



# SUSTAINABILITY REPORT 2021

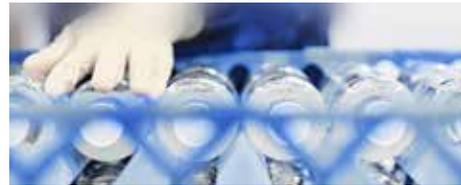
GRIFOLS

HANNAH (GERMANY).  
PATIENT WITH CIDP



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“Sustainability, a commitment that has been embedded in Grifols culture and operating principles since its inception”



# GRIFOLS, A GLOBAL CORPORATE CITIZEN

2021 proved to be a demanding year, in which Grifols demonstrated its resilience and ability to respond to challenges and adversity.

It was also a year of learning, progress and achievement where we once again recognized and embraced our responsibility as a global corporate citizen with a long-term perspective and a focus on the sustainability of our actions. In line with the company's values we continued to prioritize the needs of patients, donors and communities while remaining committed to Society and the environment.

2021 saw the formalization of Grifols ESG strategy and commitment. A commitment that has been embedded in the company's culture and operating principles since its inception. We established a Sustainability Committee at the Board level and a Steering committee comprised of the company's leadership to oversee the efforts and progress of all the companies global ESG activities. We created a company-wide process, roadmap and masterplan to further strengthen the core environmental, social and governance principles of our business model with a focus on Grifols commitment to donors and patients, our impact on Society, our people, environmental responsibility, ethical leadership and innovation.

These six focus areas have been guiding us in the definition of a set of 30 ambitious goals for 2030, encompassing a wide range of sustainable actions, behaviors and practices which have been integrated into our performance targets and operational processes throughout the organization. A good example is our 2030 environmental SDG commitment to reduce emissions by 55% per unit of production, achieved through a model of electricity consumption that comes 100% from renewable sources. This is a key piece in our strategy to achieve carbon neutrality by 2050.

We are focused and committed to ensuring the translation of our goals into measurable progress, and with this in mind I would like to share two milestones of great importance and pride to us. In line with our ambition to lead our industry, we are delivering on our pledge to become the first company to have a Donor Policy and a Patient and Patient organization Policy to reflect and reinforce our unwavering commitment to them. A policy that is backed up by our daily actions and operating principles.

Grifols respect for Human rights has also been a hallmark of how we always have been conducting business, and in that spirit we have developed a comprehensive Human rights policy reinforcing our belief that we have a crucial role to play in respecting the rights of all individuals in our organization but also in the world we operate in. Upholding and respecting Human rights is truly a priority and a non-negotiable value for Grifols.

In all of our Sustainability strategies and efforts we are committed and aligned to achieve the United Nations Sustainable Development Goals (SDGs). A testament to this commitment is our joining the United Nations Global Compact in 2021, the world's largest Corporate Sustainability initiative.

It is with great pride and humility that I note that our comprehensive ongoing sustainability efforts, progress and societal contributions have resulted in Grifols being recognized as one of the world's most sustainable companies by the Dow Jones Sustainability Index and other prestigious global indices. Additionally, several agencies, including Standard & Poor's Global Rating, Moody's, Sustainalytics and ISS have positively assessed Grifols ESG performance.

We recognize that this is a long journey, but we are committed to continue to make steady and sustainable progress in ESG. We aim to be a pioneer and leader in our Industry and with great pride we aim to build on our legacy to create a sustainable and truly successful future for Grifols and all its constituents.

**THOMAS GLANZMANN**  
SUSTAINABILITY COMMITTEE CHAIRMAN

# A COMPANY FOCUSED ON SUSTAINABLE VALUE CREATION

Through our four divisions, we advance our mission to deliver value through sustainable, long-term growth

We center our activity on specific therapeutic areas and medicines to treat rare diseases, offering patients essential plasma-derived medicines made possible through the generosity of donors, in addition to providing non-plasma treatments. We also contribute to transfusion diagnostics through innovative solutions that ensure safe blood and plasma transfusions, as well as diagnostics for the detection of infectious and autoimmune diseases, and personalized medicine.



## BIOSCIENCE

**77%**

% over revenues

Leaders in production of plasma-derived therapies



## DIAGNOSTIC

**16%**

% over revenues

Leaders in cutting-edge diagnostic solutions to analyze blood and plasma, including the development and production of reagents and medical devices



## HOSPITAL

**3%**

% over revenues

Pharmaceutical specialty products for hospital use and innovative technology, software and service solutions to optimize hospital pharmacy operations



## BIO SUPPLIES

**4%**

% over revenues

Biological products for non-therapeutic use

## SEVEN CORE THERAPEUTIC AREAS



**Immunology**



**Pulmunology**



**Hepatology**



**Infectious Diseases**



**Haematology**

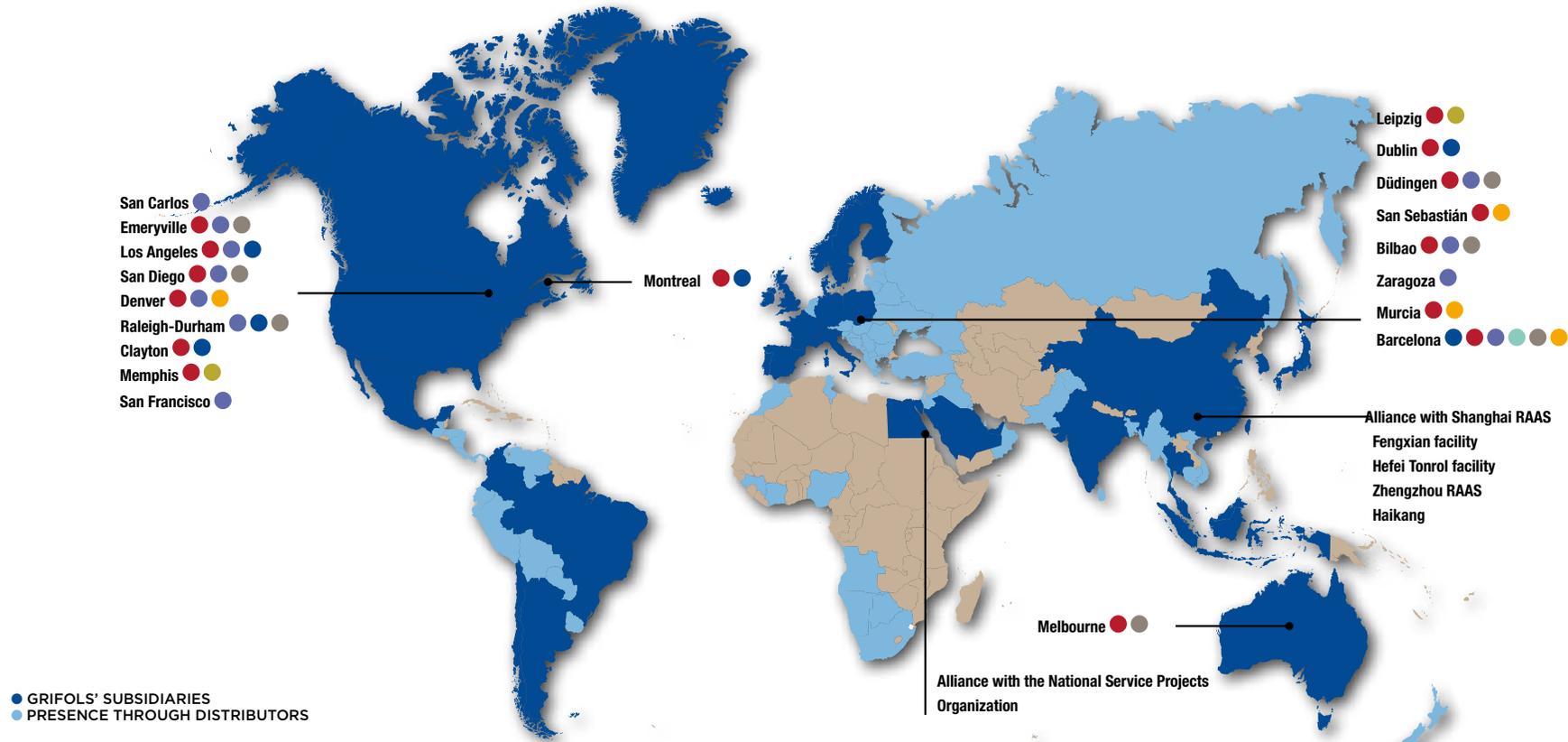


**Ophthalmology /  
Others**



**Neurology**

# COMMITTED TO ENHANCE THE HEALTH AND WELL-BEING OF PEOPLE AROUND THE WORLD



# SUSTAINABILITY AT GRIFOLS

Sustainability is a top priority at Grifols. To this end, we have defined 30 objectives aligned with the United Nations Sustainable Development Goals (SDGs) to bolster our sustainable and long-term business model

Our Ambition is mirrored in our Sustainability Master Plan, which addresses 6 pillars: Commitment to Donors and Patients, Impact on Society, our People, Environmental Responsibility, Ethical Commitment and Innovation. These pillars intend tackle critical global challenges facing humanity, including global health equity, gender equality, access to high-quality education, decent work opportunities and the fight against climate change. Aligned with the Sustainable Development Goals (SDGs), Grifols 2030 Agenda come into play, setting the Sustainability roadmap for years to come.

While these 30 Goals set a path for the coming future, we know it does not end here as more issues will come to light. However, guided by our Ambition, at Grifols we are more than ready to leverage our leadership and expertise in the industry to meet the needs of the moment, amplifying our impact on society. We will continue to build on Grifols's more than 110 years of history of progressing towards sustainability.

## OUR AMBITION

Increase the value and magnify the positive impact generated by our activity to advance our sustainable business model



We aspire to keep building a sustainable and long-term business model which creates value for all our stakeholders, both in the present and in the future. We dedicate efforts to have a greater positive impact on the life of our donors, patients and our team, while we bolster scientific development and innovation to improve the life and well-being of people serving to society and the planet in an ethically and sustainably manner.



