INTEGRATED ANNUAL REPORT 2024

GRIFOLS

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Letter from the CEO of Grifols, Nacho Abia

In a year of overcoming challenges, marked by our conviction in our company's project, I am pleased to report on Grifols' strong financial results, key operational and strategic milestones, as well as sustainability achievements in 2024. As I approach my one-year anniversary, I could not be prouder and grateful to lead a company with the clear mission to improve the lives of patients around the world. Being part of a dedicated team that is as outstanding as the plasma-based medicines and solutions we produce is truly inspiring.

Throughout the year, we have maintained our unwavering commitment to sustainable growth, innovation, sustainability and long-term value creation.

In 2024, we achieved record revenues of Euros 7.2 billion, a 10% increase over the prior year. This result reflects our success in operating in a market with high growth potential and meeting the robust global demand for plasma proteins, in particular with our immunoglobulin franchise.

Numerous milestones point the way for Grifols' continued sustainable growth.

Operational transformation across our plasma operations

In 2024 we took further steps to strengthen Grifols' competitiveness. We continued to optimize our network of more than 400 plasma donation centers, achieving a significant reduction in costs and improving the donor experience through more agile and efficient processes. Additionally, we continued to integrate advanced technologies aimed at maximizing yields, increasing productivity and improving operational efficiency.

We work to integrate these efficiencies into our global and diversified network of centers. Our footprint extends to the United States, Europe, Canada, and Egypt. In this regard, we continue to strive to promote the self-sufficiency of plasma-derived therapies and improve access to our medicines.

> **An exceptional year 2024 marked by teamwork, solid performance, and strategic execution, with the vocation to serve thousands of patients.**

Commercial strategy and expansion

Our product portfolio continued to grow. The United States Food and Drug Administration (FDA) approved an expanded label for Xembify for the treatment of patients with primary immunodeficiency who have not previously been treated with immunoglobulin. The FDA also approved our plasma-protein based fibrin sealant (FS) for use in controlling surgical bleeding for pediatric patients.

We launched Yimmugo, a novel immunoglobulin developed by Biotest, which is expected to generate sales of USD 1 billion over the next seven years, and partnered with Haier for exclusive distribution of albumin in China for 10 years, with a potential extension to 2044.

In Diagnostics, we launched our Erytra Eflexis blood grouping analyzer in China and received European approval for the first in-vitro test to simultaneously detect dengue, Zika, chikungunya and West Nile virus.

To ensure production capacity, we opened a new immunoglobulin purification and filling facility in Clayton, North Carolina.

Major advances in innovation

We continued to make significant progress in 2024 in the development of innovative products. AdFirst, a Phase 3 study investigating the use of fibrinogen to reduce blood loss in critical surgery, demonstrated efficacy and safety, while other clinical studies, such as the Phase 1 trial of GIGA-2339, an innovative hepatitis B treatment, continued to advance.

We are increasingly incorporating artificial intelligence (AI) into our research capabilities to identify new therapeutic targets. In addition, we have implemented new solutions to analyze clinical data and optimize plasma donation management to improve process efficiency.

These advances in the use of new and cutting-edge technologies reflect our ongoing commitment to research, innovation and the well-being of patients worldwide.

Reinforcing our governance practices

To comply with corporate governance best practices and maximize value for our shareholders, we took a decisive step in 2024 by separating the management and ownership of the company, while remaining faithful to the founding values and commitments that have guided Grifols since its inception.

Additionally, we have welcomed new members to our Board of Directors, who have brought valuable experience from various key industries. It is a pleasure to have them with us, and we are confident that their contribution, combined with the already strong foundation of our Board, will be essential for the execution of Grifols' strategy.

Sustainability as a core pillar

In 2024 Grifols was once again recognized as one of the world's most sustainable companies – ranked number one biotech company in the Dow Jones Best-in-Class Indices.

During the year, we strengthened our commitment to sustainability by further integrating environmental, social and governance (ESG) criteria into our strategy and objectives. As part of this commitment, we are enhancing the measurement and reporting of our sustainability performance, to be reflected in our 2025-2027 Sustainability Master Plan, as part of out 2030 Agenda.

In the pages that make up this report, you will find detailed information about our performance during this period.

Finally, I would like to thank our shareholders, collaborators, donors, and patients for their continued support and trust. Together, we continue creating value.

Sincerely,

Nacho Abia
CEO, Grifols

Highlights

Input

Donors

930,000+
390+ plasma centers

People

23,822*
57% women
97 nationalities

Resources

EUR 382 M net R&D investment
EUR 232 M CAPEX

Innovation

Robust ecosystem

6 therapeutic areas

Governance

New lidership

6 independent board members out of 13
31% women board members

Planet

EUR 44.2 M environmental investment
1.1 M m³ water consumption**
901 M kWh energy consumption
44.6% renewable energy
0% coal or nuclear energy consumption

Generated value

Patients

800,000+ treated
USD 29,825 M generated value***
7.5 times quality of life improvement***
17,000+ patients with access to free products or services
EUR 18.6 M in product donations
EUR 9.1 M supporting patient associations

People

98% permanent contracts
5.8+ M training hours
96.5% workforce trained
68.2% women trained
3.8% employees with disabilities

Resources

EUR 7,212 M revenue
EUR 1,631 M EBITDA
EUR 749 M total tax contribution

Planet

3% reduction in the intensity of CO_2e emissions in scopes 1, 2, 3
25% less scope 2 emissions
47.5% recovered waste
37% water treated before discharge****

*Includes Grifols and Biotest
**Water consumption has been calculated as the difference between water extraction and water discharge according to international standards.
***Calculated with SROI methodology
****Biopharma business unit

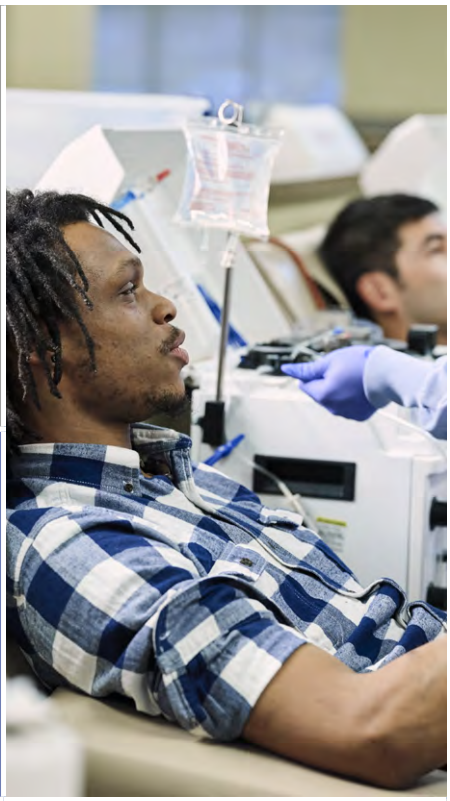
Milestones 2024

Changes in Grifols' governance to separate ownership from management

As part of its strategic plan, on February 5, 2024 Grifols announces changes to its corporate governance to separate executive responsibilities from ownership roles.

Appointment of new top-tier leaders

Nacho Abia assumes the role of Chief Executive Officer on April 1, and Thomas Glanzmann is appointed non-executive Chairman of the Board on September 23. Additional appointments in the 2024 fiscal year include a new Chief Financial Officer, Chief Human Resources Officer, and President of the Biopharma unit..



Majority support from Grifols shareholders in critical moments

On June 14, 2024, shareholders approve all resolutions proposed at the General Shareholders' Meeting.

Grifols boosts its organic growth

Grifols strengthens its immunoglobulin franchise with new indications for XEMBIFY® (subcutaneous immunoglobulin) in the United States. In addition, Biotest receives FDA approval for Yimmugo® as a treatment for primary immunodeficiencies.

The company closes a strategic alliance with Haier Group

Grifols completes the sale of 20% of its stake in SRAAS and enters a strategic partnership with Haier Group in June. The accord includes an exclusive distribution agreement for albumin over the next 10 years, with the option to extend it until 2044.

Sustainability distinctions

Grifols is recognized as the leading biotechnology company in the Dow Jones Sustainability Index, and is awarded the Gold Medal by EcoVadis for Sustainability Excellence. Additionally, the SBTi approves its short-term science-based emission reduction targets.

Grifols meets its planned innovation objectives

Grifols reports positive results from the phase 4 study of its factor VIII to treat von Willebrand disease; makes important contributions to control surgical bleeding in pediatric patients with its fibrin sealant; and forms a partnership with the U.S. BARDA agency to evaluate its ocular immunoglobulin for treating eye injuries.

Financial strength

Grifols concludes its balance sheet optimization by refinancing approximately EUR 4,000 million in debt. As part of this process, Grifols repays nearly EUR 1,600 million of securitized debt, combined with the issuance of two secured bonds totaling EUR 2,600 million, maturing in 2030, and the refinancing and extension of its revolving credit facility until 2027.

Sustainability Statement

General

Understanding Grifols

Grifols is dedicated to enhancing the health and well-being of people around the world. Since 1909, we have been at the forefront of innovation, advancing plasma science and diagnostic solutions to contribute to social progress.

PURPOSE
Enhance global health to help people live longer and healthier lives

AMBITION
Amplify our positive impact to advance our sustainable business model

Business model

Grifols Group (henceforth "Grifols") is a global healthcare company dedicated to improving people's health through the innovation, development, production and commercialization of essential plasma-derived medicines, non-plasma therapies and diagnostic solutions.

Today, Grifols stands as a global leader in plasma therapies and transfusion medicine.

Grifols' business model includes four business units: Plasma Procurement and Biopharma[1], Diagnostic, Bio Supplies and Other. Each offers specific products and services, ensuring a diversified approach to healthcare, a positive impact on patients and optimal solutions for healthcare professionals.

Business units

PLASMA PROCUREMENT AND BIOPHARMA
Plasma procurement, production and commercialization of plasma and non-plasma solutions

85% over revenues (EUR 6,143 M)

DIAGNOSTIC
Leading-edge diagnostic solutions for blood and plasma analyses

9% over revenues (EUR 645 M)

BIO SUPPLIES
High-quality biological products for non-therapeutic use

3% over revenues (EUR 216 M)

OTHERS
Specialty pharmaceuticals and hospital management solutions

3% over revenues (EUR 209 M)

Total income 2024 EUR 7,212 M

1. The Plasma Procurement and Biopharma business unit is equivalent to the Biopharma segment described in Note 5 of the consolidated annual accounts.

We make a difference for thousands of people

Grifols' business model places people at the heart of its operations, with a focus on patient health and the well-being of Plasma donors whose generosity make plasma-derived medicines possible. Grifols serves as the bridge between Plasma donors and patients.

In 2022, Grifols finalized its strategic investment in Biotest AG. Since then, both companies have collaborated closely to expand access to plasma therapies for the benefit of patients worldwide.

Plasma and non-plasma therapies

Diagnostic solutions Transfusional and Clinical

6 Therapeutic areas

IMMUNOLOGY AND NEUROLOGY
Immunodeficiencies and autoimmune disorders

PULMONOLOGY
Alpha-1 antitrypsin deficiency

HEMATOLOGY
Hemophilia and other bleeding and clotting disorders

HEPATOLOGY AND INTENSIVE CARE
Hypovolemia and hypoalbuminemia in liver diseases, cardiac surgery, severe infection and other conditions

Joining forces with Biotest...

IMMUNOLOGY AND NEUROLOGY

HEMATOLOGY

HEPATOLOGY ANDINTENSIVE CARE

INNOVATION

For more information on Grifols' Business Units see www.grifols.com

Global footprint and reach

- Corporate Headquarters
- Industrial Facilities
- R&D Centers
- Biopharma Centers
- Diagnostic Centers
- Bio Supplies Centers
- Others Centers
- Plasma Donor Centers

North America

Clayton
Emeryville
Los Angeles
San Diego
Memphis
Montreal
Vista

North Carolina Hub
Research Triangle Park

Hub California
San Carlos
Los Angeles
San Diego
Emeryville

U.S. **298**
Canada **3**

Clayton
Los Angeles
Montreal
Raleigh-Durham

Emeryville
Raleigh-Durham
San Diego

Memphis
Vista

Europe

Barcelona

Germany **62**
Hungary **19**
Czech Republic **14**
Austria **3**

Barcelona
Bilbao
Dublin
Düdingen
Dreieich
Leipzig
Murcia
San Sebastián

Hub Europe
Dublin
Barcelona
Bilbao
Zaragoza
Düdingen
Dreieich

Barcelona
Dublin
Dreieich

Barcelona
Düdingen

Leipzig

Barcelona
Murcia
San Sebastián
Bilbao

RoW

Melbourne

Melbourne

China

Value chain

The production of plasma-derived medicines, driven by the Plasma Procurement and Biopharma business units, lies at the core of Grifols' operations. These areas are further supported by the Diagnostic and Bio Supplies business units, which enhance and optimize the company's value chain.

Grifols stands out for its rigorous management of the value chain, grounded in ethical principles, quality and sustainability that exceed regulatory requirements. The company promotes a sustainable and responsible value chain, continuously incorporating due diligence policies and procedures.

This approach promotes managerial excellence and helps prevent or mitigate negative impacts, both real and potential, on human rights and the environment. In parallel, it also helps minimize risks and capitalize on surrounding opportunities.

To this end, Grifols integrates environmental, social and governance (ESG) principles throughout its value chain. The company is committed to ensuring the highest standards of quality and safety in its products and services, building trust and loyalty among patients, plasma donors and the healthcare community.

MAIN ACTORS AND ASSETS IN GRIFOLS' VALUE CHAIN

Plasma donors	**Plasma donation centers**	**Production plants**
Description: Donors are an essential part of Grifols' value chain, specialized in plasma-derived medicines. Role: They provide the raw material necessary to produce plasma-derived medicines.	Description: Grifols operates a broad network of plamsa donation centers. Role: They safely collect, process and store plasa in compliance with strict norms and regulations.	Description: Grifols has state-of-the-art installations for the fractionation of plasma and purification of plasma proteins. Role: They transform plasma into specific medicines including immunoglobulins, albumins, alpha-1 and clotting factors.
Regulatory bodies	**Research and development centers (R+D)**	**Distributors and sales force**
Description: Government organisms and internatinal agencies such as the FDA, EMA and other local authorities Role: They guarantee processes and products comply with safety and quality norms.	Description: Grifols invests in innovation through in-house R+D and its investees. Role: They develop new therapies and diagnostic solutions, while improving existing processes.	Description: Companies and entities that distribute Grifols products globally. Role: They facilitate the delivery of products to hospitals and healthcare centers.
Logistics and transport	**End clients**	**Consumers and patients**
Description: Companies in charge of transporting plasma and finished products under controled conditions. Role: They guarantee that products arrive on time and in optimal conditions.	Description: Hospitals, healthcare centers, healthcare professionals and patients. Role: They use specific treatments, especially in areas such as hemotology, immunology and intensive care, among others.	Description: Patients who need specific plasma-derived therapies. Role: They are at the heart of Grifols' activity.

More details on resource inputs (raw materials) in the value chain and resource outputs (end products): "Circular Economy" in the "Environment" chapter.
More details on supplier management and relations: "Governance" chapter

Serving as a bridge between patients and donors

DONOR

Plasma collection via **PLASMA PROCUREMENT**

1

PLASMA FROM DEDICATED DONORS

930,000+ qualified donors
390+ donation centers

In-house development and commercialization via **DIAGNOSTIC**

ANALYSIS OF DONATED PLASMA

Broad portfolio of transfusion-medicine products

10+ analyses of highly sensitive NAT and ELISA techniques

2

Production and commercialization of plasma-derived medicines via **BIOPHARMA**

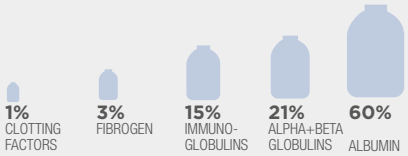
3

MANUFACTURE OF MEDICINES

> Only suitable plasma is used in production
> Elimination of pathogens at every manufacturing stage
> 3 main stages: protein separation or fractionation, purification and aseptic filling

Unsuitable plasma is sold via **BIO SUPPLIES**

5 *essential plasma therapies*



COMMERCIALIZATION: SERVING HEALTHCARE PROFESSIONALS

800,000+ patients treated every year

Holographic seal and vials with unique codes prevent counterfeiting

4

PATIENTS WHO IMPROVE THEIR QUALITY OF LIFE

5

PATIENT FOLLOW-UP
Product tracking and traceability

Sustainability strategy and approach

As a worldwide leader in plasma-derived medicines, Grifols centers its strategy on ensuring a sustainable plasma supply through an extensive global network of donation centers, while continually optimizing its production processes. Its diversified portfolio includes both plasma and non-plasma therapies, along with diagnostic and hospital solutions that complement its core business and extend its reach.

Grifols drives global growth through strategic acquisitions, market expansion and key alliances. Its unwavering commitment to innovation is evident in its continuous development of new therapies and advanced technologies, supported by high-potential subsidiaries such as Biotest AG, GigaGen Inc. and Alkahest Inc., among others. This innovative approach further reinforces its industry leadership.

At the same time, the company strives to fortify a robust financial strategy that promotes growth and maximizes shareholder value. With over 115 years of history and a legacy of four generations dedicated to serving society, Grifols continues to advance as a global benchmark in the healthcare sector.

Sustainability as a strategy

Grifols is committed to sustainability, with a dual focus on economic growth and a staunch commitment to social and environmental responsibility. The company recognizes the inseparable connection between the environment and human health, understanding the impact of pollution, climate change, biodiversity loss, ecosystem degradation and other factors on living conditions and people's physical and mental well-being.

From Grifols' perspective, this integration not only promotes a more sustainable future but also enhances the organization's long-term value by reinforcing its resilience and adaptability in a dynamic global market.

In this regard, Grifols has made significant progress in recent years, while remaining focused on embedding sustainability across all its business functions and units through a holistic, cross-cutting approach. The progress achieved and commitments made in 2024 are detailed in this report.

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-led initiatives Integrate innovation and digital transformation projects that streamline processes and add value to the business model
Plasma donors and patients	Greater commitment to patients, healthcare professionals and plasma donors
Talent	Foster 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 expansion	Promote public-private collaborations to increase countries' self-sufficiency in plasma-derived medicines Establish strategic alliances in high-potential markets
Sustainability	Continue to build an organization-wide culture of sustainability Maintain a robust sustainability strategy and roadmap Increase the integration of ESG analyses and evaluations in decision-making frameworks

Our roadmap: Sustainability Master Plan

Grifols' approach to integrating sustainability is outlined in the Sustainability Policy and Sustainability Master Plan, which forms part of the company's Strategic Plan and aligns with the United Nations Sustainable Development Goals (SDGs).

In 2024, the company began updating its Sustainability Master Plan for 2025-2027, considering the impacts, risks and opportunities identified through the double materiality analysis; new ESG-related regulatory requirements; emerging market and societal expectations concerning global sustainability; and its corporate strategy.

With this revision, the company will enhance its ability to anticipate emerging risks, comply with regulatory and societal expectations, and solidify its role as a sustainability leader to ensure a positive long-term impact.

Overview of corporate policies: "Governance" chapter.
Access to: Grifols' Sustainability Policy; Master Plan; and 2030 Agenda

OUR SUSTAINABILITY MASTER PLAN IS GROUNDED ON 6 PILLARS

MAIN PILLARS

CARING ABOUT OUR PEOPLE

Our Aim: employees feel they are part of a company that promotes diversity, continuous development, equal opportunities, gender equality and that strives to improve well-being at the workplace

COMMITTING TO SOCIETY

Our Aim: healthier and wealthier society, by positively contributing to social progress, supporting organizations and actively participating in local communities

FOSTERING HEALTH

Our Aim: solid community where every donor feels valued for its commitment and understands its impact beyond compensation, and every patient receives the treatment it requires

EMBRACING NATURE

Our Aim: advance towards the common good of having healthy places to live, work and play, by raising awareness on the need to protect the planet

TRANSVERSAL PILLARS

ENCOURAGING ETHICAL PRACTICES

Our Aim: placing human rights at the core of our practices and having the highest ethical standards integrated throughout the supply chain

FOSTERING INNOVATION

Our Aim: scientific progress addressing the needs of our patients, lead by our pioneering spirit and protecting the rights, safety and well-being of clinical trial participants

Objectives with a clear timeline: Grifols Agenda 2030

In 2021, as part of its sustainability strategy, Grifols established 30 corporate goals aligned with the SDGs: the Grifols 2030 Agenda. In 2022, the company once again ratified its commitments, setting intermediate targets to be achieved by 2024, as detailed below:

Environmental responsibility	**Intermediate milestones 2024**	
55% decline in GHG emissions per unit of production	-15%	✔
15% increase in energy efficiency per unit of production	+5%	✔
100% electricity consumed from renewable sources	27%	✔
Promote decarbonization in business travel and work commutes	Same target 2030	✔
Increase circular economy measures at each stage of the operational life cycle	Same target 2030	✔
Protect biodiversity in the company's natural areas to capture CO_2	Same target 2030	✔
Our people		
Impart 100 hours of training hours/year/person	Same target 2030	✔
Deliver annual training to 70-80% of the workforce	Same target 2030	✔
Increase percentage of women in Senior Manager roles to 50%	41%	✔
Increase percentage of people with disabilities to 3-5% of total employee pool	Same target 2030	✔
Ensure women comprise 50% of interviews for managerial positions	45%	✔
Maintain employee turnover rate below industry average*	Same target 2030	✔
Achieve 70% overall employee engagement rate per department	63%	✔
75% increase in installations certified as healthy workplaces	54%	NA
15% decrease in LTIFR (lost time injury frequency rate)	5.3%	✔
75% of installations with ISO 45001 certification	54%	In process
Commitment to plasma donors and patients		
Achieve EUR18 million per year in donations to support patient programs	13 M EUR/year	In process
Increase donations of clotting factors to 240 million IU	90M UI	✔
Achieve 90% approval among donors for positive customer service (good or excellent rating)	Same target 2030	NA
Attain 80% referral rate from active donors	Same target 2030	✔
Increase ratings via the Donor Hub by 45%	Same target 2030	NA
Social impact		
Increase the number of social outreach initiatives and investments by 50%	35%+ (initiatives) 13%+ (social investment)	In process
Allocation of 25% of social initiatives for STEM scholarships for women	20%	In process
Reach USD1 million in donations of products and medicines for emergency relief efforts	750 k USD	✔
Increase funds for José Antonio Grifols i Lucas Foundation by 10%	10%	✔
Increase by 10% the amount allocated to bioethics grants and by 20% number of activities developed by Víctor Grifols i Lucas Foundation	10%	✔
Ethical commitment 2030		
Implement ESG criteria among suppliers up to 60-80% of total spending volume	25%	✔
Maintain Biopharma claims ratio in ≤ 1/50,000	Same target 2030	✔
Maintain <1 critical deficiencies identified by external audits (health regulatory authorities)	Same target 2030	✔
Innovation		
Promote in-house and external innovation in core therapeutic areas	Achieve 80%+ of milestones defined in key innovation projects	✔
	Allocate at least 75% of R&D investment to new products and market development	✔

*Not including employees at Grifols' plasma donation centers.
IU= International Units
In progress: Grifols is working to align with that objective.

RECOGNIZED AMONG THE WORLD'S MOST SUSTAINABLE COMPANIES

Grifols was ranked the number one biotechnology company in the 2024 S&P Dow Jones Best-in-Class Indices (previously DJSI), earning its highest ever score of 70, seven more than in 2023. The company has been distinguished on the Dow Jones Best-in-Class World Index (previously DJSI World) and the Dow Jones Best-in-Class Europe Index (previously DJSI Europe) for the fourth and fifth consecutive years, respectively.

Grifols was awarded the EcoVadis Gold Medal for the second consecutive year. With a score of 77 points, the company is an established leader in this field, ranking in the top 5%.

In 2024, Grifols scored an B rating from the Carbon Disclosure Project (CDP) Climate Change

Grifols earned the Prime badge in the ISS corporate ESG rating, positioning it as an industry leader its peer group.

Grifols is among the highest-rated companies by Sustainalytics, with a low ESG risk rating.

Grifols was listed on the FTSE4Good in 2024 for another year running in recognition of its solid ESG practices.

In 2024, Grifols received a BBB score from MSCI ESG Ratings.

Grifols' short-term objectives to reduce its carbon emissions were approved by Science Based Targets (SBTi).

Our stakeholders

Grifols continually integrates the interests and views of its stakeholders into its corporate strategy and business model, recognizing the crucial role they play in its long-term success.

To this end, Grifols fosters trust-based relationships and effective dialogue, enabling it to identify the most relevant stakeholder issues and emerging sustainability trends.

More information on how Grifols addresses the interests and views of its stakeholders: "Double Materiality" section.

MANAGEMENT OF RELATIONSHIPS WITH STAKEHOLDERS

COLLABORATION

- We foster collaboration with our stakeholder groups to advance our purpose and progress on achieving Grifols 2030 Agenda objectives.

DIALOGUE

- We encourage the participation and involvement of our stakeholders by offering platforms for dialogue and forums that foster active listening.

CONTINUOUS IMPROVEMENT

- We routinely review stakeholder relationship mechanisms to ensure they respond as efficiently as possible to their current needs.

TRANSPARENCY

- We assure transparency in stakeholder relations and financial and non-financial disclosures by sharing truthful, relevant, complete, comparable, clear, up-to-date and useful information.
  The primary reporting platforms on Grifols activities include the Integrated Annual Report; quarterly earnings presentations; specific reports, primarily those generated to comply with legal requirements in the U.S., where Grifols securities are also traded (20F); publications on global and local websites; and social media outlets (LinkedIn).

COMMITMENT

- Grifols provides information to its stakeholders in a clear, concise and ethical manner.

Primary communication channels with stakeholders

Grifols has identified and implemented appropriate communication channels to ensure open dialogue with stakeholders, stay aligned to their needs and expectations, and encourage interaction. The following table provides an overview of the company's communication outlets for its various stakeholder groups:

Patients and patient organizations

Grifols has open lines of communication through electronic and phone-based channels. The company contacts patient associations every month to discuss topics of interest and provide updates on its activity. In addition, it occasionally organizes meetings and visits to Grifols' corporate headquarters, production facilities and museums.

Plasma donors

Grifols informs plasma donors via its website, educational videos and surveys to discern their level of satisfaction with the company and identify areas for improvement.

Clients

Grifols engages with customers (public and private sector; wholesalers, distributors, group purchasing organizations (GPOs), blood banks, hospitals, and healthcare institutions (public health/social security systems) to provide clear and comprehensive information all of its products.

Regulatory bodies

Grifols utilizes formal channels to communicate with regulators such as the FDA, EMA, AEMPS, and other regulatory authorities on matters related to clinical trials, authorizations for plasma donation centers, validation of production facilities and other clearances for the sale of plasma-derived therapeutic treatments, including new medicines and indications.

Non-plasma suppliers

Formal communication channels are utilized during certification, evaluation and auditing processes, while informal channels are used for day-to-day communication.

Local communities and NGOs

Grifols collaborates with various NGOs through its foundations and directly by supporting diverse community initiatives in its markets of operation.

Media outlets

Grifols maintains transparent communication with journalists and other media representatives. The company issues press releases to announce significant events, including quarterly and annual results, and hosts at least one meeting per year in conjunction with its General Shareholders' Meeting.

Scientific community and research partners

Collaboration with research partners and scientific institutions is crucial to Grifols' continuous innovation in both products and processes. The company's engagement with the scientific community includes participation in R&D projects, strategic investments and active involvement in industry associations.

Financial community

Grifols discloses relevant information in accordance with the legal requirements set by regulators and the securities markets on which it is listed (CNMV, SEC, NASDAQ, ISE), using the appropriate channels for each entity.

The company also engages with shareholders, investors, analysts and other stakeholders by organizing and attending meetings, including the General Shareholders' Meeting, business gatherings, analyst calls and roadshows. Grifols publishes an annual report, quarterly reports and press releases on its corporate website, which are accessible to interested parties through subscriptions to distribution lists, when necessary.

Grifols holds an annual meeting exclusively for analysts and investors featuring more in-depth presentations. The company also offers a dedicated email channel for the investment community to send feedback and queries.

Human resources

Grifols maintains an employee intranet that is continuously updated, along with viewing screens in several facilities displaying general interest information. The company also publishes an employee magazine and organizes semi-annual meetings, while leveraging other communication channels and informal outlets.

The Human Resources team periodically conducts a climate survey to gain deeper insights into workforce needs. It also has dedicated email channels for both human-resource queries and sustainability-related issues.

Institutional entities

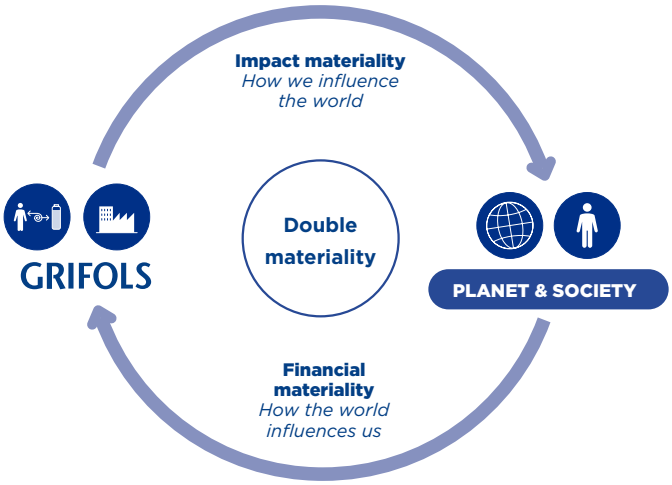
The company establishes relationships with institutional bodies, trade groups and other professional organizations through both formal and informal channels. These interactions include the organization of forums, congresses and other business-related meetings.

Grifols provides more information on its communication with key stakeholders at the beginning of each section of its Non-Financial Information Statement and Sustainability reporting, in accordance with each stakeholder group addressed in each ESRS.

Double materiality

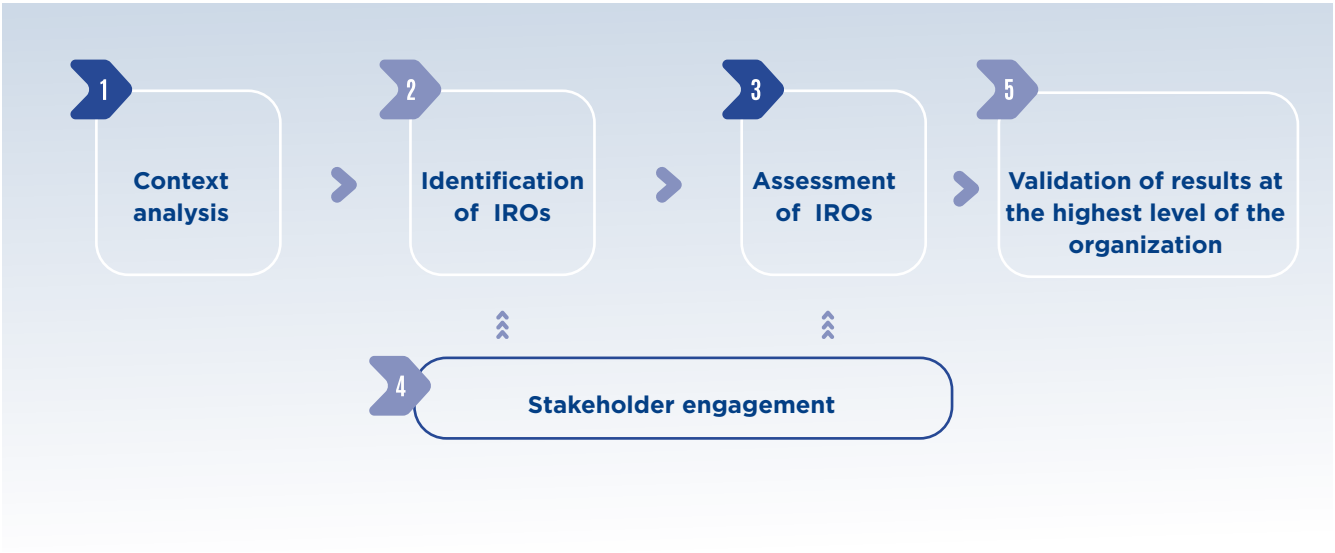
Aware of its far-reaching impact on the environment, Grifols places great emphasis on responsible business conduct. To this end, sustainability risk analysis has become a core component of its global risk management. Environmental, social and governance factors are intricately linked to traditional business risks and can significantly influence the company's development. Grifols has incorporated ESG risks into its global risk map[1] in reflection of their strategic relevance to the company.

As part of this commitment, Grifols conducted a double materiality analysis for the second consecutive year. In alignment with the new European Corporate Sustainability Reporting Directive (CSRD), this approach enables Grifols to identify the significant impacts it has on the environment and society, as well as the external risks and opportunities that could materially affect its financial performance.



1. More information: "Risk management and control" in the "Governance" chapter.

Five-step methodology



1. Context analysis

A comprehensive analysis of Grifols' global business model is crucial to effectively identify and assess its impacts, risks, and opportunities (IROs). In the initial phase, the company's activities–both internal and across the value chain (upstream and downstream)–were thoroughly mapped. Simultaneously, stakeholders who may be impacted by or have influence on the company's operations were identified. This information is essential for developing a robust double materiality analysis.

For more information on Grifols' business model and value chain, see the section Understanding Grifols

2. Identification of impacts, risks and opportunities (IROs)

The objective of this phase is to determine the impacts that Grifols' activities generate or could generate on the environment and society, both directly and indirectly (across its value chain). Additionally, it identifies the risks and opportunities in the external environment that could affect the company from a financial perspective, taking into account the following information:

- **External information from the ILO, WHO and other reliable sources,** as well as direct involvement of external stakeholders.
- **Internal information from Grifols**, derived from previous impact and risk assessments on specific topics, including the 2024 Climate Risk and Opportunity* assessment and the 2023 due Diligence Process. Also considered were insights from conversations and interviews with various Grifols departments.

*ENG -> For more details, please refer to the document "Management of risks and opportunities related to climate change"

** For more details, please refer to the Report on the Human Rights Due Diligence Process

More information: "Stakeholders" section.

3. Assessment of identified impacts, risks and opportunities (IROs)

The materiality of the previously identified IROs is assessed in this phase in line with the criteria defined in ESRS 1-General Requirements of the CSRD.

The indicators applied differ depending on whether the assessment focuses on impacts or on risks and opportunities. In either case, the values for each indicator–such as probability or severity–are determined by considering both the aforementioned internal and external information.

The risk assessment is carried out using the following indicators as a base:

- The **likelihood** of the impact's occurrence (where 10% is very unlikely and 90% is very likely).
  The assessment does not consider current impacts as they are already occurring. In accordance with best practices, this indicator is not evaluated for human rights-related impacts in order to give greater weight to severity.
- The **severity** of impacts takes into account:
  – **Scale**: analyzes the seriousness or benefit of each impact (where 1 is very unlikely and 5 is very serious/beneficial).
  – **Scope**: examines the extension of the impact in terms of the number of people affected or the magnitude of the environmental damage (where 1 is an impact on a specific sector and 5 represents extensive impact).
  – **Irremediability**: evaluates the degree of difficulty involved in counteracting or correcting the resultant damage (where 1 requires short and quick action, and 5 represents an irremediable impact). This variable does not apply in the case of positive impacts.

The assessment of risks and opportunities is carried out using the ERM[2] Risk Assessment Model and includes:

- Likelihood of occurrence
- Potential magnitude of the financial effects of each risk and opportunity (where 1 is very little and 5 is high). The analysis of the financial impact was conducted considering qualitative criteria and factors.

2. Enterprise Risk Management

More information on risk management and control: "Governance" chapter.,
More information on the ERM Risk Assessment Model: "Risk Management and control" chapter.

4. Stakeholder engagement

For Grifols, incorporating the interests and views of its stakeholders into its business strategy is essential. To this end, their integration in its identification and assessment processes is also key. Stakeholder interests and views are considered from three perspectives:

- **Continuous dialogue**: Given the importance of stakeholder communication, Grifols maintains ongoing communication with all relevant groups, as outlined in the "Stakeholders" section.
- **Specific actions**: In addition to maintaining continuous dialogue, Grifols spearheaded a series of initiatives in 2024 to gain a deeper understanding of its stakeholders' needs and interests. These included:
  – Workshops for Grifols' employees in Spain
  – Employee interviews in the United States
  – Surveys for plasma donors
  – Meetings with Grifols' employees who hold relevant positions or have expertise in the topics under analysis, including the Environment, Corporate Affairs, Human Resources, Global Procurement, Enterprise Risk Management and Internal Audit departments.

- **Consultation of documentation from independent experts:** Stakeholder viewpoints were integrated by analyzing reports and communications from a range of representative organizations, including plasma donors, patients, employees, public health systems, foundations, NGOs and local communities. The following organizations and documents were reviewed:

  – Core provisions of the International Labour Organization (ILO)
  – Donor and patient resources from the Plasma Protein Therapeutics Association (PPTA)
  – Public information disclosed by the World Health Organization (WHO) on national health systems, with a focus on the U.S. and Europe
  – Public disclosures by the World Federation of Hemophilia
  – Public disclosures by the American Liver Foundation
  – Public information from the International Patient Organisation for Primary Immunodeficiencies (IPOPI)
  – Public information on the sector's contribution to sustainability from international analysts (MSCI, S&P Global, etc.)
  – Media impact analysis on communication outlets, with an emphasis on the local communities where Grifols operates
  – Results from Grifols' most recent global employee survey

5. Validation of results at the highest level of the organization.

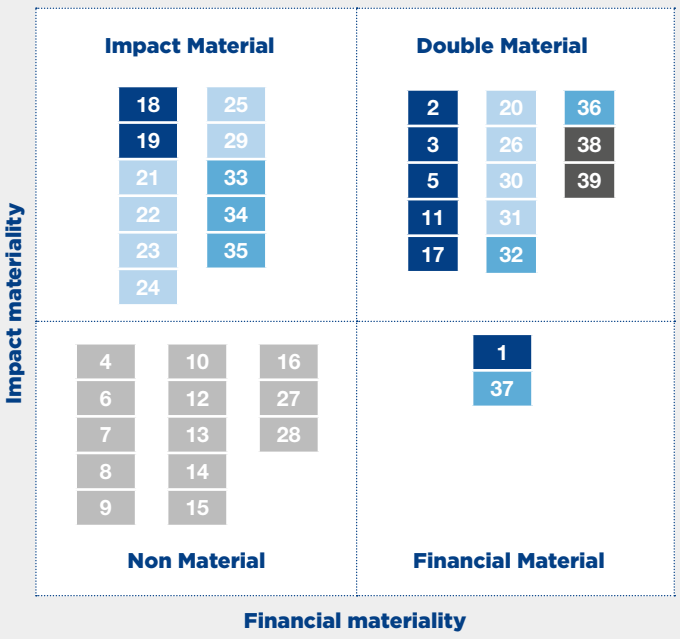
The final results of the analysis were presented and approved by the Sustainability Committee, Appointments and Remunerations Committee and Grifols Board of Directors of Grifols.

Results of the double materiality analysis

Each CSRD (Corporate Sustainability Reporting Directive) topic and sub-topic encompasses the impacts, risks, and opportunities that are material to Grifols' activity. These material topics and sub-topics can be identified based on the IROs that define each area.

Information on the material IROs of each sub-topic: consult specific chapter

Grifols' double materiality matrix in 2024



Environmental

E1	1	Climate change adaptation
	2	Climate change mitigation
	3	Energy
E2	4	Pollution of air
	5	Pollution of water
	6	Pollution of soil
	7	Pollution of living organisms and food resources
	8	Substances of concern
	9	Substances of very high concern
	10	Microplastics
E3	11	Water
	12	Marine resources
E4	13	Direct impact drivers of biodiversity loss
	14	Impacts on the state of species
	15	Impacts on the extent and condition of ecosystems
	16	Impacts and dependencies on ecosystem services
E5	17	Resources inflows, including resource use
	18	Resource outflows related to products and services
	19	Waste

Social

S1	20	Working conditions
	21	Equal treatment and opportunities for all
	22	Other work-related rights
S2	23	Working conditions
	24	Equal treatment and opportunities for all
	25	Other work-related rights
S3	26	Communities' economic, social and cultural rights
	27	Communities' civil and political rights
	28	Rights of indigenous peoples
S4	29	Information-related impacts
	30	Personal safety
	31	Social inclusion of consumers

Governmental

G1	32	Corporate culture
	33	Protection of whistle-blowers
	34	Animal welfare
	35	Political engagement
	36	Management of relationships with suppliers including payment practices
	37	Corruption and bribery

Other

Entity specific

38	Innovation
39	Cybersecurity

GRIFOLS' PRIORITY MATERIAL ISSUES

Topic	Patients and healthcare professionals (S4)	Climate change (E1)	Plasma donors and donor communities (S3)
Sub-topics	Impacts related to information (29) Personal safety (30) Social inclusion of consumers (31)	Adaptation to climate change (1) Mitigation of climate change (2) Energy (3)	Communities' economic, social and cultural rights
Material IROs*	• Responsible and transparent business conduct (I+) (SP) • Improvement in patients' well-being (I+) (SP) • Quality and safety of products and services (I-) (R) • Intensification of health policies and other regulations (R) • Access to treatments and diagnostics (I+-) (R) • More sustainable healthcare systems (I+) (OO)	• Increase in extreme weather events (R) • Contribution to climate change through GHG emissions from scopes 1, 2, and 3 (I-) (OO) (SP) • Non-compliance with climate goals or legal requirements (R) • Non-renewable energy consumption (I+-) (OO) Insufficient energy supply (R)	• Health and well-being of plasma donors and their communities (I+-) (OO) (SP) (R) • Contribution to communities' local and social development (I+) (OO) (SP)
Why is it material?	Grifols, through its products, has a profound impact on patients' lives. The company's ability to provide safe, effective and accessible treatments is crucial to public health.	Climate change presents a challenge with far-reaching implications for Grifols. At the same time, the company can potentially make a significant contribution to mitigating climate change mitigation through improvements in operational efficiency, the adoption of renewable energy, and the development of sustainable products and processes.	Grifols operates in a complex and dynamic environment characterized by significant risks and opportunities linked to the availability of plasma and the well-being of donor communities.
Impact on the company	Grifols' commitment to patient health and the satisfaction of healthcare professionals is essential for its long-term growth and sustainability. Product quality and safety-related risks, as well as those arising from potential regulatory changes, must be carefully managed to mitigate any potential financial impacts.	Grifols can contribute to a more sustainable future by integrating sustainability into its core business strategy. Nevertheless, climate change also presents significant risks to Grifols' operations. Extreme weather events and emissions-related regulatory changes may impact its financial performance and operational resilience.	Grifols has the potential to generate significant positive impacts by creating jobs and contributing to public health through its life-saving therapies. At the same time, plasma shortages and risks to plasma donors' health pose threats to the company's operations. By proactively addressing these challenges, Grifols can help ensure the long-term sustainability of its business.
Business strategy	The management of the impacts, risks and opportunities of Grifols' activities on patients and healthcare professionals is outlined in "Patients and Healthcare Professionals." This section includes a description of the policies and actions implemented to promote patient well-being, ensure access to treatments and other initiatives undertaken in this regard.	The management of the impacts, risks and opportunities related to climate change is outlined in the "Climate Change" section, which includes a description of the policies and actions established to address this topic.**	The management of the impacts, risks and opportunities related to this topic is outlined in the "Donors and Donor Communities" section, which includes a description of the policies and actions established to ensure the health of plasma donors and advance community development.
Integration in risk management	The risks identified regarding this material topic are fully integrated into the company's ESG risk management system. For more details, see "Patients and Healthcare Professionals" section.	The risks relating to climate change are fully integrated into the company's risk management system. The identified risks and the actions designed for their mitigation are developed further in the "Climate Change" section.**	The risks identified regarding this material topic are fully integrated into the company's ESG risk management system. These risks are further developed in the "Donors and Donor Communities" section.
Performance metric (2030 objective)	• Biopharma claims ratio (maintain below 1/50,000) • Number of critical deficiencies identified by external authorities (maintain below 1) • Financial donations to support patient programs (EUR 18M/year)*** • Clotting factor donations through the FMH agreement (240M IU)*** • Product and medicine donations for emergency relief through Direct Relief (USD 1M)***	• Absolute scope 1 and 2 GHG emissions (42% reduction compared to 2022. Science-based target)**** • Absolute scope 3 GHG emissions (25% reduction compared to 2022. Science-based target)***** • GHG scope 1 and 2 emissions per unit of production (55% reduction compared to 2018)*** • Energy efficiency per unit of production (15% increase compared to 2018)*** • Electricity consumption from renewable sources (100%)*** These objectives and targets are also incorporated in Grifols' three-year corporate environmental program.*****	• Number of social initiatives and their investment (50% increase compared to 2020 and 2021, respectively) • Percentage of social initiatives dedicated to STEM scholarships for women (25%) • Resources allocated to the José Antonio Grifols Lucas Foundation (10% increase compared to 2020) • Resources dedicated to scholarships and activities carried out by the Víctor Grifols i Lucas Foundation (10% and 20% increase, respectively, compared to 2020)
Executive variable compensation	Among other factors, executive variable compensation is subject to financial and non-financial metrics and parameters, including a specific metric linked to the achievement of ESG objectives. In 2024, 10% of the variable compensation is tied to ESG factors, with 25% related to environmental, 40% to social and 35% to governance factors.******		

*More information: See "Impacts, risks and opportunities" in the sections dedicated to each material issue.
**The impact of climate change on Grifols and its management is specifically addressed in the "Risk and Opportunities Management Related to Climate Change" report.
***Objectives integrated in Grifols 2030 Agenda. For more information on its progress and milestones, see "Grifols 2030 Agenda" in "Understanding Grifols."
****Objectives approved by the SBTi initiative. For more information, consult the section "Objectives to reduce emissions approved by the SBTi in the "Environment" chapter.
*****More information: see "Climate change mitigation under the 2023-2026 Environmental Program" in "Environment".
****** For more information, please refer to the Board of directors remuneration policy, Annual Corporate Governance Report and Directors' Remuneration Report in www.grifols.com; also see "ESG criteria in long-term compensation" section of this report.

Positive impact | Negative impact | R Risk | OO Own Operation | SP Supply Chain

About this report

General basis for preparation of this report. scope and limitations

This report has considered the requirements of Directive 2022/2464/EU (CSRD[1]), taking as a reference the set of standards, principles, and criteria related to sustainability information established in the European Sustainability Reporting Standards (ESRS) and other requirements applicable to the entity originating from Spanish legislation and directly applicable European regulations, including the requirements on Taxonomy contemplated in Article 8 of Regulation (EU) 2020/852 on taxonomy. (See Annex - Index of disclosure requirements in ESRS covered by the Sustainability statement (ESRS 2 – IRO-2)).

Grifols followed a double materiality approach in this report, considering the opinion of its main stakeholders and adhering to the new CSRD requirements.

Furthermore, this report has been prepared in accordance with the GRI Standards: Core option (see Annex - GRI Content Index). Likewise, SASB standards related to the "Biotechnology and Pharmaceuticals" sector have been included (see Annex - SASB Index). Additionally, this report demonstrates Grifols' commitment to its contribution to the Sustainable Development Goals. The annex "Index of SDGs and Global Compact principles to which Grifols contributes" contains the list of SDGs to which contributions are made, as well as a detail of the outstanding contributions made in the 2024 fiscal year.

Given the company's formal adherence to the United Nations Global Compact, Grifols complies through this document with the reporting of the updated Communication on Progress (COP). This report includes a description of the practical actions the company has taken and plans to take to implement the Global Compact Principles in each of the four thematic areas (human rights, labor, environment, and anti-corruption). All measurable results are well described in each of the chapters of this report.

Perimeter and scope of the report

This report covers the period from January 1 to December 31, 2024, corresponding to Grifols' fiscal year.

For the purposes of this report, Grifols S.A. and all its subsidiaries are considered as "Grifols[2]". The reported information includes all dependent companies with a stake greater than 51% or under control according to the IFRS definition as reflected in the Consolidated Financial Statements.

Biotek America LLC, a joint operation between Grifols and Immunotek GH LLC, has not been included in the scope of this report due to the Group's lack of sufficient non-financial and sustainability information regarding this entity. As of December 31, 2024, this company operates 14 plasma centers[3]. The Group will take the necessary steps to include information on the locations (14 plasma centers) of Biotek America LLC in the report to be prepared following its planned acquisition during 2025 (see Notes 10 and 34 of the consolidated financial statements).

In relation to the Non-controlled entities by Grifols, S.A. - Grifols Egypt for Plasma Derivatives (S.A.E.), Medcom Advance, S.A., BioDarou PLC and Shanghai RAAS Blood Products Co. Ltd.– have been considered in the calculation of the environmental footprint.

Except as indicated above, this report covers Grifols' main business units[4]: Plasma Procurement and Biopharma[5], Diagnostic, Bio Supplies and Others, which together account for 100% of the group's turnover. These business units integrate all the key operations of the group's value chain, from procurement (including plasma collection) and manufacturing, to affiliates.

Regarding value chain operations for which information was not available and could not be estimated, Grifols has applied the three-year moratorium provided for in the Transitional Provision of Article 5 of the CSRD Directive, which allows companies a period of adaptation before fully implementing the new reporting requirements.

Grifols believes that this report provides a fair and balanced view of the company's economic, environmental, and social performance. While there are certain exceptions to the scope, as detailed above, these do not materially impact the consolidated indicators and therefore should not affect the reader's assessment of the company's performance.

For a comprehensive understanding of the information in this report, please consider the following additional points.

"Environment" chapter

The data provided in this section represents Grifols' total production and commercial activities with the exception of commercial subsidiaries with fewer than 10 employees.

Since most of Grifols' manufacturing facilities are located in the United States and Spain, the environmental information included in this section is classified by division and region as U.S., Spain and rest of the world (RoW).

1. This regulation complements Directive 2013/34/EU regarding the disclosure requirements on sustainability information.
2. A list of Grifols' subsidiaries can be found in Appendix I of the Consolidated Annual Accounts for the fiscal year ended December 31, 2024.
3. The 14 plasma centers of Biotek America LLC represent 3.39% of the total number of plasma centers owned by the Group as of December 31, 2024.
4. For more details on Grifols' main business units, please refer to the section "Understanding Grifols".
5. The Plasma Procurement and Biopharma business unit corresponds to the Biopharma segment as described in Note 5 of the consolidated financial statements.

"Social" chapter

Grifols included figures for the last two years classified by gender (female, male, non-binary and not declared), age and region (U.S., Europe and RoW) in all cases where historical figures were available. Europe includes Austria, Czech Republic, France, Germany, Ireland, Italy, Poland, Portugal, Spain, Sweden, Switzerland and the United Kingdom.

The scope of the indicators related to remuneration includes the workforce in the United States, Spain, Germany and Ireland.

The data provided by Grifols regarding training hours represents 98,1% of the total workforce as of December 31, 2024. It includes all companies within the group except for Plasmavita Healthcare, Alkahest Inc, GigaGen Inc, Grifols Inn and New Technologies, and Haema Plasma Kft.

Indicators for absenteeism, people with disabilities and accident rates are limited to data from the United States, Spain, Ireland and Germany.

Comparability

Regarding comparability, for the data reported on the Biotest group, the performance data of this company, particularly regarding human resources and the environment, is presented in separate tables to allow for comparability with previous years' data. Within the tables titled "Grifols", the following considerations should be taken into account: (1) the 2023 tables include the wholly-owned subsidiaries acquired in 2023: Biotest France SAS, Biotest UK Ltd., Biotest Italy S.r.l., Biotest Farmaceutica Ltda., and Biotest Medical S.L.U. (2) In 2024, the aforementioned companies, except for Biotest UK Ltd., have merged with other Grifols companies. Biotest AG annually publishes a set of management approaches and key policies on www.biotest.com.

Additionally, in the sections where historical data appear, figures for the last three fiscal years (2022-2024) have been included where available. The historical data presented in this report have not been recalculated to adjust for changes in perimeter that have occurred in each fiscal year or the application of the CSRD framework.

Governance

Grifols' sustainability governance is led by its Board of Directors. The company's Sustainability Committee, established by the Board, ensures adherence to principles and commitments related to environmental, social and governance responsibilities.

The governance processes, controls and procedures established by Grifols to manage, oversee and monitor sustainability matters are outlined in the "Governance" chapter. These include:

- The roles of management, executive and supervisory bodies
- Information provided to these bodies and the sustainability matters they address
- The integration of sustainability performance into incentive systems, which is covered in both the "Governance" and the "Our People" chapters

Risk management and internal controls for sustainability information disclosure

Grifols manages the risks and internal controls related to sustainability information disclosure through a comprehensive approach, with an emphasis on transparency, quality, reliability and alignment with internationally recognized standards.

In 2022, Grifols introduced a systematized reporting tool that has significantly enhanced the methodological rigor in the collection, support and validation of data.

The structure and content of the sustainability report, which includes the Statement of Non-Financial Information and consolidated sustainability information, are reviewed and approved by the Sustainability Committee, the Appointments and Remunerations Committee and the Board of Directors.

Core elements of due diligence	Section in the sustainability statement
a) Embedding due diligence in governance, strategy and business model	General Information and Governance
b) Engaging with affected stakeholders in all key steps of the due diligence	General Information, Environment, Social and Governance
c) Identifying and assessing adverse impacts	General Information
d) Taking actions to address those adverse impacts	General Information, Environment, Social and Governance
e) Tracking the effectiveness of these offorts and communicating	General Information, Environment, Social and Governance

In terms of environmental reporting, Grifols has a standard operating procedure (SOP) which establishes the systematic approach to data collection, in which each user has a defined role: contributors provide the data, approvers validate it and administrators manage the system. In addition, internal audits are carried out to monitor the correct implementation of the process, which applies to all Grifols companies worldwide with more than 10 employees in offices, or where the company has more than a 50% shareholding. This procedure has been optimized with the implementation of software designed to collect and manage data in an efficient and structured manner. This system enables the preparation of the 2024 Non-Financial Information Statement and Sustainability reporting, as well as other internal and external reports.

In 2025, Grifols is developing its Global Reporting Manual, with the aim of standardizing and improving the reporting process for non-financial and sustainability information. This manual will provide clear guidelines to ensure transparency and consistency in the disclosure of environmental, social and governance (ESG) data.

Additional information

The information contained in this report is complemented by the Corporate Governance Report and the Directors' Remuneration Report. All these documents, together with the audited accounts, provide a comprehensive and transparent view of the company.

Annual Corporate Governance Report

Grifols' 2024 Corporate Governance Annual Report is included in the Management Report and is available on both the CNMV website and Grifols' website from the date of publication of the consolidated annual accounts.

Annual Directors' Remuneration Report

Grifols' Annual Directors' Remuneration Report for 2024 is included in the Directors' Report and is available on the CNMV website and Grifols' website from the date of publication of the consolidated annual accounts.

Subsequent events and foreseeable evolution of the group

For more information on subsequent events after the close of year and the foreseeable evolution of the group, please refer to the management report accompanying the audited consolidated statements for the 2024 fiscal year on Grifols website: www.grifols.com.

Environment

Grifols' Environmental Management

Grifols' environmental management framework is focused on climate change, pollution, water resources, biodiversity and the circular economy. The company takes a holistic, integrated approach centered on eco-efficiency and prevention, regulatory compliance and proactive planning for both short- and long-term sustainability. This strategy is reinforced by a staunch commitment to environmental awareness and transparent communication. To support effective implementation, Grifols established an internal regulatory framework and an ISO 14001-certified environmental management system, applied across its production facilities.

A cross-cutting and comprehensive approach

Eco-efficiency

- Integration of environmental criteria into the design of new projects, products and services, and the review of existing ones.
- R+D departments of ISO 14001-certified companies and Grifols' engineering project teams assess the most eco-efficient alternatives for new and existing products and projects, in line with the company's established procedures and regulatory requirements.
- Use of Grifols' "Guide to Environmentally Responsible Packaging and Container Design".

Prevention

- Regular reviews of preventive measures to minimize potential environmental risks.
- Routine emergency and incident drills for environmental impacts at certified production plants.
- Targeted environmental training.

Regulatory compliance

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

Proactive short- and long-term action plans

- Six environmental commitments outlined in Grifols 2030 Agenda.
- Commitment to achieving net-zero emissions by 2050 (scopes 1 and 2).
- Short-term emissions reduction targets approved by SBTi in 2024, with a 2030* target.
- 2023-2026 Corporate Environmental Program.

Environmental communication and awareness

- Reinforcing communication channels with key stakeholders.
- Internal and external communication protocols.
- More than 3,600 hours of training, education and awareness activities on environmental management and conservation in 2024, including company-wide guidance on waste management, water use and electricity consumption.

*More information on Science Based Targets Initiative

The internal regulatory framework – key policies

- **GLOBAL RISK MANAGEMENT POLICY**: Defines the environmental, social and corporate governance (ESG) risks that may impact the organization, including climate change. Environmental risk management is integrated in the company's multidisciplinary risk management process.
- **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 company-wide guidelines, principles and commitments in order to monitor and mitigate its environmental impact.
- **CLIMATE ACTION POLICY:** Outlines Grifols' specific commitments to climate action.
- **ENERGY POLICY:** Defines corporate objectives in Grifols Environmental Management System, including eight key commitments to minimize energy demand and promote the use of renewable energies.
- **BIODIVERSITY POLICY:** Establishes Grfiols' commitments to biodiversity conservation and protection, ensuring a strategy that aligns with broader sustainability objectives across its areas of operation and influence.

All policies are publicly available at grifols.com

Access ISO 14001 certification and CDP environmental performance results in Grifols & Environment.

Certified Environment Management System

Grifols implements an ISO 14001-certified environmental management system for its main production facilities to identify and comply with all applicable environmental legislation; recognize the environmental impacts of its processes and products; implement necessary prevention and corrective measures; and establish objectives to boost its environmental performance. This standardized global system includes the corporate environmental 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 is the highest decision-making body responsible for defining environmental guidelines, ensuring implementation and maintenance of the Environment Management System, including allocating human and financial resources.

By the end of 2024, 73% of Grifols' total production – excluding Biotest — was manufactured in ISO 14001-certified plants, and 70% of production workers operate in certified facilities.

Grifols prioritized the certification process of its largest production plants and is progressively certifying smaller facilities or those with a lower environmental impact. All certified plants undergo audits by the independent certification body TÜV Rheinland. Additionally, the company ensures its buildings and facilities are sustainably designed. In 2024, it continued to work toward LEED (Leadership in Energy and Environmental Design) certification for its new production facilities in Montreal, Canada. LEED is the world's largest scale green building rating system.

In 2024 Grifols was awarded a B-rating by the Carbon Disclosure Project Climate Change. The world's leading environmental disclosure platform, CDP annually assesses corporate climate strategies and performance. In line with its commitment to transparency with stakeholders, Grifols also participated in the CDP Water Report in 2024.

	MANAGEMENT	SUSTAINABLY DESIGNED AND ECO-EFFICIENT FACILITIES			
	ISO 14001	ISO 50001	LEED CERTIFICATION*	GREEN GLOBES**	ZERO WASTE TO LANDFILL***
SPAIN	All manufacturing, engineering, logistics and commercial companies		Corporate headquarters in Barcelona		
USA	Biopharma facilities in Clayton (NC), Offices in Raleigh (NC), Diagnostic facilities in Emeryville (CA)		Clayton (NC) office building Clayton (NC) raw materials warehouse	Clayton (NC) Purification and filling plant Clayton (NC) fractionation plant	Clayton (NC) production plant
CANADA			Fractionation plant and albumin New Montreal production plant (under construction to meet LEED requirements)		
BIOTEST		Dreieich (Germany) production facilities			

* Leadership in Energy and Environmental Design.
** Green Globes certified by the Green Building Initiative.
*** Zero Waste to Landfill, awarded by Underwriters Laboratories (UL).

Environmental governance

Grifols' Board of Directors establishes a range of commitments to minimize environmental and climate risks and oversees their management, in addition to approving the Corporate Risk Policy, Sustainability Policy and other policies related to the environment, climate action, energy and biodiversity. Given its strategic importance, the Environmental Policy is signed by Grifols' CEO.

The Executive Committee regularly monitors Grifols' environmental performance and public reporting, including key climate-change indicators and actions, as well as financial risk and impact assessments associated with climate change.

The Sustainability Committee, Sustainability Steering Committee and Environment Committee drive and direct the implementation of the environmental objectives defined in Grifols' Sustainability Master Plan and environmental programs.

The Chief Industrial Services Officer (CISO), a member of the Executive Committee and Environment Committee, reports regularly to the CEO on the status of Grifols' environmental performance. The CISO also approves the Energy Policy, environmental program and allocation of economic and human resources to meet established environmental objectives.

With regard to remuneration policies and performance indicators, the Energy Manager receives incentives tied to the increase in renewable energy procurement through Power Purchase Agreements (PPAs).

Finally, the Corporate Risk Committee, which reports to the Board of Directors, develops and oversees the risk management model, ensuring an integrated approach to managing environmental risks and promoting sustainable business practices.

Grifols' robust governance framework oversees the management of environmental impacts, risks and opportunities.

At Grifols, the control, prevention and management of environmental risks is articulated through a global strategy. All of the company's ISO 14001-certified facilities operate under an environmental management system to minimize and mitigate environmental risks, including those derived from its operations (anthropogenic activity) and those produced by natural events (natural), such as extreme weather and climate-related phenomena.

Each facility has site-specific self-protection plans that define the necessary actions in the event of an environmental emergency and establish the designated teams responsible for their implementation.

Relevant training is provided for all those involved in environmental risk management in accordance with Grifols' continuous development plan.

PROVISIONS AND GUARANTEES FOR ENVIRONMENTAL RISKS

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

In 2024, Grifols no environmental-related financial penalties were issued in relation to adverse environmental impact.

CORPORATE DEPARTMENT	SUBSIDIARY COORDINATORS	ENVIRONMENTAL COMMITTEES	ENVIROMENTAL 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

Resource allocation

EUR 44.2 M
in 2024*

EUR 111 M
in the last 3 years

*Includes costs and investments.

Investment in environmental assets

EUR 15.8 M

39% eco-efficiency

39% water cycle

2% waste management

20% miscellaneous projects

Environmental expenses

EUR 28.3 M

72% waste management

Grifols allocated significant resources to environmental activities as part of its commitment to progressively advance on its 2023-2026 Corporate Environmental Program objectives.

In 2024, the total resources allocated to mitigating its environmental impact increased by 35% compared to 2023. Investments more than doubled, following a year of financial restraint, while operating expenses remained stable.

For more information on resources allocated to environmental activities, see the tables at the end of this section

Environmental management key performance indicators

Environmental expenses and investments

ENVIRONMENTAL EXPENSES			
In thousands of euros	2024	2023	2022
Waste management	20,362.00	21,290.00	17,544.51
Water cycle	7,918.45	6,660.11	7,893.98
Reducing atmospheric emissions and energy	60.09	84.00	57.69
Others	0.00	0.00	290.63
Total	**28,340.54**	**28,034.11**	**25,786.81**

ENVIRONMENTAL EXPENSES - BIOTEST			
In thousands of euros	2024	2023	2022
Water cycle	0.00	1,594.00	0.00
Reducing atmospheric emissions and energy	287.08	0.00	795.30
Total	**287.08**	**1,594.00**	**795.30**

ENVIRONMENTAL INVESTMENTS			
In thousands of euros	2024	2023	2022
Waste management	262.57	427.11	2,275.40
Water cycle	6,246.45	518.46	1,263.40
Reducing atmospheric emissions and energy	6,157.45	2,575.37	1,502.60
Others	3,149.16	1,253.39	3,331.00
Total	**15,815.63**	**4,774.33**	**8,372.40**

ENVIRONMENTAL INVESTMENTS - BIOTEST			
In thousands of euros	2024	2023	2022
Water cycle	0.00	0.00	0.00
Reducing atmospheric emissions and energy	293.00	1,000.00	0.00
Total	**293.00**	**4,774.33**	0.00

EU taxonomy of environmentally sustainable activities

Context and main findings

In 2020, the European Commission adopted the Taxonomy Regulation (EU) 2020/852. This regulation is one of the main actions of the European Union's Sustainable Finance Action Plan (SFAP), which is part of the European Green Deal. With this plan the European Union seeks to direct investment flows towards activities aligned with sustainable development and to contribute to the transition towards a greener and more sustainable economy

The Taxonomy is a classification system for determining whether an investment or economic activity is considered environmentally sustainable. In essence, it seeks to provide a common and transparent framework for companies and investors to assess and report on the environmental impact of their economic activities. Specifically, entities are asked to report on the proportion of the turnover of such large non-financial companies, their capital expenditure (hereafter "CapEx") or their operating expenses (hereafter "OpEx") associated with environmentally sustainable economic activities[1].

The Taxonomy covers various economic sectors and activities, setting out specific and detailed criteria for assessing their contribution to six environmental objectives:

- Climate change mitigation
- Climate change adaptation
- Sustainable use and protection of water and marine resources
- Transition to a circular economy
- Pollution prevention and control
- Protection and restoration of biodiversity and ecosystems

The Taxonomy Regulation is set out in various delegated regulations[2] and annexes that elaborate on the economic activities that can be considered sustainable in relation to the six environmental objectives mentioned above. And it details the technical criteria that activities must meet to determine their significant contribution to any of the six objectives, as well as the criteria for assessing that the activity do not cause significant harm (DNSH) to any of the other environmental objectives.

In this context, the group has carried out an analysis of its economic activities to determine whether any of them can be considered environmentally sustainable. It has been concluded that, in 2024, the main business activity, the manufacture of medicines, is an eligible, non-aligned activity. Additionally, several economic activities not directly relating to its main activity were qualified as eligible under the Taxonomy due to their connection with incurred expenses or investments during 2024.

1. The Taxonomy Regulation establishes criteria for using figures related turnover, CAPEX, OPEX and turnover that differ from traditional concepts. For this reason, there may be disparities between the figures used to calculate the Taxonomy compared to those presented elsewhere in Grifols' report.
2. Delegated Regulation (EU) 2021/2178 specifies the content and presentation of the information to be disclosed by specifying the figures to be considered in relation to CAPEX, OPEX and turnover.

	Revenue (Turnover)	CapEx	OpEx
Eligibility in figures (EUR)	4,740,499,195	297,944,613	144,052,948
% Eligibility	65.73%	62.30%	72.15%
Alignment in figures (EUR)	0	78,436	0
% Alignment	0%	0%	0%

Methodology of Analysis

LIST OF GRIFOLS' ELIGIBLE ACTIVITIES FOR 2024

Target	Activity	Brief description according to the Regulation	Brief description according to Grifols' activity
Sustainable use and protection of water and marine resources	2.2 Urban waste water treatment	The operation of urban wastewater infrastructure, including treatment plants, sewer networks, storm water management structures, connections to wastewater infrastructure, decentralized wastewater treatment facilities, as well as treated effluent discharge structures	The Biopharma business unit's main production plants, located in Barcelona (Spain) and Clayton (North Carolina, USA), have on-site wastewater treatment plants to reduce COD before discharge to the public sewer. For more information see: "Water pollution".
Pollution prevention and control	1.2. Manufacture of medicinal products	Manufacture of medicinal products.	Grifols' core business, which consists of producing plasma-derived medicines and other solutions.
Protection and restoration of biodiversity and ecosystems	1.1. Conservation, including the recovery of habitats, ecosystems and species	Initiation, development and implementation, either independently or on commission or by contract, of conservation activities, including restoration activities to maintain or improve the conditions and trends of land, freshwater and marine habitats, ecosystems, and their related flora and fauna populations.	Grifols owns more than 120 hectares of protected forest in Clayton, North Carolina (U.S.) located near its production complex. More information: "Biodiversity protection and conservation programs."

First phase: eligibility analysis

To determine eligibility, the analysis focused on identifying economic activities contributing to key performance indicators (KPIs) – turnover, CapEx, and OpEx – that align with the activities specified in the Climate Delegated Act (2021/2139) and its amendments (2023/2485).

The main activity, manufacture of medicines, is described in the Taxonomy regulation. Specifically, it consists of activity 1.2. Manufacture of medicinal products, which falls under the environmental objective of Pollution prevention and control.

Additionally, other secondary economic activities of the company have been identified that are not directly related to its core business but are related to investments (CapEx) or expenditures (OpEx) made in 2024 and are therefore also considered eligible under the Taxonomy.

Second phase: alignment analysis

In accordance with the Taxonomy Regulation for the fiscal year 2024, the alignment of those activities that can contribute to one of the 6 objectives has been assessed. This assessment has been carried out taking into account the three conditions that an economic activity must meet to be considered environmentally sustainable:

- **Substantially contribute to at least one of the 6 objectives defined by the Taxonomy** (EU Regulation 2020/852 Arts. 10 to 16)
- **Do no significant harm to other objectives** (EU Regulation 2020/852 Art. 17)
- **Comply with minimum social safeguards** (EU Regulation 2020/852 Art. 18)

As a result of the alignment analysis, it has been concluded that Grifols' main activity is not aligned with the Taxonomy, and that it contributes to the objective "Sustainable use and protection of water resources" with one of its eligible secondary activities.

- **The main activity, 1.2 Manufacture of medicinal products,** is not aligned with the Taxonomy, as it does not meet the criterion of Not causing significant harm to the climate change mitigation objective. This is due to the fact that the production of plasma derivatives requires a multi-stage cold chain that starts with obtaining the raw material, passing through manufacturing and finally storage and dispatch of the finished product. Raw material procurement, transport and storage in Plasma Logistics Centres (PLC) is common to all blood products and is carried out at -30ºC/-35ºC. Climate change mitigation criteria require that pharmaceutical products requiring refrigeration use a refrigerant gas with a GWP of 150 or lower, this level of GWP can only be achieved with ammonia and/or CO_2 based solutions. This is the standard for Grifols' new facilities in a large part of the cold chain; however, to date, Grifols does not has any product which throughout its cold chain is manufactured 100%, at all stages, using refrigerant gases with a GWP of less than 150.

- **The secondary activity, 2.2 Urban wastewater treatment,** contributes to the objective; Sustainable use and protection of water resources and is considered environmentally sustainable. The above activity has been determined to be environmentally sustainable as the following points have been verified:

1. Compliance with the technical screening criteria for substantial contribution to the objective: Sustainable use and protection of water resources.
2. Compliance with the technical screening criteria to do not significant harm (DNSH) to the other environmental objectives, as established by EU Taxonomy for this activity in question.
3. Compliance with the Minimum Social Safeguards outlined in Article 18 of the Taxonomy Regulation" and in the "Social" and "Governance" sections of this document.

Calculation of economic indicators

Calculation of the percentage of turnover

The calculation of the turnover ratio, as defined in Article 8(2)(a) of Regulation (EU) 2020/852, takes into account the proportion of turnover derived from products or services associated with economic activities deemed environmentally sustainable under the EU Taxonomy (numerator), divided by net turnover (denominator), as defined in Article 2(5) of Directive 2013/34/EU.

Turnover includes income recognized by International Accounting Standard (IAS) 1, paragraph 82(a), adopted by Commission Regulation (EC) No. 1126/2008. In Grifols' case, the numerator includes the sum of turnover (as reflected in the International Financial Reporting Standards adopted by the European Union (IFRS–EU) group 70) associated with accounts considered eligible from a taxonomy perspective.

With regard to the numerator of the turnover KPI, Grifols has identified as eligible activity 1.2 Manufacture of medicinal products under the objective of Pollution prevention and control, and has therefore taken into consideration the income related to the manufacturing activities of plasma-derived products and other medicines produced almost entirely by the Plasma Procurement and Biopharma division.

In addition, this year the group has further analyzed the companies engaged in the manufacture of medicines. As a result of this analysis, the figures corresponding to the economic activities of distribution and marketing of products, which in the 2023 taxonomy report were included in the "Manufacture of medicines" activity, have been excluded from the eligible activity 1.2. For this reason, the comparative figures reported in the 2023 taxonomy tables have been restated.

The figure in the denominator of the taxonomy tables coincides with the total turnover included in the consolidated profit and loss account of the consolidated annual accounts of the Grifols Group[3].

Calculation of the CapEx percentage

As stipulated in Article 8(2)(b) of Regulation (EU) 2020/852, the CAPEX ratio is calculated by dividing the numerator by the denominator, with the denominator representing the additions to tangible and intangible assets during the relevant period before depreciation, amortization and any possible revaluations, including those resulting from revaluations and impairments, corresponding to the relevant period, excluding changes in fair value. The denominator will also include additions to tangible and intangible assets resulting from business combinations.

Regarding the numerator, it consists only of the aggregation of the CapEx of the activities considered eligible from a taxonomic point of view. For the activity of 1.2 Manufacture of medicinal products, the same considerations have been applied as previously explained in the point "Calculation of the percentage of turnover".

And the denominator corresponds to the total CapEx of the Grifols group, which includes investments in intangible assets, investments in property, plant and equipment and investments in assets for right of use [4].

Calculation of the OpEx percentage

In adherence to Article 8(2)(b) of Regulation (EU) 2020/852, the OPEX ratio is calculated by dividing the numerator by the denominator. The OPEX denominator includes direct non-capitalized costs related to research and development, building-renovation measures, short-term leases, maintenance and repairs, and other direct expenses linked to the daily maintenance of tangible fixed assets, whether performed by the company itself or by third-party subcontractors, to ensure their continued and effective operation.

In this case, for the calculation of the OpEx indicator, the following have been considered:

- Direct non-capitalized costs associated with research and development.
- Short-term leases that have not been capitalized,
- Maintenance and repair costs.

It should be noted that expenses related to the routine maintenance of tangible fixed assets, such as cleaning services or repairs to computer systems, were excluded from the numerator calculation, in accordance with Article 8 of the regulation and the accounting methodology adopted by Grifols for presenting these expenses.

In line with the principle of prudence, expense accounts lacking sufficient detail to determine whether they were related to maintenance directly linked to the analyzed taxonomic activities, or other types of maintenance, were not considered eligible.

Accordingly, the denominator of the indicator encompasses the expenditure composed of the three concepts described above, while the numerator is the expenditure only of the activities that have been recognized as eligible according to the established criteria. For the activity of 1.2 Manufacture of medicinal products, the same considerations have been applied as previously explained in the point "Calculation of the percentage of turnover".

3. The sum of the denominator figure of the turnover tables included in "Results Grifols" and "Results Biotest" coincides with the turnover figure in the consolidated income statement of the consolidated annual accounts of the Grifols group for the year ended 31 December 2024.
4. Total Group CapEx (see Appendices III, IV and V attached to the consolidated financial statements)

Results of the Taxonomy 2024 analysis

The following tables show the data corresponding to the Turnover, CapEx and OpEx of Grifols' corresponding economic activities that comply with the European Taxonomy. Consistent with the rest of the Consolidated Statement of Non-Financial Information and Sustainability Information, Grifols presents the taxonomy tables for Grifols and Biotest separately.

Grifols Results

TURNOVER

Financial year 2024	Year 2024			Substantial Contribution Criteria						DNSH criteria ('Does Not Significantly Harm')									
Economic Activities (1)	Code (2)	Turnover (3)	Proportion of Turnover 2023 (4)	Climate Change Mitigation (5)	Climate Change Adaption (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaption (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)	Proportion of Taxonomy-aligned (A.1) or -eligible (A.2.) turnover, 2023 (18)	Category enabling activity (19)	Category transitional activity (20
Text		EUR	%	S; N; N/EL (b) (c)	S; N; N/EL (b) (c)	S; N; N/EL (b) (c)	S; N; N/EL (b) (c)	S; N; N/EL (b) (c)	S; N; N/EL (b) (c)	S/N	S/N	S/N	S/N	S/N	S/N	S/N	%	F	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	0%		
Of which Enabling		0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	0%	F	
Of which Transitional		0	0	-						-	-	-	-	-	-	-	0%		T
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
				EL, N/EL (f)	EL, N/EL (f)	EL, N/EL (f)	EL, N/EL (f)	EL, N/EL (f)	EL, N/EL (f)										
1.2 Manufacture of medicinal products	PPC 1.2	4,247,003,344.00	63.21%	N/EL	N/EL	N/EL	EL	N/EL	N/EL								68.80%		
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		4,247,003,344.00	63.21%	0%	0%	0%	63.21%	0%	0%								68.80%		
A. Turnover of Taxonomy eligible activities (A.1+A.2)		4,247,003,344.00	63.21%	0%	0%	0%	63.21%	0%	0%								68.80%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Turnover of Taxonomy non-eligible activities		2,471,794,187.00	36.79%																
TOTAL		**6,718,797,531.00**	**100%**																

CAPEX

Financial year 2024		Year 2024		Substantial Contribution Criteria						DNSH criteria ('Does Not Significantly Harm')									
Economic Activities (1)	Code (2)	CapEx (3)	Proportion o CapEx (4)	Climate Change Mitigation (5)	Climate Change Adaption (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaption (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)	Taxonomy-aligned proportion of CapEx, 2023 (18)	Category enabling activity (19)	Category transitional activity (20)
Text		EUR	%	S, N, N/EL (b) (c)	S, N, N/EL (b) (c)	S, N, N/EL (b) (c)	S, N, N/EL (b) (c)	S, N, N/EL (b) (c)	S, N, N/EL (b) (c)	S/N	S/N	S/N	S/N	S/N	S/N	S/N	%	F	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
7.4 Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	CCM 7.4	78,436.00	0.02%	N/EL	N/EL	S	N/EL	N/EL	N/EL	S	S	S	S	S	S	S	0%		
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		78,436.00	0.02%	0%	0%	0.02%	0%	0%	0%	S	S	S	S	S	S	S	0%		
Of which Enabling		0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	0%	F	
Of which Transitional		0	0	-						-	-	-	-	-	-	-	0%		T
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
				EL. N/EL (f)	EL. N/EL (f)	EL. N/EL (f)	EL. N/EL (f)	EL. N/EL (f)	EL; N/EL (f)										
1.2Manufacture of medicinal products	PPC 1.2	262,523,450.72	61.94%	N/EL	N/EL	N/EL	EL	N/EL	N/EL								50.80%		
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		262,523,450.72	61.94%	0%	0%	0%	61.94%	0%	0%								50.80%		
A. CapEx of Taxonomy eligible activities (A.1+A.2)		262,601,886.72	61.96%	0%	0%	0.02%	61.94%	0%	0%								50.80%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
CapEx of Taxonomy non-eligible activities		**161,193,687.75**	**38.04%**																
TOTAL		**423,795,574.47**	**100%**																

	Proportion of CapEx/Total CapEx	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0%	0%
CCA	0%	0%
WTR	0.02%	0%
PPC	0%	61.94%
CE	0%	0%
BIO	0%	0%

OPEX

Financial year 2024	Year 2024			Substantial Contribution Criteria						DNSH criteria ('Does Not Significantly Harm')									
Economic Activities (1)	Code (2)	OpEx (3)	Proportion of OpEx 2023 (4)	Climate Change Mitigation (5)	Climate Change Adaption (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaption (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)	Proportion of Taxonomy-aligned (A.1) or -eligible (A.2.) OpEx, 2023 (18)	Category enabling activity (19)	Category transitional activity (20)
Text		EUR	%	S, N, N/EL (b) (c)	S, N, N/EL (b) (c)	S, N, N/EL (b) (c)	S, N, N/EL (b) (c)	S, N, N/EL (b) (c)	S, N, N/EL (b) (c)	S/N	S/N	S/N	S/N	S/N	S/N	S/N	%	F	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	0%		
Of which Enabling		0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	0%	F	
Of which Transitional		0	0	-						-	-	-	-	-	-	-	0%		T
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
				EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)										
1.2 Manufacture of medicinal products	PPC 1.2	74,620,853.00	61.96%	N/EL	N/EL	N/EL	N/EL	N/EL	EL								60.96%		
1.1 Conservation, including restoration, of habitats, ecosystems and species	BIO 1.1	31,609.01	0.03%	N/EL	N/EL	N/EL	EL	N/EL	N/EL								0.01%		
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		74,652,462.01	61.98%	0%	0%	0%	61.96%	0%	0.03%								60.97%		
A. OpEx of Taxonomy eligible activities (A.1+A.2)*1		74,652,462.01	61.98%	0%	0%	0%	61.96%	0%	0.03%								60.97%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
OpEx of Taxonomy non-eligible activities		**45,785,320.29**	**38.02%**																
TOTAL		**120,437,782.30**	**100%**																

	Proportion of OpEx/Total OpEx	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0%	0%
CCA	0%	0%
WTR	0%	0%
PPC	0%	61.96%
CE	0%	0.00%
BIO	0%	0.03%

Biotest Results

TURNOVER

Financial year 2024		Year 2024		Substantial Contribution Criteria						DNSH criteria ('Does Not Significantly Harm')									
Economic Activities (1)	Code (2)	Turnover (3)	Proportion of Turnover 2023 (4)	Climate Change Mitigation (5)	Climate Change Adaption (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaption (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)	Proportion of Taxonomy-aligned (A.1) or -eligible (A.2.) turnover, 2023 (18)	Category enabling activity (19)	Category transitional activity (20
Text		EUR	%	S; N; N/EL (b) (c)	S; N; N/EL (b) (c)	S; N; N/EL (b) (c)	S; N; N/EL (b) (c)	S; N; N/EL (b) (c)	S; N; N/EL (b) (c)	S/N	S/N	S/N	S/N	S/N	S/N	S/N	%	F	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	0%		
Of which Enabling		0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	0%	F	
Of which Transitional		0	0	-						-	-	-	-	-	-	-	0%		T
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
				EL, N/EL (f)	EL, N/EL (f)	EL, N/EL (f)	EL, N/EL (f)	EL, N/EL (f)	EL, N/EL (f)										
1.2 Manufacture of medicinal products	PPC 1.2	493,495,851	100%	N/EL	N/EL	N/EL	EL	N/EL	N/EL								71.28%		
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		493,495,851	100%	0%	0%	0%	100%	0%	0%								71.28%		
A. Turnover of Taxonomy eligible activities (A.1+A.2)		493,495,851	100%	0%	0%	0%	100%	0%	0%								71.28%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Turnover of Taxonomy non-eligible activities		-	0%																
TOTAL		**493,495,851**	**100%**																

	Proportion of turnover/Total turnover	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0%	0%
CCA	0%	0%
WTR	0%	0%
PPC	0%	100%
CE	0%	0%
BIO	0%	0%

CAPEX

Financial year 2024	Year 2024			Substantial Contribution Criteria						DNSH criteria ('Does Not Significantly Harm')									
Economic Activities (1)	Code (2)	CapEx (3)	Proportion o CapEx (4)	Climate Change Mitigation (5)	Climate Change Adaption (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaption (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)	Taxonomy-aligned proportion of CapEx, 2023 (18)	Category enabling activity (19)	Category transitional activity (20)
Text		EUR	%	S, N, N/EL (b) (c)	S, N, N/EL (b) (c)	S, N, N/EL (b) (c)	S, N, N/EL (b) (c)	S, N, N/EL (b) (c)	S, N, N/EL (b) (c)	S/N	S/N	S/N	S/N	S/N	S/N	S/N	%	F	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0	0%	0%	0.03%	0%	0%	0%	S	S	S	S	S	S	S	0%		
Of which Enabling		0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	0%	F	
Of which Transitional		0	0	-						-	-	-	-	-	-	-	0%		T
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
				EL. N/EL (f)	EL. N/EL (f)	EL. N/EL (f)	EL. N/EL (f)	EL. N/EL (f)	EL; N/EL (f)										
1.2 Manufacture of medicinal products	PPC 1.2	34,042,463.00	62.58%	N/EL	N/EL	N/EL	EL	N/EL	N/EL								59,81%		
4.1 Electricity generation using solar photovoltaic technology	CCM 4.1	7,793.00	0.01%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								1,35%		
4.25 Production of heat/cool using waste heat	CCM 4.25	279,282.15	0.51%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0,53%		
6.5 Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	379,336.35	0.70%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0,71%		
6.6 Freight transport services by road	CCM 6.6	135,403.84	0.25%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								*		
7.2 Renovation of existing buildings	CCM 7.2	23,000.00	0.04%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								*		
7.5 Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	CCM 7.5	156,882.74	0.29%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0,13%		
8.1 Data processing, hosting and related activities	CCM 8.1	318,565.00	0.59%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0,38%		
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		35,342,726.08	64.97%	2%	0%	0%	63%	0%	0%								64,03%		
A. CapEx of Taxonomy eligible activities (A.1+A.2)		35,342,726.08	64.97%	2%	0%	0%	63%	0%	0%								64,03%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
CapEx of Taxonomy non-eligible activities		**19,051,820.07**	**35.03%**																
TOTAL		**54,394,546.15**	**100%**																

	Proportion of CapEx/Total CapEx	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0%	2%
CCA	0%	0%
WTR	0%	0%
PPC	0%	63%
CE	0%	0%
BIO	0%	0%

OPEX

Financial year 2024	Year 2024			Substantial Contribution Criteria						DNSH criteria ('Does Not Significantly Harm')									
Economic Activities (1)	Code (2)	OpEx (3)	Proportion of OpEx 2023 (4)	Climate Change Mitigation (5)	Climate Change Adaption (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaption (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)	Proportion of Taxonomy-aligned (A.1) or -eligible (A.2.) OpEx, 2023 (18)	Category enabling activity (19)	Category transitional activity (20)
Text		EUR	%	S, N, N/EL (b) (c)	S, N, N/EL (b) (c)	S, N, N/EL (b) (c)	S, N, N/EL (b) (c)	S, N, N/EL (b) (c)	S, N, N/EL (b) (c)	S/N	S/N	S/N	S/N	S/N	S/N	S/N	%	F	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	0%		
Of which Enabling		0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	0%	F	
Of which Transitional		0	0	-						-	-	-	-	-	-	-	0%		T
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
				EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)										
1.2 Manufacture of medicinal products	PPC 1.2	64,792,030.28	81.81%	N/EL	N/EL	N/EL	EL	N/EL	N/EL								89.22%		
2.4 Remediation of contaminated sites	PPC 2.4	41,313.54	0.05%	N/EL	N/EL	N/EL	EL	N/EL	N/EL								0.04%		
4.9 Transmission and distribution of electricity	CCM 4.9	102,794.93	0.13%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.13%		
4.30 High-efficiency co-generation of heat/cool and power from fossil gaseous fuels	CCM 4.30	162,876.30	0.21%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.19%		
5.3 Construction, extension and operation of waste water collection and treatment	CCM 5.3	213,061.56	0.27%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.11%		
6.5 Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	184,205.91	0.23%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.30%		
6.6 Freight transport services by road	CCM 6.6	47,508.92	0.06%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.10%		
7.2 Renovation of existing buildings	CCM 7.2	23,000.00	0.03%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								*		
7.3 Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	2,655,850.94	3.35%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								2.82%		
7.5 Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	CCM 7.5	233,559.74	0.29%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.29%		
8.1 Data processing, hosting and related activities	CCM 8.1	944,283.86	1.19%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.53%		
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		69,400,485.98	87.62%	0%	0%	0%	81.81%	0%	0.05%								93.84%		
A. OpEx of Taxonomy eligible activities (A.1+A.2)*1		69,400,485.98	87.62%	0%	0%	0%	81.81%	0%	0.05%								93.84%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
OpEx of Taxonomy non-eligible activities		**9,802,119.49**	**12.38%**																
TOTAL		**79,202,605.47**	**100%**																

	Proportion of OpEx/Total OpEx	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0%	6%
CCA	0%	0%
WTR	0%	0%
PPC	0%	81.86%
CE	0%	0.00%
BIO	0%	0.00%

Climate Change

Climate change is one of the world's most urgent challenges. Global temperatures have risen in recent decades, and most prediction models indicate a significant increase in greenhouse gas (GHG) concentrations, leading to continued global warming in the coming years.

