

2022 SUSTAINABILITY REPORT

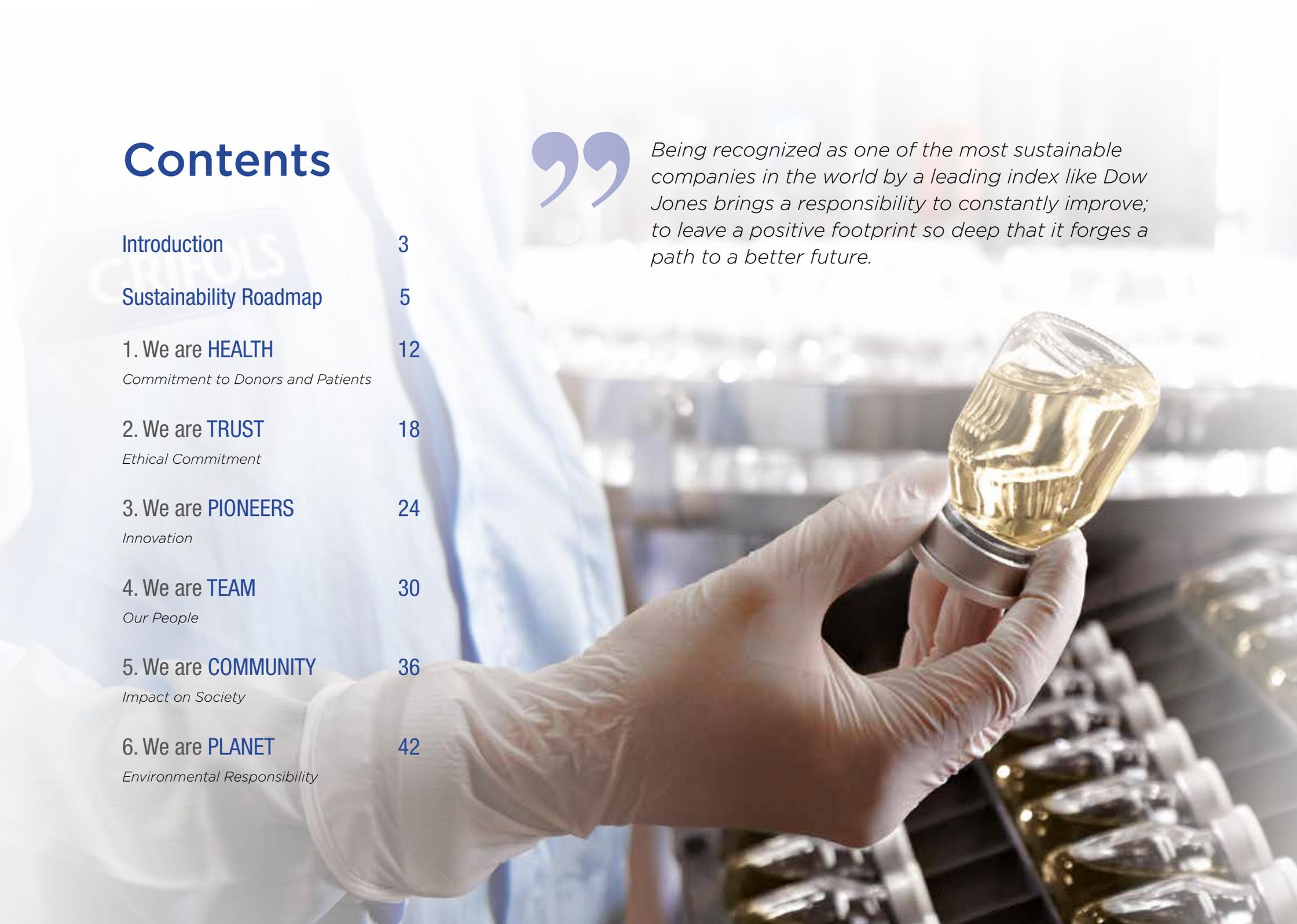
GRIFOLS

Contents

Introduction	3
Sustainability Roadmap	5
1. We are HEALTH	12
<i>Commitment to Donors and Patients</i>	
2. We are TRUST	18
<i>Ethical Commitment</i>	
3. We are PIONEERS	24
<i>Innovation</i>	
4. We are TEAM	30
<i>Our People</i>	
5. We are COMMUNITY	36
<i>Impact on Society</i>	
6. We are PLANET	42
<i>Environmental Responsibility</i>	



Being recognized as one of the most sustainable companies in the world by a leading index like Dow Jones brings a responsibility to constantly improve; to leave a positive footprint so deep that it forges a path to a better future.



A positive footprint for a more **sustainable future**

As a global healthcare company serving more than 800,000 patients worldwide, we have always seen Sustainability as a priority and a long-term commitment.

Thanks to the generosity of thousands of donors and the tireless efforts of the Grifols team, we are able to produce plasma-derived therapies and other innovative diagnostics solutions and services that make a difference to patients every day.

In our quest to further increase global patient access to lifesaving products and therapies, we are pioneering public-private collaboration agreements with countries all over the world with a view to supporting an increase in their levels of plasma self-sufficiency. Two excellent examples of this commitment are our partnerships with Canadian Blood Services (CBS) in 2022 and with the Egyptian government in 2021.

Grifols also continues to actively contribute to optimizing public health system resources across a number of European countries. In 2022, our Hospital Plasma Processing Program helped deliver savings of EUR 73 million for the Spanish health service.

Our Sustainability plan, which is the foundation for our Strategic plan, is underpinned by six key pillars and is fully aligned with the UN Sustainable Development Goals (SDGs). Since 2021, Grifols has also been a member of the UN Global Compact, a sustainable development and corporate social responsibility initiative, which is another strong, visible reflection of our pledge to support a sustainable transformation.

Our Sustainability roadmap is shaped by the Grifols 2030 Agenda, which features 30 ESG goals for the entire organization. In 2022, we made significant progress once again towards meeting our commitments. We set interim targets for the 2022-2024 period to monitor our progress and ensure that we meet our milestones.

In response to one of our top priorities, we reduced our greenhouse gas emissions by switching to renewable energy sources – which now account for 26% of our total electricity use – and by harnessing greater energy efficiencies in all our production units.

Another important component of our Sustainability efforts is to consistently roll out far-reaching social-investment initiatives, which are complemented by the activities of our three foundations: the Probitas Foundation, the Víctor Grifols i Lucas Foundation and the J.A. Grifols Foundation.

We have also maintained a clear focus on our people, the source of our progress. We have stepped up training, enhanced equality, become more inclusive and moved closer to gender parity. Our inclusion in the Bloomberg Gender-Equality Index for the third consecutive year is a clear endorsement of our ongoing engagement in the pursuit of equality.

Our achievements in 2022 were made possible by a leadership team that believes firmly in Sustainability. As Chairman of the Sustainability Committee, I want to emphasize our unwavering commitment to motivating and inspiring our teams to embrace our values and build a culture of Sustainability as we engage with donors, patients and society as a whole.

I am particularly proud of the fact that the way we conduct business every day leaves a positive footprint on society while growing our company sustainably and ensuring we remain financially viable. In 2022, the socioeconomic impact* generated by Grifols stood at over EUR 9.6 billion and the social value** created by our plasma centers for donors, patients and local communities was EUR 29 billion.

The report that follows offers a detailed overview of our Sustainability strategy, actions and progress and explains what drives us in our quest to become a better company. To do things better and to build a better tomorrow.

Leadership. Commitment. Recognition.

THOMAS GLANZMANN

CHAIRMAN OF THE GRIFOLS SUSTAINABILITY COMMITTEE



We improve people's health

Since 1909, we have been delivering innovation and driving plasma science forward to support progress, undertaking our activity with responsibility and Sustainability guided by a global approach and a robust set of values and ethical principles



Plasma Procurement and Biopharma

Production and commercialization of plasma-derived and non-plasma therapies

83%
over revenue



Bio Supplies

Biological products for non-therapeutic use

2%
over revenue



Diagnostic

Cutting-edge diagnostic solutions for blood and plasma analysis

11%
over revenue



Others

Specialist pharmaceutical products and solutions for hospital operations

4%
over revenue

Always forging ahead...