### RECOGNIZED AMONG THE WORLD'S MOST SUSTAINABLE COMPANIES



# OUR ROADMAP

Our ambition is reflected in our Sustainability Policy and is developed in the Sustainability Master Plan, which now sets the roadmap to follow in accordance with the six main pillars



# OUR GOALS

Defined based on a materiality analysis and aligned with the United Nations SDGs



# 30 COMMITMENTS BY OUR 2030 AGENDA

PILLAR	GOAL 2030	SDG
 <p><b>COMMITMENT TO DONORS AND PATIENTS</b></p>	<ul style="list-style-type: none"> <li>Achieve EUR 18 million per year in charitable donations to support patient-centered programs</li> <li>Achieve 240 million international units (IU) of clotting factor medicines donated to support hemophilia patients in developing countries</li> <li>Achieve 90% of active donors report a positive customer service (i.e., donor rate service as excellent or good)</li> <li>Achieve 80% of active donors would refer a friend or family member</li> <li>Increase by 45% Donor Customer Relationship Manager application grade</li> </ul>	
 <p><b>IMPACT ON SOCIETY</b></p>	<ul style="list-style-type: none"> <li>Increase by 50% number of social outreach initiatives and social initiatives investment</li> <li>Achieve 25% of total social initiatives dedicated to educational scholarships, education new generation of woman leaders or STEM</li> <li>Achieve USD 1 million of critical products and medicines donated to support emergency relief actions</li> <li>Increase by 10% each year the amount contributed by the Jose Antonio Grifols Lucas Foundation</li> <li>Increase by 10% the amount allocated to bioethics grants and by 20% number of activities developed by Victor Grifols Lucas Foundation</li> </ul>	
 <p><b>ENVIRONMENTAL RESPONSIBILITY</b></p>	<ul style="list-style-type: none"> <li>Reduce greenhouse gas emissions per unit of product by 55%</li> <li>Increase energy efficiency per unit of product by 15% by systematically integrating eco-efficiency measures in new projects and existing facilities</li> <li>Consume 100% of electricity using renewable energies</li> <li>Facilitate the decarbonization of transport in business trips and employee commutes</li> <li>Continue to implement circular economy measures in every stage of the operational life cycle</li> <li>Protect biodiversity on Grifols properties through the Grifols Wildlife Program, promoting CO2 capture</li> </ul>	
 <p><b>OUR PEOPLE</b></p>	<ul style="list-style-type: none"> <li>Achieve 100 training hours per employee a year on average.</li> <li>Achieve trained 70%-80% of employees</li> <li>Achieve 50% of women in Senior Management positions</li> <li>Achieve 3%-5% of employees with disabilities</li> <li>Ensure that for 80% of internal promotion processes to manager positions, an equal number of candidates of women and men are considered</li> <li>Maintain total employee turnover rate below industry average (*Plasma excluded)</li> <li>Achieve 70% global employee engagement rate – minimum by department</li> <li>Achieve &gt;75% of industrial facilities certificated as a healthy company</li> <li>Reduce 15% Lost-Time Injury Rate (LTIFR)* of employees</li> <li>Achieve &gt;75% of industrial facilities certified under the ISO 45001 standards</li> </ul>	
 <p><b>ETHICAL COMMITMENT</b></p>	<ul style="list-style-type: none"> <li>Achieve at least 60-80% of total spending on suppliers assessed by ESG criteria</li> <li>Maintain Product Quality Complaint Rate ≤ 1/50,000</li> <li>Maintain number of &lt;1 critical deficiencies identified in external audits (Regulatory Health Authorities)</li> </ul>	
 <p><b>INNOVATION</b></p>	<ul style="list-style-type: none"> <li>Deliver first-in class innovation by expanding our approach in platforms (plasma/non-plasma), therapeutic areas and sourcing (external/internal) to treat a larger number of patients</li> </ul>	

\*LTIFR= (Number of lost-time injuries) / (Total hours worked in accounting period) \* 1,000,000

# ALIGNMENT WITH THE SDGs

Joining efforts to achieve  
the Sustainable  
Development Goals

The 2030 Agenda for Sustainable Development adopted by the United Nations provides a shared roadmap for achieving peace and prosperity for people and the planet. The Agenda includes 17 Sustainable Development Goals (SDGs), which together offer a holistic approach to address and manage critical global challenges such as the eradication of hunger and poverty, access to high-quality education, gender equality, decent work opportunities and the fight against climate change. To facilitate their realization, these 17 SDGs have been broken down granularly into 169 specific, measurable targets.

We recognize the vital role companies play to achieve sustainable development. As part of its commitment to making a positive difference, the company supports and collaborates with a broad range of global organizations engaged in this global pursuit.

In order to measure and clearly communicate its contribution to the SDGs, we began by identifying and prioritizing the SDGs on which it could make the greatest impact. This analysis enabled it to determine how it could advance the SDGs based on its activity, sector and the geographical areas in which we operate.

We identified five SDGs where we could add the most value and four additional SDGs where we could make a significant impact. We also support SDG17 (Partnerships for the Goals) through alliances with different interest groups on education, innovation and healthcare initiatives. These entities include social and educational institutions, governments, organizations, entities and other organizations.

We established its 2030 corporate goals in line with the SDGs as part of its sustainability strategy. Its various efforts to support the United Nations SDGs.

 Grifols' contribution to the SDGs in 2021 is included in our Integrated and Sustainability Annual Report



## Committed to the UN Global Compact

We formally ratified its commitment to a responsible business model in alignment with the 2030 Agenda for Sustainable Development. In addition to integrating the SDGs into its corporate strategy and analyzing, evaluating and communicating its commitments and contributions ever year, the company went a further step by formally joining the United Nations Global Compact, the world's largest corporate sustainability initiative, as well as the Spanish Global Compact Network.



**Pacto Mundial**  
Red Española

# OUR INSIGHT ON SUSTAINABILITY



Our pledge to sustainability is driven at the highest organizational levels and thoroughly integrated into its corporate governance



Our roadmap is grounded around 6 main pillars, which enables us to address global challenges, including global health equity, gender equality and the fight against climate change, among others



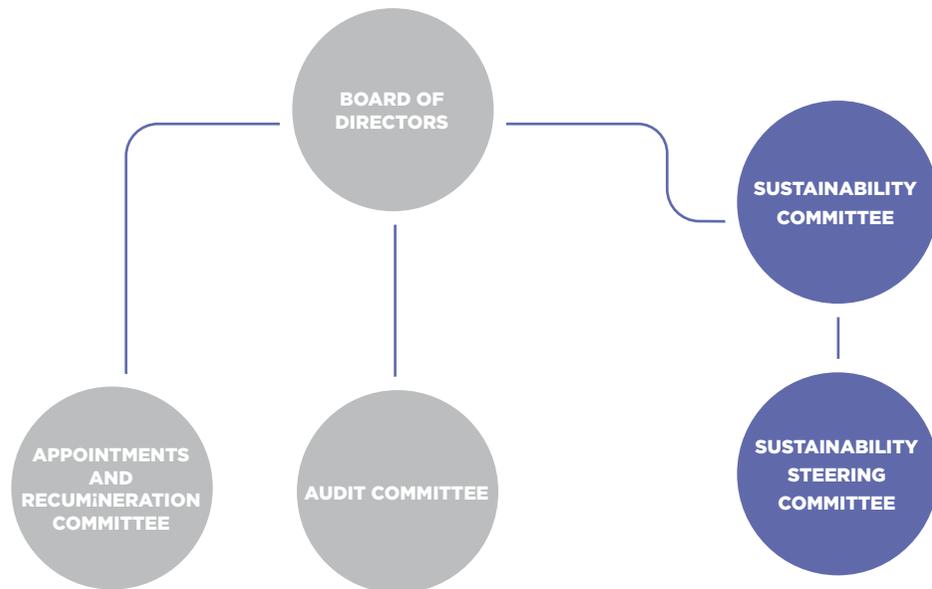
Our aim for sustainability permeates the entire organization and focuses on reinforcing a sustainable business model that creates value for all stakeholders



# SUSTAINABILITY GOVERNANCE

## GOVERNING WITH HONESTY, INTEGRITY AND ETHICS

Sustainability is a priority for our corporate governance allowing it to ensure compliance, coordination, execution and regular assessment of corporate objectives. In this way, we continue to improve our economic, social, environmental and corporate governance performance and progresses as a responsible and transparent company committed to our diverse stakeholder groups.



**THOMAS  
GLANZMANN**  
CHAIRMAN



**ÍÑIGO SÁNCHEZ-  
ASIAIN MARDONES**  
MEMBER



**ENRIQUETA FELIP  
FONT**  
MEMBER



**NURIA MARTÍN  
BARNES**  
SECRETARY

We reinforced its corporate governance in 2020 with the creation of the **Sustainability Committee**. Delegated by our Board of Directors, the committee defines the company's principles and commitments regarding environmental and social responsibility, as well as oversees the integration of financial and non-financial ESG criteria.

The **Sustainability Steering Committee**, created in 2021, is led by the Investor Relations and Sustainability Department and reports to the Sustainability Committee. Among its responsibilities, is to promote an ongoing dialogue to identify, establish, implement and ensure compliance with the objectives established in the Sustainability Plan, as well as integrate and coordinate the reporting of financial and corporate sustainability information.

### Sustainability Policy

Approved in 2020 by our Board of Directors, it is designed to bolster the core principles and commitments on environmental and social responsibility and serve as the foundation for their integration into our business model.

## COMMITMENT TO DONORS AND PATIENTS

Donors and patients are at the center of our activities. We work to build a strong community where each donor feels valued for its commitment; and to contribute to improving the health and well-being of patients

### OUR CONTRIBUTION TO THE SDGs



## Why does it matter?

Plasma is essential to produce plasma therapies used to treat rare, chronic, serious, and often genetically inherited or sometimes even life-threatening diseases. Plasma cannot be made in a laboratory nor produced synthetically, and that is why only volunteer plasma donors are the ones that make plasma medicines possible.

Our commitment to plasma donors is based on a **profound respect for dignity and human rights**, that extends to the communities where our donation centers are located. We adhere to the principles of non-discrimination and we do everything in our hands to protect their health and safety.

Our main commitments to the patients and patient organizations are to **promote the highest standards of safety and quality**, to **facilitate access to treatments** while also **providing reliable and transparent information**.



HANNAH (GERMANY). PATIENT WITH CIDP

## In 30 seconds

For more than 110 years, we advance in our mission of improving the health and well-being of people around the world. To this end, **we transform the generosity of our plasma donors into treatments for patients.**



**Millions of DONORS** donate **PLASMA** in centers located in the United States, Europe, Canada, Egypt and China

We produce **PLASMA-DERIVED MEDICINES** using human plasma donations

**Thousands of PATIENTS** with a variety of conditions benefit from plasma-derived therapies

## Key figures

Socioeconomic impact of plasma centers

**6,120**  
million euros

+5.5% vs 2020

Social value generated for our patients

**22,810**  
million euros

Total jobs generated of plasma centers

**85,700**  
million euros

+5.8% vs 2020

Patient advocacy groups and associations supported

**70+**

## GRIFOLS 2030 AGENDA

**18** million euros/year

in charitable donations to support patient-centered programs

**240** million IU

in donations of clotting factor medicines to support hemophilia patients in developing countries

**90%**

of active donors report a positive customer service

**80%**

of active donors would refer a friend or family member

**+45%**

Donor Customer Relationship Manager application grade

# CARING ABOUT OUR DONORS

Thousands of patients around the world can receive the plasma medicines they need thanks to the generosity of plasma donors

## Our commitments to donors

- 1** Safeguard the health, safety and well-being of Donors.
- 2** Respect Donors' human rights and treat them equally following the principles of non-discrimination.
- 3** Ensure Donors provide informed consent before donating plasma.
- 4** Respect legislation in each country regarding Donor compensation and the frequency of plasma donations.
- 5** Support local communities where donor centers are located.
- 6** Comply with personal data legal requirements and implement the necessary measures to protect Donors' privacy and personal data.
- 7** Promote information exchange, open communication and awareness about the uses of plasma medicines at donor centers based on principles of transparency and mutual trust.
- 8** Ensure every interaction with Donors is professional, respectful, helpful, and engaging to create a positive and meaningful Donor experience.