Aware of the consequences of rising temperatures, Grifols has set clear targets to effectively reduce emissions; measures and manages its climate-related impacts, risks and opportunities; and implements a climate policy and strategy. Grifols' climate strategy is driven by its Board of Directors.

Environmental governance at Grifols includes climate action. The company is committed to integrating sustainability into all operations and minimizing its environmental impact in alignment with global climate mitigation goals.

As part of this commitment, Grifols incorporates climate risk management into its governance and strategic planning model, considering both physical risks (e.g., extreme weather events) and transition risks such as regulatory and market shifts linked to climate policies. This approach enables the company to identify, assess and prioritize climate-related risks that could impact its operations, products and services.

More details: "Environmental Governance" section.

Impacts, risks and opportunities

E1 CLIMATE CHANGE

Material IROs	Typology	Description
CLIMATE CHANGE ADAPTATION		
Increase in extreme weather events	R Physical	Climate change is altering weather patterns worldwide, with the most relevant impacts for Grifols being extreme precipitation and drought. Understanding current and potential physical climate risks is essential for managing the company's climate resilience.
CLIMATE CHANGE MITIGATION		
Contribution to climate change from scope 1 and 2 GHG emissions	− OO SP	As a global company, Grifols recognizes that its activities generate greenhouse gas (GHG) emissions. The company is committed to advancing its climate action efforts by reducing its scope 1 and 2 emissions through proactive management.
Contribution to climate change from scope 3 GHG emissions	− OO SP	Scope 3 emissions account for approximately 80% of Grifols' total emissions, with Category 1 (purchased goods and services) being the largest contributor, followed by Category 4 (transportation). In the coming years, Grifols aims to implement targeted actions to reduce these indirect emissions.
Non-compliance with climate targets or legal requirements	R Transition	Climate change and energy efficiency regulations are becoming increasingly stringent. Companies may face significant consequences if they fail to meet climate targets or environmental laws. For this reason, Grifols dedicates substantial efforts to ensuring compliance with its climate targets.
ENERGY		
Non-renewable energy consumption	− + OO	Grifols continues to expand its use of renewable energy, which now accounts for 44.6% of its electricity consumption. The company prioritizes Power Purchase Agreements (PPAs) to increase the share of renewable energy in the market.
Non-compliance with legal requirements	R	Climate change and energy efficiency regulations are becoming increasingly strict. Companies may face significant consequences if they fail to comply with these regulations.
Insufficient energy supply	R	This refers to the risk of rising energy costs, production disruptions, and supply chain interruptions due to shortages of both renewable and non-renewable energy sources or price volatility.

+ Positive impact − Negative impact R Risk OO Own Operation SP Supply Chain

Climate Risk and Opportunity Analysis

Since 2019, Grifols has regularly updated its climate risk map as part of its integrated approach to managing climate-related risks and opportunities. This framework helps the company determine whether a potential impact constitutes a material risk or opportunity.

In 2024, within the framework of the company's resilience assessment, Grifols conducted a Climate Risk and Opportunity Analysis based on recommendations from the international scientific community and the general criteria established by key reporting frameworks such as the CSRD. The analysis included a stressed pessimistic scenario[4] (SSP5-8.5) from the IPCC to assess physical climate risks; a stressed optimistic scenario (NZS) from the IEA to evaluate transition risks; and a strategic analysis aligned with TCFD recommendations, based on a 2°C global warming scenario (SSP2-RCP-4.5).

The potential financial impacts of each material risk and opportunity have also been estimated.

For this process, 27 potential climate-related risks and opportunities were evaluated across the company's entire value chain, including suppliers (upstream), Grifols' own operations and infrastructure, and the distribution and use of its products (downstream). Following this analysis, 12 material risks and opportunities were identified: 2 physical risks, 6 transition risks and 4 opportunities.

4. A climate scenario is a plausible description of how the climate might evolve in the future, based on assumptions about future greenhouse gas emissions and other factors that affect the climate.

More details on the methodology and results: Risk and Opportunities Management Related to Climate Change.

Analyzed dimension	ROCC typology	Selected scenarios	Short term	Medium term	Long term
Assets, business model (all economic activities) and supply chain	Physical risks	SSP5-8.5 (IPCC) SSP24.5 (IPCC)	2021-2040	2041-2060	2061-2100
	Transition risks and opportunities	NZE*(IEA)	2030	2050	2100
Taxonomic activities	Physical risks	SSP5-4.5 (PCC) SSP24.5 (PCC)	2021-2040	2041-2060**	

* The Net Zero Emissions by 2050 Scenario: A regulatory scenario that outlines a pathway for the global energy sector to achieve net-zero CO_2 emissions by 2050, with advanced economies reaching net zero ahead of others.
** For taxonomy-aligned economic activities exceeding 10 years, the assessment is conducted using the latest generation of climate projections, including, at a minimum, climate projection scenarios covering 10 to 30 years.

MATERIAL RISKS AND OPPORTUNITIES FOR GRIFOLS

Typology	Risks	Description	Financial impact	Risk management and mitigation
Physical (acute)	Increase in frequency and intensity of heavy rainfall and flooding	The frequency and intensity of extreme precipitation and flooding are expected to rise in many regions due to global warming. Grifols has facilities in some of these regions.	Potential impacts include temporary production stoppages or a reduction in plasma collection due to donation center closures. This could lead to higher operational costs from relocating production to unaffected sites and lower revenue due to reduced plasma collection.	Measures taken by Grifols to mitigate this risk are detailed in Section Climate Change Adaptation of this report.
Physical (chronic)	Reduced water availability in operations and supply chain	Grifols operates in areas where, under the simulated scenario, water access could become more challenging or water management regulations could change.	These risks could result in an increase in costs associated with water resource procurement, a reduction in revenue due to a decline in production capacity, and necessary investments to optimize the water cycle in processes and facilities. This includes improving consumption efficiency, enhancing the treatment process, and, where possible, reusing water resources.	Measures taken by Grifols to mitigate this type of risk are detailed in Section Water Resources of this report.
Transition (policy & legal)	Need to implement changes in water management within operations			
Transition (technological)	Shift toward low-emission technologies	The company may need to implement low- or zero-emission technologies across its processes and facilities to comply with regulations and climate targets.	Greater investments are required to reduce both direct and indirect emissions in compliance with regulations and climate targets. These include HVAC system upgrades, boiler modernization, renewable energy generation, aimed at lowering Grifols' emissions and increasing energy efficiency. Additionally, further investment would be needed to offset the carbon footprint in case of non-compliance with decarbonization targets.	Various emissions reduction and energy efficiency measures are outlined throughout the Environmental section of this report and in the Environmental Program. Exposure to this risk is expected to decrease as Grifols meets its targets.
Transition (market/ reputation)	Failure to meet greenhouse gas (GHG) reduction targets	Risk of non-compliance with scope 1 and 2 decarbonization targets set by Grifols		
Transition (market/ reputation)	Suppliers failing to meet company-defined climate targets	Potential non-compliance by suppliers with Grifols' GHG reduction targets, which could impact the company's ability to achieve its own scope 3 emissions reductions.		
Transition (policy & legal)	Changes in regulatory and reputational requirements for emissions reduction.	Climate change and energy efficiency regulations are becoming increasingly stringent in some of the regions where Grifols operates.		
Transition (policy & legal)	Increase in corporate carbon footprint costs	Rising costs due to the increasing price of carbon offset credits.		

Grifols has also identified four material opportunities related to climate change. The first two are linked to resource efficiency, while the latter two focus on the transition to renewable energy:

1. **Research and development of processes** that enhance natural resource efficiency and minimize environmental impact
2. **Eco-design of packaging to maximize** recycling rates and reduce the environmental footprint of production
3. **Improving energy efficiency** in the company's assets and processes
4. **Expanding on-site renewable** energy generation for self-consumption

For more information: "Risk and Opportunities Management Related to Climate Change" on Grifols & Environment

Impact, risk and opportunity management

Material Sub-topic	Policies	Actions	Metrics and Targets
Climate Change Adaptation & Mitigation	• Climate Action Policy • Environmental Policy • 2023-2026 Corporate Environmental Program	• Formalize environmental programs aligned with Grifols' commitments (Grifols 2030 Agenda and SBTi) • Periodically review climate-related risks and opportunities • Monitor climate commitments in meetings of the Board of Directors' Sustainability Committee, the Sustainability Steering Committee, and the Environmental Committees of each company	**Based on SBTi:** • Reduce absolute scope 1 and 2 GHG emissions by 42% by 2030, using 2022 as the baseline year • Reduce absolute scope 3 GHG emissions by 25% within the same timeframe **Based on the Grifols 2030 Agenda:** • Reduce GHG emissions per unit of production by 55% by 2030, compared to 2018 levels **Based on the 2023-2026 Corporate Environmental Program:** • Cut CO_2e emissions by 60,000 t/year through increased renewable energy production and eco-efficiency measures (scope 1 and 2) • Decarbonization initiatives for business travel, employee transportation, and waste management **Achieve net-zero emissions by 2050 (scopes 1 and 2)**
Energy	• Energy Policy	• Promote efficient energy use. • Obtain LEED certification for buildings and offices • Sign Power Purchase Agreements (PPAs) for renewable energy • Operate cogeneration plants	• Increase energy efficiency per unit of production by 15% (+5% by 2030) • Source 100% of electricity from renewable energy by 2030

A COMPREHENSIVE CLIMATE ACTION POLICY

Grifols' Climate Action Policy provides a framework for developing a cohesive strategy and business model aligned with its commitment to addressing climate change. It is fully integrated with the Sustainability Policy, Environmental Policy and Energy Policy.

Grifols' climate-related policies explicitly cover climate change mitigation and adaptation, energy efficiency and the promotion of renewable energy. They also establish a framework for enhancing communication, awareness and climate education among Grifols' workers.

The company allocates significant resources to environmental management, with approximately 39% dedicated to climate action.

For a detailed report on resources allocated to environmental activities, see the tables at the end of this section.

More information on the Climate Action Policy: Grifols & Environment

Climate change adaptation

The primary climate adaptation risks correspond to the physical risks identified in the Climate Risk and Opportunity Analysis presented earlier. Specifically, two material risks were identified: an increase in the frequency and intensity of heavy rainfall and flooding, and reduced water availability in operations and the supply chain.

Details of the study, including the specific list of climate risks under the SSP2-RCP4.5 scenario, specific impacts and more: "Corporate Responsibility Reports" section at www.grifols.com.

Climate change adaptation measures

The first and most critical step is the analysis and identification of climate-related physical risks that could impact Grifols. As outlined at the beginning of this section, the company conducts an annual Climate Risk and Opportunity Analysis. In collaboration with insurers, Grifols also conducts periodic assessments of its key assets to identify adaptation measures that enhance the resilience of its most critical infrastructure. In turn, this approach reinforces the climate resilience of Grifols' business model.

In line with its internal risk management procedures, Grifols diversifies its production sites, establishes contingency and emergency plans, selects durable materials and designs new facilities to ensure its infrastructure is well prepared for extreme weather events, including strong winds and flooding.

For example, Grifols' production plant in Barcelona is located near a river. While there is no historical record of flooding at the site and its probability remains low, Grifols has taken preventive measures to mitigate any potential impact. Similarly, in the United States, the company has reinforced roof structures in facilities vulnerable to high winds.

Additionally, when selecting locations for new facilities, Grifols prioritizes geographic areas that are less exposed to natural hazards, reducing the risk of flooding and other physical climate-related threats. The company's Environmental Program also includes additional adaptation measures to further enhance its resilience to climate-related risks.

More information on the achievement of targets set in environmental programs: "Climate Change Mitigation" section.

Climate change mitigation

The key risks associated with climate change mitigation align with the transition risks identified in the Climate Risk and Opportunity Analysis. Specifically, six material risks were recognized: failure to meet greenhouse gas (GHG) reduction targets; the need to implement changes in water management within operations; changes in regulatory and reputational requirements for emissions reduction; the transition to low-emission technologies; suppliers failing to meet the company's climate targets; the need to implement changes in waste management within operations; and increased costs associated with the corporate carbon footprint.

Mitigation efforts focused on the following points to ensure alignment of Grifols' strategy and business model with the transition to a sustainable economy, as well as the Paris Agreement's goal of limiting global warming to 1.5°C and achieving climate neutrality by 2050:

- The 2023-2026 Corporate Environmental Program
- Grifols' 2030 Agenda, which integrates various corporate targets aligned with the UN Sustainable Development Goals (SDGs) including climate action objectives
- Science-based short-term emissions reduction targets approved by SBTi

The company has also begun working on a Transition Plan to achieve climate neutrality by 2050, which it expects to adopt within the next two years.

Climate change mitigation under the 2023-2026 Environmental Program

Climate change is one of the three key cornerstones addressed in Grifols' 2023-2026 Corporate Environmental Program, which also sets specific targets and decarbonization initiatives aimed at reducing GHG emissions and mitigating climate change, supporting the transition to a low-carbon economy. The company evaluates and monitors progress toward the objectives outlined in its environmental programs, which in turn help mitigate key physical risks and leverage major transition opportunities.

DEGREE OF COMPLIANCE WITH ACTIONS AS OF YEAR-END 2024	**57.81%**

Climate change mitigation objectives

	RENEWABLE ENERGY
Reduce CO_2e emissions by 60,000 metric tons per year through increased renewable energy production and the implementation of eco-efficiency measures (scopes 1 and 2).	Sign Power Purchase Agreements (PPAs) for the purchase of 169,000 MWh of renewable electricity annually in Spain and the U.S. Reduction of 56,960 metric tons of CO_2e per year.
	Implement on-site renewable energy generation projects with a total capacity of 500 kW. Reduction of 132 metric tons of CO_2e per year.
	ENERGY EFFICIENCY IMPROVEMENTS
	Apply artificial intelligence measures in chilled water control systems. Electricity saving of 4,170 MWh/year. Reduction of 1,333 t metric tons of CO_2e per year.
	Implement measures to reduce heat energy consumption for hot water production. Electricity saving of 3.300 MWh/year. Reduction of 598+ metric tons of CO_2e per year.
	Improve energy efficiency in industrial cooling systems by centralizing glycol generation circuits at -20°C and 0°C. Electricity saving of 3.500 MWh/year. Reduction of 525+ metric tons of CO_2e per year.
	Enhance energy efficiency in cooling towers. Electricity saving of 990 MWh/year. Reduction of 149 metric tons of CO_2e per year.
	Optimize energy use in Diagnostic facilities in Barcelona (Spain), including buildings, water treatment circuits for injection, and air treatment systems for production areas. Electricity saving of 600+ MWh/year. Reduction of 95 metric tons of CO_2e per year.
	Recover biomethane generated in the new wastewater treatment plant for use as boiler fuel. Electricity saving of 450 MWh/year. Reduction of 80 metric tons of CO_2e per year.
	Optimize energy use in -30°C plasma storage warehouses. Electricity saving of 120+ MWh/year. Reduction of 33 metric tons of CO_2e per year.
	Upgrade plastic bag forming machines for intravenous solutions to reduce electricity consumption. Electricity saving of 180 MWh/year Reduction of 26 metric tons of CO_2e per year.
	Implement energy-saving measures, including LED lighting installation, sunshades on windows, and refrigeration system upgrades. Electricity saving of 74 MWh/year. Reduction of 25 metric tons of CO_2e per year.
	Install LED lighting as part of energy-saving initiatives. Reduction of 18 metric tons of CO_2e per year.
	Progressively replace electric motors with more efficient models. Electricity saving of 0.1 MWh/year. Reduction of 0.02 metric tons of CO_2e per year.
	Conduct energy efficiency audits.
	Reduce CO_2e emissions from refrigerant gas leaks by replacing them with gases with a lower Global Warming Potential (GWP).
	Obtain LEED certification for new buildings. Reduction of 149 metric tons of CO_2e per year.
Decarbonization of business travel, workers' transport and waste management	Maintain or increase remote work where feasible across Grifols' facilities.
	Maintain or increase use of video calls to reduce air travel.
	Reduce CO_2e emissions per km from the company's rental car fleet by applying environmental criteria in contracts.
	Reduce supply chain transport emissions through agreements with logistics operators.
	Optimize waste storage to reduce collection frequency. Reduction of 1.2 metric tons of CO_2e per year.

Access 2023-2026 Corporate Environmental Program

Grifols 2030 Agenda and decarbonization: 55% reduction in GHG emissions

Grifols is aligned with the United Nations 2030 Agenda for Sustainable Development. In 2021, the company established 30 corporate objectives aligned with the UN Sustainable Development Goals (SDGs) as part of its sustainability strategy. Among these specific and measurable objectives are those related to climate change and decarbonization. The company's action plan to reduce GHG emissions per unit of production by 55% by 2030 compared to 2018 includes the following initiatives:

PROGRESS IN 2024	
Reduction in air travel	Air travel has continued to decline in 2024, down 31% from 2023 and 57% from pre-pandemic levels (2019). The number of video calls made in 2024 increased by 95% compared to 2019 and 41% higher than in 2023. This has helped to minimize travel among Grifols' different locations.
Increase in remote work	Since 2022, Grifols has implemented a flexible work policy regulating remote work arrangements. In 2024, the number of people connected remotely has increased by 39% compared to 2023, exceeding 4,000 people on average per day.
Optimizing logistics	Since 2021, Grifols has been working to optimize its plasma transport network in Europe with the aim of reducing environmental impact. Recent initiatives include maximizing available space in transport containers, increasing the amount of plasma transported per container by 6.8%, therefore reducing total transport figures. Other ongoing measures include optimizing the frequency of plasma collection routes in European workplaces, promoting full truckloads between plasma collection points, warehouses and the Barcelona manufacturing complex and using larger U.S. pallets to optimize storage and transport, among others.
Minimizing the impact of workers' travel	Grifols works to reduce the impact of emissions resulting from workers' commutes. The Barcelona facilities offer various 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 44.6% of energy consumption. The goal is to reach 100% by 2030, which will require purchasing green energy and promoting new electricity-generation assets. The company also reinforced its commitment to renewable energies by signing Power Purchase Agreements (PPAs) in the countries where it 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 2024, more than 50.3 million kWh of renewable energy was consumed in Spain. In the U.S., over 132 million kWh of electricity was consumed with guaranteed renewable energy, and in Ireland, more than 9.5 million kWh.

For further details, see tables at the end of this chapter.

SBTi-approved emission reduction targets

In 2024, Grifols' science-based short-term emission reduction targets were approved by the Science Based Targets initiative (SBTi). SBTi evaluated Grifols' scope 1, 2, and 3 targets, confirming their alignment with global climate action and support of the Paris Agreement's goal of limiting global warming to 1.5°C this century.

In compliance with SBTi criteria, Grifols publishes detailed annual progress reports with a clear description of its targets, specifying details such as target type, coverage, baseline year and target year. The report also outlines progress made since the baseline year, reflecting emission reductions, increased use of renewable electricity and commitments with business partners, as well as implemented or planned actions to achieve these targets.

Grifols' GHG emissions inventory covers all scopes (1, 2, and 3) and categories, following the GHG Protocol and encompassing all company activities.

The company will review its targets every five years or whenever significant changes occur in its structure, inventory or baseline data, which may require recalculating and revalidating the targets.

More information on the methodology employed: Science Based Targets Initiative

SCOPE 1 AND 2 GHG EMISSIONS

Grifols commits to reduce absolute scope 1 and 2 GHG emissions 42% by 2030 from a 2022 base year. The target boundary includes biogenic land-related emissions and removals from bioenergy feedstocks.

SCOPE 3 GHG EMISSIONS

Grifols commits to reduce absolute scope 3 GHG emissions from purchased goods and services, capital goods, fuel- and energy-related activities, and upstream transportation and distribution 25% by 2030 from a 2022 base year.

GRIFOLS BELONGS TO HIGH-PROFILE BUSINESS ASSOCIATIONS WITH A PUBLIC COMMITMENT TO MITIGATING 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 or Asebio, who prioritize climate change mitigation in their operations.

More information on associations: "About this Report" section.

Grifols' emissions overview

As a global company, Grifols recognizes that its activities generate GHG emissions and remains committed to advancing its climate action efforts by reducing its scope 1 and 2 emissions. To achieve this, the company not only measures and analyzes its emissions but also promotes active management strategies to mitigate them.

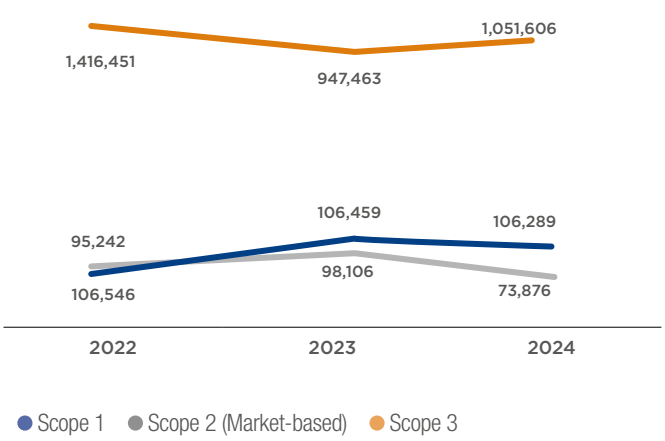
180,165 t CO_2e scopes 1 and 2 (market based)

1,231,771 t CO_2e total emissions

183.33 GHG intensity based on net revenue

3% Reduction in CO_2e emission intensity for scopes 1, 2 and 3

Evolution of Grifols' GHG emissions (T CO_2e)



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.

Grifols has published its scopes 1 and 2 CO_2e emissions since 2011 and a thorough scope 3 inventory since 2021, with a focus on the highest priority categories. In this regard, it 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.

The company has clear goals established in its 2030 Agenda. Additionally, in 2024, its short-term emission reduction targets, aligned with the 1.5°C pathway, were approved by SBTi.

At present, the company does not hold carbon credits. Nonetheless, it applies an internal carbon price when making key decisions, such as designing new facilities and processes or replacing energy-consuming equipment. Carbon pricing has been factored into Grifols' investment strategy, helping assess the viability of new projects and promoting the profitability of energy efficiency and renewable energy initiatives.

Grifols is not included in the EU Carbon Market and not required to purchase emission allowances. However, as part of its transition plan, the company plans to establish a broader protocol in the coming years for incorporating carbon pricing into business decisions.

Regarding Grifols' locked-in emissions, these are primarily linked to natural gas infrastructure and facilities. However, they are not significant, around 5% of total emissions, and do not pose a risk to its short-term decarbonization targets.

KEY IMPACTS

- Scope 1 remains practically the same as in 2023, with emissions of 106,289 t CO_2e.
- Grifols has no (0%) scope 1 GHG emissions from regulated emissions trading schemes.
- Scope 2 emissions decreased by 25% (according to the market-based approach), reaching 73,876 t CO_2e, thanks to the increased use of renewable energy. Applying the location-based methodology and excluding renewable energy efforts, emissions also decrease by 38%, reaching 84,343 t CO_2e, due to a reduction in electricity consumption.
- Scope 3 emissions increased by 11% compared to 2023, totaling 1,051,606 t CO_2e. Category 1 (goods and services) remains responsible for over 50% of the emissions, followed by Grifols contracted transportation.
- By geographical areas, around 64%* of emissions originate in the United States, where 64% 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 NOx, CO and SO_2, mainly generated by natural gas combustion in boilers and cogeneration engines, are below the established limits by the relevant environmental authorities. They are also are below the legal limits established for Volatile Organic Compounds in ethanol facilities.
- Grifols does not produce, import or export ozone depleting substances (ODS).

* Scopes 1 and 2

For more details on the carbon footprint calculation, see the tables at the end of this section.

Energy consumption and energy mix

Total energy consumption

901 M kWh[1]

-2.9% vs 2023

56% natural gas

43% Electricity

1% other fuels

0% carbon

0% nuclear

Fossil sources: **56%**
Nuclear sources: **0%**
Renewable sources: **21%**

Consumption relative to sales

134,163 kWh/ M EUR

-12% vs 2023

- Total energy consumption remained at **similar levels to 2023**, with a 2.5% decrease despite increased production.
- Sales growth outpacing energy consumption led **to a 2% reduction in energy consumption relative to sales**.
- This positive impact resulted in a 12% **decrease in energy consumption relative to production** in the Biopharma and Plasma Procurement business unit.

*The remaining 22% of energy consumption corresponds to electricity and district heating, which is generated from renewable and non-renewable sources depending on the mix of each supplier in each country.

1. To avoid double accounting, total energy consumption includes the total natural gas consumed by Grifols, including cogeneration consumption, and subtracts the cogenerated electricity that is fed into the grid. All purchased electricity is included.

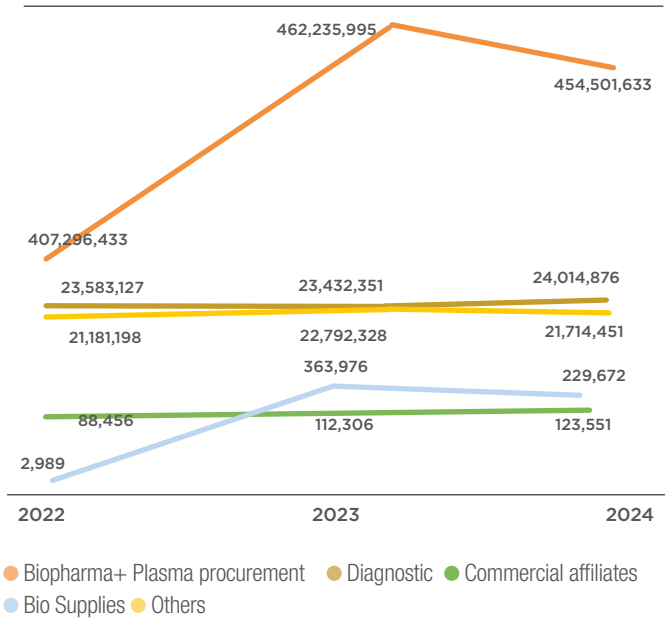
Natural gas

Greater eco-efficiency in a context of productive growth

500 M kWh consumidos

-2% vs 2023

EVOLUTION OF TOTAL NATURAL GAS CONSUMPTION (kWh)



FAVORABLE IMPACT OF BIOPHARMA

- This business unit consumes 91% of all Grifols' natural gas usage.
- Total natural gas consumption has decreased by 2% (7 M kWh) in absolute value in relation to 2023, by 11% relative to sales and by 3% relative to production*.
- The cogeneration plant has increased its operation to meet the higher production demand at the Barcelona facility, resulting in a 7% increase in energy consumption (8 million kWh in absolute terms).

DIAGNOSTIC INCREASE

- Diagnostic consumption levels increased by 2% and 7% relative to production and sales.

VARIATIONS BY COUNTRY

- In Spain, consumption increased by 6%, mainly due to increased operation at the cogeneration facility and higher production levels at Biopharma business unit in Barcelona.
- Consumption in the U.S. is down 6%, mainly at the Biopharma plant in North Carolina.
- The rest of the world recorded a slight decrease 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.

Detailed natural gas consumption figures are included in the tables at the end of this chapter

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. In 2024, Biopharma consumed 4.3 million kWh of these fuels, in line with last year's figures (4.3 million kWh). Additionally, some of Grifols' German facilities use district heating for hot water and heating. In 2024, this system consumed 10.3 million kWh. Grifols' facilities do not consume coal or nuclear energy directly.

Electricity

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

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

429 M kWh consumed

-4% vs 2023

POSITIVE IMPACT OF BIOPHARMA

- Consumed 89% of all electrical energy used
- Total consumption fell by 4%
- Down 14% relative to sales*
- Up 5% relative to production*

DIAGNOSTIC MAINTAINED TOTAL CONSUMPTION

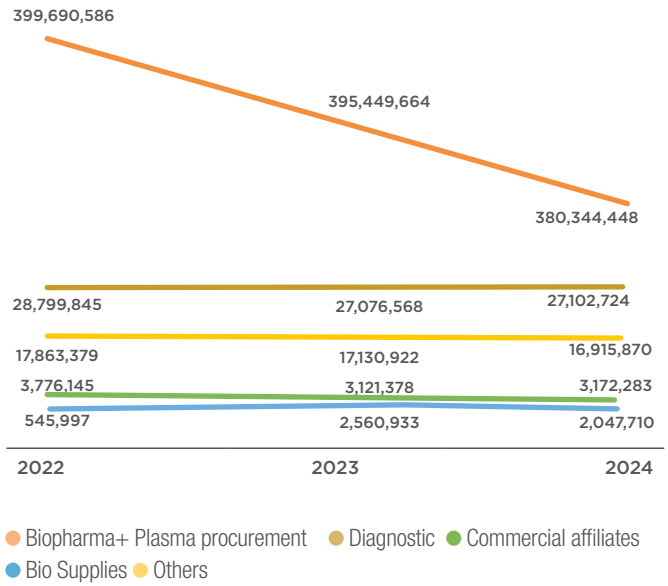
- No changes on last year's figures
- Up 4% relative to production and sales

VARIATIONS AT COUNTRY LEVEL

- Down 4% in the U.S.
- Down 2% in Spain and 1% in the rest of the world

*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.

EVOLUTION OF TOTAL ELECTRICITY CONSUMPTION (kWh)



Detailed electricity consumption figures are included in the tables at the end of this chapter.

ARTIFICIAL INTELLIGENCE TO REDUCE OUR IMPACT

Artificial intelligence (AI) is enhancing the operational efficiency of Grifols plants. AI applications in the climate-control systems of its Parets del Vallès production plant (Barcelona, Spain) contributed to a 15% drop in energy consumption. In 2024, the project was implemented at the Biopharma facilities in Parets del Vallès, with further deployment planned for Biopharma facilities in North Carolina and Diagnostic facilities in San Diego in 2025.

Climate control is one of Grifols' 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.

Renewable energies

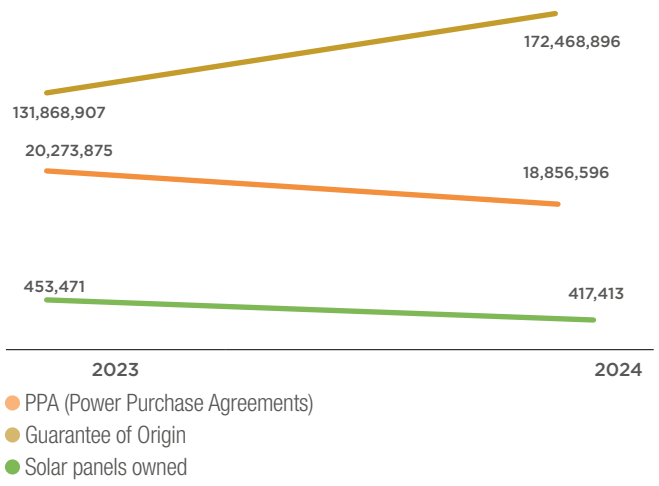
Important progress

44.6% of Grifols' total electricity consumption derives from renewable energy sources

34.3% 2023 **26.4%** 2022

Spain: **26.6%** / U.S.: **68.8%** / Ireland: **4.9%**

EVOLUTION OF RENEWABLE ELECTRICAL CONSUMPTION (kWh)



INCREASE IN RENEWABLE ELECTRICITY CONSUMPTION

In 2024, Grifols consumed a total of 191.7 million kWh of renewable electricity, representing 44.6% of total electricity consumption.

RENEWABLE ELECTRICITY CONSUMPTION IN SPAIN TOTALED 50.3 MILLION KWH

In Spain, 18.9 million kWh came from the Casa Valdés photovoltaic park, included in the 10-year clean energy supply contract (PPA) signed with RWE in 2021.

In 2024, a total of 417,413 kWh of photovoltaic energy was generated for self-consumption at Grifols' facilities in Barcelona and Murcia.

Grifols continues working toward agreements for the construction of new photovoltaic parks to increase renewable energy consumption in both Spain and the United States.

BOOSTING RENEWABLE ELECTRICITY CONSUMPTION IN THE U.S. AND IRELAND

By region, the United States accounts for 70% of the group's electricity consumption, as it hosts several industrial complexes and most of Grifols' plasma donation centers. In 2024, 132 million kWh of electricity with a renewable energy guarantee was consumed (compared to 119 million kWh in 2023), while in Ireland, renewable electricity consumption exceeded 9.5 million kWh.

Cogeneration

Enabling the production of electricity and heat for Biopharma

10% of total electricity consumption is generated at the Barcelona facility's cogeneration plant

Biopharma's Barcelona facilities are equipped with a 6.1 MW cogeneration plant, which generates electricity sold back to the grid, as well as produces useful heat for Grifols' own facilities. This plant generated 43.4 million kWh of electricity in 2024, up 6.7% on the previous year.

The cogeneration plant was fully operational the entire year. The useful heat recovered amounted to 33.6 million kWh.

Detailed figures on the cogeneration plant's consumption are included in the tables at the end of this chapter.

Climate change key performance indicators

Emissions

GHG EMISSIONS (Gases de Efecto Invernadero)

%	2024	Spain	U.S.	RoW	2023	Spain	U.S.	RoW	2022	Spain	U.S.	RoW
Scope 1	106,289	33.2%	59.6%	7.2%	106,459	31.5%	60.3%	8.2%	95,242	30.4%	61.9%	7.7%
Scope 2 (Location-based)	84,343	18.6%	68.9%	12.6%	136,237	11.3%	80.6%	8.1%	105,068	9.3%	83.5%	7.3%
Scope 2 (Market-based)	73,876	15.0%	69.9%	15.1%	98,106				106,545			
Scope 3	1,051,606	24.1%	51.8%	24.2%	947,463	22.8%	53.0%	16.7%	1,416,451	16.9%	64.4%	18.8%

EMISSIONS BIOTEST

%	2024	Germany	RoW	2023	Germany	Spain	U.S.	RoW	2022	Germany	Spain	U.S.	RoW
Scope 1	16,935	96.2%	3.8%	18,300	94.7%	0.0%	0.0%	5.3%	12,283	99.4%	0.0%	0.0%	0.6%
Scope 2 (Market-based)	25,092	95.6%	4.4%	15,464	90.3%	0.0%	0.0%	9.7%	6,523	94.8%	3.1%	0.0%	2.1%
Scope 3	92,215	81.5%	18.5%	NA*	NA*	NA*	NA*	NA*	NA*	NA*	NA*	NA*	NA*

*NA: Not available

TOTAL GHG EMISSIONS BY ORIGIN

	Retrospective				Targets		
T CO_2 e (equivalent)	2024	2023	Annual variation (%)	2022 (base year)	2025	2030	Progreso (%)
Scope 1 GHG emissions							
Gross Scope 1 GHG emissions (t CO_2 eq)	106,289	106,459	-0.2%	95,242	**	****	*****
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	NAP*	NAP*	NAP*	NAP*	NAP*	NAP*	NAP*
Scope 2 GHG emissions							
Gross location-based Scope 2 GHG emissions (t CO_2 eq)	84,343	136,237	-38.1%	105,068	NAP*	NAP*	NAP*
Gross market-based Scope 2 GHG emissions (t CO_2 eq)	73,876	98,106	-24.7%	106,546	**	****	*****
Significant scope 3 GHG emissions							
Total Gross indirect (Scope 3) GHG emissions (t CO_2 eq)	1,051,606	947,463	11.0%	1,416,451	-	1,062,338	-25.76
1 Purchased goods and services	556,590	546,309	1.9%	765,443	***	597,046	-27.29
2 Capital goods	85,748	86,084	-0.4%	198,034	***	154,467	-56.70
3 Fuel and energy-related Activities (not included in Scope1 or Scope 2)	49,775	54,536	-8.7%	56,971	***	2,848.55	-12.63
4 Upstream transportation and distribution	275,620	156,333	76.3%	216,062	***	172,849.6	27.57
5 Waste generated in operations	11,229	10,814	3.8%	7,021	NAP*	NAP*	NAP*
6 Business traveling	16,379	20,432	-19.8%	22,780	NAP*	NAP*	NAP*
7 Employee commuting	34,227	37,810	-9.5%	40,637	NAP*	NAP*	NAP*
8 Upstream leased assets	3,414	16,119	-78.8%	21,860	NAP*	NAP*	NAP*
9 Downstream transportation	Not relevant	Not relevant	NAP*	Not relevant	NAP*	NAP*	NAP*
10 Processing of sold products	Not relevant	Not relevant	NAP*	Not relevant	NAP*	NAP*	NAP*
11 Use of sold products	2,506	3,544	-29.3%	2,936	NAP*	NAP*	NAP*
12 End-of-life treatment of sold products	6,671	6,278	6.3%	4,065	NAP*	NAP*	NAP*
13 Downstream leased assets	Not relevant	Not relevant	NAP*	Not relevant	NAP*	NAP*	NAP*
14 Franchises	Not relevant	Not relevant	NAP*	Not relevant	NAP*	NAP*	NAP*
15 Investments	9,449	9,205	2.7%	80,643	NAP*	NAP*	NAP*
Total GHG emissions							
Total GHG emissions (locationbased) (t CO_2 eq)	1,242,238	1,190,159	4.4%	1,616,761	NAP*	NAP*	NAP*
Total GHG emissions (marketbased) (t CO_2 eq)	1,231,771	1,152,027	6.9%	1,618,240	NAP*	NAP*	NAP*

* NAP: Not applicable
** The target was set for Scope 1 and 2 combined. For 2025, this corresponds to a 7% reduction in Scope 1 and 2 emissions. In 2022 (base year), total Scope 1 and 2 emissions (market-based) were 201,788 tCO2e. To meet the 7% reduction target in 2025, emissions must reach 187,662 tCO2e.
*** A transition plan is in progress to develop specific measures to achieve annual reductions. The reduction target has been set for 2030, not annually.
**** The target was set for Scope 1 and 2 combined. By 2030, achieve a 42% reduction in Scope 1 and 2 emissions. In 2022 (base year), total Scope 1 and 2 emissions (market-based) were 201,788 tCO2e. To meet the 42% reduction target in 2030, emissions must reach 117,037 t CO2e.
***** The current progress is a reduction of 11%.

TOTAL GHG EMISSIONS BY ORIGIN - BIOTEST*

			Retrospective	
t CO_2 e (equivalent)	2024	2023	Annual variation (%)	2022
Scope 1 GHG emissions				
Gross Scope 1 GHG emissions (t CO_2 eq)	16,935	15,210	11%	18,186
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	0	0	NAP	0
Scope 2 GHG emissions				
Gross location-based Scope 2 GHG emissions (t CO_2 eq)	12,431	11,457	9%	9,183
Gross market-based Scope 2 GHG emissions (t CO_2 eq)	25,092	21,905	15%	931
Significant scope 3 GHG emissions				
Total Gross indirect (Scope 3) GHG emissions (t CO_2 eq)	92,215	102,043	-10%	82,213
1 Purchased goods and services	64,218	50,803	26%	43,892
2 Capital goods	9,545	21,089	-55%	10,126
3 Fuel and energy-related Activities (not included in Scope1 or Scope 2)	6,272	6,067	3%	3,548
4 Upstream transportation and distribution	4,747	14,486	-67%	13,456
5 Waste generated in operations	4,866	4,844	0%	437
6 Business traveling	453	1,893	-76%	1,402
7 Employee commuting	1,833	59	3002%	2,531
8 Upstream leased assets	175	1,494	-88%	1,361
9 Downstream transportation	0	0		0
10 Processing of sold products	0	0		0
11 Use of sold products	0	328	-100%	183
12 End-of-life treatment of sold products	6	582	-99%	253
13 Downstream leased assets	0	0		0
14 Franchises	0	0		0
15 Investments	100	398	-75%	5,022
Total GHG emissions				
Total GHG emissions (locationbased) (t CO_2 eq)	121,581	128,709	-6%	1,616,761
Total GHG emissions (marketbased) (t CO_2 eq)	134,242	139,158	-4%	1,618,240

* Biotest has not yet set any emissions reduction targets.

REFRIGERANT GAS LEAKS

Absolute value (T)	2024	2023	2022
HCFC	0.06	0.44	0.23
HFC	3.68	3.08	4.06
Others	0.00	0.03	0.02

REFRIGERANT GAS LEAKS - BIOTEST

Absolute value (T)	2024	2023
HCFC	0.00	0.00
HFC	1.06	0.73
Others *	0.03	1.63

*Includes natural refrigerants R744 CO_2 and R290 Propan

GHG EMISSIONS INTENSITY

T/CO_2e/million euros	2024	2023	2022
Total Grifols (Location-based)	184.89	195.46	283.51
Total Grifols (Market-based)	183.33	189.20	283.77

GHG EMISSIONS INTENSITY - BIOTEST

T/CO_2e/million euros	2024
Total Biotest (Location-based)	167.41
Total Biotest (Market-based)	184.85

GHG EMISSIONS INTENSITY SCOPE 1+2			
T/CO_2e/million euros	2024	2023	2022
Total Grifols (Location-based)	28.37	39.86	35.13
Total Grifols (Market-based)	26.82	33.60	35.38

GHG EMISSIONS INTENSITY SCOPE 1+2 - BIOTEST	
T/CO_2e/million euros	2024
Total Biotest (Location-based)	40.44
Total Biotest (Market-based)	57.87

GHG EMISSIONS RELATED TO TRANSPORT			
	2024	2023	2022
CO_2 transportation emissions (t CO_2)	330,177	214,575	279,478
CO_2 transportation emissions / sales (t CO_2 / M €)	49.14	37.63	49.01

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

GHG EMISSIONS RELATED TO TRANSPORT - BIOTEST	
	2024
CO_2 transportation emissions (t CO_2)	6,586.00
CO_2 transportation emissions / sales (t CO_2 / M €)	9.07

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

Energy

NATURAL GAS BY BUSINESS UNIT			
kWh	2024	2023	2022
Biopharma+ Plasma Procurement	454,501,633	462,235,995	407,296,433
Diagnostic	24,014,877	23,432,351	23,583,127
Others	21,714,451	22,792,328	21,181,198
Bio Supplies	229,672	363,976	2,989
Commercial affiliates	123,551	112,306	88,456
Total	**500,584,184**	**508,936,955**	**452,152,203**

NATURAL GAS BY BUSINESS UNIT - BIOTEST			
kWh	2024	2023	2022
Plasma Procurement	22,850	3,751,543	456,548
Biopharma	77,219,626	77,568,277	50,916,230
Total	**77,242,476**	**81,319,820**	**51,372,778**

NATURAL GAS BY COUNTRY			
kWh	2024	2023	2022
Spain*	187,309,134	176,029,667	143,376,530
U.S.	287,941,466	306,696,892	289,704,028
RoW	25,333,585	26,210,396	19,071,645
Total	**500,584,185**	**508,936,955**	**452,152,203**

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

NATURAL GAS BY COUNTRY - BIOTEST			
kWh	2024	2023	2022
Germany	77,144,416	78,954,414	51,237,535
RoW	98,060	3,471,836	60,705
Total	**77,242,476**	**82,426,250**	**51,298,240**

NATURAL GAS VALUE RELATIVE TO SALES			
kWh/million euros	2024	2023	2022
Biopharma+ Plasma Procurement	80,457	91,438	87,701
Diagnostic	37,238	34,960	35,131
Others	103,782	112,029	84,669
Bio Supplies	1,065	2,275	20
Commercial affiliates	NA	NA	NA
Total	**74,505**	**83,585**	**79,287**

NATURAL GAS VALUE RELATIVE TO SALES - BIOTEST			
kWh/million euros	2024	2023	2022
Plasma Procurement	1,324	91,114	13,602
Biopharma	134,157	176,470	166,198
Total	**106,361**	**267,584**	**166,198**

NATURAL GAS VALUE RELATIVE TO PRODUCTION			
kWh/Production index	2024	2023	2022
Biopharma+ Plasma Procurement*	8.5	8.8	9.2
Diagnostic**	37,238	34,960	35,131
Others**	103,782	112,029	84,669
Bio Supplies**	1,065	2,275	20
Commercial affiliates	NA	NA	NA
Total	**74,505**	**83,585**	**79,287**

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

NATURAL GAS VALUE RELATIVE TO PRODUCTION - BIOTEST			
kWh/Production index	2024	2023	2022
Plasma Procurement**	0.04	6.5	1.0
Biopharma*	25	42	154

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

FOSSIL FUEL CONSUMPTION		
kWh	2024	2023
Diesel*	3,333,981	4,052,948
Gasoline**	299,998	228,749
Propane***	675,054	392,800
Natural gas****	500,584,185	508,936,955
Total	**504,893,218**	**513,611,452**

*Conversion factor: liters to kWh = 9.94
**Conversion factor: liters to kWh = 9.19
***Conversion factor: liters to kWh = 6.70
****Includes natural gas used in the cogeneration plant

FOSSIL FUEL CONSUMPTION – BIOTEST*		
kWh	2024	2023
Diesel**	972,356	336,846
Gasoline***	123,741	269,654
Natural gas****	77,242,476	78,181,246
Total	**78,338,573**	**78,787,746**

*Conversion factor: liters to kWh = 9.94
**Conversion factor: liters to kWh = 9.19
***Conversion factor: liters to kWh = 6.70
****Includes natural gas used in the cogeneration plant

RENEWABLE FUEL CONSUMPTION*	
kWh	2024
Biogas**	101,995
Total	**101,995**

*Grifols does not consume renewable fuels from biomass, biofuels or hydrogen.
**The biogas consumed by Grifols is produced at one of its own wastewater treatment plants in Spain and is used internally as boiler fuel.

RENEWABLE FUEL CONSUMPTION - BIOTEST*

*Biotest does not consume renewable fuels such as biomass, biofuels or hydrogen.

ELECTRICITY BY BUSINESS UNIT			
kWh	2024	2023	2022
Biopharma+Plasma procurement	380,344,448	395,449,664	399,690,586
Diagnostic	27,102,724	27,076,568	28,799,845
Bio Supplies	2,047,710	2,560,933	545,997
Others	16,915,870	17,130,922	17,863,379
Commercial affiliates	3,172,283	3,121,378	3,776,145
Total	**429,583,035**	**445,339,465**	**450,675,952**

ELECTRICITY BY BUSINESS UNIT - BIOTEST			
kWh	2024	2023	2022
Plasma Procurement	3,568,485	3,206,163	2,074,670
Biopharma	32,492,284	31,391,544	21,388,628
Total	**36,060,769**	**34,597,707**	**23,463,298**

ELECTRICITY BY COUNTRY			
kWh	2024	2023	2022
Spain	92,996,130	94,846,417	92,681,455
U.S.	299,186,028	312,804,351	321,130,633
RoW	37,400,878	37,688,697	36,863,865
Total	**429,583,036**	**445,339,465**	**450,675,952**

ELECTRICITY BY COUNTRY - BIOTEST			
kWh	2024	2023	2022
Germany	33,479,994	32,250,734	22,279,317
RoW	2,580,775	2,301,682	1,162,798
Total	**36,060,769**	**34,552,416**	**23,442,115**

ELECTRICITY VALUE RELATIVE TO SALES			
kWh/million euros	2024	2023	2022
Biopharma+Plasma Procurement	67,329	78,226	86,063
Diagnostic	42,026	40,396	42,902
Bio Supplies	9,495	16,010	3,738
Others	80,847	84,202	71,406
Commercial affiliates	NA	NA	NA
Total	**63,937**	**73,140**	**79,028**

ELECTRICITY VALUE RELATIVE TO SALES - BIOTEST			
kWh/million euros	2024	2023	2022
Plasma Procurement	206,726	77,499	61,812
Biopharma	56,450	70,156	69,816
Total	**49,655**	**147,655**	**131,725**

ELECTRICITY VALUE RELATIVE TO PRODUCTION			
kWh/Production index	2024	2023	2022
Biopharma+Plasma Procurement*	7.1	7.5	9.0
Diagnostic**	42,026	40,396	42,902
Bio Supplies**	9,495	16,010	3,738
Others**	80,847	84,202	71,406
Commercial affiliates	NAP	NAP	NAP

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

ELECTRICITY VALUE RELATIVE TO PRODUCTION - BIOTEST			
kWh/Production index	2024	2023	2022
Plasma Procurement**	5.7	5.6	6.3
Biopharma*	10	17	19

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

RENEWABLE ELECTRICITY CONSUMPTION BY COUNTRY		
kWh	2024	2023
Spain	50,285,624	20,727,346
U.S.	132,000,000	119,999,113
RoW	9,457,281	11,869,794
Total	**191,742,905**	**152,596,253**

RENEWABLE ELECTRICITY CONSUMPTION BY COUNTRY – BIOTEST	
kWh	2024
Germany	266,092
RoW	32,758
Total	**298,850**

RENEWABLE ELECTRICITY CONSUMPTION BY SOURCE		
kWh	2024	2023
PPA (Power Purchase Agreements)	18,856,596	20,273,875
Guarantees of origin	172,468,896	131,868,907
Self-generated (onsite solar photovoltaic)	417,413	453,471
Total	**191,742,905**	**152,596,253**

RENEWABLE ELECTRICITY CONSUMPTION BY SOURCE – BIOTEST	
kWh	2024
PPA (Power Purchase Agreements)	0
Guarantees of origin	32,758
Self-generated (onsite solar photovoltaic)	266,092
Total	**298,850**

SELF-GENERATED AND SELF-CONSUMED ELECTRICITY BY BUSINESS UNIT		
kWh	2024	2023
Biopharma+Plasma procurement	292,551	290,659
Diagnostic	0	0
Bio Supplies	0	0
Others	124,862	162,812
Commercial affiliates	0	0
Total	**417,413**	**453,471**

SELF-GENERATED AND SELF-CONSUMED ELECTRICITY BY BUSINESS UNIT - BIOTEST	
kWh	2024
Plasma Procurement	0
Biopharma	266,092
Total	**266,092**

RENEWABLE AND NON-RENEWABLE ELECTRICITY PRODUCTION		
kWh	2024	2023
Self-generated and self-consumed renewable electricity (solar PV)	417,413	453,471
Self-generated non-renewable electricity (cogeneration)	43,395,980	40,656,130

PURCHASED OR ACQUIRED RENEWABLE* ELECTRICITY, HEAT, STEAM AND COOLING			
kWh	2024	2023	2022
Electricity	191,742,905	152,596,253	118,766,313

*Grifols does not purchase or acquire renewable heat, steam or cooling

PURCHASED OR ACQUIRED RENEWABLE* ELECTRICITY, HEAT, STEAM AND COOLING– BIOTEST*	
kWh	2024
Electricity	298,850

*Biotest does not purchase or acquire renewable heat, steam or cooling

TOTAL ENERGY CONSUMPTION			
kWh	2024	2023	2022
Biopharma+Plasma procurement	805,503,399	831,629,897	794,588,340
Diagnostic	51,176,144	50,553,569	52,435,934
Bio Supplies	2,280,994	2,925,893	549,477
Others	38,777,951	39,970,526	39,044,577
Commercial affiliates	3,676,342	3,679,067	3,871,545
Total	**901,414,830**	**928,758,952**	**890,489,873**

TOTAL ENERGY CONSUMPTION - BIOTEST			
kWh	2024	2023	2022
Plasma Procurement	4,507,530	6,957,706	2,572,197
Biopharma	104,687,422	109,255,786	72,897,207
Total	**109,194,952**	**116,213,492**	**75,469,404**

CONSUMPTION VALUE RELATIVE TO SALES			
kWh	2024	2023	2022
Biopharma+Plasma procurement	142,592	164,510	171,095
Diagnostic	79,355	75,423	78,112
Bio Supplies	10,577	18,292	3,762
Others	185,335	196,463	156,075
Commercial affiliates	NA	NA	NA
Total	**134,710**	**152,534**	**156,152**

CONSUMPTION VALUE RELATIVE TO SALES - BIOTEST			
kWh	2024	2023	2022
Plasma Procurement	261,126	168,628	76,635
Biopharma	181,878	247,290	237,947
Total	**150,359**	**415,918**	**314,582**

COGENERATION PLANT			
kWh	2024	2023	2022
Natural gas consumed (kwh)	118,347,327	110,159,693	75,119,463
Total electricity generate (kwh)	43,395,980	40,656,130	27,618,042
Useful heat recoverd (kwh)	33,624,710	30,387,110	20,623,619

COGENERATION PLANT - BIOTEST			
kWh	2024	2023	2022
Natural gas consumed (kwh)	16,273,981	17,440,542	13,199,091
Total electricity generate (kwh)	5,637,840	5,958,345	4,770,118
Useful heat recoverd (kwh)	8,019,376	9,174,840	6,759,322

TOTAL RENEWABLE ENERGY CONSUMPTION						
	2024			2023		
kWh	Self-generated renewable energy*	Renewable fuel consumption	Purchased renewable energy**	Self-generated renewable energy*	Renewable fuel consumption	Purchased renewable energy**
Biopharma+Plasma procurement	292,551	101,995	169,114,734	290,659	0	141,796,669
Diagnostic	0	0	12,738,392	0	0	10,006,113
Bio Supplies	0	0	0	0	0	0
Others	124,862	0	8,460,751	162,812	0	0
Commercial affiliates	0	0	1,011,615	0	0	340,000
Total	**417,413**	**101,995**	**191,325,492**	**453,471**	**0**	**152,142,782**

*Not used as fuel (solar PV)
** Includes electricity, heat, steam and cooling

TOTAL RENEWABLE ENERGY CONSUMPTION – BIOTEST			
	2024		
kWh	Self-generated renewable energy*	Renewable fuel consumption	Purchased renewable energy**
Plasma Procurement	0	0	0
Biopharma	266,092	0	32,758
Total	**266,092**	**0**	**32,758**

*Not used as fuel (solar PV)
** Includes electricity, heat, steam and cooling

Pollution

Grifols recognizes that air, water and soil pollution have an impact on human health and ecosystems, and contribute to climate change. The company identifies, manages and reports on pollutants generated by its operations that could affect air, water and soil quality.

Impacts, risks and opportunities

Grifols identifies, analyzes and manages all pollution metrics related to air, water and soil. However, given its business model and value chain, water pollution is the most relevant due to its potential negative impact and associated risk to the business. The company's operations do not significantly contribute to air or soil pollution, and no material risks or opportunities have been identified in these areas.

E2 POLLUTION		
Material IROs	**Typology**	**Description**
WATER POLLUTION		
Alteration and/or degradation of water quality	Negative impact, Own Operation, Supply Chain	Wastewater from this sector may contain pollutants that impact the environment, which is why its proper treatment is crucial for Grifols. The company invests in solutions to improve the quality of discharged water at its main production facilities.
Non-compliance with legal requirements	Risk	This environmental impact has led to stricter regulations to protect water resources and public health. Grifols works to ensure compliance with all applicable legislation on wastewater quality. Risk

Positive impact · Negative impact · Risk · Own Operation · Supply Chain

Impact, risk and opportunity management

Material Sub-Topic	Policies	Actions	Metrics and Targets
WATER POLLUTION	• Environmental Policy • Sustainability Policy • Biodiversity Policy	• Diverting the distillate from PEG/sorbitol evaporators to the biological treatment plan • Sending wastewater from cleaning processes to the biological treatment plan • Directing alcohol tower residues to the anaerobic treatment plant before final discharge	**Under the 2023-2026 Environmental Program** • Reduce chemical oxygen demand (COD) in discharged wastewater by 240 mg/L, equivalent to an annual reduction of 123 tons.

- More information and details on Grifols' emissions that may impact air quality and/or air pollution: Section 1 on Climate Change- ESRS E1.
- More information and details on water management at Grifols: Section 3 on Water Resources-ESRS E3.
- More information and details on waste that may affect soil quality and/or soil pollution: Section 5 on Resource Use and Circular Economy-ESRS E5.
- All actions are detailed under the 2023-2026 Environmental Program at Grifols & Environment

Grifols' comprehensive approach to pollution management

Grifols has established a clear framework for pollution management through various policies that explicitly address contamination.

The **Environmental Policy defines** efficient water cycle management as a core principle, with a focus on minimizing water consumption, reusing water where possible, treating it to optimal levels before discharge into public sanitation systems, and prioritizing improvements in water-stressed regions.

The **Sustainability Policy** includes objectives focused on pollution prevention techniques to mitigate environmental risks related to Grifols' activities, taking into account the effects of climate change.

The **Biodiversity Policy** emphasizes improving water management as a key objective. It focuses on enhancing the quality of discharged water, incorporating water-saving measures into the design of new facilities and implementing solutions in existing ones.

In compliance with ISO 14001, Grifols integrates eco-efficiency measures into new product development (R&D), building design and engineering projects. As part of its internal standards, every project and product development process must undergo an eco-efficiency assessment to identify opportunities for reducing environmental impact. This approach also extends to pollution management. Before launching a new project, Grifols conducts an early-stage analysis to determine whether additional regulatory licenses, permit modifications, specific authorizations or pollution mitigation investments (for air, water and soil) are needed.

The company has also established recommendations for wastewater management in engineering projects. These include installing agitators and wastewater neutralization systems; prioritizing the use of CO_2 over chemicals for wastewater neutralization whenever feasible; installing wastewater volume meters and where necessary, implementing more complex treatment systems.

For existing facilities, Grifols invests in necessary upgrades based on the Best Available Techniques (BAT), ensuring they are applicable to both the sector and the specific facility.

Water pollution in the 2023-2026 Environmental Program

Water pollution is a key focus area of the 2023-2026 Environmental Program, which sets specific targets and initiatives to address it. Grifols continuously evaluates and monitors progress toward achieving the objectives outlined in its environmental programs.

DEGREE OF COMPLIANCE WITH ACTIONS AT YEAR END 2024	50%
Targets related to water pollution	
Reduce wastewater discharge metrics	Lower chemical oxygen demand (COD) levels in wastewater at Biopharma division facilities in Barcelona by 240 mg/L by treating more high-organic-load effluents in the biological treatment plant. Reduction of 123 tons annually

Access 2023-2026 Corporate Environmental Program

Water pollution

Grifols identifies, classifies, manages and reports on pollutants generated by its operations that may impact water quality.

31%
is consumed

69%
is discharged into the sewers

2.5 M m³
total water discharge

37%
of Biopharma's wastewater is treated prior to being discharged

-11%
COD discharge

-76%
suspended solids discharge

En 2024, 2.5 million m³ 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 31% of water on average is consumed in auxiliary processes such as cooling towers or incorporated into the product, while 69% is discharged to the sewer.

In 2024, the Barcelona and Clayton (North Carolina) facilities treated 908,700 m³ of wastewater using biological systems prior to discharge, representing 37% 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.

Grifols identifies and classifies its potential water pollutants, with the most significant impact occurring at manufacturing plants. The key wastewater metric is chemical oxygen demand (COD), defined as the amount of organic and inorganic matter susceptible to oxidation.

Grifols discharges wastewater into public sewage systems, which undergo municipal treatment processes. Additionally, the main production plants of the Biopharma business unit in Barcelona and Clayton operate on-site wastewater treatment plants to reduce COD levels before discharge.

In 2024, 2,411 tons of COD were discharged, most of which corresponded to Biopharma's production facilities. In addition, 78.17 tons of suspended solids in total and 31.3 tons of nitrogen were discharged.

See the tables at the end of this chapter for more detailed figures on water discharges

Microplastics

Grifols recognizes that microplastics can accumulate in nature due to their resistance to degradation and environmental persistence. However, this is not considered a material aspect for the organization since its operations do not generate significant direct microplastic emissions.

Grifols continues to optimize its processes to reduce plastic use wherever possible.

Substances of concern and substances of very high concern (SVHC)

Nitrogen and phosphorus levels in wastewater are not considered significant substances of concern, as they primarily come from sanitary (non-industrial) discharges rather than production processes.

Grifols does not work with genetically modified organisms (GMOs) nor products that generate persistent organic pollutants (POPs). In consequence, no such discharges are produced.

The Diagnostic business unit, which accounts for approximately 10% of Grifols' revenue, uses certain substances classified as Substances of Very High Concern (SVHC) in the manufacture of some Procleix™ assays, sourced exclusively from qualified suppliers. The substances present at concentrations above 0.1% w/w (weight by weight) include:

- Poly(oxy-1,2-ethanediyl), α-[(1,1,3,3-tetramethylbutyl)phenyl] ether (CAS No. 9036-19-5): Triton X-100 is used in the reagent at 0.01 L/L (1.05% w/w).
- Boric acid (CAS No. 10043-35-3): Used in the reagent at 37.1 g/L (3.67% w/w).
- Polyethylene glycol p-(1,1,3,3-tetramethylbutyl)phenyl ether (CAS No. 9002-93-1): Triton X-102 is used in the enzymatic reagent at 0.10 L/L (10.2% w/w).

These compounds are commonly used in the pharmaceutical industry. Any residual waste classified as hazardous under applicable regulations is collected and disposed of using designated containers, in full compliance with internal procedures and hazardous waste management regulations.

Diagnostic Grifols, as the authorized representative of GDS in the EU, notified the use of these SVHCs in the SCIP database in October 2023.

Wastewater and discharge management

Grifols complies with all applicable national and local regulations and permits governing the disposal and treatment of wastewater from its facilities. In 2024, the company did not receive any fines related to adverse environmental impacts, including those associated with wastewater and discharges. Since no reported water pollution incidents occurred in 2024, there were no associated costs for remediation, damage compensation or legal claims.

Grifols does not discharge wastewater into natural water bodies. Instead, all wastewater is directed to local sewage systems, where it undergoes municipal or regional treatment.

Industrial plants apply necessary pre-treatment processes before final discharge. All production facilities operate in areas where local authorities regulate wastewater discharges. Production sites with an implemented and/or certified environmental management system follow strict procedures for wastewater quality monitoring, prevention and control. Commercial offices and warehouses discharge sanitary wastewater into municipal sewage systems.

Enhancing the quality of discharged water

The Biopharma facilities in Barcelona operate an anaerobic wastewater treatment plant equipped with UASB (Upflow Anaerobic Sludge Bed Reactor) technology, also known as a sludge bed reactor. This high-efficiency treatment process removes 85% of the organic pollutant load in oxygen-free conditions, requiring minimal energy consumption while 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_2e emissions into the atmosphere. In 2024, a total of 101,995 kWh of biogas was generated and used in the boilers.

The facility is designed to accommodate increased production, helping to lower current discharge metrics and maintain compliance as production scales up.

The Biopharma facilities in North Carolina operate a wastewater treatment plant with a processing capacity of up to 5,678 m³ per day. The largest treatment plant in Grifols' global network, this facility reduces the organic load levels of treated water to 250 mg per liter, equivalent to that of household wastewater. Today, with this highly efficient plant in operation, the water treated by Grifols contains only 32 mg of organic load per liter, well below the permitted limit.

The Los Angeles, San Francisco, and Canada facilities operate with neutralization systems before final discharge.

These facilities combined process 37% of Grifols' total wastewater discharge.

Key performance indicators of Pollution

Water pollution

SUSPENDED SOLIDS DISCHARGED			
	2024	2023	2022
Total (T)	78	326	357
Relative to sales (T/million euros)	0.00	0.05	0.06

SUSPENDED SOLIDS DISCHARGED - BIOTEST	
	2024
Total (T)	4.60
Relative to sales (T/million euros)	0.00

COD DISCHARGED			
	2024	2023	2022
Total (T)	2,479	2,168	2,525
Relative to sales (T/million euros)	0.01	0.36	0.44

COD DISCHARGED - BIOTEST	
	2024
Total (T)	244
Relative to sales (T/million euros)	0.00

NITROGEN DISCHARGED	
	2024
Total (T)	31.31
Relative to sales (T/million euros)	0.00

NITROGEN DISCHARGED - BIOTEST	
	2024
Total (T)	18.40
Relative to sales (T/million euros)	0.04

Air pollution

OTHER EMISSIONS			
Absolute value (T)	2024	2023	2022
NOx	71.31	71.5	59.31
CO	64.78	62.7	63.65
SO_2	0.54	0.57	0.63

OTHER EMISSIONS - BIOTEST	
Absolute value (T)	2024
NOx	NA
CO	NA
SO_2	NA

CO EMISSIONS INTENSITY			
T/CO/million euros	2024	2023	2022
Total Grifols	0.01	0.01	0.01

SO_2 EMISSIONS INTENSITY			
T/SO_2/million euros	2024	2023	2022
Total Grifols	0.00	0.00	0.00

NO_x EMISSIONS INTENSITY			
T/NOX/million euros	2024	2023	2022
Total Grifols	0.01	0.01	0.01

Water Resources

Grifols' activities do not have a direct impact on the blue economy or marine resources. However, water plays a crucial role throughout the entire production process of plasma-derived medicines, both in core production and auxiliary processes. Additionally, strict quality water standards are applied to ensure the sterility of Grifols' products.

In 2024, following international guidelines, Grifols reported data on water withdrawal, consumption and discharge. In general terms, water withdrawal refers to all water extracted from surface, groundwater or third-party sources, regardless of how it is used throughout the year. In contrast, water consumption accounts for the portion of withdrawn water that does not return to the system, either because it is incorporated into the product/process or lost through evaporation.

This means that not all withdrawn water is consumed. A portion is used and consumed, while another is returned to natural systems as discharge, though its quality or characteristics may have changed.

Grifols implements practices to minimize the water footprint of its activities and promotes water management based on circular economy principles.

Impacts, risks and opportunities

E3 WATER RESOURCES		
Material IROs	**Typology**	**Description**
WATER		
Contribution to water stress	− OO SP	Like many industries, the pharmaceutical sector depends on water resources for its operations. Effective water management is crucial to reducing environmental impact and ensuring long-term sustainability.
Reduced water availability	R	As outlined in the Climate Risk and Opportunity Analysis, potential increases in operational costs and production disruptions due to water scarcity, declining water quality or stricter water use regulations represent a material risk for Grifols.

+ Positive impact − Negative impact R Risk OO Own Operation SP Supply Chain

More information on water discharge-related IROs: "Pollution section-ESRS E2".

Impact, risk and opportunity management

Material Sub-Topic	Policies	Actions	Metrics and Targets
Water	• Sustainability Policy • Environmental Policy • Biodiversity Policy	• Recovering clean water from production processes for reuse in auxiliary operations • Reducing water consumption in reactor cleaning • Minimizing water use in treatment systems such as reverse osmosis • Lowering the frequency of washing plasma bottle containers by using biodegradable soap	**Under the 2023-2026 Corporate Environmental Program:** • Reduce water withdrawal by 85,737 m^3 per year*.

*The term "consumption" has been replaced with "withdrawal" in accordance with international guidelines.

For more information and details on the management of discharges and wastewater that may impact water quality, see Section 2 on Pollution – ESRS E2.

All actions are detailed under the 2023-2026 Environmental Program at Grifols & Environment

Water is an essential resource for Grifols

Grifols is developing a specific policy to address all aspects related to water withdrawal, consumption and management. However, several existing policies already define the principles, guidelines and strategies the company follows to ensure the sustainable use of water resources.

The **Sustainability Policy** recognizes water as a critical resource due to its role in production processes and its impact on product quality. Grifols is committed to efficient water use and minimizing environmental impact through initiatives such as optimizing water consumption in production plants, recycling and reusing water wherever possible, and managing water resources sustainably. Additionally, the company works to implement practices that preserve water sources long-term, reducing its water footprint.

The **Environmental Policy** sets out key principles and commitments related to water management, including sustainable water use; minimizing water-related environmental impact; monitoring and controlling water usage to comply with environmental regulations; conserving aquatic ecosystems and biodiversity; educating and training employees on sustainable practices

Grifols' **Biodiversity Policy** recognizes water as essential to life and ecosystem balance. It includes commitments to sustainable water management, safeguarding water quality and collaborating with communities and international organizations to protect aquatic ecosystems and biodiversity.

Water in the 2023-2026 Corporate Environmental Program

Water is a key area of focus in Grifols' 2023-2026 Corporate Environmental Program, which sets specific objectives aimed at optimizing and reducing water consumption. The company continuously evaluates and monitors progress toward the targets outlined in its environmental programs.

DEGREE OF COMPLIANCE WITH ACTIONS AT YEAR END 2024	80%
Water resource objectives	
Reduce annual water withdrawal by more than 85,000 m^3	Reduce water withdrawal for auxiliary processes, Annual reduction of more than 46,000 m^3.
	Reduce water rejection from water treatment for production. Annual reduction of more than 39,000 m^3.

Water withdrawal and consumption

Water withdrawal refers to all water extracted from natural sources or third-party suppliers, regardless of how it is used. Water consumption refers to the portion of withdrawn water that does not return to the environment because it evaporates, is incorporated into products or is lost in processes. Not all withdrawn water is consumed; some is returned to the system as discharge, though its quality may be altered.

Grifols operates in geographical regions where water withdrawal control is essential, including California (U.S.) and Catalonia and Murcia (Spain).

In 2024, 19.7% of total water withdrawal occurred in water-stressed areas, maintaining levels similar to previous years.

For this reason, optimizing water use is essential to Grifols, especially as the company expands its industrial activity.

Grifols does not use surface freshwater (from rivers, wetlands, etc.), brackish surface water (seawater), non-renewable groundwater or produced/infiltrated water. Instead, 90.6% of the water used comes from public supply networks, while 9.4% is sourced from on-site wells at its Barcelona facilities, which supply water for production processes. The company ensures sustainable management of these resources, preventing any negative impact on local water availability and fully complying with applicable environmental regulations.

Water withdrawals from on-site wells are conducted in accordance with permits issued by the relevant water authority, which regulates all authorizations and water usage. Grifols monitors these withdrawals to ensure they remain within approved limits.

Grifols does not store water for purposes other than fire protection systems, located at production sites in Spain and Ireland, with a total storage capacity of 2,564 m³.

In 2024, water consumption totaled 1.1 million m³, reflecting a 11.3% absolute reduction. By business unit, Biopharma and Plasma Procurement, which together account for 92% of total water use, maintained stable withdrawal levels.

In 2024 Grifols was awarded a B-rating by the Carbon Disclosure Project (CDP) Water Security.

73%
of production facilities have implemented water-saving measures

69%
of withdrawn water is returned to the natural system

Withdrawal

3.6 M m³

-2% vs 2023

26% Spain • **68%** U.S. • **6%** RoW

Consumption

1.1 M m³

-11% vs 2023

20% Spain • **76%** U.S. • **4%** RoW

Water discharges

2.5 M m³

+2% vs 2023

28% Spain • **64%** U.S. • **8%** RoW

WATER CONSUMPTION BY BUSINESS UNIT

m³	2024	2023	2022
Biopharma + Plasma Procurement	1,014,214	1,144,508	651,895
Diagnostic	40,267	30,991	13,961
Bio Supplies	79	2	0
Others	52,114	72,978	35,830
Commercial affiliates	1,217	806	3
Total	**1,107,891**	**1,249,286**	**701,689**

The term "consumption" has been replaced with "withdrawal" in accordance with international guidelines.

*Not including Biotest.

For detailed data on water consumption, withdrawal and discharge, see the tables at the end of this chapter.

Water management and the circular economy

Applying circular economy principles to water management is key to ensuring sustainable and efficient use of resources. In this regard, Grifols focuses on reducing water demand by adopting advanced technologies and practices to lower usage while optimizing industrial processes to minimize withdrawal.

Grifols ensures that water-saving measures are fully integrated into the design of any new facilities and implements water efficiency measures in existing buildings. These include reducing water use in reactor and equipment cleaning by installing automated cleaning-in-place (CIP) systems and minimizing water use in treatment systems such as reverse osmosis.

The company is also firmly committed to water reuse and actively recycles clean water from production processes. On average, 31% of the water used in Grifols' operations is reused in auxiliary processes, such as outdoor cleaning and cooling towers, or is incorporated into products.

Water resources management key performance indicators

WATER WITHDRAWAL BY BUSINESS UNIT			
m³	2024	2023	2022
Biopharma+Plasma procurement	3,297,133	3,373,254	2,733,390
Diagnostic	83,531	68,790	104,641
Bio Supplies	8,480	12,279	3,363
Others	192,134	216,983	188,082
Commercial affiliates	6,079	5,502	4,878
Total	**3,587,357**	**3,676,808**	**3,034,354**

WATER WITHDRAWAL BY BUSINESS UNIT - BIOTEST			
m³	2024	2023	2022
Plasma Procurement	11,522	15,549	6,610
Biopharma	453,350	474,819	333,221
Total	**464,872**	**490,368**	**339,831**

WATER WITHDRAWAL BY COUNTRY			
m³	2024	2023	2022
Spain	929,864	961,208	884,304
U.S.	2,429,566	2,456,863	2,039,650
RoW	227,927	258,738	113,575
Total	**3,587,357**	**3,676,809**	**3,037,529**

WATER WITHDRAWAL BY COUNTRY - BIOTEST			
m³	2024	2023	2022
Germany	456,852	476,956	333,317
RoW	8,020	12,646	6,447
Total	**464,872**	**489,602**	**339,764**

WATER WITHDRAWAL VALUE RELATIVE TO SALES			
m³/million euros	2024	2023	2022
Biopharma+Plasma Procurement	584	667	589
Diagnostic	130	103	156
Bio Supplies	39	77	23
Others	918	1,067	752
Commercial affiliates	NA	NA	NA
Total	**534**	**604**	**532**

WATER WITHDRAWAL VALUE RELATIVE TO SALES - BIOTEST			
m³/million euros	2024	2023	2022
Plasma Procurement	667	368	197
Biopharma	788	1,065	1,088
Total	**640**	**1,433**	**1,382**

WATER WITHDRAWAL VALUE RELATIVE TO PRODUCTION			
m³/Production index	2024	2023	2022
Biopharma+Plasma Procurement*	0.06	0.06	0.06
Diagnostic**	130	103	156
Bio Supplies**	39	77	23
Others**	918	1,067	752
Commercial affiliates	NA	NA	NA

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

WATER WITHDRAWAL VALUE RELATIVE TO PRODUCTION - BIOTEST			
m³/Production index	2024	2023	2022
Plasma Procurement**	18	368	0
Biopharma*	147	1,065	1

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

WATER WITHDRAWAL BY SOURCE AND WATER STRESSED REGIONS - 2024						
m³	Total	By source			Withdrawal water-stressed regions*	
		Groundwater	Third party water	Irrigation net	Absolute value (m³)	%
Biopharma + Plasma Procurement	3,297,133	231,376	3,054,669	11,088	652,833	19.8
Diagnostic	83,531	0	70,823	12,708	27,516	32.9
Bio Supplies	8,480	0	8,480	0	875	10.3
Others	192,134	104,235	87,899	0	68,161	35.5
Commercial affiliates	6,079	0	6,079	0	2,765	45.5
Total	**3,587,357**	**335,611**	**3,227,950**	**23,796**	**752,150**	21.0

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

WATER WITHDRAWAL BY SOURCE AND WATER STRESSED REGIONS - 2023				
m³	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
Total	**3,676,809**	**392,857**	**3,283,952**	**20.1**

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

WATER WITHDRAWAL BY SOURCE AND WATER STRESSED REGIONS - 2022

m³	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
Total	**3,034,354**	**355,767**	**2,678,587**	**20.0**

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

WATER WITHDRAWAL BY SOURCE AND WATER STRESSED REGIONS - BIOTEST - 2024

m³	Total	By source			Withdrawal water-stressed regions*	
		Groundwater	Third party water	Irrigation net	Absolute value (m³)	%
Plasma Procurement	11,522	0	11,522	0	0	0.0%
Biopharma	453,350	0	453,110	240	0	0.0%
Total	**464,872**	**0**	**464,632**	**240**	**0**	**0.0%**

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

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

m³	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%
Total	**489,602**	**0**	**489,602**	**0.0%**

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

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

m³	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%
Total	**489,602**	**0**	**489,602**	**0.0%**

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

WASTEWATER DISCHARGE BY BUSINESS UNIT

m³	2024	2023	2022
Biopharma + Plasma Procurement	2,282,919	2,228,746	2,081,495
Diagnostic	43,264	37,799	90,680
Bio Supplies	8,401	12,277	3,363
Others	140,020	144,005	152,252
Commercial affiliates	4,861	4,696	4,875
Total	**2,479,466**	**2,427,523**	**2,332,665**

WASTEWATER DISCHARGE BY BUSINESS UNIT - BIOTEST

m³	2024	2023	2022
Plasma Procurement	7,163	15,896	15,896
Biopharma	452,782	430,754	430,754
Total	**459,945**	**446,650**	**446,650**

WASTEWATER DISCHARGE BY SOURCE AND STRESS AREAS - 2024

m³	By destination		By treatment	In water-stressed regions***	
	Total (public sewer system)	No internal treatment*	Biological systems prior to discharge**	Absolute value (m³)	%
Biopharma + Plasma Procurement	2,282,919	1,374,218	908,701	423,707	19
Diagnostic	43,264	43,264	0	21,315	49
Bio Supplies	8,401	8,401	0	796	9
Others	140,020	140,020	0	39,861	28
Commercial affiliates	4,861	4,861	0	2,758	57
Total	**2,479,466**	**1,570,765**	**908,701**	**488,436**	**20**

* 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 - 2023

m³	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
Total	**2,427,523**	**1,578,332**	**849,191**	**18.6**

* 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

m³	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
Total	**2,332,665**	**1,458,773**	**873,892**	**17.8**

* 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 - 2024

m³	By destination		By treatment	In water-stressed regions***	
	Total (public sewer system)	No internal treatment*	Biological systems prior to discharge**	Absolute value (m³)	%
Plasma Procurement	7,163	7,163	0	0	0.0%
Biopharma	452,782	365,198	87,584	0	0.0%
Total	**459,945**	**372,361**	**87,584**	**0**	**0.0%**

* 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

m³	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%
Total	**446,650**	**446,650**	**0**	**0.0%**

* 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

m³	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%
Total	**446,650**	**446,650**	**0**	**0.0%**

* 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

WATER CONSUMPTION BY BUSINESS UNIT

m³	2024	2023	2022
Biopharma + Plasma Procurement	1,014,214	1,144,508	651,895
Diagnostic	40,267	30,991	13,961
Bio Supplies	79	2	0
Others	52,114	72,978	35,830
Commercial affiliates	1,217	806	3
Total	**1,107,891**	**1,249,285**	**701,689**

Water consumption was calculated by excluding water discharged from water withdrawn according to international standards

WATER CONSUMPTION BY BUSINESS UNIT - BIOTEST

m³	2024	2023	2022
Plasma Procurement	4,359	0	0
Biopharma	568	42,952	42,952
Total	**4,927**	**42,952**	**42,952**

Water consumption was calculated by excluding water discharged from water withdrawn according to international standards

WATER CONSUMPTION IN WATER-STRESSED AREAS

m³	2024
Biopharma + Plasma Procurement	229,126
Diagnostic	6,201
Bio Supplies	79
Others	28,300
Commercial affiliates	7
Total	**263,713**

WATER CONSUMPTION IN WATER-STRESSED AREAS - BIOTEST*

*Biotest's water consumption in water-stressed areas is zero, as it neither withdraws nor discharges water in these regions.

