

# GRIFOLS GENDER PAY GAP REPORTING 2025 IRELAND

GRIFOLS

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# 1. INTRODUCTION



Grifols is a global healthcare company which develops plasma-derived medicines and other innovative biopharmaceutical solutions for patients around the world.

This is our fourth gender pay gap report under the new Irish gender pay gap reporting regime, for which:

- Our snapshot date was **30 June 2025**;
- Our reporting period was **1 July 2024 to 30 June 2025**; and
- Our reporting entity (Grifols Worldwide Operations Limited) employed **444 in-scope employees** (comprising 203 female and 241 male employees).

#### Gender pay gap:

- Is the difference in the average gross hourly pay rate of female employees compared with male employees (regardless of role or seniority).
- Is not unequal pay between male employees and female employees.
- Identifies where women are represented across an organisation; and
- Identifies the extent to which there is equal representation from both males and females at each level within an organisation.

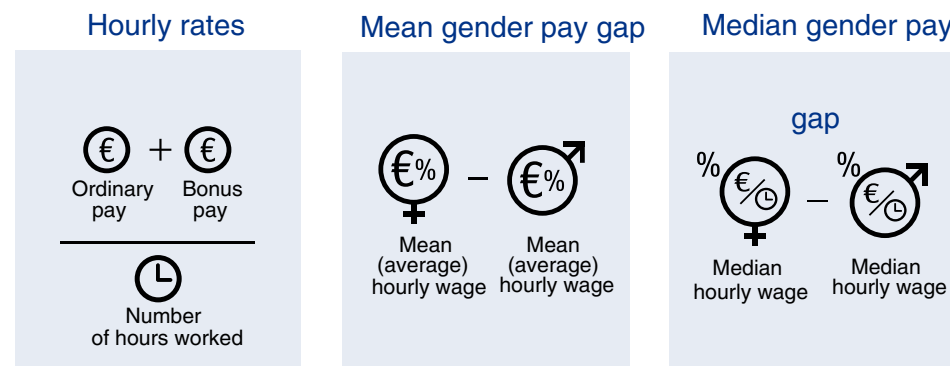
Prior to the introduction of the Irish Gender Pay Gap Reporting Regime we already had equal pay for men and women in the same roles. We always seek to provide equal opportunities in every area of our work, and we currently operate salary bands or ranges where we take into consideration experience in the role. New joiners are offered a package in accordance with their salary band regardless of their gender (or other protected characteristics). We treat people fairly and equally in accordance with the law regardless of their gender (or other protected characteristics).

This is our fourth report under the **Irish Gender Pay Gap Reporting Regime**. However, prior to the introduction of this regime, Grifols demonstrated its commitment to issues of this nature by voluntarily conducting an annual salary gap analysis for the whole organisation to identify and narrow potential differences and promote equality within the organisation. The results and main interventions implemented during the year are communicated transparently in the **Annual Integrated Report** available at [www.grifols.com](http://www.grifols.com).

We acknowledge that we have a gender pay gap (as men and women are not equally represented at all areas and levels across our business). However, our proactive steps to address the gender pay gap have resulted in improvements across our gender pay gap metrics since the introduction of the Irish Gender Pay Gap Reporting Regime.

Our **Gender Pay Gap Report** results for 2025 show improvements in the gender pay gap metrics since we started reporting in 2022. This is a positive step in the right direction for Grifols, demonstrating the vital nature of the measures implemented. However, it also highlights that reducing the gender pay gap requires continual action and underscores that there is further work to be done. Since the publication of our Gender Pay Gap Report last year, we have reviewed the measures we have taken and considered further measures we can implement to improve gender representation across our organisation.

Consistent with the new Irish gender pay gap legislation:



Hourly rates have been calculated by incorporating both ordinary pay (this includes basic pay, overtime, premiums, allowances among others) and bonus pay, and then dividing the total by the number of hours worked.

The mean gender pay gap is the percentage difference between women's mean (average) hourly wage and men's mean (average) hourly wage.

The median gender pay gap is the percentage difference between women's median hourly wage (the middle-paid woman) and men's median hourly wage (the middle-paid man).

We have included additional separate reporting metrics regarding temporary employees, but not part-time employees given that we only employed two part-time employees of one gender on the snapshot date (and so there is no part-time employee data from the other gender to run a comparison against).