## Measuring the social value of our plasma centers

In 2020, we concluded the first study to measure the social value generated by our plasma donor centers. Following the Social Return on Investment (SROI) method, the analysis discovered the value created by our activities for donors and communities in 2019 (252 plasma centers).

### Social Value



# COMMITMENT TO SUPPLY

We are committed to keep providing patients with the plasma therapies they need, both today and in the future

The COVID-19 pandemic has further highlighted the need to increase plasma-donation levels to ensure the availability of plasma-derived therapies. This is especially important as the number of patients in need of plasma-based medicines continues to rise.

We are leading in infrastructure investments, both in terms of increasing its access to plasma and optimizing our production facilities. Through these investments, we are able to continue providing value to patients, healthcare professionals and hospitals.

As of today, our diversified global network of 366 plasma centers represents a clear competitive advantage. In 2021, we acquired 25 plasma centers from BPL Plasma and 7 centers from Kedrion in the U.S., which added to the 11 centers acquired from Green Cross at the end of 2020, it has allowed us to increase our plasma collection capacity by c.2 million liters. More so, the agreement with ImmunoTek allows for the opening of 21 additional plasma centers, 11 of them already operational by the end of 2021. Regarding organic efforts, we opened 14 new plasma centers in 2021, 1 of them in Egypt.

Moreover, the acquisition of Biotest will expand and diversify our plasma supply with the addition of 26 plasma donation centers in Europe.

Plasma centers

**366**

**307**

United States

**48**

Germany

**7**

Hungary

**2**

Austria

**1**

Canada

**1**

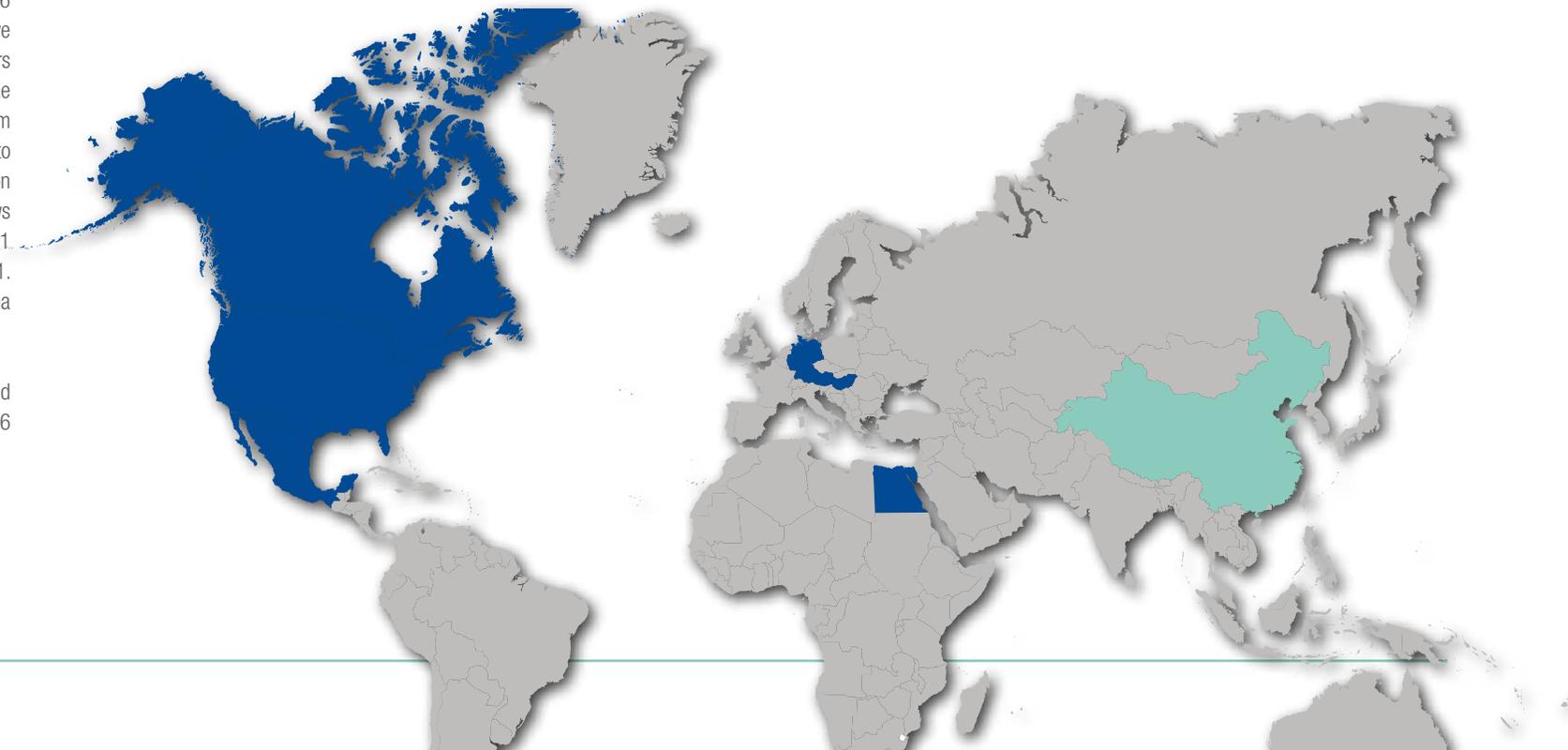
Egypt

Alliance with Shanghai RASS in China

**41**

Fractionation capacity

**17** million liters



# SUPPORTING PATIENTS

Plasma proteins are often the only viable treatment option for numerous diseases

It is estimated that there are roughly 6,000 rare diseases, which affect 300 million people<sup>1</sup> worldwide (4% of the global population). In Europe, there are more than 30 million people affected, as well as in the U.S., also afflicting approximately 30 million people<sup>2</sup>. More than 2 million patients in Europe<sup>3</sup> suffer from one of the 12 most well-known rare diseases, including hemophilia and primary immunodeficiency (PID), which may benefit from plasma-derived therapies.

Besides rare diseases, plasma-based medicines are also useful in treating other conditions. More often than not, scientific advances are expanding the potential of plasma therapies to treat high-prevalence diseases.

1. According to the Orphanet study published in European Journal of Human Genetics using the European definition, which classifies a rare disease as one that affects fewer than 5 per 10,000 people.  
 2. According to the U.S. National Institute of Health (NIH), which defines a rare disease as one that affects fewer than 200,000 people in the United States.  
 3. According to a study by Tomasz Kluszczynski, Silvia Rohr and Rianne Emst "Key Economic and Value Consideration for Plasma-Derived Medicinal Products (PDMPs) in Europe" for the PPTA.

	<p><b>Immunology Neurology</b></p>	<p>Treating immune deficiencies and autoimmune disorders and providing rapid immune coverage in potentially life-threatening situations</p>	
	<p><b>Pulmonology</b></p>	<p>Treating alpha1-antitrypsin deficiency, a genetic condition that can lead to serious lung disease</p>	
	<p><b>Hematology</b></p>	<p>Treating hemophilia and other bleeding disorders and clotting disorders</p>	
	<p><b>Hepatology / Intensive care</b></p>	<p>Treating hypovolemia &amp; hypoalbuminemia in different situations: liver disease, cardiac surgery, severe infection, respiratory, and emergency</p>	

### Our commitment to patients and patient associations



#### SAFETY AND QUALITY

Offer the best possible therapies, products and services through continuous innovation and leadership in safety and quality standards



#### TRANSPARENCY AND INDEPENDENCE

Engage and support patients and patient organizations while also serving as a reliable and transparent source of information



#### ACCESS TO MEDICINES

Promote and support the principle of justice and equity in health, with special focus on access to plasma therapies, including:

- Pricing of plasma-based products is mainly based on the cost-benefit principle while ensuring our sustainability
- Educational campaigns to raise awareness on the vital role of plasma and plasma-based solutions
- Efforts to help countries reach plasma self-sufficiency and reduce barriers to access to plasma-derived medicines
- Sustained investments to guarantee and diversify the company's plasma supply and manufacturing enhancements to expand the production of essential plasma therapies

■■■■  
We continue to create value for patients

### The value of our plasma-derived treatments for patients

€22,810M

positive impact on patients

6.6x

improvement in quality of life in relation to treatment cost

**Positive impact of our 4 main plasma proteins** on patients treated for the primary diseases for which they were developed



ALPHA-1 ANTITRYPSIN



FACTOR VIII



IG



ALBUMIN

See our Integrated and Sustainability Annual Report for more details on the analysis carried out

## IMPACT ON SOCIETY

We acknowledge the commitment and vocation to positively impact society. We actively participate in the communities, support local organizations and get involved to enhance the multiplier effect generated by our activity

### OUR CONTRIBUTION TO THE SDGs



## Why does it matter?

We recognize the importance of promoting the well-being and sustainable development of the local communities in which we operate, as well as making our world a more sustainable place. Year after year, we dedicate our efforts to **promote and lead a wide variety of initiatives focused on benefiting the community**, forging strong relationships between local residents, and strengthening collaborations with our partners to continue positively impacting society.

We want to go further and **contribute to the socioeconomic development of the local communities** using sustainable social action models. Our donation centers create jobs, foster the local economy and engage their residents through an array of outreach activities.

Within the framework of our responsibility to guarantee the supply of plasma-derived medicines, the World Health Organization (WHO), the Council of Europe and other institutions warn that countries should move forward to achieve self-sufficiency of plasma-derived medicines for the benefit of patients. We respond to this need by **collaborating and working with countries so they can attain higher levels of self-sufficiency, thus strengthening their health systems.**



## In 30 seconds

Contributing to the health and well-being of people around the world has been our firm commitment since our origins. **We carry out our social-action endeavors both directly and through our foundations.** By actively participating in initiatives with a wide social scope that go beyond the economic effect generated by its business practice, we ratify our vocation to promote the development of society.

In addition, **we support the sustainability of public health systems,** working with countries to achieve higher levels of self-sufficiency in plasma medicines to help strengthen their healthcare systems.

## Key figures

**115+**  
million euros

allocated to social outreach initiatives over the last 3 years

**200+**  
million euros

in savings for Spain's national healthcare system since 2019

**7,700**  
million euros

Total Economic Impact

+3% vs 2020

**141,500**

Total Job Creation

+2% vs 2020

## GRIFOLS 2030 AGENDA

**+50%**

social outreach initiatives and social initiatives investment

**1 million dollars**

of critical products and medicines donated to support emergency relief actions



**25%**

social initiatives for educational scholarships, education of new generation of woman leaders or STEAM

**+10%**

contribution (per year)

**+20%**

activities developed

**+10%**

grants allocated to Bioethics

# PROMOTING SOCIAL ACTION

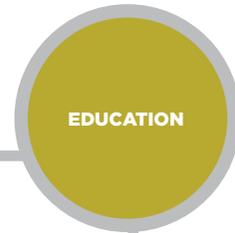
We recognize the utmost importance of promoting the well-being and sustainable development of our operating communities in order to advance our mission. We lead a wide range of initiatives, all aimed at benefiting the community and forging strong relationships between local residents

The principles and guidelines in our Sustainability Policy form our new Corporate Social-action and Community-investment Policy.