Biodiversity

Grifols recognizes the close connection between biodiversity, ecosystems and key environmental factors such as climate change, pollution, land use, freshwater use and marine resource management.

Conserving biodiversity is also central to human health and well-being. While Grifols' activities do not involve agriculture or forestry and as such, are not considered to have a significant impact on biodiversity or ecosystems, the company still remains committed to protecting and enhancing biodiversity on its own properties. Grifols does not work with genetically modified organisms (GMOs) or products that could generate persistent organic compounds or significant nitrogen or phosphorus discharges and no material risks or opportunities related to biodiversity have been identified that could affect the company's development.

Grifols' biodiversity management

Policies	Actions	Metrics and Targets
• Biodiversity Policy • Environmental Policy • Sustainability Policy	• Programs for the protection and conservation of biodiversity in company-owned natural areas and other areas of influence	**Under Grifols 2030 Agenda** • Protect biodiversity in company-owned natural areas to capture CO_2 **Under the Environmental Program** • Participate in biodiversity preservation programs

Grifols' Biodiversity Policy outlines its commitments to biodiversity conservation with an approach aligned with key international frameworks, including the United Nations Convention on Biological Diversity (1992), the EU Biodiversity Strategy for 2030 (2020), the Kunming-Montreal Global Biodiversity Framework (2022) and the 2030 Agenda for Sustainable Development (2015).

The policy has been developed in line with Grifols' regulatory frameworks, which include the Sustainability Policy, Environmental Policy, Climate Action Policy, Energy Policy, Human Rights Policy and the Grifols 2030 Agenda.

Grifols is committed to protecting and restoring ecosystems, conducting risk assessments across its value chain to identify and mitigate biodiversity impacts and implementing measures to reduce natural resource use, particularly water. The company also collaborates with local communities to promote the conservation and protection of ecologically valuable areas.

Biodiversity in the 2023-2026 Environmental Program

Biodiversity forms one of the three key cornerstones of Grifols' 2023-2026 Corporate Environmental Program, which sets specific targets and initiatives to achieve them. Grifols monitors and evaluates progress toward these targets as part of its broader environmental strategy.

DEGREE OF COMPLIANCE WITH ACTIONS AT YEAR END 2024	100%
Biodiversity-related objectives	
Establish biodiversity protection programs in natural areas owned by Grifols and other areas of influence.	Maintain Wildlife Habitat Council (WHC) certification to protect biodiversity in Grifols' natural areas.
	Protect biodiversity in areas of influence through collaborations with external organizations: • Rivus Foundation, dedicated to the restoration and conservation of river systems and their heritage. • Associació Sèlvans, focused on protecting a centuries-old forest of recognized ecological value.

Access 2023-2026 Corporate Environmental Program

Biodiversity protection and conservation programs

Grifols does not operate in areas legally protected for biodiversity or in ecologically significant zones. However, it prioritizes locations with natural areas within its facilities or under its influence. As part of this commitment, Grifols actively protects biodiversity through two key initiatives–one in the U.S. and another in Spain.

Grifols' Wildlife programs in the U.S. focus primarily on launching conservation initiatives in the Clayton (North Carolina) protected natural area. In Spain, Grifols has an ongoing collaboration agreement to preserve and protect the watersheds of two rivers in Catalonia

As part of its environmental management system, Grifols assesses potential environmental risks at its U.S. facilities in Clayton, including those related to biodiversity impact.

Protected natural area in North Carolina

Grifols owns over 121 hectares of forest adjacent to its production facilities in Clayton, North Carolina. This protected area is an ideal habitat for numerous 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 actions* in 2024:

- Collaboration with local students to maintain nesting boxes for native bird species, to contribute to nesting, breeding and shelter.
- Ongoing protection of a large forested area adjacent to Grifols' facilities, previously earmarked for urban development, to preserve it as a habitat for wildlife and a recreational area for environmental education for the workforce.
- Expanding the pollinator garden, including establishing five active beehives and efforts to plant pollinator-friendly vegetation to support the migration of Monarch butterflies from the U.S. and Canada to Mexico.
- Participation in the "Butterfly Highway" program.

*Key actions taken under each conservation program.
**For more information, see Wildlife Habitat Council "https://www.wildlifehc.org/"

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

Conservation and preservation of river systems in Spain

In 2024, Grifols continued its collaboration with the RIVUS Foundation, dedicated to research, education and volunteer initiatives to promote the conservation of the Besòs and Tordera river basins. Grifols supports the foundation's awareness programs in schools in reflection of its environmental commitment to its local surroundings.

This year, efforts have focused on environmental education, awareness and training for the educational community and the general public.

For more details on the initiative, see "Social Action-Patients" chapter.

Protection and preservation of the "Grifols Centenary Forest"

In 2023, Grifols signed a sponsorship agreement with Associació Sèlvans to help preserve the natural forest heritage of singular ecological value.

Grifols' continued support in 2024 enabled the preservation of the "Grifols Centennial Forest," a sanctuary that promotes human health and well-being, serves as a refuge for remarkable biodiversity, and counteracts climate change.

Grifols has developed several awareness initiatives through this sponsorship, including training programs, a forest itinerary and adapting the space to provide forest therapy.

Tree sponsorship in Germany

In addition to donating funds to the Ecken Wecken Foundation ("Awakening Corners"), employees from Grifols' German donation centers committed to sponsoring trees near the Leipzig headquarters.

Use of resources and the circular economy

The circular economy is at the heart of Grifols' operations, prioritizing the efficient use of resources and actively working to reduce waste. This goal of this strategy is to embrace the company's transition toward a low-carbon economy and minimize environmental impacts at every stage of the life cycle.

Impacts, risks and opportunities

E5 CIRCULAR ECONOMY		
Material IROs	**Typology**	**Description**
RESOURCE INFLOWS, INCLUDING USE		
Pressure on natural resources	⊖ ⊕ OO SP	Grifols is actively working to reduce its fossil fuel consumption, although it does not use coal directly. Its U.S. facilities account for 57% of the company's natural gas consumption. Additionally, Grifols continues to reduce pressure on other natural resources by integrating recycling, recovery and reuse measures that support the transition to a circular economy.
Dependence on plasma and other essential raw materials	R	Plasma is a critical raw material in the production of plasma-derived medicines. Grifols has demonstrated resilience following the COVID-19 pandemic and has the expertise to manage potential risks related to plasma supply constraints caused by socioeconomic and geopolitical factors. The company also supports various public-private initiatives to enhance self-sufficiency[1].
RESOURCE OUTFLOWS RELATED TO PRODUCTS AND SERVICES		
Waste recovery	⊕ OO	Promoting a circular economy through waste recovery initiatives in pharmaceutical operations helps conserve resources and strengthens a circular economy approach.
WASTE		
Waste generation	⊖ ⊕ OO SP	Grifols works towards responsible waste management, seeking to minimize its environmental impact while promoting recycling and reuse practices.

1. More details: Section 3 of "Social impact on Donors-ESRS S3

⊕ Positive impact ⊖ Negative impact R Risk OO Own Operation SP Supply Chain

Impact, risk and opportunity management

Material Sub-Topic	Policies	Actions	Metrics and Targets
Resource inflows, including use	• Environmental Policy • Sustainability Policy	• Drive circular economy principles at all stages of the product and service lifecycle* • Prioritize the efficient use of materials, water, and energy • Promote the use of low-impact materials in the design and development of production facilities and buildings	**Under Grifols 2030 Agenda** • Continue implementing circular economy measures at every stage of the operational lifecycle **Under the 2023-2026 Corporate Environmental Program:** • Increase the use of recycled materials in Diagnostic
Resource outflows related to products and services		• Promote the use of organic products (sorbitol and polyethylene glycol) • Continue maximizing the use of non-eligible plasma through the Bio Supplies unit • Explore further alternatives for non-eligible plasma	**Under the Environmental Program** • Maintain "Zero Waste to Landfill" certification
Residuos		• Minimize and recover waste generated	**Under the Environmental Program** • Maintain "Zero Waste to Landfill" certification • Reduce waste generation by 1,800 tons annually

*See detailed actions by stage

All actions are detailed under the 2023-2026 Environmental Program at Grifols & Environment

The circular economy in the 2023-2026 Corporate Environmental Program

The circular economy is one of the three cornerstones of Grifols' 2023-2026 Corporate Environmental Program, which outlines specific objectives to optimize resource use and minimize waste. These objectives focus on reducing consumption, maximizing raw material utilization and promoting reuse, recycling and resource regeneration whenever possible.

Grifols continuously evaluates and monitors progress toward the goals set out in its 2023-2026 Corporate Environmental Program and the Grifols 2030 Agenda.

DEGREE OF COMPLIANCE WITH ACTIONS AT YEAR END 2024		56.07%
Targets related to the circular economy		
Maintain "Zero Waste to Landfill" certification	Maintain "Zero Waste to Landfill" certification	
Reduce annual waste generation by 1,800 metric tons	Reduce waste generation by installing an ethanol distillation tower Annual reduction of 1,785 metric tons,	
	Reduce plastic waste from packaging and raw material processing Annual reduction of 75 metric tons.	
	Reduce cardboard waste from plasma storage and reagent packaging Annual reduction of 5 metric tons Reduce packaging waste from cafeteria Annual reduction of 2 metric tons	
Increase the use of recycled materials	Implement use of recycled cardboard in packaging materials	

Access 2023-2026 Corporate Environmental Program

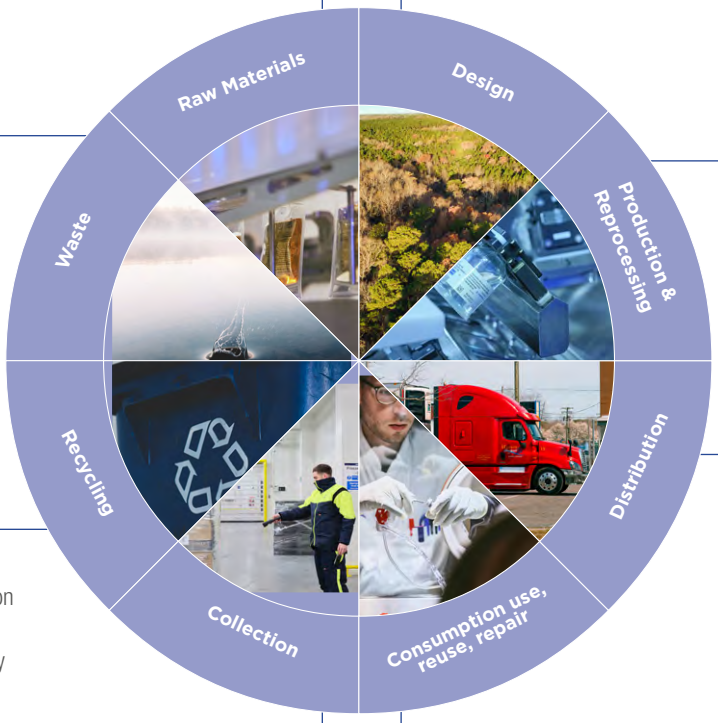
Driving the circular economy across all stages of the product and service lifecycle

As part of its Sustainability Policy, Grifols is committed to its surroundings and sustainable development, promoting the rational use and optimization of natural resources as well as improving waste recycling and recovery.

To achieve this, the circular economy concept is at the foundation of Grifols' environmental management. The company's Environmental Policy specifically sets out the goal of fostering circular economy principles across all stages of the product and service lifecycle, prioritizing the efficient use of materials, water and energy, while minimizing and recovering waste.

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

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



- Waste recovery
- Waste-to-energy recovery
- Anaerobic digestion of waste
- Zero Waste to Landfill initiative
- Internal wastewater treatment
- Minimization of atmospheric emissions

- Water reuse systems*
- Water consumption optimization*
- Energy efficiency measures
- Renewable energy consumption
- Cogeneration plant
- LEED/Green Globes building certification

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

- Packaging optimization
- Use of recycled/recyclable packaging materials
- Certification of transport companies
- Optimization of route and means of transport

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

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

More details: "Water Resources" section (ESRS-E3).

Resource inflows: raw material consumption

Main raw materials by business unit

PLASMA PROCUREMENT and BIOPHARMA **84%** of revenue	DIAGNOSTIC **10%** of revenue	BIO-SUPPLIES **3%** of revenue
Plasma-derived medicines	Auto-analyzers and diagnostic reagents	Biological material for research and diagnostics
Main products		
Plasma[1] Etanol Polietilenglicol Sorbitol Agua[2]	Base plates (units) PP plastic cards Red blood cell reagents (liters)	A significant portion of plasma deemed unsuitable for plasma-derived medicines is repurposed for these applications.
PACKAGING MATERIALS: Glass - Plastic - Cardboard		

Main final products and materials by business unit

Plasma is the primary raw material used to produce plasma-derived medicines. It is managed through the Plasma Procurement business unit, which together with Biopharma, oversees the production of plasma-derived medicines and accounts for more than 84% of Grifols' revenue. Plasma is sourced from qualified donors.

Ethanol, polyethylene glycol and sorbitol are primarily used in the fractionation and purification of various plasma proteins. Through plasma fractionation, Grifols is able to extract proteins with therapeutic properties for commercial use. This process involves subjecting the plasma to successive temperature, pH and ethanol concentration adjustments, each of which facilitates the precipitation of a specific protein.

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

1. More details: "Plasma donors and communities" section (ESRS S3), Social chapter.
2. More details: "Water Resources" section (ESRS E3).

Reducing the use of plastic in production processes

One of Grifols' priorities is optimizing processes to minimize the use of plastic. The company has been working toward this goal since 2023, implementing several measures, including removing the polyethylene bag previously used in each box of plasma archive samples, which saves 20,600 bags per year– equivalent to 0.642 tons of plastic annually. It has also modified the packaging of ethanol-based production waste to eliminate the use of plastic containers, resulting in an annual reduction of 75 tons of plastic.

Likewise, more than 17 million gloves used in U.S. plasma donation centers are now biodegradable.

For a detailed breakdown of main raw material consumption, see the tables at the end of this chapter

Designing more environmentally friendly packaging

Grifols' Diagnostic business unit, which operates at the Parets del Vallès plant in Barcelona, has redesigned the packaging for DG Gel cards to incorporate more sustainable materials. The new packaging is made from 100% recycled cardboard and features a safer, more eco-friendly varnish. Additionally, it will now display a symbol indicating its full recyclability, along with details of the recycled materials used.

Improving our processes with biodegradable auxiliary material

In 2024, Grifols optimized the washing cycle for plastic crates at its Plasma Procurement facilities in Barcelona by introducing a biodegradable detergent. This innovation has significantly reduced the frequency of washing, simplifying the process and reducing working hours. More importantly, it has also led to a substantial reduction in water and energy consumption, reinforcing Grifols' commitment to sustainable operations.

Resource outflows

Main final products and materials by business unit

PLASMA PROCUREMENT and BIOPHARMA **84%** of revenue	DIAGNOSTIC **10%** of revenue	BIO-SUPPLIES **3%** of revenue
Plasma-derived medicines	Auto-analyzers and diagnostic reagents	Biological material for research and diagnostics
Main products*		
Immunoglobulins Alpha-1 antitrypsin Albumin Coagulation factors Fibrinogen	Blood typing tests Blood and plasma virus screening tests Manual and automated analyzers	A significant portion of plasma deemed unsuitable for plasma-derived medicines is repurposed for these applications
PACKAGING MATERIALS: Glass - Plastic - Cardboard		

*For more details on plasma-derived medicines marketed by Grifols, see www.grifols.com

INTERMEDIATE PRODUCTS	
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 2024 more than 160,000 liters of plasma had been sold, resulting in the annual reuse of 160 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 polyethylene glycol (PEG) and sorbitol solution 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 2024, approximately 21,246 tons of aqueous solution of polyethylene glycol and sorbitol were transformed into 14,724 tons of product that is sold as raw material for other uses.

More information: "Value Chain" section.

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.

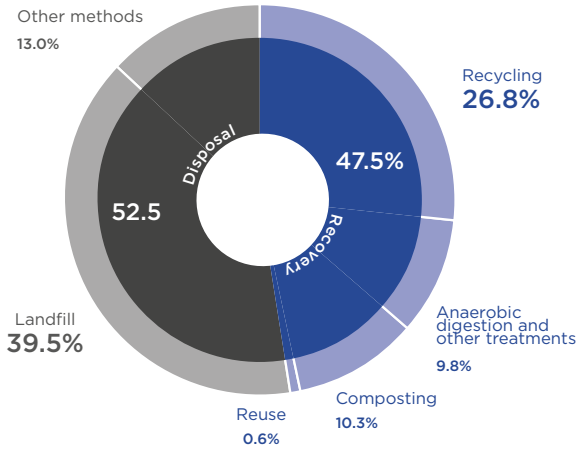
While widely considered more harmful to ecosystems, plastic bags were found to have a lower environmental impact than glass vials, scoring higher in all impact categories analyzed. The change in the product's packaging reduces its carbon footprint, leading to a 55% reduction in water consumption and 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_2 e emission and 355 m^3 of water consumption. This is equivalent to driving 3,930 km in a mid-range car and taking 3,500 five-minute showers.

Waste management

24,583
metric tons of recovered waste

47%
of the total waste generated



*Including anaerobic digestion, other energy recovery methods, and by-products

Grifols' waste management strategy prioritizes prevention and reduction, promoting waste recovery over landfill disposal or incineration. The company's internal procedures outline a structured waste management hierarchy: prevention, preparation for reuse, recycling, other types of recovery (including energy recovery) and disposal.

Grifols continues to explore waste treatment initiatives, including recycling initiatives, anaerobic digestion and material and energy recovery. In 2024, its industrial facilities and Plasma Procurement donation centers combined generated 22,442 tons of waste, reflecting a 6% increase due to higher production levels.

In the same year, 47% of Grifols' waste was not allocated for disposal, of which 87% was non-hazardous and 13% hazardous.

Additionally, U.S. donation centers collaborated with waste management providers to replace single-use cardboard boxes for biohazardous waste with reusable plastic containers, preventing 503 tons of cardboard waste being generated.

Grifols prevents 99% of its waste from reaching landfill

Biopharma's industrial facilities in North Carolina avoided 99% of waste from reaching landfill through recycling, composting, anaerobic digestion and other waste management techniques. Up to 5% of waste is processed through energy recovery incineration. As a result, these facilities have maintained the highest rating in the "Zero Waste to Landfill Gold Operations" certification for the sixth consecutive year.

In 2024, several reports were requested from CHWMEG, an independent entity that audits waste management providers in the U.S.

For more detailed data on waste disposal, recycling and reuse, see the tables at the end of this chapter

Medicine waste management

Most of 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.

In Spain, the SIGRE program manages the collection of household medicine packaging and waste to ensure it is safely treated to protect the environment. Starting in 2025, Spain will expand the collection of pharmaceutical and medical product packaging to include the entire healthcare sector, not just pharmacies. This initiative will ensure that all packaging introduced into the Spanish market by Grifols is properly managed and complies with current regulations.

In the U.S., Grifols is a member of the Pharmaceutical Product Stewardship Work Group (PPSWG), a U.S.-based membership association that coordinates pharmaceutical manufacturer efforts to respond to state and local household medicine and sharps takeback laws. The company is a participating company in MED-Project USA and MED-Project LLC ("MED-Project"), owned by PPSWG, which serve as the stewardship organization designated by PPSWG members to implement and operate mandated household unwanted medicine and sharps take-back programs. The MyOldMeds.com website is provided by PPSWG as an easy way for patients to find a site near them to dispose of unwanted, unused or expired medicines from households.

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.

For detailed information on waste management, see the tables at the end of this chapter.

More information on wastewater and discharges: "pollution" section-ESRS E2.

Key performance indicators of Circular Economy

Main materials consumed

MAIN MATERIALS CONSUMED - BIOPHARMA			
Absolute value (T)	2024	2023	2022
Sorbitol	1,797	1,400	1,164
Ethanol	2,513	2,652	3,225
Polyethylene glycol	1,671	2,318	1,720
Glass packaging	3,869	3,441	2,881
Total	**9,850**	**9,811**	**8,990**

MAIN MATERIALS CONSUMED - BIOPHARMA - BIOTEST			
Absolute value (T)	2024	2023	2022
Sorbitol	0	0.00	0.00
Ethanol	2,300	2,506	1,462
Polyethylene glycol	0	0.00	0.00
Glass packaging	332	284	218
Total	**2,632**	**2,790**	**1,680**

MAIN MATERIALS CONSUMED - DIAGNOSTIC			
Absolute value (T)	2024	2023	2022
Circuit boards (units)	23,196	20,890	27,463
PP Plastic Cards	414	363	300
Glass packaging	69	60	21
Plastic reagent packaging*	862	1,168	30
Red cell reagents (liters)**	0	0	266,803
PVC pellets, flat tubes and sheets	9	0	14

*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)	2024	2023	2022
PP	885	1,067	979
Glucose	94	112	185
Sodium chloride	259	281	210
Glass packaging	227	350	526
Total	**1,465**	**1,810**	**1,900**

Waste management

GENERATED WASTE BY TYPE AND DISPOSAL METHOD ABSOLUTE VALUE					
T		Treatment	2024	2023	2022
Waste diverted from disposal	Hazardous waste	Energy recovered and by-products	879	722	673
		Reused	19	2	70
		Recycled	296	1,317	1,100
	Non-hazardous waste	Energy recovered and by-products	4,220	6,721	5,551
		Reused	282	256	231
		Recycled	13,573	12,614	12,930
		Composted	5,314	3,847	2,195
Waste directed to disposal	Hazardous waste	Incineration (with energy recovery)	511	470	336
		Incineration (withou energy recovery)	37	50	609
		Landfill disposal	0	0	0
		Other disposal treaments	5,102	6,586	7,053
	Non-hazardous waste	Incineration (with energy recovery)	0	11	0
		Incineration (withou energy recovery)	18	21	16
		Landfill disposal	20,495	17,674	13,097
		Other disposal treaments	1,062	827	1,091
Total			**51,808**	**51,118**	**44,952**

GENERATED WASTE BY TYPE AND DISPOSAL METHOD ABSOLUTE VALUE - BIOTEST					
T		Treatment	2024	2023	2022
Waste diverted from disposal	Hazardous waste	Energy recovered and by-products	0	0	84
		Reused	0	0	0
		Recycled	8,972	0	0
	Non-hazardous waste	Energy recovered and by-products	1,336	0	36
		Reused	0	0	0
		Recycled	441	0	1
		Composted	73	0	0
Waste directed to disposal	Hazardous waste	Incineration (with energy recovery)	11	399	17
		Incineration (withou energy recovery)	0	9,340	19
		Landfill disposal	0	28	1
		Other disposal treaments	83	0	5,397
	Non-hazardous waste	Incineration (with energy recovery)	0	1,269	657
		Incineration (withou energy recovery)	0	443	99
		Landfill disposal	67	0	46
		Other disposal treaments	0	0	251
Total			**10,983**	**11,479**	**6,608**

GENERATED WASTE BY TYPE AND DISPOSAL METHOD RELATIVE VALUE

T/million euros		Treatment	2024	2023	2022
Waste diverted from disposal	Hazardous waste	Energy recovered and by-products	0.13	0.12	0.12
		Reused	0.00	0.00	0.01
		Recycled	0.04	0.22	0.02
	Non-hazardous waste	Energy recovered and by-products	0.63	1.10	0.97
		Reused	0.04	0.04	0.04
		Recycled	2.02	2.07	2.27
		Composted	0.79	0.63	0.39
Waste directed to disposal	Hazardous waste	Incineration (with energy recovery)	0.08	0.08	0.06
		Incineration (withou energy recovery)	0.01	0.01	0.11
		Landfill disposal	0.00	0.00	0.00
		Other disposal treaments	0.76	1.08	1.24
	Non-hazardous waste	Incineration (with energy recovery)	0.00	0.00	0.00
		Incineration (withou energy recovery)	0.00	0.00	0.00
		Landfill disposal	3.05	2.90	2.30
		Other disposal treaments	0.16	0.14	0.19
Total			**7.71**	**8.39**	**7.88**

GENERATED WASTE BY TYPE AND DISPOSAL METHOD RELATIVE VALUE - BIOTEST

T/million euros		Treatment	2024	2023	2022
Waste diverted from disposal	Hazardous waste	Energy recovered and by-products	0.00	0.00	0.12
		Reused	0.00	0.00	0.01
		Recycled	17.56	0.00	0.19
	Non-hazardous waste	Energy recovered and by-products	2.62	0.00	0.97
		Reused	0.00	0.00	0.04
		Recycled	0.86	0.00	2.27
		Composted	0.14	0.00	0.39
Waste directed to disposal	Hazardous waste	Incineration (with energy recovery)	0.02	0.01	0.06
		Incineration (withou energy recovery)	0.00	0.29	0.11
		Landfill disposal	0.00	0.00	0.00
		Other disposal treaments	0.16	0.00	1.24
	Non-hazardous waste	Incineration (with energy recovery)	0.00	0.04	0.00
		Incineration (withou energy recovery)	0.00	0.01	0.00
		Landfill disposal	0.13	0.00	2.30
		Other disposal treaments	0.00	0.00	0.19
Total			**21.49**	**0.36**	**7.89**

WASTE GENERATED (ABSOLUTE VALUE) BY BUSINESS UNIT

T	2024	2023	2022
Biopharma+Plasma procurement	47,762	47,817	42,077
Diagnostic	2,121	1,322	1,143
Bio Supplies	467	358	99
Others	1,045	1,400	1,305
Commercial affiliates	413	222	330
Total	**51,808**	**51,119**	**44,954**

WASTE GENERATED (ABSOLUTE VALUE) BY BUSINESS UNIT - BIOTEST

T	2024	2023	2022
Plasma Procurement	498	586	181
Biopharma	10,485	10,823	6,325
Total	**10,983**	**11,409**	**6,506**

WASTE GENERATED (ABSOLUTE VALUE) BY COUNTRY			
T	2024	2023	2022
Spain	6,014	5,759	5,287
U.S.	42,825	42,757	37,784
RoW	2,969	2,603	1,883
Total	**51,808**	**51,119**	**44,954**

WASTE GENERATED (ABSOLUTE VALUE) BY COUNTRY - BIOTEST			
T	2024	2023	2022
Germany	10,469	10,936	6,385
RoW	514	473	222
Total	**10,983**	**11,409**	**6,607**

TOTAL WASTE GENERATED BY HAZARDOUS CLASSIFICATION	
T	2024
Hazardous	6,844
Non-hazardous	44,964
Total	**51,808**

TOTAL WASTE GENERATED BY HAZARDOUS CLASSIFICATION - BIOTEST	
T	2024
Hazardous	9,065
Non-hazardous	1,918
Total	**10,983**

TOTAL WASTE TREATED (ALL METHODS)			
T	2024	2023	2022
Biopharma+Plasma procurement	25,320	24,439	1,730
Diagnostic	1,360	699	62
Bio Supplies	350	156	413
Others	145	292	983
Commercial affiliates	49	52	4,247
Total	**27,224**	**25,638**	**7,435**

TOTAL WASTE TREATED (ALL METHODS) - BIOTEST	
T	2024
Plasma Procurement	142
Biopharma	19
Total	**161**

NON-RECYCLED WASTE	
%	2024
Biopharma+Plasma procurement	53.01
Diagnostic	64.13
Bio Supplies	74.99
Others	13.85
Commercial affiliates	11.92
Total	**52.55**

NON-RECYCLED WASTE - BIOTEST	
%	2024
Plasma Procurement	22.21
Biopharma	0.18
Total	**1.45**

Social

Our people

We view our talent pool as our most valuable asset. In reflection of this commitment, Grifols aims to create high-quality employment while prioritizing the health, wellbeing and safety of our employees. We work to continuously improve labor conditions and foster equal opportunities for all, with a keen focus on the advancement of pay parity.

Impacts, risks and opportunities

S1 OUR PEOPLE

Material IROs	Type	Description
WORKING CONDITIONS		
Generation of high-quality employment	+ − OO	Grifols is aware of the negative impacts associated with its status as a large organization. Since its origins, the company has been firmly committed to generating high-quality employment, ensuring a healthy work-life balance, and promoting ongoing dialogue between employee and company representatives.
Employee turnover and termination	R OO	Grifols takes steps to assure its employees are seen and supported, working to reinforce its corporate culture and minimize the risk of strikes and/or employee churn.
Occupational accidents and diseases	− OO	Grifols' mission is to enhance people's health. Its operations can never put the health of its employees at risk. For this reason, it has robust resources and systems to minimize the probability of negative impacts and to promote the wellbeing of its employees.
Challenges in recruitment and talent retention	R OO	The industry currently faces a shortage of skilled workers. As part of its long-term strategy, Grifols aspires to attract candidates who are capable of driving its growth and who identify with its corporate culture.
EQUAL TREATMENT AND OPPORTUNITIES FOR ALL		
Discrimination and workplace harassment	− OO	Grifols does not tolerate discrimination or workplace harassment. The company has implemented important initiatives to minimize the likelihood of their occurrence.
Gender equality	− OO	Grifols continues to make inroads to achieve gender equality and contribute to a more equitable society.
OTHER WORK RELATED RIGHTS		
Helping eradicate forced labor	+ OO	Grifols complies with the ILO conventions, contributing to the eradication of forced and compulsory labor, modern slavery and other labor-related human rights issues.

+ Positive impact − Negative impact R Risk OO Own Operation SP Supply Chain

Managing impacts, risks and opportunities

The following policies, actions, metrics and targets enable Grifols to efficiently and effectively manage the key material IROs related to its workforce in alignment with its current reality.

Material Sub-topics	Policies	Actions	Metrics and Targets
Working conditions	• Remuneration Policy • Global Training Policy • Corporate Internship Policy • Occupational Health and Safety Policy • Mental Health Policy • "Flexibility for U" Policy	• Grifols Employer Branding Initiative • Grifols Performance System (GPS)[1] • Grifols Employee Survey • Mental Health Plan • Wellbeing Plan • Corporate Health and Safety Program • Occupational Health and Awareness Training Programs • Management System for Subsidiaries and Internal (ISO 45001) and External (ISO 45001) Audits	• Maintain employee turnover rate below industry average • Achieve 70% overall employee engagement rate per department • Deliver 100 hours of training hours/year/person • Impart annual training to 70-80% of the workforce • Certify >75% of industrial installations as healthy workplaces • Earn ISO 45001 certification in >75% of installations • Decrease LTIFR (lost time injury frequency rate) by 15%
Equal treatment and opportunities for all	• Diversity and Inclusion Policy • Diversity policy in the Composition of the Board of Directors • Global Recruitment and Selection Policy • Harassment Prevention Policy	• Strategic Diversity and Inclusion Plan • Equal Opportunities Plan • Grifols Affirmative Action Plan • Grifols Women in Leadership Award	• Increase the percentage of women in leadership roles to 50% • Increase the percentage of employees with disabilities to 3-5% of the total workforce • Ensure women comprise 50% of interviews for managerial positions
Other work-related rights	• Human Rights Policy • Grifols Ethics Line Policy		

These policies are publicly available on www.grifols.com
1. More information: "Grifols Performance System" section.

GRIFOLS ADHERES TO

- International Labour Organization (ILO) principles, which include social justice, human rights and universally recognized labor standards.
- The 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) regulations, which require proactive measures to ensure equal employment opportunity and prevent discrimination on the basis of race, gender, religion, age, sexual identity and disability, among other criteria.

Grifols follows UN Global Compact principles:

Principle 3: We uphold the freedom of association and the right to collective bargaining.

Principle 4: We support the eradication of all forms of forced and compulsory labor.

Principle 5: We support the eradication of child labor.

Principle 6: We support the elimination of discrimination with regard to employment and occupation.

WE SUPPORT UN GLOBAL COMPACT

Workforce governance

The Executive Committee routinely monitors the performance and evolution of Grifols' core strategic plans regarding labor conditions, equal treatment and opportunities for all, and other labor rights, including indicators and action plans related to mental health, the findings from the 2024 employee survey, and the risk and impact analysis carried out for its global workforce, among other issues.

The Sustainability Steering Committee, of which Grifols Human Resources Department is a member, promotes the achievement of the objectives established in the Sustainability Master Plan and the aforementioned programs.

The Chief Human Resources & Talent Officer (CHRO) serves on the Executive Committee and regularly updates the CEO on the performance of Grifols' employee pool. In addition, the CHRO's functions also include the approval process for the various policies, programs, and economic and human capital resources required to reach organizational objectives.

Lastly, the Corporate Risk Committee, which reports to the Board of Directors, oversees the development of the risk management model and supervision of the most relevant risks, including those related to Grifols' employee base.

We promote comprehensive communication

Grifols maintains open and active communication with its talent pool to identify the most relevant employee impacts, risks and opportunities. These proactive efforts enable the company to continuously improve its people management, design and implement high-impact action plans, and define objectives to further reinforce its employee commitment.

Solid communication is also critical in preventing and managing incidents, and nurturing a culture of safety, respect and responsibility.

In this regard, Grifols strives to ensure its employees are seen and supported, with several communication channels available where they can express their concerns. The company also conducts global surveys and qualitative work groups to gather employee insights and opinions, and has specific procedures to address their feedback. These include:

Grifols Ethics Line

The company promotes open communication with direct supervisors, compliance personnel, legal advisors and the internal audit team, while providing a secure and confidential channel–the Grifols Ethics Line. Through this platform, employees and external parties can voice concerns about potential breaches of Grifols Code of Conduct, guaranteeing confidentiality and that all issues are investigated. The platform is available 24/7 via phone and online. The Ethics Line operates in accordance with the Grifols Ethics Line Policy.

Other internal communication channels

Concerns, inquiries and claims raised outside the Grifols Ethics Line, such as those sent to corporate human resource emails or voiced to HR business personnel, must be treated confidentially and forwarded immediately to the Global Ombudsperson. Exceptions include concerns reported to Grifols' Human Resources and Legal Department in North America, which are addressed through country-specific reporting channels. Local procedures and contact platforms are included in the Grifols Ethics Line Policy.

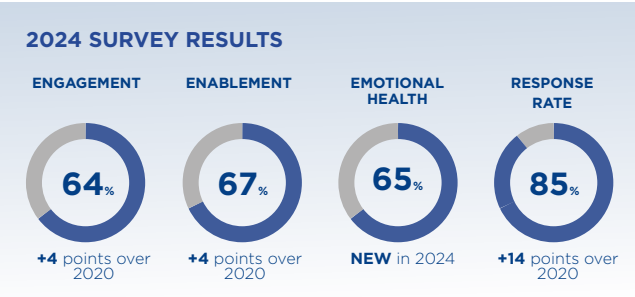
More information Grifols Ethics Line

2024 Global Employee Survey

For Grifols, staying attuned to the concerns and opinions of its employees is essential to maintain its status as a great place to work. For this reason, in 2024, the company once again conducted a new global engagement survey, with a more than 85% response rate. Among its findings, it revealed a 4-point percentage increase in engagement and organizational support from human resources compared to 2020, reflecting stronger engagement and a positive work environment. Additionally, 65% of survey respondents reported having positive emotional health.

First measured at Grifols in 2024, the eNPS (Employee Net Promoter Score) indicator enables the company to assess employee satisfaction. This new indicator, aligned with Grifols' Mental Health Plan, is based on leadership, personal and organizational factors.

This type of survey is relevant because when people are engaged and motivated, they feel more connected to the company and are less likely to leave the organization.



More information on Grifols' communication channels: Grifols Ethics Line Policy

Overview of our people

Employees at the close of 2024
23,822

Permanent contracts
98%

Between 30-50 years
52%

57% women
43% men

New contracts
6,531
64% women

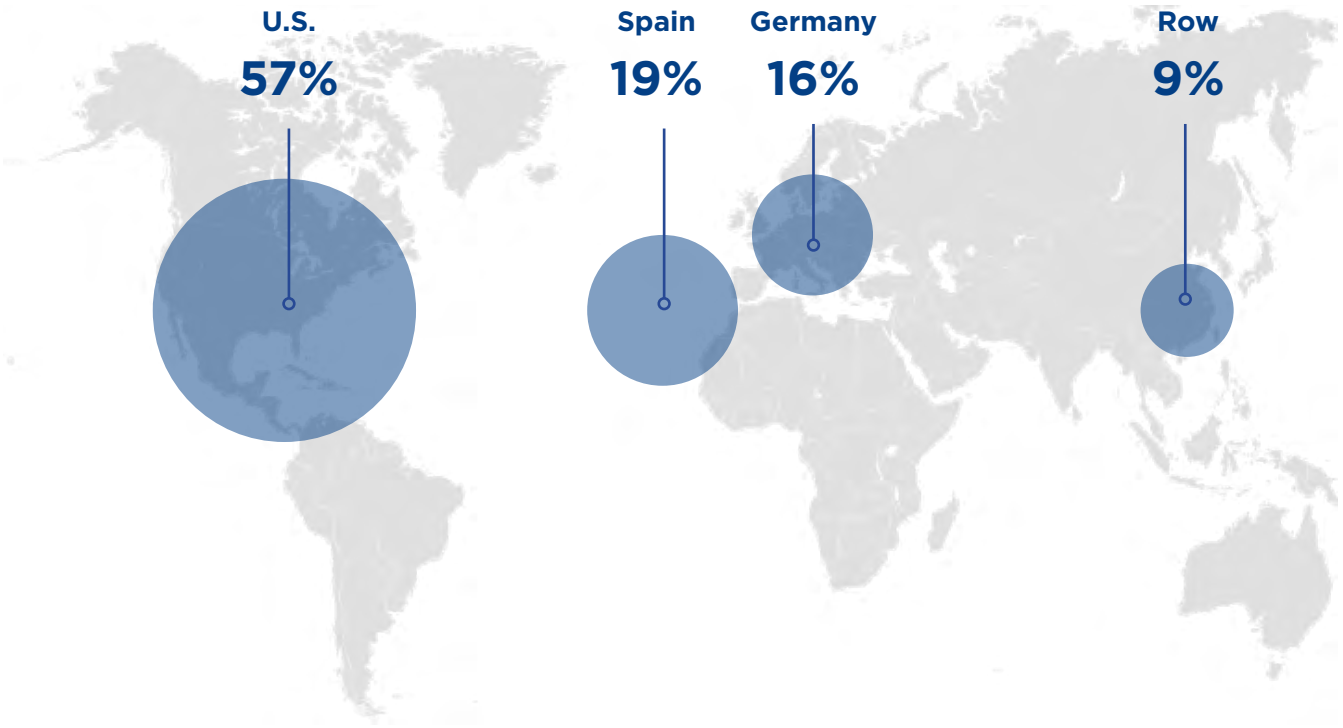
Promotions
2,906
60% women

Our operations create quality employment, driving social progress.

As of December 31, 2024, Grifols' workforce (including Biotest) included 23,822 employees, reflecting a similar trend as that reported at the close of 2023.

In 2024, Grifols' workforce increased by 5%, reaching a total of 4,408 employees in Spain; 13,534 employees in the U.S. following a 3% drop. The workforce in the rest of the world (ROW) grew by 6%.

WORKFORCE DISTRIBUTION BY COUNTRY IN 2024



Quality employment

With a talent pool of over 23,000 employees, Grifols recognizes its fundamental role in shaping the quality of life of its team members and their families. For this reason, as an employer, the company has always strived to offer quality employment that advances social progress and improves employees' quality of life. This is among OECD's objectives for sustainable development.

Grifols' quality employment includes competitive salaries, incentives and benefits that complement social protection systems, as well as health and wellness programs tailored to employee needs. These elements, combined with efforts to promote ongoing dialogue and work-life balance, are key factors to improving employee's perception of their workplace, reducing employee churn and attracting new talent.

In 2024, the company hired 6,531 people and noted a progressive decline in the employee churn rate from 45.1% in 2021 to 30.6% in 2023.

Fair compensation

At the end of 2024, 100% of Grifols' employees had received fair compensation in accordance with the calculation indices outlined in Directive (EU) 2022/2041 of the European Parliament and the Council for European countries, and in in the United States, in accordance with the Wages and Fair Labor Standards Act.

Grifols also works to ensure that all employees receive a living wage in line with the economic context of each country. To this end, the company conducts an annual review based on cost of living indices and market salaries, periodically updating salary ranges where necessary.

Compensation models

The company's remuneration policy promotes meritocracy and equal opportunities, compensating team members for their professional performance, contribution to its sustainable growth and achievement of strategic objectives.

Grifols guarantees non-discrimination on the basis of gender, age, race, religion, sexual orientation and other personal factors.

While Grifols' remuneration policy aims to compensate employees objectively and consistently with their level of responsibility and performance, each country offers competitive remuneration packages adapted to local market practices.

As stipulated in Grifols' Remuneration Policy, the company carries out an external analysis every year to assess its compensation practices and ensure their competitiveness and alignment with other companies in the sector.

COMPENSATION PLAN

- **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 on an annual basis.
- **Variable retribution** paid out as bonuses or 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, which are adapted to the local context. These include medical insurance policies, pension plans, life and/or accident insurance, travel insurance, educational grants, wellbeing plans and discounts on products and services.

One of the world's best companies in 2024 according to *Times* magazine.

The company began updating its Compensation Policy in 2024 to address additional factors such as project-based pay, special bonuses, retention bonuses and supplementary pay, as well as to revise and publish its Expatriation Policy.

This update will facilitate a global approach for all employees regardless of location while adapting to local needs; create a holistic framework grounded in consistency, fairness, clarity and compliance while providing flexibility for specific situations; and simplify workflows by significantly reducing the number of approvals required.

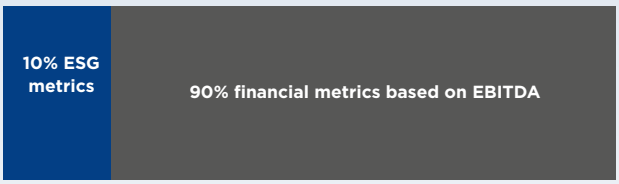
These policies are global in scope and include norms regarding eligibility, pay criteria, approvals, amounts and benefits in the case of the Expatriate Policy.

Additionally, Grifols is currently working on a job evaluation project to establish a methodical and rational hierarchy of jobs based on their relative value to the organization, i.e. evaluation of roles and not the people who occupy them.

INCENTIVE PLANS LINKED TO FINANCIAL AND ESG METRICS

As of 2023, Grifols offers two incentive plans: a short-term incentive plan (STIP) extensive to the entire workforce, and a long-term incentive plan (LTIP) with stock options for approximately 220 Grifols employees, including executive directors and senior-level leaders.

These plans are generally predicated on the fulfilment of predetermined and quantifiable financial and non-financial (ESG) objectives, and contingent on positive individual performance evaluations. Both plans were ratified at the Annual General Shareholders' Meeting.



Social protection

Employee compensation packages feature several social benefits, which in most countries, include healthcare access and income-support instruments in the case of illness, unemployment benefits, which accrue from the first day of employment; workplace accidents and acquired disability; parental leave; retirement, and death and disability coverage.

Social protection systems differ from country to country. In designing its supplementary benefits, Grifols takes into account each country's standard practices, particularities and social welfare needs.

At the close of 2024, 100% of Grifols' workforce was covered by corporate welfare benefits:

In Spain, the primary social-benefits structure is public: its Social Security system supports individuals in specific circumstances including unemployment, death, retirement and illness, among others. In addition,

Grifols complements and encourages participation in employee pension plans for team members in specific categories by doubling their contribution.

Additionally, the Partial Retirement Agreement signed with Spanish trade unions came into effect in December 2019. This accord regulates partial retirement for Grifols' employees until December 2025.

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

In the United States, Grifols offers employees the option of contributing to a 401(k) Retirement Plan, allocating a maximum of 5% of their annual salary based on individual contributions. With regard to illness or death, Grifols offers private coverage for all of its collaborators, which employees themselves can expand.

Ireland also has a public benefits system which supports individuals in situations such as unemployment, death, retirement or illness, among others. At the same time, Grifols offers a corporate pension plan based on a defined contribution scheme, which allows employees to increase their retirement savings by contributing 5% of their salary, which the company matches with an additional 5%.

Germany has a public benefit system in the event of unemployment, retirement, illness or death, which the company increases with contributions between 3% and 8%, which employees can increase.

Grifols' contributions to pension plans are outlined in the tables at the end of the chapter taking into account country-specific legal regulations and the characteristics of each model.

ATTRACTING NEW TALENT

In the wake of the pandemic, finding qualified personnel for complex tasks has become especially challenging for many companies in the sector. Grifols aspires to attract candidates who can exponentially drive the company's growth and enrich its corporate culture.

The Grifols Employer Branding Initiative has been a key lever in increasing candidates' awareness of the company and its reputation as an outstanding employer. Under this plan, Grifols makes coordinated efforts to attract, develop and retain talent, bolster brand recognition, and enhance employee engagement.

Grifols' progress in recent years have allowed the company to successfully fill 6,083 positions in 2024, representing 28.8% of its total talent pool.

In 2024, Grifols launched the "Space for U" initiative with the aim of defining the optimal office model to meet its evolving needs and work practices, and attract and retain global talent. The company envisions its offices as forums that foster collaboration, boost employee wellbeing and maximize efficiency and sustainability. As in previous years, the company also continued to reinforce its network of partnerships with U.S. educational institutions and employment centers, building on efforts that began in 2022.

Employee benefits and support programs

- Salary and benefits package
- Remote work policy and options: hybrid model
- Incentive plans
- Employee welfare plans and programs
- Supplementary contributions to pension plans
- Work-life balance initiatives

Work-life balance: harmonizing personal and professional spheres

In today's global environment, Grifols recognizes the value that employees place on trust and flexibility in managing their work time while striking a balance between their personal and professional life.

This equilibrium is a key factor in sustaining workplace productivity, as employees who achieve a healthy work-life balance experience less stress, greater job satisfaction and higher engagement. Grifols' "Flexibility for U" initiative, in alignment with its Flexibility Policy, also promotes trust and mutual responsibility between the company and employees.

The program entails several actions to address the diverse employee profiles of Grifols' workforce.

In 2024, 64% of eligible employees participated in the program, which include the following elements:

- Option of teleworking between 40%-80% of hours per week, depending on the profile
- 3-hour window to start and end the workday, applicable for employees working during core business hours
- Possibility of more work-from-home positions
- Intensive working day on Fridays in countries where it is a common labor practice
- These measures complement those already in place, such as the right to disconnect

In the U.S., Grifols has a four-week paid parental leave program to allow full-time employees to care for their newborns or adopted children under the age of 18.

Collective bargaining coverage and social dialogue

Grifols promotes social dialogue founded on freedom of association and the right to collective bargaining, taking into account the unique cultural, historical, economic and political frameworks in its countries of operation. In addition to its cultivating open lines of communication, the company adapts its social dialogue to each country's specific context. These efforts strengthen Grifols' corporate culture and ensures employee needs are met.

Effective communication with workers' legal representation is essential for addressing the transversal issues that require collective bargaining across the company's various workplaces. The Spanish labor-relations system defines two types of company representation: trade union representation and unitary or elective representation. The company holds regular and extraordinary staff-related meetings with these representatives, who form part of trade union sections, work councils and employee delegations.

In France, Germany and other countries, Grifols regularly meets with workers' legal representation. In Italy, it discusses decisions that could impact collective working conditions with trade union organizations.

Collective bargaining

Grifols fully supports the fundamental right of association and collective bargaining in alignment with the Universal Declaration of Human Rights.

In Spain, Germany, Italy, France, Argentina and Brazil, 100% of Grifols employees work under collective agreements. Together, they represent 27.9% of the total workforce.

Since no industry-specific agreements exist in the United States, collective bargaining is carried out at the company level.

In 2024, 6,648 employees (27.9% of its total workforce) were covered by collective bargaining agreements, including 4,671 Grifols employees (19.6% of its total workforce) and 1,977 Biotest employees (8.3% of its total workforce).

Grifols' workforce is covered by collective bargaining agreements specific to each country. The company promotes social dialogue through ongoing communication with employee representatives.

COLLECTIVE BARGAINING COVERAGE AND SOCIAL DIALOGUE BY COUNTRY

	Collective bargaining coverage inside EEA	Social dialogue coverage inside EEA
U.S.	0.0%	NAP
Germany (without Biotest)	0.0%	85.5%
Spain	100.0%	89.5%

Health, safety and wellbeing of our employees

Grifols prioritizes the health, safety and wellbeing of its employees from a holistic perspective, taking into account both the physical and mental impacts of its operations, while working to forge an organization-wide environment grounded in trust and resilience.

The company updated its Occupational Health and Safety Policy in 2024, highlighting its efforts to safeguard the health of employees and stakeholders, including the management of operational risks for contractors. These initiatives are complemented by specific practices to report accidents and incidents, including risk communications in Spain and near-miss reporting in the United States.

Grifols is also making strides in reducing the impact of work-related accidents and occupational illnesses, both physical and mental. These efforts contribute to lowering absenteeism, increasing employee engagement and boosting workforce productivity.

At the corporate level, Grifols establishes global health and safety objectives every year. Additionally, subsidiaries set their own occupational health and safety goals as a core component of its management systems.

Grifols' management programs are routinely monitored through an internal auditing system. In the case of manufacturing processes, the company conducts both internal audits and certification audits based on the international health and safety management system, ISO 45001. Commercial subsidiaries carry out self-assessments via annual questionnaires.

Grifols has an occupational health and safety structure in all of its countries of operation, as well as a Corporate Occupational Health and Safety Department that provides support to the entire group.

In Spain, Chile and Germany, where labor committees are legally mandated, Grifols has designated risk-prevention occupational health and safety representatives to serve on these entities. In 2024, a large part of Grifols' Spanish workforce was represented by a joint committee of employees and occupational health and safety leaders.

In Chile and Germany, these committees represent 100% of the workforce. There is formal representation in Grifols' other subsidiaries; in these countries, the company regularly communicates and consults with employees and sets up committees where they can participate and submit proposals. Each subsidiary defines the frequency of these meetings and the follow-up of plans, actions and measures.

A COMPREHENSIVE MANAGEMENT SYSTEM

Management system	Grifols' installations in Spain and Emeryville, California plant are ISO 45001-certified. A three-year plan is under way to earn ISO 45001 certification in all U.S. manufacturing plants by 2030. Grifols international subsidiaries have country-specific systems in adherence to corporate policy and standards. In 2024, the company rolled out a new global safety standard titled "Project Safety" and an Occupational Health and Safety Policy.
Hazard identification and risk mitigation	Integration in the design phase of manufacturing plans, change processes and procurement of new equipment. In 2024, Grifols implemented a new global standard and conducted risk assessments at work centers in line with its Corporate Occupational Health and Safety Manual.
Occupational health and safety awareness and training initiatives	All employees take part in training and informational sessions on occupational health and safety issues throughout their tenure at Grifols, from onboarding programs to update sessions on their specific role. In 2024, the company established behavior-based safety objectives and implemented them out in Germany.
Boosting employee wellbeing and health	Grifols heads several programs in its core countries of operation. Rolled out in 2022, the "Take Care of Your Heart" program is a three-year wellness plan extensive to all subsidiaries. The initiative integrated two additional risk factors in 2024: sleep hygiene and tobacco use. A new mental-health wellness plan is currently in development.
Management in contractor operations	Production centers follow country-specific management procedures. In Spain and Ireland, contractors are required to provide information on their occupational risk-prevention measures on an IT platform in order to access Grifols installations. The procedures for each company are audited within the HS Corporate Audits.

Occupational health and wellness plans

"Take Care of Your Heart" wellness program, 2022-2024

In 2022, Grifols launched a comprehensive three-year wellness plan aimed at reducing work-related health issues, both physical and mental. The plan specifically centered on improving employees' cardiovascular health, given that in Spain, 39% of occupational deaths are linked to cardiovascular disease, with a similar trend observed in the U.S. and other European countries.

The initial focus of the "Take Care of Your Heart" program was on mental health and physical exercise. In 2023, it expanded to include nutrition and alcohol use, and in 2024, incorporated sleep hygiene and tobacco use. By the end of these three phases, the program now comprehensively addresses the six key cardiovascular risk factors.

The program's initiatives, which comprise sports days, monthly wellness tips, early detection tools and specialized training sessions, have been implemented in Grifols' main operating centers including Spain, Germany, Ireland and the United States, benefiting over 9,000 employees in the past three years.

Mental health, a core pillar of the Strategic Wellness Plan 2025-2027

In 2019, the World Health Organization (WHO) estimated that 15% of working-age adults suffers from a mental disorder. In this regard, it highlighted the relevance of the workplace on people's mental health.

Grifols recognizes its responsibility is supporting and promoting the emotional, psychological and social wellbeing of its employees in their specific roles and work environment. Mental health conditions such as depression, anxiety and stress can have a profound impact on motivation, productivity and performance, often resulting in extended sick leaves.

In consequence, Grifols works to promote its employees' mental well-being, helping them effectively navigate work-related demands while maintaining emotional and psychological balance.

Grifols has a **Mental Health Policy** in place since 2023 focused along three core dimensions: prevention, detection and performance. The company introduced a new indicator in its Engagement Pulse Survey in 2024 to better gauge the mental health of its workforce. In tandem, Grifols' new Strategic Wellness Plan also centers on enhancing the emotional health of Grifols talent.

65% of respondents reported having positive emotional health according to Grifols' new emotional health indicator.

PILLARS OF GRIFOLS MENTAL HEALTH PLAN

Prevention

- Awareness campaigns
- Specialized training on the Mental Health Policy
- Training on mental health resources
- Embellishment of spaces to foster healthy work environments
- Suicide and bullying protocols
- Steps to cultivate a positive work environment

Detection

- Mental health questionnaires
- Risk evaluations
- Procedures for detected cases
- Communication channels

Performance

- Monitorization of indicators
- Psychological consultations
- Action plans for detection resources

Access to Grifols Mental Health Policy

Accident rates, occupational health issues and absenteeism

At Grifols, 100% of employees are covered by its occupational health and safety management system, a global framework dedicated to continuous improvement.

Employees based in the United States, Spain, Ireland and Germany account for roughly 94% of Grifols' total workforce. Different indicators are followed in each of its subsidiaries, including accident rates.

The company investigates all workplace accidents with and without leaves, minor incidents and commuting accidents in countries where these are regulated.

In the past few years, the accident frequency rate has progressively decreased, achieving a reduction of 5.41 compared to the 2021 frequency rate. Additionally, the implemented management system contributes to the absence of occupational diseases in Grifols' manufacturing centers.

The identified risks depend on the activity performed, although there are significant differences between production centers and plasma donation centers due to the nature of their activities. Evaluating these risks and establishing corrective actions to minimize them is key to preventive management.

In terms of fatal accidents, no incidents have been reported over the last five years.

More information on accident rates, occupational health issues and absenteeism are available in the tables included at the end of this chapter.

Training and skill development

Grifols understands the importance of continuous education and skills development to developing a high-caliber employee base and attracting and retaining talent.

The company's programs aspire to prepare employees for success in dynamic, ever-evolving environments, efforts that ultimately drive enhanced organizational productivity and efficiency. Grifols' learning initiatives also foster talent retention and reduce employee turnover by offering opportunities for growth and professional advancement. By investing in ongoing development, the company attracts next-generation talent, drives workplace innovation and helps bridge the skills gap by aligning labor-market supply with demand.

Through global surveys and taskforces according to its evolving needs, Grifols identifies its employees' most critical concerns and designs concrete action plans to promote their professional development and education, while reinforcing employee engagement and enriching its corporate culture.

Professional development

Grifols conducted a global Employee Survey in 2020, using its results the foundation to address the detected areas for improvement and the realities of its business over the last years. The company implemented various professional development programs based on the analysis of its findings, including the Talent Program, and this year, the GROW Program and the Strategy Program.

These programs, in addition to providing a theoretical foundation, equip participants with actionable insights and competencies specific to their professional context. In this way, they advance the company's professionalization and capacity to adapt to changing environments, facilitating smooth generational handovers.

Based on the results of its 2024 Global Satisfaction Survey, the company is conducting a detailed analysis which offers both a global overview and an evaluation of key business areas by professional level, country, gender and age. This process will enable Grifols to tailor future action plans to the diverse groups identified within its employee pool.

People development programs

Global Recognition Program

Created to promote a positive work environment by distinguishing and rewarding the contributions, job performance and conduct of Grifols employees in line with company values. The program is based on three pillars: corporate values, work anniversaries and outstanding performance. Grifols has granted over 94,000 awards since its creation in July 2022. In 2024, more than 45,000 recognitions have been awarded through its platform.

The company has other reward programs including the Lean IG: Recognition Awards, which distinguish all improvement proposals in the areas of safety, quality, service, productivity and environmental impact. Participation among Biopharma employees has been particularly high since the program's 2021 launch, with 800-plus proposals, many of which have been implemented.

According to a Gallup study, effective recognition programs lead to a 14% increase in productivity and a 31% reduction in employee turnover.

Talent Program: Leading the Future

A global 12-month program designed to build and develop the generational succession of Grifols leaders. Its second edition was held in 2024 with 100 high-potential employees (50% women) in manager or senior manager positions. This program supports talent retention by promoting internal mobility, engages leaders in mentoring and job-rotation sessions, and helps ensure robust leadership aligned with the group's corporate culture.

GROW Program

Global program launched in 2024 for high-potential, high-performance employees. If offers senior technicians, specialists and emerging leaders the chance to learn through a combination of strategic knowledge and practical insights, which are applicable to their professional roles. Its first edition welcomed 50 participants.

Strategy Program

Global professional development program launched in 2024 for top-tier executives, including Senior Directors and Vice Presidents. Spanning nine months, it represents a strategic investment in leadership growth, helping Grifols' most seasoned directors align their competencies with its evolving needs. With 30 participants in its inaugural edition, the initiative is delivered in collaboration with ESADE Business School, one of the world's most prestigious learning institutions.

Grifols Performance System

The Grifols Performance System (GPS) is an organization-wide process carried out every year to ensure managers properly evaluate their team members' professional performance and provide adequate feedback.

The GPS is primarily used to assess employees' competencies as outlined in the Grifols MAP model (competency model in line with Grifols values) and their potential based on Grifols potential model (aspiration + commitment + agility).

A calibration phase is performed before the assessment to ensure managers utilize the same criteria when measuring their employees' potential and performance. This process is carried out in collaboration with the leadership teams of each business area to guarantee fairness and minimize bias (Talent Review based on the Nine Box matrix).

All GPS processes are guided by a shared document between the manager and the employee, which includes current objectives, performance appraisals, professional development actions, overall performance scores and a talent review (performance + potential).

Grifols is committed to evaluating 100% of its employee base through the GPS. In 2024, 99.77% of employees participated in the evaluation system, including with 99.65% of women and 99.91% of men taking part. GPS results are also analyzed from a gender perspective.

Corporate internships

The company partners with various educational institutions, primarily universities, to establish formal agreements for corporate internships. Grifols internships allow students to supplement their classroom knowledge by acquiring new skills and actionable insights for the future careers.

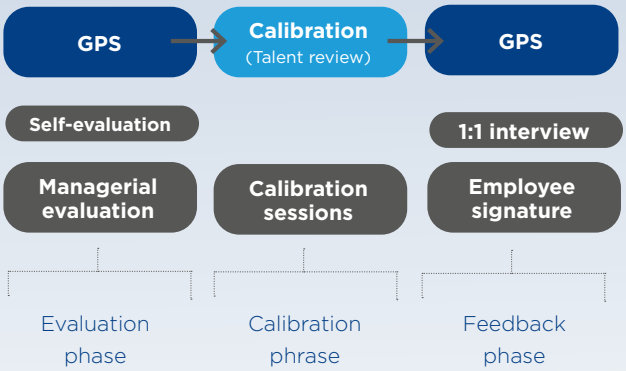
As outlined in Grifols' Internship Policy, created in 2017, students are assigned a company tutor or representative who supports them throughout their internship. Corporate internships last between six and 18 months.

1,276 interns since 2017

225 have joined Grifols employee pool

341 interns in 2024

GPS IS A COMPREHENSIVE YEARLY ASSESSMENT



The GPS is linked to other corporate processes

Direct

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

Indirect

- Bonus, a performance metric visible in the GPS platform
- Global Recognition Program, linked to performance

GPS assessments also help guide decisions on promotions, internal job changes, the design of individual development plans and participation in talent programs, among other areas.

GPS, shaping Grifols' future-forward strategy

The GPS, combined with the calibration (Talent Review) conducted midway through the process, plays a crucial role in shaping the company's future. By transforming data into actionable insights, it has a long-term impact by informing strategic decisions made about Grifols' talent pipeline.

Employee training at Grifols

Employee training is a cornerstone of professional and talent development. Grifols ensures all employees have access to continuous training and learning opportunities as part of its global training and development strategy. This approach, in line with Grifols core strategic objectives and corporate values, allows the company to detect and address individual, team, business and organizational needs.

All training initiatives are carefully evaluated to measure both participant satisfaction and the practical application of learned concepts in the workplace, promoting a culture of continuous learning and personal accountability. These initiatives continuously evolve in response to changing business priorities, global dynamics and emerging trends.

In 2024, Grifols took an important step forward with the unveiling of the "Copilot" tool, a generative AI solution available to all employees. The company hosted interactive webinars on its features to help employees unlock its full potential. Grifols also offers flexible, on-demand learning options, empowering employees to personalize their learning and access resources that best align with their explicit development goals.

Training hours in Grifols

5,867,705

68.2% women
31.4% men
0.4% undeclared and others

Multicultural awareness

Programs on different cultures and business protocols

Training on occup. health, safety and environmental issues

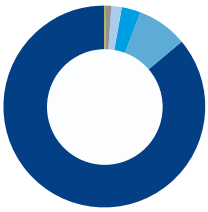
46,542 hours and 2% of Grifols' workforce

Grifols' workforce

96.51%

- **97%** of U.S.-based employees with 5,323,232 total hours
- **96%** of Spain-based employees with 336,502 total hours
- **97%** of Germany-based employees with 149,308 total hours
- **91%** of ROW employees with 58,662 total hours

Training



- Executives - 0.04%
- Directors - 0.3%
- Senior management - 0.4%
- Management - 1.0%
- Senior professionals - 1.8%
- Professionals - 10.2%
- Administrative /operational staff - 86.2%

Employee training in Biotest

52,370

50% women

50% men

More information on training hours is available in the tables at the end of this chapter.

Educational programs

Executive development

Programs designed to strengthen core leadership competencies, including communication, emotional intelligence and conflict resolution.

Executive development benefits global organizations by improving strategic decision-making and boosting productivity through more efficient team management. At the same time, it increases talent retention by fostering positive work environments, facilitates adaptation to change during periods of transformation, and drives continuous innovation through mentorship and support initiatives.

20 programs/training sessions in 2024
336 employees participated in 2024
~2,700 executives formed over the last 5 years
EUR 822,000+ allocated to educational initiatives

Educational Expenses Reimbursement Program

Grifols gives employees the option of learning outside the organization to gain new competencies and knowledge, which increases productivity. The program encourages workplace motivation and engagement by making employees feel valued.

The reimbursement program also drives innovation by exposing employees to new ideas and insights, in turn reinforcing Grifols' competitive positioning. Depending on program modality, the grant covers between 33% (€5,000 maximum per year) and 50% (€736 maximum per person and course).

281 beneficiaries of educational grants
EUR 659,772 allocated to educational grants
38% of subsidies for STEM training

Grifols Academy programs

As part of its commitment to the continuous development of its employees and diverse social stakeholders, in 2009 the company established the Grifols Academy, which includes the Professional Development Academy and the Plasmapheresis Academy. It offers educational and professional development opportunities to its global workforce and reinforces corporate values, while enabling the exchange of plasma-sector knowledge.

THE GRIFOLS ACADEMY
PROFESSIONAL DEVELOPMENT

High-quality programs and workshops featuring industry experts and other resources to help Grifols employees excel in changing business environments. In 2024, the Academy revised its value proposition and program portfolio, and launched two new initiatives: an online learning platform and a Speaker Series in Spain and global subsidiaries.

	2024	2023	2022
No. of participants	2,686	2,399	2,001
No. of learning sessions	192	108	135
Online training hours	7,033	3,206	4,468

THE GRIFOLS ACADEMY
PLASMAPHERESIS

General and specialized programs on plasma science to accelerate the professional and educational development opportunities of Grifols' U.S.-based employees, helping reinforce its unique value proposition.

The Plasmapheresis Academy was granted a five-year recognition by The Accrediting Commission of the Accrediting Council for Continued Education & Training (ACCET), valid until December 2024. It earned its first accreditation in 2015.

	2024	2023	2022
No. of participants	9,741	6,573	13,736
On-site participants	302	491	893
Online participants	0	0	110
No. of online training hours	11,695	9,790	39,099
No. of distance-learning hours	0	0	2,468

More information: The Grifols Academy

Diversity and inclusion: equal treatment and opportunities

For Grifols, diversity is key to generating new ideas and driving innovation. Different perspectives, experiences and mindsets enrich the exchange of ideas, and allow organizations to find creative solutions by approaching problems from various angles. By valuing diversity, the company is also better equipped to meet the diverse needs of its global markets and customers, while cultivating an inclusive environment that bolsters employee engagement and participation.

Grifols completed its first Diversity and Inclusion (D&I) Plan in 2024. In force since 2021, the plan aspires to advance gender equity and increase the inclusion of people with disabilities, minority representation, and intergenerational and cross-cultural collaboration in the workplace.

In parallel, the company designed and developed awareness and training initiatives to foster a more inclusive and diverse workplace. These efforts included dynamic sessions, educational resources and collaborations with local organizations that support minority groups.

Grifols also promotes inclusivity through its D&I Ambassador team in the United States, which expanded in 2024 with the creation of a new group in Spain. D&I Ambassadors receive specialized training, act as key advocates on inclusion-related issues and promote the diversity agenda within their teams and day-to-day operations, playing a vital role in building a more inclusive and positive work environment.

New Diversity Plan 2024-2026

Grifols rolled out its second three-year Diversity and Inclusion Plan in 2024 to boost the recruitment, development and retention of high-performing employees.

As part of its commitment, Grifols is dedicated to promoting equal opportunities from the moment of hire, through the employee's development and until the end of their tenure. To this end, it works to forge a corporate culture founded on psychological safety and freedom where everyone can be their authentic selves.

The key priorities of the new plan are to:

- Offer an inclusive and safe workplace for all Grifols employees
- Achieve cultural competency through educational and awareness initiatives on diversity and inclusion issues
- Represent all of Grifols' regions of operation at all organizational levels
- Achieve Grifols 2030 Agenda objectives

The implementation of the new plan is supported globally, while being tailored to the cultural context of each country by local D&I teams.

EVOLUTION OF THE DIVERSITY PLAN 2021-2024

	2020 (prior to the program launch)	2024
People with disabilities	2.5%	3.8%
Nationalities	88	97
Female representation in leadership positions	37.2%	40.6%

GOALS

Provide an **inclusive and safe workplace** for all employees
Elevate D&I competencies through education
Represent the communities served throughout the employee base
Achieve the objectives outlined in **Grifols 2030 Agenda**

CATEGORIES

Age
Gender identity or expression
Gender
National origin
Sexual orientation
Mental/physical ability

Race/ethnicity
Educational level
Political ideology
Family
Organizational role

Language and communication skills
Income
Religion
Appearance
Work experience

ANNUAL ACTION PLANS

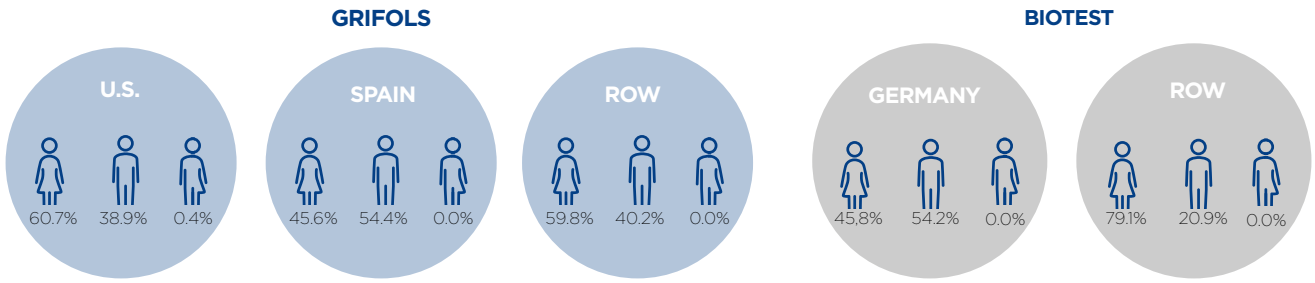
Year 1
- Activities/program for women in leadership
- Top-tier management sponsors
- Awareness campaigns
- Review of HR programs/processes
- D&I ambassador program in Spain the U.S.
- D&I outreach activities in the U.S.

Year 2
- Activities/program for women in leadership
- Learning roadmap for directors
- Awareness campaigns
- Review of HR programs/processes
- D&I ambassador program in ROW
- D&I outreach activities in Spain and ROW

Year 3
- D&I outreach activities in Spain and ROW
- Learning roadmap for employees
- Awareness campaigns
- Review of HR programs/processes
- D&I ambassador program in ROW

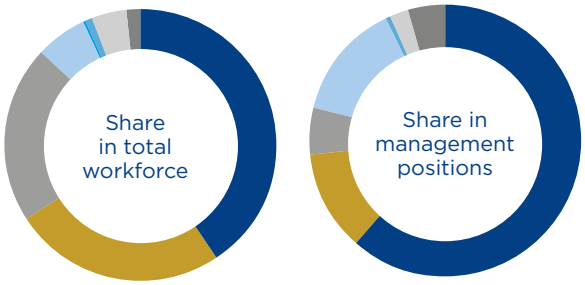
Diversity and inclusion

GENDER DIVERSITY BY COUNTRY



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

ETHNIC DIVERSITY IN THE U.S. - 2024



	Share in total workforce	Share in management positions
Caucasian	40.7%	61.6%
Hispanic	25.3%	11.9%
African American	21.1%	5.5%
Asian	6.0%	13.9%
Hawaiian /Other Pacific Islander	0.4%	0.1%
Native American /Native Alaskan	0.7%	0.5%
Two or more races	4.3%	2.2%
Unspecified	1.5%	4.3%

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

Grifols upholds a zero-tolerance policy against all forms of harassment and discrimination, reinforcing its staunch commitment to ensuring an inclusive, respectful and safe workplace for all employees.

Discrimination or harassment of any kind–whether based on gender, race, sexual orientation, religion, disability or other factors–is strictly prohibited. Grifols has robust preventive measures in place and responds immediately in the event of possible inappropriate conduct to safeguard the dignity and human rights of every individual.

Grifols' affirmative action plans included 65 measures in 2024, 67 measures in 2023 and 110 measures in 2022.

Grifols' development initiatives include prevention training activities, including courses delivered under the Equal Opportunity Plan and Grifols Ethics Line, among others. Both courses are mandatory for Grifols employees.

In 2024, the company received 31 incidents of discrimination reports out of 21,156 employees, compared to 55 incident reports in 2023 out of 21,144 employees, and 36 incidents in 2022 out of 23,947 employees. In Biotest, 2 reports of incidents related to discrimination were filed in 2024 out of 2,666 employees. In 2023 and 2022 Biotest filed 0 incidents.

During the reporting period, the number of labor incidents, claims, serious human rights violations involving its own personnel, as well as significant labor-related fines, sanctions or compensations was 0.

The company methodically investigated and assessed all complaints. While none were deemed discriminatory in legal terms, the company took proactive steps to guarantee a discrimination-free workplace, including by training and awareness sessions and disciplinary measures when appropriate.

As mentioned at the beginning of this chapter, the company has a procedure to protect employees who report instances of discrimination under the umbrella of Grifols Ethics Line.

ZERO TOLERANCE FOR HARASSMENT

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

The policy, translated into 11 languages and adapted to local regulations, reflects Grifols' solid commitment to three core pillars:

1. Guarantee a discrimination-free workplace
2. Treat employees fairly based on mutual respect
3. Cultivate a work environment accepting of individual differences

The Harassment Prevention Policy lists specific behaviors prohibited by the organization, along with escalation processes and disciplinary measures in the event of violations.

Grifols provides employee training to reinforce the policy's provisions, recognizing both as essential for preventing, addressing and correcting any infringements.

5,100+ people trained in Grifols Harassment Prevention Policy

Integration of people with disabilities

In 2024, 3.8% of Grifols' workforce included people with disabilities, with 894 in total.

PEOPLE WITH DISABILITIES

	Grifols	Biotest
2022	899	59
2023	785	67
2024	818	76

Grifols is committed to employing people with disabilities, and only adopts alternative measures as defined by the General Disability Law applicable to private- and public-sector organizations in Spain.

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.

As part of its Strategic Plan for Diversity, the company has also created taskforces in the U.S. Germany, Ireland and Spain to boost the recruitment of diverse talent and enhance the experience of employees with disabilities.

Action lines in 2024 included:

- Implementation of a dedicated job coach to support employees with disabilities during the onboarding process to help them adapt and learn their roles before working independently
- Greater presence of Grifols in specialized forums, trade fairs and collaborations with foundations, universities and partners to detect and integrate diverse talent
- Improved communication and usability of the online job boar to ensure accessibility
- Training on the integration of people with disabilities for hiring managers in Ireland, Spain and the U.S., and employee training in the U.S. and Spain

Grifols also promotes universal accessibility for people with disabilities. When a person with a disability is hired, the company takes all the necessary steps to adequately adapt their work station and environment. The company complies will 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.

Grifols Strategic Plan for Diversity includes the integration of people with disabilities.

Gender equality, opportunities and compensation

Promoting equal opportunities

Grifols worked along several fronts to advance the equality and equity goals outlined in its 2030 Agenda, with gender equality as a common thread. Among other actions, the company reviewed promotion processes to identify opportunities for improvement, ensured the use of inclusive language in its communications, made efforts to boost the visibility of women in STEM roles, and focused corporate volunteering on supporting the employability of women at risk of exclusion.

Aligned with our commitment to diversity and inclusion, Grifols has expanded its STEM WOMEN PROGRAM internship initiative. Grifols is now in the second edition of the program and have brought on seven new engineers in key areas like software and engineering. The engineers from the first edition have taken on mentoring roles for their new colleagues.

The company also boosted its presence at events like the STEM Careers Congress in Ireland, one of the leading events for female tech talent, drawing over 4,000 attendees. Our goal is to promote gender diversity in the STEM sector and provide professional development opportunities for talented women.

In all our audiovisual productions, we've ensured gender equity representation to keep our external image aligned with the reality of Grifols.

In Spain, Grifols has a gender equality plan negotiated with the legal representatives of the employees. This plan applies to all employees in Spain in line with local regulations.

The plan's 41 gender-equality measures include efforts to guarantee equal pay and opportunities in recruitment processes and internal promotions, and ensure harassment-free workplaces. In force until 2026 and publicly available on REGCON, it led to women representing 60,3% of promotions in 2024.

Its measures are reviewed in committee meetings focused on the implementation, monitoring and evaluation of Grifols' gender equality plan.

Among the plan's core components, Grifols updated its protocol for addressing and managing cases of workplace harassment, sexual harassment, harassment based on sex, gender or sexual orientation, and other forms of violence in the workplace.

The company also enhanced internal communication to spread awareness and understanding of the protocol. Other initiatives included a review of onboarding program materials to promote this important resource, updated training for employees involved in protocol procedures, and the development an informational guide on gender-based violence.

To ensure compliance with current equality regulations within Grifols, the company has requested that partner companies providing services at its facilities submit their harassment protocols. Additionally, the inclusion of equality clauses is required in third-party contracts.

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

FEMALE EMPOWERMENT INITIATIVES

Grifols Women in Leadership Awards

Grifols launched the Women in Leadership Awards in 2023 memory of Dr. Marilyn Rosa-Bray, an inspirational 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, particularly in the field of science. The final decision is made by a jury of members of Grifols Sustainability Committee.

Empowering Women's Talent and Diversity Leading Company programs

Grifols joined the Empowering Women's Talent and Diversity Leading Company programs in 2024. Through its participation, the company gains exclusive access to high-impact activities and training sessions for its D&I ambassador team, committed to promoting diversity and inclusion within the organization.

Women in Grifols

57.4% of employees are women

40.61% of Senior Management, Directors and Executives positions are filled by women

60.3% of promotions correspond to women

65% of new hires are women

Women account for

41% of directors (179)
43% of senior management (251)
47% of management (608)
49% of senior professionals (1,020)
53% of professionals (1,463)
62% of administrative and manufacturing staff (8,591)

*Excluding Biotest

Advancing pay parity

Grifols is firmly committed to effective equality, ensuring equal opportunities and pay regardless of gender. Through its annual analysis of adjusted and unadjusted pay gaps, the company aims to continue promoting gender equality by identifying salary differences between men and women. In 2024, Grifols received external support from the global consulting firm EY to ensure the utmost rigor and transparency in its analysis.

In accordance with Delegated Regulation (EU) 2023/2772[1], the gender pay gap is defined as "the difference between the average remuneration levels of female and male employees, expressed as a percentage of the average remuneration level of male employees".

Average remuneration was calculated using the employee's base salary, other fixed supplements and additional compensation–whether in cash or in kind–earned directly or indirectly ("supplementary or variable components").

Compensation was then divided by the number of hours worked during the year to measure pay per unit of time. In consequence, 2024 data is not comparable to previous years, which considered 100% of employees' fixed salary.

Compensation information was also segmented by country (Spain, United States, Ireland and Germany) and by professional category (Executives, Directors, Senior Management, Management, Senior Professional, Professional, Administrative Staff/Manufacturing Operators). The analysis also includes insights on the potential impact of objective factors like job type and country of employment on the gender pay gap ("adjusted pay gap").

The adjusted pay gap considered more accurate than the unadjusted pay gap since it applies econometric models that enable comparing men's and women's salaries at 100% employment, and isolating the effects generated by socioeconomic differences (age, seniority, geographic area or educational level) or job characteristics (type of working day, type of activity or professional category).

For the purposes of this report, the pay gap was analyzed in Spain, the U.S., Germany and Ireland, which collectively represent more than 90% of the group's employee base.

At Grifols, pay gaps by country are below national averages according to the World Economic Forum's Global Gender Gap Report 2024.

The company's results by professional category highlight its progress in increasing the representation of women in top-tier leadership, a key lever in advancing pay equality. Testament to these efforts, the percentage of women in Grifols senior positions has expanded notably in recent years, in 2024 accounting for 24.51% and 41.18% of Executive and Directors positions, respectively.

Gender equality is also emphasized in Grifols 2030 Agenda, with a target of achieving 50% women in Senior Management roles. At the close of 2024, this percentage stood at 43.61%.

In Grifols' view, strengthening the representation of women in these professional categories will help narrow the gender pay gap.

At the same time, the company also works to advance pay parity by promoting women in STEM (Science, Technology, Engineering and Mathematics). The company works to counter the historical gender imbalance in STEM, where cultural factors have led to a predominance of men in technical careers. In this regard, it has several initiatives in place to identify STEM positions and adopt measures to encourage greater female participation.

In addition to implementing a targeted action plan to address the two aforementioned factors due to their direct impact on the gender pay gap, Grifols is also working to improve its recruitment, salary review and promotion processes–key components of its 2024-2026 Diversity plan.

Specifically, the company strives to ensure that these processes are driven by individual performance evaluations by applying consistent, transparent criteria free from gender bias. At the same time, it promotes flexible work arrangements, ensuring equal access for all employees regardless of gender, and imparts specific training and professional development initiatives to strengthen its pipeline of female talent and facilitate the incorporation of women in leadership roles.

