



Grifols

*Spirit*  
Grifols

Grifols



# *Spirit* Grifols

This is a way of thinking about our business, a way of doing things, a way of relating to each other and to the outside world which has made the company what it is today...



# Letter from the President

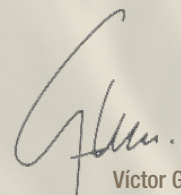
Any company, as it grows and develops, needs to set out the values that define it. As a company becomes larger and more complex, it becomes more and more challenging to verbally communicate the company's identity.

As our company continues to grow, we need to ensure that everyone at Grifols, now and in the future, understands the company's core values and identity that are the foundation of our reputation and have enabled us to achieve our position both in the market and in the wider society.

The purpose of this document is to set out who we are, and to describe the organizational values that have shaped our identity and reflect our dynamism.

Our identity is based on these common values that each of us share on a daily basis, and that provide the bedrock of our organization. They represent what we expect of each other and reflect the fact that everyone in the company has a vital role to play in ensuring that these values remain vibrant and reflect the Grifols Spirit. The value of the Grifols brand depends on our ability to transmit our values to the outside world through our words and actions as we perform our social mission.

If each of us contributes, together we will nurture and grow the shared identity of the **Grifols Spirit**.




**Víctor Grifols**  
President and CEO



*"It is now almost 40 years since we built the factory at Parets. In that time, our company has expanded and operates on a quite different scale. Over the years, there has been no shortage of obstacles and challenges, but we have always approached these with a strong work ethic, a desire to succeed, and a can-do attitude."*