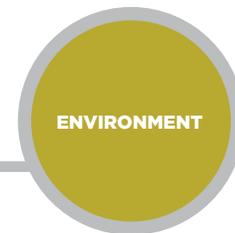
Improving access to medical care and promoting healthy lifestyles



Building ties in our communities of operation to promote local development, create job opportunities and enhance people's quality of life



Promote equal educational opportunities among young people and spearhead awareness campaigns on the importance of science as a driver of positive social change



Our activities focus on the recovery and enhancement of natural and environmental heritage, as well as on maintaining a clean environment



## Alignment with the SDGs

Our social action is another avenue that the company uses to contribute to the UN 2030 Agenda for SDGs. Our social investments aspire to create shared value, support sustainable development and fulfill the UN's SDGs.

## Some of the initiatives undertaken are...

### Promoting Health and Well-being

#### *Direct Relief: Support in emergency situations with medical product donations*

We collaborate with Direct Relief to provide healthcare professionals with medical resources following natural disasters and other humanitarian emergencies. Most applications relate to specific immunoglobulin products which offer protection after viral or bacterial exposure such as tetanus and rabies, among others.

# EUR 1.3M

donations of plasma-based therapies over the last three years, delivered to Armenia, Fiji, Haiti, Iraq, Jamaica, Lebanon, Liberia, Malawi, Mexico, Paraguay and Ukraine, among others.

### Strengthening Ties in Local Communities

#### *The "Plasma Possibilities" initiative, a testament of the commitment of donors and donation centers to their communities*

Our plasma donors can support their communities by participating in the "Plasma Possibilities" program, which offers plasma donors the chance to "give back twice" by donating plasma and by partially or totally contributing their donor remuneration to a participating non-profit organization

# USD 110,000

raised since its launch, allocated to >18 U.S. non-profit charity organizations

### Supporting Education



United States

The **Víctor Grifols Roura Scholarship** is a USD 8,500 scholarship to an African American student in California who is enrolled in the second or third year of an accredited U.S. medical program with demonstrated an interest in biomedicine.



Germany

**Student training** in different roles in the Leipzig facility and donation centers. Overall, 65 students received training at our facilities.

### Contributing to The Environment

#### *Raising awareness on the environment and climate change*

Screening and subsequent debate of the documentary "Spaceship Earth," recognized at the 2021 Sundance Film Festival for its environmental focus. More than 350 our employees in the United States and Spain were involved in the project.

#### *Efforts to enhance natural resources*

We collaborate in various projects led by The Trust for Public Land, whose mission is to create parks and protect the land for people, ensuring healthy, livable communities for generations to come.

# OUR FOUNDATIONS

The *Probitas Foundation* strives to improve people’s health in areas with limited resources by leveraging our experience in medical care and clinical diagnostics.



**Objective:** improve the health and well-being of at-risk youth  
**Since 2012**  
 In 2021, **23,972** beneficiaries, **427** projects in **196** schools, **100** associations and **58** communities



**Objective:** improve the lifestyles of adolescents in at-risk situations by focusing on healthy habits (nutrition, physical activity, hygiene, rest and emotional well-being).  
**Since 2015**  
 In 2021 **972** beneficiaries, **16** projects in **10** communities



**Objective:** improve the health of children afflicted by diseases and disorders not covered by the public health system  
**Since 2018**  
 In 2021 **2,377** beneficiaries and more than **10,000** recipients made aware of mental health information



**Objective:** dsupport global healthcare systems in the fight against neglected tropical diseases (NTD) In 2021  
**Since 2010**  
 In 2021, **8** projects, **163,020** direct beneficiaries  
 Public health training for **1,664** professionals in **8** countries



**Objective:** reinforce the capabilities of diagnostic laboratories in different regions of the world  
**Since 2010**  
 In 2021 **31** diagnostic laboratories in **14** countries (2 opened in 2021)  
**919,931** direct beneficiaries



**YAKAAR PROGRAM**  
**Objective:** professional development for migrants to help them safely return to their country of origin  
**Since 2019**  
 In 2021 **5** entrepreneurship scholarships in Senegal and **6** training scholarships in Barcelona

The *Victor Grífols i Lucas Foundation* aims to encourage cross-disciplinary debate and dialogue on bioethics between specialists in different areas of knowledge. The foundation aspires to foster ethical attitudes among healthcare organizations, companies and professionals and serve as the catalyst for new ideas, insights and perspectives on the ethics of life.

The *José Antonio Grífols Lucas Foundation* aims to enhance the health and well-being of donors and their communities in the United States. These efforts raise awareness of the importance of plasma and the vital, life-saving role of plasma donors.

**20+**

workshops, conferences and seminars attracting more than 2,100 participants, exploring issues like COVID-19 and vaccines, aging and end-of-life considerations, the ethics of care, and health and social care

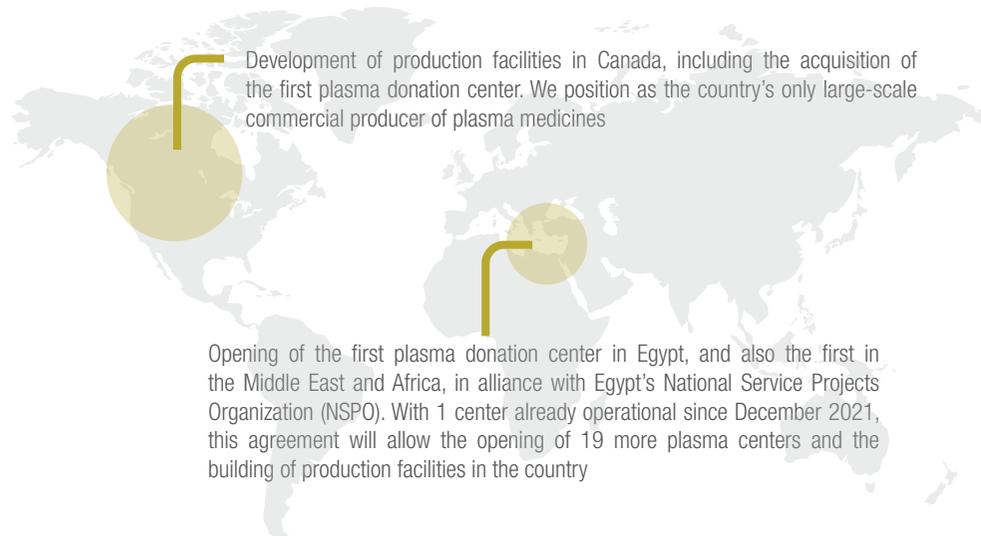
**USD 415,000+**

for 15 grants to support civic, social and educational programs

# STRENGTHENING HEALTHCARE SYSTEMS

We support public healthcare systems' sustainability, promoting self-sufficiency of plasma-based medicines and reducing health costs

Our leadership in the manufacturing of plasma-derived products, technical expertise and solid reputation in the construction and management of plasma donation centers and production facilities are differential factors that enable it to forge strategic partnerships with global healthcare authorities. This commitment marked the following milestones in 2021:



In addition, we make our facilities, technology, know-how and technical expertise available to public donation centers and health organizations to process their surplus plasma, purify the proteins and return them as plasma-derived medicines. These collaborations generate significant cost savings for public healthcare systems in plasma-derived medicines. Aside from Spain, the company also offers this service in Italy and Canada.

## EUR 72M

savings for the Spanish public health system in 2021

### We create value

*We work to continuously increase the positive impact generated by our activities*

For us, achieving solid economic results goes hand in hand with creating value.



#### Total Economic Impact

**7,700**  
million euros  
+3% vs 2020



#### Total Job Creation

**141,500**  
+2% vs 2020



More information related to our socio-economic impact is included in our *Integrated and Sustainability Annual Report*

# OUR PEOPLE

Making our people feeling part of a company that promotes diversity, continuous development of talent, equal opportunities and gender equality is one of our main growth drivers and desires. We strive to promote safe and healthy environment by fostering a more humane leadership

### OUR CONTRIBUTION TO THE SDGs



## Why does it matter?

**The human team has always been a priority for us.** In a context of constant need for adaptation marked by uncertainty, which has posed new challenges in the way of managing teams, one of our main roles has focused on walking by the side and supporting all our employees, listening to their needs and responding to them. These efforts help continue to make it possible for therapies, products and services to reach patients around the world.

All the people who comprise our human team share our mission and are a key component in its achievement and in the company's sustainable growth. To this end, we are a company strives to **guarantee equal opportunities, actively promotes diversity and inclusion, and encourages career development.**

True to our commitment to safety, health, physical and emotional well-being, **we work to promote a safe and motivating work environment, as well as a more humane and ethical leadership.** We are convinced that this environment is essential to foster, even more so, collaboration and innovation, and to move forward in achieving our mission.



## In 30 seconds

Our commitments to our team:

- Serve as a **responsible and sustainable** company
- Be a **diverse and inclusive** company
- Care for **the health, well-being and safety** of the human team
- Maintain an **open dialogue** based on trust and respect
- Promote **different teamwork** approaches
- Boost **knowledge and ongoing** training
- Offer a **professional development** model
- Offer **competitive pay** packages

## Key figures

Grifols' workforce

**23,000+**  
people

Diversity and inclusion

**29%+**  
Incorporations

people with disabilities

Equal opportunities

**65%** of promotion  
went to women

Professional development

**2.8**  
million training hours

## GRIFOLS 2030 AGENDA

**100** training hours

per employee on average/year

**70-80%**  
employees

trained per year

**3-5%**

employees with disabilities

**80%**

of processes with equal number  
of candidates of women and  
men internal promotion to  
manager positions

**50%** women

in senior management

**Maintain total employee  
turnover rate below industry  
average**

**>70%**

global employee engagement rate

**-15%**

Lost-time injury rate

**>75%**

industrial facilities certified  
under ISO 45001

**>75%**

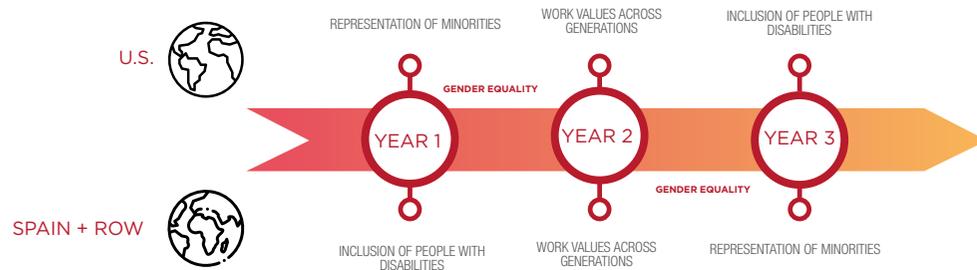
of industrial facilities certificated as a  
healthy company

# DIVERSITY, INCLUSION AND EQUALITY

Diversity of thoughts, cultures, perspectives and identities are key to build up high-performance teams and ensuring sustainable growth

## Our strategic plan for diversity and inclusion

We consider diversity to be one of our major assets, leading to a workforce made up of employees from across the globe, with diverse backgrounds, cultures and beliefs.



