

Grifols' Board Skills Matrix

Director	Aud. Com.	N&R Com.	Sust. Com.	Plasma Industry	Healthcare	Medical Science	Life Tech & Innovation	Financial & Accounting	Risk Management	People & Talent	International Business	Digital, AI & Cyber	Innovation	Sustainability	Legal, Regulation & Governance	Corporate Strategy
Thomas Glanzmann Chairman				✓	✓		✓			✓	✓					✓
Nacho Abia CEO					✓		✓			✓	✓				✓	✓
Montserrat Muñoz LID	●		Ch		✓				✓	✓	✓		✓	✓		
Íñigo Sánchez-Asián	Ch							✓	✓	✓	✓				✓	✓
Susana González		●								✓	✓	✓	✓	✓		✓
Enriqueta Felip		●	●		✓	✓	✓			✓			✓	✓		
Albert Grifols				✓			✓	✓		✓	✓					✓
Víctor Grifols				✓	✓		✓	✓			✓					✓
Raimon Grifols				✓			✓				✓			✓	✓	✓
Tomás Dagá				✓			✓	✓			✓				✓	✓
Anne Catherine Berner	●	Ch	●		✓		✓	✓		✓	✓	✓		✓	✓	✓
				45%	55%	9%	73%	45%	18%	73%	91%	18%	27%	55%	36%	82%