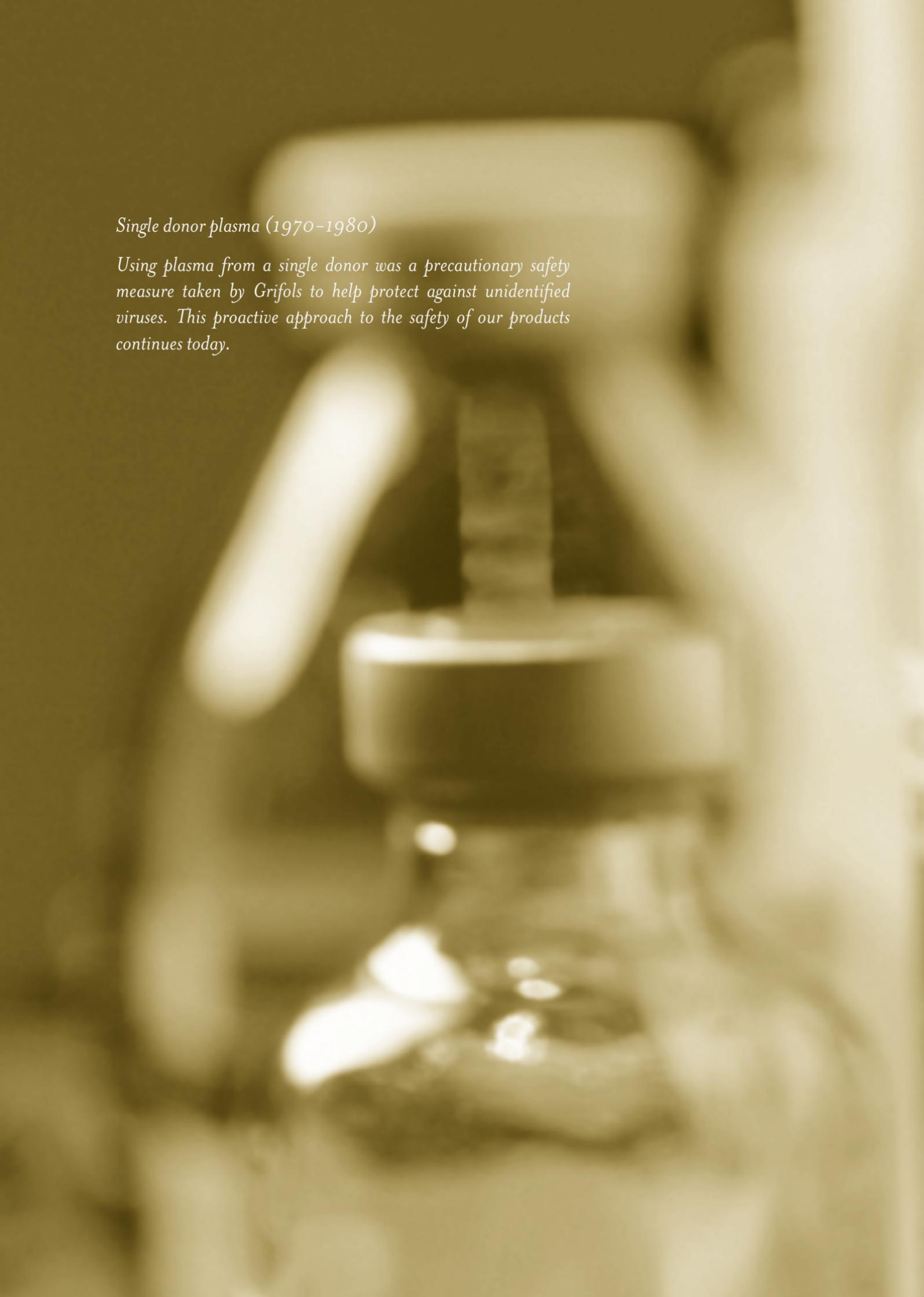
Dr. Victor Grífols



## Grifols is built by the people who work here

We are proud to be part of a company where decision-making is based on honesty and where we identify fully with the company. Grifols' good reputation in society and the market is a reflection of the sense of responsibility which is central to our decisions.

## Pride



*Single donor plasma (1970-1980)*

*Using plasma from a single donor was a precautionary safety measure taken by Grifols to help protect against unidentified viruses. This proactive approach to the safety of our products continues today.*

# The health of patients demands quality and safety in all our activities

Our products are of vital importance for the health and quality of life of many patients. This is why safety is more than just a regulatory requirement. At Grifols it is a philosophy which goes hand in hand with quality: the Quality and Safety of our products, and of our internal processes, whether manufacturing, communication or operations.

## Safety

NORMAL CITRATADO  
ANTIHEMOFILICO

807768



RA INTRAVENOSA

DE UN SOLO DADOR  
CON RECETA MEDICA

Debe utilizarse inmediatamente  
después de su reconstitución.

CONSERVESE A TEMPERATURA

ENTRADA +20° C

*Transfusion flebula (1930-1940)*

*This invention made it possible to perform blood transfusions over large distances and under sterile conditions, without the need for the donor to be present, and also allowed blood to be stored and conserved temporarily.*






## Our efforts lead to our results

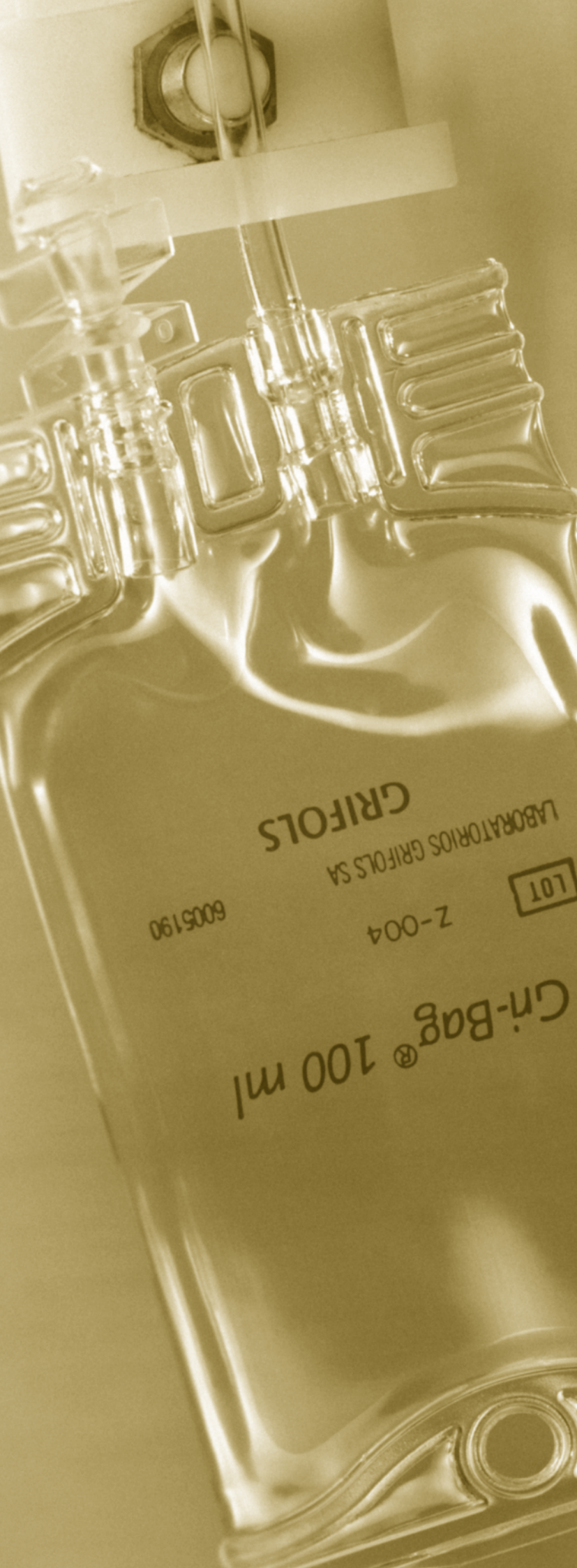
Grifols' position today is based on a history of major achievements which have been the result of the efforts of everyone here at Grifols. We strive to achieve new goals, overcoming problems and finding solutions.