### Goals

- REFLECT THE DIVERSITY OF THE COMMUNITIES WHERE THE COMPANY OPERATES
- CONTINUE PROMOTING DIVERSITY AND INCLUSION IN OUR CORPORATE CULTURE AND WORK PRACTICES
- POSITION OURSELVES AS A BENCHMARK FOR DIVERSITY AND INCLUSION

### Main actions

<p><b>Commitment from top management</b></p>	<p><b>Inclusive leadership</b></p>	<p><b>Review of people management policies and processes</b></p>	<p><b>Corporate culture and communication</b></p>
<p>Managers share their commitment to social inclusion and join in many international celebrations</p>	<p>Inclusive leadership training programs for HR teams New cross-cutting content included in existing leadership training programs</p>	<p>Launch of the Global Diversity and Inclusion Policy and the Global Recruitment and Selection Policy Provisions of guidelines to review job descriptions to with the aim of ensuring bias-free employment listings</p>	<p>Training of 900+ employees in Germany, Spain, and Ireland Local networking systems to attract diverse talent Celebrating International Women's Day, Black History Month, etc.</p>

## Our Commitments to Equality

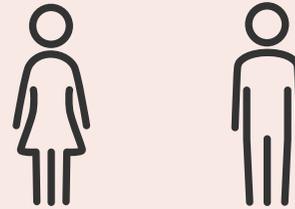
In 2021, we published our Global Diversity and Inclusion Policy to highlight how people with different abilities, experiences and perspectives contribute to the company's growth and advancement.

This new policy highlights our commitments to labor equality, with a focus on:

- Providing a discrimination-free workplace
- Treating employees fairly and promoting mutual respect
- Providing a workplace culture that supports and values individual differences
- Guaranteeing equal-employment opportunities
- Ensuring that employees are aware of their rights and responsibilities regarding fairness, equality and respect for diversity
- Attracting diverse talent and commitment to people development

## Quality employment at Grifols...

**23,234** employees



**60%**

**40%**

**Ongoing efforts to promote gender equality**

**65%**

promotions went to women

**75%**

of new hires are women

Contracts

**99%**

permanent contracts

Age

**52%**

aged between 30-50

Nationalities

**98**

nationalities

**28%**

of executives are women  
42 / +14% vs 2020

## Toward pay equality

We are firmly committed to effective equality, providing equal opportunities and equal pay regardless of gender.

**3.2%**

Spain

**2.1%**

U.S.

**0.1%**

Ireland

**0.5%**

Germany

*Note: the data corresponds to the adjusted pay gap, isolating the effects on men's and women's wages due to differences in socioeconomic attributes (ex. age, seniority, geographic area and educational level), and job characteristics.*

# EMPOWERING TALENT

Our values are the principles that underpin our talent management

Employee training is the cornerstone of our commitment to professional and talent development. We work to guarantee that all employees have access to training, development and continuous learning opportunities to promote the acquisition of new competencies and knowledge. Training programs are adapted to meet business priorities, the current global context and future trends. New learning practices are being accelerated.

## The Grifols Academy

In 2009, we created the Grifols Academy as part of its commitment to training personnel and different social stakeholders.



THE GRIFOLS ACADEMY  
PROFESSIONAL DEVELOPMENT



THE GRIFOLS ACADEMY  
PLASMAPHERESIS



THE GRIFOLS ACADEMY  
IMMUNOHEMATOLOGY

### Our training in figures...

# 2,819,447

training hours in 2021

## 67%

of training hours delivered to female employees

## 33%

of training hours delivered to male employees

## 141,000+

training hours dedicated to safety, health and environment

Consolidation of virtual training

## 93%

training offered online  
+20% vs 2020

Increased use of on-demand learning options

## +34%

utilization increase of skillsoft

Use of innovative technology and training methods

## virtual reality

Reinforcing cultural sensibility

Reinforcing procedures for new employees

Supporting employee health and well-being

## e-learning

# HEALTH AND WELL-BEING

As the pandemic has evolved, we have done everything in our power to protect the health of our employees

The manufacturing plants in Spain are ISO-45001-certified. Over the next three years, there is a three-year plan to earn certification for the production facilities of the remaining companies



## Boosting flexibility: digital technologies and positive work-life balance

Aware that in today's global environment employees value trust and flexibility to manage their personal and professional lives, we developed a new Flexibility Policy initiative titled "Flexibility for U". It is a testament to our responsible approach to leadership and establishes the conditions under which our employees in Spain can work remotely, as well as other flexibility measures and best practices such as digital disconnection.



## ENVIRONMENTAL RESPONSIBILITY

We are convinced that sustainable growth is only possible by betting on the future of the planet and we strive to minimize our environmental impact. Responsible resource management and the commitment of our teams are key to facing climate change

### OUR CONTRIBUTION TO THE SDGs



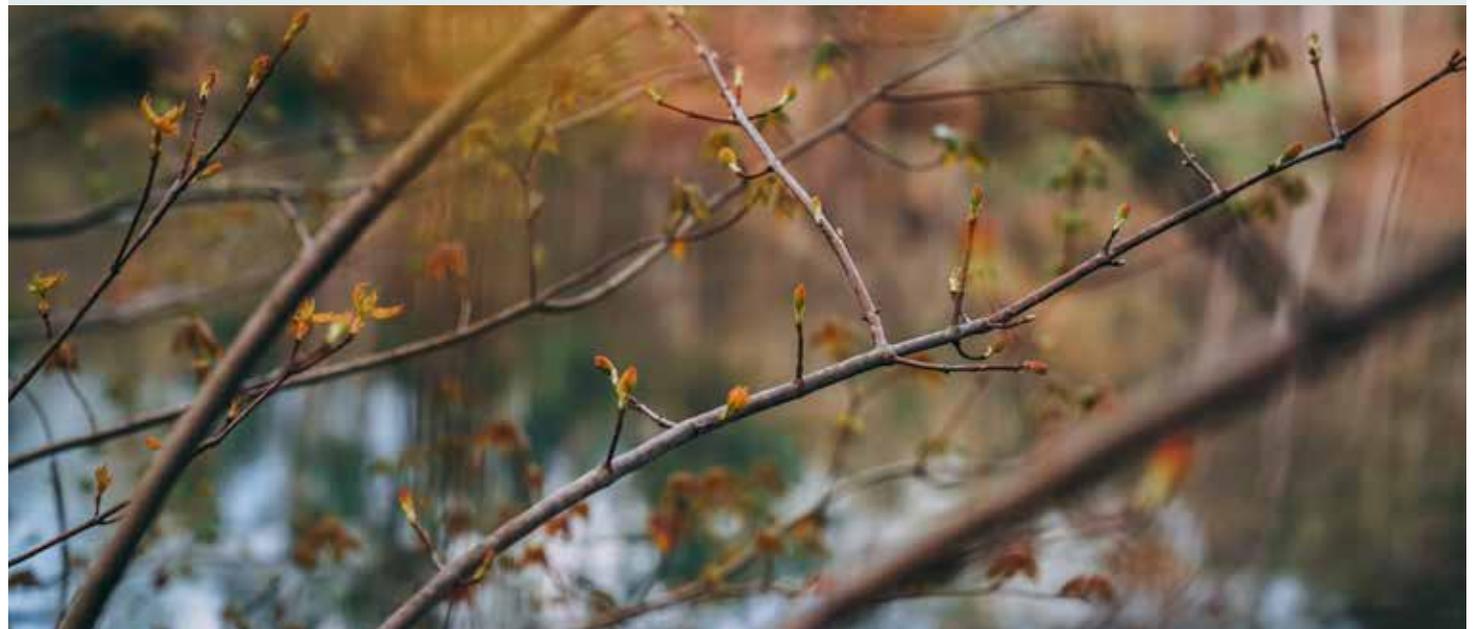
## Why does it matter?

Today, the climate change challenge and the pressure on limited resources are triggering changes that require action from companies as well.

In line with our mission of helping to improve people's health and well-being, **our activity is conducted respecting the environment in which we operate and minimizing our environmental impact.** Optimizing efficiency in the use of resources and minimizing possible environmental risks arising from our activity that may have a negative impact on our planet, is a priority.

As a responsible and committed company to sustainable growth, we dedicate efforts to reduce greenhouse gas emissions, increase energy efficiency, maximize the use of renewable energies, favor decarbonization and protect biodiversity. Furthermore, we promote the implementation of circular economy measures throughout our activity's life cycle, prioritizing the efficient use of material resources, water and energy, and reducing the generation of waste.

The duty to take care of the environment and doing business sustainably is in our hands. **Environmental management is aligned with our values and becomes another lever to fulfill our long-term vision.**



## In 30 seconds

We do everything possible to reduce the environmental impact of its operations. Our Environmental Policy contains the following 7 principles:

- **Raise awareness** among employees and **increase training** to accelerate the adoption of good environmental practices
- **Minimize the environmental impact** of new products and processes
- **Identify and comply** with applicable regulatory requirements
- **Establish environmental objectives and targets** to promote ongoing improvement
- **Execute pollution-prevention techniques**
- **Enhance communication and engagement** with stakeholders
- **Establish programs for the protection and conservation** of our own natural spaces and their areas of influence

## Key figures

### Environmental resources

**28**  
million euros

+20.5% vs 2020

### Moving toward net zero emissions by 2050

Facilities with international  
environmental management  
standards

**>75%**  
of manufacturing

Joining efforts against  
climate change

Carbon Disclosure Project  
**A-**

## GRIFOLS 2030 AGENDA

**-55%**

GHG emissions per unit of production

**+15%**

energy efficiency per unit of production

**100%**

electricity consumption from renewable energies



### Mobility decarbonization

in trips and commutes

### Circular economy

continue with the implementation of measures



### Biodiversity

Protect it on our properties

# FIGHTING AGAINST CLIMATE CHANGE

We set targets to effectively reduce emissions, measure and manage their impacts, risks and opportunities, and develop a policy and strategy to reduce their effect on climate change

## Management of risks and opportunities of climate change

### Governance



### Risk management

We analysed the resilience of its strategy based on a climate scenario with a potential maximum rise of 2°C, following the recommendations of the TCFD. Despite the risks and opportunities identified are not significant, specific management plans have been established.

#### Risks

- Reduced availability of water resources
- New legal requirements related to the reduction of GHG emissions
- Changes in the availability of plasma resources
- Transition to low emission technologies

#### Opportunities

- Adoption of energy efficiency measures
- Increased investor confidence
- Reduced operating risks
- Changes in customer preferences

 All risks and opportunities impacts are included in our Integrated and Sustainability Annual Report

### Strategy

Climate risks and opportunities affect our' business and financial strategy and planning.

Therefore, climate change is used as an input in the planning of operating costs and capital allocations, mainly related to implementing eco-efficiency measures and emission reductions.

### Metrics and objectives

We evaluate and monitor the achievement of the objectives included in our environmental programs which, in turn, contribute to reducing the relevant physical risks and take advantage of the main transitory opportunities. These programs have qualitative and quantitative objectives

We participate annually in the Carbon Disclosure Project (CDP) initiative, a program that assesses the organization's strategy and its climate change performance.



