

➤ Contribution to the SDGs in 2021

Sustainable Development Goals	Outstanding contributions in 2021	
	<ul style="list-style-type: none"> – Increase plasma supply capacity by c.2 million liters per year through our global network of 366 plasma centers. – Grifols' efforts focused on promoting plasma donations to ensure patients' access to essential plasma-derived medicines. Through the PPTA, the company collaborates with other industry players to strengthen the European Union Directive. Increase in efforts to achieve auto sufficiency of plasma based medicines and research to contribute to resolve challenges faced by people who live with a rare disease, as well as their families, following the resolution adopted by the United Nations General Assembly, integrated in its 2030 Agenda and its SDGs. – Boosting plasma self-sufficiency and research to help address the challenges of people living with a rare disease and their families, following the resolution adopted by the United Nations General Assembly and integrated into the 2030 Agenda and its SDGs. – Launch of new product formulations and indications to continue to respond to patient needs: Lynspad™ in Japan for AATD; Xembify® for PIDDs in Europe; ALBUTEIN FlexBag™ and HyperHEPB® in the U.S. – Market launch of TAVLESSE® (fostamatinib) in Spain, France and Italy to complement the company's portfolio on non-plasma medicines – Private-public collaboration in Egypt to reach plasma self-sufficiency in the country through the opening of donation centers and productive facilities. – Research on the therapeutic use of plasma proteins through Alkahest. 4 candidates under development. More than 10,000 different proteins have been identified in plasma, which may result in marketable medicines. – Gaining control of 100% of the capital of GigaGen Inc., in this way reinforcing the our innovation portfolio, and incorporating new possibilities offered by recombinant proteins – Development of new diagnostic tests. CE certification for the Procleix UltrioPlex E and Procleix Babesia trial to detect the presence of HIV, Hepatitis B, C and E, or the Babesia parasite, as well as the validation of Panther for blood screening of infectious diseases – Transfusion diagnostic solutions in low- and middle-income countries to improve access to safe blood transfusion services. Together with Shanghai RAAS, Grifols is working in China to increase transfusion safety standards in donation centers – Opening of the first AMBAR® Center in collaboration with the medical foundation Ace Alzheimer Center Barcelona – Renovation of laboratories through the Global Laboratory Initiative (GLI) Program: 14 countries, 31 laboratories, 919,931 direct beneficiaries – EUR 2.1 million dedicated to continuing with Project Ebola through the Probitas Foundation 	
	<ul style="list-style-type: none"> – Progressing in flexibility programs and promoting digital transformation initiatives. New Flexibility Policy: "Flexibility for U" – Continued to put in place measures for prevention and case management of COVID-19 – Commitment to stable and quality employment: 99 % of employees with permanent contracts and 93.6% employed full-time – More than 12,400 Pulse Surveys to measure the impact of training programs, communication and seeking the views of the workforce – Increase in training hours on safety, health, and environmental issues to more than 141,000 hours – Launch of health and wellness initiatives beyond accident prevention – New Diversity and Inclusion Policy and Global Recruitment and Selection Policy – The actions of the Global Diversity Plan 2021-2023 have been focused on the inclusion of people with disabilities (Spain and ROW), and the representation of minorities (U.S.) – EUR 7,700 million total socioeconomic impact generated (+3%) and 141,500 total jobs created (+2%). 	