* A bridge between donors and patients

More treatments thanks to the generosity of our donors



* Sustainable business model

We add value to the economy, society and the environment



* Robust governance

We have strengthened our leadership team



* Transformation underway

We have clear priorities



* Commitment to the UN Global Compact

We do our bit to contribute to a sustainable transformation



* Roadmap for Grifols 2030 Agenda

30 goals structured around six SDG-aligned pillars

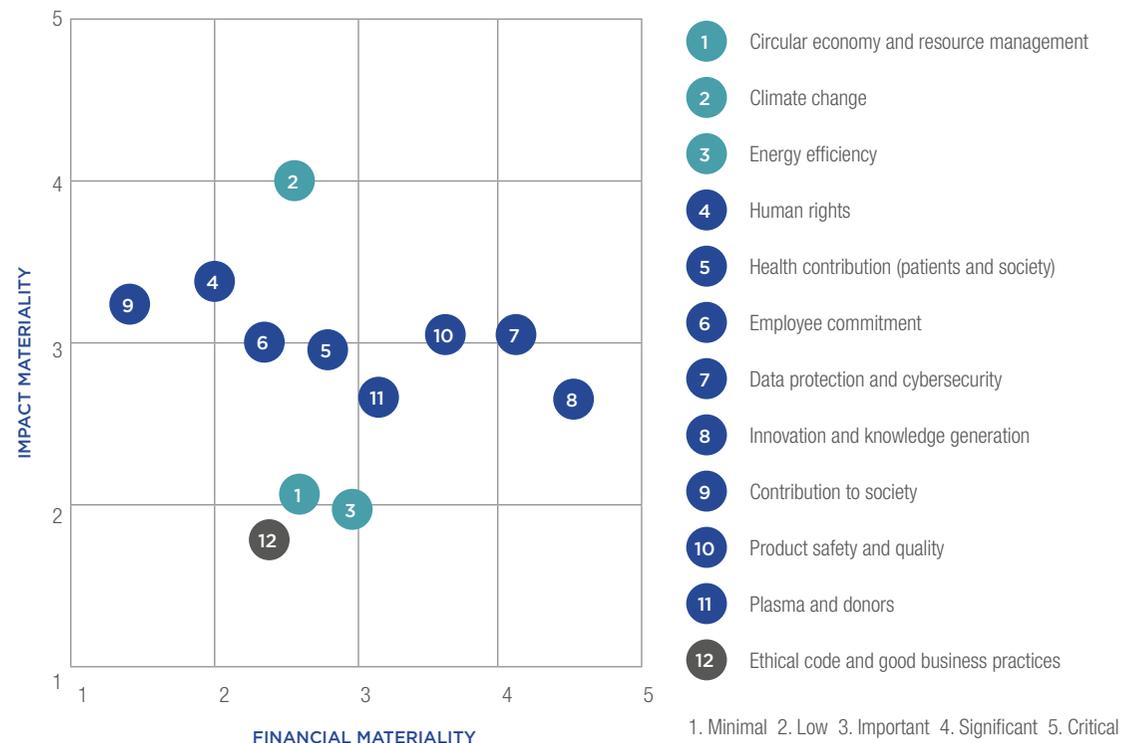
A sustainable roadmap

We have made huge progress on integrating Sustainability into our business model in recent years, with a view to raising the value added and positive impact generated by our activity



Identifying key areas

This double materiality assessment has delivered an objective strategic framework and allowed us to update our ESG roadmap.



2030 Agenda



Commitment to Donors and Patients

	Intermediate	Status
• Achieve EUR 18 million per year in donations to support patient programs	€13M/year	✓
• Increase donations of clotting factors to 240 million IU	90M IU	✓
• Achieve 90% approval among donors for positive customer service (good or excellent rating)	n/a	✓
• Attain 80% referral rate from active donors	n/a	✓
• Increase ratings via the Donor Hub by 45%	Same 2030 target	✗

Environmental responsibility

	Intermediate	Status
• 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 2030 target	✓
• Increase circular economy measures at each stage of the operational life cycle	Same 2030 target	✓
• Protect biodiversity in the company's natural areas to capture CO ₂	Same 2030 target	✓

Social Impact

	Intermediate	Status
• Increase the number of social outreach initiatives and investments by 50%	35%+ (initiatives) 13%+ (investments)	✓
• Allocation of 25% of social initiatives for STEM scholarships for women	20%	✓
• Reach \$1 million in donations of products and medicines for emergency relief efforts	\$750k	✓
• Increase funds for José Antonio Grifols Lucas Foundation by 10%	10%	✓
• Increase by 10% the amount allocated to bioethics grants and by 20% number of activities developed by Victor Grifols Lucas Foundation	10%	✓

Ethical commitment

	Intermediate	Status
• Implement ESG criteria among suppliers up to 60-80% of total spending volume	25%	✗
• Maintain Biopharma claims ratio in ≤ 1/50,000	Same 2030 target	✓
• Maintain <1 critical deficiencies identified by external audits (health regulatory authorities)	Same 2030 target	✓



Innovation

- Promote **in-house and external innovation** in core therapeutic areas

Intermediate

Status

- Achieve 80%+ of milestones defined in key innovation projects
- Allocate at least 75% of R+D investment to new products and market development



Our People

- Impart **100** hours of training hours/year/person
- Deliver annual training to **70-80%** of the workforce
- Increase percentage of women in Senior Manager roles to **50%**
- Increase percentage of people with disabilities to **3-5%** of total employee pool
- Ensure women comprise **50%** of interviews for managerial positions
- Maintain employee **turnover rate** below industry average*
- Achieve **70%** overall employee engagement rate per department
- **75%** increase in installations certified as healthy workplaces
- **15%** decrease in LTIFR (lost time injury frequency rate)
- **75%** of installations with ISO 45001 certification

Intermediate

Status

Same 2030 target
Same 2030 target
41%
Same 2030 target
45%
Same 2030 target
63%
54%
5,3%
54%



Our spirit of transformation and Sustainability has led us to set corporate goals for 2030 based on the six pillars of our Sustainability Plan. To ensure their achievement, we have also set intermediate objectives with ambitious short-term targets.

NURIA PASCUAL

VP CORPORATE TREASURY & RISK MANAGEMENT
INVESTOR RELATIONS AND SUSTAINABILITY



Our business model **creates value**

Input

DONORS

920,000+ donors
 +25% plasma donations
 390+ plasma centers

RESOURCES

€351M net R+D investment*
 €298M capex
 €1.5Bn+ acquisitions
 €21.2Bn+ in assets

TEAM

26,314 employees*
 60% women
 90+ nationalities
 51% 30-50 years

PLANET

34M€ environmental
 3Mm³+ water consumption
 965M kWh+ energy consumption
 +26% renewable energy

INNOVATION

Robust ecosystem
 6 therapeutic areas

GOVERNANCE

New leadership
 33% women on Board of Directors

* Including Grifols and Biotest
 ** Human rights



ETHICAL COMMITMENT

AMBITION
 Increase our positive impact to strengthen our sustainable business model

- ▶ Transparency
- ▶ Compliance
- ▶ Independence
- ▶ Sustainability

- ▶ Commitment to patients and donors
- ▶ Employee pool
- ▶ Social impact
- ▶ Environmental responsibility

PATIENTS



DISTRIBUTION



ECONOMIC PERFORMANCE

Value creation

PATIENTS

800,000+ treated
 €23.8Bn value creation
 5.7x quality of life improvement**
 €21M to access treatment
 80+ patient organizations

RESOURCES

€9.6Bn economic impact generated
 €6.1Bn revenues
 €1.2Bn adjusted EBITDA
 €719M total tax contributions
 €11M community investments

TEAM

193,000 jobs created
 4.7M+ training hours
 899 disabled employees
 98% permanent contracts
 70% training hours delivered to women

PLANET

-28% GHG reduction per unit of production
 +8% energy efficiency per unit of production
 8% water savings
 -24% carbon footprint in Scopes 1 and 2

