

1. PURPOSE

Grifols recognizes and values the contribution of people with different capabilities, experience and perspectives. Diversity has many facets – among them, race, ethnicity, gender, gender identity, age, religious, affiliation and sexual orientation – but it also includes varying educational backgrounds, personality types, cultural references, experiences and physical abilities.

At Grifols, we are committed to:

- A workplace which is free from discrimination.
- Treating employees fairly and with mutual respect.
- A workplace culture that embraces individual differences.
- Equal employment opportunities based on ability, performance and potential.
- Making all staff aware of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity.
- Attraction, retention and development of a diverse range of talented and committed people.

As a company, Grifols endeavors to respect and integrate itself into the cultures and traditions of the communities where it is present, whilst staying true to our core values and principles. We also strive to provide a safe and accepting environment for individuals to freely express themselves and openly live their lives to their fullest, whilst respecting people's privacy and confidentiality.

2. SCOPE

This Policy applies to Grifols S.A. and its subsidiaries (the "Grifols Group").

3. RELATED DOCUMENTS

Code of Conduct.

Ethic Code.

4. KEY PRINCIPLES

The key principles which underpin this policy statement are:

- Diversity and inclusion affect everybody, and we all have a role to play in helping to create a more diverse and inclusive workplace where everyone feels valued and respected.
- We will take a coherent, integrated and collaborative approach to managing and progressing the Diversity and Inclusion agenda.
- Our workplace policies, practices and behaviors will foster a fair, open and inclusive culture.
- Diversity and Inclusion activity and impact will be measured, monitored and reported on internally and externally.
- We will take a data-driven, evidence-based approach to decision-making and action where possible.
- Creating a culture of inclusion is a long-term commitment and a continuous process of improvement.

5. STATEMENT

To achieve a diverse and inclusive environment, we have developed a first three-years strategy, that includes the following topics:

Recruitment, selection and promotion

Equal opportunity is integral to the recruitment and selection practices at Grifols, and we recognize the value of recruiting, selecting and promoting employees with different backgrounds, knowledge, experiences, perspectives and beliefs.

Compensation

Our compensation and role grading review processes actively consider equity in both grading and compensation and we will continue to develop strategies and initiatives to resolve any identified gaps.

Career development and performance

Our employees are encouraged to develop and progress their careers through opportunities that build on their skills, experience and potential.

Diversity and respect in the workplace

- All employees are required to complete:
 - diversity and anti-discrimination training;
 - unconscious bias training from 2021.
- The employees have to follow the Grifols inclusive communications guide, during their daily work.

Organizationally, we have also developed concrete actions to increase D&I and this has been localized across every Grifols market through the development of action plans adapted to local needs and legislations.

6. RESPONSIBILITY

HR People Experience Hub will review this policy on a regular basis.

Implementation of this policy statement is supported by a comprehensive, focused action plan which is agreed, supported, monitored and measured by the Grifols senior Leadership.