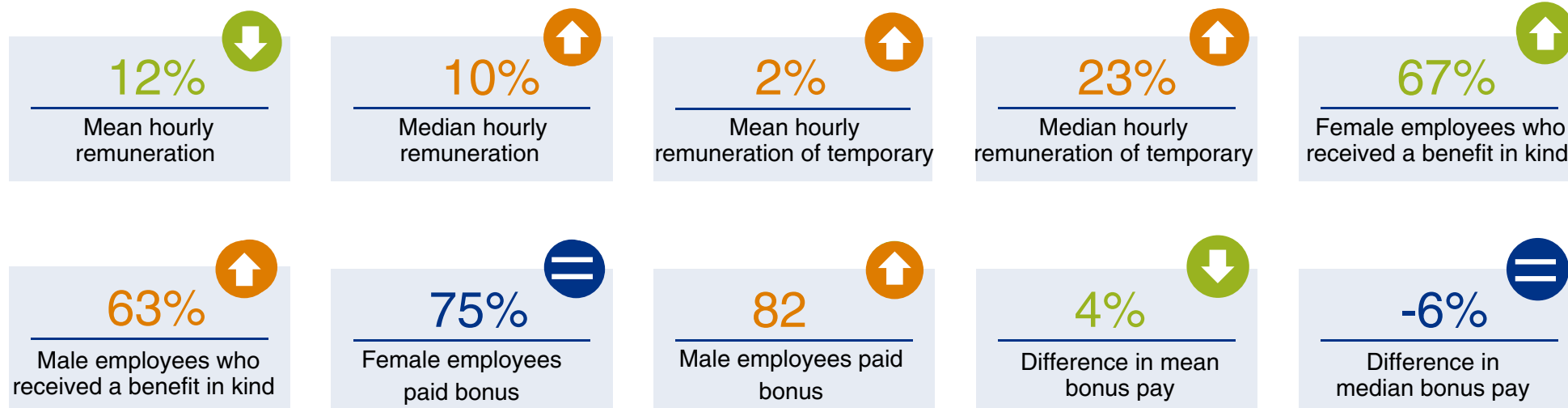
We note that in the case of each percentage reported on below, a 'positive' value reflects that the percentage difference is in favour of male employees while a 'negative' value reflects that the percentage difference is in favour of female employees.



# 2.

## **GENDER PAY GAP RESULTS**





Percentage difference in mean hourly remuneration of part-time male and female employees

Not applicable as part time employees of only one gender were employed on the snapshot date.

Percentage difference in mean hourly remuneration of part-time male and female employees

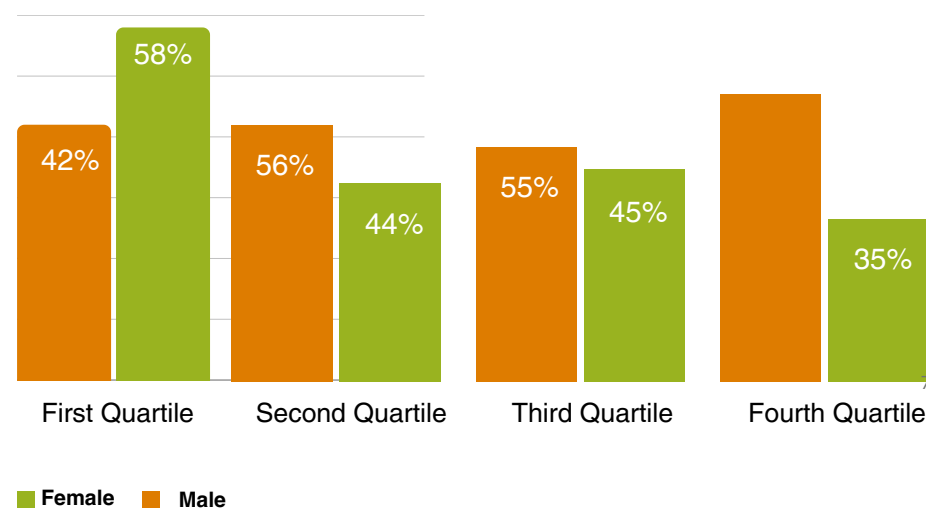
Not applicable as part time employees of only one gender were employed on the snapshot date.

↓↑ Reduce or increase in favour of female

↑↓ Reduce or increase in favour of male

= No change, remains the same

Female / Male distribution per Quartile



# 3.

## REASONS FOR OUR GENDER PAY GAP





We continue to treat male and female employees equally, however our gender pay gap analysis highlights for us that there is a meaningful differential in how employees of both genders are distributed in the fourth quartile of our organisation and in the different areas of the business and we are already taking measures to tackle this. This is the first time that we have not seen year on year improvements in this area since we first reported in 2022, though we remain committed to improving this.