WE CONTRIBUTE TO 10 SDGs



** In relation to plasma-derived medicines costs.

Global footprint

North America



Clayton
Denver
Emeryville
Los Angeles
San Diego
Memphis
Montreal



North Carolina Hub
Research Triangle Park



California Hub
Emeryville
San Carlos
South San Francisco
Los Angeles
San Diego



US **298**
Canada **1**



Clayton
Los Angeles
Montreal
Raleigh-Durham



Emeryville
Raleigh-Durham
San Diego



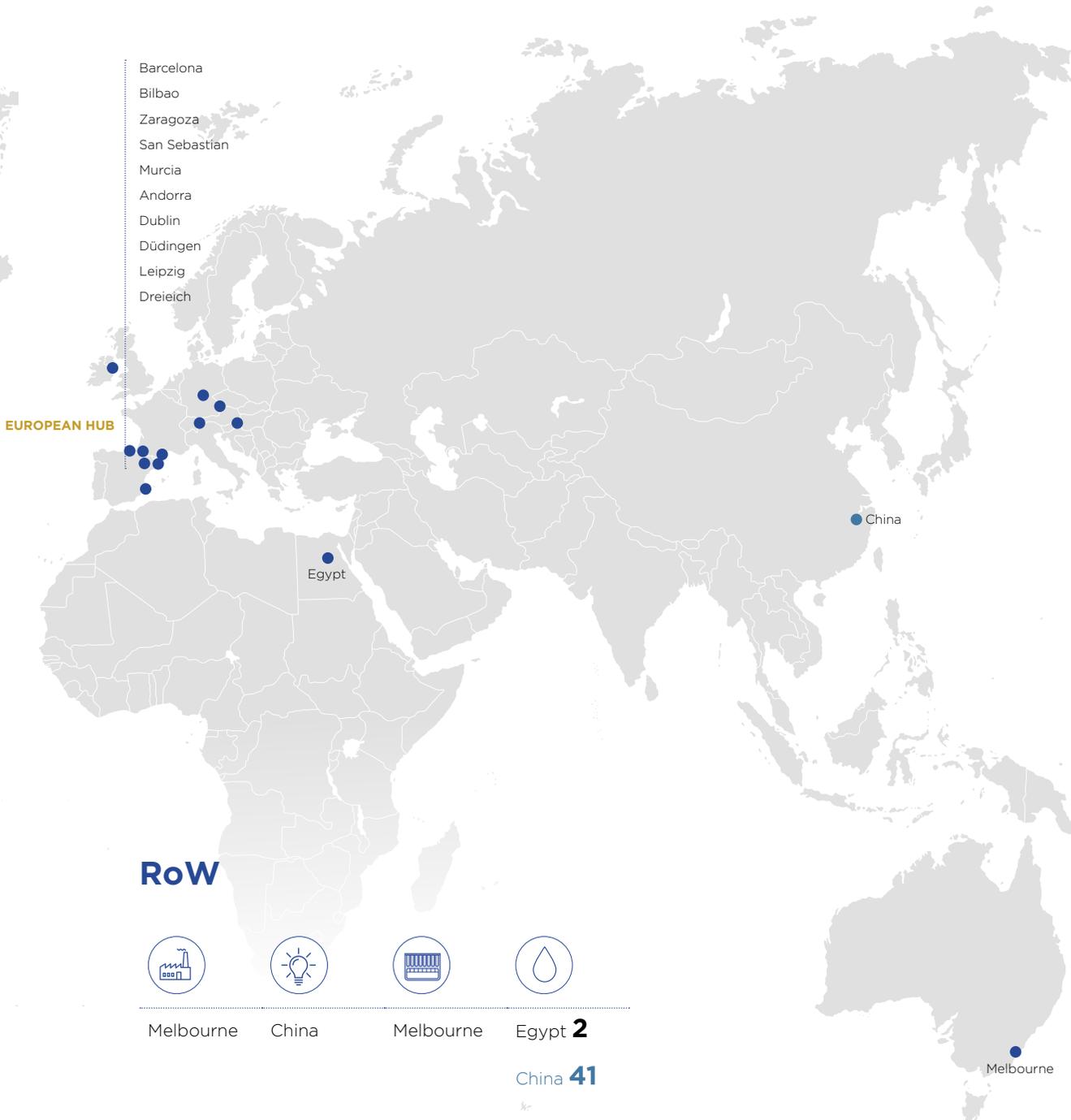
Memphis



Denver

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





Europe



Barcelona



Germany **57**
 Hungary **18**
 Czech Republic **13**
 Austria **3**



Barcelona



Europe Hub

Bilbao
 Dublin
 Dürdingen
 Dreieich
 Leipzig
 Murcia
 San Sebastian

Dublin
 Andorra
 Barcelona
 Bilbao
 Zaragoza
 Dürdingen
 Dreieich



Barcelona
 Dublin
 Dreieich



Barcelona
 Bilbao
 Dürdingen



Leipzig



Barcelona
 Murcia
 San Sebastian

RoW



Melbourne



China



Melbourne



Egypt **2**

China **41**

Pillar 1

Commitment to donors and patients



We are health

We are the bridge between donor and patient. As we work to guarantee blood plasma supply, we build strong communities and take great care of our donors, because it is thanks to their generosity and commitment that we are able to develop our plasma-derived treatments, essential to improve the health and well-being of thousands of patients

Progress in 2022

920,000+

donors

800,000+

patients treated

€29Bn

social value generated for donors, community and patients

532

inspection days at plasma centers (including Biotest)

We work tirelessly to guarantee the supply of plasma



plasma centers

World's largest network

390+



raising awareness

Campaigns and partnerships

in the U.S. and Europe

Support for International Plasma Awareness Week (**IPAW**)

Engagement with **authorities** and **patient associations**

Support for **policies** to promote strategic self-sufficiency



self-sufficiency

Moving forward with the strategic alliance in **Egypt**

New alliance with **Canadian Blood Services (CBS)**



+1 center



+33 centers



+2 centers



Our commitment to donors



Committed

*** Safeguard**
donor health, safety and well-being

*** Respect**
their human rights and adhere to non-discrimination principles to guarantee equal treatment

*** Ensure**
they give informed consent before donating

*** Respect**
local laws in relation to remuneration and plasma donation frequency

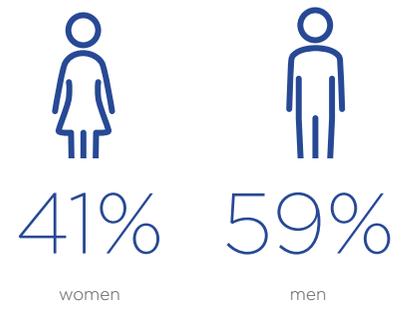
*** Support**
local communities in the areas where donation centers are based

*** Comply**
with data protection laws and take all necessary measures to protect donor privacy

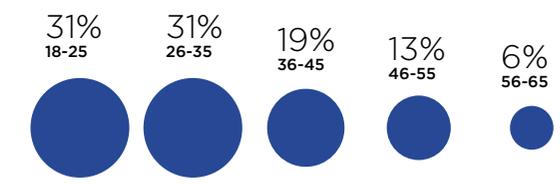
*** Promote**
open communication and free exchange of information, raising awareness around the uses of plasma-derived medicines

*** Guarantee**
that every interaction is professional, respectful, useful and pleasant

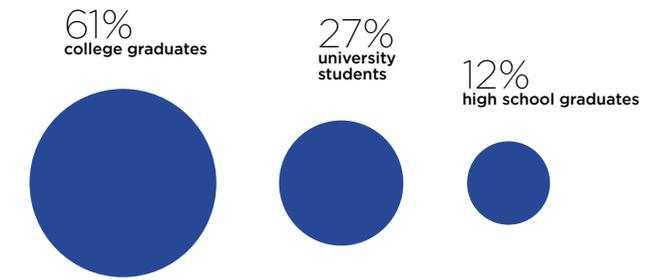
Our donors represent a cross-section of society



AGE



EDUCATION



We generate **value** safely

Donors: €2.6Bn



*** Physical and psychological well-being**
Feel better, have better social lives and spend more time with friends and family



*** Financial stability**
Additional income to cover needs and expenses



*** Education costs**
Greater confidence in their future, as they are better able to afford tuition fees and university-related expenses



*** Healthier lives**
Their health improves, as they can afford better quality food and do more exercise

Social value

generated for donors and their communities

€5.2Bn

Socio-economic value

generated by our plasma donation centers

€4.6Bn

Economic impact

122,500

Jobs created

Local communities: €2.6Bn

*** Access to health**
A healthier community, because only healthy people can donate and more people may benefit from plasma proteins

*** Economic impact**
It is estimated that around 77% of remuneration given to plasma donors is spent within a 30-kilometre radius



Our commitment to patients

Our interactions with patients and patient organizations are underpinned by three crucial, unwavering commitments, always with the utmost respect for human rights



Committed

*** Safety and quality**
Offer the best treatments, products and services, driven by constant innovation and sector-leading safety and quality

*** Transparency and independence**
Engage with and support patients and organizations, providing a go-to source of reliable, transparent information

*** Access to treatment**
Defend and support the principles of fairness and equality in health

Our programs

Patient support initiatives in the U.S.

Working actively for patients so they can access the treatments they need



* Includes product value and financial support.

