• Training sessions on disabilities</li> </ul>				
2023	Bolster inclusion of people with disabilities		Promote interculturality	

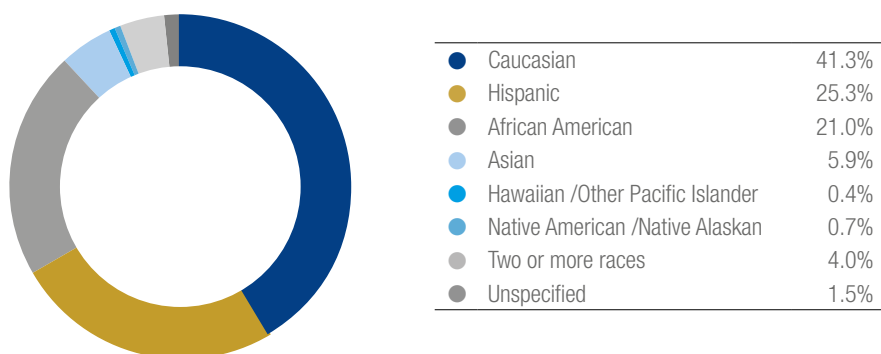
## Diversity in Grifols

	GRIFOLS			BIOTEST	
	2023	2022	2021	2023	2022
Number of nationalities	92	94	98	56	48

## Gender diversity by country



## RACIAL DIVERSITY IN THE U.S. - 2023



More details and tables on the composition of Grifols' workforce by fiscal year are available at the end of this chapter.

# Anti-discrimination principles and actions

The company has zero tolerance for any type of harassment or discrimination. In 2023, its affirmative action plans translated into 67 measures, compared to 110 in 2022 and 96 in 2021.

Grifols' development plan features prevention training activities such as courses delivered as part of the Equal Opportunity and Grifols Ethics Line, among others. Both courses are mandatory for Grifols employees.

In 2023, the company received 55 incidents of discrimination reports out of 21,144 employees, compared to 36 incident reports in 2022 out of 23,947 employees, and 52 incidents in 2021 out of 23.234 employees. All complaints were thoroughly investigated and evaluated. In Biotest, there have been 0 reports of discrimination-related incidents in both 2023 and 2022.

While none were deemed discriminatory in legal terms, the company took active measures to cultivate a discrimination-free workplace by imparting training and awareness sessions.

Grifols has a specific procedure to protect employees who report instances of discrimination through the Grifols Ethics Line.



**More information: "Corporate Governance" chapter and Grifols Ethics Line**

## Grifols adheres to:

- International Labour Organization (ILO) principles, created to promote social justice, human rights and the recognition of core labor standards.
- Principles of equal opportunity and non-discrimination in employee recruitment and hiring processes.
- U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) regulation, which requires active measures to ensure equal employment opportunity and prevent discrimination based on race, gender, religion, age, sexual identity, disability and other factors.

## Zero tolerance for harassment

Harassment is a form of discrimination. Established in 2021, Grifols Harassment Prevention Policy aims to eliminate any offensive verbal, physical or visual behavior and actions directed at employees on the basis of gender, color, race, ethnicity, religion, national origin, age, disability, pregnancy, sexual orientation, gender identity or expression that create an intimidating, offensive or hostile work environment or undermine employees' professional performance.

Translated into 11 languages and adapted to local regulations, this policy reflects Grifols' commitment to three fundamental pillars:

1. Guarantee of a non-harassment workplace.
2. Fair treatment of employees based on mutual respect.
3. Cultivation of a workplace culture accepting of individual differences.

The Harassment Prevention Policy outlines specific conducts prohibited by the organization, as well as escalation processes and disciplinary measures in the case of violations.

The aspects contained in the policy are reinforced by employee training. Both factors are essential to prevent, correct and discipline any behavior that violates the policy.



**Training in Grifols Harassment Prevention Policy**

**5,100+**  
people

# Integrating people with disabilities

Grifols is committed to employing people with disabilities, and only adopts alternative measures when their employment is technically or organizationally infeasible, as defined by the General Disability Law applicable to private- and public-sector Spanish organizations.

In the U.S., Grifols complies with the employment provisions of the Americans with Disabilities Act (ADA), a federal law designed to prevent discrimination and provide equal opportunities for people with disabilities.

Under its Strategic Plan for Diversity, the company formed teams in Ireland, Germany and Spain to attract diverse talent and enhance the employee experience of people with disabilities.

Highlights in 2023 included:

- Heightened Grifols' presence in specialized forums, university collaborations and partnership to identify and incorporate diverse talent.
- Improved communication and adaptation of the employment platform to ensure accessibility.
- Delivery of employee training sessions and development programs on inclusion of people with disabilities for recruitment managers in the U.S. and Spain.
- Development of a plan for participation in conferences and publication in specialized forums in North America to promote diversity.
- Collaboration with different foundations and organizations to develop specific events co-led by Grifols: TEB Group.
- Creation of steering committee in the U.S. to review and improve the company's inclusion performance.



**Grifols' strategic diversity plan includes efforts to integrate people with disabilities in its workforce.**

## We promote universal accessibility

Grifols takes steps to ensure universal accessibility for people with disabilities. When a person with a disability is hired, the company adapts their work station and environment. Grifols complies with all legal regulations in its new buildings and installations and adapts existing structures whenever necessary, applying the principles of accessibility, including the elimination of architectural barriers.



**Employees with disabilities in Grifols**

**785**

people

**648 in the U.S., 82 in Spain, 54 in Germany and 1 in Ireland**

### EMPLOYEES WITH DISABILITIES

	2023	2022	2021
Grifols	785	899	772
Biotest	67	59	



## Equal opportunity plans

Grifols' equal opportunities plan for men and women is extensive to its entire Spanish workforce. Its implementation was negotiated with employee representatives in compliance with Spain's regulatory framework.

The plan includes 41 gender-equality measures including efforts to guarantee equal pay and opportunities in recruitment processes and internal promotions, and ensure harassment-free workplaces, among others. In force until 2026 and publicly available on REGCON, the plan led to women representing 63% of promotions in 2023.

In its first year, the plan focused on employee communications and a benchmarking of the current situation. In turn, the company created a communication channel and appointed of an equality agent, and led awareness initiatives on the value of equal opportunity between men and women in the workplace.

Among the actions carried out were online and in-person training workshops, imparted to 56% of Grifols' workforce in Spain as of December 31, 2023.

In 2023, the company negotiated an updated action protocol and measures to address on-the-job harassment, sexual harassment, gender-based harassment, gender, sexual orientation and other instances of workplace aggression. In addition, actions stemming from the employee wellness plan were framed from a gender perspective.

For other geographical regions, Grifols applies the principles of equal opportunities defined in the Global Diversity and Inclusion Policy.



**In 2023, 63% of promotions were allocated to women as part of Grifols' equal opportunities plan.**

## A holistic understanding of equality

Grifols works on several fronts to promote gender equality within the organization and beyond. Among its broad-based efforts, the company continuously reviews its promotion processes to detect opportunities for improvement; ensures the use of inclusive language in its internal communications; supports initiatives to boost women's participation in STEM; and participates in volunteer programs to increase the employability of women at risk of social exclusion.

Internally, the company works to embed equality throughout the organization by implementing and analyzing gender metrics (among other diversities) in its talent development programs and work climate surveys.

Grifols' affirmative action plan includes an internship program in Spain for women with STEM profiles. In 2023, the program incorporated seven female interns in two departments with a lower presence of women: software and engineering. At the close of this report, one had recently joined as a permanent member of Grifols' staff.



**WOMEN IN GRIFOLS**



**58%**  
of Grifols' workforce are women

**40%**  
of senior management and directors' positions are held by women

**63%**  
of all promotions were allocated to women

- 67%** of new hires are women
- Women in Grifols represent:**
- 39%** of directors (172)
- 41%** of senior management (230 / +7.2)
- 47%** of management (595)
- 48%** of senior professionals (954 / +1.9)
- 52%** of professionals (1,424 / +0.6)
- 63%** of administrative and production operators are women (8,856)

One of the world's top companies for women according to Forbes 2023 ranking



Grifols continues to make progress on its equality and equity roadmap to achieve the goals defined in its 2030 Agenda, including women holding 50% of its senior management positions.

**Promoting women in the workplace: Grifols Women in Leadership Awards**

In 2023 Grifols launched the Women in Leadership Awards in memory of Dr. Marilyn Rosa-Bray, an exceptional Grifols' leader for 24 years and an outstanding contributor to the plasma industry. The Women in Leadership Awards recognize the work and contributions of women at Grifols, showcasing their achievements as part of its commitment to gender equality.

# Talent development

Grifols conducted an Employee Survey in 2020 extensive to the entire workforce, whose findings have served as an entry point to address areas of improvement and initiatives to keep pace with the changing business climate, also in 2023. The next global survey will be carried out in 2024.

In 2023, the company conducted an Engagement Pulse Survey using the Gallup model to capture insights from 4,000 employees across all business areas in Spain, the U.S. and Germany. The survey included 16 questions with a Likert response scale to measure respondents' level of agreement or disagreement; a Net Promoter Score (NPS) question to assess their degree of employee satisfaction; and an open-ended question.

Based on these results, Grifols will identify employees' most critical concerns and design country-specific and global action plans to explore potential solutions and employee-engagement strategies. With the 2024 Employee Survey findings, the company expects to discern the effectiveness of actions informed by feedback from the Engagement Pulse Survey. The company will also incorporate and analyze other areas related to the commitment of the employees.

The analysis of results has included a global vision and, additionally, a vision of the results of the main business areas by professional level, country, gender and age that will allow Grifols to adapt the action plans to the different groups identified.

In 2024, Grifols will bolster its talent pipeline through the GROW Program and Talent Program, now in its second edition. Taken together, they will benefit a total of 150 Grifols employees. Merging theory with practice, both programs are designed to inspire new knowledge and impart a unique, high-impact learning experience for all participants. In this regard, program participants acquire a solid theoretical base, combined with practical skills and competencies to enhance their performance in their specific roles. With a focus on talent attraction and development, Grifols' leadership programs also offer a singular space for reflection, critical to ensuring a deep learning impact.



**Grifols identifies the most critical issues for employees and designs specific plans to address them.**



## Our values

- We believe people are the most important asset for a company that aspires to grow
- We advocate recognizing our team members for their contributions to the group
- We seek professionals who support our corporate culture



## Our objectives

- Talent recruitment
- Training and development
- Performance management
- Employee commitment and retention
- Internal growth
- Talent and succession

## Grifols Performance System

The Grifols Performance System (GPS) is an annual process extensive to the entire organization to ensure managers properly evaluate their team members' professional performance and provide adequate feedback. Through this process, the company is better equipped to identify high performers and potential areas for improvement.

The GPS's primary focus is to assess the competencies defined in the Grifols MAP model (competency model based on Grifols values) and each employee's potential following the Grifols potential model (aspiration + commitment + agility).

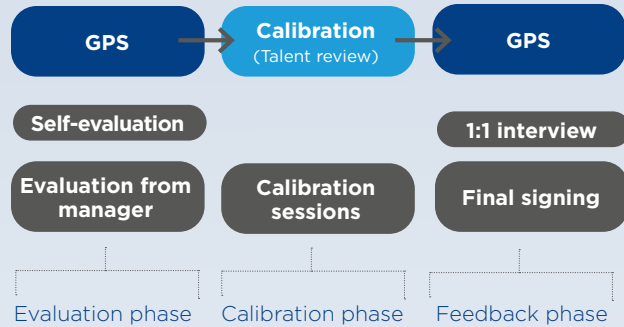
Before providing the assessment to the employee, a calibration is made to make sure managers are using the same criteria when measuring their team members' potential and performance. This calibration is carried out with the collaboration of each business area's leadership team to guarantee fairness and minimize bias (Talent Review on the Nine Box matrix).

All GPS processes are guided by a common document shared by both the manager and employee, with the following content:

- Current objectives
- Performance appraisal
- Professional development
- Overall performance score
- Overall potential score
- Talent review (performance + potential score)

### GPS is a yearly global assessment

It includes three phases, which go from November to November every year.



### Linked to other core areas

Enhancements made to the GPS in 2022 and 2023 allow connecting their results to critical human-resource processes:

#### Direct

- Merit-based compensation: managers are advised not to raise the salaries of poor performers (scores of 1 or 2) beyond labor agreement stipulations.
- Action plan for low-performing employees (scores 1 or 2).

#### Indirect

- Bonus, a performance metric visible in the GPS.
- Recognition program, connecting it with performance.

For several years running, GPS evaluations have also been used for promotions, internal jobs shifts, the design of individual development plans and determining the participants in Grifols talent programs, among other areas.

### Shaping Grifols' future-forward strategy

The GPS combined with the Talent Review, conducted midway through the year, have a high impact on future HR decisions. Leveraging these results, the company makes strategic decisions and translates the collected data into actionable insights.





# People development programs



## Global Recognition Program

Created to foster a work environment by recognizing and rewarding employees' contributions, job performance and conduct in alignment with company values. The program focuses on three core dimensions: corporate values, work anniversaries and exceptional performance. Since its July 2022 launch, the company has granted more than 49,000 awards, including 20.400 in 2023.



## Talent Program: Leading the Future

A 12-month leadership program designed to forge and develop Grifols next-generation leaders. Its first edition was held from October 2022-October 2023, welcoming 100 high-potential employees (50% women). The second edition has already commenced this year.

All participants have been identified as "high performing" and "high potential" employees in manager and/or senior manager positions. The program includes in-person group sessions on leadership development competencies; online sessions on new relevant digital trends, personal branding and other issues; self-knowledge and coaching sessions; mentoring sessions with senior company leaders; and work rotations in other departments.

This program supports Grifols' talent retention by encouraging internal promotions, with 33% of participants from its first edition receiving promotions. In addition, it directly involves Grifols' top leadership in mentoring and job rotation processes, including the Senior Executive Leadership Team) and senior executives.

The program's satisfaction scores are 4.7 out of 5, including a 4.9 rating for the in-person meeting to wrap up the first edition.



## New leadership programs at Grifols

In 2023, Grifols designed and developed the GROW program, aimed at high-potential, high-performance employees, including senior technicians, specialists and emerging leaders. The first edition is scheduled to commence in 2024 with 50 participants, who will grow professionally through a unique blend of strategic learning and practical insights.

The following programs were also launched:

- The Strategy Program: Designed to enhance the skills, capabilities, and knowledge of 40 executives and senior managers at Grifols.
- The Supervisor Development Programs (SO) in Donation Centers: Aims to provide participants with specific leadership attributes for effectively leading a team. This program will benefit 900 individuals.
- The International Graduate Program: Recruiting 50 young talents for a three-year international program. It is designed to retain the best talents and build a leadership pipeline within Grifols.



**Being recognized for my work motivates me and points me in the right direction to continue growing and improving my performance.**

**Celso Gonçalves de Oliveira Filho**  
 Sales Product Specialist,  
 São Paulo, Brazil



**Grifols expects to launch new programs in 2024.**

## Support and employment benefits for Grifols' employees

- Salary and benefits package
- Teleworking options and policy
- New incentives plan 2023
- Employee wellbeing plans and programs
- Extra contributions to pension plans
- Family support and work-life balance

## Attracting new talent

The year 2022 was a turning point for attracting and recruiting the new talent needed to drive plasma recovery in donation centers and the production of plasma-derived medications in the United States. This shift occurred in response to widespread resignations during the pandemic, known as the Great Resignation.

Despite the tight labor market, the company successfully filled more than 6,000 positions, which led to upswings in both its production and economic performance. Talent recruitment has become more agile thanks to greater awareness and recognition of Grifols as an employer.

The Grifols Employer Branding Initiative has played a key role in this regard, reflecting the company's coordinated efforts to attract, develop and retain talent, improve brand recognition, and enhance employee engagement.

In 2023, the company built on its efforts to reinforce its collaboration network with U.S. academic entities and employment centers, initiated in 2022. It also worked to participate in more large-scale job fairs in high schools and community colleges, and spearhead new internal and external communication and awareness campaigns.



**24% of new positions were covered by current employees.**

## Student internships

Grifols collaborates with several educational institutions, primarily universities, to offer corporate internships for their students. Through these experiences, interns gain hands-on training and new competencies to complement their classroom learning and prepare for their future careers.

Created in 2017, Grifols' internship policy assigns a company tutor or representative to each participant to support them throughout their learning journey. Corporate internships are six to 18 months in duration.



**948** interns since 2017

**162** joined Grifols' workforce

**249** people interned at Grifols in 2023



# Driving continuous development

Employee training is a cornerstone of Grifols' professional and talent development. The company works to assure all employees have access to continuous training and learning opportunities, as defined in its global training and development strategy.

This strategy reflects the organization's corporate values and offers a framework to address the needs detected in individual, team, business and organizational areas.

Grifols' professional development opportunities foster a learning culture of personal accountability, and are continuously adapted to reflect evolving business priorities, economic shifts and future trends.

Training activities are evaluated based on learners' degree of satisfaction and their applicability to their specific roles. In the case of Grifols on-demand learning, employees are able to choose from a portfolio of learning resources based on their individual needs.



**OUR CULTURE OF LEARNING IN 2023**

**Online training**

**93%**  
of training activities in 2023

Commitment to online development

**Multicultural sensitivity**

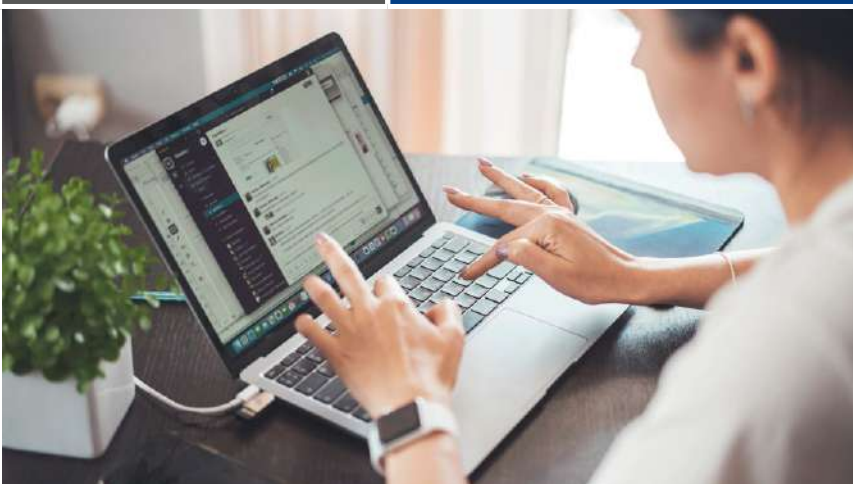
- Centered on multicultural differences and business protocols
- Continuation of "Doing Business in China" in 2023
- Expansion of Percipio portfolio offerings in 2024

**On-demand learning**

**21,000+**

Grifols employees have access to on-demand training

Delivery on an online learning platform



Global Percipio (Skillsoft) platform is globally available



# Employee development innovations

Grifols opened its manufacturing training center in Parets del Vallès (Barcelona, Spain) in 2022. This center employs process and procedural simulations outside manufacturing areas, allowing to team members to acquire new skills in a risk-free environment.

The company consolidated the use of virtual reality learning for onboarding processes in 2023, with plans to extend its implementation in Grifols Professional Development Academy, which delivers a more immersive and interactive learning experience. In 2022, Grifols' Barcelona and Dublin training centers were the first to incorporate VR technology.

Grifols was recognized with the Gartner Eye on Innovation Awards in the life science category for its success in leveraging virtual and augmented reality solutions to drive cultural change within the organization.

Especially noteworthy in 2023 was the global launch of the Skillsoft Percipio platform, accessible to all Grifols employees. Using this platform, learners can enhance their skillsets and enjoy an immersive learning experience from any device. With 8,400 courses on offer, it stands out for its global accessibility, choice of 18 languages and distribution in 700 channels. Its content covers an array of topics, including digital transformation, leadership, diversity, equality and inclusion, collaboration, personal wellbeing and productivity and process improvements.

“

**Grifols was recognized with a Gartner Eye and Innovation Award for its successful use of virtual and augmented reality as a lever for cultural change.**







**OVERVIEW OF GRIFOLS EMPLOYEE DEVELOPMENT**

**5,582,576**  
training hours

**69%** training hours delivered to women

**31%** training hours delivered to men

**Training hours by region**

**4,962,428**  
United States  
**94%** of the workforce received training

**303,290**  
Spain  
**96%** of the workforce received training

**316,857**  
rest of the world  
**91%** of the workforce received training

**Training in health, safety and environment**

**96,759**  
training hours

Represents **2%** of the company's total training hours

**5,758**  
training hours at Biotest

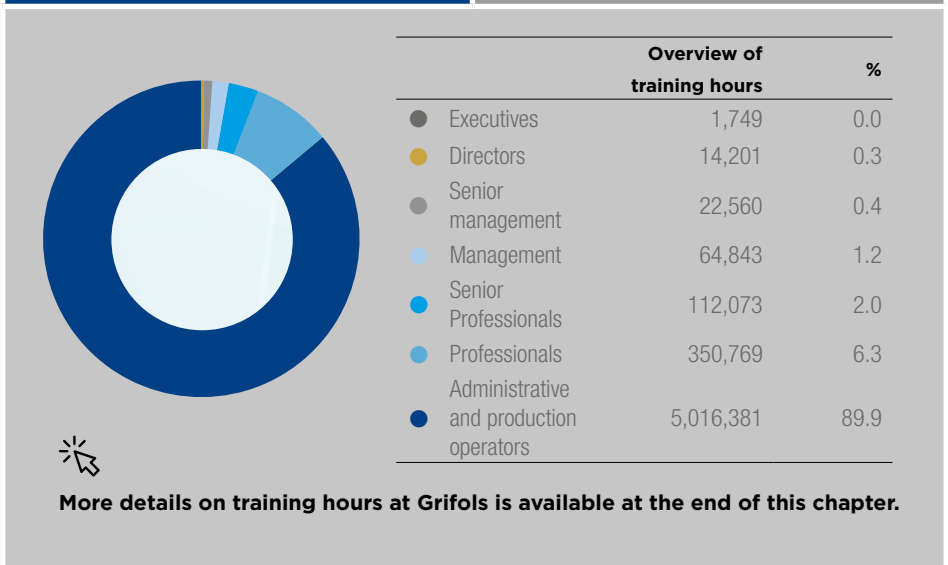
Represents **10%** of total training hours at Biotest

**Training in Biotest**

**58,835**  
training hours

**46%** delivered to women

**54%** delivered to men



# Training programs

## Executive development

These programs focus on the continuous reinforcement of leadership and coaching skills. In 2023, the company reinforced its emphasis on change management and communication skills, with special attention paid to self-leadership (leading oneself) and team leadership (leading others).

### Core programs:

- Grifols Leadership Exchange Program: ongoing development program targeting managers and high potentials in the industrial sector.
- Week of Learning: Encourages Los Angeles-based technicians and supervisors to prioritize learning development. Throughout the week, employees gained new insights into an array of leadership and technical development topics.
- Evolving Leadership: 6-month program to bolster the leadership skills of 20 mid-level managers in Ireland to reinforce the subsidiary’s leadership pipeline and advance its strategic priorities.
- “Leading the Future” Talent Program: 12-month global program to prepare Grifols’ future leadership team.
- International short *ad-hoc* programs: “Leadership by Objectives in Flexible Environments”, “The Development and Performance Interview”, “Digital Leaders”.

### New programs:

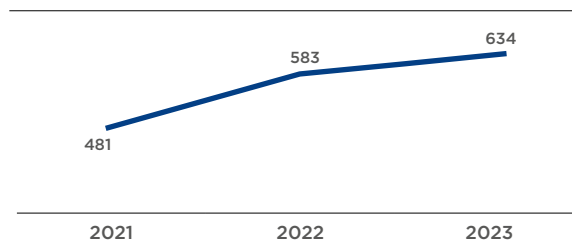
- Leading in Times of Change: 160 leaders from Grifols’ U.S. and Spanish operations participated in development initiatives to strengthen their resilience and communication competencies in times of flux.
- Leading People and Teams: redesign of a core Grifols leadership program, now delivered in a 4-month format with personalized support. The company has successfully imparted several editions in Spain.
- Finance for Non-Financial Professionals: More than 40 leaders have taken part in this program to expand their knowledge of key financial principles. Grifols will expand its delivery to a wider audience in 2024 following the successful launch of its first edition in Spain.



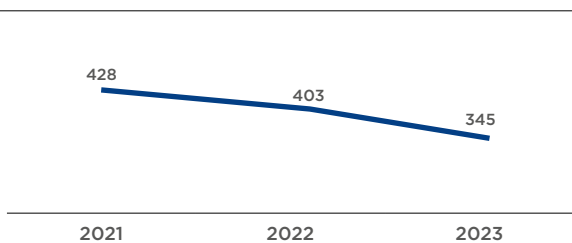
**~3,000** executives took part in Grifols development programs over the last 4 years

**860,000+€** allocated to programs

NUMBER OF TRAINED DIRECTORS



EDUCATIONAL GRANTS (NO. OF BENEFICIARIES)



## Educational Expenses Reimbursement Program

Grifols also gives employees the chance to take part in professional development opportunities outside the organization, contributing to its culture of ongoing learning and improvement. This program offers employees the necessary flexibility and financial support to earn official higher education degrees and professional certifications.

# Grifols Academy: differential learning opportunities

Created in 2009, Grifols Academy reflects the company's staunch commitment to its employees, continuous development and diverse social agents. The Academy comprises three distinct entities—Academy of Professional Development, Academy of Plasmapheresis and Academy of Transfusion Medicine—each with its distinct educational focus.

Under its umbrella, Grifols promotes employees' educational and professional development, inculcates corporate values, and provides resources and services to medical professionals worldwide to help them offer better patient care.

In addition to educating employees, Grifols Academy development programs and training activities inspire the exchange of plasma-sector knowledge and experiences, making them a differential offering.



**THE GRIFOLS ACADEMY**  
PROFESSIONAL DEVELOPMENT

The Professional Development arm offers training and professional development programs to reinforce employees' corporate competencies and values. Its three core training areas include corporate competency development, leadership development and onboarding actions.

In 2023, the company revised its value proposition to adapt it to its new strategic needs in a globalized environment in continuous flux. Another key focus was its international expansion in Central Europe, Egypt, China and Canada.



**THE GRIFOLS ACADEMY**  
PLASMAPHERESIS

The Grifols Academy-Plasmapheresis delivers general and specialized plasma-specific training on leadership, quality, operations and medicine to accelerate the professional development of U.S.-based employees.

In 2015, it received a five-year approval from the Accrediting Commission of the Accrediting Council for Continued Education and Training (ACCET), which is valid until December 2024.

The Grifols Academy continued to enrich its learning portfolio in 2023.

## THE GRIFOLS ACADEMY - PROFESSIONAL DEVELOPMENT

	2023	2022	2021
No. of participants	2,399	2,001	2,068
No. of training sessions	108	135	163
Online training hours	12,504	4,468	5,630

## THE GRIFOLS ACADEMY - PLASMAPHERESIS

	2023	2022	2021
No. of participants	6,573	13,736	9,731
On-campus participants	491	893	495
Remote participants	0	110	85
No. of online training hours	9,790	39,099	42,492
No. of hours of distance learning	0	2,468	1,631



### More information: The Grifols Academy

## The Grifols Academy, an inspiration for other organizations

In 2023, Grifols renewed its 10-year contract with Licon, a Mexican company specializing in clinical diagnostics and transfusion medicine, which has been distributing Grifols' diagnostic solutions in this market for more than 23 years. Inspired by The Grifols Academy learning methodology, it founded The Licon Institute in 2004 to offer development opportunities for diagnostics professionals in the region. Since its creation, the Licon Institute has trained more than 21,000 professionals in Mexico and Latin America.