In our opinion, significant factors driving the differentials in the results include that:

- Our overall distribution on the **30th June 2025 was 54% males and 46% females**. This is an increase of 2% additional females.
- As previously mentioned, our organization continues to have significantly fewer female employees than male employees at the highest senior leadership levels. However, there are noticeable improvements on our 2022 and 2023 reports especially when analysing gender pay gap by quartile. Over the period 2022 to 2025, **the 4th quartile is reflecting an improved metric: 74% males down to 65% and 26% female up to 35%**.
- There is a traditional, but closing, **gap in the number of male and female employees working in Science, Technology, Engineering and Mathematics (STEM) careers and industries**. We have participated in the STEM career fairs to target and attract female prospective employees.
- Being a manufacturing site, our reporting metrics are significantly influenced by the disproportionate number of male employees, as compared to female employees, undertaking overtime and shift premium hours. This affects the reported data; the percentage of females in our first quartile has risen from 50% to 58%, which is the primary shift in the quartile distribution.
- Although some of our pay bands may seem to be at the same level within the organization, they vary according to the department, specific role, and the employee's length of experience. Upon analysing identical roles within the same department, it's evident that we provide equal pay to male and female employees when experience levels are comparable. However, **there are several employees at senior executive level that are assigned from around the globe to work in Ireland from time to time**, the majority of which, happen to be male on the 30th June 2025. While not clear from the reported figures, female representation at this executive level has increased during this reporting period.

- There are a number of ex-patriate employees (the majority of which happen to be male on our snapshot date) that are assigned to work in Ireland and whose remuneration packages include a number of additional pay items not paid to the general employee population (e.g. grossed up relocation allowances) reflecting the unique nature of their assignment to Ireland as opposed to the general employee population who work from Ireland on an ongoing basis. **Such exceptional remuneration line items continue to have a significant distorting effect on this year's gender pay gap results and may fluctuate in the coming years.**

We are continuing working to reduce the current gap and support female employees so that they can develop in their careers and progress to senior leadership positions. Grifols' progress in increasing the number of women in leadership positions is one of its primary areas of action to achieve salary equality. The company has established specific targets in its 2024-2026 Global Diversity Plan to continue advancing in this area. Grifols goal is to achieve 50% of women in Senior Management positions by 2030. In Grifols Ireland, since our 2022 report, we have appointed three female leader and we continue to ensure that the percentage of women and men interviewed for positions at manager level or above is equal. Last year, the newly appointed Technical Director is also female, this is increasing out top management in Ireland.

In relation to the mean bonus pay metric, there were significant reductions in the gap from 2022 to 2024 and there has been another significant improvement in 2025. The mean bonus pay metric has reduced from 31% to 4% and in relation to the median bonus pay metric, this gap remains in favour of female employees. More males than females were eligible for a bonus payment in 2025, however, the percentage of females entitled to a bonus payment remains the same as 2024, 75% and the overall metric has considerable reduced.

In relation to the benefit in kind metrics, all employees were provided with the opportunity to receive a benefit in kind (e.g. on health insurance). In the period analysed, 67% of female employees were provided with a taxable benefit in kind compared with 63% of male employees. This is an increase by female staff.

# 4.

## **ACTIONS TO REDUCE / ELIMINATE OUR GENDER PAY GAP**



Grifols is firmly committed to effective equality, providing equal opportunities and equal pay regardless of gender.

We have a longstanding commitment to people and the planet that entails helping society on all fronts by strengthening our positive social, economic and environmental impacts.

Our corporate values – Passion for People, Responsibility, Innovation, Diversity and Excellence– guide everything we do as a company.

We are committed to creating an inclusive workplace environment where all employees can thrive.

We are committed to continuing to take measures to reduce and eliminate our gender pay gap, including that we will:

- Continue to train and support female employees and future leaders, so that there is an increased level of female representation at the most senior levels of our organisation. Since our 2022 report, we ran three **Leadership program** in Dublin and had 50% female representation in our 2025 program. We have also increased female representation at the senior executive level since our previous report.
- Continue to enhance our training and other supports for employees. Since our 2022 report, we have worked in developing a **Strategic Training Plan for Grifols Dublin** that will cover until the end of 2027. In this plan, we have included programmes for the development of our employees and to invest in their leadership skills. Our goal is to ensure that these programmes have at least a 50% female representation. Exceptions to this target are only permitted in areas where sufficient female representation is not available.
- Continue to expand and roll-out our existing diversity and inclusion initiatives in line with our Global strategy.

Since our 2022 report, we have taken the following actions:

1. Celebrating International Women's Day 2023, we held two online **Coffee Talks to discuss feminine leadership in the sciences**; this was a global initiative to celebrate the accomplishments, leadership, and contributions of women at Grifols. Our very own Grifols colleagues from different positions and Departments around the world have shared their personal and professional experiences, current challenges, and opportunities as women in STEM. This initiative aimed to inspire female employees to grow into leadership positions encouraged by the inspiration provided from colleagues.