Support for the World Federation of Hemophilia's Humanitarian Aid Programme

Facilitating treatment for patients in developing countries



Collaboration with Direct Relief

Providing health professionals with medical resources in the aftermath of natural disasters and other humanitarian emergencies



We improve patients' **quality of life**

Plasma treatments are extremely beneficial and most are on the WHO's list of essential medicines, because there is often no available alternative

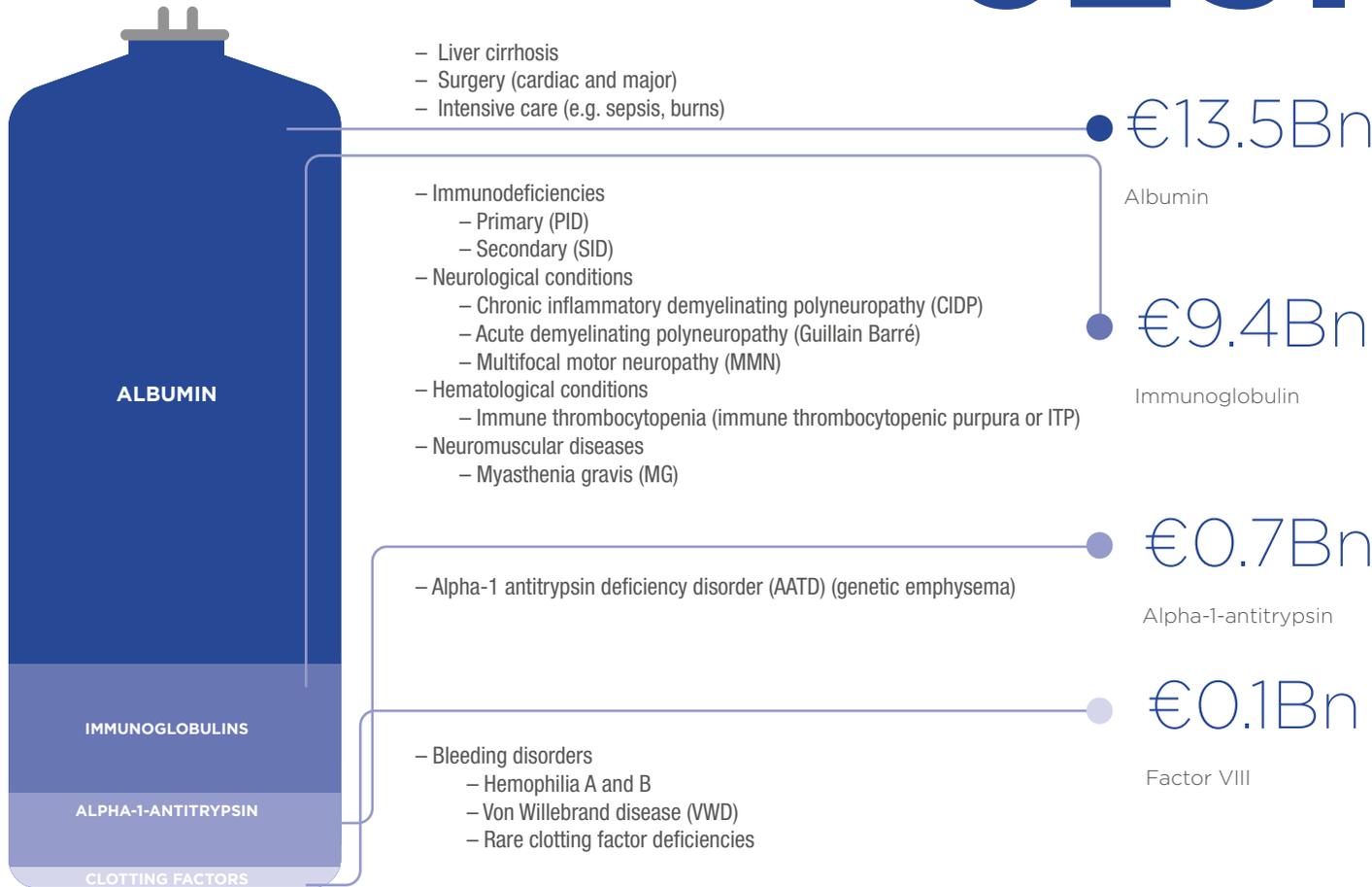
Plasma proteins can be used to treat a **broad range** of conditions

€23.8Bn

Positive impact on **patients**

5.7 x

Improvement in **quality of life**
in relation to the cost of treatment



Pillar 2

Ethical commitment



United Nations
Global Compact

WE FOLLOW UN GLOBAL COMPACT PRINCIPLES

1 2 10

We are trust

Our corporate Sustainability strategy is rooted in the core values and principles that underpin everything we do. We act with full awareness of our responsibilities in terms of human rights, anti-corruption, transparency and ethical production standards that ensure safety and quality

Progress in 2022

3

new corporate policies:
Mental health policy
Procurement policy
Climate action policy

1

new director appointed to the Sustainability Committee

58%

independent directors on the Grifols' Board

~90%

of employees have undergone specific training of anti-corruption policies and procedures

We know that doing things right **adds value**



Grifols Ethics Helpline

Offers a channel for employees and third-party partners to express any doubts or concerns

355
allegations

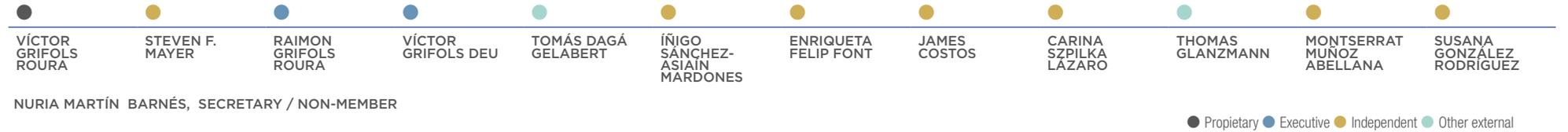


⊕ All of Grifols' corporate policies, codes and internal regulations are available to the public and can be found at www.grifols.com

Strengthening our leadership

We advance as a responsible, transparent and committed company that creates long-term sustainable value

Our Board of Directors



58% **Independence**
 Independent directors in the committees made up of non-executive directors, at least two of whom are independent

33% Female board members

Diversity
 of skills and experience

1 **Commitment**
 Independent Lead Director of the Board of Directors to the strategic objectives



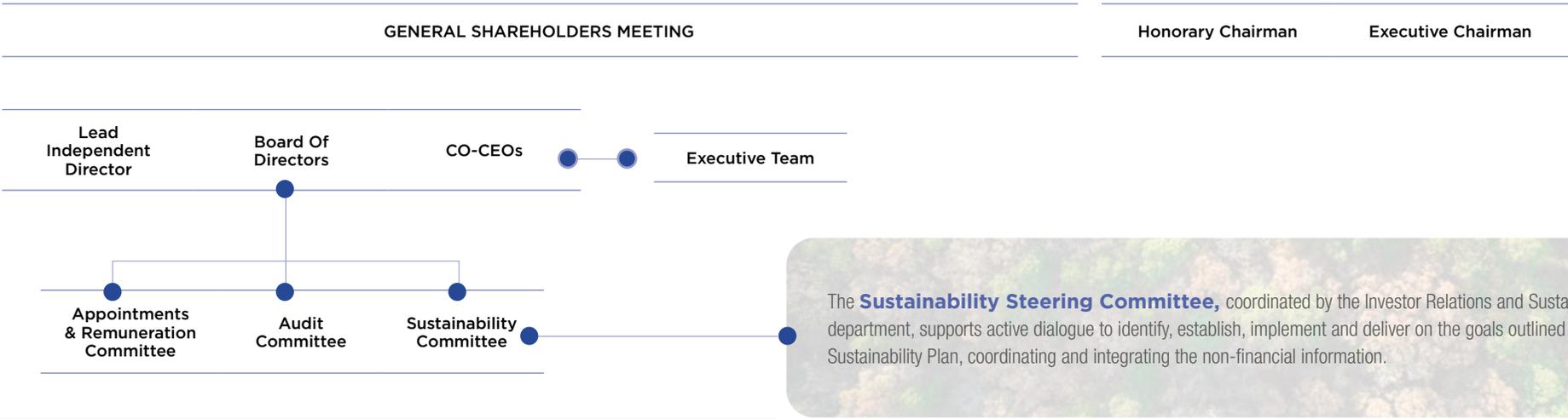
I have spent most of my life leading Grifols. It is now a robust company and is in capable hands, which is why the time has come for me to step back. It has been an honor to chair the Board and manage the company for so many years. My experience and expertise will always remain fully available to Grifols.

VÍCTOR GRIFOLS ROURA
 HONORARY CHAIRMAN



Our governance is **robust**

Our commitment to Sustainability is promoted at the highest level of the organization integrated into corporate governance



The **Sustainability Steering Committee**, coordinated by the Investor Relations and Sustainability department, supports active dialogue to identify, establish, implement and deliver on the goals outlined in the Sustainability Plan, coordinating and integrating the non-financial information.

The **Sustainability Committee**, which is a committee of the Board of Directors, stipulates the company's principles and commitments in relation to environmental and social responsibility and oversees the integration of financial and non-financial reporting on Environmental, Social and Governance (ESG) matters.