## Effort



*Grifill system (1980-1990)*

*Grifill is a closed sterile solution filling system, developed by Grifols in response to the request of a medical professional.*



## Our clients are aware of our ongoing commitment


Our clients trust Grifols, and this trust is something we build every day through the quality of our work. They trust us because we respond to their needs, because our activity focuses on them. They rely on Grifols because they see that we are committed to them and are eager to find solutions.

## Commitment

*Coombs centrifuge (Patent, 1966)*

*The design of this centrifuge to automate the Coombs test made ingenious use of limited resources. The prototype of the first centrifuge device for the test provided the basis for the commercial model.*





Through efficient use  
of available resources,  
we perform at the  
highest levels


Our healthy ambition and the desire to excel mean we use all the resources available to achieve our goals. The challenge of using these resources as efficiently as possible stimulates our ingenuity.

Excellence

*A unique concept in the design of fractionation plants (1995)*

*This unique, proprietary concept, applied to the company's fractionation plants, was developed by our engineering team and draws on their extensive knowledge and experience. The key concept is the reduction of the size of "clean zones" by excluding reactors, engines, pumps and auxiliary equipment, thereby reducing the space to be kept clean.*





Through teamwork we  
become more competitive  
in the market

The history of Grifols is the history of a team which has grown as new members have joined our project. Some contributions to the team are particularly decisive, but the final outcome is the result of the cooperation and teamwork of everyone at Grifols.

Teamwork



### *Plasmapheresis (1951)*

*The plasmapheresis technique, developed by José Antonio Grífols Lucas involves separating out plasma and then reinjecting the red blood cells back into the donor. Together with other advances, it paved the way for industrial plasma fractionation.*



## Our commitment to innovation and improvement serves as an example to our community

The ability to plan ahead, to invest in improvements and to strive for improvement are key factors in fulfilling our mission to society and in caring for people's health. Our efforts have made us a leader in society and the market, but we must ensure that we continue to deliver improvement and innovation with regard both to new products and processes.

## Innovation and improvement

A sepia-toned photograph featuring a book with the title 'GRIFOLS' printed in large, white, sans-serif capital letters on its dark cover. The book is positioned diagonally, with its spine on the right. In the foreground, a plant with large, broad, slightly serrated leaves is out of focus, partially obscuring the book. The background is a plain, light-colored wall. The overall image has a warm, vintage aesthetic.

GRIFOLS

These are the values which define us as an organization, they are what we call "The Grifols Spirit". This is a way of thinking about our business, a way of doing things, a way of relating to each other and to the outside world which has made the company what it is today. We believe that this way of working will continue to define what the company is today, and to define what it will be in the future. A company with great prospects, a successful company for those who work there, for our shareholders, and for our clients. We want Grifols to remain a dynamic, lively organization which offers great opportunities for growth at both the corporate and individual level. All we have to do is make the most of our chances, to seize our opportunities, and to grow with them.

*Spirit*  
**Grifols**



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