The company aims for women to represent 50% of candidates interviewed for managerial positions and above as defined in Grifols 2030 Agenda. The gap between the organization's highest-paid individual and the average employee salary is stood at 68.93 times at the close of 2024.

EQUAL PAY FOR SIMILAR JOBS IN 2024

	Spain	U.S.	Ireland	Germany
Pay gap by country[2]	31.20%	28.80%	28.90%	36.40%
Adjusted pay gap[3]	4.72%	1.31%	4.25%	2.52%
Unadjusted pay gap[4]	18.26%	26.56%	11.40%	17.27%

2. Source: Global Gender Gap Report 2024.
3. The adjusted pay gap is estimated using a multiple linear regression model that quantifies the relationship between predictor variables (objective factors) and the dependent variable (salary). By including gender as one of the predictor variables in the model, the effect of gender on salary can be isolated, controlling for other factors such as experience, education and working conditions. In this way, the difference in the coefficients for the gender variable represents the wage difference attributable solely to gender, after accounting for other relevant factors.
4. In accordance with the Delegated Regulation (EU) 2023/2772, the average wage includes the base salary, other fixed supplements, and any other remuneration, in cash or in kind, received directly or indirectly by the worker ("complementary or variable components").

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

1, Delegated Regulation (EU) 2023/2772 of the Commission, of July 31, 2023, supplementing Directive 2013/34/EU of the European Parliament and of the Council with regard to the rules for presenting sustainability information, published on December 22, 2023 (hereinafter, the "Delegated Regulation").

Gender pay gap

The following are the results of the wage gap analysis, broken down by country, to provide a more detailed view of the observed differences.

Grifols in Spain

The unadjusted global pay gap stands at 18.26% compared to the national average of 31.20%. This significant difference is testament to Grifols' efforts to achieve pay equality.

The adjusted pay gap in Spain represents 13.54% of the total unadjusted pay difference, indicating that, after considering objective factors like position or experience, a pay difference of 4.72% remains.

When segmented by professional categories, some salary pay gaps are lower than this average percentage. These include Administrative Staff/ Manufacturing Operators, Senior Professional, Senior Management and Directors, the latter reflecting the category with the smallest adjusted gap, at 0.32%.

In the case of the Professional category, the pay gap was primarily attributed to allowances and performance-based bonuses, which are dependent on the specific conditions of the role and individual job performance.

20.8% people in Spain over the total workforce

45.52% are women **4.72%** adjusted pay gap

Grifols in the U.S.

In 2024, the unadjusted pay gap stands at 26.56%, below the national average of 28.80%. The company continues to make significant progress toward pay parity, while also actively promoting women's advancement into leadership roles.

The adjusted pay gap in 2024 is 1.31%, representing 25.25% of the total gross pay gap. This demonstrates a clear correlation between hourly wages and the objective criteria that determine compensation.

Moreover, over 75% of employees fall within the Administrative Staff/ Manufacturing Operators category, where the adjusted pay gap is -0.69%. This indicates that, on average, women in this category earn slightly more than their male counterparts.

64.0% people in the U.S. over the total workforce

60.93% are women **1.31%** adjusted pay gap

Grifols in Ireland

The unadjusted pay gap in the country stands at 28.90% in 2024. Grifols in Ireland, with an 11.40% unadjusted gap and a 4.25% adjusted gap, is significantly below the national average.

Based on the analysis, the pay difference in the Senior Management is especially noteworthy: although men make up a larger share (64%), women, on average, earn 16.18% more than their male counterparts.

In the Professional category, the pay gap is primarily driven by allowances and performance-based bonuses, which are linked to the specific conditions of the role and individual performance.

2.1% people in Ireland over the total workforce

44.36% are women **4.25%** adjusted pay gap

Grifols in Germany

The unadjusted pay gap is 17.27%, well below the national average of 36.40%. When accounting for objective factors, the pay gap explains 14.75% of the difference, leaving an adjusted pay gap of only 2.52%.

By professional category, the adjusted pay gap for Administrative Staff/ Manufacturing Operators is near zero (0.35%). These categories represent 62% of Grifols' workforce in Germany.

In the Professional category, the pay gap is primarily driven by allowances and performance-based bonuses, which are linked to the specific conditions of the role and individual performance.

7.4% of people in Germany over the total workforce

70.39% are women **2.52%** adjusted pay gap

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

Key performance indicators of our people[1, 2, 3, 4]

Average workforce distribution[5]

AVERAGE WORKFORCE BY COUNTRY

	2024	2023	2022
U.S.	12,563	13,143	15,669
Spain	4,227	4,095	4,082
Germany	1,367	2,781	2,699
RoW	1,526		
Total	**19,676**	**20,019**	**22,450**

AVERAGE WORKFORCE BY COUNTRY - BIOTEST

	2024	2023
Germany	1,967	1,950
RoW	501	537
Total	**2,468**	**2,487**

AVERAGE WORKFORCE BY REGION AND TYPE OF CONTRACT

	2024			2023			2022		
	Permanent	Temporary	Total	Permanent	Temporary	Total	Permanent	Temporary	Total
U.S.	12,559	3	12,562	13,139	4	13,143	15,665	4	15,669
Europe	6,287	264	6,551	6,091	238	6,330	5,982	254	6,236
RoW	556	7	563	538	8	546	535	10	545
Total	**19,402**	**274**	**19,676**	**19,768**	**250**	**20,019**	**22,181**	**268**	**22,450**

AVERAGE WORKFORCE BY REGION AND TYPE OF CONTRACT - BIOTEST

	2024			2023		
	Permanent	Temporary	Total	Permanent	Temporary	Total
Europe	2,363	104	2,468	2,335	153	2,487
RoW	0	0	0	0	0	0
Total	**2,363**	**104**	**2,468**	**2,335**	**153**	**2,487**

AVERAGE WORKFORCE BY AGE

	2024	2023	2022
<30	4,914	5,154	6,216
30-50	10,369	10,537	11,706
>50	4,393	4,327	4,528
Total	**19,676**	**20,019**	**22,450**

AVERAGE WORKFORCE BY AGE - BIOTEST

	2024	2023
<30	464	476
30-50	1379	1,333
>50	625	679
Total	**2,468**	**2,487**

AVERAGE WORKFORCE BY GENDER AND TYPE OF CONTRACT

	2024			2023			2022		
	Permanent	Temporary	Total	Permanent	Temporary	Total	Permanent	Temporary	Total
Women	10,942	157	11,099	11,318	140	11,459	13,217	145	13,362
Men	8,346	117	8,463	8,403	110	8,513	8,938	124	9,062
Undeclared	107	0	107	47	0	47	26	0	26
Other	**7**	**0**	**7**						
Total	**19,402**	**274**	**19,676**	**19,768**	**250**	**20,019**	**22,181**	**268**	**22,450**

AVERAGE WORKFORCE BY GENDER AND TYPE OF CONTRACT - BIOTEST

	2024			2023		
	Permanent	Temporary	Total	Permanent	Temporary	Total
Women	1,189	77	1,266	1,202	120	1,322
Men	1,174	28	1,202	1,133	33	1,166
Total	**2,363**	**104**	**2,468**	**2,335**	**153**	**2,487**

1. In compliance with the Corporate Sustainability Reporting Directive (CSRD), companies with 50 or more employees that represent at least 10% of their total workforce must disclose country-based social standards. In line with these mandates, Grifols' 2024 report separates data for Germany from the Rest of the World (ROW). In previous years, these two categories were reported as a consolidated figure.
2. Grifols and Biotest do not have employees on zero-hour contracts.
3. Grifols' salaried employee data by gender for the 2024 fiscal year is categorized into four groups: Women, Men, Undeclared and Other (gender as specified by the employees themselves, e.g., non-binary individuals). In the 2023 and 2022 fiscal years, the "Undeclared" and "Other" categories were consolidated into a single category as "Non-binary and Undeclared."
4. Biotest does not have employees in the "Undeclared" and "Other" categories. For this reason, its gender-related tables only report on Women and Men.
5. Grifols' average workforce was calculated as the average full-time equivalents (FTEs) over the 12 months of the year. The average workforce of Biotest was calculated as the average headcount over the 12 months of the year.

AVERAGE WORKFORCE BY PROFESSIONAL GENDER AND WORKING HOURS

	2024			2023			2022		
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total
Women	10,466	633	11,100	10,793	665	11,459	12,613	749	13,362
Men	8,220	243	8,463	8,248	265	8,513	8,778	283	9,062
Undeclared	33	74	107	46	1	47	25	1	26
Other	7	0	7						
Total	**18,726**	**950**	**19,676**	**19,087**	**931**	**20,019**	**22,181**	**268**	**22,450**

AVERAGE WORKFORCE BY PROFESSIONAL GENDER AND WORKING HOURS - BIOTEST

	2024			2023		
	Full time	Part time	Total	Full time	Part time	Total
Women	976	290	1,266	935	387	1,322
Men	1,148	54	1,202	1,084	82	1,166
Total	**2,124**	**344**	**2,468**	**2,018**	**469**	**2,487**

AVERAGE WORKFORCE BY WORKING HOURS AND AGE

	2024				2023				2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Full time	4,645	9,951	4,130	18,726	4,871	10,071	4,145	19,087	5,818	11,244	4,355	21,417
Part time	268	419	263	950	283	466	182	931	398	462	173	1,033
Total	**4,914**	**10,369**	**4,393**	**19,676**	**5,154**	**10,537**	**4,327**	**20,019**	**6,216**	**11,706**	**4,528**	**22,450**

AVERAGE WORKFORCE BY WORKING HOURS AND AGE - BIOTEST

	2024				2023			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Full time	415	1,190	519	2,124	402	1,088	529	2,018
Part time	49	189	106	344	74	246	150	469
Total	**464**	**1,379**	**625**	**2,468**	**476**	**1,333**	**679**	**2,487**

AVERAGE WORKFORCE BY TYPE OF CONTRACT AND AGE

	2024				2023				2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Permanent	4,828	10,243	4,330	19,402	5,072	10,422	4,274	19,768	6,125	11,577	4,478	22,181
Temporary	86	126	63	274	82	115	53	250	91	128	49	268
Total	**4,914**	**10,369**	**4,393**	**19,676**	**5,154**	**10,537**	**4,327**	**20,019**	**6,216**	**11,705**	**4,528**	**22,450**

AVERAGE WORKFORCE BY TYPE OF CONTRACT AND AGE - BIOTEST

	2023				2023			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Permanent	418	1,334	612	2,363	412	1,259	664	2,335
Temporary	47	45	13	104	64	74	15	153
Total	**464**	**1,379**	**625**	**2,468**	**476**	**1,333**	**679**	**2,487**

AVERAGE WORKFORCE BY PROFESSIONAL CATEGORY AND GENDER

	2024					2023				2022			
	Women	Men	Undeclared	Other	Total	Women	Men	Undeclared/ Other	Total	Women	Men	Undeclared/ Other	Total
Executives	28.9%	71.1%	0.0%	0.0%	123	24.9%	75.1%	0.0%	122	22.4%	77.6%	0.0%	126
Directors	40.3%	59.7%	0.0%	0.0%	412	40.2%	59.7%	0.1%	449	41.2%	58.3%	0.5%	472
Senior management	43.0%	57.0%	0.0%	0.0%	562	41.5%	58.5%	0.0%	556	39.2%	60.8%	0.0%	572
Management	46.8%	53.2%	0.0%	0.0%	1,261	46.6%	53.4%	0.0%	1,270	47.4%	52.5%	0.0%	1,338
Senior Professionals	48.0%	51.9%	0.1%	0.0%	2,016	48.1%	51.8%	0.1%	1,986	46.6%	53.3%	0.0%	2,016
Professionals	52.5%	47.3%	0.1%	0.0%	2,646	52.7%	47.2%	0.1%	2,700	52.3%	47.6%	0.1%	2,753
Administrative staff / Manufacturing operators	60.9%	38.2%	0.8%	0.1%	12,656	62.2%	37.5%	0.3%	12,936	65.3%	34.6%	0.1%	15,172
Total	**56.4%**	**43.0%**	**0.5%**	**0.0%**	**19,676**	**57.2%**	**42.5%**	**0.2%**	**20,019**	**60.0%**	**40.0%**	**0.0%**	**22,450**

AVERAGE WORKFORCE BY PROFESSIONAL CATEGORY AND GENDER - BIOTEST

	2024			2023		
	Women	Men	Total	Women	Men	Total
Executives	54.5%	45.5%	4	32.4%	67.6%	6
Directors	29.2%	70.8%	36	30.2%	69.8%	33
Senior management	33.5%	66.5%	68	32.3%	67.7%	68
Management	58.0%	42.0%	114	57.6%	42.4%	144
Senior Professionals	50.4%	49.6%	439	51.2%	48.8%	539
Professionals	68.9%	31.1%	602	72.9%	27.1%	604
Administrative staff / Manufacturing operators	43.8%	56.2%	1,205	44.7%	55.3%	1,094
Total	**51.3%**	**48.7%**	**2,468**	**53.1%**	**46.9%**	**2,487**

AVERAGE WORKFORCE BY PROFESSIONAL CATEGORY AND TYPE OF CONTRACT

	2024			2023			2022		
	Permanent	Temporary	Total	Permanent	Temporary	Total	Permanent	Temporary	Total
Executives	120	3	123	121	1	122	126	0	126
Directors	410	2	412	445	4	449	469	3	472
Senior management	557	5	562	553	3	556	568	4	572
Management	1,251	10	1,261	1,260	11	1,270	1,331	7	1,338
Senior Professionals	1,998	18	2,016	1,968	17	1,986	1,998	19	2,016
Professionals	2,604	42	2,646	2,656	44	2,700	2,692	61	2,753
Administrative staff / Manufacturing operators	12,462	194	12,656	12,766	170	12,936	14,997	175	15,172
Total	**19,402**	**274**	**19,676**	**19,769**	**250**	**20,019**	**22,181**	**268**	**22,450**

AVERAGE WORKFORCE BY PROFESSIONAL CATEGORY AND TYPE OF CONTRACT - BIOTEST

	2024			2023		
	Permanent	Temporary	Total	Permanent	Temporary	Total
Executives	4	0	4	6	0	6
Directors	36	0	36	33	0	33
Senior management	68	0	68	68	0	68
Management	112	2	114	139	5	144
Senior Professionals	434	4	439	509	30	539
Professionals	561	41	602	550	54	604
Administrative staff / Manufacturing operators	1,148	57	1,205	1,030	64	1,094
Total	**2,363**	**104**	**2,468**	**2,335**	**153**	**2,487**

AVERAGE WORKFORCE BY PROFESSIONAL CATEGORY AND WORKING HOURS

	2024			2023			2022		
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total
Executives	119	5	123	119	3	122	122	4	126
Directors	402	11	412	435	14	449	455	17	472
Senior management	555	7	562	546	10	556	558	14	572
Management	1,227	34	1,261	1,224	46	1,270	1,294	44	1,338
Senior Professionals	1,964	52	2,016	1,928	58	1,986	1,949	67	2,016
Professionals	2,551	95	2,646	2,595	105	2,700	2,668	84	2,753
Administrative staff / Manufacturing operators	11,910	747	12,656	12,241	695	12,936	14,370	802	15,172
Total	**18,726**	**950**	**19,676**	**19,087**	**931**	**20,019**	**21,417**	**1,033**	**22,450**

AVERAGE WORKFORCE BY PROFESSIONAL CATEGORY AND WORKING HOURS - BIOTEST

	2024			2023		
	Full time	Part time	Total	Full time	Part time	Total
Executives	4	0	4	6	0	6
Directors	34	2	36	31	2	33
Senior management	58	10	68	57	11	68
Management	98	15	114	120	24	144
Senior Professionals	363	76	439	422	117	539
Professionals	474	128	602	465	140	604
Administrative staff / Manufacturing operators	1,093	113	1,205	918	175	1,094
Total	**2,124**	**344**	**2,468**	**2,018**	**469**	**2,487**

AVERAGE WORKFORCE BY PROFESSIONAL CATEGORY AND AGE

	2024				2023				2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Executives	0.0%	44.7%	55.3%	123	0.0%	41.8%	58.2%	122	0.0%	36.9%	63.1%	126
Directors	0.0%	45.5%	54.5%	412	0.2%	46.6%	53.2%	449	0.4%	45.5%	54.1%	472
Senior management	0.5%	54.6%	44.9%	562	0.5%	54.9%	44.6%	556	0.6%	54.2%	45.2%	572
Management	2.5%	64.1%	33.4%	1,261	3.0%	64.7%	32.2%	1,270	3.0%	65.5%	31.6%	1,338
Senior Professionals	8.3%	63.8%	28.0%	2,016	8.6%	63.1%	28.4%	1,986	8.5%	64.5%	27.0%	2,016
Professionals	12.8%	64.6%	22.6%	2,646	13.7%	64.6%	21.7%	2,700	13.9%	65.5%	20.5%	2,753
Administrative staff / Manufacturing operators	34.6%	47.5%	17.9%	12,656	35.4%	47.6%	17.1%	12,936	37.0%	47.2%	15.8%	15,172
Total	**25.0%**	**52.7%**	**22.3%**	**19,676**	**25.7%**	**52.6%**	**21.6%**	**20,019**	**27.7%**	**52.1%**	**20.2%**	**22,450**

AVERAGE WORKFORCE BY PROFESSIONAL CATEGORY AND AGE - BIOTEST

	2024				2023			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Executives	0.0%	27.3%	72.8%	4	0.0%	33.8%	66.2%	6
Directors	0.0%	44.2%	55.8%	36	0.0%	30.5%	69.5%	33
Senior management	0.0%	43.9%	56.1%	68	1.0%	40.9%	58.2%	68
Management	0.7%	57.4%	41.9%	114	1.5%	51.7%	46.9%	144
Senior Professionals	7.3%	68.7%	31.3%	439	8.2%	65.1%	26.7%	539
Professionals	18.0%	60.4%	21.6%	602	20.2%	58.2%	21.6%	604
Administrative staff / Manufacturing operators	26.8%	51.7%	21.5%	1,205	28.0%	47.3%	24.7%	1,094
Total	**18.8%**	**55.9%**	**25.3%**	**2,468**	**19.1%**	**53.6%**	**27.3%**	**2,487**

AVERAGE WORKFORCE BY COUNTRY AND GENDER

	2024					2023				2022			
	Women	Men	Undeclared	Other	Total	Women	Men	Undeclared/ Other	Total	Women	Men	Undeclared/ Other	Total
U.S.	7,512	4,937	107	7	12,563	8,000	5,106	38	13,143	9,965	5,679	26	15,644
Spain	1,900	2,327	0	0	4,227	1,818	2,275	1	4,095	1,798	2,284	0	4,082
Germany	957	403	0	0	1,360	1,641	1,132	8	2,781	1,599	1,099	0	2,699
RoW	730	796	0	0	1,526								
Total	**11,099**	**8,463**	**107**	**7**	**19,676**	**11,459**	**8,513**	**47**	**20,019**	**13,362**	**9,062**	**26**	**22,450**

AVERAGE WORKFORCE BY COUNTRY AND GENDER - BIOTEST

	2024			2023		
	Women	Men	Total	Women	Men	Total
Germany	875	1,091	1,966	904	1,046	1,950
RoW	391	111	501	418	119	537
Total	**1,266**	**1,202**	**2,468**	**1,322**	**1,166**	**2,487**

Workforce distribution[6]

WORKFORCE DISTRIBUTION BY COUNTRY

	2024	%	2023	%	2022	%
U.S.	13,534	64.0%	13,918	65.8%	16,734	69.9%
Spain	4,408	20.8%	4,181	19.8%	4,217	17.6%
Germany	1,571	7.4%	3,045	14.4%	2,996	12.5%
RoW	1,643	7.8%				
Total	**21,156**	**100.0%**	**21,144**	**100.0%**	**23,947**	**100.0%**

WORKFORCE DISTRIBUTION BY COUNTRY - BIOTEST

	2024	%	2023	%	2022	%
Germany	2,139	80.2%	2,045	78.7%	1,796	75.9%
RoW	527	19.8%	552	21.3%	564	23.8%
Total	**2,666**	**100.0%**	**2,597**	**100.0%**	**2,367**	**100.0%**

WORKFORCE DISTRIBUTION BY AGE

	2024	2023	2022
<30	5,600	5,702	6,859
30-50	10,959	10,931	12,241
>50	4,597	4,511	4,847
Total	**21,156**	**21,144**	**23,947**

WORKFORCE DISTRIBUTION BY AGE - BIOTEST

	2024	2023	2022
<30	503	506	434
30-50	1,478	1,393	1,272
>50	685	698	661
Total	**2,666**	**2,597**	**2,367**

6. Grifols' year-end workforce was calculated as its headcount as of December 31, 2024.

WORKFORCE DISTRIBUTION BY REGION AND TYPE OF CONTRACT

	2024			2023			2022		
	Permanent	Temporary	Total	Permanent	Temporary	Total	Permanent	Temporary	Total
U.S.	13,531	3	13,534	13,914	4	13,918	16,725	9	16,734
Europe	6,644	358	7,002	6,402	280	6,682	6,356	318	6,674
RoW	614	6	620	534	10	544	530	9	539
Total	**20,789**	**367**	**21,156**	**20,850**	**294**	**21,144**	**23,611**	**336**	**23,947**
%	**98.3%**	**1.7%**	**100.0%**	**99%**	**1%**	**100%**	**98.6%**	**1.4%**	**100.0%**

WORKFORCE DISTRIBUTION BY REGION AND TYPE OF CONTRACT - BIOTEST

	2024			2023			2022		
	Permanent	Temporary	Total	Permanent	Temporary	Total	Permanent	Temporary	Total
Europe	2,522	144	2,666	2,432	165	2,597	2,156	209	2,365
RoW	0	0	0	0	0	0	2	0	2
Total	**2,522**	**144**	**2,666**	**2,432**	**165**	**2,597**	**2,158**	**209**	**2,367**
%	**94.6%**	**5.4%**	**100.0%**	**94%**	**6%**	**100%**	**91%**	**9%**	**100%**

WORKFORCE DISTRIBUTION BY GENDER AND TYPE OF CONTRACT

	2024			2023			2022		
	Permanent	Temporary	Total	Permanent	Temporary	Total	Permanent	Temporary	Total
Women	11,939	206	12,145	12,096	163	12,259	14,206	182	14,388
Men	8,792	161	8,953	8,695	131	8,826	9,366	154	9,520
Undeclared	50	0	50	59	0	59	39	0	39
Other	8	0	8						
Total	**20,789**	**367**	**21,156**	**20,850**	**294**	**21,144**	**23,611**	**336**	**23,947**
%	**98.3%**	**1.7%**	**100.0%**	**98.6%**	**1.4%**	**100.0%**	**98.6%**	**1.4%**	**100.0%**

WORKFORCE DISTRIBUTION BY GENDER AND TYPE OF CONTRACT - BIOTEST

	2024			2023			2022		
	Permanent	Temporary	Total	Permanent	Temporary	Total	Permanent	Temporary	Total
Women	1,298	99	1,397	1,247	134	1,381	1,112	157	1,269
Men	1,224	45	1,269	1,185	31	1,216	1,046	52	1,098
Total	**2,522**	**144**	**2,666**	**2,432**	**165**	**2,597**	**2,158**	**209**	**2,367**
%	**94.6%**	**5.4%**	**100.0%**	**93.6%**	**6.4%**	**100.0%**	**91.2%**	**8.8%**	**100.0%**

WORKFORCE DISTRIBUTION BY GENDER AND WORKING HOURS

	2024			2023			2022		
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total
Women	11,181	964	12,145	11,266	993	12,259	13,266	1,122	14,388
Men	8,625	328	8,953	8,505	321	8,826	9,168	352	9,520
Undeclared	46	4	50	56	3	59	36	3	39
Other	8	0	8						
Total	**19,860**	**1,296**	**21,156**	**19,827**	**1,317**	**21,144**	**22,470**	**1,477**	**23,947**
%	**93.9%**	**6.1%**	**100.0%**	**93.8%**	**6.2%**	**100.0%**	**93.8%**	**6.2%**	**100.0%**

WORKFORCE DISTRIBUTION BY GENDER AND WORKING HOURS - BIOTEST

	2024			2023			2022		
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total
Women	986	411	1,397	984	397	1,381	912	357	1,269
Men	1,169	100	1,269	1,124	92	1,216	1,030	68	1,098
Total	**2,155**	**511**	**2,666**	**2,108**	**489**	**2,597**	**1,942**	**425**	**2,367**
%	**80.8%**	**19.2%**	**100.0%**	**81.2%**	**18.8%**	**100.0%**	**82.0%**	**18.0%**	**100.0%**

WORKFORCE DISTRIBUTION BY WORKING HOURS AND AGE

	2024				2023				2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Full time	5,127	10,405	4,328	19,860	5,196	10,363	4,268	19,827	6,243	11,648	4,579	22,470
Part time	473	554	269	1,296	506	568	243	1,317	616	593	268	1,477
Total	**5,600**	**10,959**	**4,597**	**21,156**	**5,702**	**10,931**	**4,511**	**21,144**	**6,859**	**12,241**	**4,847**	**23,947**

WORKFORCE DISTRIBUTION BY WORKING HOURS AND AGE - BIOTEST

	2024				2023				2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Full time	409	1,217	529	2,155	426	1,140	542	2,108	377	1,044	521	1,942
Part time	94	261	156	511	80	253	156	489	57	228	140	425
Total	**503**	**1,478**	**685**	**2,666**	**506**	**1,393**	**698**	**2,597**	**434**	**1,272**	**661**	**2,367**

WORKFORCE DISTRIBUTION BY TYPE OF CONTRACT AND AGE

	2024				2023				2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Permanent	5,496	10,815	4,478	20,789	5,628	10,814	4,408	20,850	6,763	12,113	4,735	23,611
Temporary	104	144	119	367	74	117	103	294	96	128	112	336
Total	**5,600**	**10,959**	**4,597**	**21,156**	**5,702**	**10,931**	**4,511**	**21,144**	**6,859**	**12,241**	**4,847**	**23,947**

WORKFORCE DISTRIBUTION BY TYPE OF CONTRACT AND AGE - BIOTEST

	2024				2023				2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Permanent	436	1,425	661	2,522	434	1,318	680	2,432	346	1,173	639	2,158
Temporary	67	53	24	144	72	75	18	165	88	99	22	209
Total	**503**	**1,478**	**685**	**2,666**	**506**	**1,393**	**698**	**2,597**	**434**	**1,272**	**661**	**2,367**

WORKFORCE DISTRIBUTION BY PROFESSIONAL CATEGORY AND GENDER

	2024					2023				2022				
	Women	Men	Undeclared	Other	Total	Women	Men	Undeclared/ Other	Total	Women	Men	Undeclared/ Other	Total
Executives	28.0%	72.0%	0.0%	0.0%	118	23.3%	76.7%	0.0%	120	23.8%	76.2%	0.0%	122
Directors	40.7%	59.3%	0.0%	0.0%	440	38.8%	61.2%	0.0%	443	40.7%	58.9%	0.4%	484
Senior management	43.1%	56.9%	0.0%	0.0%	582	41.6%	58.4%	0.0%	553	38.8%	61.2%	0.0%	565
Management	46.8%	53.2%	0.1%	0.0%	1,300	47.0%	53.0%	0.0%	1,266	47.1%	52.7%	0.1%	1,337
Senior Professionals	48.6%	51.4%	0.0%	0.0%	2,098	48.3%	51.6%	0.1%	1,975	47.4%	52.6%	0.0%	2,054
Professionals	53.5%	46.3%	0.2%	0.0%	2,737	52.7%	47.2%	0.1%	2,701	52.4%	47.6%	0.1%	2,799
Administrative staff / Manufacturing operators	61.9%	37.7%	0.3%	0.1%	13,881	62.9%	36.7%	0.4%	14,086	65.6%	34.2%	0.2%	16,586
Total	**57.4%**	**42.3%**	**0.2%**	**0.0%**	**21,156**	**58.0%**	**41.7%**	**0.3%**	**21,144**	**60.1%**	**39.8%**	**0.2%**	**23,947**

WORKFORCE DISTRIBUTION BY PROFESSIONAL CATEGORY AND GENDER - BIOTEST

	2024			2023			2022		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Executives	66.7%	33.3%	3	33.3%	66.7%	6	29.7%	70.3%	37
Directors	31.4%	68.6%	35	29.4%	70.6%	34	46.9%	53.1%	209
Senior management	32.9%	67.1%	70	32.9%	67.1%	70	52.7%	47.3%	311
Management	56.7%	43.3%	127	58.3%	41.7%	144	53.4%	46.6%	191
Senior Professionals	52.9%	47.1%	478	52.1%	47.9%	562	55.2%	44.8%	279
Professionals	70.5%	29.5%	672	72.7%	27.3%	626	80.6%	19.4%	330
Administrative staff / Manufacturing operators	43.9%	56.1%	1,281	44.5%	55.5%	1,155	46.9%	53.1%	1,010
Total	**52.4%**	**47.6%**	**2,666**	**53.2%**	**46.8%**	**2,597**	**53.6%**	**46.4%**	**2,367**

WORKFORCE DISTRIBUTION BY PROFESSIONAL CATEGORY AND TYPE OF CONTRACT

	2024			2023			2022		
	Permanent	Temporary	Total	Permanent	Temporary	Total	Permanent	Temporary	Total
Executives	113	5	118	115	5	120	121	1	122
Directors	438	2	440	440	3	443	481	3	484
Senior management	576	6	582	547	6	553	559	6	565
Management	1,282	18	1,300	1,248	18	1,266	1,318	19	1,337
Senior Professionals	2,075	23	2,098	1,955	20	1,975	2,033	21	2,054
Professionals	2,685	52	2,737	2,647	54	2,701	2,728	71	2,799
Administrative staff / Manufacturing operators	13,620	261	13,881	13,898	188	14,086	16,371	215	16,586
Total	**20,789**	**367**	**21,156**	**20,850**	**294**	**21,144**	**23,611**	**336**	**23,947**

WORKFORCE DISTRIBUTION BY PROFESSIONAL CATEGORY AND TYPE OF CONTRACT - BIOTEST

	2024			2023			2022		
	Permanent	Temporary	Total	Permanent	Temporary	Total	Permanent	Temporary	Total
Executives	3	0	3	6	0	6	37	0	37
Directors	34	1	35	34	0	34	203	6	209
Senior management	70	0	70	69	1	70	281	30	311
Management	124	3	127	140	4	144	181	10	191
Senior Professionals	473	5	478	530	32	562	262	17	279
Professionals	617	55	672	560	66	626	278	52	330
Administrative staff / Manufacturing operators	1,201	80	1,281	1,093	62	1,155	916	94	1,010
Total	**2,522**	**144**	**2,666**	**2,432**	**165**	**2,597**	**2,158**	**209**	**2,367**

WORKFORCE DISTRIBUTION BY PROFESSIONAL CATEGORY AND AGE

	2024				2023				2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Executives	0.0%	40.7%	59.3%	118	0.0%	40.8%	59.2%	120	0.0%	36.9%	63.1%	122
Directors	0.0%	43.9%	56.1%	440	0.0%	44.7%	55.3%	443	0.2%	44.0%	55.8%	484
Senior management	0.3%	53.6%	46.1%	582	0.2%	55.5%	44.3%	553	0.4%	54.0%	45.7%	565
Management	2.4%	64.2%	33.4%	1,300	2.7%	64.1%	33.3%	1,266	2.2%	64.9%	32.8%	1,337
Senior Professionals	8.3%	63.9%	27.7%	2,098	7.8%	63.4%	28.8%	1,975	7.9%	64.0%	28.1%	2,054
Professionals	12.2%	65.1%	22.7%	2,737	13.4%	64.1%	22.5%	2,701	13.7%	64.8%	21.5%	2,799
Administrative staff / Manufacturing operators	36.4%	46.5%	17.1%	13,881	36.6%	46.7%	16.7%	14,086	37.9%	46.3%	15.8%	16,586
Total	**26.5%**	**51.8%**	**21.7%**	**21,156**	**27.0%**	**51.7%**	**21.3%**	**21,144**	**28.6%**	**51.1%**	**20.2%**	**23,947**

WORKFORCE DISTRIBUTION BY PROFESSIONAL CATEGORY AND AGE - BIOTEST

	2024				2023				2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Executives	0.0%	33.3%	66.7%	3	0.0%	33.3%	66.7%	6	0.0%	32.4%	67.6%	37
Directors	0.0%	48.6%	51.4%	35	0.0%	32.4%	67.6%	34	0.5%	49.3%	50.2%	209
Senior management	0.0%	44.3%	55.7%	70	0.0%	44.3%	55.7%	70	9.6%	59.8%	30.5%	311
Management	0.8%	59.1%	40.2%	127	2.1%	51.4%	46.5%	144	3.1%	70.7%	26.2%	191
Senior Professionals	9.0%	61.3%	29.7%	478	9.1%	64.1%	26.9%	562	14.3%	68.1%	17.6%	279
Professionals	16.8%	60.9%	22.3%	672	20.9%	57.7%	21.4%	626	23.9%	52.4%	23.6%	330
Administrative staff / Manufacturing operators	27.0%	50.9%	22.1%	1,281	27.8%	48.0%	24.2%	1,155	27.5%	46.8%	25.6%	1,010
Total	**18.9%**	**55.4%**	**25.7%**	**2,666**	**19.5%**	**53.6%**	**26.9%**	**2,597**	**18.3%**	**53.7%**	**27.9%**	**2,367**

WORKFORCE DISTRIBUTION BY PROFESSIONAL CATEGORY AND WORKING HOURS

	2024			2023			2022		
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total
Executives	118	0	118	118	2	120	122	0	122
Directors	414	26	440	416	27	443	449	35	484
Senior management	577	5	582	550	3	553	557	8	565
Management	1,270	30	1,300	1,234	32	1,266	1,303	34	1,337
Senior Professionals	2,058	40	2,098	1,936	39	1,975	2,001	53	2,054
Professionals	2,621	116	2,737	2,581	120	2,701	2,696	103	2,799
Administrative staff / Manufacturing operators	12,802	1,079	13,881	12,992	1,094	14,086	15,342	1,244	16,586
Total	**19,860**	**1,296**	**21,156**	**19,827**	**1,317**	**21,144**	**22,470**	**1,477**	**23,947**

WORKFORCE DISTRIBUTION BY PROFESSIONAL CATEGORY AND WORKING HOURS - BIOTEST

	2024			2023			2022		
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total
Executives	3	0	3	6	0	6	34	3	37
Directors	32	3	35	32	2	34	180	29	209
Senior management	60	10	70	57	13	70	229	82	311
Management	106	21	127	119	25	144	172	19	191
Senior Professionals	367	111	478	435	127	562	220	59	279
Professionals	481	191	672	485	141	626	260	70	330
Administrative staff / Manufacturing operators	1,106	175	1,281	974	181	1,155	847	163	1,010
Total	**2,155**	**511**	**2,666**	**2,108**	**489**	**2,597**	**1,942**	**425**	**2,367**

WORKFORCE DISTRIBUTION BY COUNTRY AND GENDER

	2024					2023				2022				
	Women	Men	Undeclared	Other	Total	Women	Men	Undeclared/ Other	Total	Women	Men	Undeclared/ Other	Total
U.S.	8,214	5,262	50	8	13,534	8,518	5,341	59	13,918	10,655	6,041	38	16,734
Spain	2,009	2,399	0	0	4,408	1,891	2,290	0	4,181	1,877	2,340	0	4,217
Germany	1,132	439	0	0	1,571	1,850	1,195	0	3,045	1,856	1,139	1	2,996
RoW	790	853	0	0	1,643								
Total	**12,145**	**8,953**	**50**	**8**	**21,156**	**12,259**	**8,826**	**59**	**21,144**	**14,388**	**9,520**	**39**	**23,947**

WORKFORCE DISTRIBUTION BY COUNTRY AND GENDER - BIOTEST

	2024			2023			2022		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Germany	980	1,159	2,139	949	1,096	2,045	840	956	1,796
RoW	417	110	527	432	120	552	424	140	564
Total	**1,397**	**1,269**	**2,666**	**1,381**	**1,216**	**2,597**	**1,269**	**1,098**	**2,367**

Joiners and leavers

NEW HIRES BY GENDER

	2024					2023				2022			
	Women	Men	Undeclared	Other	Total	Women	Men	Undeclared/ Other	Total	Women	Men	Undeclared/ Other	Total
Total number of employees	12,145	8,953	50	8	21,156	12,259	8,826	59	21,144	14,388	9,520	39	23,947
Joiners[7]	3,933	2,098	50	2	6,083	4,160	2,037	49	6,246	8,296	3,208	64	11,568
Ratio (joiners/ number of employees)[8]	**32.4%**	**23.4%**	**100.0%**	**25.0%**	**28.8%**	**33.9%**	**23.1%**	**83.1%**	**29.5%**	**57.7%**	**33.7%**	**164.1%**	**48.3%**

NEW HIRES BY GENDER - BIOTEST

	2024			2023			2022		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Total number of employees	1,266	1,202	2,468	1,322	1,165	2,487	1,269	1,098	2,367
Joiners (FTE) [7]	256	192	448	359	212	571	362	220	582
Ratio (joiners/average number of employees)[9]	**20.2%**	**16.0%**	**18.2%**	**27.2%**	**18.2%**	**23.0%**	**28.5%**	**20.0%**	**24.6%**

NEW HIRES BY AGE

	2024				2023				2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Total number of employees	5,600	10,959	4,597	21,156	5,702	10,931	4,511	21,144	6,859	12,241	4,847	23,947
Joiners[7]	3,323	2,318	442	6,083	3,521	2,318	407	6,246	6,418	4,339	811	11,568
Ratio (joiners/number of employees)[8]	**59.3%**	**21.2%**	**9.6%**	**28.8%**	**61.8%**	**21.2%**	**9.0%**	**29.5%**	**93.6%**	**35.4%**	**16.7%**	**48.3%**

NEW HIRES BY AGE - BIOTEST

	2024			
	<30	30-50	>50	Total
Total number of employees	464	1,379	625	2,468
Joiners (FTE) [7]	179	202	67	448
Ratio (joiners/number of employees)[8]	**38.6%**	**14.7%**	**10.7%**	**18.2%**

NEW HIRES BY REGION

	2024		2023		2022	
	Joiners[7]	Ratio (joiners/number of employees)[8]	Joiners[7]	Ratio (joiners/number of employees)[8]	Joiners[7]	Ratio (joiners/number of employees)[8]
U.S.	4,736	35.0%	5,168	37.1%	10,339	61.8%
Europe	1,200	17.1%	970	14.5%	1,136	1.7%
RoW	147	23.7%	108	19.9%	93	17.3%
Total	**6,083**	**28.8%**	**6,246**	**29.5%**	**11,568**	**48.3%**

NEW HIRES BY REGION - BIOTEST

	2024	
	Joiners FTE[7]	Ratio (joiners/average number of employees)[9]
Europe	448	18.2%
RoW	0	0.0%
Total	**448**	**18.2%**

7. Employees from acquisitions at the time of the transaction are not included as new hires. They are reflected as increases to the total workforce thereafter.
8. New hires are reported in headcount (HC), with the ratio calculated using the total workforce as the base.
9. New hires are reported in full-time equivalents (FTE), with the ratio calculated using the average workforce as the base.

EMPLOYEE TURNOVER BY GENDER

	2024					2023				2022			
	Women	Men	Undeclared	Other	Total	Women	Men	Undeclared/ Other	Total	Women	Men	Undeclared/ Other	Total
Total number of employees	12,145	8,953	50	8	21,156	12,259	8,826	59	21,144	14,388	9,520	39	23,947
Leavers	4,402	2,038	38	2	6,480	6,165	2,695	34	8,894	7,666	2,885	31	10,582
Ratio (leavers/ number of employees)	**36.2%**	**22.8%**	**76.0%**	**25.0%**	**30.6%**	**50.3%**	**30.5%**	**57.6%**	**42.1%**	**53.3%**	**30.3%**	**79.5%**	**44.2%**

EMPLOYEE TURNOVER BY GENDER - BIOTEST

	2024			2023			2022		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Total number of employees	1,397	1,269	2,666	1,381	1,216	2,597	1,269	1,098	2,367
Leavers	224	140	364	218	95	313	227	105	332
Ratio (leavers/number of employees)	**16.0%**	**11.0%**	**13.7%**	**15.8%**	**7.8%**	**12.1%**	**17.9%**	**9.6%**	**14.0%**

EMPLOYEE TURNOVER BY AGE

	2024				2023				2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Total number of employees	5,600	10,959	4,597	21,156	5,702	10,931	4,511	21,144	6,859	12,241	4,847	23,947
Leavers	3,046	2,630	804	6,480	3,946	3,800	1,148	8,894	5,126	4,330	1,126	10,582
Ratio (leavers/ number of employees)	**54.4%**	**24.0%**	**17.5%**	**30.6%**	**69.2%**	**34.8%**	**25.4%**	**42.1%**	**74.7%**	**35.4%**	**23.2%**	**44.2%**

EMPLOYEE TURNOVER BY AGE - BIOTEST

	2024			
	<30	30-50	>50	Total
Total number of employees	503	1,478	685	2,666
Leavers	110	170	84	364
Ratio (leavers/number of employees)	**21.9%**	**11.5%**	**12.3%**	**13.7%**

EMPLOYEE TURNOVER BY REGION

	2024		2023		2022	
	Leavers	Ratio (leavers/ number of employees)	Leavers	Ratio (leavers/ number of employees)	Leavers	Ratio (leavers/ number of employees)
U.S.	5,552	41.0%	7,800	56.0%	9,514	56.9%
Europe	861	12.3%	997	14.9%	950	14.2%
RoW	67	10.8%	97	17.8%	118	21.9%
Total	**6,480**	**30.6%**	**8,894**	**42.1%**	**10,582**	**44.2%**

EMPLOYEE TURNOVER BY REGION - BIOTEST

	2024	
	Leavers	Ratio (leavers/number of employees)
Europe	364	13.7%
RoW	0	0.0%
Total	**364**	**13.7%**

LEAVERS BY PROFESSIONAL CATEGORY

	2024	2023	2022
Executives	25	27	26
Directors	52	111	80
Senior management	32	66	75
Management	122	233	186
Senior Professionals	200	312	308
Professionals	351	564	537
Administrative staff / Manufacturing operators	5,698	7,581	9,370
Total	**6,480**	**8,894**	**10,582**

LEAVERS BY PROFESSIONAL CATEGORY - BIOTEST

	2024	2023	2022
Executives	1	2	3
Directors	7	1	15
Senior management	7	7	43
Management	11	13	17
Senior Professionals	64	54	17
Professionals	81	65	60
Administrative staff / Manufacturing operators	193	171	177
Total	**364**	**313**	**332**

VOLUNTARY AND NON-VOLUNTARY LEAVES

	2024			2023			2022		
	Voluntary	Non-voluntary	Total	Voluntary	Non-voluntary	Total	Voluntary	Non-voluntary	Total
Executives	6%	15%	21%	8%	14%	23%	7%	15%	21%
Directors	5%	6%	12%	8%	17%	25%	8%	9%	17%
Senior management	2%	3%	6%	4%	8%	12%	8%	6%	13%
Management	5%	4%	9%	8%	11%	18%	8%	5%	14%
Senior Professional	7%	3%	10%	8%	8%	16%	10%	5%	15%
Professionals	7%	5%	13%	10%	10%	21%	13%	7%	19%
Administrative staff / Manufacturing operators	29%	12%	41%	36%	18%	54%	47%	19%	56%
Total	21%	10%	31%	27%	15%	42%	36%	9%	44%

VOLUNTARY AND NON-VOLUNTARY LEAVES - BIOTEST

	2024			2023		
	Voluntary	Non-voluntary	Total	Voluntary	Non-voluntary	Total
Executives	0%	0%	0%	33%	0%	33%
Directors	2%	0%	2%	3%	0%	3%
Senior management	2%	0%	2%	6%	4%	10%
Management	3%	0%	3%	6%	3%	9%
Senior Professional	16%	2%	18%	8%	2%	10%
Professionals	19%	3%	22%	9%	1%	10%
Administrative staff / Manufacturing operators	37%	10%	47%	11%	3%	15%
Total	**11%**	**2%**	**14%**	**10%**	**3%**	**12%**

Dimissals

DISMISSALS BY COUNTRY AND GENDER

	2024					2023				2022			
	Women	Men	Undeclared	Other	Total	Women	Men	Undeclared/ Other	Total	Women	Men	Undeclared/ Other	Total
U.S.	1,008	476	9	0	1,493	1,706	860	12	2,578	977	500	8	1,485
Spain	29	43	0	0	72	55	79	0	134	25	40	0	65
Germany	24	12	0	0	36	105	66	0	171	52	23	0	75
RoW	25	33	0	0	58								
Total	**1,086**	**564**	**9**	**0**	**1,659**	**1,866**	**1,005**	**12**	**2,883**	**1,054**	**563**	**8**	**1,625**
%	**65.5%**	**34.0%**	**0.5%**	**0.0%**	**100.0%**	**64.7%**	**34.9%**	**0.4%**	**100.0%**	**64.9%**	**34.6%**	**0.5%**	**100.0%**

DISMISSALS BY COUNTRY AND GENDER - BIOTEST

	2024			2023			2022		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Germany	23	18	41	29	20	49	14	17	31
RoW	16	7	23	16	1	17	25	6	31
Total	**39**	**25**	**64**	**45**	**21**	**66**	**39**	**23**	**62**
%	**60.9%**	**39.1%**	**100.0%**	**68.2%**	**31.8%**	**100.0%**	**62.9%**	**37.1%**	**100.0%**

DISMISSALS BY PROFESSIONAL CATEGORY AND COUNTRY

	2024				2023			2022		
	U.S.	Spain	Germany	RoW	U.S.	Spain	RoW	U.S.	Spain	RoW
Executives	1	9	0	2	9	3	0	10	2	0
Directors	11	2	0	2	57	7	3	17	3	6
Senior management	6	0	0	2	16	14	2	8	9	2
Management	17	2	0	9	96	18	5	35	13	4
Senior Professionals	27	3	0	3	83	24	14	53	9	5
Professionals	71	5	10	13	169	21	41	114	6	13
Administrative staff / Manufacturing operators	1,360	51	26	27	2,148	47	106	1,248	23	45
Total	**1,493**	**72**	**36**	**58**	**2,578**	**134**	**171**	**1,485**	**65**	**75**

DISMISSALS BY PROFESSIONAL CATEGORY AND COUNTRY - BIOTEST

	2024		2023		2022	
	Germany	RoW	Germany	RoW	Germany	RoW
Executives	0	0	0	0	1	0
Directors	0	1	0	0	3	0
Senior management	0	0	3	0	0	2
Management	0	1	4	1	1	7
Senior Professionals	5	1	7	2	1	0
Professionals	1	10	3	6	1	12
Administrative staff / Manufacturing operators	35	10	32	8	24	10
Total	**41**	**23**	**49**	**17**	**31**	**31**

DISMISSALS BY COUNTRY AND AGE

	2024				2023				2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
U.S.	676	657	160	1,493	962	1,226	390	2,578	606	680	199	1,485
Spain	10	35	27	72	13	80	41	134	4	37	24	65
Germany	10	15	11	36	43	90	38	171	14	34	27	75
RoW	14	25	19	58								
Total	**710**	**732**	**217**	**1,659**	**1,018**	**1,396**	**469**	**2,883**	**624**	**751**	**250**	**1,625**
%	**42.8%**	**44.1%**	**13.1%**	**100.0%**	**35.3%**	**48.4%**	**16.3%**	**100.0%**	**38.4%**	**46.2%**	**15.4%**	**100.0%**

DISMISSALS BY COUNTRY AND AGE - BIOTEST

	2024				2023				2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Germany	8	19	14	41	17	14	18	49	11	13	7	31
RoW	9	10	4	23	9	6	2	17	8	16	7	31
Total	**17**	**29**	**18**	**64**	**26**	**20**	**20**	**66**	**19**	**29**	**14**	**62**
%	**26.6%**	**45.3%**	**28.1%**	**100.0%**	**39.4%**	**30.3%**	**30.3%**	**100.0%**	**30.6%**	**46.8%**	**22.6%**	**100.0%**

Absenteeism

BREAKDOWN OF ABSEENTISM BY TYPE AND COUNTRY

	2024					2023				2022			
	U.S.	Spain	Germany	RoW	Total General	U.S.	Spain	RoW	Total General	U.S.	Spain	RoW	Total General
Illness	445,410	390,266	273,437	31,609	1,140,722	564,089	344,969	291,370	1,200,427	586,913	380,924	315,499	1,283,336
Work accident	21,916	24,448	3,351	0	49,715	19,955	22,970	4,206	47,130	36,928	66,324	3,494	106,746
Maternity / Paternity	116,183	98,422	84,462	18,888	317,955	58,141	101,864	112,059	272,064	112,717	127,633	135,339	375,689
Paid leave	34,730	68,942	30,091	3,531	137,294	1,821	62,124	28,627	92,572	120,422	50,080	36,336	206,838
Unpaid leave	91,188	2,873	3,014	6,213	103,288	123,032	2,725	5,888	131,646	177,047	1,582	26,371	205,000
Total	**709,427**	**584,951**	**394,355**	**60,241**	**1,748,974**	**767,038**	**534,652**	**442,150**	**1,743,839**	**1,034,027**	**626,543**	**517,040**	**2,177,610**

BREAKDOWN OF ABSEENTISM BY TYPE AND COUNTRY - BIOTEST

	2024			2023			2022
	Germany	RoW	Total	Germany	RoW	Total	Germany
Illness	316,293	37,554	353,847	265,158	29,752	294,910	239,233
Work accident	4,151	264	4,415	1,855	568	2,423	4,269
Maternity / Paternity	111,435	64,666	176,102	104,268	78,022	182,290	117,082
Paid leave	59,391	80,997	140,388	49,479	81,165	130,644	104,505
Unpaid leave	6,778	3,076	9,853	5,477	393	5,870	3,994
Total	**498,048**	**186,557**	**684,605**	**426,237**	**189,900**	**616,137**	**469,083**

BREAKDOWN OF ABSENTEEISM BY TYPE AND COUNTRY

2024

	Women	Men	Undeclared	Other	Total	Women %	Men %	Undeclared %	Other %
Illness	782,564	357,159	1,000	0	1,140,723	68.6%	31.3%	0.1%	0.0%
Work accident	30,752	18,963	0	0	49,715	61.9%	38.1%	0.0%	0.0%
Maternity / Paternity	220,969	96,895	91	0	317,955	69.5%	30.5%	0.0%	0.0%
Paid leave	77,303	59,931	24	36	137,294	56.3%	43.7%	0.0%	0.0%
Unpaid leave	62,175	41,113	0	0	103,288	60.2%	39.8%	0.0%	0.0%
Total	**1,173,763**	**574,061**	**1,115**	**36**	**1,748,975**	**67.1%**	**32.8%**	**0.1%**	**0.0%**

BREAKDOWN OF ABSENTEEISM BY TYPE AND COUNTRY

2023

	Women	Men	Undeclared/Other	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%
Total	**1,182,103**	**559,047**	**2,689**	**1,743,839**	**67.8%**	**32.1%**

BREAKDOWN OF ABSENTEEISM BY TYPE AND COUNTRY

2022

	Women	Men	Undeclared/Other	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%
Total	**1,546,072**	**630,526**	**1,012**	**2,177,610**	**71.0%**	**29.0%**

BREAKDOWN OF ABSENTEEISM BY TYPE AND COUNTRY - BIOTEST

2024

	Women	Men	Total	Women %	Men %
Illness	187,592	166,255	353,847	53.0%	47.0%
Work accident	1,616	2,799	4,415	36.6%	63.4%
Maternity / Paternity	160,641	15,461	176,102	91.2%	8.8%
Paid leave	85,345	55,043	140,388	60.8%	39.2%
Unpaid leave	4,513	5,340	9,853	45.8%	54.2%
Total	**439,706**	**244,898**	**684,605**	**64.2%**	**35.8%**

BREAKDOWN OF ABSENTEEISM BY TYPE AND COUNTRY - 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%
Total	**412,013**	**204,124**	**616,137**	**66.9%**	**33.1%**

BREAKDOWN OF ABSENTEEISM BY TYPE AND COUNTRY - 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%
Total	**261,420**	**207,664**	**469,083**	**55.7%**	**44.3%**

Training hours

BREAKDOWN IN TRAINING HOURS BY PROFESSIONAL CATEGORY AND GENDER

	2024					
	Women	Men	Undeclared	Other	Total	Average training hours
Executives	458	1,870	0	0	2,328	19.7
Directors	6,717	9,135	0	0	15,852	36.0
Senior management	11,404	13,498	0	0	24,902	42.8
Management	27,849	30,032	0	0	57,881	44.5
Senior Professionals	49,104	58,086	43	0	107,233	51.1
Professionals	362,753	234,393	1,660	0	598,806	218.8
Administrative staff / Manufacturing operators	3,542,313	1,495,439	19,907	3,044	5,060,703	364.6
Total	**4,000,598**	**1,842,453**	**21,610**	**3,044**	**5,867,705**	**277.4**
% by gender	**68.2%**	**31.4%**	**0.4%**	**0.1%**	**100.0%**	
Average training hours per headcount	**329.4**	**205.8**	**432.2**	**380.5**	**277.4**	
Average training hours per FTE	**360.4**	**217.7**	**202.0**	**434.9**	**298.2**	

BREAKDOWN IN TRAINING HOURS BY PROFESSIONAL CATEGORY AND GENDER

	2023				
	Women	Men	Undeclared/ Other	Total	Average training hours
Executives	426	1,323	0	1,749	14.6
Directors	5,315	8,876	10	14,201	32.1
Senior management	9,945	12,615	0	22,560	40.8
Management	29,269	35,574	0	64,843	51.2
Senior Professionals	55,040	56,869	165	112,074	56.7
Professionals	200,798	149,146	825	350,769	129.9
Administrative staff / Manufacturing operators	3,529,520	1,469,488	17,374	5,016,382	356.1
Total	**3,830,313**	**1,733,891**	**18,374**	**5,582,578**	**264.0**
% by gender	**68.6%**	**31.1%**	**0.3%**	**100.0%**	
Average training hours per headcount	**312.4**	**196.5**	**310.5**	**264.0**	
Average training hours per FTE	**347.5**	**210.0**	**481.0**	**289.0**	

BREAKDOWN IN TRAINING HOURS BY PROFESSIONAL CATEGORY AND GENDER

	2022				
	Women	Men	Undeclared/ Other	Total	Average training hours
Executives	512	1,349	0	1,861	15.3
Directors	6,432	8,889	46	15,367	31.8
Senior management	8,280	11,647	0	19,927	35.3
Management	20,143	26,018	12	46,173	34.5
Senior Professionals	46,076	56,366	17	102,459	49.9
Professionals	102,709	92,304	434	195,447	69.8
Administrative staff / Manufacturing operators	3,127,749	1,196,391	13,440	4,337,580	261.5
Total	**3,311,901**	**1,392,964**	**13,949**	**4,718,814**	**197.1**
% by gender	**70.2%**	**29.5%**	**0.3%**	**100.0%**	
Average training hours per headcount	**230.2**	**146.3**	**357.7**	**197.1**	
Average training hours per FTE	**257.5**	**159.2**	**567.8**	**218.1**	

BREAKDOWN IN TRAINING HOURS BY PROFESSIONAL CATEGORY AND GENDER - BIOTEST

	2024				2023				2022			
	Women	Men	Total	Average training hours	Women	Men	Total	Average training hours	Women	Men	Total	Average training hours
Executives	66	10	77	25.6	33	37	70	11.7	218	545	763	20.6
Directors	163	312	475	13.6	197	424	621	18.3	2,058	2,352	4,409	21.1
Senior management	348	757	1,104	15.8	329	1,028	1,357	19.4	3,673	3,000	6,673	21.5
Management	830	706	1,536	12.1	1,325	1,016	2,341	16.3	2,298	1,860	4,158	21.8
Senior Professionals	4,649	4,175	8,825	18.5	5,745	6,841	12,586	22.4	3,897	2,714	6,611	23.7
Professionals	7,355	3,560	10,915	16.2	8,526	3,753	12,279	19.6	6,919	1,392	8,311	25.2
Administrative staff / Manufacturing operators	12,604	16,834	29,438	23.0	10,881	18,700	29,580	25.6	1,025	10,749	20,775	20.6
Total	**26,015**	**26,354**	**52,370**	**19.6**	**27,036**	**31,798**	**58,835**	**22.7**	**29,088**	**22,612**	**51,700**	**21.8**
% by gender	**49.7%**	**50.3%**	**100.0%**		**46.0%**	**54.0%**	**100.0%**		**56.3%**	**43.7%**	**100.0%**	
Average training hours per headcount	**18.6**	**20.8**	**19.6**		**19.6**	**26.1**	**22.7**		**22.6**	**20.5**	**21.6**	
Average training hours per FTE	**20.6**	**21.9**	**21.2**		**20.5**	**27.3**	**23.7**		**ND**	**ND**	**ND**	

BREAKDOWN IN TRAINING HOURS BY COUNTRY AND GENDER

	2024						
	Women	Men	Undeclared	Other	Total	Training days per employee	% of employees that received training
U.S.	3,712,037	1,586,542	21,609	3,044	5,323,232	31.45	96.9%
Spain	156,362	180,140	0	0	336,502	1.99	96.4%
Germany	106,877	42,431	0	0	149,308	0.88	98.6%
RoW	25,323	33,339	0	0	58,662	0.35	90.8%
Total	**4,000,599**	**1,842,452**	**21,609**	**3,044**	**5,867,704**	**34.67**	**NA**

BREAKDOWN IN TRAINING HOURS BY COUNTRY AND GENDER

	2023					
	Women	Men	Undeclared/Other	Total	Training days per employee	% of employees that received training
U.S.	3,481,344	1,462,761	18,322	4,962,428	29.34	94.4%
Spain	132,220	171,070	0	303,291	1.79	96.5%
RoW	216,748	100,109	0	316,857	1.87	91.8%
Total	**3,830,312**	**1,733,940**	**18,322**	**5,582,576**	**33.00**	**NA**

BREAKDOWN IN TRAINING HOURS BY COUNTRY AND GENDER

	2022			
	Women	Men	Undeclared/Other	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
Total	**3,311,900**	**1,392,965**	**13,949**	**4,718,814**

BREAKDOWN IN TRAINING HOURS BY COUNTRY AND GENDER - BIOTEST

	2024			2023			2022		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Germany	18,050	24,182	42,232	20,626	29,701	50,327	16,649	18,948	35,597
RoW	7,965	2,172	10,137	6,410	2,097	8,507	12,062	3,584	15,645
Total	**26,015**	**26,354**	**52,369**	**27,036**	**31,798**	**58,835**	**29,088**	**22,612**	**51,700**

BREAKDOWN IN TRAINING HOURS IN HEALTH AND SAFETY AND ENVIRONMENT

	2024	2023	2022
Total	**46,542**	**96,759**	**170,240**

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

	2024	2023	2022
Total	**8,132**	**5,758**	**5,230**

Performance Reviews

PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS

	2024	2023	2022
Executives	100.0%	88.9%	41.9%
Directors	99.8%	99.4%	81.8%
Senior management	99.4%	99.2%	86.5%
Management	99.7%	99.6%	89.1%
Senior Professionals	99.9%	99.5%	88.5%
Professionals	99.6%	99.4%	88.2%
Administrative staff / Manufacturing operators	99.8%	99.3%	83.6%
Total	**99.8%**	**99.2%**	**86.0%**

PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS - BIOTEST

	2024	2023
Executives	NA	100%
Directors	NA	94%
Senior management	NA	100%
Management	NA	94%
Senior Professionals	NA	92%
Professionals	NA	85%
Administrative staff / Manufacturing operators	NA	94%
Total	**NA**	**91%**

There is no information available regarding Biotest's performance reviews for 2024.

PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS BY GENDER

	2024	2023	2022
Women	99.7%	99.4%	85.2%
Men	99.9%	99.4%	87.1%
Undeclared	0.0%	0.0%	50.0%
Other	100.0%		
Total	**99.8%**	**99.2%**	**86.0%**

PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS BY GENDER - BIOTEST

	2024	2023
Women	NA	86.1%
Men	NA	97.5%
Total	**NA**	**91.4%**

There is no information available regarding Biotest's performance reviews for 2024.

Parental leave

PARENTAL LEAVE AND RETURN TO WORK[10]

	2024					2023			2022		
	Women	Men	Undeclared	Other	Total	Women	Men	Total	Women	Men	Total
Nº employees that were entitled to parental leave	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Nº employees that took parental leave	435	307	1	0	743	284	234	518	405	238	643
Nº employees that returned to work in the reporting period after parental leave ended	314	231	0	0	545	226	167	393	465	245	710
Return to work rate	69%	88%	0%	0%	76%	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	161	137	1	0	299	237	184	421	246	160	406
Retention rate	71%	82%	0%	0%	76%	61%	80%	68%	56%	80%	64%

10. Efforts are under way to report information related to family leave.

PARENTAL LEAVE AND RETURN TO WORK - BIOTEST

	2024			2023		
	Women	Men	Total	Women	Men	Total
Nº employees that were entitled to parental leave	100%	100%	100%	100%	100%	100%
Nº employees that took parental leave	157	52	209	171	47	218
Nº employees that returned to work in the reporting period after parental leave ended	52	47	99	65	39	104
Return to work rate	95%	100%	97%	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	56	39	95	49	40	89
Retention rate	33%	83%	44%	29%	85%	41%
Percentage of entitled employees that took family-related leaves [11]	15%	11%	25%	NA	NA	NA

Contribution to long-term saving systems

CONTRIBUTION TO LONG-TERM SAVING SYSTEMS

Miles de euros	2024				
	Women	Men	Undeclared	Others	Total
Spain	559.9	699.4	0	0	1,259.3
U.S.	13,944.6	14,193.2	2,893.0	4.5	31,035.3
Germany	358.8	244.0	0	0	602.9
RoW	234.6	328.9	0	0	563.6
Total	**15,097.9**	**15,465.6**	**2,893.0**	**4.5**	**33,461.0**
%	45.1%	46.2%	8.6%	0.0%	100.0%

CONTRIBUTION TO LONG-TERM SAVING SYSTEMS

Miles de euros	2023			2022		
	Women	Men	Total	Women	Men	Total
Spain	472.9	606.0	1,079.0	448.7	584.1	1,032.8
U.S.	14,502.9	15,627.6	30,130.5	15,406.4	15,652.4	31,058.8
RoW	516.5	436.8	953.2	384.4	412.2	796.6
Total	**15,492.3**	**16,670.3**	**32,162.7**	**16,239.5**	**16,648.7**	**32,888.2**
%	48.2%	51.8%	100.0%	49.4%	50.6%	100.0%

CONTRIBUTION TO LONG-TERM SAVING SYSTEMS - BIOTEST

Euros	2024			2023[12]		
	Women	Men	Total	Women	Men	Total
Germany	1,789,625	2,892,919	4,682,544	NAP	NAP	4,920,204
RoW	46,756	82,881	129,638	46,760	86,771	133,531
Total	1,836,381	2,975,800	4,812,182	46,760	86,771	5,053,735
%	38.2%	61.8%	100.0%	0.9%	1.7%	100.0%

11. 100% of Biotest employees are entitled to take family leave.
12. Data is not broken down for Germany for reasons of confidentiality and personal data protection.

Accidental rate

ACCIDENT RATE

	U.S. 2024		U.S. 2023		U.S. 2022	
	Women	Men	Women	Men	Women	Men
Total number of work accidents with leave[13] (LTI) without leave (NLTI) and first aid (FA)	702	353	793	364	928	373
Total number of work accidents with leave[14] (LTI)	51	26	48	30	76	19
Hours worked	13,950,784	9,536,219	14,720,459	9,973,427	19,160,137	11,166,314
Accident Frequency Index[15]	3.7	2.7	3.3	3.0	4.0	1.7
Severity Index[16]	0.05	0.03	0.07	0.07	0.11	0.09
Number of fatalities as a result of work-related injuries and work-related ill health	0	0	0	0	NA	NA
Number of work accidents (contractors)	0	1	2	3	NA	NA
Number of days lost to work-related injuries and fatalities from workrelated accidents, work-related ill health and fatalities from ill health17[17]	719	241	NA	NA	NA	NA
Number of cases of recordable work-related ill health	0	0	NA	NA	NA	NA

ACCIDENT RATE

	Spain 2024		Spain 2023		Spain 2022	
	Women	Men	Women	Men	Women	Men
Total number of work accidents with leave[13] (LTI) without leave (NLTI) and first aid (FA)	105	118	108	116	90	122
Total number of work accidents with leave[14] (LTI)	33	36	29	40	26	42
Hours worked	3,106,277	3,835,455	3,008,221	3,752,636	2,939,603	3,724,420
Accident Frequency Index[15]	10.6	9.4	9.6	10.7	8.8	11.3
Severity Index[16]	0.4	0.3	0.3	0.3	0.3	0.3
Number of fatalities as a result of work-related injuries and work-related ill health	0	0	0	0	NA	NA
Number of work accidents (contractors)	9	6	10	6	NA	NA
Number of days lost to work-related injuries and fatalities from workrelated accidents, work-related ill health and fatalities from ill health17[17]	1,182	1,068	NA	NA	NA	NA
Number of cases of recordable work-related ill health	0	0	NA	NA	NA	NA

ACCIDENT RATE

	Ireland 2024		Ireland 2023		Ireland 2022	
	Women	Men	Women	Men	Women	Men
Total number of work accidents with leave[13] (LTI) without leave (NLTI) and first aid (FA)	14	12	11	9	7	3
Total number of work accidents with leave[14] (LTI)	0	1	2	2	0	1
Hours worked	327,908	414,575	331,650	422,262	259,428	339,417
Accident Frequency Index[15]	0	2.4	6.0	4.7	0	2.9
Severity Index[16]	0	0.03	0.02	0.07	0	0
Number of fatalities as a result of work-related injuries and work-related ill health	0	0	0	0	NA	NA
Number of work accidents (contractors)	0	0	0	2	NA	NA
Number of days lost to work-related injuries and fatalities from workrelated accidents, work-related ill health and fatalities from ill health17[17]	0	11	NA	NA	NA	NA
Number of cases of recordable work-related ill health	0	0	NA	NA	NA	NA

13. Total sum of accidents with sick leave (non itinere), accidents without sick leave and first aid cases.
14. Total number of accidents with sick leave (non itinere), excluding COVID.
15. Number of work accidents with sick leave (non itinere) excluding COVID / total number of actual hours worked * 10^6.
16. Number of workdays lost due to work accidents with sick leave excluding COVID (non itinere) / total number of actual hours worked *10^3
17. Lost days are calculated as the difference between the calendar days (without excluding holidays or vacation days) between the return-to-work date and the sick leave date.

ACCIDENT RATE

	Germany 2024		Germany 2023		Germany 2022	
	Women	Men	Women	Men	Women	Men
Total number of work accidents with leave[13] (LTI) without leave (NLTI) and first aid (FA)	80	20	41	17	63	13
Total number of work accidents with leave[14] (LTI)	3	1	5	3	20	4
Hours worked	1,553,786	708,437	1,584,078	700,757	1,383,458	664,814
Accident Frequency Index[15]	1.9	1.4	3.2	4.3	14.5	6.0
Severity Index[16]	0.01	0.2	0.02	0.05	0.1	0.1
Number of fatalities as a result of work-related injuries and work-related ill health	0	0	0	0	NA	NA
Number of work accidents (contractors)	0	1	0	0	NA	NA
Number of days lost to work-related injuries and fatalities from workrelated accidents, work-related ill health and fatalities from ill health17[17]	15	147	NA	NA	NA	NA
Number of cases of recordable work-related ill health	0	0	NA	NA	NA	NA

ACCIDENT RATE - BIOTEST

	Germany 2024		Germany 2023		Germany 2022	
	Women	Men	Women	Men	Women	Men
Total number of work accidents with leave[13] (LTI) without leave (NLTI) and first aid (FA)	42	91	17	21	61	26
Total number of work accidents with leave[14] (LTI)	12	32	14	18	9	23
Hours worked	1,385,493	1,702,268	1,608,089	2,029,541	1,451,784	1,792,284
Accident Frequency Index[15]	8.7	18.8	8.7	8.9	6.2	12.8
Severity Index[16]	0.08	0.3	0.23	0.18	0.26	0.05
Number of fatalities as a result of work-related injuries and work-related ill health	0	0	NA	NA	NA	NA
Number of work accidents (contractors)	2	2	NA	NA	NA	NA
Number of days lost to work-related injuries and fatalities from workrelated accidents, work-related ill health and fatalities from ill health17[17]	110	478	128.00	134.00	NA	NA
Number of cases of recordable work-related ill health	0	0	NA	NA	NA	NA

Average wage[18, 19]

AVERAGE WAGE BY PROFESSIONAL CATEGORY AND GENDER / SPAIN - IN EUROS

Professional category		Fixed Wage- Average 2024	Fixed Wage- Average 2023	Fixed Wage- Average 2022
Executives	Women	215.5	234,199.4	287,311.2
	Men	358.8	294,979.5	283,288.9
Directors	Women	93.3	111,424.2	106,426.4
	Men	101.5	126,485.0	122,761.5
Senior management	Women	65.1	80,243.2	77,615.6
	Men	69.0	85,223.4	82,403.3
Management	Women	44.1	57,197.7	56,150.6
	Men	47.5	61,608.1	59,679.4
Senior professionals	Women	32.8	44,306.0	42,881.6
	Men	34.6	47,444.7	46,370.8
Professionals	Women	30.1	38,582.9	37,776.2
	Men	36.1	40,571.3	39,319.5
Administrative staff / Manufacturing operators	Women	28.4	28,917.7	28,202.0
	Men	31.0	29,434.8	28,774.1

13. Total sum of accidents with sick leave (non itinere), accidents without sick leave and first aid cases.
14. Total number of accidents with sick leave (non itinere), excluding COVID.
15. Number of work accidents with sick leave (non itinere) excluding COVID / total number of actual hours worked * 10^6.
16. Number of workdays lost due to work accidents with sick leave excluding COVID (non itinere) / total number of actual hours worked *10^3
17. Lost days are calculated as the difference between the calendar days (without excluding holidays or vacation days) between the return-to-work date and the sick leave date.
18. For reasons of confidentiality and personal data protection, remuneration data is not shown for professional categories with fewer than four individuals of each gender.
19. Grifols' 2024 data is presented in compliance with disclosure requirement S1-16 of the Corporate Sustainability Reporting Directive (CSRD), which mandates that information on the gender pay gap include the average gross hourly wage of all employees. For this reason, the average hourly remuneration includes supplementary or variable components. Data for 2023 and 2022 reflect the average gross annual remuneration, excluding supplementary or variable components.

AVERAGE WAGE BY PROFESSIONAL CATEGORY AND GENDER / U.S. - USD				
PLASMA CENTERS				
Professional category		Fixed Wage- Average 2024	Fixed Wage- Average 2023	Fixed Wage- Average 2022
Executives	Women	NAP	NAP	423,128.9
	Men	NAP	NAP	327,646.3
Directors	Women	122.0	228,290.9	200,068.6
	Men	129.7	255,886.1	227,863.1
Senior management	Women	NAP	159,492.0	158,824.1
	Men	NAP	166,865.6	162,299.8
Management	Women	NAP	112,733.3	105,920.4
	Men	NAP	118,827.3	111,852.3
Senior professionals	Women	NAP	94,243.2	90,679.2
	Men	NAP	96,902.6	93,429.4
Professionals	Women	56.1	72,915.4	67,403.6
	Men	60.3	75,593.9	70,289.3
Administrative staff / Manufacturing operators	Women	28.7	43,135.0	42,367.8
	Men	27.7	42,339.7	41,653.4

AVERAGE WAGE BY PROFESSIONAL CATEGORY AND GENDER / U.S. - USD				
REST OF ACTIVITIES				
Professional category		Fixed Wage- Average 2024	Fixed Wage- Average 2023	Fixed Wage- Average 2022
Executives	Women	322.8	352,372.9	431,673.0
	Men	440.8	438,137.8	402,767.9
Directors	Women	182.8	233,132.0	222,949.8
	Men	189.3	240,232.8	230,487.9
Senior management	Women	129.5	179,262.4	170,195.2
	Men	140.5	185,042.4	177,603.8
Management	Women	94.5	139,678.2	133,476.6
	Men	99.0	143,599.6	139,899.7
Senior professionals	Women	81.9	116,940.4	112,693.1
	Men	82.7	116,913.4	112,378.6
Professionals	Women	54.5	82,492.1	80,065.1
	Men	56.5	85,750.6	83,287.4
Administrative staff / Manufacturing operators	Women	43.2	61,515.8	60,957.0
	Men	48.7	65,179.4	63,889.0

AVERAGE WAGE BY PROFESSIONAL CATEGORY AND GENDER / IRELAND - IN EUROS				
Professional category		Fixed Wage- Average 2024	Fixed Wage- Average 2023	Fixed Wage- Average 2022
Executives	Women	NAP	NAP	NAP
	Men	NAP	NAP	NAP
Directors	Women	NAP	NAP	NAP
	Men	NAP	NAP	NAP
Senior management	Women	74.5	128,321.6	110,980.0
	Men	64.1	120,028.7	119,091.7
Management	Women	45.9	83,334.8	70,401.7
	Men	48.8	88,575.4	80,401.0
Senior professionals	Women	34.1	62,005.0	55,616.3
	Men	38.0	66,819.6	59,794.8
Professionals	Women	27.2	48,759.5	45,099.1
	Men	32.6	51,747.3	48,099.6
Administrative staff / Manufacturing operators	Women	23.9	39,247.8	37,382.6
	Men	25.2	38,461.4	36,875.3

AVERAGE WAGE BY PROFESSIONAL CATEGORY AND GENDER / GERMANY - IN EUROS				
Professional category		Fixed Wage- Average 2024	Fixed Wage- Average 2023	Fixed Wage- Average 2022
Executives	Women	NAP	NAP	NAP
	Men	NAP	NAP	NAP
Directors	Women	120.0	180,605.6	172,301.1
	Men	135.0	188,398.1	183,879.9
Senior management	Women	72.5	101,051.5	91,136.0
	Men	73.7	109,449.3	116,751.0
Management	Women	54.7	86,663.5	83,347.3
	Men	59.1	91,333.4	88,562.4
Senior professionals	Women	38.5	60,886.8	58,765.4
	Men	42.6	64,367.0	60,060.9
Professionals	Women	40.4	60,190.7	62,654.9
	Men	38.3	60,853.1	60,651.4
Administrative staff / Manufacturing operators	Women	23.4	35,622.2	34,632.7
	Men	22.9	34,675.7	33,317.0

AVERAGE WAGE BY PROFESSIONAL CATEGORY AND GENDER - BIOTEST / GERMANY - DATOS EN EUROS			
Professional category		Fixed Wage- Average 2024	Fixed Wage- Average 2023
Executives	Women	241,547.3	NAP
	Men	326,014.3	NAP
Directors	Women	177,946.2	151,593.6
	Men	197,597.9	153,446.0
Senior management	Women	141,440.8	112,625.6
	Men	134,220.4	116,617.4
Management	Women	109,797.4	100,860.7
	Men	106,245.8	101,544.0
Senior professionals	Women	81,310.1	76,169.4
	Men	89,399.2	78,848.4
Professionals	Women	65,764.9	58,187.4
	Men	73,182.8	64,096.6
Administrative staff / Manufacturing operators	Women	46,378.7	42,781.6
	Men	60,087.5	46,270.4

AVERAGE WAGE BY AGE / SPAIN - IN EUROS			
Age	Fixed Wage- Average 2024	Fixed Wage- Average 2023	Fixed Wage- Average 2022
<30	26.6	33,679.0	33,146.4
30-50	38.3	43,530.5	41,938.6
>50	53.2	57,386.6	58,172.8

AVERAGE WAGE BY AGE / U.S. - DATOS EN USD			
Age	Fixed Wage- Average 2024	Fixed Wage- Average 2023	Fixed Wage- Average 2022
<30	27.2	42,793.0	40,800.6
30-50	49.5	67,408.5	62,434.9
>50	72.7	95,291.8	89,849.2

AVERAGE WAGE BY AGE / IRELAND - IN EUROS			
Age	Fixed Wage- Average 2024	Fixed Wage- Average 2023	Fixed Wage- Average 2022
<30	28.8	50,611.4	48,304.7
30-50	37.6	65,679.4	57,997.7
>50	36.4	63,748.0	82,253.7

AVERAGE WAGE BY AGE / GERMANY - IN EUROS			
Age	Fixed Wage- Average 2024	Fixed Wage- Average 2023	Fixed Wage- Average 2022
<30	23.2	38,261.8	36,957.2
30-50	31.5	46,699.2	44,162.1
>50	39.2	56,358.5	53,524.1

AVERAGE WAGE BY AGE - BIOTEST / GERMANY - IN EUROS		
Age	Fixed Wage- Average 2024	Fixed Wage- Average 2023
<30	48,211.3	44,784.1
30-50	73,305.7	64,397.3
>50	84,359.3	72,330.1

AVERAGE RETRIBUTION OF BOARD MEMBERS AND EXECUTIVES BY GENDER									
Euros	2024			2023			2022		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Total average salary	315,847.7	404,745.5	371,206.0	245,745.4	301,275.3	281,113.3	250,329.3	292,935.3	277,054.2
Executives, employees and Board Members	186	307	493	179	314	493	186	313	499
Salary gap			21.96%			18.43%			14.50%

Gender pay gap[20, 21, 22]

GENDER PAY GAP / SPAIN						
	Adjusted Gender Pay Gap 2024	Gender Pay Gap 2024	Adjusted Gender Pay Gap 2023	Gender Pay Gap 2023	Adjusted Gender Pay Gap 2022	Gender Pay Gap 2022
Executives	NAP	39.95%	NAP	20.60%	NAP	-1.40%
Directors	0.32%	8.10%	9.97%	11.91%	6.50%	13.30%
Senior management	4.21%	5.65%	5.84%	5.84%	5.30%	5.80%
Management	6.06%	7.08%	5.47%	7.16%	4.40%	5.90%
Senior professionals	1.81%	5.10%	3.23%	6.62%	4.00%	7.50%
Professionals	9.54%	16.63%	2.15%	4.90%	3.00%	3.90%
Administrative staff / Manufacturing operators	1.27%	8.35%	0.79%	1.76%	0.90%	2.00%

GENDER PAY GAP / U.S. - PLASMA CENTERS						
	Adjusted Gender Pay Gap 2024	Gender Pay Gap 2024	Adjusted Gender Pay Gap 2023	Gender Pay Gap 2023	Adjusted Gender Pay Gap 2022	Gender Pay Gap 2022
Executives	NAP	NAP	NAP	NAP	NAP	-29.10%
Directors	NAP	5.92%	NAP	10.78%	2.80%	12.20%
Senior management	NAP	NAP	NAP	4.42%	NAP	2.10%
Management	NAP	NAP	3.46%	5.13%	1.80%	5.30%
Senior professionals	NAP	NAP	0.82%	2.74%	-0.60%	2.90%
Professionals	5.58%	6.92%	2.40%	3.54%	3.70%	4.10%
Administrative staff / Manufacturing operators	-2.61%	-3.44%	-1.87%	-1.88%	-2.50%	-1.70%

20. Due to confidentiality and personal data protection, gender pay gap data is not shown for professional categories with fewer than four individuals of each gender.
21. The adjusted gender pay gap data is not shown for categories where it is not possible to obtain a statistically significant result through the econometric model.
22. Grifols' 2024 data is presented in compliance with disclosure requirement S1-16 of the Corporate Sustainability Reporting Directive (CSRD), which mandates that information on the gender pay gap include the average gross hourly wage of all employees. For this reason, the average hourly remuneration includes supplementary or variable components. Data for 2023 and 2022 reflect the average gross annual remuneration, excluding supplementary or variable components.

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

	Adjusted Gender Pay Gap 2024	Gender Pay Gap 2024	Adjusted Gender Pay Gap 2023	Gender Pay Gap 2023	Adjusted Gender Pay Gap 2022	Gender Pay Gap 2022
Executives	NAP	26.77%	NAP	19.57%	NAP	-7.20%
Directors	0.77%	3.41%	1.25%	2.96%	1.30%	3.30%
Senior management	8.54%	7.88%	1.20%	3.12%	2.50%	4.20%
Management	2.68%	4.56%	5.46%	2.73%	6.70%	4.60%
Senior professionals	1.66%	0.98%	2.76%	-0.02%	1.30%	-0.30%
Professionals	2.54%	3.44%	1.72%	3.80%	2.30%	3.90%
Administrative staff / Manufacturing operators	6.38%	11.26%	4.82%	5.62%	4.50%	4.60%

GENDER PAY GAP / IRELAND

	Adjusted Gender Pay Gap 2024	Gender Pay Gap 2024	Adjusted Gender Pay Gap 2023	Gender Pay Gap 2023	Adjusted Gender Pay Gap 2022	Gender Pay Gap 2022
Executives	NAP	NAP	NAP	NAP	NAP	NAP
Directors	NAP	NAP	NAP	NAP	NAP	NAP
Senior management	NAP	-16.18%	NAP	-6.91%	NAP	6.80%
Management	NAP	5.93%	NAP	5.92%	NAP	12.40%
Senior professionals	5.30%	10.40%	7.08%	7.21%	4.90%	7.00%
Professionals	10.31%	16.52%	1.63%	5.77%	NAP	6.20%
Administrative staff / Manufacturing operators	3.82%	5.04%	0.37%	-2.04%	-1.00%	-1.40%

GENDER PAY GAP / GERMANY

	Adjusted Gender Pay Gap 2024	Gender Pay Gap 2024	Adjusted Gender Pay Gap 2023	Gender Pay Gap 2023	Adjusted Gender Pay Gap 2022	Gender Pay Gap 2022
Executives	NAP	NAP	NAP	NAP	NAP	NAP
Directors	NAP	11.09%	NAP	4.14%	NAP	6.30%
Senior management	NAP	1.63%	NAP	7.67%	NAP	21.90%
Management	NAP	7.39%	NAP	5.11%	NAP	5.90%
Senior professionals	9.46%	9.56%	2.37%	5.41%	NAP	2.20%
Professionals	4.21%	-5.56%	4.09%	1.09%	2.10%	-3.30%
Administrative staff / Manufacturing operators	0.35%	-2.03%	0.13%	-2.73%	-1.40%	-3.90%

GENDER PAY GAP / GERMANY - BIOTEST

	Adjusted Gender Pay Gap 2024	Gender Pay Gap 2024	Adjusted Gender Pay Gap 2023	Gender Pay Gap 2023
Executives	NAP	NAP	NAP	NAP
Directors	NAP	10.09%	NAP	1.21%
Senior management	NAP	1.15%	NAP	3.42%
Management	-3.68%	-2.92%	-0.83%	0.67%
Senior professionals	1.17%	4.70%	3.14%	3.40%
Professionals	2.63%	10.38%	1.93%	9.22%
Administrative staff / Manufacturing operators	-0.30%	21.51%	-6.67%	7.54%

Workers in the value chain

Respect for the rights and dignity of every individual is a core principle of Grifols' activity. The company works to protect human rights in all of its actions, while promoting and safeguarding the well-being of the communities where it operates.