# Fair compensation practices

## Remuneration system

Grifols' remuneration philosophy is grounded on meritocracy and equal opportunities, with an emphasis on employees' professional performance and contributions toward the company's strategic objectives and long-term sustainability.

The company guarantees non-discrimination on the basis of gender, age, race, religion, sexual orientation or other personal factors.

Grifols' remuneration policy aspires to compensate employees objectively and coherently according to their level of responsibility and performance.

Each country offers fair and competitive compensation packages adapted to the local market and guided by the following core principles:

- **Fixed salary** based on the level of responsibility of the position, the employee's career path and labor market practices in alignment with country-specific regulations. Positions have defined salary ranges, which are reviewed every year.

- **Variable retribution such as bonds or monetary incentives** linked to the achievement of concrete and measurable objectives previously defined and communicated.

- **Compensation packages** reflective of market trends and employee needs. Grifols offers numerous social benefits and programs in its countries of operation adapted to the local context. These include medical insurance policies, pension plans, life and/or accident insurance, travel insurance, tuition grants, well-being plans and discounts on products or services.

Every year, an external competitiveness remuneration analysis is conducted to assess Grifols' compensation practices and ensure they reflect industry best practices, as outlined in the company's remuneration policy.

Grifols makes every effort to ensure its employees enjoy a decent living wage in line with their country's economic context. To this end, it performs an annual review to assess country-specific costs of living and market wages, periodically updating compensation levels as needed.



**Grifols remunerates its employees objectively and in accordance with their responsibility and levels of performance.**



**More information on remunerations by professional category, age and gender are available in the tables at the end of this chapter.**

### New incentive plans

Grifols announced two new incentive plans in the first half of 2023: a short-term incentive plan (STIP) extensive to the entire workforce, and a long-term incentive plan (LTIP) that grants stock options for roughly 220 Grifols employees, including certain executive directors and senior-level leaders.

In general, these incentive plans are based on the attainment of predetermined and quantifiable financial and non-financial (ESG) objectives, with vesting contingent on positive individual performance evaluations. Both incentive plans were ratified at the Annual General Shareholders' Meeting in May.

## Moving towards pay equity

Grifols does its utmost to ensure equal opportunities and remuneration, regardless of gender in reflection of its staunch commitment to pay equality. The company analyzes its adjusted and unadjusted gender pay gap every year as part of these efforts. In 2023, Grifols received external support from the global consulting firm EY to ensure the maximum rigor and transparency in its analysis.

The unadjusted wage gap is calculated as the difference between the average wage of men and the average wage of women, calculated with respect to the average wage of men. For the purposes of this report, the average wage is taken to be the mean annual gross fixed wage at 100% employment.

On the other hand, the adjusted wage gap is considered more accurate, since it is calculated by applying econometric models that allow us to compare the wages at 100% employment for men and women, isolating the effects generated by differences in socioeconomic characteristics (such as age, seniority, geographic area or educational level) or job characteristics (such as type of working day, type of activity or professional category).

This report contains an analysis of the pay gap in Spain, the U.S., Germany and Ireland, which together account for more than 90% of the group's workforce.

In Spain, Ireland and Germany, the unadjusted pay gap is below the national average pay gap according to the World Economic Forum's Global Gender Gap Report 2023. In the case of the United States, it is within the same range.

The company's results by professional category highlight its progress in augmenting women's presence in leadership roles and pay equality, with concrete metrics outlined in the 2022-2024 Global Diversity Plan.

These measures have led to an increase in the percentage of women in senior positions in recent years. In 2023, the percentage of women in the Executives category rose to 23.81%. In the Directors category, female representation was 38.8% in 2023.

“

**At Grifols, the percentage of women in the Executive category rose to 23.3% in 2023.**







In parallel, the Grifols 2030 Agenda includes a target of 50% women in Senior Management positions. This figure stood at 41.6% at year-end 2023.

The company believes that the increased presence of women in these professional categories will have a positive impact on pay gap calculations.

Grifols also addresses the promotion of women in STEM (Science, Technology, Engineering and Mathematics) positions as another priority factor to continue promoting wage parity, whose cultural component must be balanced. In this regard, the company spearheads several initiatives and measures to identify STEM roles and foster greater access for women.

In addition to the aforementioned action plans—important for their direct relationship with reducing the gender wage gap—the company is also improving its selection, salary review and promotion processes to ensure they are integrated into individual performance evaluations and reflect common, transparent and gender-neutral criteria. At the same time, it is promoting flexible work schedules extensive to all employees, and training and professional development initiatives to bolster the pipeline of female talent and incorporate more women in leadership roles.

As outlined in Grifols 2030 Agenda, the company works to ensure that women make up 50% of candidate interviews for managerial roles and higher.



**The percentage of women in Senior Management positions increased to 41.6% in 2023.**

#### EQUAL PAY FOR SIMILAR JOBS 2023

	Spain	U.S.	Ireland	Germany
Salary gap by country*	35%	23%	31%	39%
<b>Grifols</b>				
Adjusted pay gap**	3.19%	1.2%	1.76%	2.32%
Unadjusted pay gap	12.50%	24.4%	7.9%	16.71%

\*Source: Global Gender Gap Report 2022 – [https://www3.weforum.org/docs/WEF\\_GGGR\\_2022.pdf](https://www3.weforum.org/docs/WEF_GGGR_2022.pdf)

\*\* Details and comments on the methodology and its calculation are available in Chapter 9 “About this Report.”

\*\*\* Difference between the average wage of men and the average wage of women, calculated with respect to the average wage of men. In this regard, average salary is understood as the average annual gross fixed salary at 100% of occupation (SFB100%) (Wage gap = [SFB100% average male - SFB100% average female] / SFB100% average male).



**An overview of remuneration tables is available at the end of this chapter**



# Grifols continues to advance pay parity

## Equality and wage gap: Grifols in Spain

The adjusted pay gap stands at 3.2% in 2023, reflecting the company's commitment to pay parity. Worth highlighting is the reduction in the Director category (-1.4%) as a result of a 16% uptick in female participation in this grouping, stemming mainly from promotions of women to Senior Management positions.

At country level, the unadjusted salary gap was 35%. In Grifols, this gap stands at 12.5%, well below the national result.



**19.8%** employees in Spain over total workforce

**45.2%** are women

	2023	2022	2021
Spain unadjusted	35%	38.4%	40.2%
Grifols adjusted	3.2%	3.0%	3.2%
Grifols unadjusted	12.5%	12.1%	12.4%

## Equality and wage gap: Grifols in U.S.

In 2023, Grifols continued its efforts to advance pay parity and promote women's access to leadership roles.

The company's adjusted gender wage gap in the U.S. was 1.2%, while its gross pay gap stood at 24.4%, compared to 24.6% in 2022. Grifols recorded narrower gross pay gaps in both the Directors (-1.7%) and Management (-2%) categories.

The unadjusted wage gap in the U.S. stood at 23%, compared to 22.8% in 2022.

Grifols' U.S. workforce decreased by roughly 16% in 2023 from the previous year, with no impacts on its gender composition.



**65.8%** employees in the U.S. over total workforce

**61.2%** are women

	2023	2022	2021
US unadjusted	23%	22.8%	33.2%
Grifols adjusted	1.2%	0.9%	2.1%
Grifols unadjusted	24.4%	24.6%	28.1%

## Equality and wage gap: Grifols in Ireland

In 2023, Grifols' adjusted gender wage gap in Ireland fell by a percentage point to 1.8% (2.8% in 2022). Its unadjusted wage gap stood at 7.9%, decreasing notably from the 15.8% reported in 2022. In terms of professional categories, the wage gap declined in both Senior Management (-13.7%) and Management (-6.5%) groupings.

The 7.9% decrease in the pay gap is evidence of the company's concerted efforts to ensure men and women enjoy the same salary conditions when performing the same role.

Ireland's unadjusted gender wage gap stood at 31% in 2023, far above the 7.9% gap at Grifols.

Grifols' employee base in Ireland expanded by more than 10% last year, with no changes to the proportion of men and women in its workforce compared to 2022.



**1.8%** people in Ireland over total workforce

**44.7%** are women

	2023	2022	2021
Ireland unadjusted	31%	29.7%	31.0%
Grifols adjusted	1.8%	2.8%	0.1%
Grifols unadjusted	7.9%	15.8%	17.4%

## Equality and wage gap: Grifols in Germany

Grifols' adjusted gender wage gap in Germany was 2.3% in 2023. Worth noting were narrower pay gaps in the Director (-2.6%) and Senior Management (-14.3%) categories.

The unadjusted gender wage gap is 16.7%, well below the national average of 39%.



**6.3%** people in Germany over total workforce

**71.1%** are women

	2023	2022	2021
Germany unadjusted	39%	41.4%	38.6%
Grifols adjusted	2.3%	1.4%	0.5%
Grifols unadjusted	16.7%	14.5%	18.3%



**Details on the gender pay gap are available in the tables at the end of this chapter.**

# Relationships built on trust

## Social dialogue

For Grifols, engaging in social dialogue with worker representatives is critical to collaboratively address the transversal issues that require collective bargaining in its various workplaces. The Spanish labor-relations system defines two types of company representation: trade union representation and unitary or elective representation. These people include members of trade unions, company committees and personnel delegates, with whom Grifols holds regular meetings to address

issues affecting the workforce. In other countries such as France and Germany, Grifols routinely meets with workers' legal representation. In Italy, company decisions that could impact collective working conditions are discussed with trade union organizations



**Grifols employees are covered by the collective bargaining agreements applicable in each country. Grifols encourages communication with them through their legal representatives.**

## Collective labor agreements

Grifols' employees in Spain, Germany, Italy, France, Argentina and Brazil work under collective agreements.

In 2023, 4,444 employees were covered by these agreements, representing 21.0% of Grifols' workforce. In the United States, industry-level collective bargaining

does not exist, so negotiations are carried out at the company level. The Taft-Hartley Act regulates industry-specific benefit plans and states that federal courts have jurisdiction to enforce collective bargaining agreements. In Biotest, 62% of the workforce is covered by collective agreements.

## Worker representation committees

In Spain, Chile and Germany, where labor committees are established by law, Grifols assigns managers to oversee the prevention of occupational health and safety risks.

In 2023, most of Grifols employees in Spain were represented by a joint committee comprised by employees and occupational health and safety managers. In Chile and Germany, 100% of employees

were represented by these committees. There is no formal representation in the remaining Grifols subsidiaries. In these markets, the company regularly communicates and consults with its specific workforces, which establish committees that welcome employees' participation and proposals. Each subsidiary defines the frequency of these meetings and subsequent follow-up of the committee's specific plans, actions and measures.



## Savings forecasting system

Grifols' employee remuneration packages include a range of social benefits. In most countries, benefits include retirement savings instruments, and death and disability coverage.

These long-term savings systems are designed according to the specific practices, particularities and social welfare needs of each country.

In Spain, retirement savings are mainly framed within a public protection system. Notwithstanding, Grifols promotes contributions to employee pension plan offered to team members in certain categories, doubling their contributions.

In addition, in December 2019, the Partial Retirement Agreement signed with labor unions came into force in Spain. This accord regulates access to partial retirement at Grifols until December 2025.

The U.S. model transfers the coverage of pension services to the private sector and personal initiative, as established by Employee Retirement Income Security Act (ERISA) standards.

Grifols offers its U.S. employees the option of contributing to a 401(k) Retirement Plan, allocating a maximum 5% of their annual salary depending on their individual contributions.

Ireland also has a public retirement benefit system. Grifols employees in this country have the option of leveraging a corporate pension plan based on a defined contribution scheme. In this way, employees can grow their retirements savings by making contributions of 5% of their salary, which the company supplements with an additional 5%.

Based on the characteristics of each model and current country-specific legal regulations, Grifols made the following contributions to pension plans:

### CONTRIBUTION TO LONG-TERM SAVING SYSTEMS

Thousands of euros	2023			2022			2021		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Spain	472.9	606.0	1,079.0	448.7	584.1	1,032.8	419.3	528.5	947.8
U.S.	14,502.9	15,627.6	30,130.5	15,406.4	15,652.4	31,058.8	12,426.1	13,539.4	25,965.5
ROW	516.5	436.8	953.2	384.4	412.2	796.6	435.0	403.6	838.6
<b>Total</b>	<b>15,492.3</b>	<b>16,670.3</b>	<b>32,162.7</b>	<b>16,239.5</b>	<b>16,648.7</b>	<b>32,888.2</b>	<b>13,280.4</b>	<b>14,471.5</b>	<b>27,751.9</b>
%	48.2%	51.8%	100.0%	49.4%	50.6%	100.0%	47.9%	52.1%	100.0%

### CONTRIBUTION TO LONG-TERM SAVING SYSTEMS - BIOTEST

Euros	2023		
	Women	Men	Total
Germany	n/a	n/a	4,920,204.00
Spain	0.00	0.00	0.00
U.S.	0.00	0.00	0.00
ROW	46,760.47	86,770.83	133,531.30

Data not disclosed for Germany due to confidentiality and personal data protection reasons.

# Occupational health and well-being

Grifols' Occupational Health and Safety area establishes annual objectives, as well as oversees an audit program to supervise the health-related management systems of its subsidiaries. In addition to its planned objectives, Grifols approved a new Mental Health Policy and the continuity of the Wellbeing Program in 2023.

Grifols has an occupational health and safety structure in all of its countries of operation, in addition to a corporate Occupational Health and Safety Department that serves the entire group.



## Health and safety milestones in 2023

New Mental Health Policy

Consolidation of the Wellness Program

Launch of the management system for subsidiaries and internal audits



## Corporate health and safety program: evaluation and monitoring

Monthly monitoring of main health and safety indicators

Advisory to all Grifols companies and follow-up of preventive plans

Corporate audits in alignment with the annual plan: 5 in 2023

### Mental Health Policy, leading by example

Enhancing people's health and well-being is Grifols' raison d'être.

The company supports the European Union's calls to promote mental health care and eliminate the stigma surrounding it. To this end, in 2023 Grifols implemented a new corporate mental health policy to support and safeguard the mental health policy of its employees. In addition, the company also rolled out an action plan with three main objectives: to monitor overall mental health and well-being indicators; provide resources to prevent and manage anxiety and stress; and foster a culture that prevents health-related discrimination. Grifols' mental health policy and initiatives became effective in 2022, positioning the company at the forefront of this critical domain.



### Mental Health Plan: 3 core pillars

Prevention	Detection	Performance
<ul style="list-style-type: none"> <li>Awareness campaigns</li> <li>Specific training on the Mental Health Policy</li> <li>Training on mental health resources</li> <li>Embellishment of spaces to create healthy work environments</li> <li>Suicide and bullying protocols</li> <li>Efforts to cultivate a positive work environment</li> </ul>	<ul style="list-style-type: none"> <li>Mental health questionnaires</li> <li>Risk evaluations</li> <li>Procedures for detected cases</li> <li>Communication channels</li> </ul>	<ul style="list-style-type: none"> <li>Monitorization of indicators</li> <li>Psychological consultations</li> <li>Action plans deriving from detection resources</li> </ul>

## Comprehensive management of occupational health and well-being

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### Management system

Grifols workplaces in Spain are all ISO 45001-certified. A three-year plan is under way to earn ISO 45001 certification for all U.S. manufacturing plants by 2030. Grifols international subsidiaries have country-specific systems in accordance with corporate policy and standards. In 2023, Grifols implemented five new occupational health and safety standards, which are extensive to the entire group.



### Hazard identification and risk minimization

Integrated into the design phase of manufacturing plants, process changes and the acquisition of new equipment.



### Occupational health and safety training and awareness programs

All Grifols employees receive training and information on occupational health and safety issues, starting in the onboarding phase and throughout their tenure at the company. In 2023, Grifols rolled out a new behavior-based safety (BBS) program in Spain, following its effective implementation in the U.S. There are plans to extend the BBS program to Ireland and Germany (Haema) in 2024.



### Promoting employee health and well-being

Grifols heads several programs in its core countries of operation. In 2022, the company launched the "Take Care of Your Heart" program, a three-year wellness plan extensive to all subsidiaries focused on preventing cardiovascular diseases. Globally, it led actions related to alcohol consumption, nutrition, mental health and physical exercise.



### Management in contractor operations

Grifols' production centers have management procedures regarding contractor management. In Spain, contractors are required to outline their occupational-risk prevention measures on an IT platform in order to access Grifols installations. The procedures for each company are subject to health and safety corporate audits.

# Promoting our employees' health and well-being

## Strategic Wellness Plan: Take care of your heart

This three-year plan addresses two specific cardiovascular risk factors every year. Areas of emphasis were mental health and exercise in 2022, and alcohol abuse and nutrition in 2023. Restorative sleep and tobacco use will be the areas of focus in 2024.

### Activity overview

2022 Physical exercise and mental health	2023 Physical exercise, mental health, alcohol abuse and nutrition
<p><b>Physical exercise</b></p> <p><b>Initiatives and results:</b> campaign organized by teams. The Grifols Worldwide Challenge included:</p> <p><b>1,106</b> participants <b>97</b> teams <b>35+</b> million steps pasos</p>	<p><b>Physical exercise</b></p> <p><b>Initiatives and results:</b> Sports day, online yoga courses and city bicycle routes, among others <b>933</b> participants</p>
<p><b>Mental health</b></p> <p><b>Initiatives and results:</b> Global monthly mental health tips and mindfulness masterclasses. Also included were counselling and emotional support sessions in Spain and Ireland.</p>	<p><b>Mental health</b></p> <p><b>Initiatives:</b> Approved in 2023, Grifols' new Mental Health Policy is supported by a broad action plan to monitor mental health and well-being indicators in our workforce.</p>
<p>In Spain, new tools were integrated in the health surveillance examinations (PHQ-4 questionnaire and Goldberg test) to continuously take the pulse of the organization's psycho-emotional state and help detect situations that might induce anxiety or depression.</p> <p><b>186</b> participants stress management <b>9</b> mindfulness <b>66</b> emotional intelligence</p>	<p><b>Nutrition</b></p> <p><b>Initiatives and results:</b> "Take Care of Your Heart" program, with knowledge pills on the benefits of healthy eating habits and daily exercise, and the option of taking part in 30-day wellness journeys <b>2,659</b> participants</p>
	<p><b>Alcohol abuse</b></p> <p><b>Initiatives and results:</b> Tips and advice for employees on alcohol consumption, as well as a masterclass in English and Spanish, with a total of 300 people in attendance. <b>300</b> participants</p>

### First edition of EnjoGrifols

EnjoGrifols is led by Instituto Grifols (IG) staff in Spain with the support of HR management to promote a positive working environment and reinforce ties among IG teams. The first edition welcomed over 350 employees, who participated in sports initiatives (basketball, paddle tennis, cross fit, hatha and viniyoga) and recreational activities (theater and art workshops).



**The "Take Care of Your Heart" program is a three-year initiative with content on mental health, exercise, nutrition and alcohol abuse.**



## Performance in occupational health and safety

The employees from the United States, Spain, Ireland, and Germany accounts for approximately 95% of Grifols' total workforce. Grifols' subsidiaries each monitor country-specific indicators, including accident rates and other health metrics.

The company investigates all workplace accidents with and without leaves, minor incidents, and commuting accidents in countries where these are regulated. At the same time, it works continuously to improve its occupational health and safety systems.

There have been no cases reported of work-related illnesses in Grifols production facilities. All work processes, including the collection and handling of plasma donations, follow rigorous protocols with technical, organizational and personal measures. Grifols has a program to control the exposure to identified risk factors to prevent workplace accidents and take actions whenever necessary. Risk characterization depends on the activity performed and differs significantly between production centers and plasma donation centers. The company has had no fatal accidents in the last 5 years.



**Contractors are covered under Grifols health and safety management system based on legal requirements and/or recognized standards or guidelines.**

## Absenteeism

The health, safety and well-being of Grifols' employees directly impact its incidence of absenteeism.

The company has a management model with specific benchmarks to quantify the cost impact of absenteeism, as well as measures to promote overall employee health and well-being to address its most common causes.

In Spain, these include a physical therapy service prevent musculoskeletal injuries, a 24-hour medical service, psychosocial risk assessments and wellness plans. The company also carries out awareness sessions, return-to-work interviews after extended leaves, and communication protocols for employee absences.



**Details on the absenteeism are available in the tables at the end of this chapter.**



# Work-life balance

## Flexibility <sup>for U</sup> Trust & Care

In today's global environment, Grifols recognizes employees' need for trust-based relationships and flexibility to better manage their work time while strike a positive work-life balance.

To this end, Grifols implemented the "Flexibility for U" initiative, with the aim of fostering mutual trust and responsibility between the company and its global talent pool.

The program includes a range of actions to reflect the diverse profiles within the Grifols workforce.

In 2023, 65% of eligible employees had taken part in this initiative, which includes:

- Option of teleworking 40-80% of weekly work schedule, depending on the job function.
- Flexible 3-hour window on either side of the employee's core hours.
- Possibility of more remote work positions.
- Implementation of intensive work schedule on Fridays in labor markets where this is a common practice.
- These measures complement the existing ones, such as those related to digital disconnection.

In its U.S. installations, Grifols offers paid 4-week parental leave for full-time employees to care for their newborn children or newly adopted children under the age of 18.



**Flexibility for U is a corporate initiative that promotes work-life balance.**



# Employee key performance indicators

## Average workforce distribution\*

AVERAGE WORKFORCE BY COUNTRY		
	2023	2022
U.S.	13,143	15,669
Spain	4,095	4,082
Rest of the world	2,781	2,699
<b>Total</b>	<b>20,019</b>	<b>22,450</b>

AVERAGE WORKFORCE BY COUNTRY - BIOTEST	
	2023
Germany	1,950
Spain	0
U.S.	0
Rest of the world	537
<b>Total</b>	<b>2,487</b>

AVERAGE WORKFORCE BY REGION AND TYPE OF CONTRACT						
	2023			2022		
	Permanent	Temporary	Total	Permanent	Temporary	Total
U.S.	13,139	4	13,143	15,665	4	15,669
Europe	6,091	238	6,330	5,982	254	6,236
Rest of the world	538	8	546	535	10	545
<b>Total</b>	<b>19,768</b>	<b>250</b>	<b>20,019</b>	<b>22,181</b>	<b>268</b>	<b>22,450</b>

AVERAGE WORKFORCE BY REGION AND TYPE OF CONTRACT - BIOTEST			
	2023		
	Permanent	Temporary	Total
U.S.	0	0	0
Europe	2,335	153	2,487
Rest of the world	0	0	0
<b>Total</b>	<b>2,335</b>	<b>153</b>	<b>2,487</b>

AVERAGE WORKFORCE BY AGE		
	2023	2022
<30	5,154	6,216
30-50	10,537	11,706
>50	4,327	4,528
<b>Total</b>	<b>20,019</b>	<b>22,450</b>

AVERAGE WORKFORCE BY AGE - BIOTEST	
	2023
<30	476
30-50	1,333
>50	679
<b>Total</b>	<b>2,487</b>

AVERAGE WORKFORCE BY GENDER AND TYPE OF CONTRACT						
	2023			2022		
	Permanent	Temporary	Total	Permanent	Temporary	Total
Women	11,318	140	11,459	13,217	145	13,362
Men	8,403	110	8,513	8,938	124	9,062
Non-binary and undeclared	47	0	47	26	0	26
<b>Total</b>	<b>19,768</b>	<b>250</b>	<b>20,019</b>	<b>22,181</b>	<b>268</b>	<b>22,450</b>

AVERAGE WORKFORCE BY GENDER AND TYPE OF CONTRACT - BIOTEST			
	2023		
	Permanent	Temporary	Total
Women	1,202	120	1,322
Men	1,133	33	1,166
<b>Total</b>	<b>2,335</b>	<b>153</b>	<b>2,487</b>

\*The average workforce of Grifols has been calculated for this report as the average of full-time equivalents (FTEs) over the 12 months of the year. The average workforce of Biotest has been calculated as the average headcount over the 12 months of the year.