PRIORITY GOALS		<ul style="list-style-type: none"> – Total R&D+i investment of EUR 329 million+6.7% of revenues and innovation intensity around 5 times greater than the European average. – R&D+i team of more than 1,000 people – More than USD 10 million allocated over the last 5 years to pre-clinical and clinical research projects through the ISR program – More than EUR 16 million allocated over the last 5 years to drive research projects on liver disease under the umbrella of the Grifols Chair. – More than EUR 3.1 million to scientific awards, investigation and education – Around EUR 281 million allocated to improve production facilities – Launch of the first scientific journal specialized in plasma science: Plasmatology. – Creation of a bioprocess pilot plant in collaboration with the Institut Químic de Sarrià (IQS) and the implementation of the first center of excellence for AI. – Advances in the implementation of AI in the improvement of productive processes and the processing of historical data of plasma centers. Exploring the application of augmented reality to improve customer service and post-sales – Execution of renovation and expansion plan for manufacturing facilities in Canada, remodeling and expansion of its plan for productive facilities in Canada
	<ul style="list-style-type: none"> – EUR 28 million allocated to environmental initiatives (+ 20.5%) and EUR 7.4 million invested in environmental assets (+167%) – Boosting circular economy in all phases of the life cycle – 75% of Grifols' total production is takes place in ISO 14001 certified plants and 75% of personnel dedicated to manufacturing operations work in certified plants – Application of eco-efficiency measures with the aim of increasing energy efficiency by 15% per production unit by 2030 – Water saving measures implemented in 75% of production centers – Recovery of waste generated: 75% in manufacturing facilities and 34% in other facilities including donation centers – Goal of increasing recycling volumes by 500 tons more per year 100% fulfilled. – Prioritization of waste revaluation, preventing 99% of waste generated in U.S. (Clayton, NC) facilities from reaching landfills – Gold Certification in the "Zero Waste to Landfill" program is maintained in the U.S. (first pharmaceutical company to receive it in 2019) 	
	<ul style="list-style-type: none"> – Measurement and disclosure of carbon footprint in scopes 1, 2 and 3 in accordance with the GHG Protocol. – Application of TCFD recommendations to identify and disclose risks and opportunities stemming from climate change. – Increase in the ambition of the 2030 environmental objectives to reduce greenhouse gas emissions by 55% per unit of production and consume 100% of energy from renewable sources. Net zero emissions by 2050 – Progress on energy decarbonization: 384,303 kWh of photovoltaic energy generated in own facilities for own consumption at the Barcelona and Murcia plants. Purchase of 36,9 million kWh of renewable electricity for plants located in Spain and Ireland. – 15.1% savings in primary energy and reduction of 3,676 tons of CO₂ emissions from the cogeneration plant. – Award of level Three Green Globes of the Green Globe Certification in the new Clayton (U.S.) purification and filling facilities (PFF). – Goal to reduce CO₂e by 1,860t per year through eco-efficiency projects in new facilities and 6,700 tons in existing facilities. – 82% reduction in emissions associated with business-related travel – Full deployment of the "Secure Remote" project allowing for the resolution of customer claims remotely. – Optimization of the plasma transport network in Europe reducing the environmental impact transport services by approximately 20%, avoiding 16 tons of CO₂e emissions per year. – At the Clayton plant, the destination of plastic waste from plasma bottles and laboratories has changed, transforming the plastic into pellets, which reduces the kilometers travelled by 80% and the annual CO₂e emissions by more than 170 tons – Biodiversity protection on Grifols-owned land through the Grifols Wildlife program in the Clayton (U.S.) protected natural area, and through the collaboration agreement to protect the Besòs River basin in Barcelona (Spain). 	

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	<ul style="list-style-type: none"> - More than 2,8 million training hours carried out in 2021: an average of 137 hours per employee. - More than 2.4 million training hours for the least qualified employees in the organization, promoting equal opportunities. - More than 16,700 collaborators and professionals received training and professional development through Grifols Academy programs and initiatives. - Launch of "The Digital Leader" program. 61 people took part in the program with a total of 732 hours. - Reinforcement of strategic alliances to promote education, including the executive leadership program for senior managers in collaboration with ESADE Business School (Barcelona) and the University of Georgetown's McDonough School of Business (Washington, D.C.) - Since 2013, 102 Grifols employees have graduated and 28 are in the process of earning a degree thanks to the collaboration with Southern New Hampshire University's College for America program - Promotion of campaigns, seminars, meetings, and conferences to increase knowledge on safety in plasma collection and plasma medicine manufacturing processes - Promotion and collaboration in training programs in local communities - Bioethics study promotion through the Bioethics Chair, promoted by Víctor Grifols i Lucas Foundation: more than 20 sessions, conferences, and seminars with the participation of more than 2,100 people, more than 13 awards and grants, publication of articles and collaboration with other institutions. 	