THOMAS GLANZMANN
CHAIRMAN



ENRIQUETA FELIP FONT



MONTSERRAT MUÑOZ ABELLANA

It is a great honor to start this journey as a Grifols' Sustainability Committee member. I am proud to be contributing to advance on its ESG roadmap, as well as to make steady progress on our positive impact on society, environment, our people, our donors and patients. In a time when everyone seems to be set for meaningful Sustainability, the company is stepping up to turn commitment into action.



NURIA MARTÍN BARNÉS
SECRETARY / NON-MEMBER

We safeguard human rights

Our strategy evolves thanks to continuous improvement procedures and promotes training and engagement at all levels

Our activity is guided by the fundamental principles of bioethics to protect the safety and dignity of everyone and to ensure that we approach the implications of advances in health sciences ethically.

A culture of understanding and respect for Human Rights

- **Strengthen** governance
- **Raise** greater awareness and increase education
- **Promote** transparency
- **Specific**, measurable action plans

* Human Rights policy

* Due diligence

- Impact **analysis**
- Impact **identification** and **prioritization**
- **Minimisation** and **mitigation** of impacts

* Remediation and grievance procedures

- Grifols Ethic Helpline

Key impacts



* Patient rights to health: **access to medicines**



* Donor rights: protection of **vulnerable groups**



* Patient safety: **counterfeit medicines**



* Employee rights: **non-discrimination, equality and diversity**



* **Occupational** health and safety



* **Non-harassment** workplace



* Employee **training and development**



* Human rights in the **value chain**

A responsible value chain

Guaranteeing the maximum safety and quality of our products

Each business unit has policies and procedures in place to ensure this commitment throughout the value chain. Our quality system applies to all of the company's operations

509

internal audits
(including Biotest)

491

inspections by healthcare authorities
and accredited inspection organisms
(including Biotest)

201

audits of suppliers
100% favorable
(including Biotest)

- All professionals involved in procurement processes, including **Grifols team members and third-party suppliers**, must comply with all rules and regulations, as well as the ethical, social, environmental and privacy standards..
- We identify the critical attributes of our products, carrying out **exhaustive controls and audits**
- Labels and leaflets for our products, materials, promotions and **marketing** are prepared with the utmost responsibility, in accordance with the law and regulatory requirements.
- Our complaint, product recall and falsified medicine prevention systems **afford peace of mind for patients and healthcare professionals.**



As a company that operates in the healthcare industry, ensuring the maximum safety and quality of our products and services is part of our essence, which is driven from top management and is specifically ratified in the Code of Ethics. We promote a sustainable and responsible value chain, and therefore our standards, articulated through policies and procedures, go beyond the strict regulatory frameworks. We move towards excellence in management, preventing or mitigating possible negative effects that could impact human rights or the environment.

NÚRIA JORBA
VP GLOBAL PROCUREMENT



Pillar 3

Innovation



We are pioneers

Patient-centric innovation is an intrinsic part of our identity. We are pioneers in plasmapheresis and our end-to-end research strategy supports the development of diagnostic and therapeutic solutions delivered through internal and external projects

Progress in 2022

€351M

investment in R&D and innovation

1,250+

people working in R&D and innovation

100+

external research resources

We drive progress

Our key priorities



- * Accelerate progress**
 - New therapies, products and services
 - Improvements and new indications for existing products



- * Support**
 - Healthcare systems
 - Competitiveness



- * Cooperate**
 - Support scientific cooperation, education and research capabilities to drive progress in scientific knowledge



- * Optimize**
 - Secure greater efficiency
 - Improve internal productivity

Our key goals



Accelerate and prioritize projects



Optimize the organizational structure



Build new innovation models

Strengthening 6 therapeutic areas



Driven by **science** and **innovation**

Advances in life sciences must always go hand-in-hand with the humanist component. Scientific progress should always take society's ethical framework into account.

We are committed to three fundamental, universal principles

1

Respect for people

We value people's freedom and independence to make their own decisions and we believe in the need to support vulnerable people participating in research.

2

Welfare

We safeguard the health of everyone participating in clinical trials, always prioritizing patient well-being over professional or scientific interests.

3

Fairness

We pay close attention to the principles and consequences of research and we believe participant selection must be completely fair.

We take a comprehensive approach to cooperation

Sponsorship: ISR Program

We support and sponsor research projects related to plasma proteins

\$8M+

in 5 years for research projects to complement public-sector investment

Grifols Scientific Awards and research grants

We recognize innovative proposals that improve people's health and quality of life

€4M

in 5 years for scientific awards and research grants

The Grifols chair for the study of cirrhosis

We promote research and knowledge of liver diseases

€17M

invested over the last 5 years on liver disease research

Plasmatology Journal

We back the first ever scientific journal specializing in plasma to put all the research in the field in one place

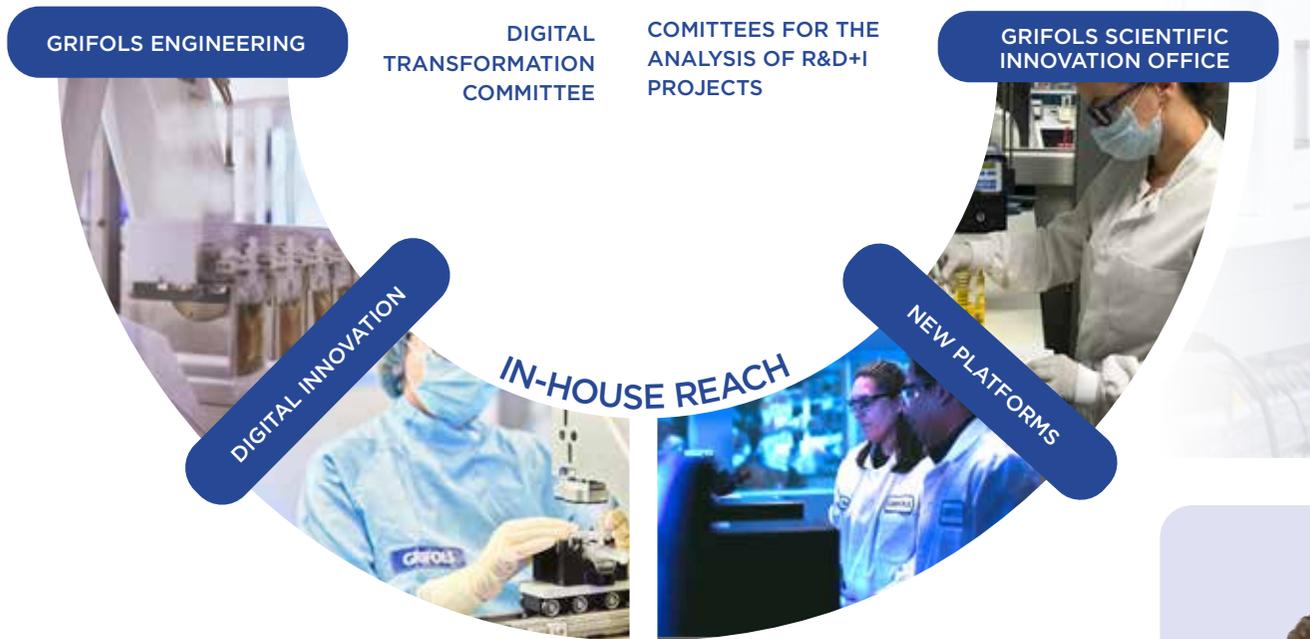
23

articles published since launch in March 2021

Ecosystem and organizational structure

We promote stronger scientific knowledge and seek out new opportunities and collaborations

A robust innovation ecosystem...



...underpinned by a powerful organizational structure

- * Working efficiently
- * Control-focused
- * Results-driven
- * Centralized and global



- EXTERNAL REACH**
- Co-innovation programs
 - Sponsorship of research programs
 - Investment in research companies
 - Collaborations with excellence centers
 - Scholarships & awards: Grifols Scientific Awards
 - Strategic alliances
 - Academic collaborations



"In 2022 we reorganized and streamlined the functions of the Grifols Scientific Innovation Office to accelerate the momentum of our main projects, which resulted in a more efficient, results-oriented, focused and global structure. We focus on accelerating research projects, developing innovative treatments, products and services, promoting the continuous improvement of existing products and operations, and cooperating with the players in the innovation ecosystem."