**AVERAGE WORKFORCE BY PROFESSIONAL GENDER AND WORKING HOURS**

	2023			2022		
	Full time	Part time	Total	Full time	Part time	Total
Women	10,793	665	11,459	12,613	749	13,362
Men	8,248	265	8,513	8,778	283	9,062
Non-binary and undeclared	46	1	47	25	1	26
<b>Total</b>	<b>19,087</b>	<b>931</b>	<b>20,019</b>	<b>22,181</b>	<b>268</b>	<b>22,450</b>

**AVERAGE WORKFORCE BY PROFESSIONAL GENDER AND WORKING HOURS - BIOTEST**

	2023		
	Full time	Part time	Total
Women	935	387	1,322
Men	1,084	82	1,166
<b>Total</b>	<b>2,018</b>	<b>469</b>	<b>2,487</b>

**AVERAGE WORKFORCE BY WORKING HOURS AND AGE**

	2023				2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Full time	4,871	10,071	4,145	19,087	5,818	11,244	4,355	21,417
Part time	283	466	182	931	398	462	173	1,033
<b>Total</b>	<b>5,154</b>	<b>10,537</b>	<b>4,327</b>	<b>20,019</b>	<b>6,216</b>	<b>11,706</b>	<b>4,528</b>	<b>22,450</b>

**AVERAGE WORKFORCE BY WORKING HOURS AND AGE - BIOTEST**

	2023			
	<30	30-50	>50	Total
Full time	402	1,088	529	2,018
Part time	74	246	150	469
<b>Total</b>	<b>476</b>	<b>1,333</b>	<b>679</b>	<b>2,487</b>

**AVERAGE WORKFORCE BY TYPE OF CONTRACT AND AGE**

	2023				2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Permanent	5,072	10,422	4,274	19,768	6,125	11,577	4,478	22,181
Temporary	82	115	53	250	91	128	49	268
<b>Total</b>	<b>5,154</b>	<b>10,537</b>	<b>4,327</b>	<b>20,019</b>	<b>6,216</b>	<b>11,705</b>	<b>4,528</b>	<b>22,450</b>

**AVERAGE WORKFORCE BY TYPE OF CONTRACT AND AGE - BIOTEST**

	2023			
	<30	30-50	>50	Total
Permanent	412	1,259	664	2,335
Temporary	64	74	15	153
<b>Total</b>	<b>476</b>	<b>1,333</b>	<b>679</b>	<b>2,487</b>

**AVERAGE WORKFORCE BY PROFESSIONAL CATEGORY AND GENDER**

	2023				2022			
	Women	Men	Non-binary and undeclared	Total	Women	Men	Non-binary and undeclared	Total
Executives	24.9%	75.1%	0.0%	122	22.4%	77.6%	0.0%	100.0%
Directors	40.2%	59.7%	0.1%	449	41.2%	58.3%	0.5%	100.0%
Senior management	41.5%	58.5%	0.0%	556	39.2%	60.8%	0.0%	100.0%
Management	46.6%	53.4%	0.0%	1,270	47.4%	52.5%	0.0%	100.0%
Senior Professionals	48.1%	51.8%	0.1%	1,986	46.6%	53.3%	0.0%	100.0%
Professionals	52.7%	47.2%	0.1%	2,700	52.3%	47.6%	0.1%	100.0%
Administrative staff / Manufacturing operators	62.2%	37.5%	0.3%	12,936	65.3%	34.6%	0.1%	100.0%
<b>Total</b>	<b>57.2%</b>	<b>42.5%</b>	<b>0.2%</b>	<b>20,019</b>	<b>60.0%</b>	<b>40.0%</b>	<b>0.0%</b>	<b>100.0%</b>

**AVERAGE WORKFORCE BY PROFESSIONAL CATEGORY AND GENDER - BIOTEST**

	2023		
	Women	Men	Total
Executives	32.4%	67.6%	6
Directors	30.2%	69.8%	33
Senior management	32.3%	67.7%	68
Management	57.6%	42.4%	144
Senior Professionals	51.2%	48.8%	539
Professionals	72.9%	27.1%	604
Administrative staff / Manufacturing operators	44.7%	55.3%	1,094
<b>Total</b>	<b>53.1%</b>	<b>46.9%</b>	<b>2,487</b>

**AVERAGE WORKFORCE BY PROFESSIONAL CATEGORY AND TYPE OF CONTRACT**

	2023			2022		
	Permanent	Temporary	Total	Permanent	Temporary	Total
Executives	121	1	122	126	0	126
Directors	445	4	449	469	3	472
Senior management	553	3	556	568	4	572
Management	1,260	11	1,270	1,331	7	1,338
Senior Professionals	1,968	17	1,986	1,998	19	2,016
Professionals	2,656	44	2,700	2,692	61	2,753
Administrative staff / Manufacturing operators	12,766	170	12,936	14,997	175	15,172
<b>Total</b>	<b>19,769</b>	<b>250</b>	<b>20,019</b>	<b>22,181</b>	<b>268</b>	<b>22,450</b>

**AVERAGE WORKFORCE BY PROFESSIONAL CATEGORY AND TYPE OF CONTRACT - BIOTEST**

	2023		
	Permanent	Temporary	Total
Executives	6	0	6
Directors	33	0	33
Senior management	68	0	68
Management	139	5	144
Senior Professionals	509	30	539
Professionals	550	54	604
Administrative staff / Manufacturing operators	1,030	64	1,094
<b>Total</b>	<b>2,335</b>	<b>153</b>	<b>2,488</b>



**AVERAGE WORKFORCE BY PROFESSIONAL CATEGORY AND WORKING HOURS**

	2023			2022		
	Full time	Part time	Total	Full time	Part time	Total
Executives	119	3	122	122	4	126
Directors	435	14	449	455	17	472
Senior management	546	10	556	558	14	572
Management	1,224	46	1,270	1,294	44	1,338
Senior Professionals	1,928	58	1,986	1,949	67	2,016
Professionals	2,595	105	2,700	2,668	84	2,753
Administrative staff / Manufacturing operators	12,241	695	12,936	14,370	802	15,172
<b>Total</b>	<b>19,087</b>	<b>931</b>	<b>20,019</b>	<b>21,417</b>	<b>1,033</b>	<b>22,450</b>

**AVERAGE WORKFORCE BY PROFESSIONAL CATEGORY AND WORKING HOURS - BIOTEST**

	2023		
	Full time	Part time	Total
Executives	6	0	6
Directors	31	2	33
Senior management	57	11	68
Management	120	24	144
Senior Professionals	422	117	539
Professionals	465	140	604
Administrative staff / Manufacturing operators	918	175	1,094
<b>Total</b>	<b>2,018</b>	<b>469</b>	<b>2,487</b>

**AVERAGE WORKFORCE BY PROFESSIONAL CATEGORY AND AGE**

	2023				2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Executives	0.0%	41.8%	58.2%	122	0.0%	36.9%	63.1%	100.0%
Directors	0.2%	46.6%	53.2%	449	0.4%	45.5%	54.1%	100.0%
Senior management	0.5%	54.9%	44.6%	556	0.6%	54.2%	45.2%	100.0%
Management	3.0%	64.7%	32.2%	1,270	3.0%	65.5%	31.6%	100.0%
Senior Professionals	8.6%	63.1%	28.4%	1,986	8.5%	64.5%	27.0%	100.0%
Professionals	13.7%	64.6%	21.7%	2,700	13.9%	65.5%	20.5%	100.0%
Administrative staff / Manufacturing operators	35.4%	47.6%	17.1%	12,936	37.0%	47.2%	15.8%	100.0%
<b>Total</b>	<b>25.7%</b>	<b>52.6%</b>	<b>21.6%</b>	<b>20,019</b>	<b>27.7%</b>	<b>52.1%</b>	<b>20.2%</b>	<b>100.0%</b>

**AVERAGE WORKFORCE BY PROFESSIONAL CATEGORY AND AGE - BIOTEST**

	2023			Total
	<30	30-50	>50	
Executives	0.0%	33.8%	66.2%	6
Directors	0.0%	30.5%	69.5%	33
Senior management	1.0%	40.9%	58.2%	68
Management	1.5%	51.7%	46.9%	144
Senior Professionals	8.2%	65.1%	26.7%	539
Professionals	20.2%	58.2%	21.6%	604
Administrative staff / Manufacturing operators	28.0%	47.3%	24.7%	1,094
<b>Total</b>	<b>19.1%</b>	<b>53.6%</b>	<b>27.3%</b>	<b>2,487</b>

**AVERAGE WORKFORCE BY COUNTRY AND GENDER**

	2023				2022			
	Women	Men	Non-binary and undeclared	Total	Women	Men	Non-binary and undeclared	Total
U.S.	8,000	5,106	38	13,143	9,965	5,679	26	15,644
Spain	1,818	2,275	1	4,095	1,798	2,284	0	4,082
Rest of the world	1,641	1,132	8	2,781	1,599	1,099	0	2,699
<b>Total</b>	<b>11,459</b>	<b>8,513</b>	<b>47</b>	<b>20,019</b>	<b>13,362</b>	<b>9,062</b>	<b>26</b>	<b>22,450</b>

**AVERAGE WORKFORCE BY COUNTRY AND GENDER - BIOTEST**

	2023		
	Women	Men	Total
Germany	904	1,046	1,950
Spain	0	0	0
U.S.	0	0	0
Rest of the world	418	119	537
<b>Total</b>	<b>1,322</b>	<b>1,166</b>	<b>2,487</b>

## Workforce distribution

<b>WORKFORCE DISTRIBUTION BY COUNTRY</b>						
	2023	%	2022	%	2021	%
Spain	4,181	19.8%	4,217	17.6%	4,163	17.9%
U.S.	13,918	65.8%	16,734	69.9%	16,306	70.2%
Rest of the world	3,045	14.4%	2,996	12.5%	2,765	11.9%
<b>Total</b>	<b>21,144</b>	<b>100.0%</b>	<b>23,947</b>	<b>100.0%</b>	<b>23,234</b>	<b>100.0%</b>

<b>WORKFORCE DISTRIBUTION BY COUNTRY - BIOTEST</b>				
	2023	%	2022	%
Germany	2,045	78.7%	1,796	75.9%
Spain	0	0	7	0.3%
U.S.	0	0	0	0.0%
Rest of the world	552	21.3%	564	23.8%
<b>Total</b>	<b>2,597</b>	<b>100.0%</b>	<b>2,367</b>	<b>100.0%</b>

<b>WORKFORCE DISTRIBUTION BY AGE</b>			
	2023	2022	2021
<30	5,702	6,859	6,513
30-50	10,931	12,241	11,997
>50	4,511	4,847	4,724
<b>Total</b>	<b>21,144</b>	<b>23,947</b>	<b>23,234</b>

<b>WORKFORCE DISTRIBUTION BY AGE - BIOTEST</b>		
	2023	2022
<30	506	434
30-50	1,393	1,272
>50	698	661
<b>Total</b>	<b>2,597</b>	<b>2,367</b>

<b>WORKFORCE DISTRIBUTION BY REGION AND TYPE OF CONTRACT</b>									
	2023			2022			2021		
	Permanent	Temporary	Total	Permanent	Temporary	Total	Permanent	Temporary	Total
U.S.	13,914	4	13,918	16,725	9	16,734	16,299	7	16,306
Europe	6,402	280	6,682	6,356	318	6,674	6,099	285	6,384
Rest of the world	534	10	544	530	9	539	535	9	544
<b>Total</b>	<b>20,850</b>	<b>294</b>	<b>21,144</b>	<b>23,611</b>	<b>336</b>	<b>23,947</b>	<b>22,933</b>	<b>301</b>	<b>23,234</b>
<b>%</b>	<b>99%</b>	<b>1%</b>	<b>100%</b>	<b>98.6%</b>	<b>1.4%</b>	<b>100.0%</b>	<b>98.7%</b>	<b>1.3%</b>	<b>100.0%</b>

**WORKFORCE DISTRIBUTION BY REGION AND TYPE OF CONTRACT - BIOTEST**

	2023			2022		
	Permanent	Temporary	Total	Permanent	Temporary	Total
U.S.	0	0	0	0	0	0
Europe	2,432	165	2,597	2,156	209	2,365
Rest of the world	0	0	0	2	0	2
<b>Total</b>	<b>2,432</b>	<b>165</b>	<b>2,597</b>	<b>2,158</b>	<b>209</b>	<b>2,367</b>
<b>%</b>	<b>94%</b>	<b>6%</b>	<b>100%</b>	<b>91%</b>	<b>9%</b>	<b>100%</b>

**WORKFORCE DISTRIBUTION BY GENDER AND TYPE OF CONTRACT**

	2023			2022			2021		
	Permanent	Temporary	Total	Permanent	Temporary	Total	Permanent	Temporary	Total
Women	12,096	163	12,259	14,206	182	14,388	13,831	146	13,977
Men	8,695	131	8,826	9,366	154	9,520	9,101	155	9,256
Non-binary and undeclared	59	0	59	39	0	39	1	0	1
<b>Total</b>	<b>20,850</b>	<b>294</b>	<b>21,144</b>	<b>23,611</b>	<b>336</b>	<b>23,947</b>	<b>22,933</b>	<b>301</b>	<b>23,234</b>
<b>%</b>	<b>98.6%</b>	<b>1.4%</b>	<b>100.0%</b>	<b>98.6%</b>	<b>1.4%</b>	<b>100.0%</b>	<b>98.7%</b>	<b>1.3%</b>	<b>100.0%</b>

**WORKFORCE DISTRIBUTION BY GENDER AND TYPE OF CONTRACT - BIOTEST**

	2023			2022			2021		
	Permanent	Temporary	Total	Permanent	Temporary	Total	Permanent	Temporary	Total
Women	1,247	134	1,381	1,112	157	1,269	1,112	157	1,269
Men	1,185	31	1,216	1,046	52	1,098	1,046	52	1,098
<b>Total</b>	<b>2,432</b>	<b>165</b>	<b>2,597</b>	<b>2,158</b>	<b>209</b>	<b>2,367</b>	<b>2,158</b>	<b>209</b>	<b>2,367</b>
<b>%</b>	<b>93.6%</b>	<b>6.4%</b>	<b>100.0%</b>	<b>91.2%</b>	<b>8.8%</b>	<b>100.0%</b>	<b>91.2%</b>	<b>8.8%</b>	<b>100.0%</b>

**WORKFORCE DISTRIBUTION BY GENDER AND WORKING HOURS**

	2023			2022			2021		
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total
Women	11,266	993	12,259	13,266	1,122	14,388	12,844	1,133	13,977
Men	8,505	321	8,826	9,168	352	9,520	8,899	357	9,256
Non-binary and undeclared	56	3	59	36	3	39	1	0	1
<b>Total</b>	<b>19,827</b>	<b>1,317</b>	<b>21,144</b>	<b>22,470</b>	<b>1,477</b>	<b>23,947</b>	<b>21,744</b>	<b>1,490</b>	<b>23,234</b>
<b>%</b>	<b>93.8%</b>	<b>6.2%</b>	<b>100.0%</b>	<b>93.8%</b>	<b>6.2%</b>	<b>100.0%</b>	<b>93.6%</b>	<b>6.4%</b>	<b>100.0%</b>

**WORKFORCE DISTRIBUTION BY GENDER AND WORKING HOURS - BIOTEST**

	2023			2022		
	Full time	Part time	Total	Full time	Part time	Total
Women	984	397	1,381	912	357	1,269
Men	1,124	92	1,216	1,030	68	1,098
<b>Total</b>	<b>2,108</b>	<b>489</b>	<b>2,597</b>	<b>1,942</b>	<b>425</b>	<b>2,367</b>
<b>%</b>	<b>81.2%</b>	<b>18.8%</b>	<b>100.0%</b>	<b>82.0%</b>	<b>18.0%</b>	<b>100.0%</b>

**WORKFORCE DISTRIBUTION BY AGE AND WORKING HOURS**

	2023				2022				2021			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Full time	5,196	10,363	4,268	19,827	6,243	11,648	4,579	22,470	5,852	11,418	4,474	21,744
Part time	506	568	243	1,317	616	593	268	1,477	661	579	250	1,490
<b>Total</b>	<b>5,702</b>	<b>10,931</b>	<b>4,511</b>	<b>21,144</b>	<b>6,859</b>	<b>12,241</b>	<b>4,847</b>	<b>23,947</b>	<b>6,513</b>	<b>11,997</b>	<b>4,724</b>	<b>23,234</b>

**WORKFORCE DISTRIBUTION BY AGE AND WORKING HOURS - BIOTEST**

	2023				2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Full time	426	1,140	542	2,108	377	1,044	521	1,942
Part time	80	253	156	489	57	228	140	425
<b>Total</b>	<b>506</b>	<b>1,393</b>	<b>698</b>	<b>2,597</b>	<b>434</b>	<b>1,272</b>	<b>661</b>	<b>2,367</b>

**WORKFORCE DISTRIBUTION BY AGE AND TYPE OF CONTRACT**

	2023				2022				2021			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Permanent	5,628	10,814	4,408	20,850	6,763	12,113	4,735	23,611	6,425	11,880	4,628	22,933
Temporary	74	117	103	294	96	128	112	336	88	117	96	301
<b>Total</b>	<b>5,702</b>	<b>10,931</b>	<b>4,511</b>	<b>21,144</b>	<b>6,859</b>	<b>12,241</b>	<b>4,847</b>	<b>23,947</b>	<b>6,513</b>	<b>11,997</b>	<b>4,724</b>	<b>23,234</b>

**WORKFORCE DISTRIBUTION BY AGE AND TYPE OF CONTRACT - BIOTEST**

	2023				2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Permanent	434	1,318	680	2,432	346	1,173	639	2,158
Temporary	72	75	18	165	88	99	22	209
<b>Total</b>	<b>506</b>	<b>1,393</b>	<b>698</b>	<b>2,597</b>	<b>434</b>	<b>1,272</b>	<b>661</b>	<b>2,367</b>

**WORKFORCE DISTRIBUTION BY PROFESSIONAL CATEGORY AND GENDER**

	2023				2022				2021			
	Women	Men	Non-binary and undeclared	Total	Women	Men	Non-binary and undeclared	Total	Women	Men	Non-binary and undeclared	Total
Executives	23.3%	76.7%	0.0%	120	23.8%	76.2%	0.0%	122	28.2%	71.8%	0.0%	149
Directors	38.8%	61.2%	0.0%	443	40.7%	58.9%	0.4%	484	37.6%	62.4%	0.0%	471
Senior management	41.6%	58.4%	0.0%	553	38.8%	61.2%	0.0%	565	41.2%	58.8%	0.0%	582
Management	47.0%	53.0%	0.0%	1,266	47.1%	52.7%	0.1%	1,337	46.7%	53.3%	0.0%	1,302
Senior Professionals	48.3%	51.6%	0.1%	1,975	47.4%	52.6%	0.0%	2,054	47.5%	52.5%	0.0%	2,071
Professionals	52.7%	47.2%	0.1%	2,701	52.4%	47.6%	0.1%	2,799	52.4%	47.6%	0.0%	2,806
Administrative staff / Manufacturing operators	62.9%	36.7%	0.4%	14,086	65.6%	34.2%	0.2%	16,586	66.0%	34.0%	0.0%	15,853
<b>Total</b>	<b>58.0%</b>	<b>41.7%</b>	<b>0.3%</b>	<b>21,144</b>	<b>60.1%</b>	<b>39.8%</b>	<b>0.2%</b>	<b>23,947</b>	<b>60.2%</b>	<b>39.8%</b>	<b>0.0%</b>	<b>23,234</b>



**WORKFORCE DISTRIBUTION BY PROFESSIONAL CATEGORY AND GENDER - BIOTEST**

	2023			2022		
	Women	Men	Total	Women	Men	Total
Executives	33.3%	66.7%	6	29.7%	70.3%	37
Directors	29.4%	70.6%	34	46.9%	53.1%	209
Senior management	32.9%	67.1%	70	52.7%	47.3%	311
Management	58.3%	41.7%	144	53.4%	46.6%	191
Senior Professionals	52.1%	47.9%	562	55.2%	44.8%	279
Professionals	72.7%	27.3%	626	80.6%	19.4%	330
Administrative staff / Manufacturing operators	44.5%	55.5%	1,155	46.9%	53.1%	1,010
<b>Total</b>	<b>53.2%</b>	<b>46.8%</b>	<b>2,597</b>	<b>53.6%</b>	<b>46.4%</b>	<b>2,367</b>

**WORKFORCE DISTRIBUTION BY PROFESSIONAL CATEGORY AND TYPE OF CONTRACT**

	2023			2022			2021		
	Permanent	Temporary	Total	Permanent	Temporary	Total	Permanent	Temporary	Total
Executives	115	5	120	121	1	122	148	1	149
Directors	440	3	443	481	3	484	467	4	471
Senior management	547	6	553	559	6	565	577	5	582
Management	1,248	18	1,266	1,318	19	1,337	1,289	13	1,302
Senior Professionals	1,955	20	1,975	2,033	21	2,054	2,050	21	2,071
Professionals	2,647	54	2,701	2,728	71	2,799	2,723	83	2,806
Administrative staff / Manufacturing operators	13,898	188	14,086	16,371	215	16,586	15,679	174	15,853
<b>Total</b>	<b>20,850</b>	<b>294</b>	<b>21,144</b>	<b>23,611</b>	<b>336</b>	<b>23,947</b>	<b>22,933</b>	<b>301</b>	<b>23,234</b>

**WORKFORCE DISTRIBUTION BY PROFESSIONAL CATEGORY AND TYPE OF CONTRACT - BIOTEST**

	2023			2022		
	Women	Men	Total	Women	Men	Total
Executives	6	0	6	37	0	37
Directors	34	0	34	203	6	209
Senior management	69	1	70	281	30	311
Management	140	4	144	181	10	191
Senior Professionals	530	32	562	262	17	279
Professionals	560	66	626	278	52	330
Administrative staff / Manufacturing operators	1,093	62	1,155	916	94	1,010
<b>Total</b>	<b>2,432</b>	<b>165</b>	<b>2,597</b>	<b>2,158</b>	<b>209</b>	<b>2,367</b>

**WORKFORCE DISTRIBUTION BY PROFESSIONAL CATEGORY AND AGE**

	2023				2022				2021			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Executives	0.0%	40.8%	59.2%	120	0.0%	36.9%	63.1%	122	0.0%	38.9%	61.1%	149
Directors	0.0%	44.7%	55.3%	443	0.2%	44.0%	55.8%	484	0.6%	42.9%	56.5%	471
Senior management	0.2%	55.5%	44.3%	553	0.4%	54.0%	45.7%	565	0.9%	51.7%	47.4%	582
Management	2.7%	64.1%	33.3%	1,266	2.2%	64.9%	32.8%	1,337	2.8%	64.0%	33.2%	1,302
Senior Professionals	7.8%	63.4%	28.8%	1,975	7.9%	64.0%	28.1%	2,054	8.1%	64.9%	27.0%	2,071
Professionals	13.4%	64.1%	22.5%	2,701	13.7%	64.8%	21.5%	2,799	13.6%	65.6%	20.8%	2,806
Administrative staff / Manufacturing operators	36.6%	46.7%	16.7%	14,086	37.9%	46.3%	15.8%	16,586	37.3%	46.8%	15.9%	15,853
<b>Total</b>	<b>27.0%</b>	<b>51.7%</b>	<b>21.3%</b>	<b>21,144</b>	<b>28.6%</b>	<b>51.1%</b>	<b>20.2%</b>	<b>23,947</b>	<b>28.0%</b>	<b>51.6%</b>	<b>20.3%</b>	<b>23,234</b>

**WORKFORCE DISTRIBUTION BY PROFESSIONAL CATEGORY AND AGE - BIOTEST**

	2023				2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Executives	0.0%	33.3%	66.7%	6	0.0%	32.4%	67.6%	37
Directors	0.0%	32.4%	67.6%	34	0.5%	49.3%	50.2%	209
Senior management	0.0%	44.3%	55.7%	70	9.6%	59.8%	30.5%	311
Management	2.1%	51.4%	46.5%	144	3.1%	70.7%	26.2%	191
Senior Professionals	9.1%	64.1%	26.9%	562	14.3%	68.1%	17.6%	279
Professionals	20.9%	57.7%	21.4%	626	23.9%	52.4%	23.6%	330
Administrative staff / Manufacturing operators	27.8%	48.0%	24.2%	1,155	27.5%	46.8%	25.6%	1,010
<b>Total</b>	<b>19.5%</b>	<b>53.6%</b>	<b>26.9%</b>	<b>2,597</b>	<b>18.3%</b>	<b>53.7%</b>	<b>27.9%</b>	<b>2,367</b>

**WORKFORCE DISTRIBUTION BY PROFESSIONAL CATEGORY AND WORKING HOURS**

	2023			2022			2021		
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total
Executives	118	2	120	122	0	122	148	1	149
Directors	416	27	443	449	35	484	433	38	471
Senior management	550	3	553	557	8	565	577	5	582
Management	1,234	32	1,266	1,303	34	1,337	1,273	29	1,302
Senior Professionals	1,936	39	1,975	2,001	53	2,054	2,014	57	2,071
Professionals	2,581	120	2,701	2,696	103	2,799	2,702	104	2,806
Administrative staff / Manufacturing operators	12,992	1,094	14,086	15,342	1,244	16,586	14,597	1,256	15,853
<b>Total</b>	<b>19,827</b>	<b>1,317</b>	<b>21,144</b>	<b>22,470</b>	<b>1,477</b>	<b>23,947</b>	<b>21,744</b>	<b>1,490</b>	<b>23,234</b>

**WORKFORCE DISTRIBUTION BY PROFESSIONAL CATEGORY AND WORKING HOURS - BIOTEST**

	2023			2022		
	Full time	Part time	Total	Full time	Part time	Total
Executives	6	0	6	34	3	37
Directors	32	2	34	180	29	209
Senior management	57	13	70	229	82	311
Management	119	25	144	172	19	191
Senior Professionals	435	127	562	220	59	279
Professionals	485	141	626	260	70	330
Administrative staff / Manufacturing operators	974	181	1,155	847	163	1,010
<b>Total</b>	<b>2,108</b>	<b>489</b>	<b>2,597</b>	<b>1,942</b>	<b>425</b>	<b>2,367</b>

**WORKFORCE DISTRIBUTION BY GENDER AND COUNTRY**

	2023				2022				2021			
	Women	Men	Non-binary and undeclared	Total	Women	Men	Non-binary and undeclared	Total	Women	Men	Non-binary and undeclared	Total
U.S.	8,518	5,341	59	13,918	10,655	6,041	38	16,734	10,424	5,881	1	16,306
Spain	1,891	2,290	0	4,181	1,877	2,340	0	4,217	1,867	2,296	0	4,163
Rest of the world	1,850	1,195	0	3,045	1,856	1,139	1	2,996	1,686	1,079	0	2,765
<b>Total</b>	<b>12,259</b>	<b>8,826</b>	<b>59</b>	<b>21,144</b>	<b>14,388</b>	<b>9,520</b>	<b>39</b>	<b>23,947</b>	<b>13,977</b>	<b>9,256</b>	<b>1</b>	<b>23,234</b>

**WORKFORCE DISTRIBUTION BY GENDER AND COUNTRY - BIOTEST**

	2023			2022		
	Women	Men	Total	Women	Men	Total
U.S.	0	0	0	0	0	0
Germany	949	1,096	2,045	840	956	1,796
Spain	0	0	0	5	2	7
Rest of the world	432	120	552	424	140	564
<b>Total</b>	<b>1,381</b>	<b>1,216</b>	<b>2,597</b>	<b>1,269</b>	<b>1,098</b>	<b>2,367</b>

## Joiners and leavers

**EMPLOYEE NEW HIRES**

	2023				2022				2021			
	Women	Men	Non-binary and undeclared	Total	Women	Men	Non-binary and undeclared	Total	Women	Men	Non-binary and undeclared	Total
Total number of employees	12,259	8,826	59	21,144	14,388	9,520	39	23,947	13,977	9,256	1	23,234
Joiners*	4,160	2,037	49	6,246	8,296	3,208	64	11,568	7,073	2,306	0	9,379
Ratio (joiners/ number of employees)	<b>33.9%</b>	<b>23.1%</b>	<b>83.1%</b>	<b>29.5%</b>	<b>57.7%</b>	<b>33.7%</b>	<b>164.1%</b>	<b>48.3%</b>	<b>50.6%</b>	<b>24.9%</b>	<b>0.0%</b>	<b>40.4%</b>

\*Note: Employees from acquisitions on the acquisition date are not included as joiners. Subsequent increases in headcount do.