Total emissions **309,554 T CO<sub>2</sub>e**

Emissions are classified into three scopes



generated by its own activity, mainly through the consumption of natural gas and other fuels and leakage of emissions such as those from refrigerant gases

**147,669 T CO<sub>2</sub>e**



from electricity consumption and other external energy sources

**117,152 T CO<sub>2</sub>e**



business travel, commuting transportation of employees, as well as emissions resulting from waste treatment and recovery

**44,733 T CO<sub>2</sub>e**

*A 7.5% rise compared to 2020, this increase is mainly due to two one-off refrigerant gas leaks, and the Bioscience Division's natural gas consumption, which grew by 14.8% during 2020 as a result of new production facilities*

#### Some of our emission-reduction initiatives

Promoting remote work

**>700,000**

Remote connections

+28% vs 2020

Measures to minimize the environmental impact of employee commutes

Cutting back on air travel

**-64%**

air travel vs. 2019

Offsetting carbon emissions

**-82%**

CO<sub>2</sub>e transport-related emissions vs. 2019

Optimizing logistics

Our initiatives launched to optimize our plasma transport network in Europe will allow...

**-20%**

contracted transport services

**-16T**

CO<sub>2</sub>e emissions/year

# SUSTAINABLE RESOURCE MANAGEMENT

Our environmental management includes several key areas, which collectively aim to optimize resource efficiencies and minimize possible environmental risks of its operations



## Water cycle

### Water consumption

We operate in regions where economizing water consumption is essential. Therefore, the company applies water-saving measures when designing new facilities and is modifying existing facilities to reduce water consumption

*We have water-saving measures in 75% of its production plants*

### Wastewater / Discharge

We comply with all regional and national legislation and permits applicable to the elimination of wastewater in all Wastewater is pre-treated in all industrial plants as needed before final discharge.

*We treat more than 35% of its wastewater using a biological process system*

We do not work with genetically modified organisms or products capable of creating persistent organic compounds, so it generates no discharges of this nature.

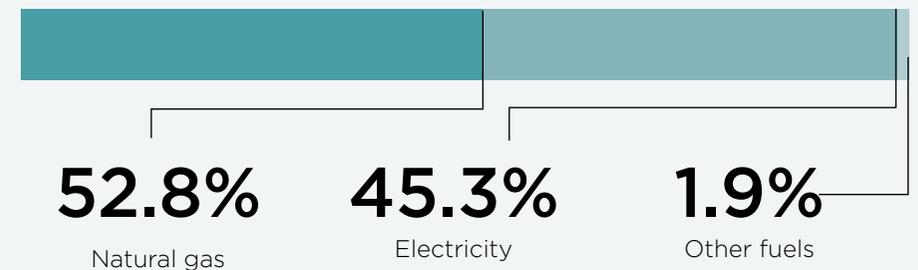


## Energy consumption

Our energy consumption derives from several sources, including electricity, natural gas, other fuels and thermal energy. In 2021, overall consumption increased by 8.9% to 897.4 million kWh, due mainly to the integration of new production facilities, which are still in the process of validation, construction or renovation.

*These plants require energy resources even though they are not operating at full production levels*

### Breakdown of energy sources



More information related to our environmental management is included in our Integrated and Sustainability Annual Report



## Raw material consumption

In the Biscience Division, plasma is the main raw material used and during the fractionation and purification processes of plasma proteins, ethanol, polyethylene glycol and sorbitol, among other materials, are employed.

Seventy-four percent (74%) of the ethanol consumed in the manufacturing process is recovered in distillation towers and reused in our facilities.

The Diagnostic Division's primary raw material is the plastic used in its diagnostic cards (DG-Gel®).

In the Hospital Division, all raw materials are used to produce glucose and saline solutions in polypropylene and glass containers. No PVC is used in the manufacture of parenteral-solution bags



## Waste

Our waste management strategy is focused on waste prevention and reduction, as well as prioritizing waste recovery over landfill or incineration. The company remains committed to waste management treatments via recycling initiatives, anaerobic digestion, and material and energy recovery.

*We reduced waste by 9% and advanced on our efforts to minimize waste disposals in landfills*

## Protecting and Promoting Biodiversity

### Natural protected area in North Carolina (U.S.)

We own over 121 hectares of forest next to its Clayton (North Carolina; US) production complex, which employees and their families are free to enjoy. This protected area is certified by the Wildlife Habitat Council's "Wildlife at Work" and "Corporate Lands for Learning" programs.

### Collaborating with the RIVUS Foundation

We signed a 2020-2022 collaboration agreement with the RIVUS Foundation in 2019 and through this agreement, give financial assistance to two lines of research and support conservation and environmental education projects in the Besòs river system.

We support research to promote the otter's return in the Besòs and Tordera River basins as part of its collaboration accord.

Over the last two years, the project marked a pivotal milestone: otters have reproduced in both basins for the first time since their extinction in the area. In 2021, its population had grown to seven family groups, with at least 34 otters between the two basins.

## ETHICAL COMMITMENT

Integrity, honesty, transparency and compliance with the highest ethical standards are integrated in our culture and are the basis of our corporate governance. Human rights are at the center of our practices and we promote ethical behavior in our activities and stages of the value chain

### OUR CONTRIBUTION TO THE SDGs



## Why does it matter?

For a global company like Grifols, a solid corporate governance with a strategic approach is essential for long-term value creation in the interest of its shareholders and society as a whole.

Mere compliance of legal requirements is not enough for us. **At Grifols, we go further and integrate the highest ethical standards of integrity, honesty and transparency into the core of our corporate governance**, applying them to our activities as a staunch commitment to our stakeholders. These principles are part of our history since its foundation and, thanks to them, we ensure that our contributions to the health field are carried out with an ethical approach.

**Above all, respect for human dignity and their rights is an essential requirement for us.** The fundamental principles of bioethics guide our approach towards research, development, manufacturing and marketing of our products with the aim of preserving the safety and dignity of all people, as well as addressing the issues raised by ongoing breakthroughs in health sciences.

In addition, **our quality and safety standards are inalienable values for the company.** We have ongoing supplier evaluations processes, we ensure control at all stages of our value chain and we promote quality management systems, audits and inspections that build trust in our products and services among patients and healthcare professionals.



## In 30 seconds

Since our origins, at Grifols we are convinced that doing things well adds value. Led by a diverse, professional and independent Board of Directors, we have **a solid and strategic corporate governance that is committed to continuing to create long-term and sustainable value.**

Within the framework of our ethical commitment, as a company that operates in the health field, **we guarantee the maximum safety and quality of our products throughout our value chain.**

### ETHICAL PRINCIPLES

HONESTY

ETHICS

TRANSPARENCY

INTEGRITY

RESPECT FOR  
HUMAN RIGHTS

INDEPENDENCE

## Key figures

Female Board members

33%

Independent Director

58%

Investing in safety and quality

952

Audits and inspections

0 incidents

267

Supplier audits

## GRIFOLS 2030 AGENDA

60-80%

spending on suppliers assessed by ESG criteria

 $\leq 1/50,000$ 

product quality complaint rate

&lt;1

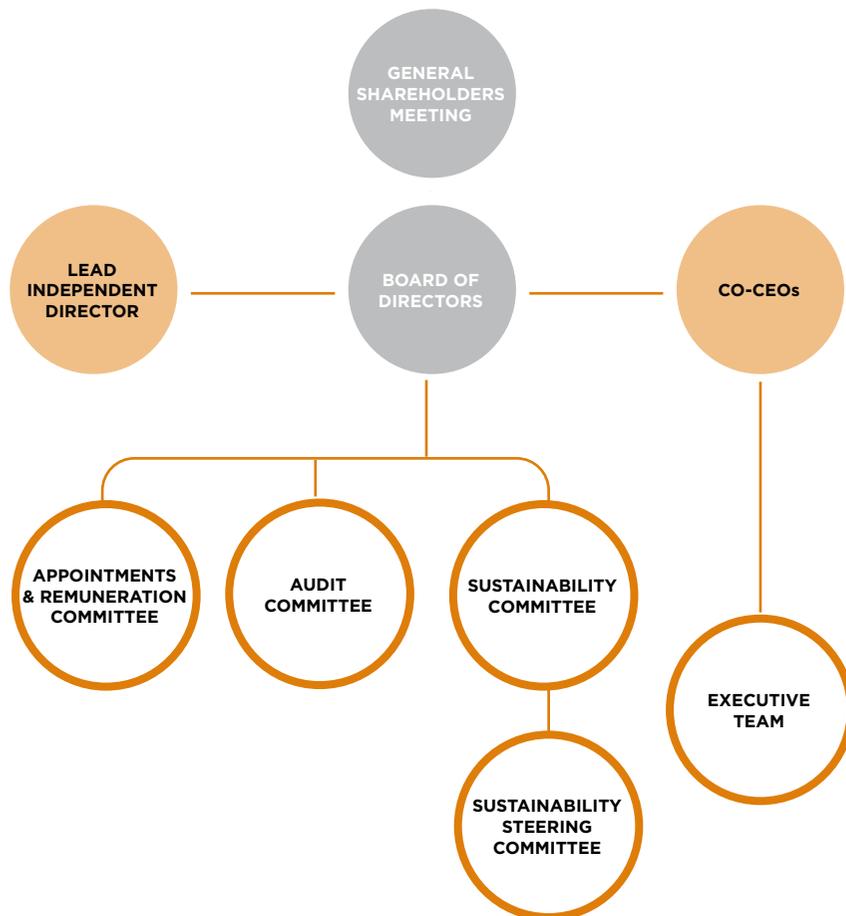
critical deficiencies identified in external audits



# SOLID CORPORATE GOVERNANCE

A robust corporate governance structure and a strategic vision to generate long-term value for shareholders and society  
 Integrity, honesty and transparency are integrated in our corporate governance structure

## Corporate governance structure



## A solid and strategic corporate governance

At Grifols, mere legal compliance is not enough, which is why we go a step further by regularly reviewing and updating the company's internal codes and regulations to ensure the highest standards of integrity, honesty and transparency in its corporate governance structure.

In 2021 our Board of Directors approved three important policies to bolster the companies' ethical standards and commitment to human rights from the highest level of the organization. The new donor, patient and patient association, and human rights policies further strengthen the company's corporate governance.

**i** Grifols' internal codes and corporate policies are publicly available at [www.grifols.com](http://www.grifols.com)

## A diverse and well-balanced board

A diverse and well-balanced board in terms of expertise, backgrounds, areas of expertise, nationalities, age and gender.

Board members' areas of expertise reflect various industries including finance, healthcare, science and law, among others.

**i** Detailed information on the Board of Directors and their roles in our Integrated and Sustainability Report

## Remunerations that recognize the imperative to create long-term value

We are working on updating our remuneration policy to adapt and align it with its strategic long-term priorities and its stakeholders, focusing on the sustainable creation of value for the common shareholder. As a result, in the next Remuneration Policy it shall be included that 25% of short-term variable remuneration should be based on non-financial metrics based on ESG criteria.

# PILLARS OF OUR CORPORATE GOVERNANCE

## Human Rights

Respect for human dignity and human rights underpins all of our operations. The fundamental principles of bioethics guide the company's research, development, production and marketing of our products to guarantee the safety and dignity of everyone involved in the value chain, tackle the questions posed by advancements in healthcare sciences and ensure our activities follow an ethical approach.

## Driving ethics and integrity

The Grifols Ethics Helpline is a communication channel enabled by us which allows our employees and outside collaborators to confidentially raise their concerns of legal non-compliance or misconduct.