This pledge includes defending the rights of employees across its value chain. Grifols is also dedicated to continuous improvement and works actively to mitigate both real and potential risks and impacts across its operations and value chain. As part of these efforts, the company strives to meet the reporting requirements defined by the Corporate Sustainability Reporting Directive (CSRD) in the coming years.

Impacts, risks and opportunities

S2 WORKERS IN THE VALUE CHAIN		
Material IROs	**Type**	**Description**
LABOR CONDITIONS		
Generation of quality employment	+ SP	Grifols promotes social progress by generating high-quality direct and indirect employment through its operations and across its value chain. The company is committed to maintaining open lines of communication to minimize potential impacts on workers across its value chain[1].
Workplace accidents and occupational diseases	− SP	An inadequate work environment can lead to an increase in accidents. To mitigate this risk, Grifols expects its suppliers to comply with a series of occupational health and safety requirements.
EQUAL TREATMENT AND OPPORTUNITIES FOR ALL		
Discrimination and workplace harassment in our value chain	− SP	Grifols rejects all forms of discrimination, harassment and all practices that promote inequality, and actively works to build a fairer and more equitable society.
OTHER LABOR RIGHTS		
Labor rights violations in the value chain	− SP	Grifols is committed to protecting human rights and works actively to eradicate modern slavery, forced or compulsory labor, and child labor throughout its value chain. The company takes proactive steps to mitigate any potential related impacts.

+ Positive impact − Negative impact R Risk OO Own Operation SP Supply Chain

1. More information: Supplier Code of Conduct

Managing impacts, risks and opportunities

The following policies, actions, metrics and targets enable Grifols to efficiently manage the key impacts, risks and opportunities related to employees across its value chain.

Material Sub-topics	Policies	Actions	Metrics and Targets (S2-5)
Working conditions Equal treatment and opportunities for all Other work-related rights	• Code of Conduct • Human Rights Policy • Diversity and Inclusion Policy • Security and Safety Policy • Procurement Policy • Supplier Code of Conduct • Grifols Ethics Line Policy	• Continuous improvement in identifying and managing impacts and risks in the value chain.	Implement ESG criteria among suppliers up to 60-80% of total volume of expenditure.

More information on advances in 2024 and next steps: "Management of relationships with suppliers-Governance."
More information on the latest progress: "Agenda Grifols 2030-General Information."

Commitment with human rights in the value chain

Grifols is committed to conducting its global activities with respect for human rights, compliance with applicable laws and the adoption of fair labor practices. The company developed a global strategy to promote and ensure responsibility and commitment to human rights across all its operations, using internationally recognized frameworks as a foundation (UN Global Compact, UN Guiding Principles on Business and Human Rights, OECD Guidelines for Multinational Enterprises, and the ILO Declaration on Multinational Enterprises).

The company's commitment to upholding fundamental human rights is embedded into its corporate strategy and reflected in various codes and policies that underpin its corporate culture. These include the Code of Conduct, Human Rights Policy, Diversity and Inclusion Policy, Occupational Health and Safety Policy, Procurement Policy, Supplier Code of Conduct and the Grifols Ethics Line Policy, among others.

More information on these policies and how they address the impacts on human and labor rights: "Our People-Social."

More information on business practices with sales partners: "Management of relationships with suppliers-Governance."

We strive to foster active communication

Grifols recognizes the crucial role of stakeholders in its success, particularly workers who form part of its value chain.

Grifols maintains close relationships with employees working across its value chain at its various facilities, engaging in direct and frequent dialogue to ensure effective communication. That said, it has limited control over the external workforce not directly supervised by its teams. To this end, the company makes concerted efforts to enhance both direct and indirect collaboration with workers across its value chain, recognizing that fluid communication helps prevent conflicts, fosters a safe and respectful environment, boosts engagement, and enables the early identification of human rights-related risks and concerns.

Grifols also operates the Grifols Ethics Line, an independent and accessible communications channel for employees in its value chain and all its stakeholders to confidentially report any concerns or needs.

In 2024, Grifols received 0 reports of human rights violations related to its upstream and downstream value chain workers.

More information on Grifols' supplier relations and workforce: "Stakeholders-General Information" and "Management of relationships with suppliers-Governance."

More information on the ethics Line: "Grifols Ethics Line-Governance."

Due diligence in the value chain

Grifols has been analyzing and reviewing its human rights due diligence processes since 2022 to progressively identify and manage human rights risks and impacts across its value chain, covering 100% of its own operations, Tier 1 suppliers, joint ventures and others.

In general, Grifols has control measures in place to mitigate the main risks and their derived impacts in terms of human rights, which translates into a low residual risk globally for most of Grifols' activities.

Grifols' Supplier Code of Conduct and Global Procurement Policy serve as effective tools in helping the company mitigate and respond optimally to potential risks and impacts, ensuring the well-being of its employees and suppliers. Building on these initiatives, Grifols is actively improving its formal plans and controls to ensure respect for human rights throughout its value chain.

In parallel, the Global Procurement team remains focused on aligning supplier relations procedures with the industry's latest regulatory developments. The company is working actively to roll out the necessary mechanisms to improve its supplier evaluation and due diligence processes.

PaMore information on the process to guarantee human rights across the value chain: See the most recent "Human Rights Due Diligence Report" and "Declaration on "Modern Slavery & Supply Chain Transparency Statement." Both documents are available on the corporate website: www.grifols.com

More information on Grifols' supplier relations and workforce: Management of supplier relations-Governance."

Plasma donors and communities

Grifols' plasma donors and the communities in which its donation centers operate are the primary stakeholders impacted by Grifols's activities. Plasma-derived medicines are only possible through the generosity of donors.

The company extends its commitment and social reach to all the communities in which it operates with initiatives that contribute to local development and/or are related to human rights in areas such as health, education, and the environment. These social initiatives amplify Grifols' positive impact on other groups, including disadvantaged individuals and social groups.

Grifols takes pride in its donors and being a strong community partner through its activities directly and through its foundations: J.A. Grifols Foundation, Fundació Probitas and Fundació Víctor Grífols i Lucas.

Impacts, risks and opportunities

S3 AFFECTED COMMUNITIES		
Material IROs	**Type**	**Description**
COMMUNITIES' ECONOMIC, SOCIAL AND CULTURAL RIGHTS		
Health and well-being of plasma donors and their communities	+ − OO SP R	Ensuring the health and well-being of plasma donors is among Grifols' topmost priorities. Donating plasma is a safe and highly regulated process conducted in meticulously controlled centers and highly-trained staff. As an industry leader, the company goes above and beyond compliance by implementing best practices that benefit both donors and local communities.
Contribution to the local and social development of communities	+ OO SP	With 399 plasma donation centers and 15 manufacturing complexes, Grifols promotes the local and social development of areas where its centers and plants are located, generating value for both donors and communities.

+ Positive impact − Negative impact R Risk OO Own Operation SP Supply Chain

Managing impacts, risks and opportunities

The following policies, actions, metrics and targets allow for efficient management of the main IROs related to donors and the communities in which Grifols operates.

Material Sub-topics	Policies	Actions	Metrics and Targets
Communities' economic, social and cultural rights	• Plasma Donor Policy • Corporate Donor Safety Policy • Social Action Policy and Community Investment Policy • Human Rights Policy • Grifols Ethics Line Policy	• Grifols' health questionnaires for assessing donor eligibility include the most recent FDA Individual Risk Assessment Guidance, although many of the company's current standards are even more stringent. • Grifols directly supports the research initiatives of diverse scientific institutions and associations focused on assessing the potential effects of plasmapheresis on donor health.	• Achieve 90% approval among donors for positive customer service (good or excellent rating) • Attain 80% referral rate from active donors • Increase ratings via the Donor Hub by 45% • Increase the number of initiatives and social investment by 50% • Allocate 25% of social initiatives to STEM activities for women • Increase annual funding to the J.A. Grifols Foundation by 10% • Increase Víctor Grífols i Lucas Foundation resources for bioethics scholarships by 10% and activities by 20%

We foster open communication with our donors

Grifols fosters active communication with its donors to maintain an open and close relationship, enabling the company to understand their concerns and needs. The company provides donors with useful information to educate on the process before, during and after donation. In addition, it works with local communities to raise awareness of the importance of plasma donation to produce plasma-derived medicines for patients who need them. Grifols core channels and actions include:

- **A dedicated website and social networks for Grifols donors:** includes factual information on the plasma donation process and donation centers.
- **Proactive awareness campaigns:** delivered via emails, social media posts, SMS texts and a monthly newsletter.
- **Donor Hub app**: allows donors to schedule appointments and receive updates and information about their donations.
- **Donor hotline:** a toll-free number through which donors can submit feedback and inquiries. Donors also leave feedback and reviews on Google and Yelp, which are monitored and reviewed by the management teams of each center.
- **Donor Appreciation Days:** held throughout the year to recognize and engage donors.
- **Community events:** Grifols employees interact with donors and raise awareness on the importance of plasma donation.
- **Collection campaigns in donation centers:** engages donors and employees through food, toy and school-supply drives to collect needed items for underprivileged members of the local community.
- **External stakeholder management:** encourages interactions between donors and employees with local public representatives to educate the latter on plasma and the importance of plasma donation centers in the local community.

GRIFOLS DONOR POLICY, AN EMPHASIS ON DONOR HEALTH, SAFETY AND NON-DISCRIMINATION

Respect for dignity and human rights is intrinsic to all of Grifols' activities. The company supports the basic principles of the Universal Declaration of Human Rights (1948), the Declaration of Helsinki (1964) and the UNESCO Universal Declaration on Bioethics and Human Rights (2005). Grifols Code of Conduct, which governs the company's interactions with all stakeholder groups including donors, are grounded on respect for human rights. This principle is explicitly outlined in Grifols' Donor Policy, which also reaffirms its commitment to comply with the legal regulations governing plasma donations in each country, as well as to uphold non-discrimination and the protection of donor health and safety.

Grifols is a trusted source of clear information for donors at every stage of the donation process. A signed informed consent prior to donation is a fundamental aspect in providing important donor information.

8 COMMITMENTS TO OUR DONORS

1. **Safeguard donors'** health, safety and well-being.
2. **Respect donors' human rights** and ensure equal treatment following the principles of non-discrimination.
3. **Ensure donors** are provided an informed consent before the donation process.
4. **Respect country-specific legislation** regarding donor compensation and the frequency of plasma donation.
5. **Support local communities** where donor centers are located.
6. **Comply with personal data legal requirements** and implement all necessary measures to protect donors' privacy and personal data.
7. **Promote open lines of communication** and awareness about the benefits of plasma medicines.
8. **Ensure every interaction with donors** is professional, respectful, helpful and engaging.

Access to the Plasma Donor Policy
Access to the Code of Conduct

Donors overview

Plasma donors 2024*

930,000+

* at closing

Donation centers

390+

Positive impact on donors and their communities

4,575 M USD

Routine screening physicals help ensure donor health

Grifols only uses plasma from qualified repeat donors, never from one-time donors

Potential donors must undergo a rigorous screening and selection process that begins with a physical examination.

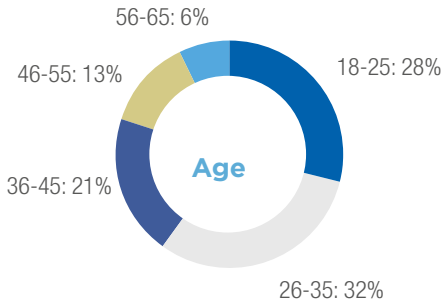
The donor's medical information is recorded in their file and handled confidentially in compliance with Grifols' Global Privacy and Data Protection Policy. Prior to each donation, a trained Grifols staff member checks donors' vital signs, weight, hematocrit and plasma-protein levels to confirm they are able to safely donate. These routine screenings and physical examinations reflect Grifols' unwavering commitment to promoting and protecting donor health.

On the day of donation, if medical evaluations reveal any abnormal levels or irregular parameters that could indicate an underlying health issue, donors might be deferred until they see their physician or levels return to a normal range. These parameters include: irregular heart rate, elevated body temperature, high or low hematocrit, high or low total protein, and lipemic plasma.

GRIFOLS DONORS REPRESENT A CROSS-SECTION OF SOCIETY

Equitable distribution
44% Women
56% Men

Education and employment
62% university graduates
11% high school graduates
26% university students
95% full-time employees



Financial compensation is the primary motivation for donating plasma for first-time donors. Although a sense of **altruism, along with the service and care donors** receive in plasma donation centers are also drivers of **frequent donations.**

*According to Grifols survey conducted in 2023 on 1,300 donors.

Donor and donation safety

Safety in the donation process is paramount to ensuring the health and well-being of plasma donors, who are a priority for Grifols. The company upholds the highest safety standards in its centers and works to continue leading the industry in the implementation of best practices.

Donating plasma is considered a safe procedure, as it is highly regulated and carried out in specialized centers that undergo rigorous controls. Additionally, the qualification criteria for donors are strict and a plasmavigilance system tracks potential adverse effects in donors to help ensure their health and safety at all times.

Donor regulations

Plasma can be procured from whole blood donations (recovered plasma) or via plasmapheresis (sourced plasma), a specific plasma-donation technique developed by Josep Antoni Grifols i Lucas.

Plasma collection for the production of plasma-derived medicines is subject to strict regulations by global healthcare authorities and Good Manufacturing Practices (GMPs). The U.S. Food and Drug Administration (FDA) is the highest health authority in the United States, while the European Medical Agency (EMA) oversees this function in Europe. Grifols donations centers also comply with the voluntary IQPP (International Quality Plasma Program) certification from the Plasma Protein Therapeutics Association (PPTA), which sets and monitors additional quality standards.

Donating plasma is considered a highly safe procedure, with few or no side effects. Plasmapheresis removes plasma and returns red blood cells, platelets and other components to the donor. The body regenerates donated plasma in roughly 48 hours, compared to the two months it takes to regenerate red blood cells procured from whole blood donations.

In 2024, Europe adopted a new directive to guarantee the safety and quality of substances of human origin (SoHO), including plasma donations. The objective of this new regulation is to improve access to SoHO therapies, which denotes a critical issue in the healthcare systems of all EU member states.

More information on the SoHO Regulation and agreements

Details on FDA regulation

Control of donation centers

Grifols plasma donation centers follow the highest standards of quality and safety that are routinely monitored to ensure donor safety and the quality of the donated plasma. In 2024, Grifols did not receive any administrative actions at its plasma donation centers related to the suspension, renewal or loss of any license or certification, nor any warning letters or suspension of any regulated activity.

REGULATORY INSPECTIONS AT PLASMA DONATION CENTERS

Inspection days	2024	2023	2022
FDA*	112	137	119
EMA	84	196	182
CLIA-COLA	129	169	108
PPTA	148	97	123
Total	**473**	**599**	**532**

Includes Biotest.

* More than 90% of FDA inspections have been closed with 0 observations.

Donor Adverse Event (DAE) Management Procedure

Grifols has a procedure in place that outlines how to manage and categorize donor adverse events (DAEs) according to the definitions set by the PPTA IQPP standard.

The procedure is activated when a donation-center professional observes that a donor is experiencing an adverse event in any of the following situations: upon the donor's arrival at the center prior to donation; during the screening process; during the donation process; after plasma donation or after leaving the facility; during or after donor immunization; and if reported on the day of donation or on a different date. Adverse events are documented as soon as possible after their occurrence or report, and immunization reactions are registered in the appropriate record. Only trained and certified personnel can manage and document DAEs.

Immediately following an adverse event, donors must receive appropriate treatment and the DAE is documented in their file. Grifols Quality Department thoroughly reviews all DAEs to ensure their proper management and classification before closing the case. The final step is completion of the Donor Adverse Events Electronic Report (DAER), which promotes plasma-donation safety and quality by guaranteeing DAEs are correctly managed.

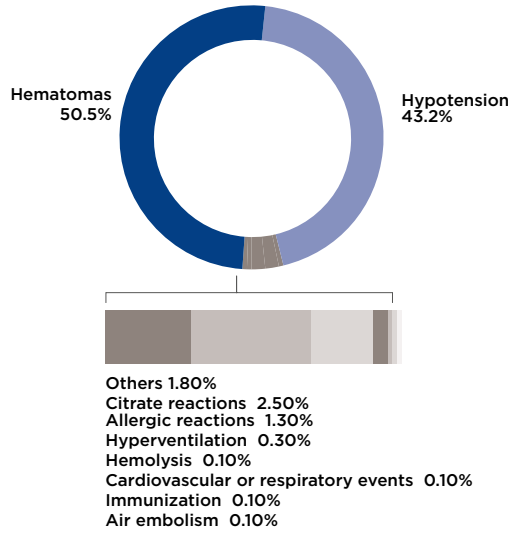
DAEs include bruising, hypertension, citrate reactions, allergic reactions, hyperventilation, hemolysis, cardiovascular or respiratory events, immunization and aeroembolism.

In addition, this procedure allows Grifols to collect, analyze, monitor and evaluate trends in donor adverse events across its network of centers. Another testament to its commitment to continuous improvement and contributing to the health and safety of donors. At the same time, it facilitates the evaluation of donor characteristics or attributes to establish viable intervention strategies based on potential changes in donor demographics, eligibility criteria, plasmapheresis-related technology, regulatory changes and other factors.

Plasmavigilance

In line with previous years, Grifols' U.S. plasmavigilance data in 2023* revealed minimal side effects or donor adverse events (DAE)* among its donors: only 0.26% reported any adverse effects as a result of the donation process. Most were mild, with a predominance of hypotension and hematomas. Reactions requiring medical assistance were extremely rare (0.0075% of Grifols' total donations).

Adverse event data continue to confirm the safety of plasma donation.



*Plasma surveillance data in 2023 according to DAE categorizations established by the PPTA (Plasma Protein Therapeutics Association) IQPP Standard for the recording of donor adverse events.

Data published with a one-year delay in adherence to required reporting cycles.

PLASMAPHERESIS IS CONSIDERED A SAFE WAY TO DONATE PLASMA

NOT EVERYONE CAN DONATE PLASMA: CRITERIA FOR DONATING PLASMA

Donor qualification

Donate at least twice over a 6-month period / Maximum two donations per 7 days with at least one full rest day in between / 18-69 years of age /Weight above 50 kg / Medical examination with normal parameters

Blood test with every donation

VHC, VHB, VHA, HIV and B19 virus detection / Screening for hepatitis B, hepatitis C and HIV antibodies / Other routine tests

Documentation

Valid picture ID: driver's license or passport / Social Security Number / Proof of address

Donor health screening

Weight / Blood pressure / Pulse / Temperature / Anemia / Hematocrit / Protein levels

In 2024, Grifols' updated its health questionnaire for assessing donor eligibility to align with the FDA's Individual Risk Assessment Guidance. In many cases, Grifols' criteria are more stringent than FDA guidance

Research on the effects of plasma donation

As part of its commitment to donor health and safety, Grifols supports research on the potential effects of plasmapheresis on donors' health, both directly and via collaborations with scientific organizations. To date, various studies have shown that frequent plasma donation should not negatively affect donor health nor cause serious adverse effects. Studies have also found that plasmapheresis can reduce cholesterol levels and may even have a beneficial effect on donors with increased blood pressure.

Effect of donations on donor health

Regular donations have no adverse effects on donor health

Published in 2023 in the scientific journal Transfusion, this transversal PPTA study sought to determine if plasma donation at FDA-defined frequency and volume levels affected donor health. Donors from 14 U.S. plasma donation centers, including several Grifols plasma donation centers, took part in the study, which concluded that paid plasma donations at these levels are consistent with donor health and well-being. Even at the highest frequency, plasmapheresis alone was found to produce no negative health effects.

Study: Effects of donation frequency on U,S, source plasma donor health

Plasma surveillance study in the U.S.

The rate of side effects from plasma donations via plasmapheresis is insignificant

More than 1.1 million donors, who collectively account for 72% of the U.S. source plasma collected over a four-month period, participated in the first industry-wide, multi-company study on the incidence, frequency and type of adverse effects of plasmapheresis. Promoted by the PPTA in cooperation with several industry firms, the study confirmed the overall safety of plasmapheresis. Following FDA standards of collection volumes and donation frequency, the rate of adverse events (AE) was 1.58 per 10,000 donations. Moreover, 90% of AEs were minor, such as hypotension and phlebotomy-related hematomas, with no reports of serious or severe adverse events. The study's findings were published in 2021 in *Transfusion*.

Study: Plasmavigilance: Source plasma joins the call to arms

Iron levels

Plasma donation has no effect on iron reserves

Unlike whole blood donations, this study found no loss of iron or decline in ferritin levels as a result of regular plasma donations. These findings deem it unnecessary to monitor donors' iron levels or recommend iron supplements.

Study: Frequent source Plasma donors are not at risk of iron depletion: The Ferretin Levels in Plasma Donor (FLIPD)

Cholesterol levels

Research findings suggest a decline in cholesterol levels

Apheresis or low-density lipoprotein extraction is used to treat patients with familial hypercholesterolemia. Low-volume plasmapheresis used for plasma donations can similarly reduce cholesterol levels in some donors.

This study was designed to evaluate the effect of plasmapheresis on total LDL and HDL cholesterol levels in a population of healthy donors. The results suggest that, in donors with elevated baseline cholesterol levels, total and LDL cholesterol levels may decrease with frequent plasma donation. For donors with low HDL levels, the study suggests that levels may increase.

Study: Prospective multicentre study of the effect of voluntary plasmapheresis on plasma cholesterol levels in donors

Blood pressure

Research results suggest a beneficial effect for donors with high blood pressure

Grifols led a study to discern the potential effects of plasmapheresis on blood pressure, finding a beneficial effect among donors with high baseline blood-pressure levels, whose systolic and diastolic blood pressure dropped significantly when their donation intervals were under 14 days. No decline in blood pressure was observed among donors with normal baseline blood pressure levels.

Study: The effect of plasmapheresis on blood pressure in voluntary Plasma donors,

Reasons to stop donating

Health reasons, whether real or perceived, are not the main motivating factors to stop donating

In 2023, Transfusion published the results of a study to discern the motivating factors of donors' decision to stop donating plasma. The survey was conducted among donors in 14 plasma donation centers of several companies, Grifols included, who had stopped donating for at least six months. The most common reasons cited were lack of time (30.2%), insufficient compensation (14.7%) and procrastination (14.3%), showing that real or perceived negative health impacts were generally not the main drivers behind their decision to stop donating.

Study: Why do US source Plasma donors stop donating?

Donation centers and their communities

Grifols donation centers are located in vibrant communities

Grifols' U.S. donation centers are located throughout the country, with no concentration in a specific geographic region.

When evaluating suitable plasma donation center sites, Grifols considers the strength of the area's chambers of commerce and the opportunities it offers to engage with local organizations and governments. For Grifols, a community's active participation in the plasma donation process is critical to encouraging plasma donation and ensuring life-sustaining plasma-derived treatments for patients who need them.

> **In 2024, Grifols plasma-donation network comprised 298 plasma centers in the U.S., 98 in Europe and 3 in the rest of the world, all located in communities with a strong commitment to social progress.**

Grifols' plasma-center employees actively participate in donor communities and promote initiatives aimed at engaging and forging ties with local residents. These activities include educational, social and awareness events to highlight the importance of plasma donation for people who rely on plasma-derived medicines. Plasma donation centers also collaborate with local businesses and non-governmental organizations to raise awareness on the vital role of plasma and the production of plasma-derived medicines.

The company considers other criteria when choosing communities for its plasma donation centers, including a strong employment pool, low viral markers, below-average crime statistics and community heterogeneity, which is critical to ensuring a diverse donor pool.

In addition, new plasma donation centers are designed to reduce their environmental impact and optimize energy use to promote an ecological and efficient environment for donors and employees. To this end, they use low environmental impact materials with sustainability certifications and energy-efficient LED lighting.

More information on the value created by Grifols plasma donation centers: "Sustainable Growth" chapter

Donation centers: advancing the development of local communities

Plasma donation centers are engines of local development. Grifols strives to maximize its positive impact and create opportunities within the communities where it operates. To this end, it organizes community-outreach events, donation drives and volunteer activities, both directly and through the J.A. Grifols Foundation.

Activities carried out in donation centers
800+

Participating donation centers
69%+

Employees involveds
1,000+

Volunteer hours in local communities (hours)
6,000+

Community investments
USD 750,000

Main local development programs:

U.S. 10 YEARS SUPPORTING

Habitat for Humanity®

PRINCIPAL

Grifols has collaborated with Habitat for Humanity since 2014 to help provide safe, decent and healthy housing in communities across the country. In 2024, Grifols supported initiatives in San Diego, Los Angeles and Emeryville, California; and Raleigh and Clayton, North Carolina.

Support in 2024
130 volunteers
65 people or 16 families benefited
+825 hours
USD **200,000**

U.S.

USO

PRINCIPAL

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 2024
+25 volunteers
+100 hours
USD **200,000**

COMMITMENT TO U.S. FOOD BANKS

Grifols employees and plasma donors participate in food drives and fundraising campaigns for local food banks such as “Box Out Hunger” intitative.

Support in 2024
200,000 meals
2.7M million meals in 4 years
+1,808 hours

J.A. Grifols Foundation: supporting donor communities

No. of local organizations supported in 2024
19

Investment in 2024
EUR 351,694

Support for NORD in 2024
EUR 101,175

Total
EUR 452,869

Grifols also engages in social-outreach actions through the J.A. Grifols Foundation that promotes activities that benefit both plasma donors and their communities.

The J.A. Grifols Foundation was created in 2008 in honor of Dr. José Antonio Grifols, a pioneer in the development of the plasmapheresis technique. The Foundation leads an array of initiatives to enhance the health and well-being of plasma donors and their communities, including projects to raise awareness on the importance of plasma, recognize donors for their generosity and drive progress in local communities.

These initiatives have a positive impact on both the donors and their communities. The Foundation's activities are currently centered in the United States.

Grants, awards and scholarships

The Foundation's board of directors includes patient, plasma donor and employee representatives, who meet regularly to approve activities and community-enhancement grants. In 2024, the board approved 19 grants totaling more than EUR 452,000 to local organizations focused on delivering civic, social or educational programs for young people and at-risk populations.

Its scope of action also encompasses an emergency assistance program for plasma donors. The program began as a pilot program with two centers in 2023 and expanded to six centers in 2024. It provides a grant to the National Organization for Rare Disorders (NORD) that manages the program on behalf of the Foundation.

Donation center employees also promote Foundation initiatives through their volunteer work with the grantee organizations.

MAIN ORGANIZATIONS SUPPORTED IN GRIFOLS DONOR COMMUNITIES

PROJECT 150 High School Is Tough Enough · NORD National Organization for Rare Disorders · Kids In The Middle · Communities In Schools Central Texas · School Fuel · MIRROR MINISTRIES · CORA · Kearney Jubilee Center Helping Hands, Helping Others · Second Harvest Food Bank of Northwest Pennsylvania · Merge Memphis · SECOND HARVEST FOODBANK OF SOUTHERN WISCONSIN · Families First OF PALM BEACH COUNTY

More information on: www.joseantoniogrifolsfoundation.com

Measuring the value created by our donation centers

Since 2020, Grifols has analyzed and measured the value created by its U.S. and European plasma donation centers using the Social Return on Investment (SROI) methodology. The value created includes that generated for donors and for local communities.

The value created by Grifols for its donors and communities in 2024 has decreased slightly compared to 2023, when the value provided to donors was $2,579 million and the impact on local communities reached $2,478 million. This reduction is mainly due to a decrease in the number of donors. For more information, see the Sustainable Growth section of this report. Additionally, donor compensation has also stabilized, explaining the variations in the impact created on local communities.

Impact on donors

USD 2,323 M

Impact on local communities

USD 2,252 M

More information: "Sustainable Growth" chapter

BENEFITS FOR DONORS

- **FINANCIAL STABILITY:** Donors have additional income to cover their day-to-day needs and monthly living expenses.
- **HEALTHIER LIVES:** Donors' health improves since they are able to better afford higher-quality food and exercise more frequently. Donors are also educated on the importance of eating healthy and healthy lifestyles to a smoother donation.
- **PHYSICAL AND PSYCHOLOGICAL WELL-BEING:** Donors feel better about themselves and enjoy a better social life and more leisure and travel time.
- **EDUCATIONAL EXPENSES:** Donors are more confident about their future since they can better afford tuition and pay for other university expenses.
- **PERSONAL SATISFACTION:** Donors' altruism and contribution to helping thousands of patients live healthier lives makes them feel better about themselves.

BENEFITS FOR DONOR COMMUNITIES

- **HEALTHCARE ACCESS:** Healthier communities since only health donors are eligible to donate plasma. A higher number of donors leads to more beneficiaries of Grifols' life-enhancing plasma-derived medicines.
- **ECONOMIC IMPACT IN DONOR COMMUNITIES**: A significant portion of funds is reinvested in the community, with 87% of compensations spent within a 30-kilometer radius.

Social action and community support: amplifying Grifols positive impact

Grifols' social commitment and outreach extend to all of its communities of operation with initiatives aimed at fostering local development in the areas of health, education and the environment. These social initiatives amplify Grifols' positive impact on disadvantaged individuals and marginalized groups.

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.

The company's social action supports the United Nations 2030 Agenda for Sustainable Development by investing in initiatives that advance shared values and sustainable development. Social-impact initiatives are carried out directly and through Grifols foundations.

All social-impact investment and donation decisions are governed by Grifols Code of Conduct. Social Impact Committees established at Grifols sites follow a standard operating procedure (SOP) to ensure transparency and alignment of all activities with Grifols' mission and Social Action and Community Investment Policy.

Among its provisions, this SOP outlines the procedures for receiving and processing grant and/or donation applications across North America, Australia, the United Kingdom and the European Union (EU).

Additionally, Grifols coordinates initiatives and projects through the Probitas Foundation to increase access to medical treatment for vulnerable populations. The company also supports the Víctor Grifols i Lucas Foundation, established to promote bioethics as an engine for social and scientific progress. The foundation's efforts guide and support society in ensuring that technological advancements do not undermine ethics or fundamental rights, particularly in the realm of biomedicine.

MAIN INDICATORS*

Activities performed
35

Organizations supported
80+

Employees involved
700+

Volunteer hours in local communities
1,800+

Investment
USD 1.3+ M

Contributions to foundations*
EUR 3.8 M
Probitas Foundation and Víctor Grifols y Lucas Foundation

*Not including foundations

More information on the Probitas Foundation and the Víctor Grifols i Lucas Foundation: see specific sections.
More information on Grifols' corporate social action and community investment policy

LINES OF ACTION*

1. Health and wellness
We aspire to improve access to medical care and encourage healthy lifestyle habits, including food security and sports.

2. Education
We promote science and educational equality among young people by offering grants, sponsorships and scholarships.

3. Environment
We work to improve the environment by promoting local park development programs and initiatives to raise awareness on environmental issues.

*Breakdown of subsidized initiatives, excluding donation-center activities.

1. Health and wellness

Grifols supports initiatives aimed at enhancing people's health and well-being, including food security and sports.

U.S. AND GERMANY

Grifols supports food banks in the U.S. and Germany, which provide food and basic necessities for thousands of people across both countries.

Support in 2024
USD 28,000

GERMANY

This non-profit promotes sustainable and healthy nutrition for children through practical educational programs.

Support in 2024
USD 27,765

150 beneficiaries

AUSTRALIA

Based in Sydney, this foundation focuses on treating and preventing blindness and other vision problems in individuals and communities, especially among Aboriginal and Torres Strait Australians.

Support in 2024
USD 23,262

720 beneficiaries

Annual Gift of Joy, Toy Drive program

Grifols supports children by collaborating with over 40 local organizations globally to collect toys around the holidays. In 2024, the company collected and donated more than 7,000 toys worth close to USD 100,000.

2. Education

Grifols promotes science and STEM skills among women and minority groups as core educational priorities.

U.S.

Grifols promotes STEM learning among women, African Americans, indigenous people and at-risk youth through scholarships and other initiatives.

Support in 2024
USD +100,000
+99,000 beneficiaries

U.S.

Grifols finances two nursing scholarships and the Saturday Science Academy program at CDU to address healthcare inequalities and encourage disadvantaged and ethnically diverse youth in South Los Angeles to pursue careers in healthcare.

Support in 2024
USD 50,000
+300 beneficiaries

ESPAÑA

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 2024
EUR 25,000

Annual school supplies collection program

Grifols supports education by collaborating on school-supply campaigns with schools in the United States and Germany. In 2024, the company donated more than USD 90,000 worth of school supplies to 93 schools.

3. Environment

Grifols aspires to raise awareness on environmental issues, including the efforts to fight climate change and protect natural areas and their biodiversity.

U.S.

Grifols supports programs to promote greener and more sustainable environments in urban areas, encourage eco-friendly habits among young people, lead community clean-ups and prevent pollution. Through these initiatives, the company helps improve people's quality of life, preserve the environment and raise environmental awareness.

Support in 2024
USD 20,000

U.S.

TLC works to protect water systems, natural habitats and farmland in the Clayton, North Carolina area. In parallel, it works to connect people with nature through land stewardship and community action, and supports the NextGen Farming initiative, supporting start-up farmers via educational opportunities and other resources.

Support in 2024
USD 10,000

GRIFOLS SOCIAL INITIATIVES IN SPAIN

In Spain, Grifols collaborates with several projects in its communities of operation to promote its values and social impact. The company provides funding for different entities in sports, cultural, educational, social and environmental ambits for a maximum two-year period. An evaluation committee selects beneficiary projects following the criteria set forth in a standard operating procedure. Projects supported in 2024 include:

Fundación Rivus, which works to improve and preserve river systems, especially in the Besòs and Tordera River basins located near the Parets del Vallès facilities. In this regard, Grifols sponsored the "Discover the River" drawing contest and the "Sergi Mingote Academic Award" to engage young people in the study and importance of these river basins and their surrounding areas.

Cotillas CD Women's Soccer Team: The company also sponsors the Cotillas CD soccer team in Las Torres de Cotillas (Murcia), which is also home to one of its production plants. For Grifols, sports are one of the most powerful levers for advancing gender equality.

Initiatives supported in 2024: 11 initiatives
Total investments: EUR 158,014
Employees participation, including their families: 59 people

FUNDACIÓN PROBITAS, IMPROVING THE HEALTH OF VULNERABLE POPULATIONS

Founded in 2008, the Probitas Foundation is committed to improving access to healthcare, well-being and equal opportunities for vulnerable individuals, both in Spain and internationally. In line with the WHO, the Foundation focuses on health as a comprehensive state of physical, mental and social well-being.

As a mission-driven organization, Probitas runs social and healthcare programs in Spain that specifically target children, adolescents and families who are in vulnerable situations or at risk of social exclusion.

Internationally, it works to improve the living conditions and healthcare access of communities in remote and resource-poor areas. Through these efforts, Probitas strengthens public health systems in these regions.

At the same time, the Foundation actively supports research and collaborates with universities and research centers to study the impact of its programs.

Probitas works with various social and healthcare entities through a partnership model, co-designing projects to ensure they are impactful, sustainable and replicable.

The Probitas Foundation contributes to the social sustainability of Grifols S.A., which allocates 0.7% of its annual profits to support the Foundation's initiatives.

Programs in Spain

The Probitas Foundation's health and social action programs in Spain focus on promoting the holistic development of children and adolescents in vulnerable situations.

These programs support health education, socio-educational assistance, the coverage of basic needs such as food, and the professional development of people who work with minors. Probitas projects are developed collaboratively with various stakeholder group, including social organizations, schools, public administrations and families.

In 2024, the Foundation led more than 295 initiatives under its three main programs: Health Education, Specialized Health and Research, and Training and Development.

More than 10,000 children in 58 municipalities participated in these programs in the 2023-24 academic year. In addition, 57 Grifols employees participated in the "Donate Your Christmas Basket" campaign by donating their holiday gift boxes, either partially or in full. These contributions reflected a total value of EUR 4,800.

International programs

This program targets populations living in remote regions of the world with limited healthcare resources. In these areas, diseases represent a major public health issue, causing immense human suffering, stigmatization and high rates of morbidity and mortality.

Probitas promotes health equity with programs dedicated to addressing Neglected Tropical Diseases (NTDs) and rehabilitating laboratories in order to improve diagnosis, prevention and community health.

Probitas projects are developed in collaboration with local entities and health authorities in each country, within the context of primary healthcare. Community involvement is encouraged to ensure that healthcare is prioritized, with healthcare personnel trained to support these efforts.

In 2024, Probitas rehabilitated and equipped four new clinical diagnostic laboratories, developed five NTD projects and led three professional scholarship projects.

More information about the Probitas Foundation, its programs, impact and contribution on: www.fundacionprobitas.org

Víctor Grifols i Lucas Foundation, advancing a bioethical approach to life sciences

Seminars, conferences and workshops
32
1,600 participants

Edited publications
6

Scholarships
6

Awards granted
7

The Víctor Grifols i Lucas Foundation was created in 1998 to emphasize the importance of bioethics and foster dialogue among specialists from different areas of knowledge. The Foundation aims to promote bioethics among healthcare organizations, companies and professionals, offering a unique forum to debate and discuss issues related to ethics, science and health care.

Among its range of activities, the Foundation publishes books and articles, organizes ethics-related conferences and events on relevant scientific and social issues, promotes educational initiatives, and awards prizes and research grants.

At the same time, it offers ethical advice to other institutions and co-organizes events with other associations. 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.

Over 25 years fostering ethics in biomedicine and health through research, training, and collaboration for responsible scientific development.

- More information about the Grifols Foundation Chair of Bioethics, its investigation grups and projects: www.uvic.cat/recerca/bioetica
- More information and details about the foundation, its activities, its educational action, publications, awards, and scholarships at: www.fundaciogrifols.org

The UVIC-UC Fundació Grifols Chair in Bioethics

In 2015, the University of Vic-Central University of Catalonia (UVic-UCC) and the Víctor Grífols i Lucas Foundation joined forces to co-create and develop the Grifols Foundation Chair in Bioethics.

In alignment with its mission, the Chair aspires to promote knowledge in the field of bioethics through teaching and research. The interdisciplinary nature of bioethics requires reflection, both in educational and professional contexts, on the ethics surrounding scientific advances and their social relevance, while respecting life, the individual, dignity, diversity, responsibility and freedom.

Patients and healthcare professionals

Patients, healthcare professionals, and ultimately healthcare systems are the primary users of Grifols' products and services.

Ensuring a reliable plasma supply and promoting self-sufficiency are vital to achieving the company's goal of expanding access to plasma-derived medicines and diagnostic solutions. At the same time, Grifols strives to lead the industry by exceeding regulatory compliance and setting new benchmarks for quality, safety and transparency.

Impacts, risks and opportunities

S4 CONSUMERS AND/OR END-USERS		
Material IROs	**Type**	**Description**
PERSONAL SAFETY OF CONSUMERS AND/OR END-USERS		
Improved patient well-being	+ SP	Grifols' products and services enhance patients' life expectancy, well-being and quality of life.
Quality and safety of products and services	− SP R	Grifols guarantees treatment safety and quality through a highly regulated and vertically integrated value chain, complemented by industry best practices. These measures minimize risks or negative impacts while ensuring patients, customers and healthcare professionals remain Grifols' top priority.
Increased regulation: stricter health policies and other standards	R	Grifols monitors and prepares well in advance to address potential regulatory changes. The company leads the development of state-of-the-art production facilities that help set the pace for industry production standards. These combined efforts minimize any risks associated with increases in regulations.
INFORMATION-RELATED IMPACTS FOR CONSUMERS AND/OR END-USERS		
Responsible and transparent practices	+ SP	Grifols' business model is grounded in ethical and responsible commercial and marketing practices. By providing high-quality information, the company fosters trust among patients, healthcare professionals and society at large.
SOCIAL INCLUSION OF CONSUMERS AND/OR END USERS		
Access to treatment and diagnosis	+ − R	Grifols' business model is grounded in ethical and responsible commercial and marketing practices. By providing high-quality information, the company fosters trust among patients, healthcare professionals and society at large.
More sustainable healthcare systems	+ OO	Grifols collaborates with various countries to help achieve plasma self-sufficiency and ensure access to plasma treatments. The company also operates global industrial fractionation programs to promote the use of hospital plasma, contributing to cost optimization in public healthcare systems.

+ Positive impact − Negative impact R Risk OO Own Operation SP Supply Chain

Managing impacts, risks and opportunities

The following policies, actions, metrics and targets enable the efficient management of key IROs related to patients, customers and healthcare professionals.

Material Sub-topics	Policies	Actions	Metrics and Targets
Personal safety of consumers and/or end-users	• Patient and Patient Organization Policy • Quality Policy • Patient and Customer Safety Policy	• Conduct process controls for each batch and final product • Review and monitor production processes • Perform internal and external audits to ensure product quality	• Maintain the product quality claim rate ≤ 1 claim per 50,000 units sold[1] • Keep the number of critical deficiencies identified in external audits (by Regulatory Health Authorities) below 1. Target set for Biopharma.
Information-related impacts for consumers and/or end-users	• Standard Operating Procedure (Grifols Review Process - GRP) for promotional materials • Policy and procedure outlining the transparency program implementation	• Training on responsible marketing and sales practices • Participation in leading scientific association conferences to enhance learning on products and diseases	• 18,200 hours of training for sales teams
Social inclusion of consumers and/or end users	• Global Standard Operating Procedure for Grants and Donations to Patient Organizations	• Developing new procedures for product donations (individual requests) and patient interactions	• Donation of USD 1 million in critical products and medicines to support emergency relief efforts • Donation of 240 million international units (IU) of coagulation factor medicines to support patients with hemophilia in developing countries • Achieve EUR 18 million annually in charitable donations to support patient-focused programs

WE ADHERE TO INTERNATIONAL PRINCIPLES

- International Bill of Human Rights (including the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights)
- Declaration of Helsinki
- UNESCO Universal Declaration on Bioethics and Human Rights
- United Nations Guiding Principles on Business and Human Rights
- OECD Guidelines for Multinational Enterprises
- United Nations Global Compact

AND BIOETHICAL PRINCIPLES

- **AUTONOMY:** Every individual has the right to make decisions freely and independently
- **JUSTICE:** Healthcare resources should be distributed equitably and fairly
- **BENEFICENCE:** We strive to achieve the greatest possible benefit for patients while minimizing potential harm
- **NON-MALEFICIENCE:** Our actions must not increase harm to any individual

Driving active communication

Grifols maintains consistent and open communication with patients and patient organizations (POs), where legally permissible. This includes regular discussions with POs to address areas of mutual interest or concern.

Each business unit also operates claims, pharmacovigilance and surveillance systems to record and evaluate all notifications from healthcare centers, patients or users regarding potential product quality issues.

Each unit has a product recall system with strict procedures to notify health authorities, patient organizations, patients and healthcare professionals about any potential risks associated with recalled products.

Grifols operates a customer service call center and maintains dedicated websites to address inquiries related to the safety, tolerability or efficacy of its products, testament to its commitment to transparency.

In addition to established communication channels designed to maintain open dialogue with patients, patient organizations and healthcare professionals, Grifols positions itself as a reliable and transparent source of information for these key stakeholders, in line with its commitment to transparency and independence.

Since 1998, Grifols has supported and participated in the Plasma Protein Therapeutics Association (PPTA) Patient Notification System (PNS). This free and confidential service directly informs registered individuals about voluntary or mandatory withdrawals of plasma-derived medicines.

More details: "Responsible Practices" section in this chapter.
More details on main communication channels with stakeholders: "General Information" chapter.
More information about the PNS

Patients overview

Patients treated by the end of 2024

800,000+*

*It represents a portion of our sales (around ~82%: IG, FVIII, A-1, Tavlesse and ~35% of albumin used in chronic liver cirrhosis)

Dozens
of conditions treated with plasma therapies

Positive impact on patients

USD 29,825 M

Worldwide, more than 3 M people suffer from alpha-1 antitrypsin deficiency, over 6 M have primary immunodeficiencies and more than 1 M live with hemophilia.

We proactively promote access to medicines and support various patient assistance programs

It is estimated that more than two million patients in Europe[1] are affected by one of the 12 most common rare diseases, including hemophilia and primary immunodeficiency (PIDD), which can be treated with plasma-derived therapies.

Furthermore, scientific advancements are expanding the potential of plasma therapies to treat high-prevalence diseases. Plasma proteins are also widely used in routine medical services, emergencies and surgical interventions, among other applications.

1. Silvia Rohr and Rianne Ernst "Key Economic and Value Considerations for Plasma-Derived Medicinal Products (PDMPs) in Europe" for the PPTA.

DISEASES AND CONDITIONS TREATABLE WITH PLASMA-DERIVED MEDICINES [2]

ALBUMIN
- Liver cirrhosis
- Surgery (cardiac and major procedures)
- Intensive care (sepsis, burns, etc.)

IMMUNOGLOBULINS
- Immunodeficiencies
  – Primary (PIDD)
  – Secondary (SID)
- Neurological conditions
  – Chronic inflammatory demyelinating polyradiculoneuropathy (CIDP)
  – Acute demyelinating polyneuropathy (Guillain-Barré)
  – Multifocal motor neuropathy (MMN)
- Hematological conditions
  – Immune thrombocytopenia (immune thrombocytopenic purpura or ITP)
- Neuromuscular diseases
  – Myasthenia gravis (MG)
- Post-exposure prophylaxis for rabies
- Post-exposure prophylaxis and treatment for tetanus
- Immunoprophylaxis of hepatitis B

ALPHA-1 ANTITRYPSIN
- Alpha-1 antitrypsin deficiency disorder

CLOTTING FACTORS
- Bleeding disorders
  – Hemophilia A and B
  – Von Willebrand disease (VWD)
  – Rare clotting factor deficiencies
- Trauma/injury-related hemorrhaging
- Overdose of anticoagulants or toxic substances that induce bleeding

2. This information does not imply that Grifols products have the necessary regulatory approvals to treat all the listed indications.

How we contribute to patient well-being

Plasma-derived medicines have a profound impact by extending life expectancy, improving quality of life and reducing potentially life-threatening complications in individuals with plasma protein deficiencies. These treatments provide significant, life-long benefits to the patients. As a result, most plasma-derived medicines are included in the World Health Organization (WHO) List of Essential Medicines for both adults and children. Many of these medicines are also featured on the EU and U.S. lists of critical medicines.

Benefits of plasma-derived therapies by disease[3]

	Immunodeficiencies and neurological diseases	Bleeding disorders	Alpha-1 antitrypsin deficiency
Increase in life expectancy	●	●	●
Improved quality of life	●	●	●
Infection prevention	● For IDP and IDS		
Modifies disease progression	●	●	●
Prevalence	PIDD: 1/13,500 CIDP: 1/200,000 in children 1 a 7/100,000 in adults PTI: 9.5/100,000	Hemophilia A: 25/100,000 Hemophilia B: 5/100000 EvW: 1/8,500-1/50,000	AADT: 123.7/100,000

3. General information on the benefits of plasma-derived therapies. Source: PPTA More information and details: How Plasma-Derived Medicines Boost Health Value

Striving for excellence in our value chain

Grifols is committed to building a sustainable and responsible value chain that goes beyond strict regulatory requirements for quality, safety and sustainability. This approach minimizes potential impacts and risks.

By maintaining a highly regulated and vertically integrated value chain, Grifols ensures the safety and quality of its treatments, reaffirming its commitment to prioritize the needs of patients, healthcare professionals and customers.

Safety and quality as priority requirements

As a leading company in the healthcare sector, Grifols is dedicated to upholding the highest safety and quality standards for its products and services. This commitment is driven by senior management and endorsed in the Code of Ethics for Grifols Executives. The Chief Quality Officer (CQO) is responsible for overseeing the implementation and maintenance of processes that ensure the quality and safety of all products and services.

Grifols Corporate Quality Policy reflects its firm commitment to these standards, aiming to improve health outcomes and deliver long-term, sustainable value to patients, donors, the healthcare community, collaborators and society as a whole.

Each business unit adheres to policies and procedures designed to guarantee the highest levels of quality, safety and efficiency throughout the value chain. Grifols' quality system spans all operations and includes dedicated policies for continuous employee training and development, empowering them to perform their duties in line with the highest quality and safety standards. The company regularly evaluates its quality systems and processes through various quality committees, where key performance and quality indicators, among others, are closely monitored.

In 2024, Grifols received favorable outcomes from the audits and inspections carried out by global health authorities and organizations, testament to its commitment to quality and safety. In the 2024 fiscal year, Grifols did not identify any impacts or incur any monetary losses related to regulatory non-compliance, fines, notifications or voluntary codes to which it adheres.

Strict regulation and tight controls

Internal control system

Grifols' plasma product quality and safety program is built upon the expertise of its highly trained team, rigorous processes, advanced technologies and complete traceability from plasma donation to market.

All materials and processes are closely monitored throughout the supply chain by Grifols' quality department. This includes process controls and batch-by-batch monitoring of final products, as well as the review and supervision of production processes to ensure compliance with Good Manufacturing Practices (GMP). Systems are in place to escalate relevant events and implement appropriate measures through established Quality Committees, where key performance and quality indicators are regularly assessed. All medical devices are evaluated to comply with the European REACH regulation (Registration, Evaluation, Authorization, and Restriction of Chemicals).

Grifols is a member of the National Donor Deferral Registry (NDDR), a voluntary self-regulation initiative to guarantee the safety and quality of donated plasma through strict standards its donors must adhere to.

Plasma Procurement Regulations

- WHO: recommendations for the production, control and regulation of human plasma for fractionation (WHO Technical Report Series, No. 941)
- Directive 2002/98/EC which establishes quality and safety standards for processes related to human blood and its components
- EMA Guideline on plasma-derived medicinal products.
- 21 CFR Part 640: additional standards for human blood and blood products
- Local regulations in the countries where plasma-derived products are distributed
- PPTA Standards: voluntary adherence by Grifols
- European Pharmacopoeia
- U.S. Pharmacopoeia

Biopharma Regulations

- EU Good Manufacturing Practices (GMP)
- Code of Federal Regulations (CFR): 21 CFR 11, 21 CFR 210, 21 CFR 211, 21 CFR 600, 601, 610, 630 and 640.
- Good Manufacturing Practices (GMP) of the Pharmaceutical Inspection Co-operation Scheme (PIC/S)
- European Pharmacopoeia
- U.S. Pharmacopoeia
- Local regulations in the countries where plasma-derived products are distributed

Diagnostic Regulations

- ISO 13485: Medical Devices - Quality Management Systems - regulatory requirements
- Directive 98/79/EC on in vitro diagnostic medical devices
- EU Regulation 2017/746: on in vitro diagnostic medical devices
- 21 CFR 820: Quality System Regulation for Medical Devices
- Local regulations in the countries where products are distributed

For further information

External certifications

External entities certify the quality systems of all Grifols' production plants, including the manufacture of its medicines and medical devices.

1. Good Manufacturing Practices (GMP) certifications from the European Union, United States and other countries requiring GMP compliance.

2. Plasma Protein Therapeutics Association (PPTA) IQPP & QSEAL certifications

   - International Quality Plasma Program (IQPP) certifications: a voluntary program for plasma collection, including donor management and plasma center operations.
   - Quality Standards of Excellence, Assurance and Leadership (QSEAL) certifications: voluntary certifications specific to the manufacturing of plasma-derived medicines, ensuring adherence to stringent quality standards.

For further information

Internal and external quality audits

Grifols' management team defines and maintains the quality management system, including routine in-house audits of plasma centers, laboratories, production facilities and warehouses to monitor quality standards and ensure compliance with applicable regulations.

The Quality Audit Department conducts routine reviews of all operations.

All plasma centers, manufacturing plants, warehouses and laboratories are regularly inspected by health authorities in the United States (FDA), Europe (EMA) and other countries in compliance with their respective regulations.

Plasma centers and fractionation plants are also subject to regular audits by the Plasma Protein Therapeutics Association (PPTA).

PLASMA PROCUREMENT

Internal audits
236 (Grifols) **7** (Biotest)

Inspections by health authorities and accredited inspection entities
450 (Grifols) **11** (Biotest)

Favorable supplier audits
61 (Grifols) **11** (Biotest)

BIOPHARMA***

Internal audits
58 (Grifols) **12** (Biotest)

Inspections by health authorities and accredited inspection entities
22 (Grifols) **2** (Biotest)

Favorable supplier audits
136 (Grifols) **46** (Biotest)

DIAGNOSTIC

53 Internal audits

13 Inspections by health authorities and accredited inspection entities

24 Favorable supplier audits

OTHERS****

94 Internal audits

25 Inspections by health authorities and accredited inspection entities

62 Favorable supplier audits

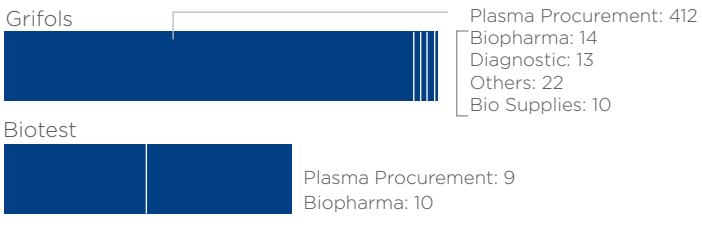
BIO SUPPLIES

1 Internal audits

11 Inspections by health authorities and accredited inspection entities

0 incidents related to suspension, revocation or loss of any license or certification; warning letter, imposed suspension of any regulated activity

GOOD MANUFACTURING PRACTICES



* Includes inspections by health authorities and accredited inspection bodies, as well as in-house inspections.
** Includes Grifols and Biotest.
***Former Bioscience Division.
**** Others: includes Former Hospital Division.

Quality controls and supplier audits

Grifols' Supplier Qualification Management System ensures that all raw materials, including plasma from external suppliers and critical non-plasma suppliers, undergo a rigorous, continuous evaluation process. Grifols conducts a comprehensive program of routine supplier audits to ensure compliance with GMP regulations and quality standards across all its business units.

390+ quality control supplier audits performed in 2024

Summary of Audits in 2024 - GRIFOLS

Business unit/Area	Type of supplier	Result			
		No. of quality audits	Favorable	Not favorable	Pending evaluation and final report
Plasma Procurement and Bio Supplies	Raw materials suppliers	40	39	0	1
	Distributors	5	5	0	0
	Transport companies	2	2	0	0
	Service suppliers	15	15	0	0
Biopharma	Raw materials suppliers	97	95	2	0
	Distributors	3	3	0	0
	Transport companies	10	10	0	0
	Service suppliers	28	28	0	0
Diagnostic	Raw materials suppliers	19	17	0	2
	Distributors	4	4	0	0
	Transport companies	0	0	0	0
	Service suppliers	5	3	0	2
Grifols global subsidiaries	Raw materials suppliers	0	0	0	0
	Distributors	14	14	0	0
	Transport companies	17	17	0	0
	Service suppliers	17	17	0	0
Others	Raw materials suppliers	48	48	0	0
	Distributors	3	2	1	0
	Transport companies	1	1	0	0
	Service suppliers	11	11	0	0

Summary of Audits in 2024 - BIOTEST

Plasma Procurement	Raw materials suppliers	0	0	0	0
	Distributors	0	0	0	0
	Transport companies	0	0	0	0
	Service suppliers	11	11	0	0
Biopharma	Raw materials suppliers	20	20	0	0
	Distributors	9	9	0	0
	Transport companies	3	3	0	0
	Service suppliers	14	14	0	0

Health, safety and pharmacovigilance measures

As outlined in its Quality Policy, Grifols identifies the critical attributes of its products and conducts thorough quality controls on raw materials, manufacturing processes and finished product testing.

Grifols establishes quality agreements with all distributors, which include specific provisions on pharmacovigilance and vigilance, including those operating in countries with less advanced pharmacovigilance or surveillance regulations. These agreements clearly define the responsibilities in this area to ensure that Grifols' rigorous standards are upheld.

The company has also implemented a pharmacovigilance system to monitor any adverse reactions or effects resulting from its medicines, as well as a surveillance system to track adverse incidents due to the use of medical devices and in vitro diagnostic medical devices. Under these programs, Grifols operates a reporting system for suspected adverse reactions, effects or incidents that may pose a safety concern.

All activities and requirements of the pharmacovigilance and surveillance systems for medical devices and in vitro diagnostic devices are detailed in Grifols' standard operating procedures, which are regularly updated to comply with applicable regulations in every country where Grifols distributes its products. The company conducts regular internal audits of both systems as part of its quality compliance framework, and both systems are subject to external inspections by the relevant health authorities.

Grifols does not outsource primary pharmacovigilance or medical device surveillance and in vitro medical devices activities to third parties. However, certain minor activities specific to the pharmacovigilance of Biopharma products have been outsourced.

Claims system

Grifols' claims system, as described in its corporate policy, records and evaluates all notifications received from employees, healthcare centers, patients and users regarding concerns about potential product quality issues. For medical devices, the management system for technical services is integrated with the complaints management system to ensure all customer requests are properly assessed.

When a subsidiary or authorized call center receives a complaint about a product or service marketed by Grifols, it immediately notifies the relevant manufacturing plant. This process ensures that all complaints are thoroughly evaluated in accordance with the established claims system.

The quality department of each business unit oversees the claims process, which includes conducting the relevant investigations; verifying the implementation of corrective and preventive actions, if necessary; notifying relevant health authorities, if applicable; and informing the customer of the findings from the claim investigation.

CLAIMS RATIO PER BUSINESS UNIT

Biopharma

1 per **75,186** units distributed

2023: 1 per 97,895 units distributed

Diagnostic

1 per **170,224** diagnostic tests

2023: 1 per 559,298 diagnostic tests

Bio Supplies

1 per **1,651** units distributed

2023: 1 per 2,777 diagnostic tests

Others (Medicines)

1 per **3,692,028** units distributed

2023: 1 per 14,972,662 units distributed

Others (Medical devices)

1 per **114,835** units distributed

2023: 1 per 50,005 units distributed

Biotest

1 per **103,114** units distributed

2023: 1 per 77,777 units distributed

Product recall system

The product recall system is governed by Grifols' corporate policy on patient and customer safety.

This system is developed through standardized operating procedures and is subject to internal audits to ensure its effectiveness and compliance with current regulations. It is also regularly inspected by the competent health authorities.

All Grifols teams involved in potential product recalls, whether voluntary or mandatory, receive specialized training in the proper management of these incidents. Grifols also conducts periodic product recall simulations to test crisis management procedures and protocols, as well as identify and address potential areas for improvement.

The product recall system includes specific procedures for notifying health authorities, patient organizations and healthcare professionals about any potential risks associated with recalled products. Grifols operates a call center and maintains dedicated websites for certain products to communicate potential risks. The use of recalled products in clinical trials is strictly prohibited.

In the past four years, Grifols and Biotest did not have any mandatory product recalls (Class I, II, or III) due to quality or safety issues. In 2024, Grifols has not carried out any voluntary product recalls.

Strict controls ensure that quality and safety standards are fully complied with, and the processes in place facilitate a swift and effective recall if necessary. In this regard, in 2024, a counterfeit Biotest Albiomin (albumin) product was detected, which even included a forged local authority seal to appear authentic. Although the original Biotest drug did not present any quality defects, the company decided to recall the affected batch from the market as a measure to help eliminate the counterfeit product, in addition to launching an information campaign. Both actions were carried out in collaboration with the competent authorities to protect patient safety.

Counterfeit drug prevention system

The counterfeiting of medicines and advanced diagnostic systems poses a global risk to patient safety and public health. Plasma-derived medicines are typically prescription-only drugs and are primarily administered in hospital settings.

Grifols collaborates with regulatory authorities to investigate and analyze suspected cases of counterfeit products. The company has implemented an Anti-Counterfeiting Policy to help prevent, detect and report counterfeit products. Under this policy, any suspected or confirmed cases of counterfeit medicines must be promptly reported to the relevant regulatory authorities in compliance with applicable regulations.

Committed to supporting regulatory authorities in preventing counterfeiting, Grifols uses track-and-trace technology to comply with product serialization and aggregation requirements in certain countries and regions. Beyond these obligatory measures, Grifols implements additional anti-counterfeiting safeguards, including assigning unique codes to vials before marketing any plasma-derived product and adding holographic seals to packaging to ensure its integrity and authenticity.

Grifols undergoes regular internal audits and external inspections to verify compliance with applicable regulations and conducts due diligence with customers and distributors to confirm they hold the necessary licenses to distribute its products.

Furthermore, Grifols outlines detailed measures for addressing suspected counterfeiting in its contracts and quality agreements with third parties, where applicable. Since 2021, Grifols has not been aware of any incidents leading to raids, seizures, arrests or the filing of criminal charges related to counterfeit products.

More information: Anti-Falsifications Policy

Building trust-based relationships through transparency

By integrating the knowledge, experience and perspectives of patients, patient organizations, healthcare professionals and healthcare organizations, Grifols is able to develop increasingly innovative and personalized treatments, diagnostics, technologies, services and solutions.

Patient relations through patient organizations

Patient associations and organizations play a vital role in global healthcare systems. They contribute to patient education, advocate for patient rights and support clinical research. At Grifols, these organizations increasingly influence decision-making. Actions and initiatives involving these groups are coordinated and managed by the Global Patient Affairs team.

All collaborations with patient associations adhere to the applicable principles of transparency and the specific regulations of each country. Grifols has implemented standardized operating procedures that internally govern collaboration agreements, grants and donations, ensuring they meet criteria of eligibility, compliance, ethics and transparency.

These general principles and commitments are outlined in the Policy for Patients and Patient Organizations and other internal procedures. Grifols also publishes annual, country-specific reports detailing the support provided and value transfers made to patient organizations worldwide.

Grifols' collaborations include educational initiatives on the unique nature of plasma-derived medicines and the complexity of their production processes; joint advocacy efforts to promote better patient access to plasma-derived medicines; and support initiatives, combining employee volunteer efforts and financial resources, all in compliance with current regulations and laws.

Grifols engages with approximately 70 patient organizations across key therapeutic areas globally. In 2024, the company allocated more than EUR 18.6 M to product donations and EUR 9.14 M support for around 60 patient associations worldwide, funding various programs and activities. Much of this effort was concentrated in Europe, in an aim to foster greater engagement and contribute to the professionalization of these organizations.

Collaborations and support programs for patient associations

SCOPE IN 2024

Therapeutic areas / diseases

Pulmonology – Immunology – Neurology – Alzheimer's – Liver diseases – Blood disorders

4 geographic areas

North America, focus on the United States and Canada

Europe, focus on Spain, France, Germany, Italy, the United Kingdom and Nordic countries

Latin America: focus on Brazil and Argentina

Asia-Pacific: focus on Australia

Interaction with 70 patient organizations

Through the Patient Organization Donation Program, Grifols supports projects and initiatives aligned with four strategic priorities:

1. Education and empowerment: Grifols helps patients become actively involved in decisions about their health. For rare diseases, educating the medical community is also crucial. The company collaborates in various seminars and scientific conferences to advance this goal.

2. Awareness and visibility: giving greater visibility to patient communities fosters a sense of solidarity and helps bring their needs and challenges onto the political agenda. Grifols contributes by supporting the creation and maintenance of different channels of communication and educational materials.

3. Experience and well-being: Grifols supports projects that contribute to improved disease management and enhance patient experience. In 2024, the company supported psychosocial programs led by patient organizations in different therapeutic areas to promote a holistic approach to care.

4. Advocacy and access: patient organizations play a key role in ensuring equitable access to treatment and addressing plasma shortages, which remain a significant challenge. In 2024, Grifols supported the creation of patient alliances across Europe to unify and amplify their voices in different countries. These efforts aim to empower patient communities by promoting equity in access to care and treatment, accelerating diagnoses and fostering collaboration among multiple stakeholders to address patient needs.

EDUCATION AS A KEY DRIVER

In 2024, Grifols promoted various educational initiatives with patient communities in Europe. As part of the "Plasma Awareness Educational Program," webinars were organized with representatives from these communities to inform and update them on policies that impact their lives.

Additionally, new visits to Grifols facilities were arranged locally, offering participants insights into the company's operations and commitment to plasma-derived medicines. Grifols also launched a program that enables patients to share their firsthand experiences and testimonies. This initiative aims to give all employees an opportunity to learn from and connect with patients, fostering a deeper understanding of the company's mission.

Relations with healthcare professionals and organizations

Grifols' interactions with healthcare professionals and organizations contribute to enriching its knowledge and expertise on patient behavior and disease management. This is critical to guiding industry efforts and enhancing the quality of patient care and treatment options. All interactions are conducted with maximum integrity and transparency, regulated by Grifols' Global Compliance Program.

Grifols' Gifts and Hospitality Policy provides clear guidance for employees on the appropriate standards and established limits for managing transfers of value and hospitality to healthcare professionals, public officials and other individuals.

The U.S. Sunshine Act (PPS) requires manufacturers and group purchasing organizations (GPOs) of pharmaceuticals, biologicals and medical devices to itemize all information relating to payments and transfers of value made to specific healthcare professionals and organizations, including physicians, advanced practice providers and teaching hospitals. The Centers for Medicare and Medicaid Services (CMS) publishes these reports annually in June.

Grifols has established policies and procedures to manage its transparency program, ensuring compliance with U.S. federal and state reporting obligations. The company adheres to the Pharmaceutical Research and Manufacturers of America (PhRMA) and Advanced Medical Technology Association (AdvaMed) Codes on Interactions with Healthcare Providers. Last updated in January 2022 (PhRMA) and June 2022 (AdvaMed), these codes aim to reinforce ethical standards and principles in interactions with the healthcare community.

Under the Open Payment Program, transfers of value in the U.S.

USD 4.1 M in 2023

-27% vs 2022

In line with these principles, Grifols may engage healthcare professionals such as consultants or advisors, provided they are selected based on their qualifications and expertise to meet a specific need. Financial compensation must reflect fair market value for the services provided, and all arrangements must be formalized through written contracts.

Grifols provides a transparency-training program for all employees whose roles require regular interaction with U.S. healthcare organizations and professionals. In total, 62 U.S.-based employees participated in formal transparency-specific training, while the North American Healthcare Compliance team provided information and individual instruction throughout the year to a broader group of employees. These training efforts are designed to ensure that all employees involved in such interactions fully internalize and comply with transparency regulations and ethical principles.

In 2015, Grifols voluntarily adopted transparency practices in Europe[4] in alignment with Chapter 5 of the European Federation of Pharmaceutical Industries and Associations (EFPIA) Code, extending them to all corporate divisions and operations.

In 2024, for the ninth consecutive year, Grifols disclosed all payments and other transfers of value related to medicines and healthcare technology made to professionals and organizations in various European countries covered under the EFPIA Code. The company also has a policy and procedure in place that outlines how its transparency program is implemented to comply with the Code.

4. The EFPIA Code includes the following countries: Germany, Austria, Belgium, Bosnia and Herzegovina, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Greece, Hungary, Iceland, Ireland, Italy, Latvia, Lithuania, North Macedonia, Malta, Norway, Netherlands, Poland, Portugal, Romania, Russia, Serbia, Slovakia, Slovenia, Spain, Sweden, Switzerland, Turkey and Ukraine.

In accordance with EFPIA criteria in Europe

EUR 14.5 M in 2023

-34% vs 2022

69% transfers of value related to R&D

As a member of MedTech Europe, Grifols applies the transparency guidelines outlined in its Code of Ethical Business Practice, including reporting the Training Grants conducted in 2023. Additionally, Grifols publishes detailed information on country-specific transfers of value, in compliance with local regulations. The company also maintains its own policy and procedure to ensure compliance with reporting obligations required by U.S. state and federal government agencies.

Packaging, leaflets and labelling

The information included in product packaging, leaflets and labels adheres to the applicable standards and regulations in every country where Grifols operates, including Good Manufacturing Practices (GMP) for medicines.

For medical devices and in vitro diagnostic medical devices, the labelling, reagent instructions for use and user manuals for instruments and software, comply with country-specific regulations, (EN ISO 15223, among others) and incorporate mitigation measures identified through medical device risk management systems (EN ISO 14971) or as required by health authorities. All printed materials are translated into the relevant languages, regularly updated as needed and made easily accessible to users.

TRANSFERS OF VALUE BY TYPE

EUROPE DATA - GRIFOLS

	2023		2022		2021	
	EUR	%	EUR	%	EUR	%
Services	1,415,862	10%	1,294,739	7%	1,006,669	5%
Contributions to professional healthcare events	601,717	4%	293,171	1%	57,272	0%
Contributions to cover costs of healthcare events	2,306,191	16%	2,505,772	13%	1,978,053	11%
Grants	197,343	1%	628,962	3%	280,272	1%
Third-party R+D collaboration	10,021,128	69%	14,779,095	76%	15,609,633	83%
TOTAL	**14,542,241**	**100%**	**19,501,739**	**100%**	**18,931,899**	**100%**

U.S. DATA - GRIFOLS

	2023		2022		2021	
	USD	%	USD	%	USD	%
Services	1,361,895	33%	935,321	17%	4,128,833	34%
Contributions to professional healthcare events	843,366	20%	645,974	11%	344,243	3%
Grants	0	0%	0	0%	0	0%
R&D collaborations with third parties	1,383,432	34%	3,058,171	54%	7,025,507	59%
Investigator sponsored research	524,084	13%	1,023,755	18%	483,866	4%
TOTAL	**4,112,777**	**100%**	**5,663,221**	**100%**	**11,982,449**	**100%**

EUROPE DATA* - BIOTEST

	2023		2022	
	EUR	%	EUR	%
Services	252,022	9%	264,091	2%
Contributions to professional healthcare events	251,262	9%	240,973	2%
Contributions to cover costs of healthcare events	373,269	13%	8,455,016	77%
Grants**	195,000	7%	304,000	3%
Third-party R&D collaborations	1,694,314	61%	1,747,144	16%
TOTAL	**2,765,868**	**100%**	**11,011,226**	**100%**

*Transfers of value in Europe as defined by the EPFIA Disclosure Code. ToVs included with one-year intervals.
**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.

Grifols' corporate website includes a methodology note and specific reports on transfers of value to healthcare professionals and organizations in specific countries. This information is publicly available

Responsible marketing practices

Grifols ensures that all marketing activities, as well as promotional and educational materials, comply with applicable laws and regulations; align with industry policies and codes voluntarily adopted by the company; adequately address the target audience and end-users and provide accurate, reliable, comprehensive and balanced information.

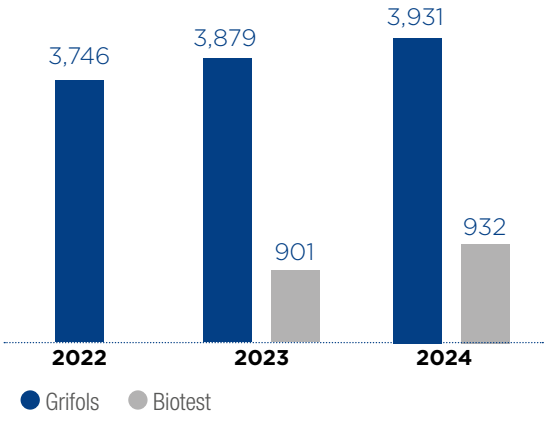
The company follows a standard operating procedure (SOP) to define the responsibilities and processes for the approval, review and control of all marketing initiatives. This includes participation in congresses and the design and distribution of promotional and educational materials about Grifols' products and services.

The Grifols Review Process (GRP) guides the management and approval process to be followed for all marketing materials. Representatives from the legal, medical and regulatory departments review and approve this material using an electronic system which has been specifically designed for the GRP process, in order to guarantee that these are aligned with responsible marketing practices.

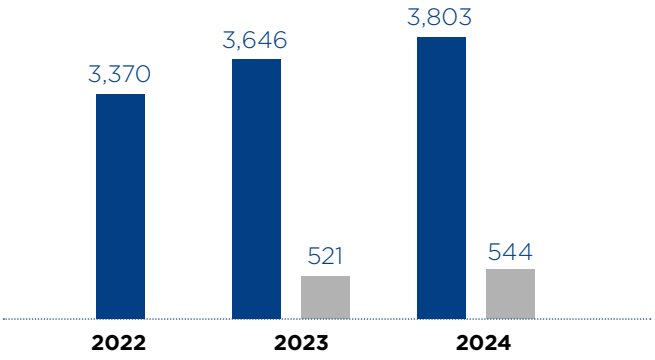
All marketing material and content is approved for specific uses in designated countries and may only be used with no alterations. The contents of all promotional and educational materials are routinely reviewed to ensure compliance with current regulations and codes in force. Grifols also provides training on responsible sales and marketing practices in line with the company's Code of Conduct and Anti-Corruption Policy.

In 2024, Grifols received 3 marketing complaints, which were dealt with in accordance with established procedures. These complaints had an economic impact of EUR 12,000. Biotest has not received any complaints related to marketing.

Materials reviewed



Materials approved



Access to treatments and diagnosis

Self-sufficiency program for plasma and plasma-derived medicines

The World Health Organization (WHO), the Council of Europe and other institutions stress the importance of achieving self-sufficiency in plasma-derived medicines to give patients adequate access to these essential treatments.

Specifically, the WHO Resolution WHA 63.12 urges member states to establish, implement and support sustainable blood and plasma collection programs. When efficiently managed and nationally coordinated in accordance with the available resources in each country, these programs enable increased self-sufficiency. However, WHO[5] figures show that only 56 out of 171 reporting countries produce plasma-derived medicines by fractionating plasma collected domestically, while 91 countries report relying entirely on imports for plasma-derived medicines.

Currently, EU countries[6] face a plasma shortfall of 5.4 million liters required to meet treatment demands. Plasma collected in Europe accounts for only 63% of the volume needed to produce essential plasma medicines, while the remaining treatments–primarily manufactured using U.S. plasma–are imported. This heavy reliance on third countries heightens the risk of shortages, as witnessed in 2021 following the COVID-19 pandemic. Such shortages may lead to these medicines being rationed and unjustified delays in treatment. For example, in Spain, the self-sufficiency gap for immunoglobulins stands at 36%.

Grifols is committed to promoting and improving access to treatments for patients by supporting and working with countries to help them increase their levels of self-sufficiency, thereby strengthening their healthcare systems and limiting dependence on third parties. The company is leading this change through the Grifols Self-Sufficiency Program. Furthermore, its global industrial plasma fractionation programs contribute to improving healthcare costs, promoting better and greater access to plasma treatments and contributing to more sustainable healthcare systems.

5. https://www.who.int/es/news-room/fact-sheets/detail/blood-safety-and-availability

6. Data from the EY study: "Asegurar el tratamiento con inmunoglobulinas en España: necesidad de una regulación alternativa".

STRATEGIC ALLIANCE WITH CANADA

Grifols reached a long-term collaboration agreement with Canadian Blood Services (CBS) in 2022 to accelerate the country's immunoglobulin (Ig) self-sufficiency from 15% to 50% in the shortest timeframe possible, reducing the volume of plasma-medicine imports.

In 2024, Grifols continued to make significant progress in consolidating a vertically integrated supply chain to meet the needs of Canadian patients. This supply chain includes newly established donation centers and the production facilities in Montreal. Until the Montreal plant becomes fully operational in 2027, production is being carried out at Grifols' facilities in Clayton, North Carolina (USA).

SELF-SUFFICIENCY BOOST IN EGYPT

In 2020, Grifols began developing the first integrated platform in the Middle East and Africa to supply plasma therapies at national and regional levels as part of its strategic alliance with the Egyptian government. Through this collaboration, the company will promote Egypt's self-supply of plasma medicines through a pioneering public-private partnership.

Direct initiatives to support patients

Grifols actively promotes patient access to treatments, particularly when extraordinary circumstances may limit or disrupt access. Since 2006, the company has implemented initiatives in the U.S. to support patients treated with its plasma-derived medicines without health insurance. Grifols also offers treatments for patients in need of temporary assistance and promotes comprehensive support programs to help patients manage their diseases effectively.

Grifols provides direct support to patients who, due to exceptional circumstances, are unable to access treatments.

17,000+ patients have had access to free products or services

Supporting the World Federation of Hemophilia

An estimated 400,000 people around the world suffer from severe hemophilia, yet 75% remain untreated. Grifols, to address this issue, began collaborating with the World Federation of Hemophilia (WFH) Humanitarian Aid Program in 2014, donating clotting factors for hemophilia patients in need of treatment. Grifols' donations also support the WFH's Global Alliance for Progress (GAP) program. In its second decade, this initiative aims to increase the number of patients diagnosed and treated for bleeding disorders, especially in developing countries.

Grifols' 2022-2030 Commitment to the World Federation of Hemophilia includes the donation of

240 million UI

Supporting patients with Alpha-1 Antitrypsin Deficiency (AATD)

AlfaCare is a holistic support program for patients with Alpha-1 Antitrypsin Deficiency (AATD) offering training, emotional support and guidance to help them effectively manage their condition by promoting new habits to enhance their physical, dietary and psychological well-being. The program was launched in Spain in 2018 with the collaboration of the Alfa-1 Spain Association and the support of a multidisciplinary clinical team including psychologists and patient mentors. Since then, the program has expanded to Germany under the name AlphaCare and to Italy as GriCare.

AlfaCare has proven to deliver significant value to AADT patients. As of December 2024, it supports 265 patients in Spain, who receive psychological support and respiratory physiotherapy, among other services, and 32 of them receive home treatment. In Germany, the program supports 744 patients and in Italy, 110 patients.

More information on AlfaCare

Programa AlfaCare

1,000+ patients supported across 3 countries

Emergency aid in strategic partnership with Direct Relief

Grifols collaborates with Direct Relief, a humanitarian organization operating in over 80 countries, to provide healthcare professionals with medical resources following natural disasters and other humanitarian or poverty-related emergencies. This partnership ensures the availability of donated products in the shortest possible time.

Value of medicines donated 2019-2024
EUR 2.74 M

Value of medicines donated in 2024
EUR 0.04 M

Patients treated in 2024
3,245+

Units of products donated in 2024:
2,800+

Enhancing diagnostics

Accurate and timely diagnosis is the first critical step toward effective prevention and treatment, directly impacting patient safety. Grifols specializes in transfusion and personalized diagnostic solutions aimed at reducing diagnostic errors. According to the WHO,[7] such errors may include delays in diagnosis, incorrect diagnosis, missed diagnosis or failure to communicate the diagnosis, all of which can occur at any stage of the diagnostic process.

Safe transfusions and tissue donations

Through its Diagnostic division, Grifols drives continuous innovation to provide blood and tissue banks with highly sensitive and specific tests to ensure safe transfusions and donations. Grifols assays are based on nucleic acid amplification techniques (NAT), which enable the detection of viruses such as HIV, hepatitis B and C, as well as emerging viruses like Zika and West Nile, and parasites such as those that cause babesiosis.

Grifols also develops blood typing platforms to ensure compatibility between donors and recipients. These gel-based assays not only identify major blood groups like ABO and Rh but also detect less common blood groups that are still highly relevant to human pathologies, such as sickle cell anemia and cancer.

According to the World Health Organization (WHO), 50% of donated blood is collected in emerging countries, which account for 80% of the global population[8]. These countries lack basic measures to ensure safe transfusions and donations are not universally implemented. Grifols is actively working to expand its transfusion diagnostic solutions in emerging markets, including the Philippines, India, Egypt and Indonesia. This is also the case in China, where Grifols collaborates with Shanghai RAAS to progressively contribute to raising transfusion safety standards in the country's blood donation centers.

In 2024, Grifols' NAT technology was used to test more than 38 million blood donations, and the company supplied over 71.5 million gel-based blood typing cards.

7. https://www.who.int/es/news/item/17-09-2024-get-it-right-make-it-safe-who-highlights-safe-diagnosis-during-global-campaign-for-patient-safety

8. https://data.worldbank.org/country/low-income

The first free direct-to-consumer program for detecting Alpha-1 Deficiency (AATD)

In 2023, Grifols launched the AlphaID™ At Home Genetic Health Risk Service, the first free, direct-to-consumer program for U.S. residents designed to facilitate genetic detection of Alpha-1 Antitrypsin Deficiency (AATD). This condition, which has symptoms similar to COPD, is estimated to affect about 1 in every 2,500 Americans.

Using AlphaID™ At Home, individuals can assess their risk of developing lung and/or liver disease associated with Alpha-1 using a simple saliva sample, without needing to visit a healthcare professional.

As of May 2024, nearly 68,000 AlphaID™ At Home kits had been requested. Additionally, the AlphaID™ kit, developed by Progenika, has been used in medical practices and across many other countries, enabling the detection of AATD and helping patients take appropriate steps to address this health condition.

In the European Union, Latin America and Turkey, some 35,000 units were distributed free of charge during 2024.