1. Introducing the **Women Leadership Awards (WLA)** to support gender equity, while recognising the work and contributions of women at Grifols, while recognizing the contributions of women at Grifols. We had 14 nominations in Ireland out of 267 nominations across the organisation internationally. This is a new initiative was aimed to communicate and give visibility to the achievements of women, that will support Grifols' commitment to gender equity. These awards were created to honour Dr. Marilyn Rosa-Bray's legacy as an exceptional and inspirational leader, who was passionate about gender equity and developing people.

There are two categories of awards:

#### The Dr. Marilyn Rosa-Bray Inspirational Leader Award, which recognises:

- women that embody Grifols' values and work with rigor, passion, audacity and courage;
- women leaders who, like Dr. Marilyn Rosa-Bray, have broken barriers and/or are role models in science or innovation, achieving milestones that have impacted the Grifols business;
- women who stand out for inspiring and developing their teams.

#### The Emerging Leader Award, which recognises:

- Grifols Ireland had 2 finalists out the 5 female Emerging leaders' finalists;
- women who demonstrate resilience in all that they do;
- an early career woman who demonstrates high-potential and professionalism;
- women who are aspirational and use their knowledge, skills and personal characteristics to achieve exceptional results.



**Continue The Talent Program Leading the Future:** This is a global initiative sponsored by our CEO and the Senior Leadership Team, designed to prepare Grifols' future leadership team. It is a 12-month journey where the participants' leadership skills will be developed (in collaboration with Business Training Solutions) through personalised development plans, a 1-week job rotation, evaluations, coaching and more. In this edition about 100 people will participate, of which 50% are women. Participants represent different parts of the world, business and job roles. Each of them has been selected by the Senior Manager of their area. In the current program, 2024-25 we have 2 female out of 4 people representing the Irish site.

- In 2024-25, Grifols Dublin chose five female leaders to join the Future Subsidiary Leaders program by IMI and IDA Ireland, aiming to develop future leadership at the Irish site.
- continue to promote the different types of family leave available through Irish law and provide further support for female employees throughout the various stages of their lives and careers. In respect of parent's leave, employees receive 100% of their base salary for 5 out of the 9 weeks' leave. To-date, this has mainly been used by female staff immediately following maternity leave.
- continue to consider how we may continue to facilitate flexible working arrangements to assist our employees balancing their responsibilities at home and in the workplace; this year was the first time that a female employee requested to use parental leave to reduce the hours worked in a normal working day and the company will continue to consider and support similar future requests, where possible. We support employees by providing employees with 100% of their base salary during ordinary maternity leave and have an enhanced parent leave payment, as referred to in 4.5.5.
- maintain our flexibility policy, which includes four different schemes (mostly remote, hybrid, occasional remote and in person). These schemes support work life balance for our employees; hybrid model and mostly remote is more common in global departments where female representation is higher whereas, in person and occasional remote are more common in manufacturing setting.
- continue to monitor our pay and bonus structures to ensure they are fair and equitable; Grifols has already demonstrated its commitment to issues of this nature by voluntarily conducting an annual salary gap analysis, both adjusted and unadjusted, in order to narrow retribution differences and promote equality within the organisation.
- continue to upskill managers, including in relation to dignity at work and interview training, to include training on unconscious bias in hiring processes. We have trained managers in Interview skills training, and we will continue in 2026 with the supervisor level to ensure that our hiring practices remain fair and transparent.

- continue to pursue efforts to achieve wage parity, which also include promoting women in STEM, an area historically predominated by men for cultural reasons. The company is working on several initiatives to identify STEM positions and roll out measures to facilitate women's access. We introduce our first Graduate programme with 12 people joining Grifols Dublin with 50% female representation.
- continue improving our selection, salary review and promotion processes, with the aim of ensuring that individual performance evaluations follow common, transparent and gender-neutral criteria. In 2026, we will define specific KPIs to measure the success in this area, this is currently being defined. In the recent window for promotions, we had 9 out of 12 were female.

Although the measures outlined above represent our current strategy to address the gender pay gap in the forthcoming year, we are receptive to exploring other potential solutions. We will test, adjust, enhance and/or move on from particular measures as we go, to ensure that we are pursuing those measures which will have the most meaningful impact.

We recognize that our gender pay gap results may fluctuate from year to year depending on a variety of outlier factors (e.g. one or more senior management team members of one gender or the other may leave just before, or join after, a particular year's snapshot date).

Grifols is committed to continue working in reducing existing gaps and promote diversity and equality within the organisation.

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