We do not tolerate retaliation of any kind against those who in good faith report possible violations of applicable laws, rules and regulations or non-compliance with internal policies and procedures.

## The fight against bribery and corruption

### Crime prevention policy and criminal risk management system

Our Crime Prevention Policy stipulates our unequivocal rejection of the commission of crimes, criminal acts or other types of unethical behavior and our determination to combat them.

### Anti-competition practices

Our Code of Conduct underlines our commitment to free competition and compliance with free-market regulations in all countries where we operate. In 2021, we had no confirmed incidents of anti-competitive practices in the markets in which it operates.

### Money laundering

We have mechanisms, procedures and policies in place to prevent money laundering and address possible breaches detected in the course of our business operations.

### Anti-corruption policy

Our anti-corruption Policy outlines standards of conduct for interactions with public officials or public organizations, as well as with individuals and entities operating in the private sector. At the same time, this Anti-Corruption Policy sets forth the ethical standards that we expect from our third-party business and commercial partners

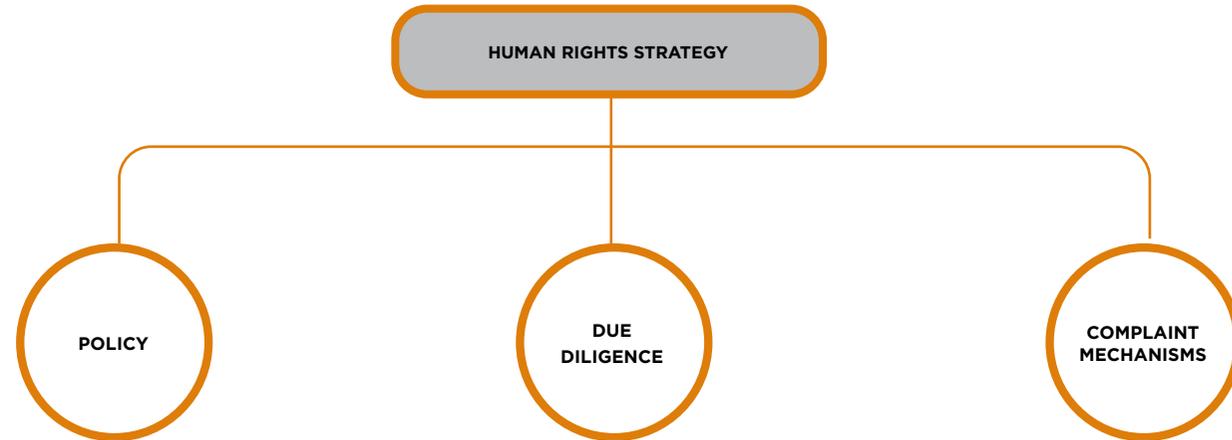


# PILLARS OF OUR COMMITMENT TO HUMAN RIGHTS

Respect for human dignity and human rights underpins all our operations. The fundamental principles of bioethics guide research, development, production and marketing of our products

Our global Human Rights strategy promotes and guarantees human rights are respected throughout our operations.

- Is integrated into the business model.
- Is evolving via continuous improvement processes.
- Serves as the basis of training and engagement initiatives.
- It has quantifiable indicators to measure our degree of implementation and compliance



Our Human Rights Policy is the foremost pillar of our commitment to human rights. Basic principles are established which guide the governance of human rights and a framework to identify, prevent, mitigate and redress negative repercussions that may occur because of its activities.

It provides clear guidelines to foster a culture of respect for human rights aligned with our interactions with our stakeholders

Due diligence identifies and prioritizes human rights effects in all activities of the value chain in order to integrate findings into the company's processes.

In 2021, we began to reassess our due diligence processes using best practices identified both in-house and externally. We will use its findings to develop and implement a global model applicable to the entire organization.

We have a communication channel (Grifols Ethics Helpline) available to all employees and third-party collaborators to confidentially report any concerns of ethical misconduct, including those that may violate or undermine human rights.

# SUSTAINABILITY IN THE VALUE CHAIN

Safety and quality are more than just a legal requirement, and it is in our hands to guarantee the highest standards across the entire value chain

Each division boasts robust policies and procedures to assure the topmost quality, safety and efficacy throughout the value chain. More so, our vertically integrated business model allows for greater control over all manufacturing processes.

We routinely evaluate quality systems and processes of various committees, among others, in order to monitor key performance and quality indicators (KPIs) as well as compliance with any applicable guidelines.

In 2021, we reported no cases of monetary losses related to any regulatory breach, fine, notification or non-compliance with voluntary codes.

## Promoting sustainability in the supply chain

We continue our efforts to implement a new Corporate Procurement Policy, which defines guidelines for action and common procedures regarding procurement processes and supply strategies to make sure that goods and services are acquired in a transparent, objective, timely and cost-effective manner. This policy helps structure the procurement processes in a consistent and homogeneous way, supporting a more efficient risk management and ensuring compliance with all policies, procedures and controls, both internal and external.

This policy also aligns with our Health, Safety and Environmental policies and integrates criteria related to specific ethical, social, environmental and privacy standards, which promote sustainable procurement principles and maximum transparency in our vendor relations.



We continue to work towards integrating social and environmental requirements into our value chain

## Summary of indicators



### Bioscience Division

**379**

Internal audits

**538**

Inspection days in plasma centers

**473**

Inspections by healthcare authorities and accredited inspection bodies

**225**

Supplier audits  
**99% favorable**



### Diagnostic Division

**49**

Internal audits

**11**

Routine Official inspections

**23**

Supplier audits  
**100% favorable**



### Hospital Division

**36**

Internal Audits

**4**

Routine Official Inspections

**19**

Supplier audits  
**100% favorable**

# INNOVATION

We promote scientific progress to respond to the needs of our patients and contribute to the advancement of society. Through a comprehensive strategy and a robust innovation ecosystem, we promote knowledge and explore opportunities to foster projects to continue building a sustainable future.

## OUR CONTRIBUTION TO THE SDGs



## Why does it matter?

Innovation is in our DNA. Through internal and external projects, **our comprehensive innovation strategy promotes the development of therapeutic and diagnostic solutions, allowing us to deliver fast and multi-geographical responses.** We work to continue leading advancements in the plasma science and addressing the needs of our patients, aiming to build a more sustainable future.

Pioneers in the plasmapheresis technique, which celebrated its 70<sup>th</sup> anniversary this year, we have accelerated innovation in the plasma industry and contributed to the evolution of the industry, providing added value to patients. **We focus our innovation on seven main therapeutic areas:** immunology, hepatology, pneumology, hematology, neurology, infectious diseases and ophthalmology.

**Our long-term effort and commitment to further expand scientific knowledge,** as well as accelerating multiple projects, is reflected in our latest investments to develop plasma and non-plasma therapies. These include companies such as Alkahest, GigaGen and Biotest.

**Our digital innovation** is also a backbone to explore and promote digital tools, which adds value and fosters a digital culture to bring digital transformation to the next level.



## In 30 seconds

We promote and leads **multiple advances and breakthroughs in scientific fields** focused on people's health and well-being aiming to respond to the needs of patients; promoting the sustainable development of health systems and society.

**Leveraging a robust innovation ecosystem**, we promote scientific cooperation for the advancement of knowledge and supports health sciences education.



## Key figures

R&D+i net investment

**329**  
million euros

6.7% of revenues

Human resources dedicated to innovation

**1,000+**  
people

Global innovation footprint

**3**  
major hubs

Key R&D+i projects

**40**  
in 7 core therapeutic areas

Innovation intensity

**+5x**  
the european average

Patents and trademarks

**7,082**  
+9% vs 2020

## GRIFOLS 2030 AGENDA

Deliver first-in class innovation by expanding our approach in platforms (plasma/non-plasma), therapeutic areas and sourcing (external/internal) to treat a larger number of patients

# SUSTAINABLE INNOVATION

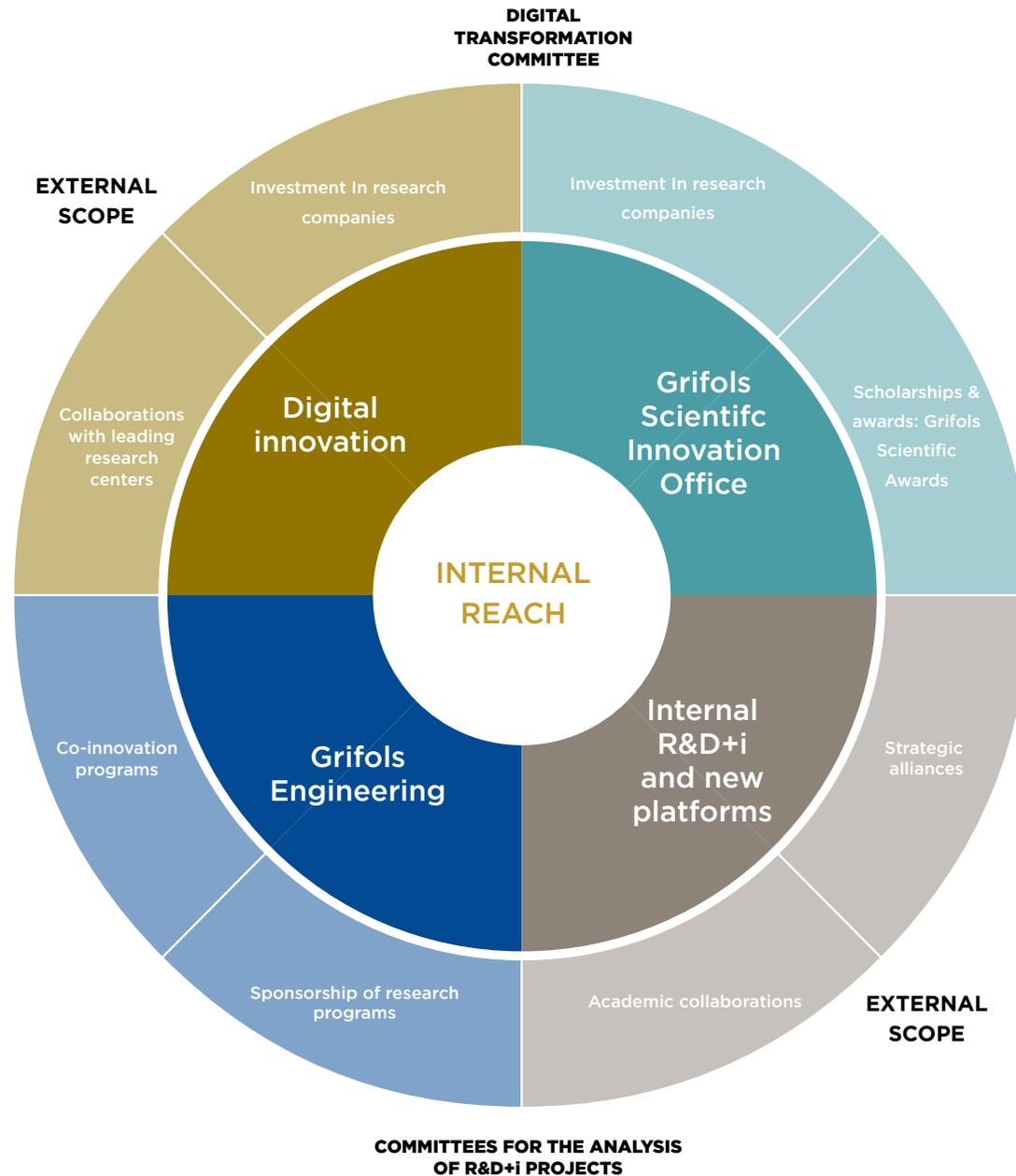
## Comprehensive Innovation Strategy

Our R&D+i strategy enables us to support research projects that complement our operations and is based on a comprehensive approach made up of both in-house and investee-led initiatives, strategic alliances and collaborations.