**EMPLOYEE NEW HIRES - BIOTEST**

	2023			2022		
	Women	Men	Total	Women	Men	Total
Total number of employees	1,381	1,216	2,597	1,269	1,098	2,367
Joiners	359	212	571	362	220	582
Ratio (joiners/ number of employees)	26.0%	17.4%	22.0%	28.5%	20.0%	24.6%

**EMPLOYEE TURNOVER**

	2023				2022				2021			
	Women	Men	Non-binary and undeclared	Total	Women	Men	Non-binary and undeclared	Total	Women	Men	Non-binary and undeclared	Total
Total number of employees	12,259	8,826	59	21,144	14,388	9,520	39	23,947	13,977	9,256	1	23,234
Leavers*	6,165	2,695	34	8,894	7,666	2,885	31	10,582	7,673	2,814	0	10,487
Ratio (leavers/ number of employees)	<b>50.3%</b>	<b>30.5%</b>	<b>57.6%</b>	<b>42.1%</b>	<b>53.3%</b>	<b>30.3%</b>	<b>79.5%</b>	<b>44.2%</b>	<b>54.9%</b>	<b>30.4%</b>	<b>0.0%</b>	<b>45.1%</b>

**EMPLOYEE TURNOVER - BIOTEST**

	2023			2022		
	Women	Men	Total	Women	Men	Total
Total number of employees	1,381	1,216	2,597	1,269	1,098	2,367
Leavers	218	95	313	227	105	332
Ratio (leavers/number of employees)	<b>15.8%</b>	<b>7.8%</b>	<b>12.1%</b>	<b>17.9%</b>	<b>9.6%</b>	<b>14.0%</b>

**LEAVERS BY PROFESSIONAL CATEGORY**

	2023	2022
Executives	27	26
Directors	111	80
Senior management	66	75
Management	233	186
Senior Professionals	312	308
Professionals	564	537
Administrative staff / Manufacturing operators	7,581	9,370
<b>Total</b>	<b>8,894</b>	<b>10,582</b>

**LEAVERS BY PROFESSIONAL CATEGORY - BIOTEST**

	2023	2022
Executives	2	3
Directors	1	15
Senior management	7	43
Management	13	17
Senior Professionals	54	17
Professionals	65	60
Administrative staff / Manufacturing operators	171	177
<b>Total</b>	<b>313</b>	<b>332</b>

**VOLUNTARY AND NON-VOLUNTARY LEAVES**

	2023			2022		
	Voluntary	Non-voluntary	Total	Voluntary	Non-voluntary	Total
Executives	8%	14%	23%	7%	15%	21%
Directors	8%	17%	25%	8%	9%	17%
Senior management	4%	8%	12%	8%	6%	13%
Management	8%	11%	18%	8%	5%	14%
Senior Professionals	8%	8%	16%	10%	5%	15%
Professionals	10%	10%	21%	13%	7%	19%
Administrative staff / Manufacturing operators	36%	18%	54%	47%	19%	56%
<b>Total</b>	<b>27%</b>	<b>15%</b>	<b>42%</b>	<b>36%</b>	<b>9%</b>	<b>44%</b>

**VOLUNTARY AND NON-VOLUNTARY LEAVES - BIOTEST**

	2023		
	Voluntary	Non-voluntary	Total
Executives	33%	0%	33%
Directors	3%	0%	3%
Senior management	6%	4%	10%
Management	6%	3%	9%
Senior Professionals	8%	2%	10%
Professionals	9%	1%	10%
Administrative staff / Manufacturing operators	11%	3%	15%
<b>Total</b>	<b>10%</b>	<b>3%</b>	<b>12%</b>

**DISMISSALS BY COUNTRY AND GENDER**

	2023				2022				2021		
	Women	Men	Non-binary and undeclared	Total	Women	Men	Non-binary and undeclared	Total	Women	Men	Total
Spain	55	79	0	134	25	40	0	65	83	47	130
U.S.	1,706	860	12	2,578	977	500	8	1,485	455	254	709
ROW	105	66	0	171	52	23	0	75	118	78	196
<b>Total</b>	<b>1,866</b>	<b>1,005</b>	<b>12</b>	<b>2,883</b>	<b>1,054</b>	<b>563</b>	<b>8</b>	<b>1,625</b>	<b>656</b>	<b>379</b>	<b>1,035</b>
<b>%</b>	<b>64.7%</b>	<b>34.9%</b>	<b>0.4%</b>	<b>100.0%</b>	<b>64.9%</b>	<b>34.6%</b>	<b>0.5%</b>	<b>100.0%</b>	<b>63.4%</b>	<b>36.6%</b>	<b>100.0%</b>

**DISMISSALS BY COUNTRY AND GENDER - BIOTEST**

	2023			2022		
	Women	Men	Total	Women	Men	Total
Germany	29	20	49	14	17	31
Spain	0	0	0	0	0	0
U.S.	0	0	0	0	0	0
Rest of the world	16	1	17	25	6	31
<b>Total</b>	<b>45</b>	<b>21</b>	<b>66</b>	<b>39</b>	<b>23</b>	<b>62</b>
<b>%</b>	<b>68.2%</b>	<b>31.8%</b>	<b>100.0%</b>	<b>62.9%</b>	<b>37.1%</b>	<b>100.0%</b>

**DISMISSALS BY PROFESSIONAL CATEGORY AND COUNTRY**

	2023			2022			2021		
	Spain	U.S.	ROW	Spain	U.S.	ROW	Spain	U.S.	ROW
Executives	3	9	0	2	10	0	0	4	0
Directors	7	57	3	3	17	6	1	13	3
Senior management	14	16	2	9	8	2	1	8	4
Management	18	96	5	13	35	4	3	12	14
Senior Professionals	24	83	14	9	53	5	7	22	20
Professionals	21	169	41	6	114	13	9	32	42
Administrative staff / Manufacturing operators	47	2,148	106	23	1,248	45	109	618	113
<b>Total</b>	<b>134</b>	<b>2,578</b>	<b>171</b>	<b>65</b>	<b>1,485</b>	<b>75</b>	<b>130</b>	<b>709</b>	<b>196</b>

**DISMISSALS BY PROFESSIONAL CATEGORY AND COUNTRY - BIOTEST**

	2023				2022			
	Germany	Spain	U.S.	ROW	Germany	Spain	U.S.	ROW
Executives	0	0	0	0	1	0	0	0
Directors	0	0	0	0	3	0	0	0
Senior management	3	0	0	0	0	0	0	2
Management	4	0	0	1	1	0	0	7
Senior Professionals	7	0	0	2	1	0	0	0
Professionals	3	0	0	6	1	0	0	12
Administrative staff / Manufacturing operators	32	0	0	8	24	0	0	10
<b>Total</b>	<b>49</b>	<b>0</b>	<b>0</b>	<b>17</b>	<b>31</b>	<b>0</b>	<b>0</b>	<b>31</b>

**DISMISSALS BY COUNTRY AND AGE**

	2023				2022				2021			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Spain	13	80	41	134	4	37	24	65	12	99	19	130
U.S.	962	1,226	390	2,578	606	680	199	1,485	272	339	98	709
ROW	43	90	38	171	14	34	27	75	46	102	48	196
<b>Total</b>	<b>1,018</b>	<b>1,396</b>	<b>469</b>	<b>2,883</b>	<b>624</b>	<b>751</b>	<b>250</b>	<b>1,625</b>	<b>330</b>	<b>540</b>	<b>165</b>	<b>1,035</b>
<b>%</b>	<b>35.3%</b>	<b>48.4%</b>	<b>16.3%</b>	<b>100.0%</b>	<b>38.4%</b>	<b>46.2%</b>	<b>15.4%</b>	<b>100.0%</b>	<b>31.9%</b>	<b>52.2%</b>	<b>15.9%</b>	<b>100.0%</b>

**DISMISSALS BY COUNTRY AND AGE - BIOTEST**

	2023				2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Germany	17	14	18	49	11	13	7	31
Spain	0	0	0	0	0	0	0	0
U.S.	0	0	0	0	0	0	0	0
ROW	9	6	2	17	8	16	7	31
<b>Total</b>	<b>26</b>	<b>20</b>	<b>20</b>	<b>66</b>	<b>19</b>	<b>29</b>	<b>14</b>	<b>62</b>
<b>%</b>	<b>39.4%</b>	<b>30.3%</b>	<b>30.3%</b>	<b>100.0%</b>	<b>30.6%</b>	<b>46.8%</b>	<b>22.6%</b>	<b>100.0%</b>



## Absenteeism

**BREAKDOWN OF ABSEENTISM BY TYPE AND COUNTRY**

	2023				2022				2021			
	Spain	U.S.	ROW	Total	Spain	U.S.	ROW	Total	Spain	U.S.	ROW	Total
Illness	344,969	564,089	291,370	1,200,427	380,924	586,913	315,499	1,283,336	370,163	548,671	234,421	1,153,255
Work accident	22,970	19,955	4,206	47,130	66,324	36,928	3,494	106,746	55,485	40,059	3,714	99,258
Maternity / Paternity	101,864	58,141	112,059	272,064	127,633	112,717	135,339	375,689	94,018	157,978	120,017	372,013
Paid leave	62,124	1,821	28,627	92,572	50,080	120,422	36,336	206,838	83,644	259,507	18,002	361,153
Unpaid leave	2,725	123,032	5,888	131,646	1,582	177,047	26,371	205,000	1,958	193,785	16,322	212,065
<b>Total</b>	<b>534,652</b>	<b>767,038</b>	<b>442,150</b>	<b>1,743,839</b>	<b>626,543</b>	<b>1,034,027</b>	<b>517,040</b>	<b>2,177,610</b>	<b>605,268</b>	<b>1,200,000</b>	<b>392,476</b>	<b>2,197,744</b>

**BREAKDOWN OF ABSEENTISM BY TYPE AND COUNTRY - BIOTEST**

	2023			2022
	Germany	ROW	Total	Germany
Illness	265,158	29,752	294,910	239,233
Work accident	1,855	568	2,423	4,269
Maternity / Paternity	104,268	78,022	182,290	117,082
Paid leave	49,479	81,165	130,644	104,505
Unpaid leave	5,477	393	5,870	3,994
<b>Total</b>	<b>426,237</b>	<b>189,900</b>	<b>616,137</b>	<b>469,083</b>

**BREAKDOWN OF ABSEENTISM BY TYPE AND GENDER**

	2023					
	Women	Men	Non-binary and undeclared	Total	Women %	Men %
Illness	839,516	358,368	2,543	1,200,427	69.9%	29.9%
Work accident	20,016	27,114	0	47,130	42.5%	57.5%
Maternity / Paternity	192,076	79,846	143	272,064	70.6%	29.3%
Paid leave	50,834	41,735	3	92,572	54.9%	45.1%
Unpaid leave	79,661	51,984	0	131,646	60.5%	39.5%
<b>Total</b>	<b>1,182,103</b>	<b>559,047</b>	<b>2,689</b>	<b>1,743,839</b>	<b>67.8%</b>	<b>32.1%</b>

**BREAKDOWN OF ABSEENTISM BY TYPE AND GENDER**

	2022					
	Women	Men	Non-binary and undeclared	Total	Women %	Men %
Illness	905,342	377,063	932	1,283,337	70.5%	29.4%
Work accident	65,402	41,345	0	106,747	61.3%	38.7%
Maternity / Paternity	298,566	77,123	0	375,689	79.5%	20.5%
Paid leave	134,921	71,836	80	206,837	65.2%	34.7%
Unpaid leave	141,841	63,159	0	205,000	69.2%	30.8%
<b>Total</b>	<b>1,546,072</b>	<b>630,526</b>	<b>1,012</b>	<b>2,177,610</b>	<b>71.0%</b>	<b>29.0%</b>

**BREAKDOWN OF ABSEENTISM BY TYPE AND GENDER**

	2021				
	Women	Men	Total	Women %	Men %
Illness	802,452	350,803	1,153,255	69.6%	30.4%
Work accident	61,599	37,659	99,258	62.1%	37.9%
Maternity / Paternity	312,418	59,594	372,012	84.0%	16.0%
Paid leave	245,544	115,570	361,114	68.0%	32.0%
Unpaid leave	147,731	64,333	212,064	69.7%	30.3%
<b>Total</b>	<b>1,569,744</b>	<b>627,959</b>	<b>2,197,703</b>	<b>71.4%</b>	<b>28.6%</b>

**BREAKDOWN OF ABSEENTISM BY TYPE AND GENDER - BIOTEST**

	2023				
	Women	Men	Total	Women %	Men %
Illness	156,490	138,420	294,910	53.1%	46.9%
Work accident	1,142	1,281	2,423	47.1%	52.9%
Maternity / Paternity	171,822	10,469	182,290	94.3%	5.7%
Paid leave	80,317	50,327	130,644	61.5%	38.5%
Unpaid leave	2,243	3,627	5,870	38.2%	61.8%
<b>Total</b>	<b>412,013</b>	<b>204,124</b>	<b>616,137</b>	<b>66.9%</b>	<b>33.1%</b>

**BREAKDOWN OF ABSEENTISM BY TYPE AND GENDER - BIOTEST**

	2022				
	Women	Men	Total	Women %	Men %
Illness	116,069	123,164	239,233	48.5%	51.5%
Work accident	554	3,715	4,269	13.0%	87.0%
Maternity / Paternity	104,782	12,300	117,082	89.5%	10.5%
Paid leave	37,850	66,655	104,505	36.2%	63.8%
Unpaid leave	2,164	1,830	3,994	54.2%	45.8%
<b>Total</b>	<b>261,420</b>	<b>207,664</b>	<b>469,083</b>	<b>55.7%</b>	<b>44.3%</b>

## Training hours

**BREAKDOWN IN TRAINING HOURS BY PROFESSIONAL CATEGORY AND GENDER**

	2023			
	Women	Men	Non-binary and undeclared	Total
Executives	426	1,323	0	1,749
Directors	5,315	8,876	10	14,201
Senior management	9,945	12,615	0	22,560
Management	29,269	35,574	0	64,843
Senior Professionals	55,040	56,902	131	112,073
Professionals	200,798	149,146	825	350,769
Administrative staff / Manufacturing operators	3,529,520	1,469,506	17,356	5,016,381
<b>Total</b>	<b>3,830,313</b>	<b>1,733,941</b>	<b>18,322</b>	<b>5,582,576</b>
<b>% by gender</b>	<b>69%</b>	<b>31%</b>	<b>0%</b>	<b>100%</b>
<b>Average workforce*</b>	<b>11,021</b>	<b>8,255</b>	<b>38</b>	<b>19,315</b>
<b>Ratio</b>	<b>347,54</b>	<b>210,04</b>	<b>479,61</b>	<b>289,03</b>

\*Average workforce used for the calculation of training ratios. It corresponds to 96.5% of the total average workforce.

**BREAKDOWN IN TRAINING HOURS BY PROFESSIONAL CATEGORY AND GENDER**

	2022			Total
	Women	Men	Non-binary and undeclared	
Executives	512	1,349	0	1,861
Directors	6,432	8,889	46	15,367
Senior management	8,280	11,647	0	19,927
Management	20,143	26,018	12	46,173
Senior Professionals	46,076	56,366	17	102,459
Professionals	102,709	92,304	434	195,447
Administrative staff / Manufacturing operators	3,127,749	1,196,391	13,440	4,337,580
<b>Total</b>	<b>3,311,901</b>	<b>1,392,964</b>	<b>13,949</b>	<b>4,718,814</b>
<b>% by gender</b>	<b>70%</b>	<b>30%</b>	<b>0%</b>	<b>100%</b>
<b>Average workforce</b>	<b>13,362</b>	<b>9,062</b>	<b>26</b>	<b>22,450</b>
<b>Ratio</b>	<b>247.86</b>	<b>153.71</b>	<b>536.50</b>	<b>210.19</b>

**BREAKDOWN IN TRAINING HOURS BY PROFESSIONAL CATEGORY AND GENDER**

	2021			Total
	Women	Men	Non-binary and undeclared	
Executives	707	1,482	0	2,189
Directors	4,060	7,024	0	11,084
Senior management	10,567	12,688	0	23,255
Management	20,183	23,960	0	44,143
Senior Professionals	38,309	45,206	0	83,515
Professionals	122,234	105,079	0	227,313
Administrative staff / Manufacturing operators	1,699,131	728,586	231	2,427,948
<b>Total</b>	<b>1,895,191</b>	<b>924,025</b>	<b>231</b>	<b>2,819,447</b>
<b>% by gender</b>	<b>67%</b>	<b>33%</b>	<b>0%</b>	<b>100%</b>
<b>Average workforce</b>	<b>11,998</b>	<b>8,624</b>	<b>1</b>	<b>20,623</b>
<b>Ratio</b>	<b>157.96</b>	<b>107.15</b>	<b>231.00</b>	<b>136.71</b>

**BREAKDOWN IN TRAINING HOURS BY PROFESSIONAL CATEGORY AND GENDER - BIOTEST**

	2023			2022		
	Women	Men	Total	Women	Men	Total
Executives	33	37	70	218	545	763
Directors	197	424	621	2,058	2,352	4,409
Senior management	329	1,028	1,357	3,673	3,000	6,673
Management	1,325	1,016	2,341	2,298	1,860	4,158
Senior Professionals	5,745	6,841	12,586	3,897	2,714	6,611
Professionals	8,526	3,753	12,279	6,919	1,392	8,311
Administrative staff / Manufacturing operators	10,881	18,700	29,580	10,025	10,749	20,775
<b>Total</b>	<b>27,036</b>	<b>31,798</b>	<b>58,835</b>	<b>29,088</b>	<b>22,612</b>	<b>51,700</b>
<b>% by gender</b>	<b>46%</b>	<b>54%</b>	<b>100%</b>	<b>56%</b>	<b>44%</b>	<b>100%</b>
<b>Average workforce</b>	<b>1,322</b>	<b>1,166</b>	<b>2,487</b>	-	-	-
<b>Ratio</b>	<b>20.45</b>	<b>27.28</b>	<b>23.65</b>	-	-	-

**BREAKDOWN IN TRAINING HOURS BY COUNTRY AND GENDER**

	2023					
	Women	Men	Non-binary and undeclared	Total	Training days per employee	% of employees that received training
U.S.	3,481,344	1,462,761	18,322	4,962,428	44,56	94.4%
Spain	132,220	171,070	0	303,291	377,813.12	96.5%
ROW	216,748	100,109	0	316,857	5,419,698.50	91.8%
<b>Total</b>	<b>3,830,312</b>	<b>1,733,940</b>	<b>18,322</b>	<b>5,582,576</b>	<b>5,797,556.20</b>	<b>n/a</b>

**BREAKDOWN IN TRAINING HOURS BY COUNTRY AND GENDER**

	2022			
	Women	Men	Non-binary and undeclared	Total
U.S.	3,105,514	1,190,597	13,949	4,310,060
Spain	115,414	153,995	0	269,409
ROW	90,972	48,373	0	139,345
<b>Total</b>	<b>3,311,900</b>	<b>1,392,965</b>	<b>13,949</b>	<b>4,718,814</b>

**BREAKDOWN IN TRAINING HOURS BY COUNTRY AND GENDER**

	2021			
	Women	Men	Non-binary and undeclared	Total
U.S.	1,681,538	730,020	231	2,411,789
Spain	99,756	133,292	0	233,048
ROW	113,897	60,713	0	174,610
<b>Total</b>	<b>1,895,191</b>	<b>924,025</b>	<b>231</b>	<b>2,819,447</b>

**BREAKDOWN IN TRAINING HOURS BY COUNTRY AND GENDER - BIOTEST**

	2023			2022		
	Women	Men	Total	Women	Men	Total
Germany	20,626	29,701	50,327	16,649	18,948	35,597
Spain	0	0	0	377	80	457
U.S.	0	0	0	0	0	0
ROW	6,410	2,097	8,507	12,062	3,584	15,645
<b>Total</b>	<b>27,036</b>	<b>31,798</b>	<b>58,835</b>	<b>29,088</b>	<b>22,612</b>	<b>51,700</b>

**BREAKDOWN IN TRAINING HOURS IN HEALTH AND SAFETY AND ENVIRONMENT**

	2023	2022	2021
<b>Total</b>	<b>96,759</b>	<b>170,240</b>	<b>141,418</b>

**BREAKDOWN IN TRAINING HOURS IN HEALTH AND SAFETY AND ENVIRONMENT - BIOTEST**

	2023	2022
<b>Total</b>	<b>5,758</b>	<b>5,230</b>

## Performance Reviews

PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS		
	2023	2022
Executives	88.9%	41.9%
Directors	99.4%	81.8%
Senior management	99.2%	86.5%
Management	99.6%	89.1%
Senior Professionals	99.5%	88.5%
Professionals	99.4%	88.2%
Administrative staff / Manufacturing operators	99.3%	83.6%
<b>Total</b>	<b>99.2%</b>	<b>86.0%</b>

PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS - BIOTEST	
	2023
Executives	100%
Directors	94%
Senior management	100%
Management	94%
Senior Professionals	92%
Professionals	85%
Administrative staff / Manufacturing operators	94%
<b>Total</b>	<b>91%</b>

PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS BY GENDER		
	2023	2022
Women	99.4%	85.2%
Men	99.4%	87.1%
Non-binary and undeclared	0.0%	50.0%
<b>Total</b>	<b>99.2%</b>	<b>86.0%</b>

PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS BY GENDER - BIOTEST	
	2023
Women	86.1%
Men	97.5%
<b>Total</b>	<b>91.4%</b>

## Parental leave

PARENTAL LEAVE AND RETURN TO WORK	2023			2022		
	Women	Men	Total	Women	Men	Total
N° employees that were entitled to parental leave	100%	100%	100%	100%	100%	100%
N° employees that took parental leave	284	234	518	405	238	643
N° employees that returned to work in the reporting period after parental leave ended	226	167	393	465	245	710
Return to work rate	74%	89%	79%	83%	94%	87%
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	237	184	421	246	160	406
Retention rate	61%	80%	68%	56%	80%	64%

PARENTAL LEAVE AND RETURN TO WORK - BIOTEST	2023		
	Women	Men	Total
N° employees that were entitled to parental leave	100%	100%	100%
N° employees that took parental leave	171	47	218
N° employees that returned to work in the reporting period after parental leave ended	65	39	104
Return to work rate	97%	100%	98%
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	49	40	89
Retention rate	29%	85%	41%



## Accidental rate

ACCIDENT RATE								
	U.S. 2023		U.S. 2022		Spain 2023		Spain 2022	
	Women	Men	Women	Men	Women	Men	Women	Men
Total number of work accidents with leave* (LTI) without leave (NLTI) and first aid (FA)	793	364	928	373	108	116	90	122
Total number of work accidents with leave** (LTI)	48	30	76	19	29	40	26	42
Hours worked	23,713,456	13,201,648	19,160,137	11,166,314	3,008,221	3,752,636	2,939,603	3,724,420
Accident Frequency Index***	2.0	2.3	4	1.7	9.6	10.7	8.8	11.3
Severity Index****	0.04	0.05	0.11	0.09	0.25	0.33	0.29	0.31
Professional illnesses	0	0	0	0	0	0	0	0
Fatalities resulting from occupational injuries and illnesses	0	0	0	0	0	0	0	0
Work accidents of contractors	2	3	n/d	n/d	10	6	n/d	n/d

ACCIDENT RATE								
	Ireland 2023		Ireland 2022		Germany 2023		Germany 2022	
	Women	Men	Women	Men	Women	Men	Women	Men
Total number of work accidents with leave* (LTI) without leave (NLTI) and first aid (FA)	11	9	7	3	41	17	63	13
Total number of work accidents with leave** (LTI)	2	2	0	1	5	3	20	4
Hours worked	331,650	422,262	259,428	339,417	1,584,078	700,757	1,383,458	664,814
Accident Frequency Index***	6.0	4.7	0.0	2.9	3.2	4.3	14.5	6.0
Severity Index****	0.02	0.07	0.00	0.00	0.02	0.05	0.14	0.10
Professional illnesses	0	0	0	0	0	0	0	0
Fatalities resulting from occupational injuries and illnesses	0	0	0	0	0	0	0	0
Work accidents of contractors	0	2	n/d	n/d	0	0	n/d	n/d

\*Total number of accidents with sick leave (non itinere) without sick leave and first aid,

\*\*Total number of accidents with sick leave (non itinere) excluding COVID

\*\*\*Number of occupational accidents with sick leave (non itinere) excluding COVID / total no. of actual hours worked \*10<sup>6</sup>

\*\*\*\*N° of days not worked due to occupational accidents with sick leave (non itinere) excluding COVID / n° of actual hours worked \*10<sup>3</sup>,

The days lost are counted as the difference between the calendar days (without discounting holidays or vacations in the calculation) between the date of discharge and the date of sick leave,

ACCIDENT RATE - BIOTEST				
	Germany 2023		Germany 2022	
	Women	Men	Women	Men
Total number of work accidents with leave* (LTI) without leave (NLTI) and first aid (FA)	17	21	61	26
Total number of work accidents with leave** (LTI)	14	18	9	23
Hours worked	1,608,089	2,029,541	1,451,784	1,792,284
Accident Frequency Index***	8.7	8.9	6.2	12.8
Severity Index****	0.23	0.18	0.26	0.05
Lost days	128.00	134.00	-	-

\*Total number of accidents with sick leave (non itinere) without sick leave and first aid

\*\*Total number of accidents with sick leave (non itinere) excluding COVID

\*\*\*Number of occupational accidents with sick leave (non itinere) excluding COVID / total no. of actual hours worked \*10<sup>6</sup>

\*\*\*\*N° of days not worked due to occupational accidents with sick leave (non itinere) excluding COVID / n° of actual hours worked \*10<sup>3</sup>,

The days lost are counted as the difference between the calendar days (without discounting holidays or vacations in the calculation) between the date of discharge and the date of sick leave,

## Average wage\*

<b>AVERAGE WAGE BY PROFESSIONAL CATEGORY AND GENDER IN SPAIN IN EUROS</b>				
Professional category		Fixed Wage- Average 2023	Fixed Wage- Average 2022	Fixed Wage- Average 2021
Executives	Women	234,199.4	287,311.2	212,963.7
	Men	294,979.5	283,288.9	270,613.6
Directors	Women	111,424.2	106,426.4	99,625.6
	Men	126,485.0	122,761.5	120,321.9
Senior management	Women	80,243.2	77,615.6	77,568.5
	Men	85,223.4	82,403.3	81,002.8
Management	Women	57,197.7	56,150.6	55,164.9
	Men	61,608.1	59,679.4	59,317.4
Senior professionals	Women	44,306.0	42,881.6	41,756.0
	Men	47,444.7	46,370.8	45,345.3
Professionals	Women	38,582.9	37,776.2	36,836.7
	Men	40,571.3	39,319.5	38,559.2
Administrative staff / Manufacturing operators	Women	28,917.7	28,202.0	27,597.7
	Men	29,434.8	28,774.1	28,136.4

<b>AVERAGE WAGE BY PROFESSIONAL CATEGORY AND GENDER IN U.S. IN USD</b>				
PLASMA CENTERS				
Professional category		Fixed Wage- Average 2023	Fixed Wage- Average 2022	Fixed Wage- Average 2021
Executives	Women	n/a	423,128.9	377,434.2
	Men	n/a	327,646.3	401,357.4
Directors	Women	228,290.9	200,068.6	200,302.6
	Men	255,886.1	227,863.1	214,532.9
Senior management	Women	159,492.0	158,824.1	144,350.6
	Men	166,865.6	162,299.8	158,173.6
Management	Women	112,733.3	105,920.4	98,616.3
	Men	118,827.3	111,852.3	108,925.6
Senior professionals	Women	94,243.2	90,679.2	85,525.7
	Men	96,902.6	93,429.4	91,855.2
Professionals	Women	72,915.4	67,403.6	62,362.5
	Men	75,593.9	70,289.3	65,102.4
Administrative staff / Manufacturing operators	Women	43,135.0	42,367.8	37,798.8
	Men	42,339.7	41,653.4	37,421.6

<b>AVERAGE WAGE BY PROFESSIONAL CATEGORY AND GENDER IN U.S. IN USD</b>				
REST OF ACTIVITIES				
Professional category		Fixed Wage- Average 2023	Fixed Wage- Average 2022	Fixed Wage- Average 2021
Executives	Women	352,372.9	431,673.0	303,731.8
	Men	438,137.8	402,767.9	406,172.7
Directors	Women	233,132.0	222,949.8	205,835.1
	Men	240,232.8	230,487.9	217,810.3
Senior management	Women	179,262.4	170,195.2	165,250.4
	Men	185,042.4	177,603.8	166,667.3
Management	Women	139,678.2	133,476.6	124,956.6
	Men	143,599.6	139,899.7	131,632.8
Senior professionals	Women	116,940.4	112,693.1	104,338.8
	Men	116,913.4	112,378.6	105,809.3
Professionals	Women	82,492.1	80,065.1	73,199.3
	Men	85,750.6	83,287.4	77,673.7
Administrative staff / Manufacturing operators	Women	61,515.8	60,957.0	57,175.9
	Men	65,179.4	63,889.0	61,328.9