Grifols is also focused on developing new diagnostic tests for personalized medicine, aimed at prognosis, predicting responses, and monitoring biological therapies. Furthermore, the company is advancing molecular diagnostic and prognostic tests in areas such as oncology, autoimmunity, cardiovascular medicine and central nervous system disorders.

WE CONTRIBUTE TO MORE SUSTAINABLE HEALTH SYSTEMS

Outside of its core activity, Grifols shares its expertise with other countries by making its facilities, technology, expertise and technical teams available to donation centers and public health organizations. This includes processing surplus plasma, purifying the proteins and returns them entirely in the form of plasma-derived medicines.

Regulated by plasma fractionation service agreements, these public-private collaborations provide healthcare administrations with significant cost savings on plasma-derived medicines. These collaborations are offered in Spain, Italy and Canada. In 2023, Grifols extended this service to Egypt, supporting efforts to promote the country's self-sufficiency in plasma-derived medicines.

More details: "Access to Medicines" section.

GRIFOLS' CONTRIBUTIONS TO SAVINGS IN SPAIN'S HEALTHCARE SYSTEM

Grifols' global plasma industrial fractionation programs help reduce healthcare costs

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

This solution includes, among others, the Quality Program to advise on quality management and assurance systems and the Academy Program offering plasma-related training activities, courses and programs. Simultaneously, the Grifols Plasma Management Service web solution was developed by Grifols to improve, streamline and facilitate communication among the various parties involved in monitoring the industrial plasma fractionation contract and guarantee full traceability during the process.

Grifols spearheads a range of additional services to support and address the needs of blood banks, working collaboratively to promote plasma self-sufficiency.

Spain advances its plasma self-sufficiency for plasma-derived medicines

Human plasma has become a strategic resource for Spain's National Health System, serving as an essential raw material for the production of plasma-derived medicines. Increasing plasma donations through apheresis is a top priority, with efforts concentrated on expanding the plasma donor pool.

In 2024, numerous groups worked to increase the volume of plasma collected in Spain to benefit thousands of patients. For the fourth consecutive year, these collective efforts have surpassed 400,000 liters of plasma collected for fractionation and the production of plasma-derived medicines. This volume represents between 40% and 60% of the plasma required to produce the plasma therapies needed in the country.

Grifols leads the way to actively support awareness campaigns aimed at promoting plasma donations in Spain.

Collaborative solutions	**Safety throughout the supply chain**	**Comprehensive production quality control**	**Increased self-sufficiency**	**Patient-focused**	**Savings for healthcare systems**

Innovation at Grifols

Grifols reports its innovation based on the principles of double materiality, considering both business and sustainability impacts.

Innovation at Grifols focuses on four key priorities: accelerating the development of new therapies, products and services, and driving ongoing improvements and new indications for existing ones; promoting competitiveness; optimizing in-house productivity to achieve greater efficiencies; and supporting scientific cooperation, education and research capabilities to advance scientific knowledge.

In this context, Grifols provides specific information about its innovation efforts to facilitate a broad-based understanding of the company as a whole.

Impacts, risks and opportunities

Material IROs	Type	Description
INNOVATION		
Clinical trials	− SP OO	Grifols firmly believes that advances in life sciences must be rooted in a humanistic and ethical approach. The company is committed to protecting the rights, safety and well-being of patients involved in the clinical trials it leads or sponsors. The company also advocates for the responsible and ethical use of laboratory animals in trials essential for the development of life-saving therapies.
Promoting knowledge and research for the benefit of society	+ OO	Grifols promotes research and scientific progress to contribute to the advancement of society. The company offers a differential innovation portfolio, focused primarily on developing treatments and diagnostic solutions. These efforts are further strengthened by the use of artificial intelligence (AI), which has the potential to drive significant breakthroughs via the analysis of clinical trial data and plasma donor information. At the same time, it strives to integrate sustainability criteria into its product innovation to foster both social progress and environmental protection.
Improvement of production processes	R O	Grifols recognizes the transformative power of technological advances to optimize the production processes of plasma-derived medicines and improve operational logistics, driving both revenue growth and cost reduction. The company has started to explore and integrate AI solutions to boost efficiency and productivity, and ultimately achieve significant cost savings. Grifols is also positioning itself in future-forward segments including recombinant medicines and antibody therapies, which may lead to new opportunities and strengthen its long-term competitive advantage.
Investment in new technologies	R	Technological innovation offers Grifols the opportunity to optimize its production processes and enhance its competitiveness in its industries of operation, ensuring a sustainable future. The company proactively anticipates its investment needs, both from a financial and human resources perspective.

+ Positive impact − Negative impact R Risk OO Own Operation SP Supply Chain O Opportunity

Managing impacts, risks and opportunities

The following policies, actions, metrics and targets enable Grifols to efficiently and effectively manage the key material IROs related to innovation in alignment with its current reality.

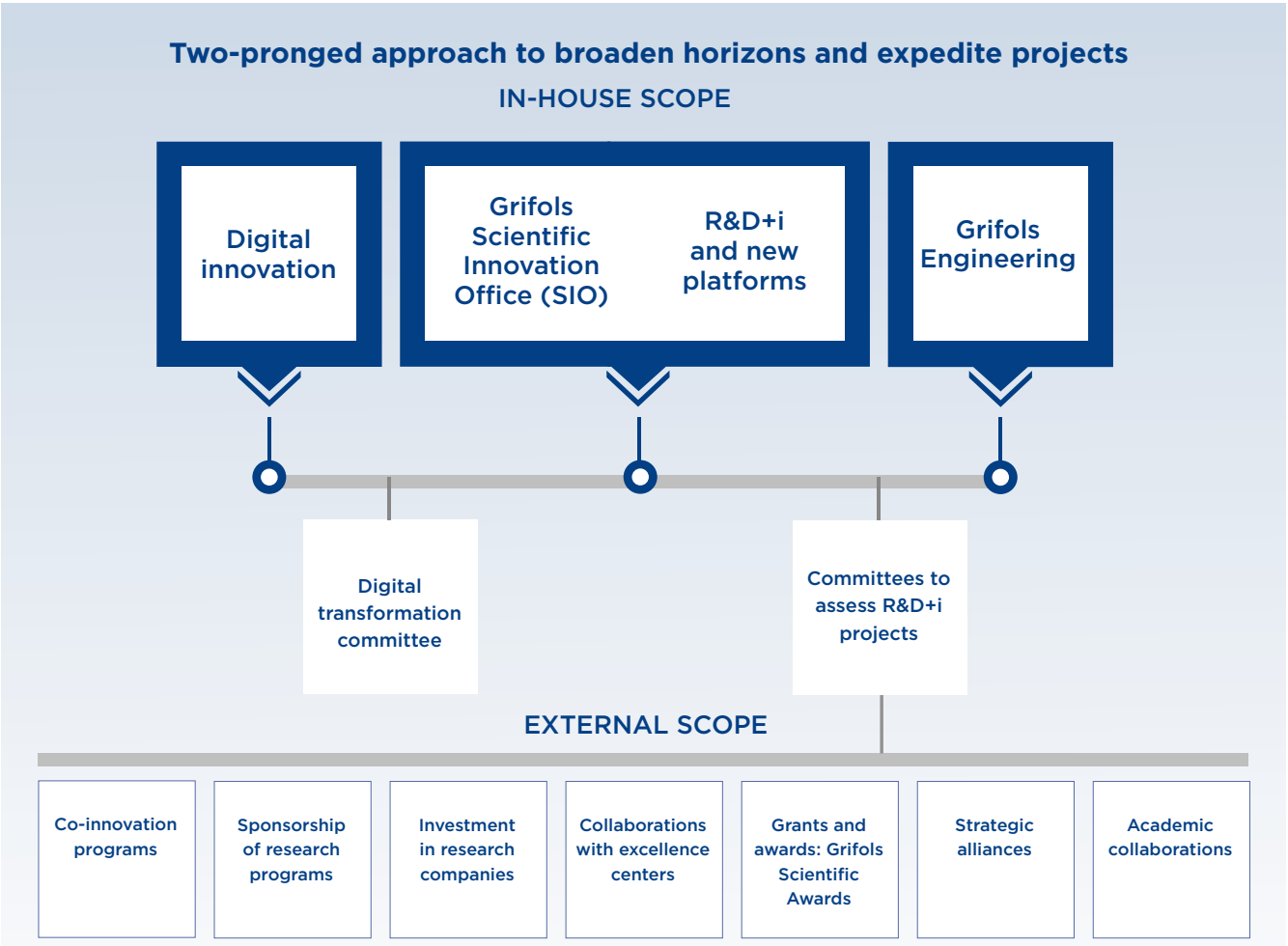
Material Sub-topics	Policies	Actions	Metrics and Targets
Innovation	• Human Rights Policy • Animal Welfare Policy	• Deliver excellence in innovation by expanding the focus on platforms (plasma and non-plasma), therapeutic areas and internal and external knowledge to benefit a larger number of patients	• Achieve more than 80% of the defined milestones in innovation projects • Assign at least 75% of R+D investments to products and market expansion

Driving innovation through open lines of communication

Effective communication with stakeholders in science, technology and innovation is essential for promoting the development and promulgation of new ideas and projects. Grifols' two-pronged innovation scope fosters knowledge sharing and communication both internally and externally, giving the company a strategic edge. This approach not only informs but also actively engages and connects key players within its innovation ecosystem, helping it advance progress, anticipate changes and build a support network to boost competitiveness.

On an internal level, digital transformation committees and R&D+i project analysis forums are the primary platforms for addressing key innovation-related issues–including critical material matters–across the organization.

Externally, academic collaborations with centers of excellence and co-innovation programs are vital communication channels for the exchange of ideas and knowledge.



Overview of innovation at Grifols

R+D+i investments

EUR 382 M
5% of revenues

EUR 1,682+ M
invested over the last 5 years

Talent

1,260+
people dedicated to R+D+i

90+ external researchers

Patents

2,688 patents

689 patent applications

1,216 patents that expire over the next 10 years

*Includes Biotest data.

Innovation is at the core of Grifols' operations and embedded in its DNA. The company promotes the development of healthcare solutions through substantial investments in both financial resources and talent, leveraging its network of research hubs in the U.S. (California and North Carolina) and Europe. Furthermore, Grifols boasts advanced research platforms that reinforce its leadership in biomedicine. These platforms, along with its investees, will enable the company to continue improving the lives of millions and anticipate the future of medicine.

Research platforms

- Plasma proteomics, fractionation and purification
- Single-cell transcriptomics
- Machine learning-based AI platform for therapeutic target discovery
- Neural functional assay platform
- Therapeutic target selection and validation
- Polyclonal recombinant expression and manufacturing
- Mammalian cell line for site-directed integration
- Platform for discovery monoclonal antibodies

Other Grifols companies

- Araclon[1] – Spain: specialized in the research and development of new treatments and diagnostic tests for Alzheimer's disease
- GigaGen – U.S.: dedicated to the discovery and development of recombinant polyclonal antibody-based drugs to treat immunodeficiencies, infectious diseases and immunotherapy-resistant cancers

1. Grifols investee company

An ethical approach to science and innovation

For Grifols, advances in life sciences should never be severed from their intrinsic humanistic component. The relevance of ethics in biomedical and technological innovation is paramount to guiding the responsible and sustainable development of science and technology, ensuring these advancements are used for the benefit of humanity. In this regard, scientific progress should always emerge from an ethical and social construct.

Grifols translates this commitment into action through the Víctor Grífols i Lucas Foundation. Among their competencies, the review committees within the Grifols Scientific Innovation Office oversee and manage all matters related to clinical trials, including those with ethical ramifications.

The company adheres to three fundamental and universal principles that guide the ethical considerations of its clinical trials, as outlined in its Human Rights Policy.

We subscribe to three fundamental and universal principles:

RESPECT FOR PEOPLE: Respect for an individual's ability to make decisions freely and independently, and protection of vulnerable groups of people who participate as research subjects. This principle is expressed through informed consent forms.

WELFARE: Guarantee the health of people who participate in clinical trials. Risks must be minimized and benefits maximized for all participants. For Grifols, protecting people's health takes precedence over professional and personal interests, research advances and the search for knowledge.

JUSTICE: Research must strike a balance between benefits and risks. All subjects must be treated with equal consideration, with no discrimination in the selection of subjects. Under this principle, participants are never exposed to unsafe situations to benefit another person. There is an obligation to safeguard the rights of vulnerable groups.

The Human Rights Policy

Clinical trials

Clinical trials are essential for advancing medical knowledge and providing innovative medications to individuals with specific diseases or conditions.

Grifols is committed to protecting the rights, safety and well-being of patients who participate in the clinical trials it leads or sponsors. All clinical research led by Grifols or on its behalf adheres to the standards defined in the International Conference on Harmonization of Technical Requirements for Pharmaceutical Products for Human Use regarding Good Clinical Practice (ICH GCP); the protection of human beings under the Declaration of Helsinki (1964); and applicable local laws and regulations.

Clinical trials are described in a detailed protocol, which is submitted to regulatory authorities and external ethics committees for their evaluation. They only begin once a favorable decision has been handed down.

More information: ClinicalTrials.gov and EudraCT

Participants submit a written, signed and dated informed consent form. The lead researcher (or assigned healthcare professional) provides appropriate information, resolves any doubts and gives potential clinical-trial subjects sufficient time to make an informed decision on their participation.

In order to maintain quality control, Grifols has standard operating procedures that guarantee that the clinical trial and its related trial data are documented and communicated data according to protocol, ICH GCP principles and applicable regulatory requirements. In addition, Grifols has detection procedures in place that allow clinical professionals to detect and document possible fraud or misconduct in clinical trials.

Several measures at Grifols ensure the transparency of data collected in its clinical trials while safeguarding the anonymity of trial subjects and the protection of their personal data in accordance with the General Data Protection Regulation (GDPR). Grifols also subscribes to the principles of the codes of conduct regulating the treatment of personal data from clinical trials and other applicable clinical and pharmacovigilance research.

Information on the protocol, status of clinical trials and their results are disclosed on publicly accessible registries, including www.clinicaltrials.gov

In addition, the results of trials conducted in Europe are published in the EudraCT (European Union Drug Regulating Authorities Clinical Trials Database) when the trial is regulated by Directive 2001/20/EC, and the Clinical Trials Information System (CTIS) platform when the trial is governed by Regulation 536/2014.Grifols also publicly shares the results of many of its clinical trials at international conferences and in scientific journals.

Responsible testing

Grifols is committed to the responsible use of laboratory animals when required for the development of new life-sustaining therapies.

Whether studies are carried out in university settings or in external laboratories, Grifols researchers work closely with regulatory agencies and the Institutional Animal Care and Use Committee (IACUC) to guarantee the safe and ethical treatment of animals.

All facilities are approved by the competent authorities where research is conducted. In the U.S., Grifols facilities are certified by the Association for Assessment and Accreditation of Laboratory Animal Care (AAALAC) or equivalent organization, and hold the highest accreditation possible for animal-testing laboratories.

All European laboratories comply with Directive 2010/63/EU concerning the protection of animals used for scientific purposes and are assessed by the competent authorities of each country. Grifols research adheres to the "Alternatives and the 3Rs" (Replacement, Reduction and Refinement) protocol, which advocates (i) Replacing the use of animal-testing with alternative techniques or avoiding it completely; (ii) Reducing the number of animals used; and (iii) Refining how experiments are performed to ensure animals suffer as little as possible.

Innovation in treatments

Grifols promotes research and scientific progress to contribute to the advancement of society. Accelerating and advancing new plasma-derived and non-plasma treatments and indications is critical in the company's ongoing efforts to generate a positive impact on patients and society.

To this end, Grifols has a differential product portfolio centered on six core therapeutic areas, while also supporting and integrating projects spearheaded by Biotest, Alkahest, Araclon and GigaGen.

SIX CORE THERAPEUTIC AREAS

		Pre-clinical	Phase 1	Phase 2	Phase 3	Phase 4	Regulatory	LCM
Immunology	recIG – IDP	■						
	Xembify® – CLL	■	■	■	■			
	Xembify® – Biweekly dosing - PID	■	■	■	■	■	■	
	Xembify® – Pre-filled syringes							■
	Gamunex® Bags							■
	Yimmugo® (IGIV NextGen) – IDP	■	■	■	■	■	■	**
Hepatology / Intensive care	Albúmina 20% – Cirrhosis – PRECIOSA	■	■	■	■			
	Albúmina 5% – Acute on chronic liver disease – APACHE	■	■	■	■			
	FlexBag® (U.S.. UE)							■
Pulmonology	Alfa-1 AT - in non-cystic fibrosis bronchiectasis	■						
	Alfa-1 AT 15% (SC) – AADT	■	■	■				
	Prolastin-C – AADT (SPARTA)	■	■	■	■	■		
	Prolastin® vials 4-5g, (UE)							**
Hematology	Fibrinogen - Cong. deficiency & severe hypofibrinogen	■	■	■	■	■	■	
	Fibrinogen – Acquired deficiency	■	■	■	■	■	■	
	Fostamatinib[1] – PTI – Refractory patients	■	■	■	■	■		
	Yimmugo® (IGIV NextGen) PTI	■	■	■	■	■		**
Infectious diseases	GIGA 2339 – VHB	■	■					
	Trimodulin (IgM) – (EScCAPE)	■	■	■	■			
Neurology	GRF6019 – Alzheimer's	■	■	■				
	GRF6021 – Parkinson's with dementia	■	■	■				
	Aβvac40[2] – Alzheimer's	■	■	■				
	AKST4290 – Parkinson's	■	■	■				
Others	GIGA564 – Anti-CTLA-4 mAb Oncology	■	■					
	AKST4290 – Neovascular age-related macular degeneration (AMD	■	■	■				
	VISTASEAL™ (fibrin sealant) - Biosurgery pediatric use	■	■	■	■	■	■	
	OSIG (Ocular Surface immunoglobulin) – Dry eye disease	■						

1 Association with Endpoint Health; 2 Rights licensed by Rigel Pharmaceuticals in la UE and other countries; 3 Project led by Araclon (Grifols investee)
** Commercialization initiated

■ Biotest projects

More information on Grifols research projects

We promote wide-ranging in-house initiatives

Xembify® to prevent infections in CLL patients

Clinical trial for subcutaneous immunoglobulin Xembify® to help prevent infections in patients with secondary immunodeficient chronic lymphocytic leukemia (CLL), which affects more than 375,000 people in the U.S. alone.

Phase 3 double-blind clinical trial

380+ participants
70 healthcare centers
First patient treated in 2023
Conducted in the **U.S.** and **Europe**

Alpha-1 antitrypsin in pulmonary emphysema

SPARTA evaluates the efficacy and safety of two weekly intravenous alpha-1 dosing schedules in subjects with pulmonary emphysema caused by alpha-1 antitrypsin deficiency (AATD).

Phase 3-4 double-blind clinical trial

2 dosing regimens: 60 and 120 weekly/mg/kg
Recruitment finalized in 2023 with 339 patients
Results expected in 2026-27

Milestones and advances in plasma therapies

- FDA approves Grifols' fibrin sealant, commercialized by Johnson&Johnson (VISTASEAL™ in the U.S. and Canada, VERASEAL™ in Europe and other markets) to control surgical bleeding in pediatric patients.
- FDA approves an expanded label for XEMBIFY® 20% to include treatment for patients with primary humoral immunodeficiencies (PI) without first having intravenous administration. XEMBIFY is the first 20% subcutaneous immunoglobulin (SCIg) to obtain this extended label. The FDA approval also includes biweekly dosing, providing greater convenience and flexibility to patients.
- Collaboration with Selagine to research immunoglobulin eye drops to treat dry eye disease, which affects more than 100 million people globally. Grifols expects to launch a phase 2 clinical trial in mid-2025.
- Collaboration with BARDA to evaluate an immunoglobulin-based eye drop for treating lesions caused by exposure to mustard gas, a chemical warfare agent. The preclinical phase will assess its anti-inflammatory and immunomodulatory properties as well as its ability to alleviate the long-term effects of mustard gas.
- European market launch of new presentation of Prolastin for the treatment of alpha-1 antitrypsin deficiency (AATD), now available in 4- and 5-gram vials. Its commercialization has begun in Germany and Denmark, among other countries.
- Improvement of IgG yields in the production methods of Gamunex and Flebogamma-DIF
- Submission to Health Canada for approval of a new albumin purification facility in Montreal
- Positive results of a phase 4 study of Fanhdi® (factor VIII) to evaluate its long-term safety and clinical efficacy in subjects with von Willebrand Disease (VWD). A total of 17 participants were enrolled in this 12-month observational, multi-center study, which demonstrated the product's long-term effectiveness in treating bleeding episodes and as prophylaxis before surgical procedures. VWD is the most common hereditary blood-clotting disorder in the word.

NUMBER OF R+D PROJECTS ON PLASMA THERAPIES BY DEVELOPMENT PHASE

	2024	2023	2022*
Discovery	19	24	19
Preclinical	32	23	28
Clinical	15	22	23
Post-commercialization studies	6	14	39
Other projects	10	16	14
Total Biopharma R+D projects	**82**	**99**	**123**

* Includes Biotest.

More details on new product launches: "Financial performance" chapter

Maximizing Biotest's full potential

In 2024, Grifols continued to advance and support Biotest's R+D projects, which complement and enhance its innovation portfolio, expanding the availability of plasma-derived therapies in benefit of patients worldwide.

CORE PROJECTS IN THE PIPELINE

Fibrinogen

Phase 3 clinical study Adjusted Fibrinogen Replacement Strategy (AdFirst) in patients with elevated blood loss while undergoing spinal surgery or during abdominal surgery as a treatment for peritoneal pseudomyxoma (PMP).

Trimodulin

A new polyclonal antibody preparation with a high content of immunoglobulins (IgM, IgA and IgG) to treat severe community-acquired pneumonia (sCAP).

Milestones and advances in 2024

- Presentation of positive topline results from the phase 3 AdFirst clinical trial with fibrinogen. The study met its primary endpoint: fibrinogen concentrate proved to be as effective as the standard of care in reducing intraoperative blood loss in patients with acquired fibrinogen deficiency (AFD), while maintaining an excellent safety profile. The clinical trial included 200 patients, and regulatory authorizations began in 2024 in Europe and the United States.
- FDA approval of Yimmugo®, Biotest's immunoglobulin therapeutic (IgG Next Generation) to treat primary immunodeficiencies.

More details on Biotest's pipeline: Pipeline
More information on Yimmugo®

Other initiatives on neurodegenerative diseases

ALKAHEST

Grifols continues to drive new knowledge of the plasma proteome through its investee Alkahest to determine plasma proteins associated with aging, a discovery that could extend its therapeutic benefit to other diseases, including those related to the central nervous system. At present, ongoing clinical programs are under way with plasma fractions and small molecules in patients with Alzheimer's disease, Parkinson's disease and neovascular age-related macular degeneration (AMD).

ARACLON and Alzheimer's disease

Grifols became an Araclon Biotech shareholder in 2012. Since then, it has supported and promoted its growth as a pioneering developer of projects to diagnose and treat Alzheimer's disease.

Results from phase 2 clinical study of ABvac40 Alzheimer's vaccine:

Positive results were reported in the phase 2 trial of ABvac40, an active vaccine against the Aβ40 peptide to treat patients with early-stage Alzheimer's disease (AD). Findings show ABvac40 had a favorable safety profile, stimulated a robust and enduring immune response against ASymbol 40, and showed some potential cognitive benefits in early-stage AD patients, meeting primary endpoints. While the trial was not designed to assess efficacy on neuropsychological scales and other disease markers, promising results were observed in some secondary exploratory endpoints between the ABvac40-treated group and placebo group.

In 2024, post-hoc analyses of the study demonstrated that the ABvac40 vaccine provided greater benefits for patients with amyloid deposits in the brain, with fewer cases of clinically significant decline on the MMSE scale compared to the placebo group. These benefits were particularly pronounced in the top 25% of patients, who exhibited a robust immune response to the vaccine.

The clinical data obtained were presented at various scientific conferences.

Further evidence was gathered on the potential mechanism of action of ABvac40, particularly its impact on the amyloid vascular pathology linked to cerebral amyloid angiopathy (CAA). A reassessment of MRI scans from the trial revealed a lower incidence of new cerebral microhemorrhages among patients treated with ABvac40 compared to those in the placebo group.

The manuscript highlighting the key results from the phase 2 clinical trial is currently under way, with publication in a prestigious journal expected in in 2025.

ABtest-MS for the early detection of Alzheimer's

In addition to its ELISA ABtest-IA assays for analyzing Symbol -amyloid peptides in human plasma, which have shown potential in identifying cognitively normal individuals with brain changes associated with Alzheimer's disease, Araclon has also developed the ABtest-MS assay. This test enables the simultaneous determination of total Aβ40 and ASymbol 42 levels in plasma using liquid chromatography coupled with mass spectrometry.

In 2024, a significant portion of the data generated with ABtest-MS was presented to the scientific community. Also ongoing is the collaborative project with New York University's Grossman School of Medicine, focused on determining Aβ40 and Aβ42 levels in human plasma and studying their association with factors such as sleep and race. Collaboration also continues with the ADRC (Alzheimer's Disease Research Center) at NYU-Langone Hospital in the United States.

Progress was made in the use of amyloid markers to assist in the diagnosis of cerebral amyloid angiopathy (CAA) in collaboration with Vall d'Hebron Hospital (Barcelona). Also completed was the extension of the Clinical Validation Study for ABtest-MS in individuals with mild cognitive impairment (MCI). The study included more than 600 participants, who were grouped in two cohorts (Hospital Clínico San Carlos in Madrid and Santa María Hospital in Lleida).

A paper is expected to be published in 2025 presenting the results of a five-year longitudinal study on the FACEHBI cohort (ACE Foundation, Barcelona), as well as findings from the statistical analysis from the Clinical Validation Study. Additionally, results from other studies and collaborations are also anticipated for publication.

More details: https://www.araclon.com

GigaGen, non-plasma innovation

GigaGen is dedicated to the discovery and development of recombinant polyclonal antibody-based drugs to treat immunodeficiencies, infectious diseases and immunotherapy-resistant cancers. Its patented technology platforms enable the discovery of potent monoclonal antibody therapeutics and a new class of drugs: recombinant polyclonal antibodies.

Among other projects, GigaGen is working on the development of a recombinant IVIG (intravenous immunoglobulin) and a recombinant antithymocyte globulin (ATG) to treat transplant rejection and other inflammatory diseases.

Start of the phase 1 clinical trial for the hepatitis B virus

In 2024, GigaGen dosed its first patient in a phase 1 clinical trial to assess the safety and tolerability of GIGA-2339, the company's first recombinant polyclonal antibody candidate for treating hepatitis B virus (HBV) infection, following its FDA clearance as an investigational new drug (IND).

GIGA-2339 includes more than 1,000 recombinant human antibodies targeting HBV to mimic the body's natural immune response, with the potential to eliminate the virus and activate the immune system. There is presently no cure for HBV, which affects more than 296 million people globally and causes over 800,000 deaths every year.

Start of the phase 1 clinical trial for the oncology drug candidate GIGA-564

GigaGen dosed the first patient in its phase 1 clinical trial to evaluate its oncology candidate GIGA-564 for the treatment of advanced solid tumors. This marks the first oncology asset to enter clinical development.

The trial is being led by researchers at the U.S. National Cancer Institute (NCI) in close collaboration with the GigaGen team, as outlined in the cooperation agreement signed between the two organizations.

New research contract between GigaGen and the U.S. Department of Defense

The new collaboration will finance the initial development of GigaGen's hyperimmune product targeting seven variants of botulinum neurotoxins A and B (BoNT), as well as a second, yet-to-be-identified biological threat. The grant amounts to USD 132.5 million over six years, covering product manufacturing and phase 1 trials for both programs. This partnership further underscores the Department of Defense's confidence in GigaGen technology and the company's capacity to develop vital therapies for high-priority pathogens.

More details: GigaGen

Innovation in diagnostics

Grifols also drives social progress by leading research and scientific advances in the diagnostics field. Its contributions and innovations in transfusion diagnostics for the screening and typing of blood, plasma and tissue donations are key to modern medicine, contributing to enhanced safety, quality and efficacy in blood transfusions and tissue donations.

Among their benefits, these innovations guarantee compatibility between donor and recipient, prevent disease transmission and optimize blood product inventories, enabling rapid and effective responses in critical situations. Grifols' technology has a significant positive impact on society by improving diagnoses and treatments in this area.

Main milestones in 2024

In 2024, Grifols continued to reinforce its industry leadership in transfusion safety:

- Implementation of Grifols technology in pioneering blood banks such as the Singapore Blood Services Group, achieving 80% market share in the region and 100% in countries where NAT screening technology is mandatory.
- Evaluation of the NAT assay (for research use only) in collaboration with the American Red Cross to detect the monkeypox virus (MPXV) in blood and plasma, highlighting Grifols' commitment to innovation and transfusion safety.

Blood typing solutions

- U.S. healthcare centers recognize Grifols' professionalism and efficiency in the installation and training of its technologies. Agreements of 5-plus years underscore the industry's confidence in Grifols blood typing solutions.
- Market approval of Erytra Eflexis & Reader Net in China celebrated at an event in Nanjing with more than 150 professionals in attendance. These innovations are promoted at conferences and to key customers throughout the year.

Main lines of innovation

- A new line of blood typing solutions under development
- A new immunoassay technology for blood and plasma screening under development
- New clinical diagnostic platforms under development

Digital innovation

Grifols' corporate environment and growth opportunities make digital innovation a central focus across the organization. Led by the Chief Digital Information Officer (CDIO), the company has made important inroads to explore, evaluate and enhance digital tools that add value to its business model.

Grifols advanced on its digital transformation in 2024, leveraging the experience and expertise acquired since 2018 to roll out a comprehensive redesign of its community and ecosystem grounded in a local approach with a global vision.

The company's digital strategy is built on three key pillars:

1. Digital Boost: drives the implementation of innovative initiatives
2. Literacy and Spread: focused on effectively communicating the actions taken to proactively foster cultural change
3. Digital Networking & Open Innovation: promotes openness to new external ideas and the creation of a forum conducive to the adoption of innovative approaches

This comprehensive strategy fosters innovation from within and positions Grifols as a proactive player in adopting new ideas and industry practices. The company also promotes innovation through collaborations with external entities. One example is Grifols' partnership with Google to develop and implement the GIGA program (Grifols Innovation with Google Academy). Among its objectives, GIGA aims to drive experimentation with new digital technologies and promote cultural change within Grifols teams in relation to its digital innovation processes.

Another example is Grifols' 2023 incorporation in the Barcelona Health Hub (BHH), dedicated to promoting innovation and interaction in the digital health space. The BHH's 350 members include startups, healthcare institutions, universities, large corporations and investors. Through its involvement, Grifols explores and accelerates the adoption of cutting-edge digital health platforms and technologies.

DIGITAL INNOVATION: AREAS OF IMPACT

Commercial Client + value	**Industrial** Value chain and operations + optimization	**Plasma** Donors + experience + efficiency
R+D New sources of value	**Quality** + safety	**Corporate** + processes + workforce experience

Harnessing the power of artificial intelligence (AI)

As a firm believer in the transformational impact and potential of artificial intelligence, Grifols is expanding AI-driven implementations to boost the efficiency and sustainability of its production processes, while harnessing its full capabilities in vital areas like R+D. Key AI projects in 2024 include:

AI to reduce energy consumption in climate control

A new OT-IT architecture enables data from Biopharma cooling plants in Barcelona to be read and written from the cloud, maintaining cybersecurity standards and data sovereignty. This architecture also facilitates real-time management of three cooling plants, optimizing energy performance and contributing to a 20% reduction in the energy consumed for climate control in the plants' clean rooms.

Implementing AI in immunoglobulin production

Grifols has implemented AI platforms in its Biopharma manufacturing plants to improve the performance of intravenous immunoglobulin (IVIg) production. The platform collects data from the production process, identifies critical parameters and learns how variation in those parameters affects the amount of protein obtained. Based on the information acquired, the platform proposes new thresholds with the objective of achieving higher IVIg yields.

Manufacturing innovation

Grifols continually works to optimize the efficiency and sustainability of its production processes in line with its growth strategy. Leveraging its in-house engineering expertise and collaborations with other institutions and organizations, the company explores various avenues to integrate new technologies and materials, automated systems and digitalization opportunities.

Its core projects in 2024 included the following:

Device digitalization at Haema

New software was rolled out to manage devices used in Haema donation centers in order to improve efficiency, minimize errors and ensure compliance with Good Manufacturing Practices (GMP). The software's modular structure and scalability enable the management of both medical and non-medical equipment, including the documentation of digital master data, routine checks, recurring maintenance, phased qualifications, and instructions and records of device failures and repairs.

Biogas and biomethane generation

Wastewater with the highest organic load is segregated and sold as a by-product to a high-capacity biogas plant in Catalonia. There, the biogas is purified and converted into biomethane, which is subsequently injected into the natural gas distribution network. This process supports the circular economy by repurposing wastewater and contributing to the production of biomethane, a crucial element in decarbonizing thermal energy demand.

Maximum protection during the sterile filling phase of medications

Grifols enhanced its GSF® (Grifols Sterile Filling) system, which has successfully protected products from contamination for over 30 years, by incorporating RABS (Restricted Access Barrier System) technology. This addition increases isolation through horizontal laminar flow and HEPA-filtered air at the aseptic filling point, and reinforces the protection of GSF® system's protection, which already minimized vial and cap exposure. Through this upgrade, the company reduces the risk of accidental contamination compared to other filling systems.

Research collaborations and support

First scientific journal specialized in plasma

Founded by Grifols, Plasmatology was launched with the aim of becoming an industry reference in plasma-related research, from basic research to clinical applications. The journal has open access and indexed in a range of scientific databases.

9 articles published in 2024
42 articles published since its launch in 2021

Access Plasmatology - Sage Journals

Sponsorship: ISR Program

Grifols' investigator-sponsored research (ISR) advances scientific knowledge of plasma proteins by supporting pre-clinical and clinical research.

EUR 7 M allocated to research over the past 5 years to complement public-sector investments

Access more information here

Chair for the Study of Cirrhosis and Albumin

Grifols established the Grifols Chair for the Study of Cirrhosis in 2015 as a private, international chair under the European Foundation for the Study of Chronic Liver Failure (EF-Clif). The project is led by Professors Vicente Arroyo and Richard Moreau, president and managing director of EF-Clif, respectively. A Grifols representative serves on the foundation's executive board.

EUR 11.9 M invested over the last 5 years in liver disease research

Access more information here

Grifols Scientific Awards and research grants

These distinctions promote and showcase innovative proposals developed to enhance people's health, well-being and quality of life.

EUR 6.9 M allocated over the past 5 years to scientific awards and research grants

Access more information here

Governance

Governance of a listed company

Grifols made important advances in its commitment to creating long-term sustainable value, underpinned strong corporate governance and aligned with best practices.

The principles and best practices guiding Grifols' corporate governance ensure efficient, transparent and responsible management, fostering trust with investors and other key stakeholders.

Grifols' shareholder composition

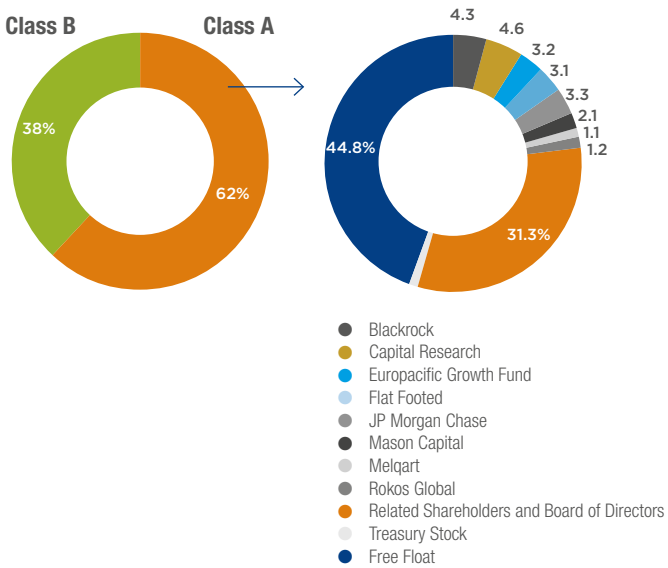
Grifols is a publicly listed company with no extra-statutory or concerted actions among shareholders. Additionally, there are no restrictions–whether statutory, legislative or other types–on the transferability of securities or the right to vote.

Grifols S.A. share capital currently stands at EUR 119,603,705, represented by 687,554,908 shares which are fully subscribed and paid. The company's shares fall into two categories:

- Class A shares: 426,129,798 ordinary shares with voting rights and 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 each, listed on the Barcelona, Madrid, Valencia and Bilbao Stock Exchanges and the Spanish Continuous Market System. Class B shares carry a preferential dividend of EUR 0.01 each.

Grifols has two American Depositary Receipts (ADRs) programs in the United States: ADR Level I for Class A shares and ADR Level III for Class B shares. Level I ADRs are traded in U.S. dollars on the OTC markets, while Level III ADRs are listed in U.S. dollars on NASDAQ.

SHAREHOLDER COMPOSITION



WE WORK TO ENHANCE COMMUNICATION AND BUILD TRUST

As a publicly listed company, Grifols has several channels to deliver clear, in-depth and timely information to its shareholders, including financial statements and sustainability reports. At the same time, it maintains regular contact with investors through roadshows, webinars and meetings. The company is dedicated to integrating sustainable and responsible practices in its operations and assessing its environmental and social impact.

LEGAL FRAMEWORK AS A LISTED COMPANY

Grifols is a publicly listed company in Spain and the United States, complying with all applicable legislation in both countries.

Internal regulatory framework

- Articles of association
- General Shareholders' Meeting regulations
- Board of Directors regulations
- Internal codes, regulations and corporate policies

External regulatory framework

- Spanish Companies Act (Ley de Sociedades de Capital), Securities Market and Investment Services Act (Ley de los Mercados 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 1/2024 on Appointments and Remunerations 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

More information on Grifols' corporate governance: www.grifols.com

Governance bodies

The General Shareholders' Meeting is Grifols' sovereign governing body. The company encourages all shareholders to attend, requiring no minimum share capital. Grifols' 2024 Ordinary General Shareholders' Meeting took place on June 14, with 55.95% of voting capital represented. Grifols' shareholders approved all the proposals submitted to a vote, except for the proposal concerning item 12 of the agenda (Authorization to the Board of Directors to call, if necessary, Extraordinary Shareholders' Meetings of the Company with at least 15 days in advance, in accordance with article 515 of the Capital Companies Act), as there was not sufficient quorum for its vote and approval.

The Board of Directors is Grifols' highest decision-making body. The Board is responsible for the company's management and legal representation and comprised by no fewer than three members and no more than fifteen, as stipulated in Article 20 of the Articles of Association and Article 7 of the Regulations of the Board of Directors. As of December 31, 2024, Grifols' Board of Directors was composed by 13 members.

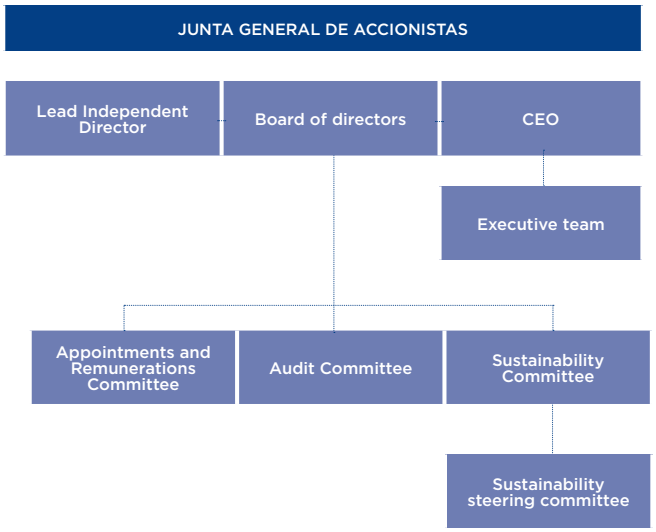
Board members serve four-year terms, without prejudice to their indefinite re-election for subsequent terms of the same duration. The board has designated a lead independent director, although not being mandatory under Spanish legislation, and all committees are made up entirely by independent directors. This applies to the Appointments and Remuneration Committee, Appointments and Remunerations Committee and Sustainability Committee.

Grifols implemented several changes in 2024 to reinforce its governance, separating ownership and management spheres as outlined in its long-term corporate governance strategy, launched in 2022.

Following a successful transition period, the Chief Executive Officer was vested with all executive functions on 1 April 2024, bringing the company in line with best governance practices. As of September 2024, Grifols' chairperson holds a non-executive role, while Víctor Grifols continues to serve as Honorary Chairman after tendering his resignation as a board member on December 18, 2023.

Grifols publishes a Corporate Governance Report once a year. Approved by the Board of Directors, it provides detailed information on its ownership and management structures, among other relevant issues.

More information on Grifols' website



Board of directors

34 meetings

93.1% attendance

Audit Committee

14 meetings

100% attendance

Appointments and Remunerations Committee

10 meetings

96.7% attendance

Sustainability Committee

5 meetings

100% attendance

Board of directors at the close of 2024

VICTOR GRÍFOLS ROURA
CHAIRMAN OF HONOUR

THOMAS GLANZMANN
NON-EXECUTIVE CHAIRMAN

NACHO ABIA
CHIEF EXECUTIVE OFFICER

RAIMON GRÍFOLS ROURA
PROPRIETARY DIRECTOR
VICE-CHAIRMAN

VÍCTOR GRÍFOLS DEU
DIRECTOR PROPRIETARY

ALBERT GRIFOLS COMA-CROS
DIRECTOR PROPRIETARY

TOMÁS DAGÁ GELABERT
DIRECTOR
OTHER EXTERNAL

ANNE-CATHERINE BERNER
DIRECTOR INDEPENDENT
AUDIT COMMITTEE
APPOINTMENTS AND REMUNERATION COMMITTEE
SUSTAINABILITY COMMITTEE

ENRIQUETA FELIP FONT
DIRECTOR INDEPENDENT
APPOINTMENTS AND REMUNERATION COMMITTEE
SUSTAINABILITY COMMITTEE

SUSANA GONZÁLEZ RODRÍGUEZ
DIRECTOR INDEPENDENT
APPOINTMENTS AND REMUNERATION COMMITTEE

MONTSERRAT MUÑOZ ABELLANA
LEAD INDEPENDENT DIRECTOR
AUDIT COMMITEE
SUSTAINABILITY COMMITTEE

ÍÑIGO SÁNCHEZ-ASIAÍN MARDONES
DIRECTOR INDEPENDENT
AUDIT COMMITTEE

PASCAL RAVERY
DIRECTOR INDEPENDENT

PAUL S, HERENDEEN
DIRECTOR PROPRIETARY

NURIA MARTÍN BARNÉS
SECRETARY NON-MEMBER
SECRETARY NON-MEMBER · APPOINTMENTS AND REMUNERATION COMMITTEE
SECRETARY NON-MEMBER · SUSTAINABILITY COMMITTEE

LAURA DE LA CRUZ GALÁN
VICE-SECRETARY NON-MEMBER
SECRETARY NON-MEMBER · AUDIT COMMITTEE

- February 5, 2024: Announcement that Raimon Grifols Roura and Víctor Grifols Deu will voluntarily end their executive term, which took effect as of 1 June, 2024, while remaining on the board as proprietary directors.
- February 6, 2024: Announcement that Albert Grifols Coma-Cros will transition to proprietary director after relinquishing his executive duties on December 31, 2023.
- February 27, 2024: Announcement of Nacho Abia's appointment as a Grifols' director in the category of "other external" until April 1, 2024, when he assumed the role as new CEO. His appointment is ratified at the Ordinary General Shareholders Meeting on June 14, 2024. Thomas Glanzmann remains as executive Chairman until September 2023, after which he becomes non-executive Chairman.
- June 14, 2024: The appointments of Claire Giraut and Anne-Catherine Berner as independent directors are approved at the Ordinary General Shareholders' Meeting. James Costos, whose term was set to expire on October 9, 2024, had submitted his resignation as an independent director on 3 May, 2024, with effects as of the Ordinary Shareholders' Meeting.
- July 12, 2024: Announcement of the resignation of independent directors Claire Giraut and Carina Szpilka. Claire Giraut, after having knowledge of the potential takeover bid leaded by Brookfield Corporation, considered she may not have the sufficient time to dedicate to the Board as will be needed at this extraordinary time. Carina Szplika (whose intention to resign had been announced before 7 July but had not taken effect until 12 July, 2024), who has communicated in writing that, after having fulfilled her task by ensuring the implementation of the recent governance changes within the Company she had decided to focus on new professional challenges that require her full dedication.
- December 9, 2024: Announcement of Grifols' Board of Directors unanimously agreeing to appoint Pascal Ravery and Paul S. Herendeen as new members, filling the two vacancies through the co-option process.

More information about remunerations: Directors' Remuneration Report

Nacho Abia named as Grifols' CEO

Nacho Abia starts his new role as Grifols' new CEO on April 1, 2024, succeeding Thomas Glanzmann. In September 2024, he assumes full responsibility of the company's executive functions.

Thomas Glanzmann appointed as non-executive chairman

On September 23, 2024, Grifols' Board of Directors announces its decision to name Thomas Glanzmann as a non-executive chairman to allow him to focus exclusively on his board responsibilities. This resolution is made following the successful completion of Nacho Abia's transition period, ensuring a smooth transfer of duties and knowledge without impacting the company's operations.

Víctor Grifols Roura becomes Honorary Chairman

Víctor Grifols Roura was appointed Honorary Chairman in October 2023, although he no longer serves as member on the Board of Directors. The grandson of Grifols' founder, he played a pivotal role in the Company's transformation into a global industry leader and is regarded among the sector's most influential figures. He will continue to serve as an Honorary Chairman.

Grifols remains a publicly listed company

On November 27, 2024, Brookfield notified the CNMV (Spain's National Securities Market Commission) of its decision to terminate negotiations for an exclusion takeover bid of Grifols. Months earlier, on July 19, Grifols' Board of Directors signed a confidentiality agreement with Brookfield, granting the firm access to corporate information as part of its evaluation of a potential offer.

The possible transaction was first disclosed on July 7, 2024, when Brookfield and certain Grifols' significant shareholders sought the Board's approval to access information for a due diligence process and explore the possibility of a joint public takeover bid aimed at delisting the company.

EXPERIENCE AND EXPERTISE

experience in:

5	>	plasma industry	**38%**
7	>	healthcare	**54%**
1	>	medical science	**8%**
9	>	life tech and innovation	**69%**
7	>	financial and accounting	**54%**
3	>	risk management	**23%**
9	>	people and talent	**69%**
12	>	international business	**92%**
3	>	digital, AI, and Cyber	**23%**
3	>	innovation	**23%**
6	>	sustainability	**46%**
5	>	legal, regulation, and governance	**46%**
11	>	corporate strategy	**85%**

INDEPENDENCE

13 board members
1 Lead Independent Director

All independent directors have 4 or less other mandates

BALANCE

6	>	independent directors	**46%**
2	>	external directors	**15%**
4	>	property board members	**31%**
1	>	executive director	**8%**

DIVERSITY

31% female board members
23% <50 years
31% between 50-60 years
46% +60 years

Executive Team
at the close of 2024

RAHUL SRINIVASAN
CHIEF FINANCIAL OFFICER

JORDI BALSELLS VALLS
PRESIDENT PLASMA PROCUREMENT

DAVID BELL
CHIEF CORP AFF & LEGAL OFFICER

IGNACIO RAMAL SUBIRÀ
CHIEF INT, AUDIT & ENTERPRISE RISK MGMT

ANTONIO MARTÍNEZ MARTÍNEZ
PRESIDENT. DIAGNOSTIC

ROLAND WANDELER
PRESIDENT. BIOPHARMA

DANIEL FLETA COIT
CHIEF INDUSTRIAL SERVICES OFFICER

CAMILLE ALPI
CHIEF HUMAN RESOURCES & TALENT OFFICER

LLUIS PONS GÓMEZ
SVP. STRATEGY

JOERG SCHUETTRUMPF
CHIEF SCIENTIFIC INNOVATION OFFICER

JAIME GONZÁLEZ
CHIEF DIGITAL INFORMATION OFFICER

MARÍA TERESA RIONÉ LLANO
CHIEF COMMUNICATIONS OFFICER

ENRIQUE DE LA TORRE
CHIEF COMPLIANCE OFFICER

Robust internal regulatory structure

Ethics and compliance	• Code of Conduct • Code of Ethics for Grifols Executives • Risk Control and Management Policy • Tax Compliance and Best Practices Policy • Crime Prevention Policy • Anti-Corruption Policy • Conflicts of interest policy • Policy on related-party transactions • Competition Policy • Clawback Policy • Policy and Procedure of the U.S. Open Payment Program • 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 Policy • Sustainability Policy • Plasma Donor Policy • Patient and patient organizations Policy • Animal Welfare Policy
Environment and climate change management	• Sustainability Policy • Environmental Policy • Energy Policy • Climate Action Policy • Biodiversity Policy
Responsible communication	• Internal Code of Conduct in Matters Relating to the Securities 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 • Anti-falsification policy • Suppliers Code of Conduct • Plasma Donor Policy • Patient and Patient Organizations Policy • Global Procurement Policy

*The coverage of the policies, codes and regulations in this table apply all Grifols group companies within the scope of consolidation.

All public policies are available at www.grifols.com

Sustainability governance

Grifols has made important strides in recent years in integrating sustainability into its business model to amplify its positive impact and value creation. The company's commitment to sustainability is driven at the highest organizational levels and embedded into its corporate governance.

Grifols' Board of Directors formed a Sustainability Committee in 2020 to ensure compliance with its ESG-related principles and commitments, as well as consistency between its corporate culture and overarching purpose and values. Its oversight includes the preservation of stakeholder transparency policies such as financial and non-financial disclosures.

In general, relevant materials are first reviewed by the Sustainability Committee before they are shared with the Board of Directors. These include presentations on key sustainability policies that require approval or appraisal due to their direct impact on the organization; annual ESG reports; updates on global trends and new regulatory mandates; and strategic topics like double materiality. Information on Grifols' scores and rankings on sustainability indices and its market perception from an ESG perspective is also presented to the board.

This body of content allows the company to make informed and coherent decisions that accurately reflect its reality and environment. Information is shared with the CEO to ensure full consistency between Grifols' sustainability strategy and corporate objectives.

In 2024, an extraordinary meeting was held with Grifols' CEO on sustainability issues, while the Sustainability Committee held five formal meetings.

For its part, the Sustainability Steering Committee is a global, multidisciplinary team coordinated by the Investor Relations and Sustainability (IR&S) Department, whose vice-president reports to the Sustainability Committee.

Created in 2021, it meets at least once a year to promote ongoing dialogue to identify, establish, implement and ensure compliance with Grifols Master Plan objectives, and integrate and coordinate the reporting of non-financial and corporate sustainability information.

Under the auspices of the Sustainability Steering Committee, the IR&S Department leads training and engagement initiatives on ESG topics, as well as assesses global trends and Grifols' ESG strategy to bolster its standing as one of the world's most sustainable companies. More technical and detailed in nature, Steering Committee meetings serve as a bridge for all organizational areas involved in ESG matters.

Access to the Regulations of the Sustainability Committee

Sustainability governance bodies

Sustainability is a key priority in Grifols' corporate governance, which establishes mechanisms to ensure the compliance, coordination, implementation and review of organizational objectives. Through these efforts, Grifols strives to grow as a responsible, transparent company, dedicated to serving its diverse stakeholders.

Approval	>	Board of Directors
Supervision	>	Sustainability Committee Audit Committee Appointments and Remuneration Committee
Follow-up	>	Sustainability Steering Committee
Implementation	>	Business Areas and Corporate Support Areas

Sustainability Committee members

Montserrat Muñoz Abellana
Independent member - Chairperson

Enriqueta Felip Font
Independent member

Anne-Catherine Berner
Independent member

Nuria Martín Barnés
Secretary, non-member

Sustainability, a key strategic component

Grifols' Sustainability Policy and 2021-2024 Sustainability Master Plan form part of its Strategic Plan and support the United Nations Sustainable Development Goals (SDGs). The development of a 2025-2027 plan is currently under way.

The Sustainability Policy is supported by other policies, programs and formal commitments to promote the material aspects of Grifols' activity from an ESG perspective.

Based on a materiality analysis, the Sustainability Master Plan outlines the 30 corporate objectives included in Grifols 2030 Agenda.

Access to Sustainability Master Plan
Access to 2030 Agenda

Performance and compensation

Grifols is dedicated to cultivating a performance-driven culture based on execution, efficiency, effectiveness and accountability. Reflecting this commitment, its short- and long-term incentive strategies incorporate sustainability performance in alignment with stakeholder interests.

Long-term incentive plans

Grifols' Long-Term Incentive Plan, approved by Grifols' 2023 Ordinary General Shareholders' meeting, is based on the concession of stock options to the approximately 220 employees in its leadership cadre.

In order to vest the options awarded, beneficiaries must have remained continuously employed by Grifols on each vesting date and 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 based on economic metrics linked to Grifols' overall performance as measured by EBITDA (90% weight) and ESG metrics (10% weight).
- Successful individual performance evaluation.

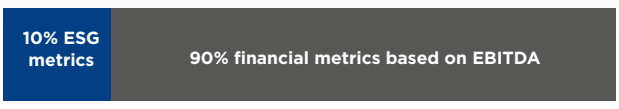
Beneficiaries who are not board members must attain a performance rating of 3 or more on a scale of 1 to 5, with 5 as the highest score. Assessments are carried out via the Grifols Performance System (GPS), a standardized tool to assess employee effectiveness and potential and provide relevant feedback.

Beneficiaries who serve on the Board of Directors must pass an annual evaluation led by the Appointments and Remuneration Committee.

ESG CRITERIA IN LONG-TERM COMPENSATION

Variable compensation for Grifols employees, including members of its governance bodies, is based on financial and non-financial metrics. Among other factors, it includes a specific metric tied to the achievement of environmental, social and corporate governance (ESG) objectives.

Of Grifols' total corporate objectives, 10% are linked to ESG factors, with 25% focused on environmental, 40% on social and 35% on governance criteria. Depending on whether the employee has only corporate objectives or additional ones related to their production plant, this percentage may be reduced from the total variable compensation.



Short-term variable compensation

At the close of the 2024 fiscal year, the Chief Executive Officer's annual gross bonus target ranges from 0% to a maximum of 60% of his annual fixed salary, contingent upon achieving 100% of the objectives set by the Board.

If objectives are surpassed, his short-term variable compensation will increase proportionally to a maximum of 90% of his annual fixed salary. The percentage of variable compensation is based on the achievement of concrete annual objectives, which are quantitative and qualitative, specific, predetermined and measurable in line with standard practices of comparable companies. These objectives are consistent with Grifols' strategy, interests and long-term sustainability.

Annual objectives for both the Chairman and CEO are tied to financial and non-financial metrics and parameters approved by the Board of Directors upon the proposal of the Appointments and Remuneration Committee. In the 2024 fiscal year, these include:

- Economic metric related to certain annual targets linked to the Company's Group performance as a whole, including EBITDA, FCF and other indicators, with a weight of 40% for the 2024 fiscal year.
- Metric related to the reduction of debt levels, with a weight of 25%.
- Metric related to the achievement of environmental, social and corporate governance (ESG) targets, with a weight of 10%. In particular, the weight of the metrics related to environment will be 25%, that related to social is 40% and to governance is 35%.
- Metric related to the achievement by the Company of milestones linked to innovation projects with a weight of 10%.
- Other operational metrics or metrics related to the business with a maximum combined weighting of 15%.

For the 2025 fiscal year, CEO's annual objectives will be tied to financial and non-financial metrics and parameters, and approved by the Board of Directors upon the proposal of the Appointments and Remuneration Committee.

These will include financial, operational and business-related goals, as well as innovation-related criteria, in order to link their compensation with Grifols' financial performance, business progress and innovation pipeline. Non-financial objectives (ESG-related metrics) will also be considered, with specific objectives aligned with Grifols' sustainability strategy and 2030 Agenda.

Review and update of the Remuneration Policy

The remuneration policy for members of Grifols' Board of Directors was last approved by the Ordinary General Shareholders' Meeting on June 16, 2023. The policy extends to the 2023, 2024 and 2025 fiscal years.

In 2024, the Appointments and Remuneration Committee conducted an in-depth review of this policy and the company's overall compensation system, taking into consideration the feedback received from shareholders, investors and other stakeholders, in addition to the results of the advisory votes on the annual remuneration reports presented at each General Shareholders' Meeting.

Since the date of approval, a series of events and circumstances prompted the Appointments and Remuneration Committee to recommend several modifications to the Remuneration Policy, which were subsequently approved by the General Shareholders' Meeting on June 14, 2024. These revisions include:

- Complete termination of the fixed remuneration previously received by Víctor Grifols Roura as Honorary Chairman, following his departure from the Board of Directors on December 18, 2023. As a result, he no longer qualifies for compensation.
- Thomas Glanzmann resigned from his executive responsibilities in September 2024, although remained as chairman of the Board of Directors. At that time, the Appointments and Remuneration Committee reviewed his compensation to align it with his new role as non-executive Chairman and updated duties and responsibilities.
- Elimination of all compensation for Víctor Grifols Deu and Raimon Grifols Roura as executive directors, following their resignation from executive duties on May 31, 2024. As they are no longer employees of Grifols as of that date onward, they are no longer entitled to exercise stock options granted in 2023. Their services agreements remained valid until May 31, 2024.
- Inclusion of the compensation package for Nacho Abia, as outlined in his services agreement, along with the key terms and conditions of the agreement. Nacho Abia began his role as Grifols' CEO on April 1, 2024.

More information on Grifols' compensation practices: Directors' Remuneration Policy and Annual Directors' Remuneration Report

Business conduct

Grifols' business conduct is defined by ethics, transparency, honesty, integrity, independence, regulatory compliance, human rights and a commitment to safety and quality.

Impacts, risks and opportunities

G1 BUSINESS CONDUCT		
Material IROs	**Type**	**Description**
CORPORATE CULTURE		
Ethical practices within the business model	+/− OO SP	Integrity and respect for human rights are central to Grifols' culture and approach to managing its impacts, including environmental and ethical considerations arising from plasma collection from donors and the potential economic dependency this could create in vulnerable groups.
Perception of overall business performance	R	Reputational damage due to poor market perception of the company's overall performance.
PROTECTION OF WHISTLE-BLOWERS		
Inefficient communication channels	− OO SP	Ineffective communication channels for reporting incidents undermines employee trust and well-being
ANIMAL WELFARE		
Risks to animal welfare	R −	Risks to animal welfare associated with the use of laboratory animals.
POLITICAL ENGAGEMENT AND LOBBYING ACTIVITIES		
Open and transparent collaborations between public and private entities	+ OO	Increased open and transparent collaboration between public and private entities promotes alignment and ultimately facilitates achieving shared goals for societal development and well-being.
MANAGEMENT OF RELATIONSHIP WITH SUPPLIERS INCLUDING PAYMENT PRACTICES		
Promoting ESG practices across the value chain	+ SP	Strengthening business resilience throughout the value chain via long-term relationships, applying codes of conduct and adopting sustainable practices to respect human rights, drive social development and enhance supplier performance.
New supply chain management regulations	R	Stricter standards and emerging regulations on supply chain sustainability that require new investments and increased operational costs.
CORRUPTION AND BRIBERY		
Penalties and reputational damage from corruption and bribery incidents	R	Cases of corruption or bribery within the value chain can generate unexpected supply disruptions, high legal costs and significant reputational damage to the company.

+ Positive impact − Negative impact R Risk OO Own Operation SP Supply Chain

Managing impacts, risks and opportunities

Las siguientes políticas. Actions. Metrics and Targets permiten gestionar de una forma eficiente los principales IROs vinculados con la conducta empresarial,

Material Sub-topics	Policies	Actions	Metrics and Targets
Corporate culture	• Code of Conduct • Code of Ethics for Grifols Executives • Quality Policy • Human Rights Policy • Risk Control and Management Policy • Crime Prevention Policy • Competition Policy • Board Remuneration Policy • Transparency Policy in the U.S. • Sustainability Policy • Internal Regulations on Conduct for Securities Market matters • Policy on Communication and Contacts with Stakeholders, Institutional Investors and Proxy Advisors • Tax Compliance and Best Practices Policy • Related Party Transactions Policy • Conflict of Interest Policy	• Due diligence on human rights • Global compliance programs • New employees trained in the Code of Conduct • Annual staff training on the Code of Conduct • Annual employee signing of the Corporate Human Rights Policy	**Grifols Agenda 2030 targets** • Maintain a Biopharma complaint ratio of ≤ 1/50,000* • Maintain fewer than 1 critical deficiency identified by external audits (regulatory health authorities)
Protection of whistle-blowers	• Grifols Ethics Line Policy	• Grifols Ethics Line Program	
Animal welfare	• Animal Welfare Policy		
Political influence and lobbying activities	• Code of Conduct • Code of Ethics for Grifols Executives • Conflict of Interest Policy	• No contributions to any political campaigns, parties or territories • Compliance with the U.S. Lobbying Disclosure Act (LDA) • Registration in the EU Transparency Register for Lobbies	
Management of relationships with suppliers including payment practices	• Supplier Code of Conduct • Global Procurement Policy • Conflict of Interest Policy	• Modern Slavery and Supply Chain Transparency Statement (HR1)	**Grifols Agenda 2030 targets** • Implement ESG criteria for suppliers covering 60–80% of total expenditure • ESG evaluation for 25% of total expenditure on suppliers
Corruption and bribery	• Anti-Corruption Policy • Related Party Transactions Policy • Conflict of Interest Policy	• Global Anti-Corruption Program • Training on corruption and bribery for at-risk employees	

* Refers to the ratio of claims per unit of product distributed.

More information and details on these policies: Corporate Policies Grifols' website.
For more details and access to the Human Rights Due Diligence Report and the Declaration on Slavery, visit www.grifols.com

Ethics, integrity and human rights are at the heart of Grifols' corporate culture

Grifols' corporate culture is firmly grounded in ethical principles that guide every aspect of the organization, including environmental initiatives. This commitment begins with an unwavering respect for human rights, which lies at the heart of its business conduct and corporate responsibility.

The company is dedicated to fostering an inclusive, diverse and equitable environment that upholds the dignity and well-being of its employees, collaborators, donors, patients and the communities in which it operates. The company evaluates its progress using tools such as surveys, audits and mechanisms, for instance the Grifols Ethics Line, for reporting inappropriate behavior to ensure its values are fully integrated and shared across the organization.

Grifols promotes a corporate culture centered on compliance. Through comprehensive compliance programs, the company ensures that all its activities adhere to legal regulations, international standards and industry best practices. Clear policies, ongoing training and rigorous auditing processes further reinforce Grifols' commitment to integrity and transparency.

The Grifols Code of Conduct and Code of Ethics for Grifols Executives establish the principles and guidelines that shape the organization, strengthening a culture of business ethics and compliance.

In 2024, the company introduced its manifesto on artificial intelligence (AI), committing to a human-centered approach focused on ethics, responsible use, sustainability and regulatory compliance in all AI applications within Grifols.

CODE OF CONDUCT

- AAdherence by all employees via written consent
- Specific training is provided to all new employees upon joining the company.
- The Code of Conduct is publicly accessible to all staff via Grifols' corporate website and internal portal.
- Any violation of the Code of Conduct is considered a serious offense and may lead to disciplinary action, including dismissal.

CODE OF ETHICS FOR GRIFOLS EXECUTIVES

- Governs the behavior of all executives and governing bodies within Grifols
- Explicitly endorsed every year by board members, senior executives, directors and area managers
- Any breach of Grifols' ethical principles set forth in the Code of Ethics for Grifols Executives may lead to disciplinary action, including dismissal

All information on Grifols' human rights is available at www.grifols.com
Grifols' main corporate policies, internal codes, and regulations are publicly available at www.grifols.com

Promoting business ethics across governance

At Grifols, the Board of Directors and its committees play a critical role in promoting ethical business practices, ensuring alignment with human rights and maintaining compliance with applicable laws and best practices.

The Human Rights Policy, approved in 2022, is overseen by the Sustainability Committee, which ensures that Grifols' global operations uphold respect for human rights across the organization.

Additionally, the Anti-Corruption Compliance Program is supervised by the Board of Directors through the Audit Committee. This program includes initiatives to prevent corruption-related offenses, ensure adherence to anti-corruption laws and integrate ethical standards into all operations. The Criminal Risk Management System is also supervised by the Audit Committee, further reinforcing Grifols' commitment to ethical governance.

For more details on the experience, knowledge and training of the members of Grifols' Board of Directors in applying the Code of Conduct, visit www.grifols.com
For more information about the responsibilities of the Audit Committee, refer to the Grifols Board of Directors Regulations available at www.grifols.com

Human rights

Respect for human dignity and individual rights is a core principle guiding Grifols' actions. The company's approach to research, development, production and marketing is rooted in the fundamental principles of bioethics, ensuring the safety and dignity of all individuals involved in its processes while addressing challenges posed by advances in health sciences.

Grifols adheres to various regulations, declarations and codes that underpin these principles, including the Universal Declaration of Human Rights (1948), the Declaration of Helsinki (1964), and the UNESCO Universal Declaration on Bioethics and Human Rights (2005).

Drawing on international reference frameworks such as the United Nations Global Compact, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises and the ILO Declaration on Multinational Enterprises, Grifols has developed a global strategy to promote and ensure responsibility and commitment to human rights throughout its operations.

The 2030 Agenda for Sustainable Development and its Sustainable Development Goals (SDGs) recognize business activity, investment and innovation as key drivers of productivity, inclusive economic growth and job creation. Respect for human rights in business activities is integral to achieving many of these goals.

Between 2022 and 2024, Grifols has reinforced its human rights due diligence processes. This includes conducting a comprehensive analysis to address its responsibility to respect human rights, in line with the UN Guiding Principles on Business and Human Rights.

In 2023, Grifols published its Human Rights Due Diligence Report, covering the entire value chain. In 2024, the company further advanced its risk analysis of the value chain.

This due diligence and reporting process follows a human rights-based approach (HRBA) and aligns with UN and OECD guidelines. By integrating international standards into its strategies, Grifols adheres to the OECD due diligence phases and employs the Human Rights Impact Assessment (HRIA) method developed by the Danish Institute for Human Rights–a widely recognized approach for identifying actual and potential impacts on human rights.

For more details and access to the Human Rights Due Diligence Report and the Modern Slavery Statement, visit www.grifols.com

WE ARE ALIGNED WITH THE UN GLOBAL COMPACT

Grifols integrates several principles of the United Nations Global Compact into its operations:

WE SUPPORT UN GLOBAL COMPACT

Principle 1. We support and respect the protection of internationally recognized fundamental human rights within our sphere of influence.

Principle 2. We ensure that we are not complicit in the violation of human rights.

Principle 10. We actively work against corruption in all its forms, including extortion and bribery.

Regulatory compliance as a driver of corporate culture

For Grifols, compliance is more than a set of rules and procedures. It is a foundational way of understanding business activity that permeates all levels of the organization, promoting core values such as ethics, transparency and good corporate governance.

Grifols' compliance system not only protects the organization from legal sanctions but also serves as a catalyst for strengthening a corporate culture rooted in ethical values. At the same time, a strong corporate culture reinforces regulatory compliance by fostering an environment where employees act proactively and in alignment with the company's principles.

Grifols has implemented several compliance programs in different areas of its organization. Each program integrates policies, procedures and controls designed to ensure that the company's activities are conducted ethically, transparently and in compliance with applicable laws and regulations. The primary objective of these programs is to prevent, detect and address legal and regulatory risks across Grifols' global operations. These include:

Crime prevention

Within the framework of its global compliance system, Grifols has established a Criminal Risk Prevention Model that applies to all its affiliates worldwide. This model is based on the Crime Prevention Policy, updated in 2024, which outlines the company's commitments to crime prevention and reflects Grifols' zero-tolerance stance toward any criminal act or unethical conduct. This zero-tolerance principle is articulated by the Board of Directors and formalized through the defined risk appetite for Ethics and Integrity.

The Criminal Risk Prevention Model is a cross-organizational component of the company's crime prevention strategy. It works in conjunction with various policies, procedures and controls that address specific areas, such as the anti-corruption program, the anti-competitive practices prevention program, the quality system and the environmental program. The primary objective of this model is to prevent, detect and if necessary, respond to risks related to criminal acts–particularly those that could result in corporate criminal liability, including breaches related to money laundering. This is achieved through the application of specific monitoring and control measures.

Grifols' Board of Directors oversees the development and implementation of the Criminal Risk Prevention Model. Responsibility for monitoring and supervising its operation and compliance has been delegated to the Audit Committee. To fulfill these responsibilities, the Audit Committee relies on the independent functions of Internal Audit and Enterprise Risk Management, which report to the Chief Internal Audit & Enterprise Risk Management Officer.

Each year, Internal Audit and Enterprise Risk Management assess the effectiveness of the Criminal Risk Prevention Model through internal and/or external reviews. These reviews are designed to identify, analyze and evaluate criminal risks and associated control measures, ensuring that the controls are operating effectively or determining whether additional measures and/or remediation plans are necessary.

Although Grifols, S.A. and its Spanish affiliates are not subject to Spanish Act 10/2010 on the Prevention of Money Laundering and Terrorist Financing, and therefore are not bound by the formal and administrative obligations set by the law on certain groups, the company has proactively evaluated its exposure to these risks as part of its Criminal Risk Prevention Model, identifying the highest-risk activities and the key control mechanisms to mitigate these risks.

Access to the Crime Prevention Policy

Anti-competitive practices

Grifols' Competition Policy prohibits all members from engaging in any behavior, whether by action or omission, that aims to, results in or could potentially result in the prevention, limitation, restriction, distortion or falsification of free market competition. Such actions are considered detrimental to the interests of competitors and more critically, to the interests of consumers and users.

Prohibited practices include collusive practices or agreements, such as market or supply allocation, collective boycotts, resale price fixing or the application of unequal commercial conditions, among others. Additionally, the abuse of a dominant position, such as denying production or supply, imposing predatory pricing or forcing the purchase of unrelated bundled products (tied or linked sales), among others, is prohibited.

In 2024, 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 Policy

Grifols' Anti-Corruption Policy, aligned with the United Nations Convention Against Corruption, applies to all employees, regardless of their location, function or the affiliates to which they belong, as well as to third-party collaborators. The policy establishes standards for conduct and interactions with public officials, agencies and representatives of the public sector, as well as with private sector organizations and entities.

The company ensures compliance with this policy through various review processes and procedures under its Global Anti-Corruption Program.

Grifols enforces a zero-tolerance approach to bribery and corruption in an aim to maintain zero cases of corruption. The company does not tolerate any form of retaliation against individuals who, in good faith, report potential violations of applicable laws, rules and regulations or non-compliance with internal policies and procedures under the Anti-Corruption Program.

Grifols has established internal procedures that explicitly define acts considered as bribery and corruption, which includes a list of disciplinary actions, up to and including dismissal, applicable in the event of violations of its Anti-Corruption Policy.

In the absence of confirmed cases of corruption this year, the total amount of fines imposed is EUR 0.

Confirmed incidents of corruption in 2024: **0**

Reviewed interactions between staff and public officials or other professionals in 2024: **4,839**

Training

To ensure adherence to anti-corruption policies and procedures, Grifols implements an annual training plan approved by the Chief Executive Officer and the Compliance Officer. This plan is tailored to address the specific training needs of affiliates, business units and employees, and adapted to their unique requirements.

Grifols conducts regular training sessions across all affiliates, designed to align with their specific activities and characteristics. Delivered either in person or online, these sessions include updates and reminders based on risk assessments, as well as refresher courses for existing employees and onboarding training for new employees. In addition, all employees have continuous access to compliance policies and procedures via the corporate intranet.

The duration of training varies depending on the content and the target audience. Management, directors and supervisory bodies receive specific training tailored to their responsibilities.

89% Percentage of employees trained on business ethics

TRAINING ON CORRUPTION AND BRIBERY - GRIFOLS

	AMSB[1]	At risk Managers	At risk functions	Other own workers
Training coverage				
Total employees	19	1,524	10,221	9,523
Total receiving training in the reporting year	7	1,258	9,193	704
Delivery method and duration				
Clasroom training (hours)	1.6	1.6	1.6	1.6
Computer-based training (hours)	2	2	2	2

[1] Administrative, Management and Supervisory Bodies

TRAINING ON CORRUPTION AND BRIBERY - BIOTEST

	AMSB[1]	At risk Managers	At risk functions	Other own workers
Training coverage				
Total employees	4	42	192	1,968
Total receiving training in the reporting year	3	42	155	1,832
Delivery method and duration				
Clasroom training (hours)	0	0	1	NAP
Computer-based training (hours)	2	0.67	0.67	0.67

[1] Administrative, Management and Supervisory Bodies

Reviews

Compliance with the Anti-Corruption Policy is reinforced through a series of review processes tailored to the type of interaction. These reviews are guided by various internal procedures and supervised by the compliance function. Special attention is given to high-risk operations, including interactions with government officials, public bodies, healthcare professionals and healthcare organizations, where the analysis and management of potential conflicts of interest are prioritized. The review processes are designed to encompass the full scope of Grifols' market activities.

Audit

The Anti-Corruption Policy and Program are reviewed regularly by the internal audit function, which develops an annual audit plan based on a thorough risk analysis. In addition, external and independent audits are conducted to assess different aspects of Grifols' Global Anti-Corruption Program.

If a potential case of corruption is detected, the company promptly initiates an internal investigation, with the involvement of external legal advisors.

The Global Compliance Review Committee supports the Audit Committee of the Board of Directors in overseeing the Global Anti-Corruption Program.

The Board of Directors of Grifols, S.A. holds ultimate responsibility for ensuring compliance with the Anti-Corruption Policy and has delegated these oversight responsibilities to the Audit Committee.

Third-party management

Grifols' Global Anti-Corruption Program includes control mechanisms for third parties with whom the company intends to establish commercial or business relationships. Before initiating a commercial relationship, distributors, consultant, agents, brokers or other individuals or entities that are not part of Grifols and that are engaged or used by Grifols to:

(1) market, promote, sell and/or distribute Grifols' products; and/or

(2) provide services that enable or support the marketing, promotion, sale, distribution, reimbursement, registration, pricing and/or import-export of, or regulatory-related work for, Grifols' products and may involve any interactions with government officials undergo a thorough verification process comprising two phases: a first phase to ensure the legitimacy of the intended commercial relationship, and a second phase of due diligence, which includes an in-depth analysis of the third party, covering their organization, key employees, business practices, and reputation.

Contracts signed with third parties include anti-corruption obligations and an annex summarizing Grifols' Anti-Corruption Policy. Additionally, third parties are required to provide an annual certificate of compliance with the ethical standards outlined in the policy.

Certain third parties, such as international distributors, are also required to complete periodic online training on anti-corruption regulations, including the U.S. Foreign Corrupt Practices Act (FCPA).

Contracts include a clause granting Grifols the right to conduct audits, along with provisions allowing for the termination of business relationships in cases of non-compliance with anti-corruption laws, regulations and standards.

Grifols employees are responsible for continuously monitoring the daily activities of third parties under their management. The company's alert system for potential violations, coupled with an ongoing monitoring process, enables the swift identification, management and resolution of any warning signs.

Grifols Ethics Line and whistle-blower protection

The Grifols Ethics Line is a communication channel established by the company to enable employees and external stakeholders–including customers, suppliers, contractors, consultants, business partners and their employees–to raise concerns about ethical issues or report conduct that may constitute a violation of applicable laws, regulations or internal policies, including those related to human rights. Reports can be made anonymously, verbally or in writing, and all communications are treated with the utmost confidentiality.

> **Grifols supports whistle-blowers and encourages them to report concerns in good faith**

Grifols' Ethics Line Policy underscores the company's commitment to upholding the highest standards of ethics and business conduct, fostering a culture where employees and external stakeholders feel comfortable raising questions or concerns about Grifols' conduct or practices without fear of retaliation.

The policy also outlines Grifols' approach to protecting whistle-blowers in order to support and encourage individuals to report concerns in good faith. It explicitly recognizes the risks of retaliation or victimization faced by whistle-blowers and commits to safeguarding their confidentiality and anonymity to the greatest extent possible, even if the reported concern or disclosure is ultimately unfounded. The policy further provides guidance on how to raise concerns and details the processes for reporting, investigation and remediation.

All allegations received are handled in accordance with established standard operating procedures to ensure thorough and adequate investigations, with corrective actions taken as necessary.

To ensure the proper functioning of this process, Grifols has appointed the Chief Internal Audit Officer as the person responsible for the Grifols Ethics Line (Global Ombudsperson). Additionally, where legally required, local communication channels have been established and designated individuals have been appointed to oversee them to ensure compliance with jurisdiction-specific requirements.

Subject to local requirements for each jurisdiction, the timeframe to conduct the investigation and to provide feedback to the whistleblower should not exceed 3 months from the acknowledgement of receipt. Although Grifols intends to promptly handle and investigate all questions and concerns received, recognizes that certain factors, such as the complexity of the issue reported, may require a longer period for completion, thus, in cases of exceptional complexity, this deadline may be extended for a maximum of an additional 3 months.

Grifols has a zero-tolerance policy for retaliation of any kind, including discrimination, against individuals who, in good faith, report violations of laws, regulations or internal policies and procedures, including the Code of Conduct and the Code of Ethics for Grifols Executives. Retaliation may result in disciplinary action, up to and including dismissal.

Retaliation is defined as any direct or indirect action or omission occurring in a work-related context that causes or may cause unjustified harm or damage to an employee as a result of a report. Protection against retaliation also extends to co-workers, family members, or any other individuals who assist the whistleblower, legal entities owned by the whistleblower and entities with which the whistleblower is employed or maintains a professional relationship. This protection also applies to all individuals specified under applicable laws.

Grifols promotes awareness of the Grifols Ethics Line across all its facilities, including plasma centers, by providing concrete information. Moreover, all Grifols employees are required to complete mandatory online training on the Grifols Ethics Line as part of the company's corporate training platform. Employees involved in case management also receive specialized training on the channel's operation and their responsibilities.

NOTIFICATION PROCESS THROUGH GRIFOLS ETHICS LINE

- The Grifols Ethics Line is accessible 24 hours a day, 7 days a week, in 16 languages, via the Grifols corporate website, intranet and by phone. This channel has been in place since 2011.
- The Grifols Ethics Line has appropriate technical and organizational measures in place to protect the identity and ensure the confidentiality of data related to the individuals involved and any third parties mentioned in the information provided, particularly the identity of the whistleblower, if disclosed.
- The Grifols Ethics Line facilitates ongoing communication with whistle-blowers during investigations and if necessary, enables additional information to be requested to support the inquiry.

In 2024, Grifols received a total of 506 complaints through the Ethics Line, of which 199 were confirmed.

Out of 199 confirmed cases in 2024 (compared to 135 in 2023), 5 cases (5 in 2023) were identified as related to human rights violations, all of them linked to harassment within the organization. In all cases, the appropriate disciplinary measures were taken; verbal or written warning or suspension (4 cases), or coaching/training (1 case). Furthermore, during 2024, no allegations were received concerning corruption, money laundering, insider trading or customer data privacy.

Access to Grifols Ethics Line Policy

NUMBER OF COMPLAINTS RECEIVED AND NUMBER OF CONFIRMED CASES

	Number of complaints received		Number of confirmed cases	
	2024	2023	2024	2023
Corruption or Bribery	0	0	0	0
Discrimination or Harassment	27	97	10	33
Customer Privacy Data	0	0	0	0
Conflicts of Interest	1	9	1	7
Money Laundering or Insider Trading	0	0	0	0
Environment, Health and Safety	12	7	2	2
Manufacturing / R&D / Patient and Donor Safety	4	6	2	4
Employee Relations	368	160	176	76
Others	94	84	8	13
Total	**506**	**363**	**199**	**135**

*In 2024, the reportable events catalog was updated as part of the Grifols Ethics Line review and update project initiated in 2023, following the approval of the new policy. To facilitate data comparison, cases received and confirmed during 2023 have been reclassified according to the new catalog categories.

Animal welfare

Grifols recognizes the intrinsic value of animals and respects society's ethical concerns regarding their use in research. Grifols' Animal Welfare Policy sets out welfare requirements based on the principle that animals should always be treated as living creatures, ensuring their use for research purposes is limited to areas that ultimately benefit human health.

When the use of animals is necessary to support the efficacy, safety or quality testing of Grifols' products or research programs, the company complies with and often exceeds mandatory regulations. Additionally, Grifols applies the principles of the 3Rs to ensure a high level of animal welfare:

- **Replacement:** Substituting live animals with inferior species, non-animal systems or animal-derived materials wherever feasible. New approaches, such as tissue engineering, stem cell technologies and computer modeling, are prioritized to replace animal models.
- **Reduction:** Minimizing the number of animals used by maximizing the scientific data obtained from each study. This includes adopting new methods and technologies that reduce the number of animals required while maintaining animal welfare.
- **Refinement:** Continuously improving animal welfare by developing methods and technologies that minimize unnecessary stress or discomfort. This includes enriching cage environments, keeping social animals in groups, and using medications and anesthetics to reduce or eliminate pain.

In line with the Animal Welfare Policy, Grifols commits to:

- Using animals only when regulatory and scientific justification is established, with strict ethical oversight
- Applying the internationally recognized 3R principles for the care and use of living animals and advocating for non-animal alternatives whenever possible
- Ensuring that projects involving live animals are evaluated and approved by competent authorities, with ethical considerations for animal use
- Maintaining approved facilities equipped to meet the housing and welfare needs of the species used and to conduct procedures efficiently while minimizing animal suffering
- Ensuring that employees involved in animal care and studies have appropriate education, training and technical competence to uphold animal welfare and comply with standards
- Undergoing inspections by national or local authorities to ensure compliance with legal requirements
- Conducting periodic, risk-based inspections of breeders, suppliers and third-party partners to verify compliance with the Animal Welfare Policy

The Grifols Animal Welfare Policy is publicly available at www.grifols.com

Political commitment and activities with advocacy groups

Grifols does not contribute to any political campaigns or political parties anywhere in the world.