ALBERT GRIFOLS COMA-CROS
 CHIEF SCIENTIFIC INNOVATION OFFICER AT GRIFOLS



Our innovations in 2022

Main treatments in the pipeline

* Xembify® for CLL

- Subcutaneous immunoglobulin (SCIG) (Xembify®) to prevent infections in patients with chronic lymphocytic leukemia (CLL)

* Antithrombin III for sepsis

- Applying artificial intelligence and diagnostic testing technology patented by Endpoint Health to identify the sepsis patients most likely to respond to treatment with Grifols' antithrombin III

* Recombinant therapy for hepatitis B

- Recombinant polyclonal antibody therapeutics for chronic hepatitis B virus (HBV) infection, delivering a far higher neutralizing potential than current therapies and vaccines
- In the preclinical development phase

* Fibrinogen for acquired deficiency

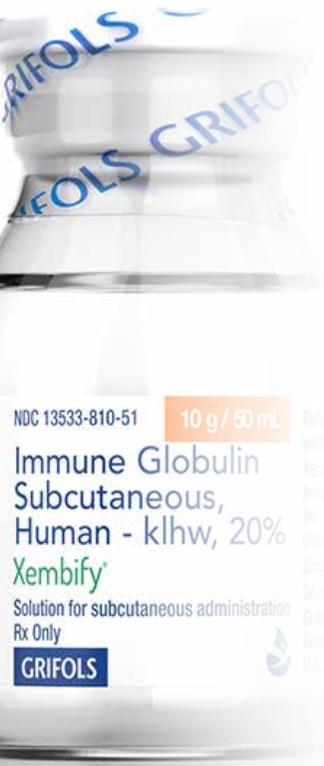
- Adjusted Fibrinogen Replacement Strategy (AdFirst) trials in patients suffering significant blood loss in major spinal surgery and pseudomyxoma peritonei (tumor)
- In Phase 3 clinical development

* Trimodulin for severe community-acquired pneumonia (sCAP)

- A new polyclonal antibody preparation with high content of immunoglobulins (IgM, IgA and IgG) as a treatment for severe community acquired pneumonia (sCAP).
- Successful interim analysis with 120 patients

* Cytotect® for cytomegalovirus infection

- Hyperimmune globulin approved for the prevention of cytomegalovirus (CMV) infection in immunocompromised patients
- In Phase 3 clinical development for new indication in the prevention of mother-to-child transmission (MTCT) of CMV



Success stories



Launch of Yimmugo® (IgG commercialized Next Generation)

Now being commercialized in Germany



Approval of Xembify® in Europe and Australia

Approval from various European health authorities and from the Australian authorities for primary and selected secondary immunodeficiencies



TAVLESSE® rollout in Europe

Indicated for use in Immune thrombocytopenia (ITP) in adult refractory patients, launched in some new European markets such as: the Czech Republic and Norway



A broader footprint for VISTASEAL™

This biological sealant, used to control bleeding during surgery, has been launched in Canada, Italy, Switzerland, Estonia, Lithuania, Latvia and Australia

Main **diagnostic solutions** in the pipeline

* **Procleix® Plasmodium receives CE mark**

The Procleix® Plasmodium assay allows the nucleic acid test (NAT) to detect the presence of a protozoan parasite that causes malaria via blood samples, improving safety levels for European blood banks

* **New DG Gel 8 Direct Coombs card launched in U.S. market**

Designed for direct antiglobulin tests used to investigate hemolytic disease of the newborn, blood transfusions and autoimmune haemolytic anemia

* **FDA approves Blood Typing Manager**

Blood typing tool which enhances the efficiency and productivity of transfusion laboratories

* **FDA clearance for AlphaID™ At Home**

A free, direct service in the U.S. allowing adults to screen for their genetic risk level of developing Alpha1-antitrypsin deficiency using a saliva sample with no medical prescription



Digital innovation

Digital innovation is a core component of everything we do

* **Grifols debuts blockchain technology**

We are pioneers in developing Blockchain technology, which we believe is crucial to better safeguard our information. We want to improve overall customer experience in contract and reimbursement processes.

* **Research using artificial intelligence (AI)**

We used applied AI to examine the molecular mechanisms of immunoglobulin in autoimmune and inflammatory diseases which respond differently to treatment with intravenous immunoglobulin.

* **Grifols Innovation partners with Google**

Grifols Innovation with Google Academy (GIGA) is a digital culture initiative intended to promote a strong innovative mindset throughout the company.

* **AI to pare down our environmental impact**

By applying AI to the way we operate our facilities, we successfully slashed energy use for air conditioning by 18% at our Diagnostic facilities in Barcelona.

Pillar 4

Our people



United Nations
Global Compact

WE FOLLOW UN GLOBAL COMPACT PRINCIPLES



We are team

The effort and dedication of our people improves patients' lives and helps create a healthier world. We are committed to a more human leadership style and a corporate culture where training, promotion and talent are the driving forces behind professional development, and where diversity, inclusivity, equal opportunities and parity are unwavering priorities

Progress in 2022

26,000+

people employed
(including Biotest)

90+

nationalities

65%+

of promotions are women



One of the best places to work

Closer to our people

Strategic initiatives



* Be **responsible** and sustainable and engage our teams

* Guarantee **diversity, inclusivity** and **equal opportunities**

* Ensure **safety** and protect **health** and **well-being**

* Ensure open **dialogue**

* Work as a **team** to innovate

* Deliver **customized training** for everyone

* Roll out a **professional development** model that identifies strengths and growth areas

* Offer **competitive remuneration packages**



“Our corporate culture is underpinned by robust ethical values that are crucial for continued growth. This commitment is shared by the more than 2,200 members of the Biotest team, who are all part of the Grifols family. Together, we have all the talent we need to continue to spearhead and strengthen the global plasma industry, and ultimately better serve our clients and patients.”

MONTSE GAJA
GRIFOLS CHIEF HUMAN RESOURCES OFFICER

We champion **diversity** and **inclusion**

Two indispensable values that help generate new ideas and drive innovation

Diversity and inclusion strategic plan

1

Reflect the diversity of the communities where we operate

2

Continue to strengthen diversity and inclusion in our culture

3

Position Grifols as a diversity and inclusion leader



Success stories

We are actively improving ethnic representation in the U.S. through agreements with the Johnston Community College in Clayton (North Carolina), with the support of the Black Employee Alliance.

We raise awareness with initiatives for Black History Month (U.S.), International Women's Day, Hispanic Heritage Month (U.S.), and International Day of People with Disabilities



Spain and ROW

Inclusion of people with disabilities

2021

Minorities

U.S.



Minorities

2023

Inclusion of people with disabilities

Different generations' work values

2022

Different generations' work values

We endorse **equality**

We take an integrated approach to equality



In the workplace

- We work to ensure zero discrimination
- We encourage mutual respect among the team



In our culture

- We support and value individual differences
- We offer information and training on rights and responsibilities around fairness, equality and respect



In talent development

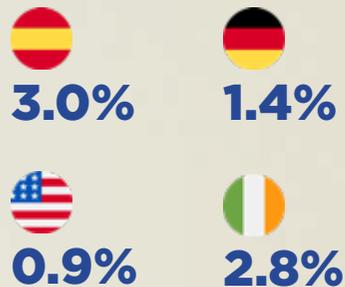
- We guarantee equal employment opportunities
- We attract talent and support development for every professional

Gender pay parity

We roll out initiatives across various areas with a view to improving gender equality: we review periodically promotion processes, we use inclusive language, we raise awareness of women in Science, Technology, Engineering, Maths (STEM) roles and our volunteering initiatives focus on helping women at risk of social exclusion.

We are completely committed to real equality that ensures the same opportunities and pay with no gender gap.

Adjusted pay gap



Integration of people with disabilities

Our specialist teams in Ireland, Germany and Spain made good headway in 2022:

- Increased footprint in specialist forums, cooperations and partnerships.
- Created a specific internship program
- Improved communication and adapted web platform for vacancies.

Zero tolerance for any kind of discrimination or harassment

In 2022, **110** measures were delivered through affirmative action plans.



60%

on total **talent pool**

<p>65%+</p> <p>of promotions</p>	<p>72%</p> <p>of new hires</p>
<p>41%</p> <p>of directors</p>	<p>47%</p> <p>of management</p>



899

employees

+16%

vs. 2021

We develop talent

Our people management is underpinned by robust values and driven by clear goals



Success stories

Talent Program: creating future leaders

Program for high-potential participants to build key leadership skills and abilities. It includes training, rotation through areas and mentoring with senior Grifols leaders

Global recognition program

Designed to build an environment where people are recognized and rewarded for their contributions, performance and conduct.