**AVERAGE WAGE BY PROFESSIONAL CATEGORY AND GENDER IN IRELAND IN EUROS**

Professional category		Fixed Wage- Average 2023	Fixed Wage- Average 2022	Fixed Wage- Average 2021
Executives	Women	n/a	n/a	n/a
	Men	n/a	n/a	n/a
Directors	Women	n/a	n/a	n/a
	Men	n/a	n/a	n/a
Senior management	Women	128,321.6	110,980.0	115,833.3
	Men	120,028.7	119,091.7	108,211.1
Management	Women	83,334.8	70,401.7	69,802.4
	Men	88,575.4	80,401.0	73,069.3
Senior professionals	Women	62,005.0	55,616.3	52,880.6
	Men	66,819.6	59,794.8	54,338.6
Professionals	Women	48,759.5	45,099.1	43,448.2
	Men	51,747.3	48,099.6	45,496.2
Administrative staff / Manufacturing operators	Women	39,247.8	37,382.6	37,401.8
	Men	38,461.4	36,875.3	37,545.3

**AVERAGE WAGE BY PROFESSIONAL CATEGORY AND GENDER IN GERMANY IN EUROS**

Professional category		Fixed Wage- Average 2023	Fixed Wage- Average 2022	Fixed Wage- Average 2021
Executives	Women	n/a	n/a	n/a
	Men	n/a	n/a	n/a
Directors	Women	180,605.6	172,301.1	175,768.2
	Men	188,398.1	183,879.9	162,279.9
Senior management	Women	101,051.5	91,136.0	97,142.7
	Men	109,449.3	116,751.0	116,580.1
Management	Women	86,663.5	83,347.3	76,584.4
	Men	91,333.4	88,562.4	84,118.2
Senior professionals	Women	60,886.8	58,765.4	57,413.9
	Men	64,367.0	60,060.9	64,481.7
Professionals	Women	60,190.7	62,654.9	60,365.9
	Men	60,853.1	60,651.4	57,897.2
Administrative staff / Manufacturing operators	Women	35,622.2	34,632.7	28,882.8
	Men	34,675.7	33,317.0	28,014.3

**AVERAGE WAGE BY PROFESSIONAL CATEGORY AND GENDER IN GERMANY IN EUROS - BIOTEST**

Professional category	Fixed Wage- Average 2023 men	Fixed Wage- Average 2023 women
Executives	n/a	n/a
Directors	153,446.00	151,593.60
Senior management	116,617.38	112,625.57
Management	101,543.98	100,860.70
Senior professionals	78,848.36	76,169.38
Professionals	64,096.59	58,187.40
Administrative staff / Manufacturing operators	46,270.39	42,781.62

**AVERAGE WAGE BY AGE IN SPAIN IN EUROS**

Age	Fixed Wage- Average 2023	Fixed Wage- Average 2022	Fixed Wage- Average 2021
<30	33,679.0	33,146.4	31,989.2
30-50	43,530.5	41,938.6	40,765.5
>50	57,386.6	58,172.8	59,117.1

**AVERAGE WAGE BY AGE IN U.S. IN EUROS USD**

Age	Fixed Wage- Average 2023	Fixed Wage- Average 2022	Fixed Wage- Average 2021
<30	42,793.0	40,800.6	36,112.0
30-50	67,408.5	62,434.9	57,846.3
>50	95,291.8	89,849.2	86,462.3

**AGE IN IRELAND IN EUROS**

Age	Fixed Wage- Average 2023	Fixed Wage- Average 2022	Fixed Wage- Average 2021
<30	50,611.4	48,304.7	46,946.5
30-50	65,679.4	57,997.7	55,937.7
>50	63,748.0	82,253.7	89,154.0

**AVERAGE WAGE BY AGE IN GERMANY IN EUROS**

Age	Fixed Wage- Average 2023	Fixed Wage- Average 2022	Fixed Wage- Average 2021
<30	38,261.8	36,957.2	30,948.0
30-50	46,699.2	44,162.1	39,398.9
>50	56,358.5	53,524.1	50,220.4

**AVERAGE WAGE BY AGE IN GERMANY IN EUROS - BIOTEST**

Age	Fixed Wage- Average 2023
<30	44,784.1
30-50	64,397.3
>50	72,330.1

\*To avoid distorting the results, the average fixed salary excludes salaries based on seniority or individual/personal events

**AVERAGE RETRIBUTION OF BOARD MEMBERS AND EXECUTIVES BY GENDER**

Euros	2023			2022			2021		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Total average salary	245,745.4	301,275.3	281,113.3	250,329.3	292,935.3	277,054.2	223,249.3	278,680.7	259,405.0
Executives, employees and Board Members	179	314	493	186	313	499	177	332	509
Salary gap			18.43%			14.50%			19.90%

\* To avoid distorting the results, the average fixed salary excludes salaries based on seniority or individual/personal events. It is the average of the Annual Gross Fixed Salary at 100% occupancy

## Gender pay gap

**GENDER PAY GAP / SPAIN**

	Adjusted Gender Pay Gap 2023	Gender Pay Gap 2023	Adjusted Gender Pay Gap 2022	Gender Pay Gap 2022	Adjusted Gender Pay Gap 2021	Gender Pay Gap 2021
Executives	n/a	20.60%	n/a	-1.40%	n/a	21.30%
Directors	9.97%	11.91%	6.50%	13.30%	17.20%	17.20%
Senior management	5.84%	5.84%	5.30%	5.80%	3.50%	4.20%
Management	5.47%	7.16%	4.40%	5.90%	6.30%	7.00%
Senior professionals	3.23%	6.62%	4.00%	7.50%	3.10%	7.90%
Professionals	2.15%	4.90%	3.00%	3.90%	2.30%	4.50%
Administrative staff / Manufacturing operators	0.79%	1.76%	0.90%	2.00%	0.80%	1.90%

**GENDER PAY GAP / U.S. - PLASMA CENTERS**

	Adjusted Gender Pay Gap 2023	Gender Pay Gap 2023	Adjusted Gender Pay Gap 2022	Gender Pay Gap 2022	Adjusted Gender Pay Gap 2021	Gender Pay Gap 2021
Executives	n/a	n/a	n/a	-29.10%	n/a	6.00%
Directors	n/a	10.78%	2.80%	12.20%	-1.20%	6.60%
Senior management	n/a	4.42%	n/a	2.10%	n/a	8.70%
Management	3.46%	5.13%	1.80%	5.30%	6.30%	9.50%
Senior professionals	0.82%	2.74%	-0.60%	2.90%	5.40%	6.90%
Professionals	2.40%	3.54%	3.70%	4.10%	4.40%	4.20%
Administrative staff / Manufacturing operators	-1.87%	-1.88%	-2.50%	-1.70%	-1.50%	-1.00%

**GENDER PAY GAP / U.S. - REST OF ACTIVITIES**

	Adjusted Gender Pay Gap 2023	Gender Pay Gap 2023	Adjusted Gender Pay Gap 2022	Gender Pay Gap 2022	Adjusted Gender Pay Gap 2021	Gender Pay Gap 2021
Executives	n/a	19.57%	n/a	-7.20%	n/a	25.20%
Directors	1.25%	2.96%	1.30%	3.30%	5.20%	5.50%
Senior management	1.20%	3.12%	2.50%	4.20%	-1.00%	0.90%
Management	5.46%	2.73%	6.70%	4.60%	4.50%	5.10%
Senior professionals	2.75%	-0.02%	1.30%	-0.30%	3.20%	1.40%
Professionals	1.72%	3.80%	2.30%	3.90%	1.80%	5.80%
Administrative staff / Manufacturing operators	4.82%	5.62%	4.50%	4.60%	5.20%	6.80%

**GENDER PAY GAP / IRELAND**

	Adjusted Gender Pay Gap 2023	Gender Pay Gap 2023	Adjusted Gender Pay Gap 2022	Gender Pay Gap 2022	Adjusted Gender Pay Gap 2021	Gender Pay Gap 2021
Executives	n/a	n/a	n/a	n/a	n/a	n/a
Directors	n/a	n/a	n/a	n/a	n/a	n/a
Senior management	n/a	-6.91%	n/a	6.80%	n/a	-7.00%
Management	n/a	5.92%	n/a	12.40%	n/a	4.50%
Senior professionals	7.08%	7.21%	4.90%	7.00%	-1.00%	2.70%
Professionals	1.63%	5.77%	n/a	6.20%	1.80%	4.50%
Administrative staff / Manufacturing operators	0.37%	-2.04%	-1.00%	-1.40%	-1.00%	0.40%



**GENDER PAY GAP / GERMANY**

	Adjusted Gender Pay Gap 2023	Gender Pay Gap 2023	Adjusted Gender Pay Gap 2022	Gender Pay Gap 2022	Adjusted Gender Pay Gap 2021	Gender Pay Gap 2021
Executives	n/a	n/a	n/a	n/a	n/a	n/a
Directors	n/a	4.14%	n/a	6.30%	n/a	-8.30%
Senior management	n/a	7.67%	n/a	21.90%	n/a	16.70%
Management	n/a	5.11%	n/a	5.90%	n/a	9.00%
Senior professionals	2.37%	5.41%	n/a	2.20%	8.90%	11.00%
Professionals	4.09%	1.09%	2.10%	-3.30%	-0.70%	-4.30%
Administrative staff / Manufacturing operators	0.13%	-2.73%	-1.40%	-3.90%	-4.20%	-3.10%

For confidentiality and personal data protection reasons, no pay gap data is shown in those professional categories in which there is not a minimum of 4 people of each gender. The adjusted gender pay gap is not shown in those categories for which it is not possible to obtain data with enough statistical significance through the econometric model.

**GENDER PAY GAP / GERMANY - BIOTEST**

	Adjusted Gender Pay Gap 2023	Gender Pay Gap 2023
Executives	n/a	n/a
Directors	n/a	1.21%
Senior management	n/a	3.42%
Management	-0.83%	0.67%
Senior professionals	3.14%	3.40%
Professionals	1.93%	9.22%
Administratives/Manufacturing Operators	-6.67%	7.54%
<b>Total</b>	<b>-0.91%</b>	<b>1.49%</b>



# Helping create more sustainable health systems

## The value of our collaborations

### Advancing health care in three core areas



#### 1. Public-private collaborations\*:

We help countries bolster their plasma self-sufficiency to promote patients' access to life-sustaining plasma-derived medicines.



#### 2. Savings for healthcare systems:

We forge public-private partnerships that save costs for public healthcare systems.



#### 3. Support for blood banks:

We work with blood bank to advance countries' self-sufficiency of plasma-based medicines.



\*More information: "Commitment to Donors and Patients".

# Optimizing health costs

Outside its core activity, Grifols shares its expertise in producing plasma medicines with other countries by making its facilities, technologies, knowledge and technical expertise available to public donation centers and health organizations. Grifols also processes surplus plasma, purifies the proteins, and returns to countries finished plasma-derived medicines.

These collaborations are offered in Spain, Italy and Canada under regulated by fractionation service agreements, leading to significant cost savings for these countries.

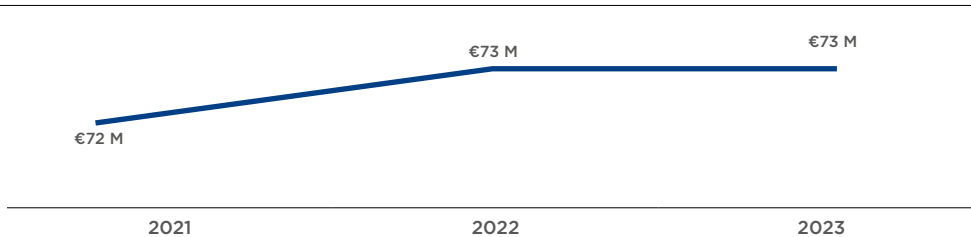
In 2023, this service was extended to Egypt as part of Grifols' efforts to promote plasma self-sufficiency in the region.



**€350+ M**

in savings since 2019

## GRIFOLS' CONTRIBUTION TO HEALTH SYSTEM SAVINGS IN SPAIN

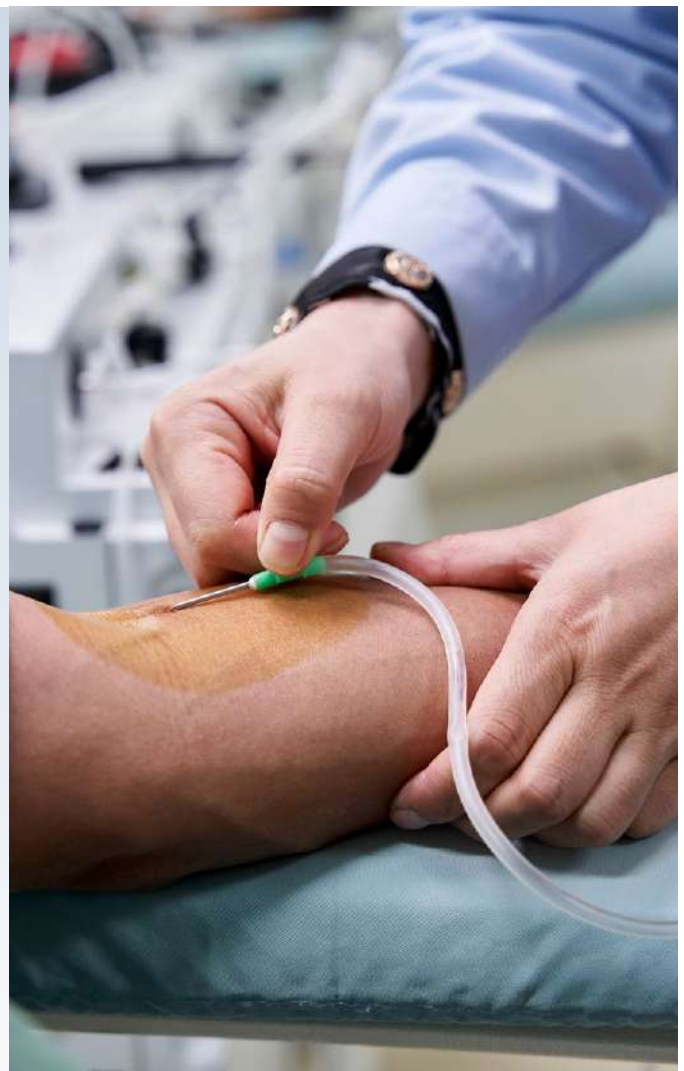


### Spain boosts its plasma self-sufficiency for the production of plasma-based medicines

The procurement of human plasma—the essential raw material in the manufacture of plasma derivatives—has become a strategic priority for Spain's National Health System. Throughout the year, actions were carried out to expand the plasma donor base and increase donations by apheresis.

In 2023, various groups joined forces to bolster plasma-collection volumes. For the third consecutive year, more than 400,000 liters of plasma were obtained for the fractionation and production of plasma derivatives, representing between 40% and 60% of Spain's needs to produce plasma-based therapies.

Grifols joined the multiple awareness campaigns and actions organized in Spain to encourage plasma donations in line with its mission to enhance people's health.



# Collaborations with blood banks

## International fractionation agreements

This broad-based service is customized to each client (public and private entities) and encompasses the entire plasma logistics chain (collection, transport, control and analysis) and its fractionation, purification, dosing and delivery of finished products.

The solution includes, among others, the Quality Program, which provides advice on quality management and assurance systems, the Academy Program, which includes training activities, courses, and programs related to plasm. At the same time, the Grifols Plasma Management Service web solution, was developed by Grifols to improve, streamline, and facilitate communication among the various parties involved in the industrial plasma fractionation contract monitoring and guaranteeing full traceability during the process.



### Collaborative solutions



### Safety throughout the supply chain



### Comprehensive quality control



### Advancing countries' plasma self-sufficiency



### Patient-focused



### Savings for healthcare systems

Grifols spearheads several additional services to address the needs of blood banks and promote plasma self-sufficiency.

## Additional services

- **Apheresis Program:** A collaboration with transfusion centers and blood banks to increase plasma donation by plasmapheresis. Through this initiative, Grifols offers its expertise to collaborating centers to develop educational and awareness-raising actions to encourage plasma donation by apheresis and increase plasma self-sufficiency.
- **Contingency Program:** Offers the center, in the event of an incident with its refrigeration equipment, the collection, temporary storage, and return of fresh frozen plasma.
- **PROCLEIX® NAT Solutions:** NAT technology tests enhance safety by reducing the risk of transfusion-transmitted diseases. They also improve laboratory efficiency with high test sensitivity.
- **Biolab Program:** This program provides several services:
  - Viral Marker Sample Analysis using serology and NAT techniques.
  - Confirmatory Testing for Doubtful Positives.
  - Immunohematology Services.
  - External Reference Laboratory Services.
  - Quality Control for Fresh Frozen Plasma and Cryoprecipitate.
  - Plasma Sample Storage and Management.
  - Supply of Human Plasma for Various Tests or Controls.
- **Biological Sample Archive:** A service for controlled temperature (-80°C) storage, management, and delivery of biological samples.

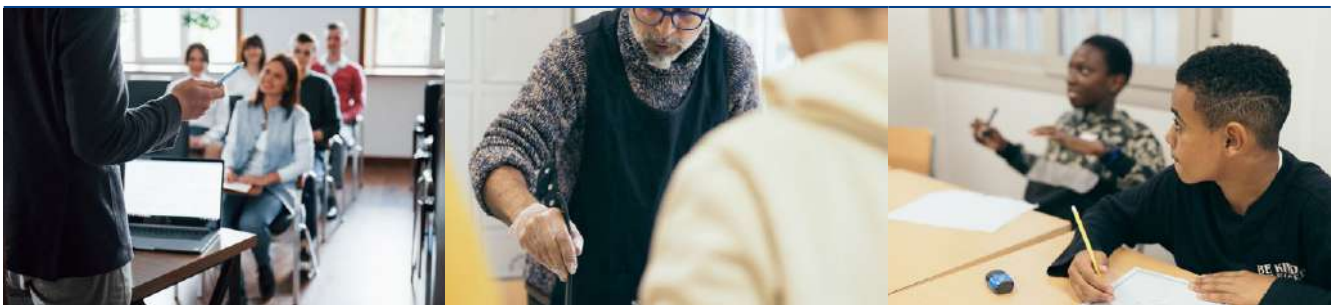




# Community investment and social outreach

Grifols is committed to advancing positive social impact. The company proactively engages with the communities it operates in to enhance the multiplier effect of our activity in terms of job creation, socio-economic impact, and social benefit.

Grifols' foundations extend its social reach and contributions to improve society and making healthcare systems more sustainable.



## Principles

### PRINCIPLES

- ENGAGE
- EDUCATE
- ADVOCATE
- SUPPORT
- MAKE A POSITIVE IMPACT

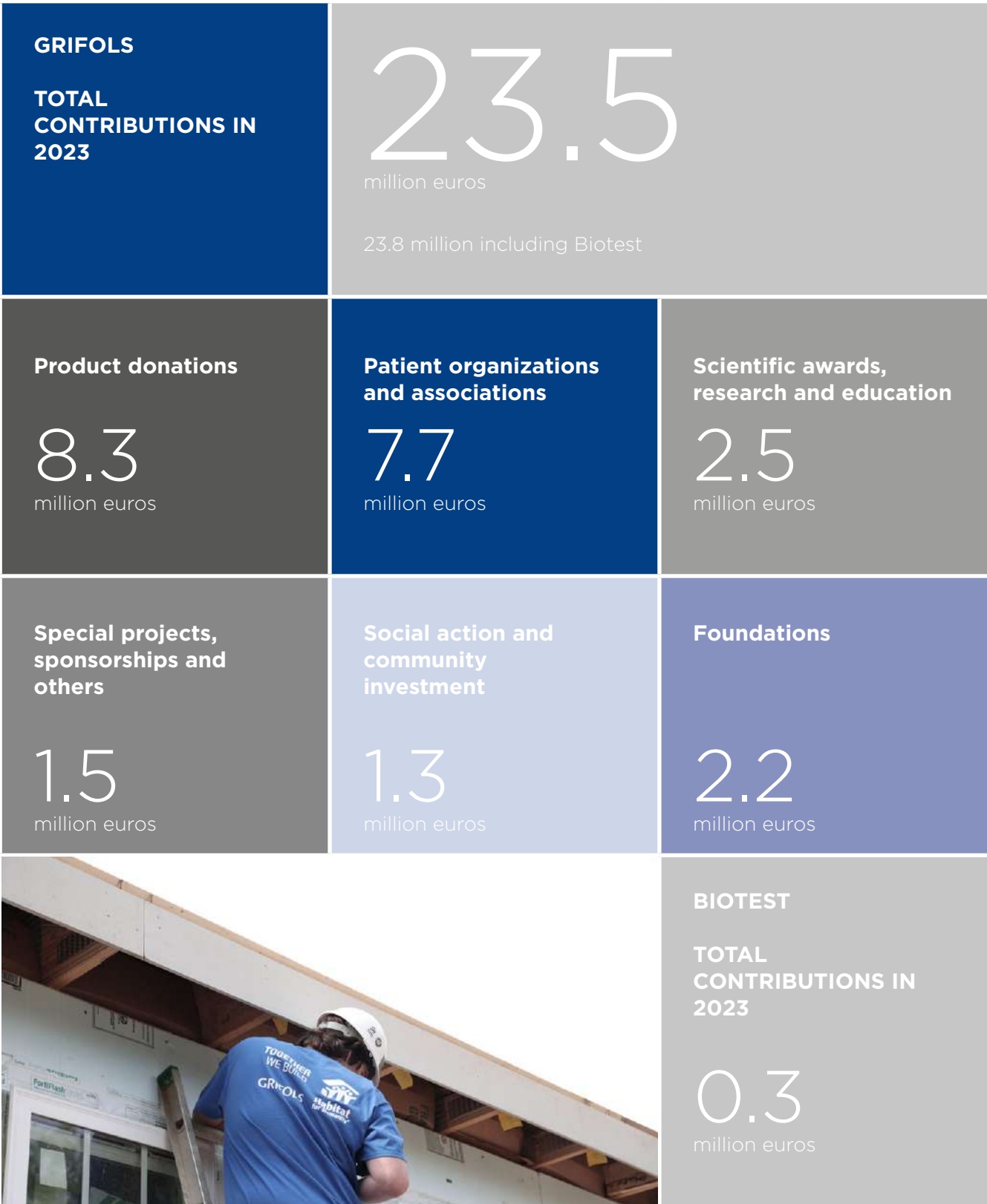
### OUR STAKEHOLDER GROUPS

Grifols' stakeholders include donors, local communities, patients and patient associations, employees, research groups, public healthcare systems, Public Officials, foundations and NGOs.

### SCOPE

As outlined in its Sustainability Policy, Grifols aspires to make a significant and meaningful contribution through a range of socially focused principles and policies. The Sustainability Master Plan, aligned with the United Nations 2030 Agenda and related Sustainable Development Goals, conveys Grifols' pledge to actively contribute to social progress and value creation beyond the financial impact of its core business.





More details on product donations and contributions to patient organizations and programs: **“Donors and Patients”**.  
 More information on scientific awards and research initiatives: **“Innovation”**.  
 Breakdown of Grifols’ value creation: **“Sustainable Growth”**.

# Social action

The principles and guidelines in Grifols' Sustainability Policy inform its Corporate Social Action and Community Investment Policy, both of which fall under the umbrella of its Sustainability Master Plan.

Grifols' social action supports the United Nations 2030 Agenda for Sustainable Development by investing in initiatives that advance shared value and sustainable development. The company's social action is carried out through Grifols foundations and Social Impact Committees.

All investment and donation decisions for social-impact activities are governed by Grifols Code of Conduct. Local committees follow specific procedures to guarantee the transparency of all activities and their alignment with Grifols' corporate mission and Social Action and Community Investment Policy.

In 2023, Grifols grant committees collectively allocated over USD 400,000 to relative projects and initiatives.

Through the Probitas Foundation, Grifols coordinates initiatives and projects to increase access to treatments for vulnerable populations.

In addition, Grifols carries out social action initiatives linked to its commercial initiatives, linked to its strategy and commercial activity, to benefit the communities in which its plasma donors live, improve plasma donors live, to improve the conditions of the donors themselves and/or to donors themselves and/or plasma donation centers. These activities are carried out through the José Antonio Grifols Lucas Foundation.



No. of actions\*

1,700+

\*Includes activities organized by Grifols plasma donation centers.

Subsidized initiatives

100+

Participants

1,500+

volunteers

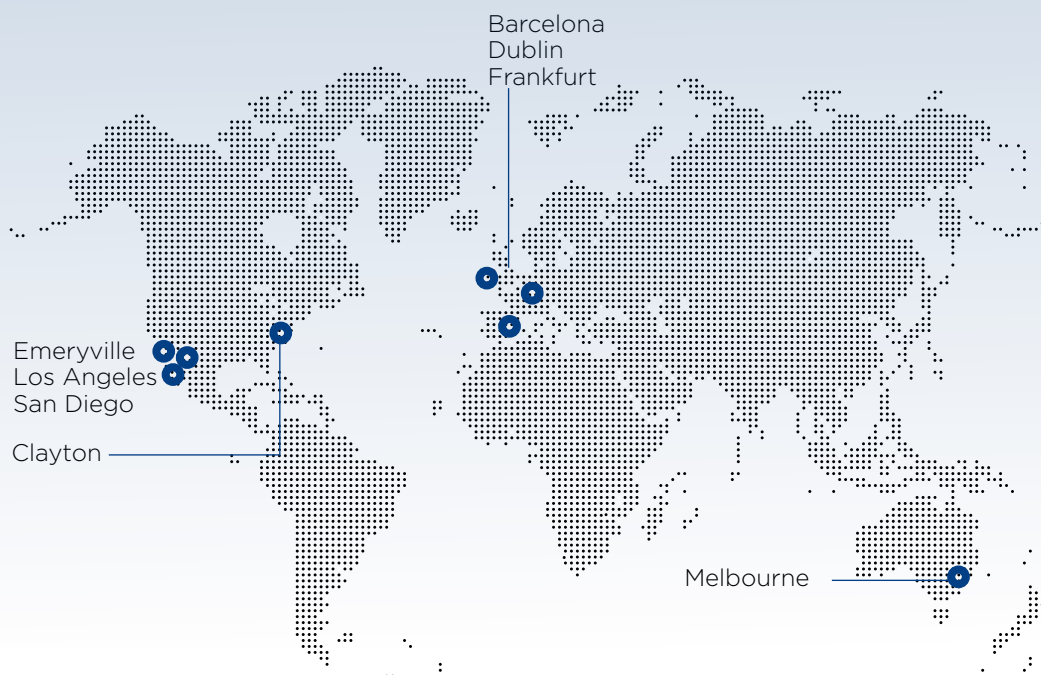


See Social Action and Community Investment Policy: [www.grifols.com](http://www.grifols.com)

More details on the Probitas Foundation section.

More details on the J. A. Grifols Foundation section.

## Grifols' Social Impact Committees review and ensure the maximum rigor and transparency in its financial grants



4 AREAS OF ACTION\*

1

Health and well-being

Increasing access to medical treatment and promoting healthy lifestyle habits

29% of initiatives



2

Local development

Promoting the development of local communities where Grifols operates through job creation and increased quality of life

18% of initiatives



3

Education

Promoting educational equality and opportunities for today's youth through grants, sponsorships and scholarships

45% of initiatives



4

Environment

Working to recover natural areas and highlight their importance through internal programs and collaborations with wildlife conservation associations

8% of initiatives



\*Overview of subsidized initiatives excluding plasma center activities.

Support for Turkey and Syria: help for earthquake victims

Earthquakes caused widespread devastation in Turkey and Syria in 2023, leading to thousands of deaths, injuries and incidents of homelessness.