Public affairs management

Advocacy is a legitimate activity and a fundamental part of the democratic process, allowing people to share their viewpoints and concerns with public officials. For Grifols, it entails interacting with and educating political leaders on the importance of plasma-derived medicines and the need for patients to have unrestricted access in healthcare centers.

The company's Code of Conduct and Anti-Corruption Policy establish guidelines and the appropriate standards of interaction between Grifols employees and public officials.

Grifols is committed to complying with the highest ethical standards in its dealings with public officials, including the obligation to act with the utmost integrity and transparency. In the U.S., Grifols complies with all federal, state and local regulations, regularly submitting transparency reports to the U.S. Congress as mandated by the Lobbying Disclosure Act (LDA). These reports outline the company's lobbying-related expenses, encompassing direct costs for external consulting services and a proportional allocation of Grifols employee salaries based on the time dedicated to performing these activities. These expenses do not include political donations, as Grifols does not contribute to political campaigns in the United States.

Grifols' lobbying disclosure reporting requirements are governed by standard operating procedures that cover its activities in the United States and European Union. The company does not make campaign contributions to political candidates or government officials, either directly or indirectly.

Grifols has formed part of the European Union's Lobby Transparency Register since 2019, adhering to the rules of conduct governing relations with EU institutions as articulated in its code of conduct. Through this register, the company is authorized to interact with EU institutions and communicate its activity and positions on EU policies. Grifols also takes an active role in public consultations related to health and industrial policies.

The company is also a member of three organizations that are listed in the European Union's registry: Plasma Protein Therapeutics Association (PPTA), European Confederation of Pharmaceutical Entrepreneurs (EUCOPE) and MedTech Europe.

Highlights in 2024

Advocacy for patients' rights in the U.S.

Grifols focused part of its efforts in 2024 on advocating for legislative changes in the U.S. Congress to increase patient access to plasma-derived medicines. Specifically, the company lobbied for modifications to the Medicare Part D program. At the same time, the company collaborated with patient organizations to support key legislative initiatives aimed at improving reimbursements and treatment options for patients with rare and orphan diseases in diverse care settings, including home care and specialized treatment centers

Actions in Europe

Grifols participates in health policy debates with a broad network of EU stakeholders to help improve people's access to health care. In 2024, the company closely monitored core healthcare policies and engaged with the key stakeholders and policymakers involved, sharing its expertise and vision to help improve the regulatory environment for plasma-derived products.

- Proposal for a Regulation on Human-Origin Substances (SoHO)
- Proposal for a Regulation and Directive on Pharmaceutical Legislation
- Critical Medicines Alliance

BREAKDOWN OF CONTRIBUTIONS

	2024	2023	2022
Lobbying expenditures in the U.S. as reported under the LDA	USD 1,450,000**	USD 1,080,000	USD 815,000
Estimated annual costs related to activities covered by the European Transparency Register	EUR 50,000 – 99,000	EUR 50,000 – 99,000	EUR 100,000

* U.S. data includes contributions at both federal and state levels. These figures do not include any contributions to public campaigns, as Grifols does not contribute to political campaigns in the United States.

** 2024 estimate.

Review of EU pharmaceutical legislation

In 2023, the European Commission released a proposal to update general pharmaceutical legislation, which must follow its applicable legislative process in the Parliament and Council of the European Union. Grifols collaborates with different institutions and stakeholders to guarantee the proposal advances access to healthcare, promotes R&D investments in the European pharmaceutical space, and recognizes the unique nature and qualities of plasma-derived medicines.

SoHO: proposal for a regulation on substances of human origin

On July 17, 2024, the Official Journal of the European Union published Regulation (EU) 2024/1938 of the European Parliament and the Council, dated June 13, 2024, on quality and safety standards for substances of human origin (SoHO) intended for human use. Member States of the European Union have until 2027 to fully implement this directive.

This regulation repeals Directives 2002/98/EC and 2004/23/EC, which established quality and safety standards for the donation, procurement, testing, processing, preservation, storage and distribution of cells and tissues.

Critical Medicines Alliance

Created in January 2024, the Critical Medicines Alliance (CMA) is an advisory body that brings together relevant stakeholders from EU Member States, key industries, civil society and the scientific community. Since most plasma-derived medicines are considered critical, Grifols participates in CMA discussions to identify supply-chain vulnerabilities.

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

Management of relationships with suppliers

Grifols enhances business resilience in its value chain through long-term relationships; adherence to codes of conduct, including the Supplier Code of Conduct, which suppliers must follow; and the promotion of sustainable practices that respect human rights, advance social progress and optimize supplier performance.

As part of this commitment, Grifols introduced a new supplier pre-onboarding questionnaire in 2023 to assess different aspects related to ESG (environmental, social and governance) criteria. The questionnaire is scheduled to be updated in 2025 to align it with the latest regulations and trends in value chain due diligence.

Continuous improvement in the identification and management of risks in the supply chain

Grifols is working actively to implement new procedures, analytical tools, data control systems, and supplier management practices to expand its knowledge and gain greater control over its supply chain, in addition to enhancing its supplier evaluation and due diligence processes.

In parallel, the company is incorporating improvements in response to recent regulatory developments, such as the requirements outlined in the Corporate Sustainability Due Diligence Directive (CSDDD). Through this proactive approach, Grifols is able to stay ahead of regulations and adopt industry best practices, reinforcing its commitment to sustainability and operational excellence.

In 2024, Grifols conducted its first analysis to identify and assess ESG (environmental, social and governance) risks in its supply chain. This analysis was structured into three main phases.

- **ESG risk assessment by country and industry:** An in-depth analysis of the regulatory, social and environmental contexts in Grifols' countries of operation was carried out, in addition to the identification of specific risks associated with each industrial sector where the company is present.
- **ESG performance analysis of key suppliers:** The ESG performance of key suppliers was assessed to identify risks in the supply chain, considering their potential negative impacts on the environment and society.
- **Definition of an action plan:** An action plan was defined to prevent and mitigate the identified risks based on the results of the above-mentioned evaluation and analysis.

This process is enabling Grifols to significantly enhance its ESG risk identification procedures, while developing a broad range of effective mitigation and remediation measures to address the risks identified across its value chain.

In 2024, Grifols hired an external consulting firm to assess the integration of ESG criteria into its Global Procurement system, as well as to design a new global ESG procurement framework, expected to launch in 2025. It includes several key initiatives including the implementation of a technological solution to identify, monitor and classify supplier ESG risks based on the identified risk levels. In addition, the tool will also enable the collection of specific supplier information and data.

In addition, the company will update its master service agreement (MSA) used with its suppliers to include specific clauses addressing ESG factors and develop internal training programs, scheduled for implementation in 2025, to strengthen ESG competencies within the organization.

These initiatives aspire to mitigate risks, as well as to support and guide suppliers with lower maturity in critical areas such as respect for human rights and the importance of reducing emissions.

Recognizing that corporate responsibility extends beyond direct actions and in line with new challenges associated with the value chain, Grifols' Global Procurement department has, since 2024, dedicated two individuals exclusively to managing risks and ESG criteria within its value chain.

Supplier Code of Conduct

Grifols requires all of its suppliers to comply with the applicable legislation in their countries of operation. It further reinforces this requisite with a Supplier Code of Conduct, which defines the minimum standards of ethical, social and environmental behavior that suppliers must adhere to.

Framed from an ethical standpoint, the Code regulates conflicts of interest, fair competition, commercial controls, the fight against bribery, corruption measures, the acceptance of gifts, money laundering, product quality and safety, clinical trials and animal welfare, among others.

In the areas of labor and human rights, it emphasizes respect for human rights and the promotion of fair treatment, and prohibits practices such as forced labor, modern slavery and child labor. The code also includes concrete guidelines on health and safety, environmental management and the development of sustainable management systems, ensuring responsible operations throughout the entire value chain.

The Supplier Code of Conduct is available to the public on the corporate website

Global Procurement Policy

Grifols' Global Procurement Policy outlines the guidelines and common procedures for purchasing processes and supply strategies, ensuring that goods and services are procured through transparent, objective, timely, ethical and cost-effective decision-making.

This policy establishes a consistent, unified framework for procurement processes across the entire organization, supporting more efficient risk management and ensuring total compliance with all internal and external policies, procedures and regulatory controls.

Specifically, this policy includes criteria related to ethical, social, environmental and privacy standards aligned with health, safety and environmental policies. In addition, it promotes sustainable procurement principles within purchasing processes and ensures maximum transparency in supplier relationships, embedding the values outlined and supported by Grifols' Human Rights Policy and Sustainability Policy.

Ethical compliance and respect for human rights are among its fundamental pillars. To this end, all professionals involved in the process, whether Grifols employees or external suppliers, must adhere to the following principles throughout: compliance with laws and regulations; integrity, impartiality and fairness; transparency, confidentiality; and due diligence, among others. In addition, the policy promotes the integration of requirements, specifications and criteria compatible with environmental and societal protection into procurement processes.

More details: Grifols Procurement Policy

Supplier Qualification Management System

Grifols' Supplier Qualification Management System assures all raw materials undergo rigorous and continuous evaluation processes, including plasma from external suppliers and critical non-plasma suppliers.

Grifols has a robust system of routine supplier audits to guarantee compliance with GMP (good manufacturing practices) regulations and quality standards in all of its business units.

Global Procurement promotes long-term relationships, guarantees compliance with ethical standards via a Corporate Procurement Policy, and ensures the application of regular supplier evaluations and performance metrics. It is also responsible for analyzing active suppliers to determine which are significant and consequently subject to greater ESG scrutiny. In carrying out this classification, Grifols bases its analysis on the category and the annual spend generated with each supplier.

In 2024, 43% of suppliers by spend (volume) were evaluated under ESG criteria.

Overview of Grifols significant suppliers:

Total number of significant suppliers in Tier 1

1,724

1,691 in 2023

% of total spend on significant suppliers in Tier 1:

86%

84% in 2023

Total number of suppliers assessed via desk assessments/on-site assessments

411

*Significant suppliers: suppliers identified as having substantial risks of negative ESG impacts, significant business relevance to the company or a combination thereof. Critical suppliers essential for the business are also included, although in most cases, these are only evaluated for their business relevance.

* Tier 1 suppliers: suppliers that directly supply goods, materials or services (including intellectual property (IP) and patents) to the company. If not specified, suppliers are assumed to be Tier 1.

More details in "Social" chapter, "Patients and healthcare professionals" ESRS S-4.

Supplier payment practices at Grifols

Grifols' payment practices are designed to ensure clear, efficient processes that are aligned with its internal policies. They apply to both external suppliers and intercompany transactions, taking into account the specific needs of each type of supplier. Two main policies oversee Grifols' payment practices:

1. **Supplier policy:** defines Grifols' payment terms for external suppliers, including country-specific conditions and exceptions for certain suppliers, such as product licenses and professional services provided by individuals. The standard payment term is 90 days, with preferred payment methods including bank transfers and additional options like Supply Chain Finance.
2. **Supplier policy for companies in the Grifols group:** establishes payment terms between group companies, defining deadlines based on the supplier's core activity and the buyer's country, with 30 days as the standard payment term for services and rentals. Payments between group companies are made on a monthly basis, and any delays lead to the application of intercompany loans.

By regions, payments are made as follows:

- **Spanish suppliers of Spanish affiliates:** payments are made on the 25th of each month, settling overdue invoices by the end of the month.
- **Rest of suppliers for European and LATAM affiliates**: payments are made every Wednesday for overdue invoices.
- **Affiliates in the U.S. and Canada:** payments are made every Wednesday for invoices due at the time of payment.

Grifols has several practices in place to make sure small- and medium-sized enterprises (SMEs) are paid on a timely and predictable basis, reinforcing their financial stability and relationship with the company. These include reduced payment terms (30 to 60 days); prior approval by the Treasury Department; partial advances for specific projects or deliveries; supply chain finance; prioritization in payment schedules and fixed payment dates (e.g., the 15th or 25th of the month) to help SMEs manage their liquidity; process digitalization to reduce payment and approval delays; and transparent communication to quickly resolve issues.

In 2024, the global the average payment period for suppliers was 51 days, compared to 71.60 days in 2023.

As of December 31, 2024, Grifols has no pending legal processes related to late payments to suppliers.

1. The global APP (Average Payment Period) includes Europe and the U.S. The APP in Spain (consolidated) is 71 days, as reported in note 22 of the Annual Financial Statements.

Alliance, associations and sponsorship

Grifols' alliances and partnerships are focused on strategic sectors such as the plasma industry, pharmaceuticals, medical technology, and biotechnology. The company's commitment is demonstrated through its support for key projects, advocacy for industry policies, and promotion of innovation. Grifols ensures that all initiatives align with high ethical and safety standards, ultimately benefiting both patients and the broader healthcare community.

Although not a material aspect for the company, Grifols is an official sponsor of UEFA Women's Football from the 2021/22 season until 2025, under a four-year agreement.

This sponsorship includes competitions such as the UEFA Women's Champions League, the UEFA Women's Euro and other women's tournaments. Grifols chose to support UEFA women's football as part of its commitment to gender equality and the development of a fairer and more sustainable future. The company believes that sport is a powerful platform for promoting equality, helping to develop skills and values that inspire young girls and empower women in the workplace and in society. The total sponsorship amount is EUR 3.12 M.

Activity	Involvement / commitment	2024 contribution
Plasma industry	Grifols supports various projects related to the plasma industry, including the joint promotion of a global code of conduct, educational campaigns, access to clinical treatments, procurement of plasma as a raw material, and awareness campaigns on rare diseases.	EUR 2,097,163
Pharmaceutical industry	Defense of policies and practices to promote the discovery of and access to life-enhancing medicines and vaccines for people around the world. Efforts to reinforce regulatory systems to ensure maximum safety throughout the value chain, from production to patient administration while acting ethically and professionally in alignment with Grifols Codes of Conduct.	EUR 238,596
Med-tech industry	Efforts to highlight the social value and contribution of medical technologies, facilitating their access to patients, healthcare professionals, operators and healthcare systems. Promotion of valuebased innovation to create more sustainable healthcare systems and meet the growing needs and expectations of health and medical-care systems. Adherence to the highest ethical standards for all training initiatives and interactions with healthcare professionals.	EUR 127,610
Biotechnology industry	Participation in national non-profit associations of several bio-tech firms, aimed at increasing their social awareness and promoting innovation by advocating for public policies that favor the growth of this essential industry.	EUR 77,787

Alliance and associations

- AECOC: Spanish Association of Manufacturers and Distributors
- AENE: Spanish Association of Manufacturers and Distributors of Enteral Nutrition Products
- AmCham: American Chamber of Commerce in Spain, China and Thailand
- ASEBIO: Spanish Association of Bio Companies
- BIOcom Life Sciences Organization of California: California association of bioscience companies and research institutes
- Biotechnology Innovation Organization (BIO): the world's premier biotech trade association whose membership includes industry firms, academic institutions and U.S. state-level centers and organizations
- CAEME: Argentine Association for Pharmaceutical and Biotech Products
- CBDL: Brazilian Chamber of In Vitro Diagnostics Companies
- EMIG: Ethical Medicines Industry Group
- EUCOPE: trade association representing small- to medium-sized pharmaceutical and med-tech firms in Europe
- EURORDIS: non-governmental patient-driven alliance representing 949 rare disease patient organizations in 73 countries
- Farmafluid: Spanish Association of Fluid Therapy and Parenteral Nutrition Pharmaceutical Laboratories
- Farmaindustria: Italian Association of Pharmaceutical Companies
- Global Business Alliance: an association of globally focused U.S. firms that promotes foreign investment in the country
- JACRI: Japanese Association of Clinical Reagents Industry
- LEEM: French industry association representing drug companies operating in France
- MedTech Europe: Trade association representing the medical technology industries, manufacturers of in vitro diagnostics and medical devices operating in Europe and diverse national associations
- National Health Council (U.S.): platform for diverse organizations to forge consensus and drive patient-centered health policy
- North Carolina BIO: trade association for North Carolina's life science industry whose membership includes companies and research institutions working in the pharmaceutical, medical device, diagnostic, clinical research and agricultural biotechnology sectors
- Pathology Technology Australia: Australian association of manufacturers and distributors of in vitro diagnostic reagents and systems.
- PPTA: Plasma Protein Therapeutics Association
- SIGRE: not-for-profit organization established to ensure proper environmental management of medicines and their packaging in the home
- SINDUSFARMA: Brazilian Association of Pharmaceutical Companies
- United States-Spain Council: An organization of U.S. and Spanish leaders who work to cultivate stronger ties between both countries

Cybersecurity and data protection

Ethics, transparency, honesty, integrity, independence, legal compliance, respect for human rights, safety and quality are the cornerstones of Grifols business conduct.

Impacts, risks and opportunities

Material IROs	Type	Description
CIBERSEGURIDAD		
Risk of data leaks due to the increase in cyberattacks	Negative impact, Own Operation	Information security risks have been on the rise in recent years as a result of cyberattacks and data breaches perpetrated by cybercriminals. To address this risk, Grifols has implemented a series of cybersecurity measures to help protect the personal data of everyone involved in its activity and operations.
Interruption of operations due to cyberattacks	Risk	Cyberattacks and cybersecurity failures that can lead to stoppages and disruptions during the manufacturing process.

Positive impact · Negative impact · Risk · Own Operation · Supply Chain

Managing impacts, risks and opportunities

The following policies, actions, metrics and targets allow Grifols to efficiently manage its main cybersecurity-related IROs.

Material Sub-topics	Policies	Actions	Metrics and Targets
Cybersecurity and data protection	• Cybersecurity Policy • Global Privacy and Data Protection Policy	• Employee training on cybersecurity • Incident management procedure • Procedure related to personal data incidents • Training for all employees, with concrete actions for those who routinely process personal data • Available by processing and/or group • Explanation of how and why Grifols uses personal data for different purposes	

Cybersecurity governance

The Audit Committee on Grifols' Board of Directors is responsible for supervising and evaluating the efficiency of the company's cybersecurity management and control measures. The Committee is supported by the Internal Audit and Corporate Risk Management Division, whose director provides updates at least twice a year on cybersecurity control and management issues.

Grifols' chief cybersecurity governance and commitments are outlined in the Cybersecurity Policy, approved by the Board of Directors in 2023.

The head of the Information Security Office (ISEC), reporting to the Chief Digital Information Officer, is charged with developing and implementing Grifols' cybersecurity policies, standards and procedures, as well as supervising the roll-out and effectiveness of its information security management system.

Grifols has the necessary resources to ensure a cyberenvironment supportive of 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 2024, Grifols recorded no relevant cyberattacks, cyber-related thefts, loss of sensitive data nor damage to physical assets that affected the normal course of its operations.

Cybersecurity management

Identification and protection

Grifols' information security strategy is founded on a risk-based approach and implemented through the requisite procedures and tools to ensure that cybersecurity risks are appropriately identified, monitored and managed.

The ISEC identifies the security initiatives and projects that should be implemented to achieve the company's approved risk levels. These initiatives are outlined in the Security Master Plan, which is updated on a regular basis.

Detection

Grifols' Security Operations Center (SOC) runs 24 hours a day, seven days a week, offering comprehensive coverage for security events across its data centers, perimeters and workstations.

These services are activated upon receiving alerts from the security information and event management (SIEM) system, as defined by the Information Security Office. Grifols' cyber-intelligence capabilities provide information on threat actors and their techniques and tools, allowing for the swift deployment of controls to prevent the success of cyberattacks.

Response and recovery

The incident response team intervenes when events detected by the SOC are likely to become security incidents. The team uses digital forensic analysis and incident response (DFIR) capabilities to analyze, contain and mitigate their risk, as well as prevent their recurrence. 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 include phishing simulation exercises, among others, totest employees' knowledge.

In 2024, 78,24% of users registered in the Grifols Training Platform (GTP) completed global cybersecurity training.

The company's security certifications include ISO27001 and the National Security Scheme (ENS) for certain activities and group companies.

Highlights in 2024

In 2024, Grifols conducted a thorough evaluation of its cybersecurity systems to assess the company's strengths and weaknesses relative to industry standards, identify potential vulnerabilities and uncover areas for improvement. Simulated threat scenarios were carried out as part of this process, giving the organization valuable insights into its detection, protection and response capabilities.

The evaluation's findings enabled the company to design a clear roadmap of actions to reinforce its cybersecurity against current and future risks, ensuring operational resilience and the protection of critical data. Key areas of focus include:

- Update of the Cybersecurity Master Plan
- Continued reinforcement of industrial security
- Advances to promote a culture of cybersecurity awareness

Data protection

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, establishes 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 the Global Privacy and Data Protection Policy as training and awareness are critical to protecting privacy. Additional training is also imparted to team members who process personal data as part of their regular job functions.

In 2024, Grifols ensured that all employees whose roles include the processing of personal data had access to privacy training and awareness sessions. Specifically, more than 70% of these employees actually accessed these initiatives, including training on the necessary steps to take in the event of a security incident that could lead to a data security breach.

Grifols has in place rigorous technical and organizational security measures to safeguard its organizational assets and users in a cyber-environment, as well as to protect the confidentiality of stakeholders' personal data.

For more details on privacy in clinical trials, please refer to the Innovation section.
For more details on donor privacy, please refer to the donor section.

Risk management and control

The Risk Control and Management Policy enhances confidence in Grifols' ability to achieve objectives and strategic goals, reassuring patients, donors, employees, shareholders, customers, vendors and other stakeholders by anticipating, controlling and managing the risks to which Grifols is exposed.

It establishes the basic principles, roles and responsibilities, and general framework for managing and governing risks, including sustainability risks and controls.

This policy is implemented through a comprehensive risk control and management system based on COSO (Committee of Sponsoring Organizations of the Treadway Commission) principles, which include governance and culture, strategy and objective-setting, performance, review and revision, information, communication and reporting.

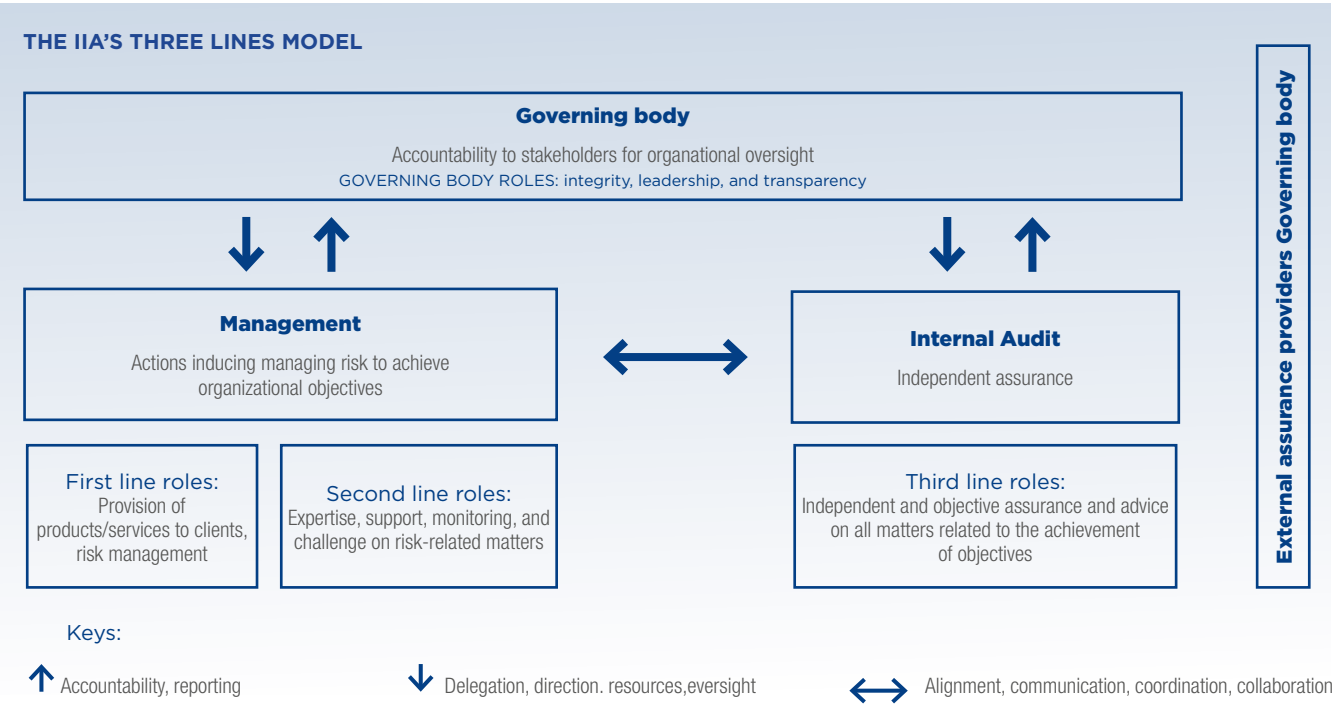
The main features of Grifols' risk control and management governance system and the process used to identify, evaluate and manage significant risks are outlined in the following section.

Governance Framework

The company has a clear organizational risk-governance framework, delineating risk-management responsibilities across all hierarchical levels.

Governing Bodies

The Board of Directors approves the Risk Control and Management Policy, delegating the Audit Committee to oversee the effectiveness of the risk control and management system. The Board of Directors is also responsible for determining the company's risk appetite, defined as the nature and extent of risks that the company is willing to assume to achieve strategic objectives.



The Audit Committee, comprised exclusively of independent board members, oversees the effectiveness of Grifols' risk management and internal control systems, both financial and non-financial. In this role, it ensures the main risks, including any operational, technological, cybersecurity, legal, social, environmental, political, reputational or corruption related risks, are adequately identified, managed and communicated.

Additionally, the company established a Corporate Risk Committee in 2020 to ensure proper oversight of the assessment, management and monitoring of risks, as well as the integration of risk management into business processes. In 2024, Grifols implemented changes to create a more agile governance structure, streamlining the risk management process by discontinuing the Corporate Risk Committee and assigning its responsibilities to the CEO for day-to-day operations and, when required, to the Executive Committee.

The Enterprise Risk Management (ERM) function supports the Audit Committee in overseeing the effectiveness of Grifols' risk control and management system. The ERM function operates independently of senior management and is responsible for promoting, supporting, coordinating and verifying the application of the Risk Control and Management Policy. In alignment with other risk management initiatives, particularly those led by Sustainability, the ERM function assists the Audit Committee, CEO and Executive Committee in executing day-to-day activities related to the implementation of the risk management infrastructure, framework, approach, risk assessment, continuous monitoring and reporting processes.

Both the Board of Directors and the Audit Committee meet periodically with those responsible for managing the company's main risks, including the heads of Grifols business areas and assurance functions, in addition to external legal advisors and auditors. In 2024, the topics of discussion included cybersecurity, compliance, finance, and sustainability, among others.

The Audit Committee's oversight also includes guaranteeing the independence of Grifols' internal audit function, ensuring it has sufficient resources and budget; presentations to the Board of Directors to approve or propose the Internal Audit function's work orientation and annual work plan, ensuring that its main focus is on relevant risks; receive periodic information on its activities; and verifying that top management takes into account the conclusions and recommendations of its reports.

Additionally, the Sustainability Committee, acting under the auspices of the Board of Directors, is responsible for overseeing and ensuring adherence to the Sustainability Policy and managing the associated risks.

RISK APPETITE FRAMEWORK

As part of Grifols' risk control and management system, the company developed a risk appetite framework to define acceptable levels of risk in alignment with its business objectives and market context.

1. The company identifies its top risks, for which risk appetite is defined.
2. The Board of Directors and senior management establish the risk appetite statements to formally articulate the degree of risk the company's is willing to accept on identified top risks, using a rating scale from 1 "Averse" to 5 "Tolerant".
3. Risk appetite statements are translated into actionable risk metrics, with thresholds set at operational, tactical, and strategic levels.

Management

Management's responsibility for achieving organizational objectives includes both first- and second-line roles:

- The First Line comprises departments directly accountable for managing risks within the scope of their daily activities. Managers and staff in these departments: (i) identify and manage risks as part of their daily activities, ensuring that controls are in place and functioning effectively to achieve the company's objectives; (ii) develop risk treatments and mitigation plans for risks exceeding the company's risk appetite and develop key risk indicators to proactively monitor and manage risks; (iii) report risk events to the Second Line to support risk monitoring and evaluation; and (iv) collaborate with Internal Audit by providing relevant risk information for independent review, ensuring a robust and comprehensive risk management process.
- The Second Line refers to assurance functions that oversee or specialize in risk management and compliance that provide guidance, support and monitoring to ensure that the First Line is effectively managing risks. Its scope includes functions like quality assurance, compliance, internal control, sustainability information, technology security and Enterprise Risk Management (ERM).

Internal Audit

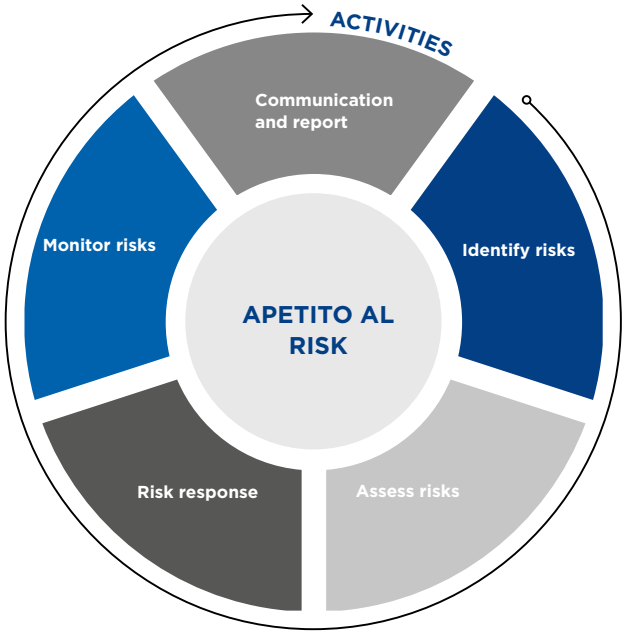
The Third Line, represented by the Internal Audit function, operates independently from management, reporting directly to the Board of Directors through the Audit Committee. This independence ensures that Internal Audit can provide independent and objective assurance and advice on the adequacy and effectiveness of governance and risk management, promoting the achievement of corporate objectives and continuous improvement. Additionally, Internal Audit communicates significant internal control deficiencies and proposed mitigation plans to senior management and the Audit Committee, ensuring that any issues are addressed promptly and effectively to maintain robust risk management.

In 2024, as part of its annual plan activities, the Internal Audit function conducted an assessment of the current maturity of core ERM activities.

Risk management process

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 company.

This process applies to Grifols, S.A. and its subsidiaries, encompassing all risk categories defined in the Risk Control and Management Policy. It comprises the following recurring activities:



Risk identification and assessment

Grifols reviews its risk exposure on a regular basis. Risk owners and assurance functions continuously identify risks to which the company is exposed in the ordinary course of its activities that could affect the achievement of its objectives. ERM utilizes these risk identification results to identify risks on an enterprise level. This process is supplemented with quarterly risk scans conducted by ERM to identify internal and external trends. These risk scans involve extensive analysis of external information sources, one-on-one discussions with management team members, senior executives, assurance functions and other employees, as well as monitoring the main risks ("top risks") identified in the previous year based on the evolution of selected risk indicators. This process ensures thorough and continuously updated risk identification, incorporating insights from key internal stakeholders and various information sources, including climate change risk evaluations.

In addition to assessing current and evolving risks, ERM evaluates emerging risks that could impact the company's ability to achieve its long-term objectives over a three- to five-year horizon. These emerging risks and their potential effect on the company are further analyzed to determine if they should be prioritized as top risks.

The identified risks are classified according to the risk taxonomy defined in the Risk Control and Management Policy and evaluated in terms of impact and likelihood of occurrence. To prioritize the risks, ERM completes risk scoring considering the risks' speed and interdependencies. The updated list of top risks proposed by ERM is submitted for review and approval by the Executive Committee, which prioritizes those risks requiring immediate response and/or increased oversight. The list is subsequently presented to the Audit Committee and/or the Board of Directors, providing the basis for the risk management priorities for the following year.

Risk response

Based on the risk assessment results, management evaluates the appropriate responses and prioritizes mitigation efforts. By considering the prioritization assessment and weighing the benefits against the costs, risk owners determine the necessary measures and internal control procedures to prevent, avoid or minimize risks.

For top risks, ERM identifies and evaluates the existing controls to ensure that risk remains at an acceptable level within the defined risk appetite. If the residual risk exceeds the defined risk appetite, the risk owners must develop a risk mitigation plan. This plan must be validated by ERM and the corresponding assurance function. The Executive 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. For "top risks", ERM monitors changes in risk exposure using key risk indicators, with reporting thresholds aligned to the established risk appetites.

ERM periodically submits reports on "top risks" to the CEO, Executive Committee and Audit Committee throughout the year. These include details on existing control measures, planned risk mitigation actions, risk factors and emerging risks. This process facilitates dynamic and agile discussions on risk management strategies and oversight.

Main risks

The table below outlines Grifols' main risks ("top risks") for 2025, which remain largely unchanged from those identified for 2024. Other ESG-related risks, not all at the level of top risks, are disclosed in detail in their specific chapters.

The full description of Grifols' risks is publicly available in the 20F report, which is updated every year.

Risk	Assessment and Mitigation Activities
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 the exposure of sensitive data. To this end, the company has implemented a comprehensive information security management system. Aligned with international standards and best practices, it establishes 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. See chapter Cybersecurity and data protection for more information
Financial 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). In 2024, Grifols executed several transactions to advance its balance sheet improvement process in line with its key priorities of enhancing cash flow generation and proactively and prudently managing debt maturities and levels.
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 translate 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. Despite this, in 2024 the company achieved innovation milestones and set the course for long-term success by accelerating its R&D pipeline with the aim of enhancing its product offering, adding new indications and bringing new products to market. See chapter Innovation at Grifols for more information
Disruptive Changes in Main Products	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. To address these challenges, the company is actively engaged in innovation scouting to analyze the competitive and technological landscape, identify emerging threats and develop strategies to mitigate these risks. See chapter Innovation at Grifols for more information
IT Governance	Ineffective IT governance poses significant risks in today's data-driven world, including data breaches, regulatory non-compliance, operational inefficiencies, financial losses and hindered innovation. To ensure effective IT governance, the company is enhancing its comprehensive IT governance framework in alignment with international standards and best practices.
Ethics and Integrity	Grifols' business is subject to extensive government regulation and oversight in its numerous markets of operation. The promotion, 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. The company has enacted anticorruption, anticompetition, privacy, healthcare and corporate compliance policies and procedures to govern its business practices, including distributors and suppliers. See chapter Business conduct for more information
Supply Chain	A significant disruption in Grifols' supply of plasma could have a material adverse effect on its 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. Over the last few years, pursuant to the implementation of its business strategy, Grifols acquired plasma collection centers in the U.S., Europe and Canada. In 2024, the company continued to expand its network of plasma collection centers, particularly in the United States, while also implementing initiatives to increase plasma and manufacturing efficiencies. As most of its plasma is sourced internally, Grifols is well positioned to ensure the availability of plasma for its manufacturing needs and the quality of plasma throughout the production process.

Risk	Assessment and Mitigation Activities
Manufacturing Concentration	The company's production capacity is highly concentrated in a few manufacturing plants, making it vulnerable to disruptions from extreme weather events (e.g., hurricanes, droughts, floods) and critical accidents (e.g., fires, explosions). These disruptions could lead to financial losses and operational downtime. To mitigate these risks, the company has established the following mitigation action plans: (i) the manufacturing plants are licensed by various regulators, providing the flexibility to perform processes interchangeably; (ii) disaster recovery plans are in place; and (iii) the manufacturing plants are insured against extreme weather events and critical accidents. See chapter Climate Change - Adaptation for more information
U.S. Biopharma Pricing and Demand	The existence of direct and indirect price controls and pressures over Grifols' products have affected, and may continue to affect, its 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. Despite these challenges, the company has experienced robust revenue growth across key geographies, along with margin expansion driven by product mix, lower cost per liter and operational leverage. The achievement of key innovation milestones and the acceleration of the research and development pipeline to enhance the product portfolio, introduce new indications and bring new products to market will help mitigate the potential impact of price controls and pressures.
Talent Retention and Attraction	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. The company has established a comprehensive rewards model to enhance employees' experience built upon four main pillars: compensation and benefits, development, recognition, and positive work environment. Additionally, work climate surveys are conducted periodically to gather regular feedback from employees, with mitigation plans implemented based on the survey results. See chapter Our people for more information
Integration of Advanced Technologies	Adopting new technologies, such as artificial intelligence and cloud computing, offers both opportunities and risks. These technologies have the potential to disrupt existing business models and necessitate substantial investments in new skills and infrastructure. Ineffective integration of these technologies could adversely affect our competitive position and financial performance. Digital innovation is a core hub in Grifols' operations, allowing the company to detect market opportunities and better compete in today's fast-paced business landscape See chapter Innovation at Grifols - Digital innovation for more information
Product Safety and Quality	Noncompliance 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. The company has a robust quality management system and vigilance system for medical devices, pharmacovigilance and surveillance system and clinical quality system See chapter Patients and healthcare professionals - Striving for excellence in our value chain for more information

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	Impacto potencial	Plan de Actions mitigadoras
Growing Trade Protectionism / Economic Nationalism The escalating trade tensions between the United States and China present a complex and multifaceted risk to Grifols' operations given its substantial presence in both markets. Although difficult to anticipate, these tensions are expected to intensify in the near future, driven by the new U.S. administration's policies aimed at protecting domestic economic interests, and China's growing focus on achieving self-sufficiency in key industries, including the plasma industry.	The U.S. and China may adopt protectionist measures to safeguard their respective economies. These policies could include higher tariffs on imported goods, stricter import restrictions, and incentives to boost domestic production. Such measures could adversely impact the company's sales and profitability, disrupt its supply chain, increase operational costs, reduce the competitiveness of Grifols products in these markets, and potentially restrict market access.	To mitigate these risks, the company is adopting proactive risk management strategies and continuous monitoring geopolitical developments. This includes diversifying of manufacturing and supply chain across different regions, reducing reliance on any single country or region and enhancing resilience against supply chain disruptions. Additionally, through the strategic alliance with Haier Group following the sale of a 20% equity stake in Shanghai RAAS (SRAAS), the company and SRAAS have extended their exclusive albumin distribution agreement over the next 10 years, with guaranteed minimum volumes between 2024 and 2028, with an option to extend the agreement until 2044.
Advanced Cybercrime Threats The landscape of cyberattacks is continuously evolving, characterized by increasing complexity and innovation. The integration of artificial intelligence and quantum computing with conventional cyber threats is expected to significantly enhance both the sophistication and frequency of these attacks. As a global healthcare company, Grifols is particularly exposed to cyberattacks due to the high value of medical and pharmaceutical records. Its increasing reliance on digital storage and exchange of sensitive data further exacerbates this vulnerability.	Future cyberattacks on Grifols' IT systems may result in the loss of financial data or operational disruptions, which could materially and adversely affect its business, financial condition, future operational results and reputation.	Grifols' current main cybersecurity measures are outlined in the "Cybersecurity" chapter. To address advanced cybercrime risks, the company is implementing additional controls and automated detection and response systems, and continuously scanning new intrusion prevention and detection tools. If these measures fail to prevent system or data damage, the company has response and recovery programs, and insurance coverage for cyber risks.

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.

Grifols has established a comprehensive risk culture in alignment with its corporate strategy, which encompasses the following elements:

- **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 risk areas.

Members of the Audit Committee receive regular training on new governance requirements and trends. Additionally, another non-executive member of Grifols' Board of Directors has proven experience in risk management and control and, from his leadership role, contributes to fostering a risk management culture throughout the company.

- **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.

Sustainable growth

2

Financial Performance

A company focused on growth

Guided by its mission, Grifols aspires to improve the life and well-being of patients while serving its global donor community. Thanks to the forward-thinking strategic decisions made in the past, the company holds a strong leadership position and global presence in the healthcare sector, particularly in the plasma-derived medicine industry.

The company is built on solid, sustainable business fundamentals, bolstered by positive market outlooks for main plasma proteins. Grifols has prioritized disciplined and rigorous financial management in recent years, with an emphasis on cost optimization and efficient capital allocation. Today, it operates a robust and diversified network of plasma centers and production facilities, well-equipped to meet growing demand. Grifols remains focused on generating cash flow, reducing debt, and enhancing operational efficiency.

PRIORITIES

- Profitable operating growth
- Improved cash flows
- Debt reduction and reinforced balance sheet
- Financial discipline and cost control
- Priority R+D projects that offer competitive advantages

Milestones in 2024

Driving organic growth

Robust and sustainable revenue growth

+10.3% cc[1]

Notable growth of Biopharma

+11.3% cc[1]

Strong liquidity position[2]

EUR 1,860 M

A focus on profitability and cash flow generation

EBITDA adjusted

EUR 1,779 M

EBITDA adjusted margin

24.7%

Operational cash flow

EUR 902 M

Reinforcing the balance sheet

Bond issuances – maturity set for May 2030

EUR 2,600 M

Issuance of EUR 1,300 M – 7.125% coupon

Issuance of EUR 1,000 M – 7.5% coupon

Expansion of revolving credit line until 2027

Leverage ratio[3]

4.6x

Closing of a strategic alliance with Haier

Important exclusive agreement for albumin distribution

10 years

Extendable until 2044

Sale of 20% stake in SRAAS while maintaining a notable presence in China

EUR 1.600 M

Revenues allocated to reduce debt

(1) All figures are consolidated (including Biotest) at constant exchange rates (cc), excluding exchange rate variations for the period.
(2) Cash and cash equivalents €980m + undrawn credit lines €1,279m - undrawn RCF lines maturing in Nov'25 c.€399m.
(3) Leverage ratio according to the credit agreement. Based on Grifols financial statements, it stands at 5.6x.

A commitment to value creation

For Grifols, 2024 was a year of confronting challenges and overcoming obstacles. The company centered its efforts on further margin expansion while enhancing cash generation and reducing debt. Despite the challenging circumstances, Grifols met its guidance and made significant progress across all areas, as evidenced by its strong operational and financial performance. The company also advanced its deleveraging strategy following the strategic alliance with Haier Group in China.

GRIFOLS REMAINS COMMITTED TO DRIVING FINANCIAL PERFORMANCE AND CREATING LONG-TERM VALUE FOR SHAREHOLDERS, GUIDED BY A CLEAR STRATEGIC ROADMAP.

1 Maintain leadership in the solid plasma-based medicines market

Objective: Maintain momentum as a leading industry player, capitalizing on the sector's positive outlook, which is projected to grow at an annual rate of 7-9%.

Actions:

- Boost sales of key proteins, with immunoglobulins serving as the core growth driver
- Improve diagnostic rates and expand the patient base
- Bolster competitiveness by innovating in new products such as fibrinogen and Trimodulin and expanding into key strategic markets

2 Generation of free cash flow (FCL)

Objective: Maximize cash flow to reinforce the financial position

Actions:

- Solid EBITDA growth
- Management of working capital, including the cost per liter (CPL) of plasma, performance enhancements and supply chain initiatives
- Proactive management of CAPEX restructuring
- Limited needs to expand the plasma donation center network

3 Leverage reduction

Objective: Reduce leverage and maintain a solid financial structure

Actions:

- Continue to organically reduce leverage
- Highly robust liquidity position with no significant maturities until the last quarter of 2025
- Proactive management of maturities

4 Drive innovation and accelerate projects such as fibrinogen

Objective: Seize the significant market opportunities of fibrinogen, one of the most advanced innovation projects

Actions:

- Finalize regulatory processes following submission of Phase III data (AdFirst) to the FDA
- Plan U.S. and European launch
- Strengthen leadership position in the treatment of acquired fibrinogen deficiency and increase market share in key regions

5 Refinancing and capital markets

Objective: Guarantee long-term financial stability

Actions:

- Strong trust and support from capital market
- Maintain solid relationships with financial and non-financial investors

Revenue growth

	2024	Var % 2024 vs 2023
Revenues	**7,212**	**+10.3% cc**
Gross margin	**2,795**	**+12.5%**
% gross margin	38.7%	+100 pb
Operating expenses	1,639	-7.3%
EBITDA reported	**1,631**	**+31.7%**
% EBITDA reported margin	22.6%	+380 pb
EBITDA adjusted	**1,779**	**+20.7%**
% EBITDA reported margin	24.7%	+230 pb
Net profit	**157**	**+270.8%**

Strong revenue growth, leading to an all-time high of year-on-year growth. Strong revenue growth resulted in an all-time high for year-on-year growth. Solid results were driven by a sales increase in Biopharma's core plasma proteins, particularly immunoglobulins (IGs), along with efficient plasma-supply management, robust underlying demand and a favorable product mix, led by subcutaneous GI.

Improvement of gross margin by 100 bps to 38.7% of revenues. Higher gross margins due primarily to lower cost per liter of plasma (CPL), operating leverage and performance improvements. The company continues its efforts to boost operational efficiencies across its network of plasma centers.

EBITDA growth fueled by higher operating performance. Notable margin expansion throughout 2024, helping the company meet its guidance. Its EBITDA adjusted margin currently stands at 24.7% of revenues.

Positive net profit of EUR 157 million.

Performance by business units

Strong Biopharma results

Strong performance of main proteins driven by increased plasma supply, very robust underlying demand and a positive product mix.

We continue to strengthen our immunoglobulin franchise, focusing on the fastest-growing immunodeficiency segments, such as primary and secondary, while maintaining our leadership in neurology and intensive care

Total revenues

EUR 6,143 M
+10.5%
+11.3% cc

IMMUNOGLOBULINS

+15.3% cc
60% of revenues

- Very robust demand in the international market, U.S. and Canada
- Subcutaneous (IgSC) Xembify continues to grow upward of 55% as it gains market share and higher penetration in key geographies like the U.S.
- Biotest's Yimmugo contributes to revenue growth in Europe and advances made for its U.S. launch in 2025
- Objective to reinforce the Xembify franchise in the U.S. and accelerate its adoption in other countries

ALBUMIN

+8.0% cc
10-15% of revenues

- China drives demand in the Asia-Pacific region
- Agreement with SRAAS enables increasing plasma supply in the country
- Solid sales volume performance in key markets, including the U.S., main European countries and Brazil

ALPHA-1 & SPECIALITY PROTEINS

+4.9% cc
25-30% of revenues

- Upward trend to recover alpha-1 sales in the second half of the year, following the strategic shift to a specialty pharmaceutical distributor in the U.S.
- Robust demand in the U.S. continues to drive performance
- Positive results in the U.S. for hyperimmune immunoglobulins, particularly rabies immunoglobulin

SALES MILESTONES IN 2024	
Expansion of Xembify label in the U.S.	The FDA approved the expanded label for Xembify, Grifols' 20% subcutaneous immunoglobulin (IgSC), for use in patients with primary humoral immunodeficiency (PID) who have not previously received Ig treatment. Xembify is the first 20% IgSC to receive this label, allowing patients to start treatment directly without the need for prior intravenous therapy. Also approved was a biweekly treatment option, offering patients greater flexibility and convenience. This option was already available in several European countries, with efforts to expand its availability to more markets.
Grifols announces the U.S. launch of Yimmugo, reinforcing its leadership in immunoglobulins	After earning FDA approval in June 2024, Yimmugo–Biotest's intravenous immunoglobulin (IgIV)–will be available in the U.S and distributed by Kedrion. It has been available in the European market since late 2022. Manufactured in Germany at the Biotest Next Level facilities, Yimmugo is the company's first product approved in the United States. This launch enables Grifols to strengthen its immunoglobulin portfolio and address the growing demand for these therapies.
FDA approval for the biological sealant for use in pediatric patients to control surgical bleeding	Grifols' biological sealant for controlling surgical bleeding was approved in the U.S. for use in children and adolescents. This approval expands the product's indication in the U.S., where it was previously only approved for use in adult patients. In Europe, its indication for pediatric patients had already been approved. Marketed as VISTASEAL in the U.S. and Canada, and VERASEAL in Europe and other markets, the product facilitates hemostasis and tissue sealing during surgery, significantly reducing blood loss and potentially leading to fewer complications in patients undergoing surgical procedures.
50 years of HyperRAB	HyperRAB, the leading anti-rabies immunoglobulin in the U.S., received FDA approval in 1974 to treat rabies exposure. In 2018, Grifols launched HyperRAB 300 IU/mL, the only high-concentration formulation on the market, which has the advantage of fewer injections by significantly reducing the volume of medication administered per dose. Every year, nearly 100,000 people in the U.S. receive treatment after potential exposure to an animal that is suspected or confirmed to be infected with rabies. HyperRAB has made a significant impact over its 50-year history, with over 1 billion international units administered to more than 1 million patients.

Plasma Procurement: reliable and efficient plasma supply

Grifols currently operates the largest private plasma-supply network in the world.

In 2024, the company continued to efficiently manage its plasma supply, resulting in a further reduction in the cost per liter (CPL) and improved margins.

Furthermore, performance improvements have continued in donation centers with the implementation of more efficient plasmapheresis equipment. In this regard, a pilot project with nomogram technology was launched in 2024.

Plasma centers

390+

25% outside the U.S.

Costs reduction

Improvement in CPL

Continued optimization in cost per liter

Efficiency improvements

Innovative plasmapheresis equipment

Increased plasma volume and plasma-center optimization

- Upturn in unique donors to 930,000 people
- New installation of more efficient plasmapheresis equipment
- Increased donor frequency

Several contributing factors to improved CPL

- Streamlining of structural costs
- Optimization of donor compensation
- Enhanced donor experience
- Increase in operational efficiencies

NOMOGRAM TECHNOLOGY

Grifols has implemented nomogram technology in roughly 60% of its U.S. plasma donation centers. This technology accurately calculates the optimal plasma collection for each donor by considering factors such as height, weight, hematocrit levels and other variables.

By personalizing the volume of plasma extracted, Grifols aims to optimize the efficiency of the donation process and maximize plasma collections, while ensuring the safety and comfort of the donor.

The adoption of the nomogram represents an important advancement in the personalization of donations, benefiting both donors and patients who rely on plasma-derived medicines.

Diagnostic

Increase in total sales in comparable terms* driven primarily by blood typing solutions and positive developments in China.

Total revenues
EUR 645 M
+0.7%
-1.0% cc

NAT TECHNOLOGY
-3.9% cc
50-55% of sales

- Revenue generation thanks to stable blood and plasma donations in the U.S.
- Sales downturn in Japan and China

BLOOD TYPING
+14.2% cc
30-35% of sales

- Notable growth and solid market position in EMEA, Latin America and North America

RECOMBINANT PROTEINS AND OTHERS
-5.5% cc
20-25% of sales

- Solid revenue profile in the main regions, especially the U.S.
- Important 10-year supply agreement with a key partner

(*) Growth in the Diagnostic unit excludes EUR 19 million in extraordinary revenues recorded in the first quarter of 2023.

SALES MILESTONES IN 2024

Grifols launches Erytra Eflexis in China	Erytra Eflexis is a fully automated blood typing analyzer designed to enhance pre-transfusion compatibility testing. Its launch in China represents a significant step forward in Grifols' commitment to transfusion medicine in the country, further solidifying its market position. The analyzer was officially launched in April 2024 after receiving approval from Chinese regulatory authorities earlier in the year. Since then, it has been introduced to key clients in several cities across China. Grifols' presence in the Chinese immunohematology market dates back to 1999. Moving forward, the company will continue developing innovative solutions to meet the needs of Chinese patients and healthcare professionals.
Grifols earns the CE mark for the first in vitro test to detect 4 arboviruses using NAT technology	Grifols' Procleix ArboPlex Assay received the European Conformity (CE) mark under the In Vitro Diagnostic Regulation (IVDR). It is the first fully automated nucleic acid test (NAT) for blood screening, capable of simultaneously detecting four arboviruses: Dengue, Zika, Chikungunya and West Nile. The test utilizes plasma or serum samples to detect the RNA of these viruses, offering enhanced safety by reducing the risk of transfusion-transmitted infections. The test combines cutting-edge technology, including magnetic capture, transcription-mediated amplification (TMA), and chemiluminescence, to deliver precise and reliable detection of virus-specific RNA sequences. It will be available in all markets that accept the CE mark.

Bio Supplies

Grifols continues to expand the value of its Bio Supplies portfolio, enhanced following the integration of Access Biologicals. This acquisition has made a significant contribution to the unit's performance, along with an increase in third-party sales of hyperimmune plasma. In general terms, the business is driven by a steady influx of new clients and rising demand from existing customers.

Total revenues
EUR 216 M
+34.8%
+35.3 cc

Others

This unit includes additional healthcare solutions and manufacturing contracts to third parties, among others.

Total revenues
EUR 209 M
+2.8%
+3.5% cc

KIRO ONCOLOGY ARRIVES IN SOUTH KOREA AND IRELAND TO TRANSFORM CANCER TREATMENTS

The KIRO Oncology robot, developed by Kiro Grifols, continues to achieve new milestones in the automation of oncology drug preparation. Its recent installation in two major hospitals–one in South Korea and the other in Ireland–reinforces its reputation as an industry benchmark. Pusan National University Hospital in South Korea is the first in the country to introduce KIRO Oncology, positioning itself as a leader in the field. In Dublin, Trinity St. James's Cancer Institute became the first hospital in both Ireland and the United Kingdom to implement the KIRO Oncology system. Among its benefits, this automated solution enables faster access to medications, minimizes the risk of cross-contamination and safeguards pharmacy staff from injury and exposure to hazardous compounds during the manual preparation of chemotherapy treatments.

Reinforcing the balance sheet

Total assets

EUR 21,405 M

2023: EUR 20,992 M

Cash and other liquidity instruments

EUR 980 M

Equity

EUR 5,107 M

A strong balance sheet driven by prior investments

The balance sheet stood at EUR 21,405 million as of December 31, 2024 compared to EUR 20,992 million in December 2023. Grifols' strategic investments to promote plasma collection and innovation projects in recent years played a pivotal role in fueling the group's growth. It currently operates under a long-term business plan with no significant capital investments required beyond those made in previous years.

Inventory control, collection and payment periods*

Inventories stood at EUR 3,560 million with a turnover of 294 days (309 days in December 2023) due to the gradual improvement in the cost per liter of plasma in a context of increased supply. Average collection and payment periods remained stable at 36 days (36 days in 2023) and 61 days (57 days in 2023), respectively. The average payment period to suppliers of the group's Spanish companies was 71 days, the same as 2023.

Working capital management for financial strength

Improvements in working capital management continue to enhance Grifols' financial structure. At December 31, 2024, the company reported a strong liquidity position, including a cash balance of EUR 980 million.

*All figures include Biotest with the exception of average payment period.

Steady progress in deleveraging

Deleveraging remains a top priority for Grifols, with company staunchly committed to reducing debt on its balance sheet. As of December 31, 2024, its leverage ratio was 4.6 times, down from 6.4 times in December 2023. This decline is thanks to stronger EBITDA and the ongoing generation of operating cash flow, which reached EUR 902 million in 2024.

Grifols continues to make important strides on its deleveraging strategy, including the sale of 20% of its stake in SRAAS to Haier Group, the placement of private bonds and the extension of its credit line.

Leverage ratio at the close of 2024

4.6 x / EBITDA*

according to the credit agreement

(*) Based on the financial statements, the ratio stands at 5.6 times (down from 8.5x in December 2023).

Evolution of shareholder equity

As of December 31, 2024, Grifols' share capital totaled EUR 8,607 million, including EUR 5,107 million in shareholder equity. The share capital is represented by 426,129,798 ordinary shares (Class A), with a par value of EUR 0.25 each, and 261,425,110 non-voting shares (Class B), with a par value of EUR 0.05 each.

Grifols ordinary shares (Class A) are listed on the Spanish Continuous Market and are part of the IBEX-35 index (GRF). Non-voting shares (Class B) are also listed on the Spanish Continuous Market (GRF.P). Both Class A and Class B shares are also traded on the U.S. NASDAQ (GRFS) through American Depositary Receipts (ADRs).

Cash flow and capital resources

Cash flow from operational activities

In 2024, net cash flows from operating activities continued their positive trend thanks to the company's strong performance and successful roll-out of the operational improvement plan announced in early 2024. Operating cash flows totaled EUR 902 million (EUR 219 million in 2023).

Cash flow from financing activities

Cash flow from financing activities amounted to EUR -1,359 million, stemming mainly from the repayment and redemption of senior secured bonds and term loans to offset new private bond placements following the sale of 20% of SRASS.

Cash flow from investment activities

Net cash flows from investing activities, including proceeds from the sale of SRAAS, amounted to EUR 887 million, with CAPEX being the most significant. These expenditures were primarily focused on Biopharma's new production facilities, including the upgrade of the plasma fractionation, immunoglobulin purification and albumin plants in Montreal (Canada), and the new albumin plant in Dublin.

Capital resources

As of December 31, 2024, Grifols' net financial debt stood and EUR 8,046 million, excluding the impact of IFRS 16.*

*As of December 31, 2024, the impact of IFRS 16 on debt amounted to EUR 1,141 million.

In 2024, the company advanced its efforts to reduce its leverage ratio both organically and inorganically through selective asset divestments. As part of its inorganic debt reduction strategy, on June 18, 2024, Grifols completed the sale of 20% of its stake in SRAAS for EUR 1,600 million in cash, with all proceeds allocated toward its deleveraging commitment.

As of December 2024, the net financial debt to EBITDA ratio stood at 4.6 times based on the credit agreement and 5.6 times based on the financial statements. Grifols remains on track with its deleveraging efforts.

Additionally, Grifols continued to strengthen its financial structure with the support of its main banks. The plan, defined and executed in 2024, has allowed the company to strengthen its balance sheet, anticipate upcoming maturities and improve its liquidity position, with no significant debt maturities until November 2027.

To achieve this, in addition to repaying debt using funds from the SRAAS divestment and extending the maturity of its revolving credit line, Grifols issued two tranches of secured bonds totaling EUR 2,600 million, maturing in May 2030.

At the close of this report, more than 70% of Grifols' debt is fixed-rate. With no significant debt maturities before 2027 and no financial covenants, this financial structure minimizes the impact of rising interest rates

GRIFOLS ACHIEVES RECORD FINANCIAL PERFORMANCE IN 2024. KEY TRANSACTIONS COMPLETED:

April and June 2024

- Private issuance of EUR 1,000 million in senior secured bonds and subsequent extension of EUR 300 million at a purchase price of 98.50% of the bonds' par amount, with a 7.5% annual coupon and a maturity in May 2030.

Grifols' total issuance amounted to EUR 1,300 million. The funds raised were used to redeem senior unsecured notes maturing in 2025 and to repay a portion of the revolving credit line. The bonds were privately placed with qualified institutional buyers under Section 4(a)(2) of the U.S. Securities Act of 1933, as amended, and to non-U.S. persons outside of the United States in accordance with Regulation S of the Securities Act.

December 2024

- Private placement of EUR 1,300 million in senior secured bonds maturing in May 2030, with an annual 7.125% coupon, issued at par.
- Extension of the multi-currency revolving credit facility (RCF) until May 2027.

These operations enabled the company to repay EUR 343 million of senior secured notes maturing in 2025 and fully cover the remaining balance of its revolving credit line. As a result, the company will not face significant maturities until November 2027 and its liquidity position increased by EUR 1,000 million. Both transactions, which are neutral from a leverage standpoint, were underwritten by a group of global investors and led by BofA Securities, J.P. Morgan, Deutsche Bank, and Santander as the lead placement agents.

Credit ratings

In 2024, the main credit rating agencies assessed Grifols as follows:

In December 2024, Fitch affirmed Grifols' rating at "B+" with a stable outlook, while S&P upgraded Grifols' rating from "B" to "B+", highlighting its improved liquidity and anticipated operational recovery. Moody's assigned Grifols a "B3" rating with a positive outlook, after having withdrawn its rating in July 2024.

These assessments reflect an improvement in Grifols' credit perception at the end of 2024 and confirm the decisions made following a period of financial challenges.

Current Credit Ratings	Fitch[1]	Standard &Poor's[1]	Moody's[1]
Corporate Rating	B+	B+	B1
Senior secured debt	BB-	BB-	Ba3
Senior unsecured debt	B-	B-	B3
Outlook	Stable	Stable	Negative

1. Last review december 2024

CAPEX and industrial activity

In 2024, Grifols continued to advance its capital investment plan, focusing on expanding and enhancing production facilities across its business units. The company optimized its CAPEX resources through strategic investments made in recent years and disciplined capital allocation. Grifols' CAPEX for 2024 totaled EUR 232 million, compared to EUR 224 million in 2023.

United States: launch of a new purification and filling plant in Clayton

Grifols' immunoglobulin purification and filling plant in Clayton, North Carolina began operations in August, expanding the site's production capacity for intravenous immunoglobulin (Gamunex-C). The installation also received FDA approval for the production of subcutaneous immunoglobulin (Xembify).

Spain: construction underway on a fibrin and topical thrombin plant

Construction continued in 2024 on the fibrin and topical thrombin adhesive production plant in Barcelona. Once operational, the plant will increase the production capacity of fibrin adhesive to 3.3 million liters of plasma equivalent per year and thrombin topical adhesive to 6.4 million liters of plasma equivalent per year.

Corporate transactions and acquisitions

Strategic alliance with Haier Group

The alliance formed in 2023 between Grifols and Haier Group aims to combine Grifols' expertise in plasma and diagnostics with Haier Group's robust healthcare solutions portfolio, fostering innovation and supporting the future growth of SRAAS.

In 2024, Grifols completed the sale of a 20% stake in Shanghai RAAS (SRAAS) through a share purchase agreement, receiving EUR 1,600 million in cash, which was fully allocated to meet its deleveraging goals. Grifols retains a significant 6.58% stake in SRAAS and holds a seat on its board of directors. As per the 2020 agreement, Grifols also maintains 45% of the economic rights and 40% of the voting rights in SRAAS through Grifols Diagnostic Solutions (GDS).

As part of the share purchase agreement, Grifols and SRAAS extended their exclusive albumin distribution agreement for the next ten years, with an option for SRAAS to extend it until 2044. The demand for albumin in the Chinese market is substantial and is expected to grow significantly in the coming years.

SRAAS operation by the numbers

Sale 20% stake in SRAAS EUR1,600 M

in cash

Grifols maintains ~6.58% stake in SRAAS and 1 member on the board

Additional information

Treasury stock

Transactions involving treasury shares during the 2024 fiscal year are detailed in the consolidated financial statements attached to this report. As of December 31, 2024, the company held 3,944,430 Class A treasury shares and 3,201,374 Class B treasury shares.

Grants

The grants received are mainly allocated to initiatives focused on employee training and job creation.

Thousands of Euros	Grants
U.S.	18,292
Spain	494

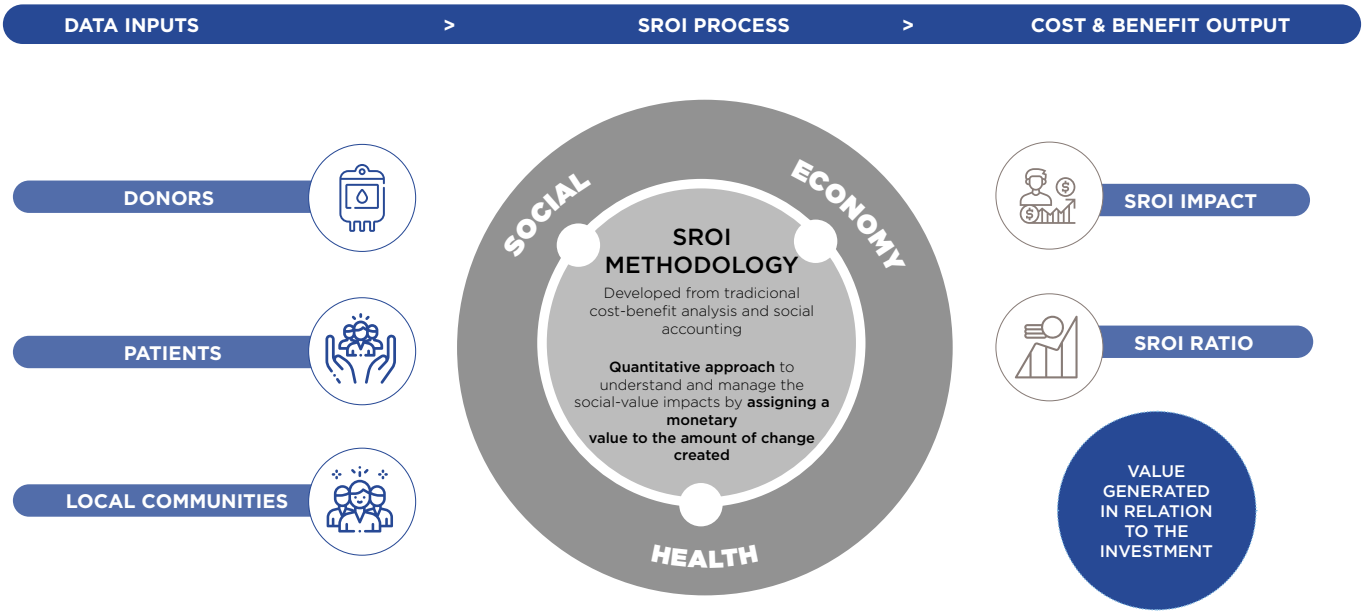
Grifols' value creation

We measure our value creation

Grifols uses the SROI methodology to determine the impact its generates for donors, local communities and patients, estimating the overall cost-benefit of their treatments.

Since 2020, Grifols measures the value created by its U.S. and European plasma donation centers, as well as the value generated by its main plasma medicines on patients, with an emphasis on the main diseases for which they are indicated. These include alpha-1 antitrypsin deficiency (AADT); immunoglobulins for primary immunodeficiencies (PID), secondary immunodeficiencies (SID), chronic inflammatory demyelinating polyneuropathy (CIDP), primary immune thrombocytopenia (ITP), Guillain Barré syndrome and myasthenia gravis (MG); coagulation factor VIII; and albumin for the treatment of acute liver disease, hepatorenal syndrome and spontaneous bacterial peritonitis (SBP).

To this end, Grifols follows the SROI (Social Return on Investment) methodology, which allows identifying the value created for donors, local communities and patients, and estimating the overall cost-benefit of their treatments.



SROI: THE SOCIAL RETURN ON INVESTMENT METHODOLOGY

The social return on investment (SROI) methodology aims to measure Grifols' impact on the various stakeholder groups in financial terms. The methodology combines elements of cost-benefit analysis and social accounting.

The SROI reflects the changes experienced by Grifols' various stakeholder groups as a result of its activities. These assessments are quantified and recorded on an impact map, with each assigned a monetary value based on its social, environmental and economic outcomes.

Total value created in 2024

USD 34,400 M Total SROI*: 1.82x

For every $1 Grifols invests, it generates USD 0.87 in social ROI

*Total SROI is a term that reflects both investments and social value created. The highest QALY value from the sensitivity table is used as a proxy.

Value created for donors and local communities

USD 4,575 M

Value created for patients

USD 29,825 M

Grifols create value beyond economic profit

Impact analysis for donors and local communities

As of 2024, Grifols has 298 plasma centers in the United States and 98 in Europe, all based in areas with a strong focus on community development.

Grifols plasma donation centers are located in committed communities with dynamic chambers of commerce, a dedication for social progress, and ongoing community action. Plasma-center employees promote initiative and are actively engaged in their communities.

In 2024, Grifols' value creation for donors and communities showed a slight decrease compared to 2023, which recorded USD 2,579 million in created value for donors and USD 2,478 million for communities. This decline was attributed primarily to a drop in the number of donors, following the 2022 strategy outlined Grifols' Operational Improvement Plan, which aimed to streamline donation management and reduce the number of plasma centers.

Nevertheless, the optimization of both plasma centers and donations has led to an increased supply of plasma for the production of plasma-derived medicines, benefiting a larger number of patients. In addition, donor compensation has stabilized, providing insight into the changes in the impact on local communities.

Based on interviews, the SROI analysis has provided Grifols with an in-depth understanding of its contributions to donors and the communities where its plasma centers are located.

Total impact in 2024

USD 4,575 M

Donors	Local communities
USD 2,323 M	**USD 2,252 M**

BENEFITS FOR DONORS

- **FINANCIAL STABILITY:** Donors have additional income to cover their day-to-day needs and monthly living expenses.
- **HEALTHIER LIVES:** Donors' health improves since they are able to better afford higher-quality food and exercise more frequently. Donors are also educated on the importance of eating healthy and healthy lifestyles to a smoother donation.
- **PHYSICAL AND PSYCHOLOGICAL WELL-BEING:** Donors feel better about themselves and enjoy a better social life and more leisure and travel time.
- **EDUCATIONAL EXPENSES:** Donors are more confident about their future since they can better afford tuition and pay for other university expenses.
- **PERSONAL SATISFACTION:** Donors' altruism and contribution to helping thousands of patients live healthier lives makes them feel better about themselves.

BENEFITS FOR DONOR COMMUNITIES

- **HEALTHCARE ACCESS:** Healthier communities since only health donors are eligible to donate plasma. A higher number of donors leads to more beneficiaries of Grifols' life-enhancing plasma-derived medicines.
- **ECONOMIC IMPACT IN DONOR COMMUNITIES**: A significant portion of funds is reinvested in the community, with 87% of compensations spent within a 30-kilometer radius.

More information on donors and plasma donation centers: "Donors and Donor Communities-Social" chapter.

Impact analysis for patients

In 2024, Grifols once again assessed the impact of its main plasma-based therapies on the patient population. To this end, an independent expert conducted a Social Return on Investment (SROI) analysis of the Plasma Procurement and Biopharma units, whose operations involve the production and distribution of plasma proteins.

The SROI findings (USD 29,825 million) show a clear increase in the value generated for patients compared to 2023 (USD 27,370 million) and 2022 (USD 23,810 million). The upturn in value creation is primarily due to the rise in the number of patients treated globally, regardless of increases or decreases recorded in each pathology.

In 2024, new scientific literature led to a better demarcation and assessment of quality of life (QOL) indicators, considered the most reliable metric to evaluate and quantify patients' improvement. One QALY equals one year in perfect health. If an individual's health falls below this maximum, QALYs accumulate at a rate of less than one per year.

The formula for monetarily calculating the improvement in the patient's quality of life thanks to treatment considers the value of living one year in perfect health (1 QALY), weighted by the percentage increase of the patient's improvement.

Following is a summary of the different economic valuations used to measure the impact on patients according to the changes noted in their quality of life (QALY), taking into account two sources and their respective methods:

- Boston's Institute for Clinical and Economic Review (ICER),[1] whose latest review[2] set the median value per QALY at USD 100,000, the lowest range at USD 50,000 and the highest at USD 150,000 per QALY.
- U.S.[3] per capital GDP basis: Another way to assess QALYs is by applying a multiplier of 1 to 3 times the U.S. per capita GDP. Based on the estimated U.S. per capita GDP for 2024[4] (USD 86,601), this results in a valuation range of USD 86,601 to USD 259,803 per QALY.
- Proposal by Braithwaite et al, [5] which assigns the QALY a value of USD 297,000 in its high range. This indicator mainly reflects the reality of the United States.

The principle of prudence was applied to conduct this study, meaning that Grifols' SROI is likely greater than reported in this document.

Total impact 2024

USD 29,825 M

Equivalent to a 7.5 quality-of-life improvement in relation to the cost of plasma-based medicine

Positive impact of Grifols' 4 main plasma proteins on patients by disease:

USD 793 M alpha-1 antitrypsin

USD 114 M Factor VIII

USD 13.247 M immunoglobulins

USD 15.671 M albumin

1. https://icer-review.org/
2 https://icer.org/wp-content/uploads/2020/10/ICER_2020_2023_VAF_102220.pdf
3 World Health Organization. 2002. The World Health Report 2002: Reduction Risks, Promoting Healthy Life. Geneva: World Health Organization.
4 https://www.statista.com/statistics/263601/gross-domestic-product-gdp-per-capita-in-the-united-states/
5 R. Scott Braithwaite, David O. Meltzer, Joseph T. King, Jr., Douglas Leslie and Mark S. Roberts Medical Care Vol. 46, No. 4 (Apr., 2008), pp. 349-356.

Taxation

Grifols' aproach

- We believe taxes are essential to promoting social progress.
- Our corporate structures are based on commercial and industrial rationale, aligned with our business activity and backed by tangible impact.
- Grifols has no presence in territories qualified as tax havens.

3 core levers

Tax policy

Governance

Legal compliance

Principles and good practices

Grifols' fiscal commitment

Grifols is firmly committed to driving economic, social and industrial progress through compliance with applicable tax legislation in its countries of operation, paying its fair share in jurisdictions where it creates value. Its corporate structures are based on commercial and industrial rationale, aligned with its business activities, and backed by tangible impact. Grifols has no presence in territories classified as tax havens.

Grifols' Tax Policy defines the principles guiding its fiscal management. As a key aspect of corporate responsibility, taxation is overseen by the Board of Directors, whose responsibilities include approving and regularly monitoring the group's Tax Policy to ensure alignment with its business operations and sustainability commitments. Grifols' senior management, under the supervision of the Board, is tasked with developing the group's tax strategy and compliance framework. That said, other organizational areas, engaged in both routine and non-routine tasks, may contribute to its implementation.

TAX CONTRIBUTION IN 2024

The company strives to develop cooperative relationships with tax authorities grounded in respect, transparency and mutual trust. On October 26, 2018, Grifols' Board of Directors adhered to Spain's Code of Good Tax Practices, underscoring its unequivocal commitment to transparency, good faith and cooperation. As part of its commitment to transparency, the company regularly reports its tax strategy and taxes paid. In addition, it also reports and details controversies and possible litigation in tax matters, if any, in the Consolidated Annual Accounts and in information to market regulators.

Governance

Grifols' Board of Directors, mainly composed by independent directors, approves the Risk Control and Management Policy, which outlines the core principles and framework to identify, evaluate, monitor and manage all types of risks, including tax risks, faced by the company and its affiliates.

The Audit Committee supervises the effectiveness of internal control, internal auditing and risk management systems, including those related to tax issues. It regularly reviews these systems to ensure that key risks are adequately identified, managed and reported.

The Internal Audit Department assists the Audit Committee by:

- Guaranteeing adequate risk-management processes and risk assessment.
- Evaluating risk-management processes, including oversight of controls and procedures.

The Corporate Risk Committee oversees the responsibilities of Grifols' leadership team in risk assessment, management and control, ensuring the integration of robust risk management processes within the established system.

Legal compliance

Grifols complies with current tax legislation in its countries of operation and the OECD Guidelines for Multinational Enterprises. In the United States, the company complies with, subscribes to and reports on the Tax Control Framework Questionnaire (2019), prepared by the U.S. Internal Revenue Service (IRS).

This initiative complements the OECD Model Control of Tax Risks standard by including a self-assessment mechanism to cover core elements in the tax risk management and control system. The principles guiding Grifols' risk management and control system are subject to tax risks, which fall under the category of legal and regulatory risks.

Grifols Tax Policy

- **Tax compliance is a pillar of Grifols' economic contribution and social commitment.** Its compliance policy and best practices in taxation issues are publicly available on the corporate website. The payment of required taxes fully aligns with the economic activities in all jurisdictions where the Group operates.
- **Grifols has no operations in territories classified as tax havens**, and its business transactions with third parties based in these or any other territories form part of its ordinary industrial and commercial activity.
- **Grifols rejects artificially shifting results to these territories** or taking advantage of the information opacity that these territories may offer in alignment with the taxation principles and recommendations of the OECD's Committee on Fiscal Affairs on international taxation matters. Transparency in tax-related matters is a core principle of Grifols' tax policy.
- **Grifols avoids significant tax risks** through internal information and control systems that ensure tax matters are efficiently and expertly managed.
- **Grifols' tax policy is guided by the reasonable and careful interpretation** of the tax regulations in force in each jurisdiction.
- **Grifols consults with reputable independent tax advisors** before making any business decisions that could have fiscal repercussions.
- **Grifols has a transfer pricing policy for all transactions** with related parties in line with the principles of the main competent organizational bodies. This policy is reviewed annually to avoid any deviation from these principles.
- **Grifols understands and supports taxation** that adequately correlates with the structure and location of its activities, resources, and human resources and the business risks assumed.
- **Grifols does not use artificial structures unrelated to its activity** to reduce its tax burden or profit sharing.
- **Grifols fosters a cooperative and fluid relationship with tax authorities** founded on respect for the law, trust, good faith, reciprocity and cooperation.
- **Grifols collaborates with the competent tax authorities** to seek solutions to achieve certainty and stability in the tax criteria applied by public administrations and to prioritize non-litigious means of resolving disputes.
- **Grifols is committed to transparency**, doing its utmost to provide complete information and documentation requested by tax administrations in the shortest timeframe possible.
- **Grifols implements internal management systems to ensure proper compliance with its tax obligations**, including those arising from the new global minimum tax system promoted by the OECD ("Pillar 2").
- On October 26, 2018, Grifols' Board of Directors adhered to the **Code of Good Tax Practices.**

Tax contribution

Grifols uses the Total Tax Contribution methodology

Reflecting its commitment to transparency, Grifols reports its tax contribution from three different perspectives: contribution by tax, tax value distribution and contribution by geographical area. For this purpose, Grifols follows PwC's Total Tax Contribution (TTC) methodology, which measures the total impact of tax payments made by a company.

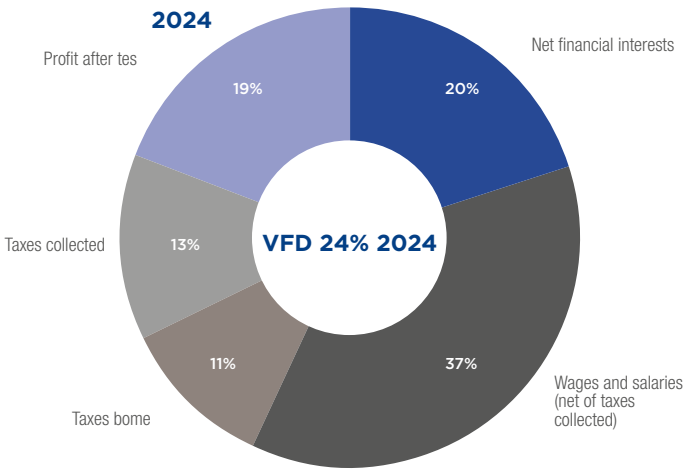
This methodology aligns with the OECD's approach, which emphasizing the importance of the role of businesses in the tax system, both as taxpayers (input taxes) and tax collectors on behalf of third parties (taxes collected). The scope of this analysis covers Grifols' main countries of operation: Spain, the United States, Ireland and Germany. Taxes are classified as follows:

- **Profit taxes:** taxes borne on profits earned by companies such as corporate income tax, business tax and taxes levied as withholding taxes on payments to third parties.
- **Property taxes:** taxes on the ownership, sale, transfer or occupancy of property.
- **People (or Employment) Taxes:** employment-related taxes both borne and collected, including employee income tax withholdings and social security payments payable by both Grifols and the employee.
- **Taxes on products and services:** indirect taxes on the production and consumption of goods and services, including VAT and customs duties.
- **Environmental taxes:** taxes on the supply, use or consumption of products and services that are considered to impact the environment.

Tax value distribution

Grifols' diverse activities generate direct and collected taxes, which are paid to global tax authorities. In general terms, these highly integrated activities can be classified into net interest, wages and salaries, taxes (input and collected) and shareholder value.

The distributed tax value (DTV) ratio shows the percentage of Grifols' value generation that is allocated to pay taxes borne and collected from Public Administrations.



The DTV ratio stands at **24%** globally for Grifols. This means that **24%** of the value generated by Grifols has been contributed to the public treasury through **taxes paid (11%) and taxes collected (13%).** In other words, out of every **EUR 100** of value generated in 2024, Grifols has allocated **EUR 24** toward tax payments.

TOTAL TAX CONTRIBUTION IN 2024

EUR 749 M

Total tax contribution in 2024

EUR 348 M

reflecting a **6%** increase over 2023 and a **60%** increase over the last 3 years.

EUR 401 M

a **9%** increase compared to 2023 and an **18%** increase over the past 3 years

Taxes on profits account for **43%** of the taxes paid.
70% of the taxes paid and collected are related to employment:
49% of taxes paid and **86%** of taxes collected.

Tax contribution by geographic area

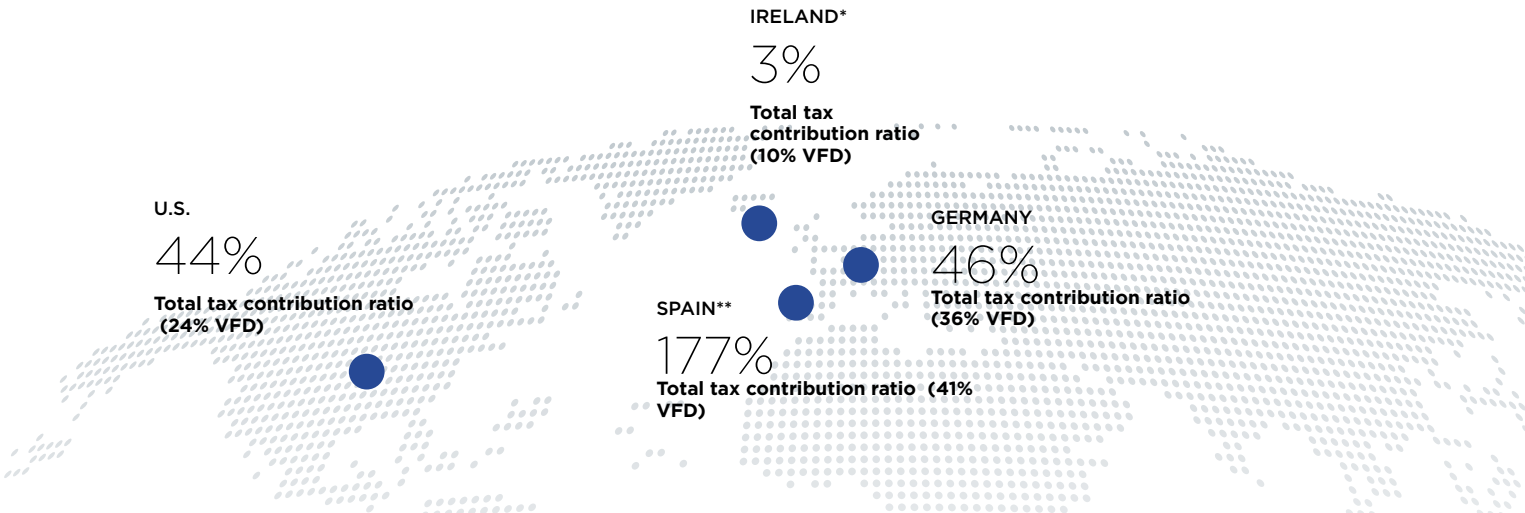
Grifols' tax policy establishes responsible conduct in tax matters, embracing principles consistent with those set forth in OECD Guidelines for Multinational Enterprises (2011). The policy explicitly states that Grifols has no presence in jurisdictions classified as tax havens, and its commercial operations with third parties in these territories or any other territories form part of its ordinary manufacturing and commercial activity.