This approach focuses our innovation efforts on 7 main therapeutic areas (immunology, hepatology, pulmonology, hematology, infectious diseases and ophthalmology), while exploring the potential of plasma and plasma-derived medicines, and other initiatives that go beyond plasma-derived therapies. That is why we have purposely created several platforms and technologies to drive and develop our scientific knowledge.



Our innovation ecosystem helps drive scientific knowledge and detect new opportunities and collaborations





## Pioneers in Plasma Science

We research the therapeutic use of plasma proteins for age-related diseases through Alkahest, which currently has four candidates in the development phase to treat neurodegenerative diseases, cognitive impairment and ophthalmological indications.

In addition to the clinical development of specific plasma fractions and protein inhibitors, Alkahest is also dedicated to building a comprehensive understanding of the human plasma proteome. The company is using advanced technologies that will identify new therapeutic and diagnostic solutions, develop new plasma proteins and new indications for currently licensed plasma proteins, biomarkers for diagnostics, recombinant proteins and antibodies, as well as chemically synthesized drugs.



Alkahest has identified more than 10,000 proteins, some of which could lead to promising new treatments for Alzheimer's and Parkinson's disease



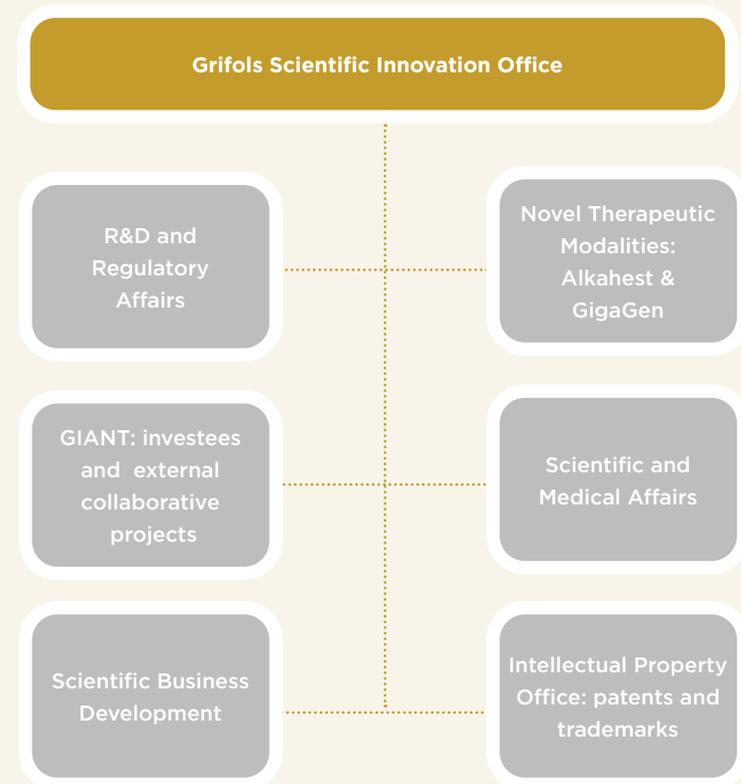
## Innovation beyond Plasma Therapies

We control 100% of the capital of GigaGen, a biotechnology company specialized in the discovery and development of transformative antibody-based biotherapeutic drugs for the treatment of immunodeficiencies, infectious diseases, transplant rejection and cancers resistant to immunotherapy.

GigaGen's exclusive technology platforms uniquely capture and recreate complete immune repertoires as functional antibody libraries, enabling the discovery of potent monoclonal antibody therapies and a new class of drugs: recombinant polyclonal antibodies.

## A New Structure to Accelerate Innovation

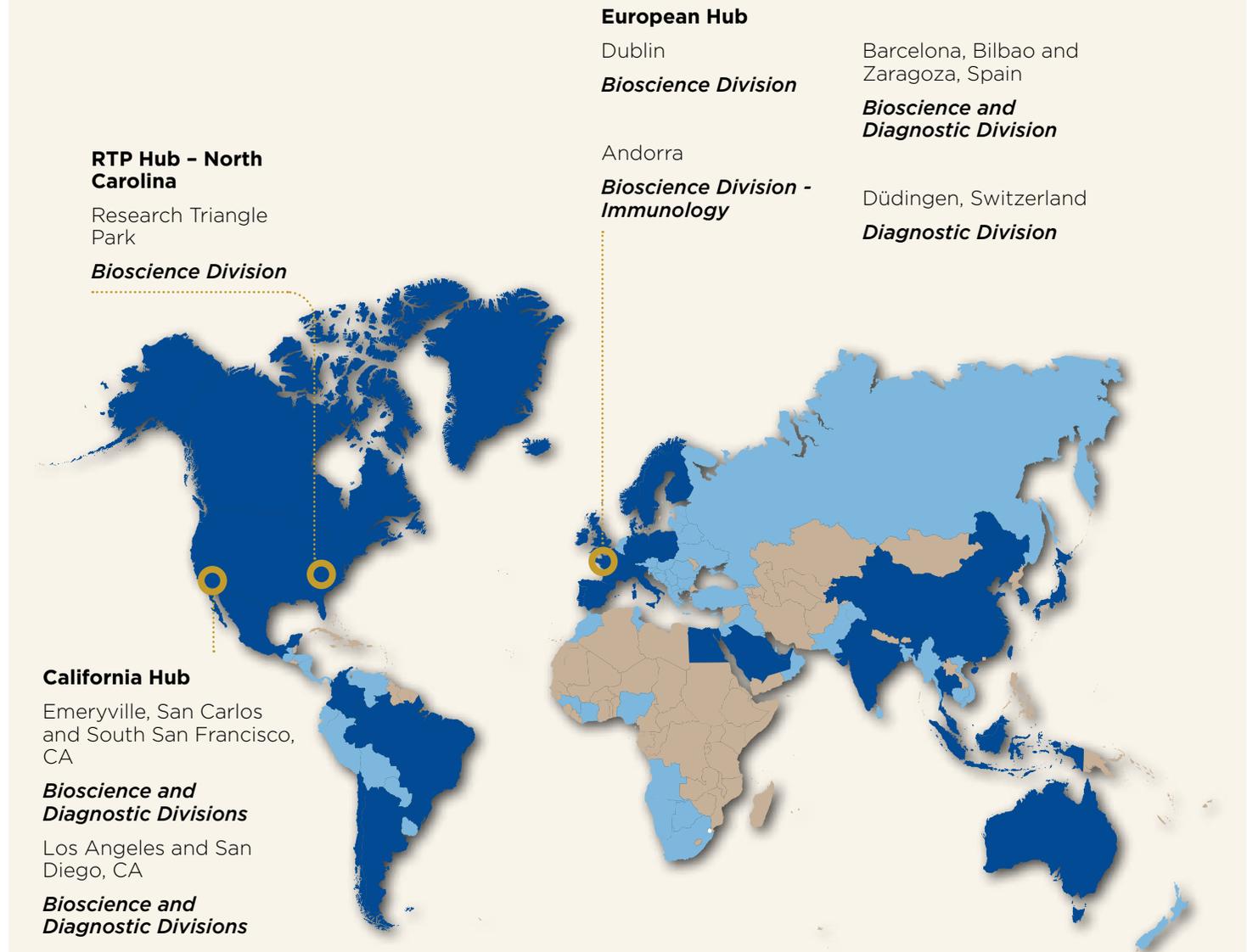
The Grifols Scientific Innovation Office leads our global R&D+i strategy. In this role, it evaluates and expedites research projects; oversees the development of innovative treatments, products and services; promotes continuous improvement of existing products and operations; and engages with key players, including academic and research institutions, in the innovation ecosystem.



Digital innovation, based on our growth opportunities and organizational environment, is a cornerstone of the organization

We created a Digital Steering Committee (DSC) to lead digital transformation, with an emphasis on exploring and promoting novel digital tools that add value. As part of its responsibilities, the DSC defines priorities and objectives and spearheads efforts to foster a digital culture grounded in interdisciplinary collaboration and shared experiences.

Powerful global innovation ecosystem with 3 major hubs



## Ethics, Science and Innovation

We believe that advancements made in life sciences cannot be separated from their essential humanistic component. Science must move forward within an ethical and social framework

Through the Victor Grifols Lucas Foundation we establish and build ties among ethicists, scientists, legislators and civil society by offering platforms for reflection on the development of correct and duly reasoned policies on ethical issues in the scientific and healthcare realms.

Thus, the Grifols Scientific Innovation Office has analysis committees that supervise and monitor all issues related to clinical trials, including those of an ethical nature. We subscribe to the three fundamental and universal principles which govern the ethics of clinical trial research:



In line with the commitments set out in our Human Rights Policy, we subscribe to fundamental and universal principles on conducting clinical trials

- **Respect for people:** Respect for the individual's capacity to take decisions freely and independently. This principle is especially relevant in the need to protect vulnerable groups of people who may participate in research projects. In research processes, respect for individuals is expressed through an informed consent form, which gives the subject the power to voluntarily decide whether to take part in the research.
- **Welfare:** Guaranteeing the health of the patient who takes part in the clinical trial. The risks must be minimised and the benefits maximised for each participant in the research. As such, for us, protecting participants' health takes precedence over professional interest, personal interest, the search for knowledge or scientific benefit.
- **Justice:** As a core social value, research must balance benefits and risks. The principles and outcomes of the research itself must be analyzed and participants must be selected homogeneously. In this regard, the principle of justice avoids exposing participants to risky situations to benefit third parties. As in the principle of respect, there is an obligation to safeguard the rights of vulnerable groups.

### Our Commitment to Clinical Trials

We are committed to protecting the rights and ensuring the safety and well-being of everyone who takes part in the clinical trials that we oversee and sponsor. For us, it is important that these principles prevail over corporate, scientific or social interests.

Our clinical trials follow a detailed protocol to guarantee the safety of participants and the integrity of the collected data. Before starting any clinical trial, we send our protocol to regulatory authorities and external ethics for approval, in order to ensure it respects the dignity, rights, safety and well-being of participants. More so, each participant must submit a written, signed and dated informed consent form. The lead researcher provides appropriate information, resolves any doubts and gives potential clinical-trial subjects enough time to make an informed decision on their collaboration. Participation is strictly voluntary, and subjects can freely withdraw their consent at any point during the clinical trial.

We also have standard operating procedures in place to guarantee quality control. We have several measures in place to guarantee the anonymity of our subjects and to promote the transparency of our clinical trial data. More information on the protocol, status and results stemming from our clinical trials are disclosed on publicly accessible registries.



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