To support medical aid in the region, Grifols collaborated with Turkish authorities with donations of physiological saline solution, glucose, albumin and factor VIII, among other products. Through the Probitas Foundation, the company also channeled aid to Direct Relief, Save the Children and the Red Cross, organizations that were chosen for their ability to quickly deploy medical teams in the affected areas and provide shelter, food and water, and physical and mental healthcare support. Grifols also encouraged donations among its workforce by including a link to the Direct Relief and Probitas Foundation website from its employee portal.



Employees and donors contributed with more than **\$20,000.**

Grifols matched the donations contributing with **\$30,000.**

Humanitarian aid for Israel and Gaza

Grifols is collaborating with aid organizations in the region, including the International Federation of Red Cross and Red Crescent Societies.



# 1 Health and well-being

## 29% of the activities carried out and one of the main pillars of Grifols' social action

Grifols supports and promotes activities to improve people's health and well-being. In 2023, the company has increased the number of initiatives carried out, representing 26% compared to 21% in 2022.



### UNITED STATES

For the fifth consecutive year, Grifols organized a food drive and fundraising campaign for Feeding America through the "Box Out Hunger" initiative, with the generous participation of U.S. employees and donors.

#### Support in 2023

**1.5 M** meals

USD **150,000**



### UNITED STATES

El Sereno Stallions Football and Cheer sports league offers after-school activities to keep young people away from high-conflict environments and help them build their self-esteem. Grifols' funds allow at-risk young people to participate at the lowest possible cost and, in some cases, free of charge.

#### Support in 2023

**240** young people

USD **5,000**



### SPAIN

The campaign "Donate your Christmas basket to Twin Families," driven among the company's employees, has led to Grifols professionals donating their Christmas hampers in full or in part.

#### Support in 2023

153 volunteers

EUR 4,340



### AUSTRALIA

In the country's southern region, the Food Bank of Australia assists over 135,000 people every month, many of them children from dependent and vulnerable homes. Grifols' support provided for 10,000 meals and purchase a van to distribute donated food.

#### Support in 2023

USD 15,000



### GERMANY

Donations of food and basic necessities to groups at risk of social exclusion in the Frankfurt area. The association serves over 27,000 people each month.

#### Support in 2023

EUR 5,000



### UNITED STATES

Barrio Action promotes educational development and social integration of at-risk young people and their families. Grifols contributes to the education of beneficiaries through the donation of school supplies.

#### Support in 2023

54 volunteer hours

# 2 Local development

## Grifols works to maximize its positive impact and opportunities in its communities of operation. Grifols plasma centers: engines of local development

Grifols' firm commitment to donors and employees extends to the communities where they live. The company organizes community-outreach events, donations and volunteer activities both directly and through the José Antonio Grifols Lucas Foundation in its communities where Grifols sites are located.



Activities carried out at donor centers

1,600

Participating donor centers

80%+

Employee participation

1,100+

Numbers of community hours

10,000+ volunteers

### “Plasma Possibilities” program

This initiative offers plasma donors the chance to partially or totally contribute their donor remuneration to a participating charity organization.

Since its launch in 2017, the program has raised more than USD 100,000 for U.S.-based charitable organizations thanks to the generosity of 30,000-plus plasma donors.

CORE



UNITED STATES

Grifols and Habitat for Humanity have worked together since 2014 to provide safe, decent and healthy housing in communities in across the United States. In 2023, Grifols supported projects in San Gabriel Valley, San Diego, Los Angeles and Emeryville, California, and in Clayton, North Carolina.

Support in 2023  
 150 volunteers  
 1,246 beneficiaries  
 875+ hours  
 USD 200,000



UNITED STATES

Grifols employees volunteer at various events organized by the El Sereno Bicentennial Committee by participating in food drives, commemorative events and programs aimed at senior residents.

Support in 2023  
 25,000 beneficiaries  
 USD 20,000

CORE



UNITED STATES

Grifols partners with United Service Organizations (USO), a national non-profit that works to keep U.S. military service members connected to their home environments during their service. The partnership helps build ties between Grifols employees and local USO affiliates.

Support in 2023  
 60+ volunteers  
 250+ hours  
 USD 150,000



OPERATION DIGNITY

UNITED STATES

Through this initiative, Grifols provides food and support services to roughly 1,000 people, including unhoused veterans and other at-risk individuals.

Support in 2023  
 1,000 beneficiaries  
 USD 13,750



# 3 Education

Grifols promotes science and STEM capabilities among its educational priorities.

CORE



UNITED STATES

Grifols promotes STEM education by financing National Medical Fellowships scholarships for medical studies for at-risk young people, as well as by offering financial support for nursing students in collaboration with Charles R. Drew University of Medicine and Science.

Support in 2023

USD **50,000**

CORE



UNITED STATES

This program fosters engagement between STEM professionals and collectives of women, elementary school students and African American children to spark a love for science and encouraging them to consider advancing their education in a STEM field.

Support in 2023

**15,000** beneficiaries

USD **13,750**



UNITED STATES

Grifols aims to spark a passion for science and create opportunities for young people by promoting diversity, equity and inclusion in STEM education through its collaboration with this institution. The company has provided resources to offer activities in San Diego-area schools to help African American and Indigenous American students access STEM careers.

Support in 2023

1,377 beneficiaries

USD 7,500



SPAIN

Sponsored by the U.S. government, international governments and private-sector companies, Fulbright grants are offered to recent college graduates interested in earning doctoral or master's degrees at U.S. universities. Grifols has collaborated with the prestigious Fulbright program since 2013.

Support in 2023

EUR 25,000



AUSTRALIA

The Smith Family is a charity organization dedicated to promoting early-childhood education and alleviating educational inequality stemming from poverty. Grifols support the Learning and Mentoring program, which encourages disadvantaged young people to build aspirations for the future and complete their tertiary education.

Support in 2023

AUD 15,000



UNITED STATES

This program offers after-school STEM programs for girls from economically disadvantaged communities, as well as opportunities for interaction with professional women in STEM to spark their passion for this field.

Support in 2023

800 beneficiaries

USD 20,000

## Annual school supplies drive

Grifols aspires to support young students by collecting and donating school supplies to local schools in the U.S. and Germany. In 2023, the company donated over USD 69,000 worth of school supplies to support 80 local schools.

# 4 Environment

**Grifols aspires to raise awareness of the vital need to fight against climate change and build knowledge of the natural environment and its rich biodiversity.**

**CORE**



**UNITED STATES**

This organization promotes healthier communities by creating parks and green spaces. Grifols employees and donors volunteered their time to refurbish the El Sereno Arroyo playground and other park clean-ups and rebuilding projects, benefitting 1,600 people.

**Support in 2023**

**1,600** beneficiaries

**88+** hours

USD **50,000**

**Grifols employees help protect the environment**

To celebrate World Environment Day, 50 Haema employees in Germany donated EUR 5,000 to the Ecken Wecken Foundation, sponsored trees near the company's headquarters in Leipzig (Germany) and planted flowers to enrich the area's biodiversity. These actions came about thanks to a Grifols employee in Germany, who promoted and presented the initiative to Social Impact Committee.



**UNITED STATES**

North East Trees promotes the design of nature zones and the restoration of natural habitats to mitigate environmental injustice and its impact on poor communities. In 2023, Grifols supported the Youth Environmental Leadership program, which offers vocational and job training and other services to disadvantaged young people between the ages of 16 and 26.

**Support in 2023**

USD 5,000



**SPAIN**

Grifols welcomed employees and their families on a nature walk through a centuries-old forest in the Garrotxa Volcanic Zone Natural Park to promote knowledge of the natural environment and its biodiversity.

**Support in 2023**

287 participants



**UNITED STATES**

Triangle Land Conservancy is dedicated to improving the environmental health of the Clayton, North Carolina area. Grifols sponsored the "Pathways Into Natural Environments and Science" scholarship, enabling 10 students to explore career opportunities in conservation and environmental science.

**Support in 2023**

USD 10,000



**UNITED STATES**

Grifols employees volunteered in the "I Love a Clean San Diego" program to help in the clean-up of San Dieguito County Park and San Dieguito Groundwater Basin, which drains into the Pacific Ocean.

**Support in 2023**

USD 15,000

# Sponsorships

## Supporting women in sport

Grifols has been a UEFA sponsor of women's soccer since the 2021-22 season and will continue until the completion of competitions in 2025. Grifols stands out as the only healthcare company to sponsor UEFA women's soccer at all levels of competition, including the UEFA Women's Champions League, UEFA Women's Euro, Sub 19 and Sub 17 Women's European Championship, Women's European Indoor Football Championship, and the campaign "Together #WePlayStrong".

On a local level, Grifols has sponsored the Cotillas CD (Murcia) women's soccer team since 2023, which in its first year already attracted more than 50 players.

The company also collaborates with Mollet Hoquei Club in Barcelona to promote women's field hockey.

Through these sponsorships, Grifols is extending its support for women's sports competitions and its commitment to gender equality, at a time when women's soccer and other sports are becoming more popular throughout Europe, attracting new players and fans.



## Grifols, new patron of the Joan Miró Foundation

In 2023, Grifols became a patron of the Joan Miró Foundation in Barcelona. Under this collaboration agreement, Grifols will contribute to the conservation, research and dissemination of Joan Miró's work, while supporting the Foundation's mission to bring contemporary art closer to society.



# Initiatives through foundations and NGOs

## Probitas Foundation: improving the health of the most vulnerable populations

Fundación Probitas was created in 2008 to improve the health and well-being, and equality to opportunities for people in vulnerable situations. In Spain, it works with local communities to improve the nutrition and emotional well-being of at-risk youth. On a global level, the foundation focuses on improving public health systems in low-income countries, leveraging Grifols' expertise in medical care and clinical diagnostics. The Probitas Foundation receives an annual allocation of 0.7% of Grifols corporate profits.

The foundation partners with social and health organizations to jointly design projects that advance social progress by pooling knowledge, skills and resources. In this way, it broadens its impact by harnessing the collective expertise of diverse entities and the technical knowhow of Probitas multidisciplinary team.

Probitas programs strive to have a positive multiplier effect by ensuring projects have a long-lasting and sustainable impact and replicability through partnerships with social action and health entities, governmental and non-governmental organizations, universities and research centers.

Fundación Probitas programs promote the UN's Sustainable Development Goals, particularly those dedicated to the fight against poverty, ensuring quality health and education, and advancing gender equality.





## International program

The foundation spearheads efforts to help populations living in remote regions of the world with scarce medical resources and practically non-existent healthcare systems. In these areas, diseases represent a serious public health problem, causing immense human suffering, stigmatization, and high morbidity and mortality rates.

International projects are co-developed in each country with local entities and health authorities in primary healthcare contexts. These efforts also include community-engagement actions and medical training programs for healthcare personnel to promote health care as a priority.

Main projects and milestones in 2023:

### Efforts to address neglected tropical diseases

In the field of neglected tropical diseases (NTDs), Probitas has allocated EUR 850,000 to support six biannual projects in remote areas of Bolivia, Peru, Democratic Republic of Congo and Sierra Leone.

With more than 43,000 beneficiaries to date, these projects advance SDG 3.3, aimed at reducing the prevalence of NTDs, which affect more than 1,000 million people and fuel the cycle of poverty in the world's most marginalized regions.

### Support for clinical diagnostic labs

Probitas improves access to health care by renovating and equipping diagnostic laboratories in remote regions, providing training for healthcare professions, and raising awareness on common health-related problems. In 2023, renovations were completed on five clinical labs in Paraguay, Côte d'Ivoire and Ethiopia, benefitting more than 100,000 people.

### Development of laboratory management software

Probitas collaborated with the Universitat Politècnica de Catalunya to develop the ARIS software system, designed to manage patients, analytics and lab tests. The program will be freely downloadable from the Probitas website, and laboratories can configure it in their language and customize it very easily without the need for computer knowledge.

“

**Six new bi-annual projects were launched in 2023 in the area of neglected tropical diseases.**





## Local program

Grifols supports several health and social outreach programs in local communities to promote the development of children and adolescents in vulnerable situations and/or at risk of social exclusion. These health education offerings, socio-educational support, assistance to cover basic needs such as food, and the development of professional abilities in the realms of health and education.

Local projects are developed through a network of agents from distinct entities: social organisms, schools, high schools, public administrations and families.

Over 10,000 young people from 54 municipalities benefitted from these programs in the 2022-23 academic year.

Main projects and milestones in 2023:

### Expansion of the “Dinem Junts” program

The “Dinem Junts” (Let’s eat) program was launched in Catalunya, Spain in 2014, welcoming 450 high school students every year. In 2023, the program was expanded to the southern province of Huelva in the El Torrejon de Huelva neighborhood, affected by high rates of poverty and social turmoil. In collaboration with a local organization and the Huelva City Hall’s social services department, Probitas developed a social-educational support program for 25 students from a high-complexity high school. Students access healthy and well-balanced meals, and receive guidance from qualified professionals on healthy eating habits.

### Healthy Program: highlighting the role of school nurses

In addition to providing healthcare services, school nurses in the Healthy Program offer educational workshops on healthy lifestyle habits for students, families and school professionals (teachers, after-school leaders, lunchroom monitors and others).

For the second year running, the Healthy Program garnered very positive feedback, leading to a 9% reduction in obesity rates among 197 students in the El Cabañal neighborhood in Valencia.

### Innovative program for at-risk children

Amid the growing mental health crisis among young people, a new canine interaction educational program, “Potes amigues” was launched with the participation of 100 children and adolescents from at-risk environments. While forming deep bonds with the dogs, participants acquire new behaviors and grow in confidence and self-esteem.

### Taking care of teachers

Probitas “Professionals in Mind” program promotes the continuous education and development of professionals in the social, health and educational fields. Sessions teach mindset techniques to help participants improve their response capacity and empathy to better navigate emotionally charged situations with adolescents.

Mental health training was also imparted for educators to increase their knowledge of this dynamic with children and strategies to address it.



**10,000+ at-risk children have benefited from an array of programs.**



# Víctor Grifols i Lucas Foundation: bioethics as a principle



The Víctor Grifols i Lucas Foundation was created in 1998 to spotlight the importance of bioethics and encourage dialogue among specialists from different areas of knowledge. The Foundation aims to promote bioethics among organizations, companies and individuals that operate in the healthcare space. To this end, it offers a unique forum for debate, discussion and diverse perspectives on all issues related to ethics, science and health care.

## Publications and articles

During 2023, the Foundation has published the following:

- “Artificial Intelligence and Health”
- “Bioethics and Public Health Law”
- “Old Age, Society and Public Health”
- “Bioethics, A Look Into the Future”
- “Care and Ethics of Care: Needs and Evidence for Research and Progress”

The foundation also collaborates with publishing houses for the dissemination of high-impact books and manuals on bioethics.



**More information on the Foundations and its publications.**



## Awards

Every year, the Foundation awards prizes and research grants to promote the study and dissemination of bioethics. In 2023, it awarded six grants for research projects in bioethics, an audiovisual prize, three prizes for research by high school students, and three prizes for educational centers.

## A forum for debate

The Foundation organizes conferences and expert panels to disseminate and delve into the most critical ethical issues of scientific and social interest. This year, these gatherings explored euthanasia, the medicalization of life stages, plasma donation and the ethics of care, among other issues.

## Education

Advancing the study of bioethics in the education sector is among the Foundation's core objectives. In 2023, it organized film and debate sessions for high school students and participated in the Barcelona International Young Scientific Challenge and Barcelona Science Park research fair.

## Institutional collaborations

The Foundation offers ethical advice to other institutions and collaborates with several entities in organizing activities. Its regular collaborators include the Spanish Society of Public Health and Health Administration, Mémora Foundation, Department of Education of the Generalitat de Catalunya, and Friends of UNESCO-Barcelona.



**Workshops, conferences and seminars**

**32**

**Participants**

**2,080**

**Edited publications**

**6**

**Scholarships**

**6**

**Research grants awarded**

**7**



25 ANYS  
IMPULSANT LA BIOÈTICA

## The Víctor Grifols i Lucas Foundation marks its 25<sup>th</sup> anniversary

The Víctor Grifols i Lucas Foundation celebrated its 25<sup>th</sup> anniversary in 2023. As a benchmark in bioethics, the Foundation has allocated EUR 800,000 to research projects, published nearly 100 publications, and organized roughly 250 educational and training initiatives that benefitted more than 22,000 people.

To mark the occasion, the Foundation has published "Bioethics, a Look into the Future," inviting various authors (philosophers, researchers, scientists, and social figures) to provide a multidisciplinary perspective on different areas of bioethics relevant to society. The book analyzes most of the current bioethical topics and their projection in the coming years, including issues such as research, Alzheimer's disease, and artificial intelligence, among others.



# José Antonio Grifols Lucas Foundation: supporting donor communities

Created in 2008, the José Antonio Grifols Lucas Foundation aspires to enhance the health and wellbeing of plasma donors and the communities where they live. These efforts raise awareness of the importance of plasma, recognize the generosity of donors and generate a positive ripple effect in donor communities.

These social action initiatives are linked to Grifols' business strategy and commercial activity, and they reflect their commitment to this essential stakeholder group.

The Foundation's activity is currently focused in the United States, although might expand to other countries in the future.

## Grants, awards and scholarships

The Foundation's board of directors includes patients, donors and Grifols representatives who meet regularly to approve activities, and community enhancement grants. In 2023, the board approved 16 grants totaling over USD 350,000 to support local organizations that offer civic, social or educational programs for young people and vulnerable populations.

Donation centers' employees also voluntarily promote the foundation's initiatives and participate in its programs.



**Support for local organizations**

**16**

**Community investment**

**USD 350,000**

## New agreement with the National Organization for Rare Disorders

In 2023, Grifols launched a pilot program in two of its donation centers to help plasma donors with critical or essential (non-medical) financial assistance. The program is funded by the J.A. Grifols Foundation and managed by the National Organization for Rare Disorders.



**Support in 2023**  
 75 contributions  
 USD 112,000

**National Organization for Rare Disorders Support**

**USD 112,000**



**\*For more information, see the "Local development" section.  
 \*For more information and details on the foundation's activity.**



## Development programs in donor communities



### Southeastern Massachusetts SER-Jobs for Progress

Grifols Biomat support this employment-support initiative, which provides basic education, training, job placement and other support services to improve the socio-economic status of socio-economically disadvantaged people. Grifols' donation allowed the organization to offer English classes for those in need of improving their fluency.

**Support in 2023**

USD **25,000**



### College Mentors for Kids

This organization connects children with college students. In 2023, several Indianapolis-area (IN) schools attended the national College Mentors for Kids training meeting. The Grifols team participated in the "Activity in Action" session, providing an overview on the company's role in the healthcare sector for 40 students.

**Support in 2023**

USD **30,000**

**40** beneficiaries



### Food Bank Rio Grande Valley

Through the Texas Plasma Donation Center, Grifols made a USD 25,000 donation to the Rio Grande Valley Food Bank, which serves families in the cities of Cameron and Hidalgo.

**Support in 2023**

USD **25,000**

**10,850** meals

**1,736** beneficiaries



### School Fuel, Weekend Food Program

Grifols' plasma center in San Marcos (TX) provided meals for roughly 100 children through its USD 25,000 donation to School Fuel, a weekend meal program. In its third collaboration with this non-profit organization, Grifols has helped 200 students in total over the years.

**Support in 2023**

USD **25,000**

**200** beneficiaries



### Bags of Love

Grifols' Eugene, Oregon donor center contributed USD 25,000 to Bags of Love, an organization that offers basic necessities to children in situations of abandonment, catastrophe, abuse, poverty or homelessness. The donation went toward to the organization's "Fill In the Gaps" program, which provides bags of clothing, outerwear, toiletries, school supplies, books, toys and a handmade wool quilt or blanket.

**Support in 2023**

USD **25,000**



### Moma Tina's Mission House y Wiregrass Area Food

Grifols' Dothan (AL) plasma donation center raised USD 15,000 for Moma Tina's Mission House, used to renovate its kitchen area, and USD 25,000 for Wiregrass Area Food Bank, which provided 217,014 meals for economically disadvantaged people in Alabama.

**Support in 2023**

USD **40,000**

**217,014** meals

**1** kitchen renovation



**More information on the J.A. Grifols Foundation.**

## Other initiatives



### HEALTH AND WELL-BEING Promise Community Homes

USD 25,000 donation to the HOMES (Housing Optimizing Medical and Emotional Safety) project to finance the maintenance and accessibility of Promise Community homes in the St. Louis, Missouri metropolitan area. The program benefits 300 adults with intellectual disabilities.



### HEALTH AND WELL-BEING Community Connection Center

USD 25,000 donation to fund this comprehensive social services center in Vermillion, South Dakota, dedicated to providing food, diapers, hygiene products, emergency financial assistance and school supplies to economically disadvantaged people.



### EDUCATION Free 2 Teach

USD 20,000 donation for resources for students and teachers in Madison County, Iowa. Founded in 2013, this organization provides school supplies free of charge to improve students' educational experience and strengthen the community's future workforce.



### EDUCATION Books Between Kids

USD 25,000 donation for at-risk children in the Houston, Texas areas, providing them with books to create their own at-home libraries. The donation supports its three major projects: Book Celebrations, Community Partners and Book A Month.



### FOOD Imperial Valley Food Bank

This Texas organization provides food and services to 25,000 low-income individuals. The USD 20,000 contributed has funded the purchase and distribution of food, including the food program for seniors and weekend backpacks for students.



### FOOD El Pasoans Fighting Hunger Food Bank

USD 20,000 donation allocated toward personnel management and the purchase, transport and distribution of food in El Paso, in eastern Texas.



**The José Antonio Grifols Foundation was created in 2008 in honor of the doctor and pharmacist José Antonio Grifols Lucas and has the mission to contribute to the health and well-being of plasma donors and the communities in which they live.**

# ESG

## Governance

Create long-term sustainable value supported by a strong and strategic corporate governance structure. We evolve while committed to the best corporate governance practices.

### OUR ROADMAP. GRIFOLS 2030 AGENDA



- Supplier assessments using ESG criteria
- Maintain claims ratio in Biopharma
- No critical deficiencies detected in external audits

### OUR PRIORITIES

Ethics	Transparency	Human rights
Honesty	Sustainability	Safety and quality
Integrity	Independence	Legal compliance



**Pacto Mundial**  
Red Española

### ALIGNMENT WITH THE UN GLOBAL COMPACT

#### Grifols adheres to several principles

**Principle 1.** We support and respect the protection of internationally proclaimed human rights in our sphere of influence.

**Principle 2.** We ensure we are not complicit in any human rights abuses.

**Principle 10.** We work against corruption in all its forms, including extortion and bribery.



# Grifols is a publicly traded company

## No extra-statutory or concerted actions

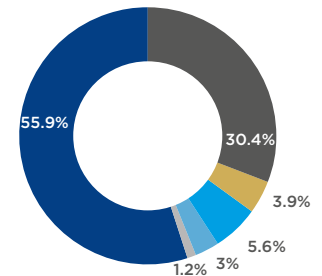
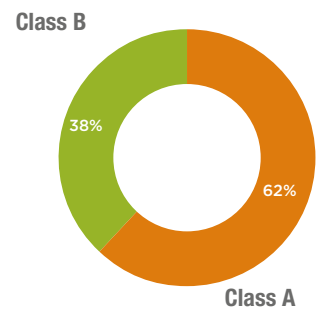
The share capital of Grifols S.A. amounts to 119,603,705 euros and is represented by 687,554,908 shares, fully subscribed and paid up, belonging to two different classes:

- Class A shares: 426,129,798 ordinary shares with voting rights with a par value of EUR 0.25 each, listed on the Barcelona, Madrid, Valencia and Bilbao Stock Exchanges and the Spanish Continuous Market System.
- Class B shares: 261,425,110 non-voting shares with certain preferential economic rights and a par value of EUR 0.05 per share, listed on the Barcelona, Madrid, Valencia and Bilbao Stock Exchanges and the Spanish Continuous Market Systems. Class B shares carry a preferential dividend of EUR 0.01 each.

Grifols maintains two American Depositary Receipts (ADRs) programs in the United States: ADR level I for its Class A shares and ADR level III for its Class B shares. Level I ADRs are listed in U.S. dollars on OTC markets, while Level III ADRs are listed in U.S. dollars on NASDAQ.

There are no extra-statutory agreements or concerted actions between shareholders, as well as no restrictions (statutory, legislative or otherwise) on the transferability of securities and/or restrictions on voting rights.

### Shareholder composition



- Related Shareholders and Board of Directors
- Blackrock
- Capital Research and Management Company
- Europacific Growth Fund
- Treasury stock
- Free float

### Legal framework

Grifols is a publicly traded company in Spain and the United States, and complies with all applicable legislation in both countries.

#### External regulatory framework

- Spanish Company Act (Ley de Sociedades de Capital), Securities Market Act and Investment Services (Ley del Mercado de Valores y de los Servicios de Inversión) and other applicable Spanish regulations
- Spain's National Securities Market Commission's (CNMV) Good Governance Code of Listed Companies
- CNMV's Technical Guide 3/2017 on Audit Committees at Public-Interest Entities
- CNMV's Technical Guide 1/2019 on Nomination and Remuneration Committees
- U.S. Securities and Exchange Commission (SEC) guidelines
- NASDAQ Corporate Governance Requirements
- U.S. Sarbanes-Oxley Act of 2002

#### Internal regulatory framework

- Articles of associations
- General Shareholders' Meeting regulations
- Board of Directors regulations
- Internal codes, regulations and corporate policies



More details on Grifols' corporate website: [www.grifols.com](http://www.grifols.com)

# Solid governance

The General Shareholders' Meeting is Grifols' sovereign governing body. The company encourages all shareholders to attend, with no minimum share capital requirements. Grifols held its 2023 Ordinary General Shareholders' Meeting on June 16, with 75.5% of voting capital represented. Grifols' shareholders approved all the proposals submitted to a vote.

The Board of Directors is Grifols' highest decision-making body, comprised by 11 members as of February 2023. However, there is one vacancy on the Board.

After the close of the fiscal year, Grifols has announced the addition of a new board member on February 26, 2024, who will hold the category of executive director as of April 1, 2024.

Board members serve their term for a period of four years, without prejudice to their indefinite reelection for such periods.

The board includes a Lead Independent Director, and all committees and commissions are comprised by non-executive directors, at least two of whom are independent. This applies to the Appointments and Remuneration Committee, the Audit Committee and the Sustainability Committee.

Grifols publishes its Annual Corporate Governance Report following its approval by the Board of Directors. The report discloses information on its ownership and management structures, among other issues.