Grifols is taxed on the profits generated in each of its countries of operation. Spain, the United States, Ireland and Germany account for more than 70% of the group's global revenue. These countries are also where its main industrial installations and R+D+i facilities are located.

	Profit* (Thousands of euros)	Taxes paid** (Thousands of euros)	Total tax contribution***	%
U.S.	346,380	77,690	408 M	55%
Spain	45,276	43,646	22 2M	30%
Ireland	314,190	42,307	65 M	9%
Germany	87,743	14,572	53 M	7%
RoW	57,252	11,293	NAP	NAP

* Profit after tax in 2024, excluding dividends and impairments or disposals in Group Companies.
** Net tax payable for the 2024 fiscal year (Corporate income tax)
*** Total Tax Contribution (TTC) in the United States: the exchange rate applied was 1.039 euros/dollar. In the U.S., the total contribution decreased compared to the previous year due to adjustments made under the operational improvement plan. The calculation of the Total Tax Contribution excludes Biotest and other entities from RoW.

TAX CONTRIBUTION ACCORDING TO GRIFOLS' OPERATIONS



Note: The Total Tax Contribution (TTC) ratio is an indicator of the cost of taxes paid in relation to the profits obtained. The calculation is made as the percentage of taxes paid relative to the profit before those taxes in each territory, taking into account the aggregate figures of the entities involved in the study.

*Ireland: Although the ratio is significantly lower than in other territories, a notable trend has been observed. It was not possible to calculate the TTC ratio in the previous fiscal year since the company recorded negative results. Ireland has also seen a significant increase in its Total Tax Contribution (+29% compared to 2023).

**Spain: the TTC ratio is distorted (close to 100%) due to the exclusion of profits from Grifols' divestitures in 2024 and the payment of related taxes abroad. As a result, the ratio reflects that Grifols' tax payments in Spain are close to the Profit Before Tax in this territory.

Annexes

Indices of content according to regulations

Content required by the Law 11/2018, of December 28

LAW 11/2018 CONTENT INDEX			
Information requested by the Law 11/2018	Materiality	Page number(s)	Reporting criteria
General information			
A brief description of the business model that includes its business environment, its organization and structure	Material	10-14, 181-186	ESRS 2 SBM1 ESRS 2 SBM2 ESRS 2 SBM3 ESRS 2 GOV1
Markets in which it operates	Material	11-12	
Objectives and strategies of the organization	Material	15-17	
Main factors and trends that can affect its future evolution	Material	208-210	
Reporting framework used	Material	25-26	
Principle of materiality	Material	21-24	
Environmental Issues			
Management approach: description and results of the policies related to these issues, as well as the main risks related to those issues related to the group's activities.	Material	29-31, 43, 45, 62, 67, 75, 77	GOV-4 IRO-1 E1.IRO-1 E2.IRO-1 E3.IRO-1 E4.IRO-1 E5.IRO-1 E1-2 E1-3 E2-1 E2-2 E3-1 E3-2 E4-2 E4-3 E5-1 E5-2
Detailed general information			
Detailed information on the actual and predictable effects of the company's activities on the environment and, when applicable, health and safety.	Material	43, 62, 67, 75, 77	ESRS 2 IRO-1 E1.IRO-1 E2.IRO-1 E3.IRO-1 E4.IRO-1 E5.IRO-1
Environmental assessment or certification procedures	Material	30	ESRS 2 BP2
Resources dedicated to the prevention of environmental risks	Material	32	E1-3 E2-2 E3-2 E4-3 E5-2
Application of the precautionary principle	Material	29	ESRS 2 MDR - A
Amount of provisions and guarantees for environmental risks	Material	31	GRI 3-3
Contamination			
Measures to prevent, reduce or repair emissions that seriously affect the environment; considering any form of activity-specific air pollution, including noise and light pollution	Not material	62-66	E2-2
Circular Economy and Waste Prevention and Management			
Prevention, recycling, reutilization and other recovery and waste disposal measures.	Material	77-86	E5-2 E5-5
Actions to fight food waste	Not material	-	E5-2

LAW 11/2018 CONTENT INDEX			
Information requested by the Law 11/2018	Materiality	Page number(s)	Reporting criteria
Sustainable Use of Resources			
Water consumption and supply in accordance with the local limitations	Material	67-74	E3-4
Consumption of raw materials and measures taken to improve the efficiency of their use	Material	77-80, 83	E5-2 E5-4
Direct and indirect energy consumption	Material	51-53, 56-61	E1-5 E1-2 E1-3
Measures taken to improve energy efficiency	Material	48-49, 51-53	E1-5
Use of renewable energy	Material	48-49, 51-53	E1-5
Climate Change			
Greenhouse gas emissions generated as a result of the company's activities, including the use of the goods and services it produces	Material	47-50, 54-56	E1-6
Measures taken to adapt to the consequences of climate change	Material	47	E1-3
Voluntary measures for medium and long-term reduction goals to reduce greenhouse gas emissions and the means implemented for this purpose	Material	46, 48, 49, 54-55	E1-4
Biodiversity Protection			
Measures taken to preserve or restore biodiversity	Not material	75-76	E4-1 E4-3
Impacts caused by activities or operations in protected areas	Not material	75-76	E4.SBM-3 E4.IRO-1 E4-5
Social and Personnel matters			
Management approach: description and results of the policies related to these matters as well as the main risks related to those issues linked to the group's activities.	Material	89, 185, 208-209	GOV-4 IRO-1 S1-1 S1-2 S1-3 S1-4 ESRS 2 IRO 1
Employment			
Total number and distribution of employees by country, gender, age and professional category	Material	91, 108-115	S1-6 S1-9 GRI 2-7 GRI 2-8
Total number and distribution of employment contract modalities and annual average of indefinite contracts, temporary contracts and part-time contracts by gender, age and professional category	Material	108-115	S1-6 GRI 2-7 GRI 2-8
Number of dismissals by gender, age and professional classification	Material	120-121	S1-6 GRI 401-1
Average remuneration and its evolution disaggregated by sex, age and professional classification or equal value	Material	129-132	S1-10 S1-16 GRI 405-2
Gender gap, the remuneration of equal or average company jobs	Material	106-107, 132-133	S1-16
Average remuneration of directors and executives, including variable remuneration, allowances, allowances, payment to long-term savings forecasting systems and any other perception disaggregated by sex	Material	127, 132, 187-188	GRI 2-19 GRI 3-3
Implementation of policies work disconnection	Material	88-89, 94	S1-1
Number of employees with disabilities	Material	102, 104	S1-12
Organization of Work			
Organization of working time	Material	94-95	S1-15
Number of hours of absenteeism	Material	121-123	GRI 3-3 GRI 403-9 GRI 403-10
Measures aimed at facilitating the enjoyment of conciliation and promoting the co-responsible exercise of these by both parents	Material	88-89, 99-100, 126-127	S1-4 S1-15
Health and Safety			
Health and safety conditions at work	Material	96-97	S1-1 S1-14
Occupational accidents, their frequency and severity, as well as occupational diseases; disaggregated by gender	Material	128-129	S1-14 GRI 403-9 GRI 403-10

LAW 11/2018 CONTENT INDEX			
Information requested by the Law 11/2018	Materiality	Page number(s)	Reporting criteria
Social Relationships			
Organization of social dialogue including procedures for informing and consulting staff and negotiating with them	Material	92-93, 95	S1-8
Mechanisms and procedures that the company has to promote the involvement of workers in the management of the company, in terms of information, consultation and participation	Material	95-96	S1-8
Percentage of employees covered by collective agreement by country	Material	95	S1-8
Balance of collective agreements, particularly in the field of health and safety at work	Material	95-96	S1-8 S1-14
Training			
Policies implemented in the field of training	Material	89, 98-101	S1-1 S1-13
Total number of training hours by professional category	Material	123-125	S1-13 GRI 3-3 GRI 404-1
Universal accessibility			
Integration and universal accessibility of people with disabilities	Material	104	S1-1 S1-12
Equality			
Measures taken to promote equal treatment and opportunities for women and men	Material	89, 102, 105-106	S1-4 S1-9
Equality plans, measures taken to promote employment, protocols against sexual and gender harassment	Material	103-107	S1-1 S1-4
Policy against all types of discrimination and, when applicable, diversity management	Material	89, 102-107	S1-1 S1-9
Respect for human rights			
Management approach: description and results of the policies related to these matters as well as the main risks related to those issues linked to the group's activities.	Material	134, 189-190	GOV-4 IRO-1 S1-1 S1-2 S1-3 S1-4 ESRS 2 IRO 1
Aplicación de procedimientos de diligencia debida			
Application of due diligence procedures in the field of human rights and prevention of risks of violation of human rights and, where appropriate, measures to mitigate, manage and repair possible abuses committed	Material	136, 191-192, 195-196	ESRS 2 GOV 4 S1-1
Complaints for cases of human rights violation	Material	135, 196	S1-17
Measures implemented to promote and comply with the provisions of the ILO fundamental conventions related to respect for freedom of association and the right to collective bargaining; the elimination of discrimination in employment and occupation; the elimination of forced or compulsory labor; the effective abolition of child labor	Material	89, 135, 191	S1-1
Fight against corruption and bribery			
Management approach: description and results of the policies related to these matters as well as the main risks related to those issues linked to the group's activities.	Material	189-190	G1-1 ESRS 2 IRO 1
Measures taken to prevent corruption and bribery	Material	190, 192-194, 196	G1-3
Measures to fight money laundering	Material	192-196	G1-3
Contributions to foundations an NGOs	Material	201	GRI 2-28 GRI 201-1 GRI 415-1
Information about society			
Management approach: description and results of the policies related to these matters as well as the main risks related to those issues linked to the group's activities.	Material	137, 153, 198-200, 208-209, 224-225	GOV-4 IRO-1 S3-1 S4-1 G1-1 ESRS 2 IRO 1

LAW 11/2018 CONTENT INDEX			
Information requested by the Law 11/2018	Materiality	Page number(s)	Reporting criteria
Commitment of the company to sustainable development			
The impact of the company's activity on employment and local development	Material	143-151	ESRS 2 SBM 3 S3-1 S3-4
The impact of society's activity on local populations and in the territory	Material	143-151	ESRS 2 SBM 3
The relations maintained with the actors of the local communities and the modalities of the dialogue with these	Material	19-20, 138	S3-2
Partnership or sponsorship actions	Material	19, 145, 147, 150-151	GRI 3-3 GRI 201-1
Subcontracting and suppliers			
Inclusion in the purchasing policy of social, gender equality and environmental issues	Material	198-200	G1-1
Consideration in the relations with suppliers and subcontractors of their social and environmental responsibility	Material	198-200	G1-2
Supervision and audit systems and their results	Material	156-158, 200	GRI 414-2 GRI 308-2
Consumers			
Measures for the health and safety of consumers	Material	156-160	S4-4
Complaint systems, complaints received and resolution thereof	Material	160	S4-3
Tax information			
Profit obtained country by country	Material	220	GRI 207-4
Taxes earned on benefits paid (per country)	Material	220	GRI 207-4
Public grants received (per country)	Material	220	GRI 201-4
EU Taxonomy	Material	34-42	KPIs developed according to the methodology described in this report

Disclosure requirements in ESRS covered by the Sustainability statement (ESRS 2 - IRO 2)

Appendix B
List of datapoints in cross-cutting and topical standards that derive from other EU legislation
This appendix is an integral part of the ESRS 2. The table below illustrates the datapoints in ESRS 2 and topical ESRS that derive from other EU legislation.

DISCLOSURE REQUIREMENTS		CONTENTS	PAGE NUMBER
GENERAL DISCLOSURES			
ESRS 2 General disclosures			
Basis for preparation	DR BP-1	General basis for preparation of sustainability statements	25 - 26
	DR BP-2	Disclosures in relation to specific circumstances	25 - 26
Governance	DR GOV-1	The role of the administrative, management and supervisory bodies	26, 182-187
	DR GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	26-27, 186
	DR GOV-3	Integration of sustainability-related performance in incentive schemes	31, 187-188
	DR GOV-4	Statement on due diligence	27
	DR GOV-5	Risk management and internal controls over sustainability reporting	26 - 27
Strategy	DR SBM-1	Strategy, business model and value chain	10 - 15, 181
	DR SBM-2	Interests and views of stakeholders	19-20
	DR SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	23-24, 43-45, 62, 67, 75, 77, 88, 134, 137, 152, 169, 189, 202, 208-210
Impact, risk and opportunity management	DR IRO-1	Description of the process to identify and assess material impacts, risks and opportunities	21-23, 207-208
	DR IRO-2	Disclosure requirements in ESRS covered by the undertaking's sustainability statement	220-224
	MDR-P	Policies adopted to manage material sustainability matters	30, 46, 62, 67, 75, 78, 89, 135, 137, 153, 170, 190, 202, 210
	MDR-A	Actions and resources in relation to material sustainability matters	30, 46, 62, 67, 75, 78, 89, 135, 137, 153, 170, 190, 202, 210
Metrics and targets	MDR-M	Metrics in relation to material sustainability matters	30, 46, 62, 67, 75, 78, 89, 135, 137, 153, 170, 190, 202, 210
	MDR-T	Tracking effectiveness of policies and actions through targets	30, 46, 62, 67, 75, 78, 89, 135, 137, 153, 170, 190, 202, 210
TOPIC-SPECIFIC ENVIRONMENTAL STANDARDS			
ESRS E1 Climate change			
Governance	DR related to ESRS 2 GOV-3	Integration of sustainability-related performance in incentive schemes	31
Strategy	DR E1-1	Transition plan for climate change mitigation	47
	DR related to ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	43, 45
Impact, risk and opportunity management	DR related to ESRS 2 IRO-1	Description of the processes to identify and assess material climate-related impacts, risks and opportunities	21-23, 44, 207-208
	DR E1-2	Policies related to climate change mitigation and adaptation	30, 46
	DR E1-3	Actions and resources in relation to climate change policies	32-33, 46-48
Metrics and targets	DR E1-4	Targets related to climate change mitigation and adaptation	49
	DR E1-5	Energy consumption and mix	51-43, 56-61. Quantitative energy-related information is reported in kilowatt hours (kWh). To obtain data in Mega-Watt- hours (MWh), the value must be divided by 1000.
	DR E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	50, 54-56
	DR E1-7	GHG removals and GHG mitigation projects financed through carbon credits	50
	DR E1-8	Internal carbon pricing	50
	DR E1-9	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	45

DISCLOSURE REQUIREMENTS		CONTENTS	PAGE NUMBER
ESRS E2 Pollution			
Impact, risk and opportunity management	DR related to ESRS 2 IRO-1	Description of the processes to identify and assess material pollution-related impacts, risks and opportunities	21-23, 207-208
	DR E2-1	Policies related to pollution	62-63
	DR E2-2	Actions and resources related to pollution	32-33, 62-63
Metrics and targets	DR E2-3	Targets related to pollution	62-63
	DR E2-4	Pollution of air, water and soil	64-66. Soil and air pollution is not material.
	DR E2-5	Substances of concern and substances of very high concern	64. Not material.
	DR E2-6	Anticipated financial effects from pollution-related impacts, risks and opportunities	Work is underway to expand this information.
ESRS E3 Water and marine resources			
Impact, risk and opportunity management	DR related to ESRS 2 IRO-1	Description of the processes to identify and assess material water and marine resources-related impacts, risks and opportunities	21-23, 207-208
	DR E3-1	Policies related to water and marine resources	67-68
	DR E3-2	Actions and resources related to water and marine resources	32-33, 67-68
Metrics and targets	DR E3-3	Targets related to water and marine resources	67-68
	DR E3-4	Water consumption	69-74
	DR E3-5	Anticipated financial effects from water and marine resources-related impacts, risks and opportunities	Work is underway to expand this information.
ESRS E4 Biodiversity and ecosystems			
Strategy	DR E4-1	Transition plan and consideration of biodiversity and ecosystems in strategy and business model	Not material
	DR related to ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	75
Impact, risk and opportunity management	DR related to ESRS 2 IRO-1	Description of processes to identify and assess material biodiversity and ecosystem-related impacts, risks and opportunities	21-23, 207-208
	DR E4-2	Policies related to biodiversity and ecosystems	Not material
	DR E4-3	Actions and resources related to biodiversity and ecosystems	Not material
Metrics and targets	DR E4-4	Targets related to biodiversity and ecosystems	Not material
	DR E4-5	Impact metrics related to biodiversity and ecosystems change	Not material
	DR E4-6	Anticipated financial effects from biodiversity and ecosystem-related risks and opportunities	Not material
ESRS E5 Resource use and circular economy			
Impact, risk and opportunity management	DR related to ESRS 2 IRO-1	Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities	21-23, 207-208
	DR E5-1	Policies related to resource use and circular economy	78-79
	DR E5-2	Actions and resources related to resource use and circular economy	32-33, 78-82
Metrics and targets	DR E5-3	Targets related to resource use and circular economy	78
	DR E5-4	Resource inflows	80. Work is underway to expand this information.
	DR E5-5	Resource outflows	81
	DR E5-6	Anticipated financial effects from resource use and circular economy-related impacts, risks and opportunities	Work is underway to expand this information.
TOPIC-SPECIFIC SOCIAL STANDARDS			
ESRS S1 Own workforce			
Strategy	DR related to ESRS 2 SBM-2	Interests and views of stakeholders	19-20, 90
	DR related to ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	88-89

DISCLOSURE REQUIREMENTS		CONTENTS	PAGE NUMBER
Impact, risk and opportunity management	DR S1-1	Policies related to own workforce	89, 191
	DR S1-2	Processes for engaging with own workforce and workers' representatives about impacts	95-96
	DR S1-3	Processes to remediate negative impacts and channels for own workforce to raise concerns	89-90, 103-104, 191, 195-196
	DR S1-4	Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	88-89
Metrics and targets	DR S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	88-89
	DR S1-6	Characteristics of the undertaking's employees	108-119
	DR S1-7	Characteristics of non-employees in the undertaking's own workforce	Work is underway to expand this information.
	DR S1-8	Collective bargaining coverage and social dialogue	95
	DR S1-9	Diversity metrics	108, 110, 112, 114 -115
	DR S1-10	Adequate wages	98-99
	DR S1-11	Social protection	99-100
	DR S1-12	Persons with disabilities	108
	DR S1-13	Training and skills development metrics	129-130, 132
	DR S1-14	Health and safety metrics	96-97, 128-129. Work is underway to report related information to non-employees and value chain workers.
	DR S1-15	Work-life balance metrics	126-127. Grifols is working to expand this information.
	DR S1-16	Remuneration metrics (pay gap and total remuneration)	106-107, 129-133
	DR S1-17	Incidents, complaints and severe human rights impacts	103-104, 195-196
ESRS S2 Workers in the value chain			
Strategy	DR related to ESRS 2 SBM-2	Interests and views of stakeholders	19
	DR related to ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	134, 136, 191
Impact, risk and opportunity management	DR S2-1	Policies related to value chain workers	135-136
	DR S2-2	Processes for engaging with value chain workers about impacts	135-136
	DR S2-3	Processes to remediate negative impacts and channels for value chain workers to raise concerns	135, 195-196
	DR S2-4	Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those action	134, 198-199
Metrics and targets	DR S2-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	135
ESRS S3 Affected communities			
Strategy	DR related to ESRS 2 SBM-2	Interests and views of stakeholders	19-20, 138
	DR related to ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	137
Impact, risk and opportunity management	DR S3-1	Policies related to affected communities	137-138
	DR S3-2	Processes for engaging with affected communities about impacts	140-143
	DR S3-3	Processes to remediate negative impacts and channels for affected communities to raise concerns	140-143, 195-196
	DR S3-4	Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions	143-151
Metrics and targets	DR S3-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	137

DISCLOSURE REQUIREMENTS		CONTENTS	PAGE NUMBER
ESRS S4 Consumers and end-users			
Strategy	DR related to ESRS 2 SBM-2	Interests and views of stakeholders	19-20, 154
	DR related to ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	152
Impact, risk and opportunity management	DR S4-1	Policies related to consumers and end-users	153
	DR S4-2	Processes for engaging with consumers and end-users about impacts	163-154, 161-162, 165-168
	DR S4-3	Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	195-198
	DR S4-4	Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	153, 156-168
Metrics and targets	DR S4-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	153
Entity-specific topic: Innovation			
Strategy	DR related to ESRS 2 SBM-2	Interests and views of stakeholders	19-20, 170
	DR related to ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	169, 178, 209
Impact, risk and opportunity management	RD relacionado con ESRS 2 IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	21-23, 207-208
TOPIC-SPECIFIC GOVERNANCE STANDARDS			
ESRS G1 Business conduct			
Governance	DR related to ESRS 2 GOV-1	The role of the administrative, supervisory and management bodies	26, 182-187, 205
Impact, risk and opportunity management	RD relacionado con ESRS 2 IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	21-23, 207-208
	RD G1-1	Business conduct policies and corporate culture	190-196, 224
	RD G1-2	Management of relationships with suppliers	198-200
	RD G1-3	Prevention and detection of corruption and bribery	190, 192-194
Metrics and targets	RD G1-4	Incidents of corruption or bribery	193, 196
	RD G1-5	Political influence and lobbying activities	197-198
	RD G1-6	Payment practices	200
Entity-specific topic: Cybersecurity			
Governance	DR related to ESRS 2 GOV-1	The role of the administrative, supervisory and management bodies	203
Strategy	DR related to ESRS 2 SBM-2	Interests and views of stakeholders	19-20
	DR related to ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	202-204, 208
Impact, risk and opportunity management	RD relacionado con ESRS 2 IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	21-23, 207-208

Data points that are included and derive from other EU legislation (ESRS 2 - BP 2)

Disclosure Requirement and related datapoint	SFDR (1) reference	Pillar 3 (2) reference	Benchmark Regulation (3) reference	EU Climate Law (4) reference	page
ESRS 2 GOV-1 Board's gender diversity paragraph 21 (d)	x		x		183-184
ESRS 2 GOV-1 Percentage of board members who are independent paragraph 21 (e)			x		183-184
ESRS 2 GOV-4 Statement on due diligence paragraph 30	x				26-27
ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities paragraph 40 (d) i	x	x	x		NAP
ESRS 2 SBM-1 Involvement in activities related to chemical production paragraph 40 (d) ii	x		x		NAP
ESRS 2 SBM-1 Involvement in activities related to controversial weapons paragraph 40 (d) iii	x		x		NAP
ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco paragraph 40 (d) iv			x		NAP
ESRS E1-1 Transition plan to reach climate neutrality by 2050 paragraph 14				x	47
ESRS E1-1 Undertakings excluded from Paris-aligned Benchmarks paragraph 16 (g)		x	x		47
ESRS E1-4 GHG emission reduction targets paragraph 34	x	x	x		49
ESRS E1-5 Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors) paragraph 38	x				51-53, 56-61
ESRS E1-5 Energy consumption and mix paragraph 37	x				51-53, 56-61
ESRS E1-5 Energy intensity associated with activities in high climate impact sectors paragraphs 40 to 43	x				51-53, 56-61
ESRS E1-6 Gross Scope 1, 2, 3 and Total GHG emissions paragraph 44	x	x	x		54-55
ESRS E1-6 Gross GHG emissions intensity paragraphs 53 to 55	x	x	x		55-56
ESRS E1-7 GHG removals and carbon credits paragraph 56				x	49
ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks paragraph 66			x		43-44, 46
ESRS E1-9 Disaggregation of monetary amounts by acute and chronic physical risk paragraph 66 (a) ESRS E1-9 Location of significant assets at material physical risk paragraph 66 (c).		x			45

Disclosure Requirement and related datapoint	SFDR (1) reference	Pillar 3 (2) reference	Benchmark Regulation (3) reference	EU Climate Law (4) reference	page
ESRS E1-9 Breakdown of the carrying value of its real estate assets by energy-efficiency classes paragraph 67 (c).		x			45
ESRS E1-9 Degree of exposure of the portfolio to climate- related opportunities paragraph 69			x		45
ESRS E2-4 Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28	x				64-66. Soil and air pollution is not material.
ESRS E3-1 Water and marine resources paragraph 9	x				67-68
ESRS E3-1 Dedicated policy paragraph 13	x				67-68
ESRS E3-1 Sustainable oceans and seas paragraph 14	x				67-68
ESRS E3-4 Total water recycled and reused paragraph 28 (c)	x				69-74
ESRS E3-4 Total water consumption in m3 per net revenue on own operations paragraph 29	x				69-74
ESRS 2- IRO 1 - E4 paragraph 16 (a) i	x				Not material
ESRS 2- IRO 1 - E4 paragraph 16 (b)	x				Not material
ESRS 2- IRO 1 - E4 paragraph 16 (c)	x				Not material
ESRS E4-2 Sustainable land / agriculture practices or policies paragraph 24 (b)	x				Not material
ESRS E4-2 Sustainable oceans / seas practices or policies paragraph 24 (c)	x				Not material
ESRS E4-2 Policies to address deforestation paragraph 24 (d)	x				Not material
ESRS E5-5 Non-recycled waste paragraph 37 (d)	x				84-85
ESRS E5-5 Hazardous waste and radioactive waste paragraph 39	x				84-85
ESRS 2- SBM3 - S1 Risk of incidents of forced labour paragraph 14 (f)	x				134, 199, 209
ESRS 2- SBM3 - S1 Risk of incidents of child labour paragraph 14 (g)	x				134, 199, 209
ESRS S1-1 Human rights policy commitments paragraph 20	x				89, 191-192
ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 21			x		89, 191-192
ESRS S1-1 processes and measures for preventing trafficking in human beings paragraph 22	x				89
ESRS S1-1 workplace accident prevention policy or management system paragraph 23	x				96-97
ESRS S1-3 grievance/complaints handling mechanisms paragraph 32 (c)	x				195-196

Disclosure Requirement and related datapoint	SFDR (1) reference	Pillar 3 (2) reference	Benchmark Regulation (3) reference	EU Climate Law (4) reference	page
ESRS S1-14 Number of fatalities and number and rate of work- related accidents paragraph 88 (b) and (c)	x		x		128-129
ESRS S1-14 Number of days lost to injuries, accidents, fatalities or illness paragraph 88 (e)	x				128-129
ESRS S1-16 Unadjusted gender pay gap paragraph 97 (a)	x		x		132-133
ESRS S1-16 Excessive CEO pay ratio paragraph 97 (b)	x				106
ESRS S1-17 Incidents of discrimination paragraph 103 (a)	x				103-104, 195-196
ESRS S1-17 Non-respect of UNGPs on Business and Human Rights and OECD paragraph 104 (a)	x		x		83, 185
ESRS 2- SBM3 – S2 Significant risk of child labour or forced labour in the value chain paragraph 11 (b)	x				89, 199
ESRS S2-1 Human rights policy commitments paragraph 17	x				135
ESRS S2-1 Policies related to value chain workers paragraph 18	x				135-136
ESRS S2-1Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines paragraph 19	x		x		89, 191
ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 19			x		135-136
ESRS S2-4 Human rights issues and incidents connected to its upstream and downstream value chain paragraph 36	x				135, 198-199
ESRS S3-1 Human rights policy commitments paragraph 16	x				137-138
ESRS S3-1 non-respect of UNGPs on Business and Human Rights, ILO principles or and OECD guidelines paragraph 17	x		x		138
ESRS S3-4 Human rights issues and incidents paragraph 36	x				138, 140
ESRS S4-1 Policies related to consumers and end-users paragraph 16	x				153
ESRS S4-1 Non-respect of UNGPs on Business and Human Rights and OECD guidelines paragraph 17	x		x		153
ESRS S4-4 Human rights issues and incidents paragraph 35	x				153, 156, 160
ESRS G1-1 United Nations Convention against Corruption paragraph 10 (b)	x				190-192
ESRS G1-1 Protection of whistle- blowers paragraph 10 (d)	x				195-196

Disclosure Requirement and related datapoint	SFDR (1) reference	Pillar 3 (2) reference	Benchmark Regulation (3) reference	EU Climate Law (4) reference	page
ESRS G1-4 Fines for violation of anti- corruption and anti-bribery laws paragraph 24 (a)	x		x		193
ESRS G1-4 Standards of anti- corruption and anti- bribery paragraph 24 (b)	x				193-196

(1) Regulation (EU) 2019/2088 of the European Parliament and of the Council of 27 November 2019 on sustainability-related disclosures in the financial services sector (Sustainable Finance Disclosures Regulation) (OJ L 317, 9.12.2019, p. 1).
(2) Regulation (EU) No 575/2013 of the European Parliament and of the Council of 26 June 2013 on prudential requirements for credit institutions and investment firms and amending Regulation (EU) No 648/2012 (Capital Requirements Regulation "CRR") (OJ L 176, 27.6.2013, p. 1).
(3) Regulation (EU) 2016/1011 of the European Parliament and of the Council of 8 June 2016 on indices used as benchmarks in financial instruments and financial contracts or to measure the performance of investment funds and amending Directives 2008/48/EC and 2014/17/EU and Regulation (EU) No 596/2014 (OJ L 171, 29.6.2016, p. 1).
(4) Regulation (EU) 2021/1119 of the European Parliament and of the Council of 30 June 2021 establishing the framework for achieving climate neutrality and amending Regulations (EC) No 401/2009 and (EU) 2018/1999 ('European Climate Law') (OJ L 243, 9.7.2021, p. 1).
(5) Commission Delegated Regulation (EU) 2020/1816 of 17 July 2020 supplementing Regulation (EU) 2016/1011 of the European Parliament and of the Council as regards the explanation in the benchmark statement of how environmental, social and governance factors are reflected in each benchmark provided and published (OJ L 406, 3.12.2020, p. 1).
(6) Commission Implementing Regulation (EU) 2022/2453 of 30 November 2022 amending the implementing technical standards laid down in Implementing Regulation (EU) 2021/637 as regards the disclosure of environmental, social and governance risks (OJ L 324,19.12.2022, p.1.).
(7) Commission Delegated Regulation (EU) 2020/1818 of 17 July 2020 supplementing Regulation (EU) 2016/1011 of the European Parliament and of the Council as regards minimum standards for EU Climate Transition Benchmarks and EU Paris-aligned Benchmarks (OJ L 406, 3.12.2020, p. 17).

Indices of content according to voluntary indices

Sustainability Accounting Standards Board (SASB)

Biotechnology & Pharmaceuticals		
FY24		
SASB Indicator	**Accounting metric**	**Disclosure and/or references**
Safety of Clinical Trial Participants		
HC-BP-210a.1	Discussion, by region, of management process for ensuring quality and patient safety during clinical trials	172 For more information please visit: https://www.clinicaltrialsregister.eu/ctr-search/search/ https://www.clinicaltrials.gov/ https://eudract.ema.europa.eu/
HC-BP-210a.2	Number of inspections related to clinical trial management and pharmacovigilance that resulted in: (1) entity voluntary remediation or (2) regulatory or administrative actions taken against the entity	Grifols has not received any inspections related to clinical trial management and pharmacovigilance that resulted in regulatory actions, but it did receive one that resulted with a voluntary remediation. Portfolio available at www.grifols.com
HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	There has not been any monetary loss as a result of legal proceedings associated with clinical trials in developing countries
Access to Medicines		
HC-BP-240a.1	Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	165 - 167
HC-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	Grifols has no products on the WHO List of Prequalified Medicinal Products.
Affordability & Pricing		
HC-BP-240b.2	Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	This information is not reported regarding confidentiality issues
HC-BP-240b.3	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous reporting period	This information is not reported regarding confidentiality issues
Drug Safety		
HC-BP-250a.1	Products listed in public medical product safety or adverse event alert databases	Information available on the FDA Safety Information and Adverse Event Reporting Program website: https://www.fda. gov/safety/medwatch-fda-safety-information-and-adverse-event-reporting-program
HC-BP-250a.2	Number of fatalities associated with products	Information available on the FDA Adverse Event Reporting System (FAERS) Public Dashboard: https://www.fda.gov/drugs/questions-and-answers-fdas-adverse-event-reporting-system-faers/fda-adverse-event-reporting-system-faers-public-dashboard
HC-BP-250a.3	(1) Number of recalls issued, (2) total units recalled	160
HC-BP-250a.4	Total amount of product accepted for take back, reuse, or disposal	We do not accept the return of products for reuse. We collect the products for disposal in accordance with the legal requirements of each country
HC-BP-250a.5	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	Grifols has not received any FDA enforcement action associated with warning letters, seizures, recalls or consent decrees in 2024.
Counterfeit Drugs		
HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	160
HC-BP-260a.2	Discussion of process for alerting customers and business partners to potential or known risks associated with counterfeit products	160
HC-BP-260a.3	Number of actions that led to raids, seizure, arrests, or filing of criminal charges related to counterfeit products	160

Biotechnology & Pharmaceuticals		
FY24		
SASB Indicator	**Accounting metric**	**Disclosure and/or references**
Ethical Marketing		
HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	164
HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	164
Employee Recruitment, Development & Retention		
HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development staff	98 - 101
HC-BP-330a.2	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, (c) professionals, and (d) all others	118 - 119
Supply Chain Management		
HC-BP-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit programme or equivalent third-party audit programmes for integrity of supply chain and ingredients	156 - 159 Grifols does not have facilities that participate in the Rx-360 International Pharmaceutical Supply Chain Con sortium audit program or equivalent programs. However, our facilities are frequently audited by the respective Health authorities of the countries in which we distribute our products. Our suppliers are audited by our own teams of auditors that ensure compliance with all the requirements requested by the health authorities.
Business Ethics		
HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	193
HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	161 - 163
Activity metrics		
HC-BP-000.A	Number of patients treated	154
HC-BP-000.B	Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	10, 173 - 176 portfolio available at www.grifols.com

Índice de contenidos GRI

GRI Standards	GRI Disclosure		Page number, URL and/or direct response	Omission
Statement of use	**Grifols S.A. has reported in accordance with the GRI Standards for the period January 1st to December 31st of 2024.**			
GRI 1: Foundation 2021				
General Disclosures				
GRI 2: General Disclosures 2021	**The organization and its reporting practices**			
	2 - 1	Organizational details	11 - 12, 181 - 182	
	2 - 2	Entities included in the organization's sustainability reporting	25 - 27	
	2 - 3	Reporting period, frequency and contact point	25 Punto de contacto: investors@grifols.com / sustainability@grifols.com	
	2 - 4	Restatements of information	26	
	2 - 5	External assurance	260	
	Activities and workers			
	2 - 6	Activities, value chain, and other business relationships	10 - 14, 19	No information available related to the requirement b-iii
	2 - 7	Employees	108 - 133 Grifols no contrata trabajadores sin asignación horaria.	
	2 - 8	Workers who are not employees	-	Not applicable
	Governance			
	2 - 9	Governance structure and composition	181 - 185 https://www.grifols.com/en/annual-corporate-governance-report	
	2 - 10	Nomination and selection of the highest governance body	182 - 183 https://www.grifols.com/en/annual-corporate-governance-report Política de Diversidad en la Composición del Consejo de Administración Grifols S.A. https://www.grifols.com/documents/3625622/3684243/Grifols+-+Politica+de+diversidad+-+Dic.+2020+-+ES.PDF/e054c860-a308-46eb-af53-5ca7b187e0dd?t=1608130227711	
	2 - 11	Chair of the highest governance body	182 - 185	
	2 - 12	Role of the highest governance body in overseeing the management of impacts	23, 26, 186	
	2 - 13	Delegation of responsibility for managing impacts	23, 26, 186	
	2 - 14	Role of the highest governance body in sustainability reporting	23, 26, 186	
	2 - 15	Conflicts of interest	https://www.grifols.com/en/annual-corporate-governance-report	
	2 - 16	Communication of critical concerns	182, 189	
	2 - 17	Collective knowledge of the highest governance body	101, 184	
	2 - 18	Evaluation of the performance of the highest governance body	IAGC (punto C) https://www.grifols.com/en/annual-corporate-governance-report	
	2 - 19	Remuneration policies	187 Política de Remuneraciones de los Consejeros de Grifols S.A. https://www.grifols.com/documents/3625622/5421064/Directors-Remuneration-Policy-proposal-ES.pdf/6c8473e3-947d-0d5f-1d6b-e3bb992fa8ff?t=1686904260735	

GRI Standards	GRI Disclosure		Page number, URL and/or direct response	Omission
GRI 2: General Disclosures 2021	2 - 20	Process to determine remuneration	Política de Remuneraciones de los Consejeros de Grifols S.A. https://www.grifols.com/documents/3625622/5421064/Directors-Remuneration-Policy-proposal-ES.pdf/6c8473e3-947d-0d5f-1d6b-e3bb992fa8ff?t=1686904260735	
	2 - 21	Annual total compensation ratio	-	Not reported due to confidentiality constraints
	Strategy, policies and practices			
	2 -22	Statement on sustainable development strategy	4-5, 15-17	
	2 - 23	Policy commitments	15-17, 24, 29-30, 46, 47-49, 62, 67, 75, 78, 89, 137, 153, 170, 185, 190, 202	
	2 - 24	Embedding policy commitments	15-17, 24, 29-30, 46, 47-49, 62, 67, 75, 78, 89, 137, 153, 170, 185, 190, 202	
	2 - 25	Processes to remediate negative impacts	13, 24, 43, 62, 67, 77-78, 88-89, 134-135, 137, 152-153, 169-170, 189-190, 198-200	
	2 - 26	Mechanisms for seeking advice and raising concerns	19-20, 195-196 In Biotest, no serious incidents in the area of human rights were reported during 2024. A total of nine complaints were received through our whistleblower system, which were investigated and resolved by Internal Audit with the support of the compliance team. These included two incidents of discrimination. There were no fines for discrimination.	
	2 - 27	Compliance with laws and regulations	191-192, 196	
	2 - 28	Membership associations	161-162, 201	
	Stakeholder engagement			
	2 - 29	Approach to stakegolder engagement	19-20	
	2 - 30	Collective bargaining agreements	95	
Material Topics				
GRI 3: Material Topics 2021	3 - 1	Process to determine material topics	21-24	
	3 - 2	List of material topics	23-24	
Circular economy and resource management				
GRI 3: Material Topics 2021	3 - 3	Management of material topics	29-30, 77-82	No information available related to the requirements a, b, d, e, f
GRI 301: Materials 2016	301-1	Materials used by weight or volume	83	Given the nature of the materials used by Grifols, the breakdown by renewable and non-renewable is not applicable.
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	67-70	No information available related to the requirement c.
	303-2	Management of water discharge-related impacts	62-65	
	303-3	Water withdrawl	70-72	No information available related to the requirement c.
	303-4	Water discharge	73-74	No information available related to the requirements b, c.
	303-5	Water consumption	69, 74	
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	77-79, 82	
	306-2	Management of significant waste-related impacts	77-79, 82 Management platforms, tracking sheets, internal spreadsheets and reports from waste managers are used to collect and track data associated with waste quantities. This data is fed into the SAP Sustainability Performance Management platform.	Information regarding significant waste-related impacts is not available for publication in this report. Specific measures are being taken in the collection of information and the data processing process to be able to provide this detail in the next five years.
	306-4	Waste diverted from disposal	82, 84-85	No information available related to the requirement d.
	306-5	Waste directed to disposal	82, 84-85	No information available related to the requirement d.
Climate change				

GRI Standards		GRI Disclosure	Page number, URL and/or direct response	Omission
GRI 3: Material Topics 2021	**3 - 3**	Management of material topics	29-30, 43-49	No information available related to the requirements a, b, d, e, f
GRI 201: Economic Performance 2016	201-2	Financial implications and other risks and opportunities due to climate change	45	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	50, 54-55	
	305-2	Energy indirect (Scope 2) GHG emissions	50, 54-55	
	305-3	Other indirect (Scope 3) GHG emissions	50, 54-55	
	305-4	GHG emissions intensity	50, 55-56	
	305-6	Emissions of ozone-depleting substances (ODS)	50	No information available related to the requirements a, c
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	66	No information available related to the requirements a-iii, iv, v, vi
Energy Efficiency				
GRI 3: Material Topics 2021	**3 - 3**	Management of material topics	29-30, 43, 46, 48, 51-53	No information available related to the requirements a, b, d, e, f
GRI 302: Energy 2016	302-1	Energy consumption within the organization	51-53, 56-61	
	302-3	Energy intensity	57-61 All ratios are reported using energy consumption within the organization	
	302-4	Reduction of energy consumption	51-53	
Human rights				
GRI 3: Material Topics 2021	**3 - 3**	Management of material topics	134-136, 191-192, 195-196	No information available related to the requirements a, b, d, e, f
Ethical code and good business practices				
GRI 3: Material Topics 2021	**3 - 3**	Management of material topics	185, 190-191, 199	No information available related to the requirements a, b, d, e, f
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	189, 192-194, 205-210	No information available related to the requirement a, regarding to the percentage of operations assessed for risks related to corruption.
	205-2	Communication and training about anti-corruption policies and procedures	193-194	No information available related to the requirements c
GRI 205: Anti-corruption 2016	205-3	Confirmed incidents of corruption and actions taken	193, 196	
GRI 207: Tax 2019	207-1	Approach to tax	224-225	
	207-2	Tax governance, control, and risk management	224-225	
	207-3	Stakeholder engagement and management of concerns related to tax	224-225	
	207-4	Country-by-country reporting	112, 227	No information available related to the requirements b-i, b-ii, b-iv, b-v, b-vii, b-ix, b-x. Breakdown of country-by-country information is not available for publication in this report.
GRI 415 Public Policy (2016)	415 -1	Political contributions	197	
GRI 417 Marketing and Labeling	417-2	Incidents of non-compliance concerning product and service information and labeling	160	
	417-3	Incidents of non-compliance concerning marketing communications	164	
Health contribution (patients and society)				
GRI 3: Material Topics 2021	**3 - 3**	Management of material topics	19, 24, 152-155, 165-168	No information available related to the requirements a, b, d, e, f

GRI Standards	GRI Disclosure		Page number, URL and/or direct response	Omission
Employee commitment				
GRI 3: Material Topics 2021	**3 - 3**	Management of material topics	19-20, 23, 88-90	No information available related to the requirements a, b, d, e, f
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	117-118	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	All employees of the main locations with the exception of the US receive the same benefits and labor benefits according to their category regardless of the type of contract (full or part time). In the US, all full-time workers who work an average of 30 hours or more a week, as well as their partner and children, have various insurance policies (Life insurance, group accident insurance, short-term work disability insurance). term and long-term and work-related travel accident insurance). They also participate in the Employee Assistance Program, a health and wellness program (LiveWell Wellness Incentive Program and Gympass), 401k Match, reimbursement for training, vacation pay (PTO Pay, Holiday Pay) and have adoption assistance. Part-time workers receive 401k, work-related travel accident insurance, participate in the Employee Assistance Program and the LiveWell Wellness Incentive Program and Gympass.	
	401-3	Parental leave	126-127	
GRI 402: Labor/management relations	402-1	Minimum notice periods regarding operational changes	Significant operational changes in the organization that may substantially affect employees are notified with the minimum notice established in compliance with applicable legislation and collective bargaining agreements.	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	103-105, 108-116, 183-184	
	405-2	Ratio of basic salary and remuneration of women to men	130-133	
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	103	
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	96-97	
	403-3	Occupational health services	96-97	
	403-4	Worker participation, consultation, and communication on occupational health and safety	96	
	403-5	Worker training on occupational health and safety	97, 125	
	403-6	Promotion of worker health	96-97	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	96-97	
	403-9	Work-related injuries	128-129	No information available related to the requirements b-i, b-ii, b-iv, b-v.
	403-10	Occupational diseases	128-129	No information available related to the requirements b.
Data protection and cybersecurity				
GRI 3: Material Topics 2021	**3 - 3**	Management of material topics	202-204	No information available related to the requirements a, b, d, e, f
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	203	
Innovation and knowledge generation				
GRI 3: Material Topics 2021	**3 - 3**	Management of material topics	23, 169-170	No information available related to the requirements a, b, d, e, f

GRI Standards	GRI Disclosure		Page number, URL and/or direct response	Omission
GRI 404: Training and education 2016	404-1	Average hours of training per year per employee	123-124	
	404-2	Programs for upgrading employee skills and transition assistance programs	98-101	
	404-3	Percentage of employees receiving regular performance and career development reviews	126	
Contribution to society				
GRI 3: Material Topics 2021	**3 - 3**	Management of material topics	19, 24, 137-138	No information available related to the requirements a, b, d, e, f
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	143-151	
Product safety and quality				
GRI 3: Material Topics 2021	**3 - 3**	Management of material topics	152-154	No information available related to the requirements a, b, d, e, f
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	156-160	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	156-160, 164	
Plasma and donors				
GRI 3: Material Topics 2021	**3 - 3**	Management of material topics	19, 24, 137-138, 140-143 Coverage: Within and outside of the organization. The organization contributes directly to the impact.	No information available related to the requirements a, b, d, e, f

Index of the SDGs and principles of the United Nations Global Compact to which Grifols contribute

This index collects the main SDGs and principles of the United Nations Global Compact to which Grifols contributes with its activity. The main areas of Grifols' contributions include references to indicate where additional information can be found in the 2024 Integrated Annual Report.

SDG		Targets	Block within the Integrated Annual Report	Chapter within the Integrated Annual Report	Detailed information on the contribution	Related United Nations Global Compact Principles
Priority objectives	SDG 3 Good health and well-being	3.3. End the epidemics of AIDS, tuberculosis, malaria, and neglected tropical diseases and combat hepatitis, water-borne diseases, and other communicable diseases. 3.4. Reduce pre-mature mortality from non-communicable diseases (NCDs) by one-third through prevention and treatment and promote mental health and wellbeing.	Social	Workers in the value chain	134-136	Principle 2. We do everything possible to ensure our operations are not complicit in human rights abuses.
			Social	Plasma donors and communities	137-151	
			Social	Patients and healthcare professionals	152-168	
			Social	Innovation at Grifols	173-177	
			Governance	Business conduct	191-192	Principle 1. We support and respect the protection of internationally proclaimed human rights in our areas of influence. Principle 2. We do everything possible to ensure our operations are not complicit in human rights abuses.
	SDG 8 Decent work and economic growth	8.5. Provide decent work for all women and men, including young people and persons with disabilities through full and productive employment with equal pay.	Social	Our people	89-94, 102-107	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 all forms of child labor. Principle 6. We support the elimination of discrimination in respect of employment and occupation.
			Creation of shared value	We measure our value creation	221	
			Creation of shared value	Grifols creates value beyond economic profit	222-223	
		8.8. Protect labor rights and promote safe and secure working environments for all workers.	Social	Our people	95-97	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.
	SDG 9 Industry, innovation and infrastructure	9.4. Upgrade infrastructure and retrofit industries to make them sustainable and with increased resources use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes.	Social	Patients and healthcare professionals	165	
			Social	Innovation at Grifols	170, 177-178	
		9.5 Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, including encouraging innovation and substantially increasing the number of research and development workers and public and private research and development spending.	Social	Innovation at Grifols	171-172, 179	

SDG		Targets	Block within the Integrated Annual Report	Chapter within the Integrated Annual Report	Detailed information on the contribution	Related United Nations Global Compact Principles
Priority objectives	SDG 12 Responsible consumption and production	12.2. Achieve sustainable management and efficient use of natural resources.	Environment	Environmental management	29-32	Principle 7: We support a precautionary approach to environmental challenges. Principle 8: We undertake initiatives to promote greater environmental responsibility. Principle 9: We encourage the development and diffusion of environmentally friendly technologies.
				Climate change	51-53	
				Water resources	69-70	
				Circular Economy	80	
		12.5. Substantially reduce waste generation through prevention, reduction, recycling, and reuse.	Environment	Circular Economy	82	
	SDG 13 Climate action	13.1. Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.	Environment	Climate change	43-50	Principle 7: We support a precautionary approach to environmental challenges. Principle 8: We undertake initiatives to promote greater environmental responsibility. Principle 9: We encourage the development and diffusion of environmentally friendly technologies.
Relevant objectives	SDG 4 Quality education	4.3. Ensure equal access for all women and men to affordable and quality technical, vocational, and tertiary education.	Social	Our people	98-101	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 all forms of child labor. Principle 6. We support the elimination of discrimination in respect of employment and occupation.
		4.5. Eliminate gender disparities in education by ensuring equal access to all levels of educational and vocational training for the vulnerable, including persons with disabilities, indigenous peoples, and children in vulnerable situations.	Social	Plasma donors and communities	143-151	
	SDG 5 Gender equality	5.1. End all forms of discrimination against women and girls everywhere. 5.5. Ensure equal opportunities for leadership and full and effective participation for women at all levels of decision-making in political, economic, and public life.	Social	Our people	102-107	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 all forms of child labor. Principle 6. We support the elimination of discrimination in respect of employment and occupation.
	SDG 10 Reduced inequalities	10.2. Empower and promote the social, economic and political inclusion of all irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.	Social	Plasma donors and communities	143-151	
			Social	Patients and healthcare professionals	165-168	
	SDG 16 Peace, justice and strong institutions	16.5 Substantially reduce corruption and bribery in all its forms.	Governance	Business conduct	193-196	Principle 10. We work against corruption in all its forms, including extorsion and bribery.
		16.10 Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements.	Governance	Business conduct	191-193	Principle 10. We work against corruption in all its forms, including extorsion and bribery.
			Social	Patients and healthcare professionals	162-164	

SDG		Targets	Block within the Integrated Annual Report	Chapter within the Integrated Annual Report	Detailed information on the contribution	Related United Nations Global Compact Principles
Cross-cutting objectives	SDG 17 Partnerships for the goals	17.6 Enhance North-South, South-South and triangular regional and international cooperation on and access to science, technology and innovation, and enhance knowledge sharing on mutually agreed terms, including through improved coordination among existing mechanisms, particularly at UN level, and through a global technology facilitation mechanism when agreed.	Social	Plasma donors and communities	143-151	
			Social	Patients and healthcare professionals	165-168	
		17.16 Enhance the global partnership for sustainable development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the sustainable development goals in all countries, in particular developing countries.	Social	Our people	98-101	
			Social	Innovation at Grifols	173-179	
		17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships.	Environment	Biodiversity	76	
			Environment	Circular economy	82	
			Social	Plasma donors and communities	149	
			Social	Patients and healthcare professionals	165-168	

Methodologies

Calculation of the adjusted and unadjusted pay gap

Comments on the calculation and methodology

The following groups were excluded from the calculation:

- CEO
- Non-Executive Chairman
- Partial retirees
- Expatriates or employees on assignment
- Employees in Grifols foundations
- Plasmavita Healthcare, since it is not fully integrated into Grifols' systems and policies

To ensure the consistency and representativeness of the data, the following individuals were excluded from the analysis:

- Individuals who worked 0.00 hours (due to sick leave, unpaid leave, parental leave and other situations), since this prevented the calculation of the hourly pay ratio.
- Individuals who worked very few hours (due to sick leave, unpaid leave, parental leave and other situations), and whose salary components include significant variable allowances (e.g., bonus payments or disability child allowances), since this would result in an unrealistic hourly pay ratio.
- Individuals whose gender was not identified or classified as unknown or non-binary.

In total, 19,363 people were included in the pay-gap calculation, with the following distribution by country:

- United States: 13,355
- Spain: 4,303
- Germany: 1,297
- Ireland: 408

The pay gap was calculated in accordance with Delegated Regulation (EU) 2023/2772 of the Commission, dated July 31, 2023, which supplements Directive 2013/34/EU of the European Parliament and of the Council regarding the rules for the presentation of sustainability information, published on December 22, 2023 (hereinafter, "Delegated Regulation").

In accordance with the aforementioned Delegated Regulation: "The company shall disclose the percentage of the pay gap between female and male employees," with the gender pay gap defined as "the difference between the average pay levels of female and male employees, expressed as a percentage of the average pay level of male employees."

The calculation of the gender pay gap was based on the formula defined by the regulation:

$$\frac{\text{(Average hourly pay of women- Average hourly pay of men)}}{\text{Average hourly pay of men}}$$

To calculate the average remuneration, the base salary, additional fixed allowances and other types of compensation–whether in cash or in kind—received directly or indirectly by the employee ("supplementary or variable components'") were taken into account.

To ensure greater consistency, it was verified that the considered remuneration met the requirements outlined in the Delegated Regulation for the ratio comparing the total annual remuneration of the highest-paid individual with the average total annual remuneration of all employees (excluding the highest-paid individual). This includes: (i) base salary, (ii) cash benefits, (iii) in-kind benefits, and (iv) direct compensation, including long-term cash benefits.

The remuneration considered was divided by the number of hours worked during the period in order to measure remuneration per unit of time.

Based on the above, the 2024 fiscal year is not comparable to previous years, which considered 100% of the fixed salary.

The Delegated Regulation specifies that the company may disclose a breakdown of the gender pay gap, as defined above, by employee category, country or segment.

The information was consequently classified by country (Spain, United States, Ireland and Germany) and professional category (Executives, Directors, Senior Management, Management, Senior Professionals, Administrative Staff/Manufacturing Operators).

The company may also disclose information on how objective factors such as job type and country of employment might influence the gender pay gap.

Unlike the "unadjusted" pay gap, adjusted pay gaps allow for isolating the effect of salaries from the differences between men and women, both in their socioeconomic characteristics (age, seniority, education level, etc.) and their positions (functional area, business unit, working conditions, etc.). For this reason, adjusted pay gaps serve as a more reliable indicator of whether men and women receive "equal pay for equal work."

To this end, the adjusted pay gap was estimated using a multiple linear regression model, which quantifies the relationship between the predictor variables ($X_{i1}, X_{i2} \ldots Xi_M$) and the dependent variable (W_i) through a single equation, aiming to better understand and explain the driving mechanisms behind this relationship.

In this equation, W_i represents the total hourly wage of employee i, transformed to its logarithmic value, while Gender (Genderi) is a dichotomous variable equal to 1 if male and 0 if female.

$$ln(W_i) = \beta_0 + \beta_1 * Sexo_i + \sum_{j=2}^{M} \beta_j * X_{ij} + \mu_i$$

The econometric calculation of the adjusted pay gap considered the following variables:

- Age: categorical variable (under 25, between 25 and 35, between 35 and 45, between 45 and 55, and over 55).
- Seniority: categorical variable (less than 5, between 5 and 10, between 10 and 15, between 15 and 25 and more than 25).
- Area: categorical variable that includes all geographic areas in which employees are distributed (varies by country).
- Business unit: categorical variable that includes all business units in which employees are distributed (varies by business unit).
- Professional level: categorical variable that includes the various levels coded by categories (from Level 02 to Level 14).
- Performance rating: categorical variable based on performance scores (from 0 to 5).
- Educational level: categorical variable (Level 1 to Level 7).
- Type of contract: categorical variable (permanent or temporary).
- GEODIF: categorical variable based on the applied differential percentage.
- Type: categorical variable (plasma and non-plasma) only included in the analysis of the U.S. market.
- Shift: dichotomous variable based on working conditions, equal to 1 if the person worked shifts, and 0 if they did not.

Each model involves selecting variables, eliminating those deemed unnecessary and retaining only those that significantly contribute to predicting the dependent variable.

Once the model is developed, the coefficient for the Gender variable is interpreted. Its magnitude is expressed as a percentage and reveals how much the salary increases (or decreases) for being male.

The presence of an adjusted pay gap does not necessarily indicate gender discrimination. The difference may stem from additional factors (e.g., job responsibility, tenure or timing of promotion), or from missing or improbable data in the sample. As an example, individuals in higher professional categories typically earn higher salaries, yet a deterministic relationship between professional category and salary cannot be established in all cases.

A EUR/USD exchange rate of 1 euro = 1.0389 USD was applied in the preparation of the consolidated data, as per the Resolution of December 31, 2024 from the Bank of Spain, which publishes the euro exchange rates provided by the European Central Bank for that date. These rates are considered official under Article 36 of Law 46/1998, December 17 on the Introduction of the Euro.

To ensure confidentiality and protect personal data, pay gap information is not disclosed for professional categories with fewer than four (4) individuals of each gender.

In certain cases with small groups, the adjusted pay gap data is not displayed due to insufficient statistical significance in the econometric model. In these instances, only the unadjusted pay gap data is provided.

SROI – Social Return on Investment Methodology

The social return on investment (SROI) methodology is based on a cost-benefit analysis of the social, environmental and economic values created by a company, offering its leadership team a decision-making framework to assess and amplify their social and environmental impact. Grifols' SROI uses individual assessments to reflect the changes observed in each stakeholder group as a result of its activities. The evaluations are quantified and recorded on an impact map, and the resulting social, environmental and economic impacts are assigned a monetary value.

Global SROI in 2024

The study was conducted by Hugo Narrillos Roux, holder of a doctorate with honors in economics from the Complutense University of Madrid. An expert in social value, he is the author of "Social Economy: Valuation and Measurement of Social Investment (SROI method) and his doctoral thesis, "The Social Return on Investment: A Good Method to Measure the Social Value Created by Companies." Mr. Narrillos Roux is an accredited SROI professional by Social Value International, a network of professionals dedicated to generating knowledge on change and social value. He serves as a faculty member at several universities and a social-impact consultant at leading global organizations.

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Bases for the preparation: scope and methodology – Total Tax Contribution

Purpose and scope

The "Fiscal Contribution" section included in the "Financial Performance" chapter provides information on the taxes paid by the Grifols Group globally in 2024 in a clear and concise manner. Disclosures includes data from the following territories: Spain, the United States, Ireland, and Germany as the most relevant in terms of their business volume and presence within the Grifols Group.

The measurement used data obtained from information systems following the PwC Total Tax Contribution (TTC) methodology. In addition to the amounts indicated, other tax payments may have been omitted because they are not individually identified in the information systems and/or are not significant in terms of materiality.

TTC methodology

The Total Tax Contribution methodology measures the total impact of a company's tax payments. This assessment is made from the perspective of total tax contributions paid directly to the different public administrations as a result of the Grifols Group's economic activity.

In general, the TTC methodology allocates both input and output taxes to each tax year on a cash basis.

The following points should be kept in mind regarding this methodology:

1. It distinguishes between taxes that are a cost to Grifols and taxes collected.

Taxes borne are taxes paid by Grifols to the governments of countries in which it operates. These taxes represent an effective cost for Grifols, such as taxes on profits and certain environmental taxes.

The taxes collected are those that have been received as a result of Grifols' economic activity, without representing a cost to the Group other than that of its management. These include withholdings from workers due to income tax, VAT, and other taxes on products and services. Nonetheless, these amounts are paid into public coffers as a result of Grifols' economic activity and therefore should be included in the analysis since they represent tax revenue stemming from Grifols' operations.

2. TTC framework classifies taxes under 5 categories for clarification purposes:

(i) Profit taxes: taxes borne on profits earned by companies such as corporate income tax, business tax and taxes levied as withholding taxes on payments to third parties.

(ii) Property taxes: taxes on the ownership, sale, transfer or occupancy of property.

(iii) People (or Employment Taxes): employment-related taxes both borne and collected, including employee income tax withholdings and social security payments payable by both Grifols and the employee.

(iv) Taxes on Products and Services: indirect taxes on the production and consumption of goods and services, including VAT and customs duties.

(v) Planet (Environmental Taxes): taxes on the supply, use or consumption of products and services deemed to affect the environment.

3. It includes all tax payments made to public administrations

Readers should take into account that figures detailed in this report include tax payments made to public administrations for items whose characteristics make them tax-related, although they have not been classified as such for cyclical or historical reasons. Readers should also take into consideration that figures in this report exclude other amounts that, based on the methodology and reports issued by the OECD and other international administrations, are not considered a tax contribution.[1]

4. Profit before taxes assumptions made during the preparation of this report

The amount of profit before tax excludes intercompany dividends to avoid duplicating the same income of various entities in the case of its distribution as dividends to other Grifols entities. This calculation enables reflecting the objective amount of profit before taxes at country levels and calculating the objective ETRs, as dividends are usually subject to beneficial tax treatment compared to the other types of income (i.e. "participation exemption" regime).

5. There are certain particularities with regard to value added tax (VAT) and equivalent taxes

Value added tax (and equivalent taxes) is characterized as a tax on products and services collected, the amount of which reflects the result of net payments made by Grifols to the tax authorities in its jurisdictions of operation in the corresponding period.

In calculating VAT, the country-specific figure indicated for this concept includes the positive amount paid to the corresponding tax authorities, resulting from subtracting the VAT accrued from the amount of VAT deducted.

No figure shall be shown for this item in cases in which the net amount resulting from subtracting VAT accrued from VAT deducted for an entire year and country is negative due to a refund.

On the other hand, VAT amounts that are not refundable because the value chain cannot be continued by means of the reverse charge instrument shall be considered as input tax on products and services, since they represent a cost for the company.

1. Main sources of Total Tax Contribution Methodology:

- https://www,oecd,org/tax/tax-policy/oecd-classification-taxes-interpretative-guide,pdf
- http://www,ifs,org,uk/mirrleesReview/design

NON - GAAP measures reconciliation

FY 2024 - NET REVENUE RECONCILIATION CONSTANT CURRENCY			
In thousands of euros	**2024**	**2023**	**% Var**
Reported Net Revenues	7,212,382	6,591,977	9.4%
Variation due to Exchange Rate Effects	58,550		
Net Revenues at Constant Currency	**7,270,932**	**6,591,977**	**10.3%**

In thousands of euros	**2024**	**2023**	**% Var**
Reported Biopharma Net Revenues	6,142,586	5,558,301	10.5%
Variation due to Exchange Rate Effects	45,143		
Reported Biopharma Net Revenues at Constant Currency	**6,187,729**	**5,558,301**	**11.3%**

In thousands of euros	**2024**	**2023**	**% Var**
Reported Diagnostic Net Revenues	644,898	670,269	(3.8%)
Variation due to Exchange Rate Effects	11,360		
Reported Diagnostic Net Revenues at Constant Currency	**656,258**	**670,269**	**(2.1%)**

In thousands of euros	**2024**	**2023**	**% Var**
Reported Bio Supplies Net Revenues	215,666	159,957	34.8%
Variation due to Exchange Rate Effects	753		
Reported Bio Supplies Net Revenues at Constant Currency	**216,419**	**159,957**	**35.3%**

In thousands of euros	**2024**	**2023**	**% Var**
Reported Others & Intersegments Net Revenues	209,232	203,450	2.8%
Variation due to Exchange Rate Effects	1,294		
Reported Other & Intersegments Net Revenues at Constant Currency	**210,526**	**203,450**	**3.5%**

In thousands of euros	**2024**	**2023**	**% Var**
Reported U.S. + Canada Net Revenues	4,087,030	3,898,961	4.8%
Variation due to Exchange Rate Effects	30,222		
Reported U.S. + Canada Net Revenues at Constant Currency	**4,117,252**	**3,898,961**	**5.6%**

In thousands of euros	**2024**	**2023**	**% Var**
Reported EU Net Revenues	1,541,338	1,255,927	22.7%
Variation due to Exchange Rate Effects	125		
Reported EU Net Revenues at Constant Currency	**1,541,463**	**1,255,927**	**22.7%**

In thousands of euros	**2024**	**2023**	**% Var**
Reported ROW Net Revenues	1,584,014	1,437,089	10.2%
Variation due to Exchange Rate Effects	28,202		
Reported ROW Net Revenues at Constant Currency	**1,612,216**	**1,437,089**	**12.2%**

In million euros	2024	2023	% Var
Net Financial Debt	8,046	9,416	(14.6%)
EBITDA Adjusted 12M	1,753	1,471	
Net Leverage Ratio1	**4.6x**	**6.4x**	**(28.3%)**

(1) Excludes the impact of IFRS 16

In million euros	2024	2023	% Var
EBIT	1,192	782	52.4%
D&A	439	456	
EBITDA Reported	**1,631**	**1,239**	**31.7%**

In million euros	2024	2023	% Var
EBIT	1,192	782	52.4%
D&A	439	456	
Non-recurring costs[2]	148	223	
EBITDA Adjusted	**1,779**	**1,462**	**21.7%**

2 Mainly includes restructuring and transaction costs, Biotest Next Level project, SRAAS one-offs and other non-recurring items

In million euros	2024	2023	% Var
EBIT	1,192	782	52.4%
D&A	439	456	
IFRS 16	-113	-102	
Non-recurring Items[3]	235	334	
EBITDA Covenant	**1,753**	**1,471**	**19.2%**

3 Non-recurring items are mainly related to transaction, restructuring and divestitures costs, as well as the amount of cost savings and operating improvements and synergies on a "run rate"

In million euros	2024	2023	% Var
Property, Plant & Equipment additions ("CAPEX reportado")	232	224	3.4%
Interest capitalized	28	37	
Total PP&E additions	**260**	**261**	**(0.4%)**

Glossary and abbreviations

- **Alpha-1 antitrypsin deficiency (AATD):** inherited disease characterized by low levels or no alpha-1 antitrypsin (AAT) in the bloodstream. In its normal function, this protein is generated in the liver, released in the bloodstream and diffused to other organs such as the lungs.
- **Albumin:** the most abundant protein found in plasma (approximately 60% of human plasma). Produced in the liver, it is important in regulating blood volume by maintaining the oncotic pressure of the blood compartment.
- **Alzheimer's disease** (AD): the most common form of dementia, AD is an incurable, degenerative and terminal disease first described in 1906 by German psychiatrist and neuropathologist Alois Alzheimer.
- **Anti-thymocyte globulin** (ATG): blood serum with antibodies that bind with human T-cells, administered to patients before a stem cell transplant to destroy T-cells and decrease the risk of graft-versus-host disease.
- **ASFA**: American Society for Apheresis, an organization of physicians, scientists and allied health professionals dedicated to promoting apheresis medicine for patients, donors and professionals through education, evidence-based practice, research and advocacy.
- **Autoimmune disease:** condition in which the immune system mistakenly attacks healthy cells.
- **Babesiosis/Babesia virus:** disease caused by microscopic parasites that infect red blood cells.
- **Beta-amyloid:** protein strongly implicated in Alzheimer's diseases as the main component of certain deposits found in the brains of AD patients.
- **Bullous pemphigoid:** autoimmune disease that appears when the immune system attacks the skin and causes blisters, more common among the elderly.
- **CIDP (chronic inflammatory demyelinating polyneuropathy):** neurological disorder which causes gradual weakness, numbness, pain in the arms and legs, and difficulty in walking.
- **Cirrhosis:** medical condition resulting from advanced liver disease, characterized by generation of liver tissue by fibrosis (scar tissue) and regenerative nodules (lumps that occur due to attempted repair of damaged tissue).
- **Cognitive impairment:** alterations in thinking, learning, memory, judgment and decision making.
- **COVID-19:** infectious disease caused by a new coronavirus strain, with "CO" short for corona, "VI" for virus and "D" for disease.
- **ELISA:** enzyme-linked immunosorbent assay.
- **EMA:** European Medicines Agency
- **Factor VIII or FVIII:** an essential blood clotting factor also known as anti-hemophilic factor (AHF). In humans, factor VIII is encoded by the F8 gene. Defects in this gene lead to hemophilia A, a sex-linked disease occurring predominantly in males. FVIII concentrated from donated blood plasma or recombinant FVIII (rFVIII) can be administered to hemophiliacs to restore hemostasis.
- **Factor IX:** an important blood clotting factor also known as Christmas factor or plasma thromboplastin component (PTC). It is one of the serine proteases of the coagulation system belonging to the peptidase family S1. In humans, a deficiency of this protein causes hemophilia B, a sex-linked disease that occurs predominantly in males.
- **FDA:** Food and Drug Administration, a U.S. health authority.
- **Fibrin sealant:** surgical adhesive material derived from plasma.
- **Fibrinogen:** coagulation factor found in human plasma crucial for blood clot formation.
- **Fractionation:** process of separating plasma into its component parts including albumin, immunoglobulin, alpha-1 antitrypsin and coagulation factors.
- **GMP**: good manufacturing practice.
- **GPO:** group purchasing organization.
- **HAE (hereditary angioedema):** Rare but serious genetic disorder characterized by recurrent episodes of severe swelling (angioedema), particularly of the face and airways, and abdominal cramping, caused by low levels or improper function of the C1- esterase inhibitor protein.
- **HBV:** hepatitis B virus.
- **HCV:** hepatitis C virus.
- **Hematocrit:** the percentage of red blood cells in the blood.
- **Hematology:** the study of blood, blood-forming organs and blood diseases.
- **Hemoderivative:** proteins obtained from the fractionation of human blood plasma (see plasma-derived proteins).
- **Hemophilia:** genetic deficiency characterized by the lack of one of the clotting factors, with two main variants:
  - **Hemophilia A:** genetic deficiency of coagulation Factor VIII, which causes increased bleeding (more prevalent among males).
  - **Hemophilia B:** genetic deficiency of coagulation Factor IX.
- **Hemotherapy:** treatment of a disease using blood, blood components and its derivatives.
- **HIV:** human immunodeficiency virus.
- **Hyperimmune globulins:** type of immunoglobulins prepared in a manner similar to human normal immunoglobulin, except that the donor plasma has high titers of antibodies against an organism or antigen.
- **IA:** immunoassays, systems available in several formats to detect antibodies, recombinant proteins or a combination thereof.
- **Intravenous:** administration of drugs or fluids directly into a vein.
- **Immunohematology:** branch of hematology related to the study of recombinant proteins and antibodies and their effects on blood and relationships between blood disorders and the immune system. Also referred to as transfusion medicine – blood bank, its main activities include blood typing, compatibility tests and crossmatching and antibody identification.
- **Immunology:** branch of biomedical science that covers the study of all aspects of the immune system in organisms, encompassing the physiological functioning of the immune

system in states of both health and disease; malfunctions (autoimmune diseases, hypersensitivities, immune deficiency, transplant rejection) and the physical, chemical and physiological characteristics of the components of the immune system in vitro, in situ and in vivo.

- **Immunoglobulin (IgG):** plasma-derived proteins also known as antibodies that control the body's immune response. They have multiple indications, with main uses including the treatment of: (i) immune deficiencies, (ii) inflammatory and autoimmune diseases and (iii) acute infections. IVIG is an immunoglobulin administered intravenously that contains IgG (immunoglobulin (antibody) G).
- **ITP (chronic immune thrombocytopenia):** autoimmune disorder in which patients produce antiplatelet autoantibodies and specialized white blood cells that destroy their blood platelets. This results in a low blood platelet count (thrombocytopenia) that may produce bruising or excessive bleeding.
- **IVD:** in vitro diagnostic.
- **IV solutions/intravenous solution:** medicine or homogeneous mixture of a substance in liquid, enabling its infusion into the circulatory system through a needle.
- **Lipemic plasma:** plasma with a cloudy and/or milky appearance caused by excess lipids (hyperlipidemia) due mainly to cholesterol and/or triglycerides in the blood.
- **MRB:** Marketing Research Bureau.
- **Molecular diagnostic:** discipline that studies genomic (DNA) and proteomic (proteins) expression patterns using information to distinguish between normal, precancerous and cancerous tissues at the molecular level.
- **Monoclonal antibody (mAb):** antibody produced by a single clone of cells typically used in immunotherapy (i.e. treatments of autoimmune or inflammatory disorders and cancer); diagnostic testing; cell identification; and tracking. Monoclonal antibodies are a cornerstone of immunology and becoming increasingly prevalent as therapeutic agents**.**
- **Myasthenia gravis (MG):** chronic autoimmune, neuromuscular disease that causes weakness in the skeletal muscles which worsens after periods of activity and improves after periods of rest. These muscles are responsible for functions involving breathing and moving parts of the body.
- **NAT:** nucleic acid amplification testing**.**
- **Neurology:** science that deals with the anatomy, functions and organic disorders of nerves and the nervous system**.**
- **North America:** United States and Canada.
- **Ophthalmology:** branch of medicine and surgery that deals with the diagnosis and treatment of eye diseases.
- **Pandemic:** worldwide spread of a new disease.
- **Parkinson's disease:** complex neurodegenerative disorder characterized by different combinations of motor and non-motor symptoms for each patient.
- **PCR:** polymerase chain reaction, a method widely used to rapidly make millions to billions of copies of a specific DNA sample, allowing scientists to take a very small sample of DNA and amplify it to a large enough amount to study in detail.
- **pdFVIII:** plasma-derived Factor VIII.
- **Pharmacovigilance:** practice of monitoring the effects of medical drugs after they have been licensed for use, especially to identify and evaluate previously unreported adverse reactions
- **Plasma:** yellow-hued liquid part of the blood comprised by numerous proteins in solution**.**
- **Plasma-derived proteins:** purified plasma proteins with therapeutic properties obtained through the fractionation of human plasma. Albumin, immunoglobulins, factor VIII and alpha-1 antitrypsin are the main plasma proteins.
- **Plasma proteomic:** high-throughput analysis of plasma biomarkers using very powerful and sensitive specialty instruments.
- **Plasmapheresis:** technique by which plasma is separated from other blood components such as red blood cells, platelets and other cells. These unused blood components are suspended in saline solution and immediately reinjected back into the donor. Since donors only provide plasma as opposed to whole blood, the recovery process is faster and better tolerated, enabling greater frequency of donations. Developed by José Antonio Grifols Lucas in 1951, plasmapheresis is the only procedure capable of obtaining sufficient quantities of plasma to cover the manufacturing needs for plasma protein therapies.
- **Pneumology:** specialty focused on the diagnosis and treatment of respiratory diseases and conditions, from asthma to tuberculosis.
- **PPTA:** Plasma Protein Therapeutics Association.
- **Primary arthroplasty:** surgery performed to replace damaged joints with artificial joints or prostheses, used in cases of hip fractures, osteoarthritis and other rheumatic diseases.
- **Primary immunodeficiency:** inherited condition affecting one or more areas of the immune system characterized by an impaired immune response, weakening the immune system and increasing the likelihood of infections and other health problems.
- **ProlastinR/ProlastinR-C:** concentrated form of alpha-1 antitrypsin (AAT) derived from human plasma and approved only for chronic replacement therapy in people with genetic AAT deficiency. Administered as prescribed, Prolastin raises the levels of AAT in the blood and lungs, which may help reduce the damage to the lungs caused by destructive enzymes.
- **Proteome:** complete set of proteins expressed by an organism that determine an organism's nature, bodily functioning and behavior.
- **Recombinant:** protein prepared by recombinant technology, coded by the manipulated gene, with procedures used to combine segments in a cell-free system (an environment outside a cell organism). Known as highly potent medicines, they avoid off-target side effects and take a shorter time to develop than small molecules.
- **Recovered plasma**: plasma derived from whole blood collected in blood donations.
- **rFVIII:** recombinant Factor VIII, the antihemophilic factor A obtained using recombinant DNA technology. Using this technology, pure factor is synthesized in the laboratory instead of being extracted from blood plasma.
- **Rh (Rhesus) blood group system:** the most important blood group system after ABO, the Rh blood group system consists of 50 defined blood-group recombinant proteins, among which the five recombinant proteins D,C, c, E and e are the most important. The commonly used terms Rh factor, Rh positive and Rh negative refer to the D antigen only.
- **ROW:** rest of the world.

- **SARS-CoV-2:** severe acute respiratory syndrome coronavirus 2, the coronavirus strain that causes coronavirus disease 2019 (COVID-19).
- **Secondary immunodeficiency:** compromised immune system due to an environmental factor such as HIV, chemotherapy, severe burns or malnutrition.
- **SCIG:** subcutaneous immunoglobulin.
- **Single-cell transcriptomics:** technique to characterize cell identity.
- **SubQ:** sub-cutaneous.
- **Thrombin:** enzyme that presides over the conversion of fibrinogen to fibrin, which promotes blood clotting.
- **Transfusion medicine:** branch of medicine that encompasses immunohematology, blood and plasma screening, and blood typing, among others.
- **West Nile virus (WNV):** mosquito-transmitted virus. Humans are mainly infected through mosquito bites, but infection may also occur through organ transplantation and blood.
- **Von Willebrand disease (vWD):** the most common hereditary coagulation abnormality described in humans, although it can also be acquired as a result of other medical conditions. It arises from a qualitative or quantitative deficiency of von Willebrand factor (vWF), a multimeric protein required for platelet adhesion.
- **Zika virus:** infectious disease spread by the bite of an infected Aedes species mosquito.

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Translation of a report originally issued in Spanish. In the event of a discrepancy, the Spanish-language version prevails.

PRACTITIONER'S LIMITED ASSURANCE REPORT ON THE INTEGRATED ANNUAL AND SUSTAINABILITY REPORT

To the Shareholders of Grifols, S.A. at the request of the Board of Directors,

We have conducted a limited assurance engagement on the non-financial information contained in the Integrated Annual and Sustainability Report of Grifols, S.A. and Subsidiaries ("the Group") for the year ended 31 December 2024 ("the Report").

The content of the Report includes information additional to that required by the Global Reporting Initiative Sustainability Reporting Standards ("GRI standards") and by the Sustainability Accounting Standards Board standards ("SASB standards") for the Biotechnology and Pharmaceuticals industry that was not the subject matter of our assurance engagement. In this regard, our work was limited solely to verification of the information identified in the tables included in Appendix "GRI Content Index" and Appendix "SASB Content Index" to the accompanying Report.

Responsibilities of the Board of Directors

The preparation and content of the Report are the responsibility of the Board of Directors of Grifols, S.A. The Report was prepared in accordance with the contents included in the GRI standards and in the SASB standards for the Biotechnology and Pharmaceuticals industry.

This responsibility also includes the design, implementation and maintenance of such internal control as is determined to be necessary to enable the Report to be free from material misstatement, whether due to fraud or error.

The Board of Directors of Grifols, S.A. is also responsible for defining, implementing, adapting and maintaining the management systems from which the information necessary for the preparation of the Report is obtained.

Our Independence and Quality Management

We have complied with the independence and other ethical requirements of the *International Code of Ethics for Professional Accountants (including International Independence Standards)* issued by the International Ethics Standards Board for Accountants (IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Deloitte Auditores, S.L. Inscrita en el Registro Mercantil de Madrid, tomo 13.650, sección 8ª, folio 188, hoja M-54414, inscripción 96ª C.I.F.: B-79104469.
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Our firm applies International Standard on Quality Management (ISQM) 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our engagement team consisted of professionals who are experts in reviews of information on economic, social and environmental performance.

Our Responsibility

Our responsibility is to express our conclusions in an independent limited assurance report based on the work performed. We conducted our work in accordance with the requirements established in International Standard on Assurance Engagements 3000 (Revised), Assurance Engagements other than Audits or Reviews of Historical Financial Information (ISAE 3000 Revised), currently in force, issued by the International Auditing and Assurance Standards Board (IAASB) of the International Federation of Accountants (IFAC).

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement and, consequently, the level of assurance provided is substantially lower.

Our work consisted of making inquiries of management and of the various units and components of the Group that participated in the preparation of the Report, reviewing the processes used in compiling and validating the information presented in the Report and carrying out certain analytical procedures and sample-based review tests, which are described below:

- Meetings held with Group personnel to ascertain the business model, policies and management approaches applied, and the main risks relating to these matters, and to obtain the information required for the external review.
- Analysis of the scope, relevance and completeness of the contents included in the Integrated Annual and Sustainability Report for 2024 based on the double materiality analysis performed by the Group and described in the subsection "General" of the "Sustainability information" section.
- Analysis of the processes used to compile and validate the data presented in the Integrated Annual and Sustainability Report for 2024.
- Review of the information relating to risks and the policies and management approaches applied in relation to the material matters presented in the Integrated Annual and Sustainability Report for 2024.

- Verification, by means of sample-based review tests, of the information relating to the contents included in the Integrated Annual and Sustainability Report for 2024, and the appropriate compilation thereof based on the data furnished by information sources.
- Obtainment of a representation letter from the directors in relation to the Integrated Annual and Sustainability Report.

Conclusion

Based on the procedures performed in our assurance engagement and the evidence we have obtained, nothing has come to our attention that causes us to believe that the non-financial information contained in the Integrated Annual and Sustainability Report of Grifols, S.A. and Subsidiaries for the year ended 31 December 2024 was not prepared, in all material respects, in accordance with the GRI standards and the selected SASB standards for the Biotechnology and Pharmaceuticals industry, as detailed in the tables included in Appendix "GRI Content Index" and in Appendix "SASB Content Index", respectively, to the Report.

Distribution of Our Report

This limited assurance report refers solely, in accordance with the terms and conditions of our engagement letter, to the verification of the information identified in the tables included in Appendix "GRI Content Index" and Appendix "SASB Content Index" to the accompanying Report, and can only be disseminated together with that Report, and may not be distributed or furnished to third parties separately.

This engagement does not constitute an auditor's report in the terms envisaged in the audit regulations in force in Spain.

DELOITTE AUDITORES, S.L.

Albert Riba Barea

26 February 2025