

## MENTAL HEALTH POLICY

### INTRODUCTION

The World Health Organization defines mental health as: “A state of well-being in which the individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to contribute to the community.”

In recent years, there has been greater awareness of the crucial role mental health plays in building sustainable society, evidenced by the inclusion of mental health in the Sustainable Development Goals. Stress and anxiety have a huge impact on global health and are becoming increasingly prevalent in our everyday lives.

Among its various other severe health implications, the Covid-19 pandemic fueled short and long-term stress levels and impacted the mental health of millions of people.

Companies have a key role to play in this area, as failing to act in response to this crisis could have very serious consequences. Understanding and supporting mental health is an essential part of creating a safe and healthy workplace.

### PURPOSE

This policy is intended to support and safeguard the mental health of Grifols employees, as the team’s mental well-being is a key driver for the Group’s success and sustainability.

### SCOPE

This policy applies to all centers and employees at Grifols, S.A., including all subsidiaries and affiliated companies (“Grifols”).

### COMMITMENTS

People matter more than anything to Grifols, and our team’s health and wellbeing is our top priority. We know that mental health is impacted both by personal factors and by aspects such as our working environment and professional relationships with others.

Based on the aforementioned, Grifols intends to undertake the following commitments:

- Build and maintain a professional culture and setting which prevent discrimination, workplace harassment or any other conduct which might be detrimental to employee mental health and well-being.
- Monitor key indicators on employee mental health and well-being and oversee compliance with the commitments undertaken in this Policy at regular meetings held by the Health and Safety management team.
- Design and deliver tools to help employees prevent or manage anxiety and stress.

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- Reduce the stigma around depression by encouraging and supporting employees to talk about it and get the help they need.
- Enhance employee awareness and understanding of mental health through training and/or initiatives which support employee mental health and well-being.
- Make sure people with mental health struggles are treated fairly and consistently and are not made to feel guilty.

## COMMUNICATION AND REPORTING CHANNELS

This Policy will be distributed internally to all Grifols employees, senior executives and members of governing bodies. Specific training on the content of this Policy will be delivered to relevant business functions to ensure it is clearly understood and properly implemented.

Further activities and training in mental health will also be rolled out to provide useful tools to manage risk factors, and to ensure a more effective response to any situation that may interfere with our employees' mental well-being.

Grifols also has communication channels in place, including the Grifols Ethics Helpline, which allow all employees and third-party collaborators to anonymously and confidentially report any discrimination, workplace harassment or any other conduct that could impact the mental health and well-being of our employees.

## IMPLEMENTATION, MONITORING AND EVALUATION

Grifols' Board of Directors has tasked the Sustainability Committee, along with the Sustainability Steering Committee, with supervising and ensuring compliance with this Policy, as well as overseeing the management of the Policy and monitoring any associated risks, under Article 3 of the Committee's regulations.

## POLICY VALIDITY

This Policy is effective from February 23, 2023, the date of approval by Grifols' Board of Directors

### Related Policies

[Diversity and Inclusion Policy](#)

[Health and Safety Policy](#)