











30 COMMITMENTS BY OUR 2030 AGENDA

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

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