More than **19,000** recognitions since launch in July 2022

The Grifols Academy is going from strength to strength



THE GRIFOLS ACADEMY
PROFESSIONAL DEVELOPMENT

2,001

participants

4,468

training hours



THE GRIFOLS ACADEMY
PLASMAPHERESIS

13,736

participants

39,099

training hours



THE GRIFOLS ACADEMY
TRANSFUSION MEDICINE

5,518

participants

23

training actions

Strong progress in training

4,718,814

total training hours

70%

training hours delivered to women

170,000+

training hours on health, safety and the environment

94%

online training sessions

594

executives participating in professional development programs

We support **health** and **well-being**

New **well-being** strategic plan: **Care for your heart**

Three-year plan to treat two cardiovascular risk factors per year

2022

Mental health and exercise

2023

Alcohol abuse and **nutrition**

2024

Restorative **sleep** and **tobacco** addiction



Success stories

Pioneers in protecting mental health

Specific training delivered by the Grifols Academy, as well as monthly tips and mindfulness classes

Two new corporate policies launched

Mental health policy
Health and safety updated policy

Emphasizing the importance of physical exercise

The Grifols Worldwide Challenge is the first-ever step race created by Grifols as a healthy activity to prevent cardiovascular disease.

1,100+
participants

97
teams

35M+
steps

Flexibility for U Trust & Care

Work-life balance

“Flexibility for U” fosters mutual trust and responsibility between the company and its employees. It offers a range of options including remote working and flexible hours

74%

of eligible employees took part in this initiative



Pillar 5

Impact on society



We are community

We are determined to make a positive impact on society, helping people to live more and live better, with far-reaching, direct-impact social initiatives delivered through our foundations. We participate actively in local communities, support local organizations and strive to increase the multiplier effect generated by our activity

Progress in 2022

€32M

for far-reaching social initiatives

€9.6Bn

total economic impact

193,000+

jobs created

We have a **positive impact** on society

The core lines of action delivering our commitments apply to all stakeholder groups

Engage Support Educate Protect



Local communities

Foundations and non-profit organizations

Scientific community

Patients

Workforce

Patient associations

Donors

Public health system

Broad social footprint



Patient organizations

80+

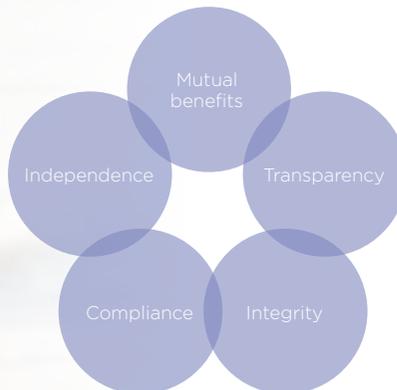
organizations supported

Across **4 strategic lines of action** through our donation program:

- * **Education and empowerment**
- * **Awareness and visibility**
- * **Protection and access**
- * **Experience and well-being**

In 2022, we launched our **Plasma Educational Program** for patient associations in Europe.

The **core guiding principles** of our cooperations and interactions with patient associations:



Health systems

The value we add as a partner...

Public-private partnerships

We help countries become self-sufficient in plasma-derived medicines, ensuring patient access to essential treatments

Improve healthcare costs

We support public-private partnerships that deliver savings for national health systems

 **€73M** savings in 2022

€270M+ savings since 2019

400,000+ plasma liters savings

* **Support for blood banks:** we work with blood banks to support progress towards self-sufficiency in plasma-derived medicines in Spain.

Social initiatives and investment in the community



Health and well-being

We improve access to medical care and promote healthy lifestyle choices



1M meals
150,000 USD

9,000+
toys donated



Local development

We help develop the local communities where we operate with job opportunities and better standards of living



180+ volunteers
250,000 USD

120+ volunteers
150,000 USD



Education

We promote equal educational opportunities and science through financial aid, sponsorship and grant programs



60,000 USD
90 schools

150,000 USD



Environmental issues

We recover and unlock the value of natural assets through both in-house actions and collaborations with associations



150,000 USD



Success stories

€1M+

Donated to Ukraine

We have provided medicines and treatment to people affected



Our plasma centers drive local development

~2,600 activities

1,800+ employees

25,000+ hours dedicated

+90% donor-center network participation

60+

Educational initiatives in 5 countries

Supporting equity and inclusion in STEM education and scholarship programs, and offering educational resources

Science in service of the environment

Collaboration with the Triangle Land Conservancy, a U.S. association that leads various programs to make the region healthier from an environmental standpoint.

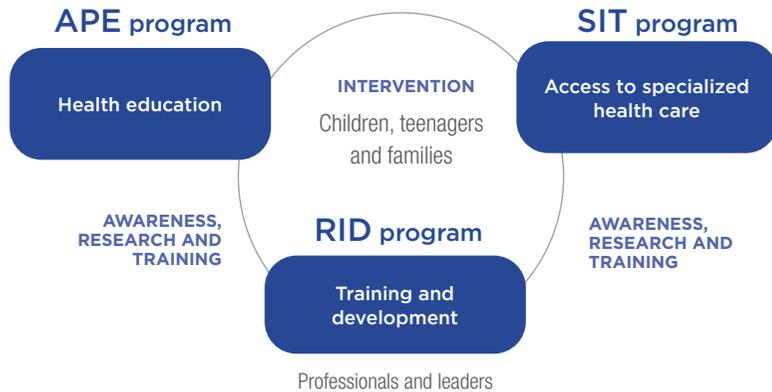


We contribute through **our foundations**



Improving the health of vulnerable people

Local impact: access to health and well-being for vulnerable young people



WORKING AS A NETWORK, SCALABLE AND SUSTAINABLE

Global impact: improved access to healthcare in countries with limited resources



Bioethics as a principle

We support bioethics by promoting dialogue between experts in different specialist areas, providing a platform for debate that acts as a meeting place to share reflections on ethics, science and health

28+	2,500+	6
workshops, conferences and seminars	participants	scholarships granted



Since our founding in 1998, we have been committed to spreading the principles of bioethics as a foundation for an ethical attitude among organizations, companies and individuals working in fields related to human health. This is a matter of utmost importance for Grifols and is one of the company's goals for 2030.

NÚRIA TERRIBAS
DIRECTOR OF THE VÍCTOR GRÍFOLS I LUCAS FOUNDATION





Support for the communities where donors live

We work hard to raise awareness of the importance of plasma, recognize the generosity of our donors and make a positive impact on local communities in the U.S.

17

local organizations supported

USD 385,000+

to support social and educational programs for local communities

Successful cooperations



Support in providing **safe, affordable, accessible homes** for people with learning disabilities in St. Louis, Missouri (U.S.)



We sponsor **Safe Families for Children**, which offers support for parents in Pittsburgh who are struggling to look after themselves or their children

We strive to increase the multiplier effect generated by

our activity

€9.6Bn

Economic impact
+26% vs. 2021

193,000+

Jobs created
+37% vs. 2021



€1.5Bn

-4%



20,800+

+19%



€7.3Bn

+33%



166,000+

+40%



€0.4Bn

+10%



4,200+

+13%



€0.3Bn

+25%



1,600+

+30%



€0.1Bn



600+

Pillar 6

Environmental responsibility



United Nations
Global Compact

WE FOLLOW UN GLOBAL COMPACT PRINCIPLES



We are planet

The future of people goes hand in hand with the future of the planet. We are actively reducing the impact of our activity on the environment, ensuring efficient resource management as part of our commitment to sustainable development, striving to mitigate the impact of climate change and protecting biodiversity.

Progress in 2022

26%

of electricity used comes from renewable sources

74%

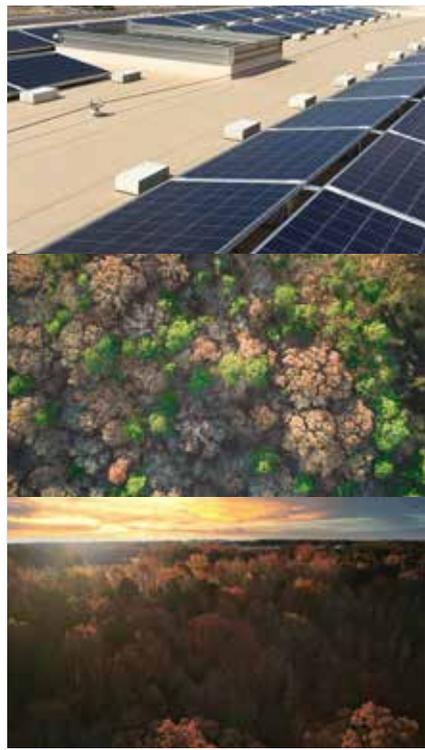
of production from facilities with ISO 14001 certification

74%

of production centres have water saving measures in place

Our top **priorities**

Priorities



- * Decarbonize our activity**
Climate action
- * Minimize our environmental impact**
Circular economy
- * Promote biodiversity and protect natural resources**
Biodiversity