**Board of Directors**  
**15** meetings  
**92.2%** attendance

**Audit Committee**  
**7** meetings  
**90.5%** attendance

**Appointments and Remuneration Committee**  
**12** meetings  
**100%** attendance

**Sustainability Committee**  
**4** meetings  
**91.7%** attendance





# Proven leadership

## Board of Directors at year-end 2023



**THOMAS GLANZMANN**  
EXECUTIVE DIRECTOR  
EXECUTIVE CHAIRPERSON AND CHIEF  
EXECUTIVE OFFICER



**RAIMON GRÍFOLS ROURA**  
EXECUTIVE DIRECTOR  
CHIEF CORPORATE OFFICER  
AND VICE-CHAIRMAN



**VÍCTOR GRÍFOLS DEU**  
EXECUTIVE DIRECTOR  
CHIEF OPERATING OFFICER



**ENRIQUETA FELIP FONT**  
INDEPENDENT DIRECTOR  
SUSTAINABILITY COMMITTEE



**JAMES COSTOS**  
INDEPENDENT DIRECTOR  
SUSTAINABILITY COMMITTEE - CHAIRPERSON



**CARINA SZPILKA LÁZARO**  
LEAD INDEPENDENT DIRECTOR  
AUDIT COMMITTEE  
APPOINTMENTS AND REMUNERATION  
COMMITTEE - CHAIRPERSON



**ALBERT GRÍFOLS COMA-CROS**  
PROPRIETARY DIRECTOR



**TOMÁS DAGÁ GELABERT**  
OTHER EXTERNAL  
SECRETARY - NON-MEMBER AUDIT  
COMMITTEE  
APPOINTMENTS AND REMUNERATION  
COMMITTEE



**ÍÑIGO SÁNCHEZ-ASIAÍN  
MARDONES**  
INDEPENDENT DIRECTOR  
AUDIT COMMITTEE - CHAIRPERSON



**MONTSERRAT MUÑOZ  
ABELLANA**  
INDEPENDENT DIRECTOR  
SUSTAINABILITY COMMITTEE  
AUDIT COMMITTEE



**SUSANA GONZÁLEZ  
RODRÍGUEZ**  
INDEPENDENT DIRECTOR  
APPOINTMENTS AND REMUNERATION  
COMMITTEE

### **NURIA MARTÍN BARNÉS**

SECRETARY - NON-MEMBER  
SECRETARY - NON-MEMBER APPOINTMENTS AND REMUNERATION COMMITTEE  
SECRETARY - NON-MEMBER SUSTAINABILITY COMMITTEE

### **LAURA DE LA CRUZ**

VICE SECRETARY - NON-MEMBER

\* On February 21, 2023, Steven F. Mayer resigned as Grifols' Board of Directors member and executive chairperson for health and personal reasons. On February 21, 2023, the Board of Directors appointed Thomas Glanzmann as his successor.

\* Grifols shareholders approved the re-election of Raimon Grífols, Tomás Dagá, Carina Szpilka, Íñigo Sánchez-Asiaín and Enriqueta Felip as boards members at the General Shareholders' Meeting, held on June 16, 2023.

\* On December 18, 2023, Víctor Grífols Roura resigned from the Board of Directors as a result of his retirement. On the same day, Albert Grífols Coma-Cros was appointed to the board through the cooptation procedure until the next General Shareholders' Meeting. On this same day, Tomás Dagá resigned as vice secretary, and Laura de la Cruz was named as his successor.

\*On February 5, 2024, it was announced that Raimon Grífols Roura and Víctor Grífols Deu have decided to transition out of their executive positions, and will remain on the Grifols Board as proprietary directors. Additionally, the Board will appoint Nacho Abia as a new director, on February 26, 2024, and he will assume his responsibilities on as new CEO from April 1, 2024, replacing Thomas Glanzmann, who will continue as the executive chairman. Well-orchestrated handsoff transition will take place to ensure appropriate knowledge transfer, organizational adaption and smooth continuity of business operations.

\*On February 6, 2024, it was communicated that Albert Grífols Coma-Cros will serve as a non-executive director after stepping down from his executive duties on December 31, 2023.



### Appointment of Thomas Glanzmann as Grifols' new executive chairperson and CEO

In February 2023, Grifols' Board of Directors named Thomas Glanzmann as the company's new executive chairperson. With over 16 years as Grifols director and serving as Vice Chairman since 2017, he has also been the chairman of Grifols' Sustainability Committee from 2020 until february 2023.

Subsequently, on May 8, 2023, Thomas Glanzmann was appointed by the Board as CEO, in addition to his role as Chairman, with the goal of aligning Grifols' management team structure and streamlining corporate governance.

### Expertise and experience

**6** with vast industry experience  
**54%**

**10** with broad expertise in finance and management  
**91%**

**5** with expertise in sustainability  
**45%**

**4** with experience in science and innovation  
**36%**

**3** with experience in digital transformation and/or cybersecurity  
**27%**

### Independence

**11**

Board members

**1** vacancy to fill up to **12** members

**1** Lead Independent Director

**1** independent directors with 2 mandates in other listed companies

### Víctor Grifols Roura will continue as Chairperson of Honor

In December 2023, Víctor Grifols Roura resigned his seat on Grifols' Board of Directors following his retirement. Mr. Grifols has served in the firm's leadership for nearly four decades, first as CEO in 1987, as chairperson starting in 2017, and as chairperson of honor from October 2023 onward.

A grandson of the company founder, Víctor Grifols Roura was the chief architect of Grifols' transformation into a global powerhouse in the hemoderivatives sector. Considered among the industry's most influential figures, Mr. Grifols will continue to serve as Chairperson of Honor.

### Balance

**6** Independent directors  
**55%**

**1** Other external director  
**9%**

**1** Proprietary director  
**9%**

**3** Executive directors  
**27%**

### Diversity

**36%** women board members

**9%** U.S. board members

**0%** <30 years

**18%** 30-50 years

**82%** +50 years

### Planned strategy to separate management and ownership

The executive directors, Raimon Grifols and Víctor Grifols Deu, along with the board of directors, have driven a clear roadmap aimed at separating the management and ownership of Grifols, once the company's recovery from the pandemic has been consolidated. This orderly transition has culminated with the decision of both to leave their executive functions at Grifols, remaining as proprietary directors, and the appointment of a new CEO, who will assume their duties on April 1, 2024. The announcement was made on February 5, 2024.

## Executive team at year-end 2023

### ALFREDO ARROYO GUERRA

CHIEF FINANCIAL OFFICER

### JORDI BALSELLS VALLS

PRESIDENT PLASMA PROCUREMENT

### DAVID BELL

CHIEF CORP AFF & LEGAL OFFICER

### IGNACIO RAMAL SUBIRA

CHIEF INT. AUDIT & ENTERPRISE RISK MGMT

### ANTONIO MARTÍNEZ MARTÍNEZ

PRESIDENT, DIAGNOSTIC

### FERNANDO SEBASTIAN RODRÍGUEZ

EVP, TRANSFORMATION

### ALBERTO GRÍFOLS ROURA

PRESIDENT, BIO-SUPPLIES

### DANIEL FLETA COIT

CHIEF INDUSTRIAL SERVICES OFFICER

### MONTserrat GAJA LLAMAS

CHIEF HUMAN RESOURCES OFFICER

### LLUIS PONS GÓMEZ

SVP, STRATEGY & COO OFFICE

### FRANCISCO JAVIER GUIX HUGUET

VP, HEALTHCARE SOLUTIONS

### JOERG SCHUETTRUMPF

CHIEF SCIENTIFIC INNOVATION OFFICER

### MIGUEL ÁNGEL LOUZAN GARCIA

CHIEF DIGITAL INFORMATION OFFICER

### MARÍA TERESA RIONÉ LLANO

CHIEF COMMUNICATIONS OFFICER

### SELT, a catalyst for enhanced corporate performance

Grifols began its corporate transformation process in 2022 to accelerate its path to sustainable growth and profitability. The company reinforced its corporate governance in 2023 by consolidating the functions of Executive Chairperson and Chief Executive Officer (CEO) in Thomas Glanzmann, and by creating the Senior Executive Leadership Team (SELT).

Led by Grifols' executive chairperson and CEO, the SELT includes Raimon Grifols, Chief Corporate Officer (CCO); Víctor Grifols Deu, Chief Operating Officer (COO); and Alfredo Arroyo, Chief Financial Officer (CFO). Among its responsibilities are capital allocation, strategy definition, communication, human resources policies, business performance, and oversight of key projects and priorities.

### Positioned to bolster growth, enhance corporate performance and deliver on all our stakeholder commitments



## Priorities of Grifols' management team



### PLASMA

- Guarantee plasma supply and access to treatments
- Promote a diversified network of plasma centers and maximize their efficiency



### INNOVATION

- Prioritize critical innovation projects
- Focus on differentiated products through in-house and investee initiatives projects
- Integrate innovation and digital transformation projects that streamline processes and add value to the business model



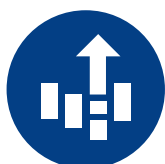
### DONORS AND PATIENTS

- Boost our commitment to patients, healthcare professionals and donors



### TALENT

- Driving leadership
- Promote a culture based on talent recognition and continuous development
- Advocate and promote diversity, inclusion and equal opportunity
- Promote employee health and well-being



### FINANCIAL PERFORMANCE

- Reduce debt
- Financial discipline and cost control
- Sustainable growth



### NEW BUSINESS MODELS AND GLOBAL EXPANSION

- Promote public-private collaborations to bolster countries' self-sufficiency in plasma-derived medicines
- Establish promising strategic alliances in core markets



### SUSTAINABILITY

- Continue forging an organization-wide culture of sustainability
- Maintain a robust sustainability strategy and roadmap
- Increase the integration of ESG analyses and evaluations in decision-making processes

# Performance and compensation

Grifols is committed to fostering a culture of performance with a laser-focus on execution, efficiency, effectiveness and accountability. Last year, the company implemented short- and long-term incentive strategies to advance this aim.

The Long-Term Incentive Plan is based on the granting of stock options to approximately 220 Grifols employees, including the CCO and COO, and the unique granting of stock options to the executive chairperson, Thomas Glanzmann.

In order to vest the options awarded, beneficiaries must have been continuously employed by Grifols on each vesting date and also meet the following conditions:

- Achievement of 90% on average over the preceding two years of the following two core metrics, required to collect their short-term annual compensation:
  - (i) economic metrics linked to Grifols' overall performance as measured by EBITDA (90% weight) and
  - (ii) ESG metrics (10% weight).
- Successful validation of an individual performance evaluation.

Beneficiaries who serve on the Board of Directors must pass an annual evaluation led by the Appointments and Remuneration Committee. In the remaining cases, beneficiaries must achieve a performance rating of 3 or more on a scale of 1 to 5, being 5 the highest possible score.

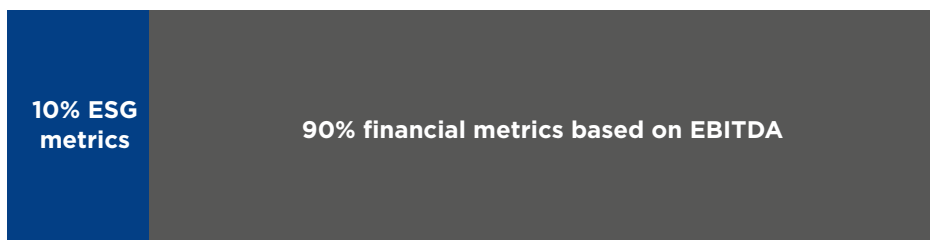
Assessments are carried out through the Grifols Performance System (GPS), a standardized tool to assess employees' effectiveness and potential, as well as provide relevant feedback.

This plan was voted on and approved at this year's Ordinary General Shareholders' Meeting.



**Members of the Board of Directors must undergo an annual evaluation by the Appointments and Remuneration Committee.**

## Long-term variable remuneration





# Review and update of Grifols' Remuneration Policy

The remuneration policy for Grifols' directors was last approved at the Ordinary General Shareholders' Meeting on June 10, 2022, effective for fiscal years 2022, 2023 and 2024. In 2023, the Appointments and Remuneration Committee conducted in-depth reviews of the organization's remuneration systems based on feedback from shareholders, investors and other stakeholders, as well as the consultative vote on the annual remuneration report at each General Shareholders' Meeting.

Following this review and analysis and advice from the independent external advisor Mercer LLC, the Appointments and Remuneration Committee deemed changes were necessary to Grifols' remuneration policy. Therefore, reinforcing the firm's business strategy and long-term sustainability and alignment with its strategic plan, shareholder interests and corporate values, while ensuring prudent risk management and no potential conflicts of interest.

The most salient changes regarding the previous remuneration policy include:

- Short-term variable in cash remuneration to be paid to Grifols' executive directors: updated metrics and weighting to promote the company's overall objectives, with each variable tied to the Group's financial and non-financial results and subject to appropriate and prudent risk management strategies. This remuneration is now fully paid in cash.

- As a novelty, it also includes a long-term incentive plan for Grifols' Chief Operating Officer (COO) and Chief Corporate Officer (CCO), both executive directors. It consists in the award of Class A stock options. Subject to separate terms and conditions, it also includes the award of Class A stock options to the Executive Chairperson to incentivize the attainment of Grifols' long-term strategic priorities, the sustainability of results over time and the creation of sustainable shareholder value.
- Establishment of the main contractual conditions of Grifols' Executive Chairperson agreement.
- Remuneration of Grifols' Chairperson of Honor.



**More information on Grifols' remuneration system:  
Directors' Remuneration Policy  
Annual Report on Directors' Remunerations**



# Internal regulatory system



## ETHICS AND COMPLIANCE

- Code of Conduct
- Code of Ethics
- Risk Control and Management Policy
- Tax Compliance and Best Practices Policy
- Crime Prevention Policy and Criminal Risk Management System
- Global Anti-Corruption Measures
- Anti-Corruption Policy
- Competition Policy
- Clawback Policy
- Global Compliance Program
- Policy and Procedure of Open Payment Program, U.S.
- Grifols Ethics Line Policy



## WORKFORCE

- Diversity and Inclusion Policy
- Policy on Director Diversity in the Composition of the Board of Directors
- Remuneration Policy for Directors
- Health and Safety Policy
- Mental Health Policy



## HUMAN RIGHTS AND SOCIAL ACTION

- Human Rights Policy
- Social Action and Community Investment
- Sustainability Policy
- Donor Policy
- Patient Policy



## ENVIRONMENTAL AND CLIMATE CHANGE MANAGEMENT

- Sustainability Policy
- Environmental Policy
- Energy Policy
- Climate Action Policy
- Biodiversity Policy



## RESPONSIBLE COMMUNICATION

- Internal Code of Grifols, S.A. in Matters Relating to the Stock Market
- Policy on Communication and Contacts with Stakeholders, Institutional Investors and Proxy Advisors



## PRIVACY AND SECURITY

- Global Privacy and Data Protection Policy
- Cybersecurity Policy



## QUALITY AND SUPPLY CHAIN

- Quality Policy
- Supplier Code of Conduct
- Plasma Donor Policy
- Patient and Patient Organizations Policy
- Procurement Policy

\*The coverage of the policies, codes and regulations in this table apply all Grifols group companies within the scope of consolidation.

### Code of Conduct

- Adherence by all employees via written consent.
- Specific training for new hires.
- The code is available to the entire workforce in Spanish and English on Grifols' corporate website and employee portal.
- Any compliance issue is considered a serious breach and may lead to disciplinary actions, including dismissal.

### Code of Ethics

- Model of conduct extensive to the entire workforce, including senior-level executives and corporate governance bodies.
- Explicitly endorsed every year by board members, senior executives, directors and area Managers.
- Any breach of Grifols' ethical principles may lead to disciplinary actions, including dismissal.



Grifols' main corporate policies and internal codes and regulations are publicly available on [www.grifols.com](http://www.grifols.com)



All information on Grifols' human rights action, see "Sustainability and Human Rights" chapter.



# Cybersecurity, privacy and data protection

## Cybersecurity

The Audit Committee on Grifols' Board of Directors is charged with supervising and evaluating the efficiency of the company's cybersecurity management and control measures. In this endeavor, the Committee is supported by the Internal Audit and Corporate Risk Management Division, whose director provides updates at least twice a year on cybersecurity management issues.

Grifols' primary cybersecurity governance and commitments are outlined in the Cybersecurity Policy, approved in 2023 by the Board of Directors.

The head of the Information Security Office (ISEC) reports to the Chief Digital Information Officer and oversees the development and implementation of the company's cybersecurity policies, standards and procedures, as well as the rollout and effectiveness of its information security management system.

To support the ISEC, Grifols will establish the Global Cybersecurity Committee, composed of representatives from Grifols business units, information technology, legal, operations and services areas. The committee's goal will be to facilitate the alignment of cybersecurity

initiatives with business objectives and strategy; to ensure the global coverage of the information security management system; collaborating in the prioritization and execution of security initiatives and projects; and promoting a culture of protection against cybersecurity threats.

Grifols has the necessary resources to ensure a cyber-environment that supports its business priorities while complying with established cybersecurity objectives.

All of Grifols' cybersecurity initiatives align with the international framework of the U.S. National Institute of Standards and Technology (NIST) and ISO27001.

In 2023, Grifols recorded no relevant cyberattacks, cyber-related thefts, loss of sensitive data or physical damages that affected the normal development of its operations.



**Grifols' cybersecurity initiatives are aligned with the highest international standards.**

Major actions in 2023:

## Identification and protection

Grifols' information security strategy is grounded on a risk-based approach, and is implemented through the procedures and tools necessary to ensure that cybersecurity risks are identified, monitored and managed appropriately.

The ISEC identifies the security initiatives and projects that must be implemented to achieve the company's approved risk levels. These initiatives are identified and defined in the Security Master Plan, which is updated on a regular basis.

## Detection

Grifols' Security Operations Center (SOC) operates 24/7, providing robust coverage for security events in its data centers, perimeters and workstations. These services respond after receiving alerts from the security information and event management (SIEM) system, defined by the Information Security Office. Grifols' cyber-intelligence capabilities provide information on threat actors and their techniques and tools, enabling the rapid deployment of controls to thwart successful attacks.

## Response and recovery

The incident response team intervenes when events detected by the SOC are likely to become security incidents, using digital forensic analysis and incident response (DFIR) capabilities to analyze, contain and mitigate their risk, as well as prevent recurrences. Grifols conducts regular tests to evaluate the response and recovery capabilities of tools, procedures and equipment.

## Additional controls

Grifols has an annual training and cybercommunication plan to bolster its information security management system and promote organization-wide awareness.

This plan is updated to reflect new threats and the specific needs of Grifols' business areas. Training sessions are mandatory, and, in addition, phishing simulation exercises are carried out, among others, to test employees' knowledge.

In 2023, 95% of users registered in the Grifols Training Platform (GTP) have completed the global cybersecurity training.

The company's security certifications include ISO27001 and the National Security Scheme (ENS) for certain activities and group companies.

### New Chief Digital Information Officer

Grifols appointed a new Chief Digital Information Officer in 2023 to fast-track the deployment of digital platforms, data science and leading-edge technologies. With this position, the company will advance its efforts to transform and reinforce its core business areas, including donor and customer relations, manufacturing processes, and the development of new therapies and cybersecurity.





# Right to privacy and data protection

Grifols aspires to forge trust-based relationships when processing stakeholder data as part of its daily objectives, with two clear objectives: preserving their privacy and preventing data breaches. The company complies with all applicable data-protection laws and regulations, and works with suppliers that provide adequate guarantees and privacy measures. The Global Privacy and Data Protection Policy, mandatory for all employees, includes a robust framework for the processing of personal data, as well as outlines all pertinent data protection and security principles.

All employees receive training on this policy, since training and awareness are critical to protecting privacy. Additional training is also imparted to team members who process personal data as part of the regular job duties. In 2023, Grifols offered privacy training and awareness sessions to over 70% of employees whose roles include the treatment of personal data.

Grifols has rigorous safety, technical and organizational measures to safeguard its organizational assets and users in a cyber-environment, and protect the confidentiality of stakeholders' personal data, including medical information collected in plasma donor centers and clinical trials.



**More information on privacy measures in clinical trials: "Innovation"**

**More information on privacy measures for donors: "Commitment to Donors and Patients"**







# We promote integrity

Grifols' Compliance Program is supervised by the Board of Directors directly, through the Audit Committee. Its scope includes, among others, the following areas.

## Crime prevention

Grifols does not tolerate any criminal or unethical behavior and strives to prevent and fight against it. This commitment is reflected in the Crime Prevention Policy, that is developed through the Criminal Risk Management System, which aims to prevent, detect or, when necessary, respond to the risks of committing crimes, especially those that could result in the legal liability of the company, by applying specific measures of supervision and control.

The Board of Directors of Grifols is responsible for implementing, maintaining, and continually improving the criminal risk management system, and has entrusted the duties of supervision and control to the Audit Committee. To carry out these activities, the Audit Committee relies on the support of the independent functions of Internal Audit and Enterprise Risk Management -both reporting to the Chief Internal Audit & Enterprise Risk Management-, which assess the effectiveness of the system every year through internal and/or external reviews.

## Anti-competitive practices

Grifols' Competition Policy prohibits its members from any conduct that has the purpose or may have the effect of limiting or distorting free competition in the market against the interests of other competitors and, more serious, against the interests of consumers and users.

Such prohibited conducts include, among others, collusive practices or agreements, such as, for example, sharing market or sources of supply, collective boycott, resale pricing, or the application of unequal commercial conditions, among others; and abuse of a dominant position, such as denying production or supply, imposing predatory prices, or forcing the purchase of unrelated related products, among others.

In 2023, Grifols has not had any legal action or legal proceeding finalized, nor does it have any pending legal proceeding related to unfair competition or infringements in terms of monopolistic practices and against free competition in the markets in which it operates.

# Integrated anti-corruption model

## Anti-corruption measures for third parties

Grifols' anti-corruption global program includes control mechanisms for third parties with whom Grifols aims to enter into a business or commercial relationship. Before starting any commercial relationship with Grifols, the contractors and commercial and business partners who operate on Grifols' behalf are subject to a thorough two-part verification process: a first phase, where Grifols confirms the legitimacy of the potential commercial relationship, and a second phase of due diligence, which includes an in-depth analysis of the third-party, including its organizational structure, key employees, business approach and corporate reputation.

Third-party contracts include current anti-corruption obligations, as well as an annex summarizing Grifols' Anti-Corruption Policy. At least once a year, they are required to certify full compliance with the ethical standards outlined in this policy.

In certain cases, third-party collaborators such as international distributors are also required to complete periodic online training on anti-corruption issues, for example, the U.S. Foreign Corrupt Practices Act (FCPA).

The contracts with third parties also include a clause giving Grifols the right to perform audits and terminate commercial relations in the case of non-compliance with these norms.

Internally, employees are responsible for constantly monitoring the day-to-day activities of the third parties under their management area. Both the potential violations alerts system and the continuous monitoring process aim at detecting possible red flags and, as such, manage and resolve these adequately and as promptly as possible.

## Anti-Corruption Policy

Extensive to all employees regardless of the site where they perform their duties and the affiliate or subsidiary to which they belong, as well as to third-party collaborators, Grifols' Anti-Corruption Policy outlines the standards of conduct and interactions with civil servants and public-sector organizations and agents, as well as private-sector organisms and entities.

The company has diverse review processes to ensure compliance as part of its overall anti-corruption program.

Grifols has zero tolerance for acts of bribery and corruption, and works towards the goal of maintaining zero cases of corruption.

The company does not tolerate any form of retaliation against those who in good faith report a possible violation of applicable laws, rules and regulations, or non-compliance with internal policies and procedures. Grifols has internal procedures that explicitly define the acts considered as bribery and corruption, and that include a list of the applicable disciplinary actions if a violation of its Anti-Corruption Policy is detected, including the possibility of dismissal.

## Training sessions

To ensure compliance with anti-corruption policies and procedures, Grifols holds regular training sessions for both current staff and new recruits. Those employees who, due to their duties, interact more frequently with public officials or perform functions related to the marketing of Grifols products or services, receive additional and reinforced training.



**Confirmed cases of corruption in 2023**

0

**Number of interactions reviewed in 2023 between Grifols employees and government officials/ other professionals**

4,907



**Grifols Anti-Corruption Policy is available**



**Training sessions**

**98% of Grifols' employees most likely to observe cases of corruption informed of anti-corruption policies and procedures**

**95% of employees received specific training**

## Review process

Compliance with the Anti-Corruption Policy is reinforced by a series of review processes according to the type of interaction (articulated through various internal procedures), under the supervision of the compliance function. While special attention is given to higher risk operations, reviews of interactions with government officials, public agencies, healthcare professionals and/or healthcare organizations include the analysis and management of potential conflicts of interest. The review processes are intended to cover the full range of Grifols' activities in the market

## Audits

As part of its annual audit plan, the Internal Audit department reviews the compliance risks of the different departments and business units, including the risk of corruption. External and independent audits are also carried out on diverse aspects of Grifols' Global Anti-Corruption Program.

If a potential case of corruption is detected, the company launches an internal investigation, including the participation of external legal advisors. The Global Compliance Review Committee supports the Board of Directors Audit Committee regarding its supervision of the Global Anti-Corruption Program.

The Board of Directors of Grifols, S.A. is the chief authority for supervising compliance with the Anti-Corruption Policy, delegating these responsibilities to the Audit Committee.

## Money laundering

Grifols has stringent mechanisms, procedures and policies to prevent, detect and respond to possible money laundering breaches in the course of its business operations.

### Prevention

Grifols has assessed its exposure to the risk of money laundering and terrorist financing as part of the criminal risk management system risk assessment, identifying activities with higher associated risks and the primary control mechanisms to mitigate them.

### Detection

In addition to the reviews conducted through the criminal risk management system, the Grifols Ethics Line is the reporting channel enabled to report confidentially on any breach or irregular behavior, including suspicious money laundering transactions.

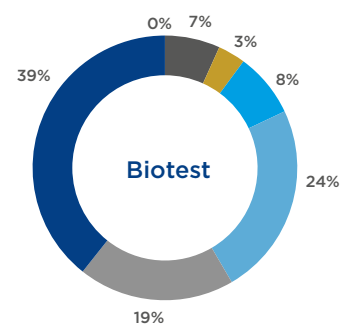
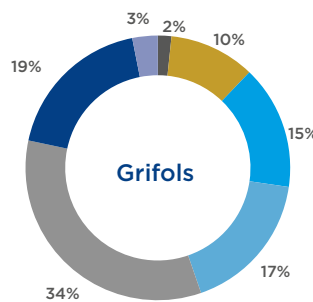
### Reaction and response

Grifols has an investigation and response protocol, as well as a sanctioning system.

### Employees most likely to observe cases of corruption who have been informed on anti-corruption policies and procedures by professional category

	Grifols		Biotest	
	Informed	%	Informed	%
● Executives	17	2%	6	7%
● Directors	108	10%	3	3%
● Senior Management	156	15%	7	8%
● Management	179	17%	21	24%
● Senior Professionals	346	34%	17	19%
● Professionals	191	19%	35	39%
● Administrative and manufacturing operators	32	3%	0	0%
<b>Total</b>	<b>1,029</b>	<b>100%</b>	<b>89</b>	<b>100%</b>

Grifols data includes Biotest Italia, S.R.L., Biotest Medical, S.L.U., Biotest Farmacèutica LTDA, Biotest France SAS, Biotest (UK) Ltd., 100% owned by Grifols SA and under the supervision of the Corporate Compliance department of Grifols SA. Biotest data includes information from the Biotest AG group under Biotest Compliance supervision.



# We are transparent

## Interactions with healthcare professionals and organizations

Grifols' interactions with global healthcare professionals and organizations enrich its knowledge and awareness of patient behavior and disease management, which are critical to improving the quality of patient care and expanding treatment options. Conducted with maximum integrity and transparency, these relations are regulated by Grifols' Global Compliance Program.

The company's Gifts and Hospitality Policy informs employees of the appropriate standards and established limits for managing transfers of value and hospitality to healthcare professionals, public officials and other individuals.

