

## **GRIFOLS, S.A.**

### **REPORT OF THE APPOINTMENTS AND REMUNERATION COMMITTEE**

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This report is prepared in connection with the proposals of appointment of Ms. Montserrat Muñoz Abellana and Ms. Susana González Rodríguez as members of the Board of Directors of Grifols, S.A. (“**Grifols**” or the “**Company**”), included on the agenda of the Ordinary General Shareholders' Meeting of the Company to be held both physically and by telematic means on first call at Avenida Generalitat 152-158, Polígono Can Sant Joan, Sant Cugat del Vallès (Barcelona), at 12:00 a.m. CET on 9 June 2022 and, on second call, on 10 June 2022, at the same place and time (the “**Ordinary Meeting**”).

This report is issued in accordance with recommendation 14 of the Good Governance Code of Listed Companies, approved by the Spanish National Securities Market Commission (“**CNMV**”) in February 2015 and amended partially by CNMV’s board of directors on 25 June 2020 (“**GGC**”) with regards to the prior analysis that the Company's Appointments and Remuneration Committee of Grifols carries out regarding the Board of Directors' required competences. The conclusions of said analysis are included in this report.

#### **I. Analysis of the Company's Board of Directors' required competences.**

In accordance with recommendation 14 of the GGC, this Committee has analysed and reviewed the required competences or skills of the Board of Directors when proposing the appointment of Ms. Montserrat Muñoz Abellana and Ms. Susana González Rodríguez as independent board members.

After such analysis, the Committee considers necessary and convenient to cover the positions of Ms. Marla E. Salmon and Ms. Belén Villalonga Morenés as independent board members, due to the end of their term as directors and since their re-election is not proposed. With the aim of maintaining a diverse and balanced composition of the Board, the Committee has positively valued the extensive professional career and accredited experience of Ms. Montserrat Muñoz Abellana and Ms. Susana González Rodríguez in various and diverse sectors, such as healthcare, consumer goods, industrial and digital and automated technology. Currently Ms. Montserrat Muñoz Abellana is a Senior Executive at Danone where, for the last 17 years, she has served as Global Medical Nutrition Operations Vice President, Iberia Medical Nutrition General Manager and Value Chain Digital Transformation Vice President and Ms. Susana González Rodríguez is a Senior Executive at Rockwell Automation where, for the last 3 years, she has served as President of the Europe, Middle East, and Africa regions.

The Appointments and Remuneration Committee of Grifols has evaluated the time and dedication needed for board members to effectively carry out their duties and has concluded that the board members, which are being proposed for appointment, have the sufficient time to diligently hold the position of board members, for the case they are effectively appointed by the Ordinary Meeting.

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Barcelona, 28 April 2022  
The Appointments and Remuneration Committee