Environmental management



Resources

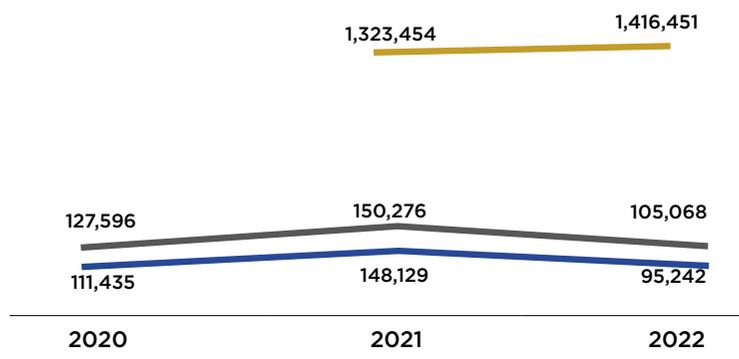
€34M
in 2022

- 58%** waste management
- 27%** water cycle
- 15%** reduction in atmospheric emissions, energy use and others

Climate action

We set emission reduction targets, we measure and manage our climate risks and opportunities in line with TCFD* recommendations, and we have a strategy in place to reduce our impact on climate change

We are paring down emissions



- SCOPE 1**
 Direct emissions: generated by the business activity itself. Includes direct emissions generated by combustion sources or direct greenhouse gas (GHG) emissions.
- SCOPE 2 (Location-based)**
 Indirect emissions: generated by energy production, mainly electricity, consumed by the organization
- SCOPE 3**
 Other indirect emissions: generated by other supplier companies throughout the life cycle of our products or services. Includes business travel, employee transportation and commutes, raw materials, among others.

Our action plan will deliver a **55% reduction** in GHG emissions per production unit in 2030



200,310
tCO₂e scope 1 and 2
Total emissions

-32.8%
vs 2021
in absolute value

Progress towards achieving SBTi objectives

Our new **Climate Action Policy**, approved in 2023, outlines Grifols' specific commitments on climate action to complement the Sustainability Policy, Environmental Policy and Energy Policy

*In 2022, Grifols updated the way it measures climate change impact and risk exposure in accordance with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). More information available here: Corporate Stewardship Reports (grifols.com)

Energy



890M

kWh
Total energy use

-1% vs 2021

156,151M

kWh/M€
Consumption relative to sales

-14% vs 2021

Improving our eco-efficiency

Electricity use

451M kWh

Remained steady despite increased production

-5.7% at Biopharma

Gas use

452M kWh

Down **-4.7%**

-6.4% due to the decrease in natural gas used in the cogeneration plant

Committed to renewable energies

We are slashing emissions by stepping up the use of renewable energies, which now account for **26%** of all the electricity we use



Success stories

The Casa Valdés solar farm was commissioned in Spain as part of the 10-year renewable energy power purchase agreement (PPA) signed with RWE in 2021. The agreement covers the purchase of 26 million kWh a year, avoiding the emission of 5,200t of CO₂.

Biodiversity

Safeguarding biodiversity

on our land through our Grifols Wildlife programs is one of our top priorities.

Protected natural area in North Carolina (U.S.)

We have woodland spanning 121 hectares next to our Clayton (North Carolina) production facility that is certified by Wildlife Habitat Council and offers a natural habitat for a range of different species. There are currently 7 active projects underway.

Besòs river basin in Barcelona (Spain)

Cooperation agreement with the RIVUS Foundation covering the 2020-2022 period to finance two lines of research and support initiatives in conservation and environmental education on river systems. A series of activities were undertaken in 2022 including various types of environmental education, communication and training in the field of river systems.



The company's commitment to combat the climate change and protecting biodiversity is supported and driven by the Board of Directors. We ensure that the key climate-related risks are integrated into the decision-making process and strategic planning.

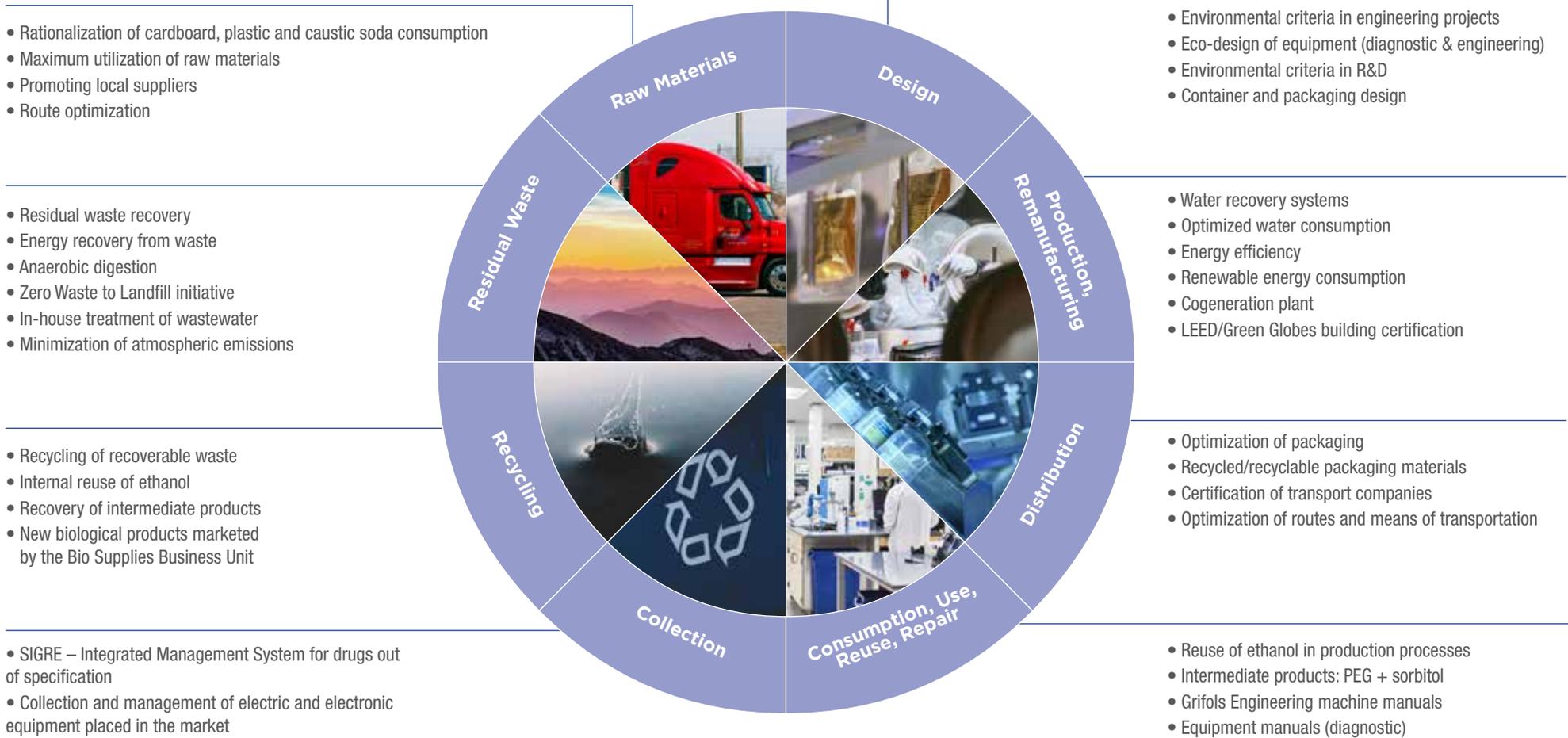
DANIEL FLETA

CHIEF INDUSTRIAL OFFICER



Circular economy

Our environmental management strategy is rooted in a circular economy approach, which seeks to produce goods and services by efficiently harnessing resources and reducing raw material, water and energy use





Raw materials

Plasma is the main raw material used by Biopharma. Ethanol, polyethylene glycol and sorbitol are the core components used in the fractionation and purification of various plasma proteins.

In the Diagnostic Business Unit, the main raw material used in the production of DG-Gel® cards is the plastic used to make the cards themselves



Waste

We work actively to cut the amount of waste we generate and to recover waste rather than sending it to landfill or for incineration

Optimizing waste management

Waste recovered

22,751

metric tons

51% of waste generated

We reduced the total amount of waste sent to **landfill** to

29%

Water cycle

We operate in geographical regions where water management is absolutely indispensable. That's why we've brought in water saving measures at 74% of our production facilities, which account for 90% of production.

We have **streamlined water use** despite increasing industrial activity

3 million m³ consumed: **-8%** vs 2021

Positive impact from Biopharma (**-9,5%**), which accounts for **82%** of total consumption

23% of water consumed in **auxiliary processes**

77% is discharged to sewers



Success stories

Gold level "Zero Waste to Landfill" designation

Biopharma's industrial facilities in North Carolina boast gold level Zero Waste to Landfill validation, as 99% of waste is diverted from landfill and incineration with energy recovery is used for a maximum of 5% of the waste generated by the facility.

GRIFOLS

www.grifols.com