<p>RELEVANT GOALS</p>		<ul style="list-style-type: none"> - Progress regarding female representation with executive duties: 38% of women in "Directors", 28% of women in "Executives", 41% in "Senior management" and 47% in "Management". - 99% of female employees have permanent contracts and 92% work full-time. - More than 33% of the Board of Directors are women, following good governance recommendations. Grifols is working on increasing the percentage. - Adaptation of equal opportunity plans to the requirements of Royal Decree 902/2020, with measures to guarantee an equal working environment. - Adjusted salary gap has decreased to 2.1% in the U.S., 3.2% in Spain, 0.5% in Germany and 0.1 in Ireland. - The commitment to improve is maintained through action measures included in the Global Diversity Plan 2021-2023: boosting the number of women in management and positions of responsibility and promoting access to STEAM positions), among others. - Harassment Prevention Policy to prevent, correct and discipline any behavior that constitutes harassment. - 96 action measures in place in 2020 to increase employment of women and minority groups in the U.S. (83 in 2020 and 106 in 2019). - The only company in the health sector that sponsors UEFA women's football to extend gender equality commitment to society.
	<ul style="list-style-type: none"> - New global Social-Action and Community-Investment Policy - Community investments of more than EUR 37 million. - Donation of EUR 2.3 million to the Probitas Foundation to promote the healthy development of children and young people at risk of social exclusion, and other sustainable health projects aimed at the most vulnerable populations and countries. - Improvement in quality of life (measured in QALYs) of patients treated with the company's plasma medicines increases to 22,810M€. Compared to the cost of treatments the estimate sits at 6.6 times globally. - PatientCare program offers treatment to patients who present treatment access difficulties in the United States. "Plasma Possibilities" program: since its launch it has raised around 110,000 \$. - Donation of more than 100 million IU of clotting factors in 2021 and more than 200 million to date, exceeding the initial commitment and extending it until 2030. - AlfaCare support program for patients with DAAT in Spain, more than 7,400 enrollments in the program - Around 550 social initiatives in U.S., more than 2,400 employees and 15,000 volunteering hours in communities where Grifols plasma centers are located. - Participation in the "Box Out Hunger" campaign, collecting more than 326,000 kilos of food that could provide 667,000 meals for 150,000 families. - Collaboration with Habitat for Humanity in the US, sponsoring the construction of 6 houses. 40 employees contributed 320 hours and the company donated \$257,500. - 15 grants amounting more than \$415,000 granted through the José Antonio Grifols Lucas Foundation to support civic, social, or educational programs aimed at the communities where Grifols plasma centers are located. 	
	<ul style="list-style-type: none"> - Promotion of the Global Human Rights Strategy, the fundamental pillar of which is the group's Human Rights Policy. Formalization of a Donor Policy and a Patient and Patient Organization Policy. - No known cases of corruption. - Increase in communication and training activities related to anti-corruption, reaching 90% of at-risk employees. - Review of 3,653 interactions between employees and public servants. - 290 allegations received through the "Grifols Ethics Helpline" - Reinforcement of transparency: disclosure of transfer of value in Europe and the United States - Member of the European Union's Lobby Transparency Register. 	
<p>CROSS-CUTTING GOALS</p>		<ul style="list-style-type: none"> - More than 30 public, public-private, academic, and civil society partnerships to promote and enhance access to health and to research and development of new medical - Efforts to utilize surplus plasma from blood donations in different countries. - Estimated savings of EUR 72 million for the Spanish public healthcare system arising from the hospital-plasma industrial fractionation service. - Generation of alliances and synergies through membership in more than 20 employers' and other associations. - More than 15 private and public partnerships with the objective of minimizing the negative impact of Grifols' activities on the environment. - More than 10 partnerships to promote access and quality of education in general, and in the biopharmaceutical sector. - Promoting multisectoral alliances to improve the living conditions of groups at risk.