### United States

The U.S. Sunshine Act (PPS Act) requires manufacturers and group purchasing organizations (GPO) of pharmaceuticals, biologicals, medical devices and medical supplies to itemize all information relating to payments and transfers of value to specific professionals and healthcare organizations, including physicians, mid-level practitioners and teaching hospitals. The Centers for Medicare and Medicaid Services (CMS) publishes information extracted from these reports every year in the month of June.

Grifols has a policy and procedure regarding its transparency program and its compliance with reporting obligations defined by federal and state agencies.

The company adheres to the Pharmaceutical Research and Manufacturers of America (PhRMA) and the Advanced Medical Technology Association (AdvaMed) Codes on Interactions with Healthcare Providers, and continues to develop compliance systems to reflect the latest code updates (AdvaMed in June 2023 and PhRMA in January 2022). Both codes aspire to bolster the ethical norms and principles in interactions with the healthcare community.

In accordance with these principles, healthcare companies like Grifols can hire external consultants or advisors under the following conditions: the selection process is based on qualifications and experience and for a specific need; financial compensation reflects fair market value established for these services; and the relationship is formalized through a written contract.

Grifols imparts a transparency-training program for all employees whose roles require them to interact regularly with U.S. healthcare organizations and professionals. In total, 78 U.S.-based employees took part in these sessions.

### Europe

In Europe<sup>1</sup>, Grifols voluntarily adopted practices outlined in Chapter 5 of the European Federation of Pharmaceutical Industries and Associations (EFPIA) Code, making them extensive to all corporate divisions and operations.



**Under the Open Payment Program, transfers of value in the U.S.**

**\$5.6M**

**-53% vs 2021**

**In accordance with EFPIA criteria in Europe**

**€19.5M**

**+3% vs 2021**

**75.9% transfers of value related to R&D**

1. The EFPIA Code includes the following countries: Austria, Belgium, Bosnia-Herzegovina, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Iceland, Italy, Latvia, Lithuania, Luxemburgo, Malta, North Macedonia, Norway, the Netherlands, Poland, Portugal, Romania, Russia, Serbia, Slovakia, Slovenia, Spain, Sweden, Switzerland, Turkey, Ukraine and United Kingdom.

In 2023, for the eighth consecutive year, Grifols disclosed all payments and transfers of value to healthcare organizations and professionals in the various European countries defined by the EPFIA Code. The company's transparency program includes procedures and processes to ensure compliance with this initiative.

As a member of MedTech Europe, Grifols' Code of Ethical Business Practice likewise reflects these transparency guidelines, including the disclosure of Training Grants carried out in 2022. In addition, the company discloses all information related to country-specific transfers of value in compliance with local regulations.



Grifols' corporate website includes a methodology note and specific reports on transfers of value to healthcare professionals and organizations in concrete countries. This information is publicly available.

Transfers of value by type						
EUROPE - GRIFOLS	2022		2021		2020	
	Euros	%	Euros	%	Euros	%
Services	1,294,739	7%	1,006,669	5%	539,293	4%
Contributions to professional healthcare events	293,171	1%	57,272	0%	21,443	0%
Contributions to cover costs of healthcare events	2,505,772	13%	1,978,053	11%	1,334,663	10%
Grants <sup>2</sup>	628,962	3%	280,272	1%	199,827	2%
Third-party R&D collaborations	14,779,095	76%	15,609,633	83%	11,346,476	84%
<b>TOTAL</b>	<b>19,501,739</b>	<b>100%</b>	<b>18,931,899</b>	<b>100%</b>	<b>13,441,702</b>	<b>100%</b>

U.S. - GRIFOLS	2022		2021		2020	
	USD	%	USD	%	USD	%
Services	935,321	17%	4,128,833	34%	649,483	9%
Contributions to professional healthcare events	645,974	11%	344,243	3%	290,127	4%
Grants	0	0%	0	0%	0	0%
R&D collaborations with third parties	3,058,171	54%	7,025,507	59%	4,552,923	63%
Investigator sponsored research	1,023,755	18%	483,866	4%	1,772,579	24%
<b>TOTAL</b>	<b>\$5,663,221</b>	<b>100%</b>	<b>\$11,982,449</b>	<b>100%</b>	<b>\$7,265,112</b>	<b>100%</b>

EUROPE <sup>1</sup> - BIOTEST	2022	
	Euros	%
Services	264,091	2%
Contributions to professional healthcare events	240,973	2%
Contributions to cover costs of healthcare events	8,455,016	77%
Grants <sup>2</sup>	304,000	3%
Third-party R&D collaborations	1,747,144	16%
<b>TOTAL</b>	<b>11,011,226</b>	<b>100%</b>

1. Transfers of value in Europe as defined by the EPFIA Disclosure Code. ToVs included with one-year intervals.

2. Includes research grants. Research data as defined by the EPFIA Disclosure Code do not reflect the company's entire R&D investment.

Biotest data includes information from the Biotest AG group under Biotest Compliance supervision.





## Public affairs management

Advocacy is a legitimate and fundamental part of the democratic process, providing a channel for people to share their viewpoints and concerns with public officials. Grifols' advocacy entails interacting with policymakers and political circles to raise awareness on the vital importance of plasma-derived medicines and the need for unrestricted access in healthcare centers. The Code of Conduct and Anti-Corruption Policy offers guidelines and standards of interaction between Grifols employees and public officials.

Grifols follows the highest ethical standards in its dealings with public officials, acting with the utmost integrity and transparency. In the U.S., Grifols complies with all federal, state and local regulations, regularly submitting transparency reports on its lobbying-related expenses to the U.S. Congress in compliance with the Lobbying Disclosure Act (LDA).

Grifols' lobbying disclosure reporting requirements are governed by standard operating procedures and encompass all of its activities in the U.S. and European Union. The company does not make campaign contributions to political candidates or government officials, either directly or indirectly.

Grifols joined the European Union's Lobby Transparency Register in 2019, adhering to the rules of conduct governing relations with European Union institutions as articulated in its code of conduct. Through this register, the company has a platform to disclose its interactions with EU institutions and share its activity and positions on public consultations. The company also takes an active role in public consultations related to health and industrial policies.

Grifols is a member of three other EU organizations: Plasma Protein Therapeutics Association (PPTA), European Confederation of Pharmaceutical Entrepreneurs (EUCOPE) and MedTech Europe.



**Grifols meets the highest ethical standards and is transparent in its interactions with public officials.**

### Contributions

	2022	2021	2020
Lobbying Expenditures in the U.S. as Reported Under the LDA. These amounts reference lobbying expenses, not political campaign contributions. Grifols does not make political campaign contributions in the U.S.	USD 815,000	USD 590,000	USD 510,000
Estimated annual costs related to activities covered by the European Transparency Register	EUR 100,000 – 199,000	EUR 100,000 – 199,000	EUR 100,000 – 199,000

2020 and 2021 data includes US contributions at federal level only. Data for 2022 also includes state contributions.

## Highlights in 2023

### Grifols' European involvement

Grifols participates in health policy discussions with a broad network of EU stakeholders to help improve people's access to health care. In 2023, the company actively participated in the following public consultations:

- Draft regulation on Substances of Human Origin (SoHO)
- Draft regulation and directive on Pharmaceutical Legislation

### Review of EU pharmaceutical legislation

In 2023, the European Commission released a proposal to update general pharmaceutical legislation which must be followed by its applicable legislative process in the EU Parliament and Council. In this regard, Grifols has collaborated with diverse institutions to make sure the proposal advances access to healthcare and R&D investments in the European pharmaceutical space, while recognizing the unique nature and qualities of plasma-based medicines.

### SoHO: new legislation on substances of human origin

On December 14, 2023, the European Parliament and the Council reached an agreement to further increase the safety and quality of substances of human origin (SoHO) following the Commission's July 2022 proposal. The new SoHO regulation aims to increase citizens' protection when donating or receiving such substances as blood, tissues or cells or the products derived from them. In the case of plasma, it also seeks to contribute to ensuring its availability, as it is an essential substance for the production of plasma medicines on which nearly 300,000 European citizens depend.

The next steps include the formal adoption of the SoHO regulation by the Parliament and the Council, from which point EU member countries will have 3 years to implement it. Once adopted and implemented in all countries, the regulation will replace the safety and quality standards set out in two directives (2002/98/EC on blood and blood components and 2004/23/EC on tissues and cells) and their implementing acts.



#### More information:

- [Proposal for a Regulation on substances of human origin](#)
- [Substances of human origin - ECDC](#)
- [Substances of human origin - European Directorate for the Quality of Medicines & HealthCare](#)



# Grifols Ethics Line

Grifols Ethics Line is the communication channel enabled by the company that allows employees and external stakeholders to raise concerns about ethical issues, or report any conduct that may constitute a violation of applicable laws, rules and regulations, as well as internal policies and procedures -including those related to human rights-, in a confidential manner. Grifols implemented this communication channel in 2011.

With the objective of adapting this communication channel to the new European requirements, the company adopted the Grifols Ethics Line Policy in 2023. This policy sets out Grifols' approach to protecting whistleblowers with the aim of encouraging and supporting individuals to report concerns in good faith. It also provides guidance on how to raise concerns about misconduct, illegal activities or unethical behavior, and the steps to follow for reporting, investigating and resolving these issues.

All allegations are addressed following a standard operating procedure to make sure they are thoroughly and effectively investigated, and determine if corrective measures are necessary. To ensure the proper functioning of this process, Grifols has appointed the Chief Internal Audit as the person responsible for the

Grifols Ethics Line (Global Ombudsperson). Additionally, when legally required, local communication channels have been established and persons responsible for them have been appointed, in order to ensure compliance with the specific requirements established in those jurisdictions.

Grifols does not tolerate retaliatory measures of any kind against those who in good faith report possible violations of applicable laws, rules and regulations or non-compliance with internal policies and procedures. Retaliation may lead to disciplinary action, including dismissal.

In 2023, Grifols received a total of 363 complaints through the Grifols Ethics Line, of which 135 have been confirmed.

Of the 135 cases confirmed in 2023 (148 in 2022), 5 cases (4 in 2022) related to human rights violations were identified, all of them linked to cases of harassment within the organization. Disciplinary measures have been taken in all cases. Furthermore, no allegations of corruption, money laundering, insider information or customer data privacy were received during 2023.



**Grifols protects whistleblowers and guides them on how to report their grievances or concerns regarding unethical or illegal conducts.**



**Access the Grifols Ethics Line Policy**

**More information on Grifols Ethics Line**

	Grifols			
	Number of communications		Number of confirmed cases	
	2023	2022	2023	2022
Corruption or Bribery	0	0	0	0
Workplace discrimination or Harassment	97	54	33	18
Customer privacy data	0	0	0	0
Conflicts of interest	9	8	7	2
Money laundering or insider trading	0	0	0	0
General concern	40	104	4	42
Health, Safety and environment	7	14	2	7
Failure to comply with quality, regulatory or manufacturing standards	6	4	4	1
Misconduct or inappropriate behavior	120	96	62	49
Others	84	75	23	29
<b>Total</b>	<b>363</b>	<b>355</b>	<b>135</b>	<b>148</b>

# Risk management and control

## Risk management in Grifols

The Risk Control and Management Policy establishes the basic principles and the general framework of action for the identification, evaluation, control and management of the risks, of all kinds, that Grifols faces. Its objective is to provide greater confidence in the achievement of Grifols objectives and strategy to patients, donors, employees, shareholders, customers, vendors and other stakeholders, through the

anticipation, control and management of the risks to which Grifols is exposed.

This policy is implemented through a comprehensive risk control and management system based on the principles outlined by the Committee of Sponsoring Organizations of the Treadway Commission (COSO) which includes: governance and culture, strategy and objective-setting, performance, review and revision, information, communication and reporting.

### Internal management framework

- Risk control and management policy
- Risk management procedure
- Emerging risks procedure
- Risk valuation model

## Governance

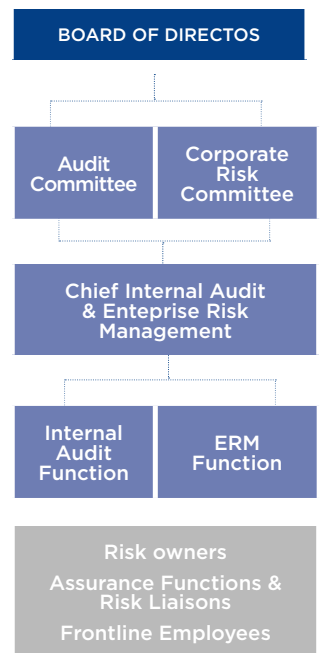
The Board of Directors of Grifols proposes the Risk Control and Management Policy to ensure that the company achieves its objectives and meets the expectations of its stakeholders, delegating the supervision of the effectiveness of the risk management system to the Audit Committee in coordination with the Corporate Risk Committee

Both the Board of Directors and the Audit Committee meet periodically with the heads of the company's business areas, assurance functions, external legal advisors and external auditor to discuss issues related to the company's risk management.

The Audit Committee includes independent directors who oversee the effectiveness of Grifols' risk management system by ensuring its main risks are adequately identified, managed and communicated. In this role, the Audit Committee receives support from the independent functions of Internal Audit and Enterprise Risk Management (ERM), which reports to the Chief Internal Audit and Enterprise Risk Management.

The Corporate Risk Committee is composed of a multidisciplinary and multifunctional team, which includes members of the management team and other senior executives, as well as the secretary of the Audit Committee. The Corporate Risk Committee is responsible for overseeing the assessment, management and monitoring of risks, and for ensuring the integration of risk management into business processes.

The Enterprise Risk Management department assists the Corporate Risk Committee in developing and implementing risk-management policies and procedures.







## Risk management procedures in Grifols

Grifols has a comprehensive and continuous risk control and management process to identify, evaluate and manage all relevant risks that Grifols faces or may face, as well as assure that risk considerations are integrated throughout the organization.



CORPORATE RISK COMMITTEE  
ERM DEPARTMENT  
RISK LIAISONS  
ASSURANCE FUNCTIONS  
RISK OWNERS

### Principles of the risk control and management system

1. Establishment of a risk appetite framework, with the levels of risk deemed acceptable by the company and aligned with Grifols' objectives.
2. Leadership of senior management, who will provide the necessary resources.
3. Integration in management processes, especially those related to strategy and planning.
4. Segregation of duties between the business areas and the areas of supervision and assurance.
5. Comprehensive and harmonized management to ensure all risks are managed through a common identification, assessment and treatment process.
6. Continuous improvement through periodic reviews of the suitability and efficiency of applying the system and the best practices and recommendations in the area of risks.



The procedure applies to Grifols, S.A., and its subsidiaries, and covers all risk categories defined in the Risk Control and Management Policy.

Grifols' Risk Management Procedure includes the following recurring activities:

## Risk identification and assessment

Quarterly, the ERM department conducts regular risk scans to identify emerging risks affecting Grifols through reviews of credible external sources of information (e.g., Gartner's quarterly emerging risk report, World Economic Forum's global risk report, etc.); and through one-on-one discussions with internal stakeholders, as needed; and monitors top risks based on the evolution of the metrics selected as risk indicators.

Twice a year, the ERM department also surveys a group of employees (risk liaisons) selected based on their position and expertise, to assess the Company's top risks and emerging risks, and to identify response plans and potential opportunities. These surveys, along with other internal and external risk scans are used by ERM to update the company's risk map.

Risks are evaluated in terms of impact and likelihood of occurrence, following the ERM's Risk Valuation Model. To rank risk for prioritization, ERM completes the risk scoring by considering risk velocity and risk interdependencies.

The risk classification proposed by ERM undergoes review and approval by the Corporate Risk Committee, which prioritizes those risks requiring immediate response and/or enhanced oversight

## Risk response

ERM identifies and assesses the existing controls for the prioritized risks. If the residual risk is outside the defined risk appetite and the risk strategy is not to accept the risk, the risk owners must develop a risk mitigation plan. The plan must be validated by ERM and the corresponding assurance function. The Corporate Risk Committee receives regular status updates on the progress made in implementing these mitigation plans.

## Risk monitoring and reporting

Risk owners and assurance functions continuously monitor risks to identify changes in the external and internal environment that might increase the impact or likelihood of a risk beyond acceptable levels, as defined by the risk appetite framework.

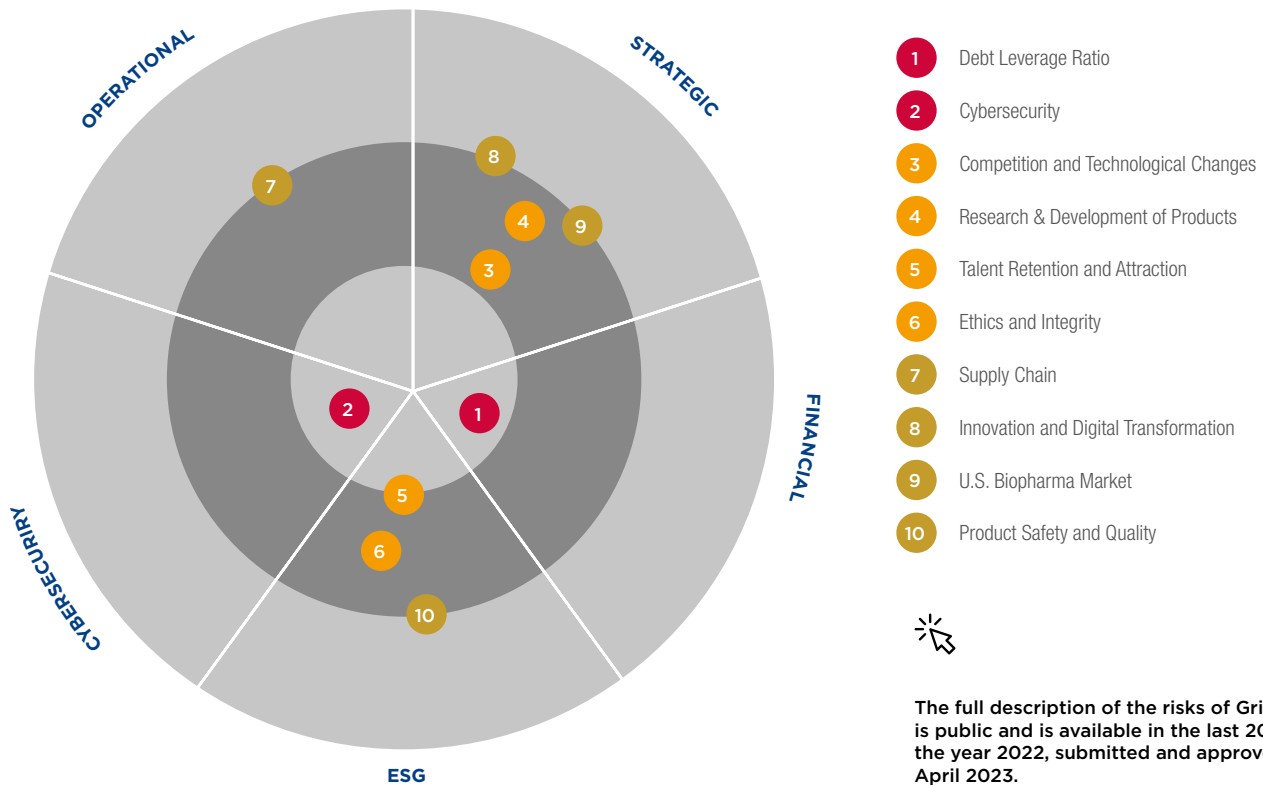
The ERM department monitors changes in exposure to top risks (higher risk score) using key risk indicators (KRI) developed by risk owners, and reports them to the Corporate Risk Committee every quarter.

Twice a year, the results of the risk management process are also communicated to the Audit Committee.



**Grifols conducts regular risk assessments.**

# Grifols' risk classification and prioritization



## Summary of main risks

### Risk 1: Debt leverage ratio

A high level of indebtedness could have significant adverse effects on Grifols' business, making the company more vulnerable to economic downturns and restricting its ability to make strategic acquisitions or exploit other business opportunities (among other impacts).

To this end, Grifols implemented an operational improvement plan to reinforce its competitiveness and build a more efficient and cost-effective organization. The plan focuses on three major areas: optimizing plasma costs and operations, streamlining corporate functions, and enhancing other efficiencies across the organization.

### Risk 2: Cybersecurity

Information security risks have been on the rise in recent years, due to an increase of cyber-attacks and data breaches perpetrated by cybercriminals, insiders, or affected third parties, leading to business interruptions and exposure of sensitive data.

To this end, the company has implemented a comprehensive information security management system, aligned with international standards and best practices, that sets out clear objectives, roles and responsibilities, as well as policies and procedures to: (i) identify and assess cybersecurity threats; (ii) protect critical assets; (iii) detect and respond to cybersecurity threats; and (iv) recover business processes affected by a cybersecurity incident.

### Risk 3: Competition and technological changes

Grifols faces significant market competition. Its current and future competitors may increase their sales, lower their prices, change their distribution model or improve their products, undermining Grifols' product sales and market share.

### Risk 4: Research and development of products

Research and development represents a significant aspect of Grifols' business, whose core R&D objectives are to (i) discover and develop new products, (ii) research new applications for existing products and (iii) improve manufacturing processes to improve yields, safety and efficiency.

The company faces various obstacles to successfully converting these efforts into profitable products, including, but not limited to, the successful development of an experimental product for use in clinical trials; the design of clinical study protocols acceptable to the FDA and other regulatory agencies; the successful outcome of clinical trials or its ability to scale its manufacturing processes to produce commercial quantities.

### Risk 5: Talent attraction and retention

Grifols' future success depends on its ability to retain members of its senior management and capacity to attract, retain and motivate qualified personnel. The company is highly dependent on the core members of its executive and scientific teams. For this reason, the recruitment and retention of qualified operations, finance and accounting, scientific, clinical and sales and marketing personnel will be critical to its success.

### Risk 6: Ethics and integrity

Grifols' business is subject to extensive government regulation and oversight in its numerous markets of operation. The promotion, the marketing and sale of pharmaceutical products and medical devices is highly regulated and subject to increasing governmental supervision around the world. This regulatory and oversight trend is expected to continue.

### Risk 7: Supply chain

A significant disruption in the company's supply of plasma could have a material adverse effect on Grifols' business and growth plans. Most of its revenue relies on its access to U.S. source plasma (plasma obtained through plasmapheresis), the main raw material for Grifols' plasma derivative products.

### Risk 8: Innovation and digital transformation

Grifols' investment in new technologies, processes, and business models entails navigating various obstacles and risks, including discrepancies with its vision and objectives, cultural barriers, skill deficiencies, resource limitations, and external disruptions. These challenges have the potential to undermine the anticipated benefits of digital transformation and diminish the company's competitiveness within the industry.

### Risk 9: U.S. biopharma market

The existence of direct and indirect price controls and pressures over Grifols' products has affected, and may continue to affect, the company's ability to maintain or increase gross margins.

Proposed U.S. federal and state legislation have targeted drug pricing, including direct negotiations with manufacturers over price, reimbursement and discounts. Plasma protein therapeutics have been excluded from certain aspects of the several legislations. However, there is a continuing risk that Grifols' products may be subject to new pricing restrictions.

### Risk 10: Product safety and quality

Non compliance with quality and safety regulations could potentially harm the health and safety of patients, donors and/or participants in clinical trials, lead to product liability claims or product recalls, resulting in significant financial losses and negative reputation impacts.



Summary of main risks according to 20F of the year closed to 2022 public and accessible through this link.

## Emerging Risks

Grifols' risk management process includes the identification and evaluation of emerging risks, understood as new risks or risks which, although known, arise in a new or unfamiliar context and could wield a potential long-term impact on the company's activity.

### Risk 1: Geopolitical instability

#### Risk description:

The risk of potential disruptions and uncertainties arising from political decisions, events or conditions in specific regions or countries has increased in recent times, increasing the possibility of adverse impacts on the company's operations, supply chain, regulatory environment and market access as a result of geopolitical tensions, policy changes, trade disputes and other geopolitical factors.

#### Potential impacts:

- Market access limitations: Geopolitical developments, such as changes in diplomatic relations or trade agreements, could limit the company's access to key markets, impacting sales and revenue growth.
- Supply chain disruptions: Geopolitical instability, such as regional conflicts or political unrest, or the escalation of trade tensions between regions or blocks leading to increased tariffs or trade barriers, may disrupt the global supply chain, affecting the cost structure and competitiveness of the company.
- Regulatory challenges: Changes in pharmaceutical regulations or shifts in regulatory enforcement practices in key markets such as the United States and China could create hurdles in terms of product approvals, manufacturing compliance, and market access.

#### Mitigation action plans:

- Monitoring and analysis of geopolitical developments.
- Diversification of manufacturing and supply chain across different regions, reducing reliance on any single country or region and enhancing resilience against supply chain disruptions.
- Comprehensive regulatory compliance monitoring to closely monitor and adapt to changes in pharmaceutical regulations in key markets.

### Risk 2: Cybercrime Sophistication

#### Risk description:

The risk that the level of complexity, advancement and innovation of cyberattacks exploit vulnerabilities in the company's digital infrastructure. The convergence of artificial intelligence (AI) and quantum computing with traditional cyber threats can significantly amplify the potential for highly sophisticated and disruptive attacks.

#### Potential impacts:

- Disruption of critical business operations, including the compromise of interconnected systems and partners, can lead to cascading effects.
- Leakage of sensitive personal data, including health data from donors and patients.
- Deepfake threats to leadership and communications: AI-generated deepfake technology may be employed to create convincing fake videos or audio recordings, leading to damages, misinformation and distrust within the organization, and damaging the company's credibility and reputation.

#### Mitigation action plans:

- Continuous identification and assessment of cybersecurity risks, including third-party risks.
- Security measures to protect the confidentiality, integrity and availability of information systems and associated processes (including information systems managed by third parties), and continuous monitoring of their effectiveness.
- Effective response and recovery programs, encompassing people, processes, information systems and technology.
- Highly qualified cybersecurity team, comprised of management, information technology and legal personnel.
- Training for employees, executives and directors regarding cybersecurity risks, and protection of sensitive and personal data.



## Promoting a risk culture

A solid risk culture is essential for organizations to effectively identify, assess and manage the risks that could impact their operations. Grifols delivers training and awareness programs to encourage employees throughout the organization to identify risks and work to actively mitigate them, as well as promotes transparent communications among employees in risk-related functions.

Currently, three non-executive members of Grifols' Board of Directors, in addition to the secretary of the Audit Committee, have proven experience in risk management and control and, from their leadership roles, contribute to fostering a risk management culture throughout the company.

**Training:** Grifols develops and imparts training and awareness-raising plans to ensure employees have a solid theoretical foundation and practical knowledge of environmental issues, health and safety, compliance, cybersecurity, crime prevention, pharmacovigilance and quality, among other areas.

Additionally, the ERM Department is updating the training plan on the general principles of risk management, methodologies, best practices of good governance and emerging risks, for the members of the Board of Directors, Audit Committee, Corporate Risk Committee and employees who participate in the semi-annual risk liaisons assessment.

Members of the Corporate Risk Committee receive regular training on new governance requirements and trends. Twice a year, they also participate in forums and workshops to assess risks, including emerging risks. Members of the Audit Committee (non-executive directors) also receive this training through yearly meetings.

**Transparent communication:** Grifols organizes regular meetings with risk managers and workshops and surveys with other employees to encourage transparent communication regarding its corporate risks.

**Integration of risk criteria in product development:** Grifols incorporates risk criteria into the intellectual property and quality requirements followed throughout the product development and approval processes.



**All employees at Grifols are essential in preventing and detecting potential risks.**