

# GRIFOLS

## Grifols doubles the number of positions in its vocational training program over the past year in Spain

- *The company celebrates “FP Dual. Sharing experiences,” an initiative that brings together companies, public administrations and educational institutions to share success stories, strengthen collaboration and align training with the real needs of the industry*
- *Grifols has grown from 8 students in 2022 to 46 this year and currently hires 88% of the students in the program*
- *Over the past four years, the company has committed to this model, enabling it to identify talent and align academic profiles with job roles, with increasingly technical and specialized professionals*

**Barcelona, Spain, May 26, 2026** – Grifols (MCE:GRF, MCE:GRF.P, NASDAQ:GRFS), a global healthcare company and leading producer of plasma-derived medicines, today hosted the event “FP Dual. Sharing Experiences” at its headquarters in Sant Cugat del Vallès (Barcelona). The gathering brought together companies, public authorities and educational institutions to share success stories, strengthen collaboration and align training with the real needs of the industry.

The event was attended by the Secretary for Labour and Business of the Government of Catalonia, Francisco Ramos; the Secretary for Vocational Training of the Government of Catalonia, Francesc Roca; representatives from the municipalities of Granollers and Rubí; and companies such as Seidor, Mutua de Terrassa, Galenicum, Synerkos, Inibsa, Moehs and Coma y Riba, as well as regional and coordination representatives from the vocational training system.

Dual Vocational Training (FP Dual) is an educational model that combines theoretical learning at educational institutions with hands-on training directly in a company. Its aim is to align education with labor market needs and it is structured into two main modalities: General Dual, where students spend between 25% and 35% of the total program in a company, and Intensive Dual, where time spent in the company exceeds 50%.

During the event, participants exchanged experiences and took part in working sessions to address the challenges of this educational model, which, according to experts, has become one of the main pathways for accessing technical talent.

### **Doubling the number of students in the past year**

Grifols, which launched its FP Dual program in 2022, has grown from 8 students to 46. In the last year, the number of students has doubled compared to the previous year. The program has been implemented across various areas of the company, including Production, Quality, Engineering, Maintenance, IT, Finance and R&D.

Ernest Plà, VP Corporate Talent & Organization at Grifols, said: “The FP Dual program is one of the main levers for attracting, developing and fostering inclusive talent at Grifols. Through this model, the company reinforces its commitment to society by facilitating first access to the job market, connecting the academic world with the business environment, and developing profiles aligned with the real needs of the business.”

The percentage of students joining the company after completing the program also shows an upward trend: from 75% in the 2022/2023 academic year to 77% in 2023/2024 and 88% in 2024/2025. As a result, FP Dual has become one of the main channels for recruiting qualified technical talent at Grifols.

### **An intensive 1,000-hour model with internal mentoring**

Ninety-five percent of students in the program participate in the Intensive Dual track (approximately 1,000 hours in the company, compared to more than 500 hours in the General track). This increased commitment enables deeper learning and facilitates students' transition into the workforce. Each student is assigned a trained internal Grifols mentor, follows a defined training plan, and benefits from coordinated oversight between the company, the educational institution and the Government of Catalonia.

The company's commitment to the program addresses key challenges such as workforce stabilization, aligning education with job requirements, and attracting young talent. FP Dual helps bridge the gap between education and industry.

### **A program aligned with the new vocational training legal framework**

The program's growth coincides with a significant transformation of the Vocational Training model in Spain. Since September 2024, under the implementation of Law 3/2022, all vocational training programs include a mandatory dual component. In the first year of intermediate and higher-level cycles, students join companies from the outset, and companies become co-responsible for training. Grifols anticipated this regulatory change and is now positioned as a benchmark for this model in Catalonia and in the life sciences sector.

The company works closely with vocational training centers and the Department of Education and Vocational Training of the Government of Catalonia, and participates in knowledge-sharing forums with other companies. Its roadmap includes continuing to expand its network of partner centers, incorporating new specialties, and progressively integrating the program into the company's diversity, inclusion, and future talent strategy

### **About Grifols**

Grifols is a global healthcare company founded in Barcelona in 1909 committed to improving the health and well-being of people around the world. A leader in essential plasma-derived medicines and transfusion medicine, the company develops, produces and provides innovative healthcare services and solutions in more than 110 countries.

Patient needs and Grifols' ever-growing knowledge of many chronic, rare and prevalent conditions, at times life-threatening, drive the company's innovation in both plasma and other biopharmaceuticals to enhance quality of life. Grifols focuses on treating conditions centered on six core therapeutic areas: immunology, neurology, pulmonology, hematology, hepatology and intensive care.

A pioneer in the plasma industry, Grifols continues to grow its network of donation centers, the world's most diversified with more than 400 across North America, Europe, Africa and the Middle East, and China.

As a recognized leader in transfusion medicine, Grifols offers a comprehensive portfolio of solutions designed to enhance safety from donation to transfusion, in addition to clinical diagnostic technologies. It provides high-quality biological supplies for life-science research, clinical trials and for manufacturing pharmaceutical and diagnostic products. The company also supplies tools,

information and services that enable hospitals, pharmacies and healthcare professionals to efficiently deliver expert medical care.

Grifols, with more than 25,000 employees in more than 30 countries and regions, is committed to a sustainable business model that sets the standard for continuous innovation, quality, safety and ethical leadership.

The company's class A shares are listed on the Spanish Stock Exchange, where they are part of the IBEX-35 (MCE:GRF). Grifols non-voting class B shares are listed on the Mercado Continuo (MCE:GRF.P) and on the U.S. NASDAQ through ADRs (NASDAQ:GRFS).

For more information about Grifols, please visit [www.grifols.com](http://www.grifols.com)

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