

UNITED NATIONS GLOBAL COMPACT: COMMUNICATION ON PROGRESS 2021

GRIFOLS

TOGETHER
WE BUILD

GRIFOLS



Habitat
for Humanity®

OSB 1/2" x 4' x 8' 1/2"
7/16" Panel Code
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CSA 0328
2022



MESSAGE FROM GRIFOLS' CO-CEOs

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Grifols' decision in 2020 to join the United Nations Global Compact (UNGC) reflected its commitment to the UNGC's Ten Principles for responsible business practices and remain steadfast in defending values associated with respecting human rights, labor standards, environmental responsibility and combating corruption through its ethical leadership.

Grifols supports the UNGC's Ten Principles as part of a roadmap for recoupling economic growth with social progress. Over the last years, Grifols has worked steadily to interweave these principles into our organization. These values are fully aligned with the United Nations Sustainable Development Goals (SDGs) and Grifols' Sustainability Ambition, which articulates our vision of building a sustainable business model that creates value for all of our stakeholders, today and in the future. We strive to make a positive impact on the lives of our donors, patients and employees, and sustainably and ethically serve society and the planet, while advancing scientific progress and plasma-derived innovations that improve people's quality of life.

In 2021, we continued our efforts to better communicate how Grifols' commitments are translated into actions, with a spotlight on our strategic plan and the diverse measures taken to navigate the challenging business landscape. Over the last 12 months, we supported the UNGC with projects such as estimating the social value we generated for patients treated with our key life-sustaining plasma therapies, total tax contributions in our main countries of operation, climate risks and opportunities, and our socio-economic impact in terms of wealth generation and job creation. This year the company also approved corporate policies on human rights, donor, and patients and patient organizations, as well as the Grifols 2030 Agenda, which includes 30 ambitious SDG-aligned targets.

This report outlines Grifols' efforts to empower its more than 23,000 globally dispersed employees to contribute their expertise, time and commitment to improve their communities and society at large in line with UNGC principles.

At the same time, it highlights concrete activities of Grifols in relation to the UNGC's Ten principles and SDGs, for the reporting period January 1, 2021 to December 31, 2021. Below, we share highlights of our progress in key areas. We are proud of the progress made, while we continued support for the UN Global Compact and its ten principles.

VÍCTOR GRÍFOLS
DEU
CO-CEO

RAIMON GRÍFOLS
ROURA
CO-CEO

“Grifols supports the UNGC's Ten Principles as part of a roadmap for recoupling economic growth with social progress”

JOINING FORCES TO PROMOTE THE UNITED NATIONS GLOBAL COMPACT

Grifols aspires to serve society guided by a long-term sustainable business model, creating value in alignment with the United Nations Global Compact Ten Principles and Sustainable Development Goals. In this way, we will continue to advance on our path of growth and global standing as one of the world's most sustainable companies.

The 2030 Agenda for Sustainable Development, approved by the United Nations, provides a shared roadmap for achieving peace and prosperity for humanity and the planet. This global initiative includes 17 Sustainable Development Goals (SDG), formulated to address and manage global challenges.

In recognition of the critical role companies play in promoting sustainable development, Grifols supports and accompanies the efforts of other stakeholders in line with its mission to drive positive social change. In order to transparently measure and communicate its SDG contributions, Grifols identified and prioritized the goals where it can most contribute and deliver value based on its industry, operations and geographic scope.

In this process, Grifols determined five priority SDGs and four relevant SDGs on which it can also make a significant contribution. The company also supports the SDG 17 "Alliances to Achieve the Objectives" through collaborations with diverse stakeholders—social and educational institutions, governments, organizations, entities and other companies—to jointly spearhead initiatives linked to education, innovation and access to healthcare, among others. Within the framework of its sustainability strategy, Grifols established its 2030 SDG-aligned corporate objectives.

Grifols works to expand its SDG contributions throughout the value chain by seeking collaborations and synergies with its main private- and public-sector partners. It also bolsters its SDG impact through the Probitas Foundation.

THE TEN PRINCIPLES OF THE UNITED NATIONS GLOBAL COMPACT

HUMAN RIGHTS

- 01** Support and respect the protection of internationally proclaimed human rights; and
- 02** Not to be complicit in human rights abuses.

LABOUR

- 03** Uphold the freedom of association and the effective recognition of the right to collective bargaining;
- 04** Support the elimination of all forms of forced and compulsory labour;
- 05** Support the effective abolition of child labour; and
- 06** Support the elimination of discrimination in respect of employment and occupation.

ENVIRONMENT

- 07** Support a precautionary approach to environmental challenges;
- 08** Promote greater environmental responsibility; and
- 09** Encourage the development and diffusion of environmentally friendly technologies.

ANTI-CORRUPTION

- 10** Work against corruption in all its forms, including extortion and bribery.



A ROADMAP FOR 2030: THE 30 COMMITMENTS OF GRIFOLS' 2030 AGENDA

Sustainability is a top priority at Grifols. To this end, the company has articulated its concern for sustainability into 30 ambitious, specific and measurable commitments embodied in the pillars of its Sustainability Plan that help it advance its long-term sustainable business model.

PILLAR	GOAL 2030	SDG
 Commitment to Donors and Patients	<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 	
 Impact on Society	<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 	
 Environmental Responsibility	<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 	
 Our People	<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 	
 Ethical Commitment	<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) 	
 Innovation	<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

Contribution to the SDGs in 2021

Sustainable Development Goals	Outstanding contributions
	<ul style="list-style-type: none"> – Increase plasma supply capacity by c.2 million liters per year through our global network of 366 plasma centers. – Grifols' efforts focused on promoting plasma donations to ensure patients' access to essential plasma-derived medicines. Through the PPTA, the company collaborates with other industry players to strengthen the European Union Directive. Increase in efforts to achieve auto sufficiency of plasma based medicines and research to contribute to resolve challenges faced by people who live with a rare disease, as well as their families, following the resolution adopted by the United Nations General Assembly, integrated in its 2030 Agenda and its SDGs. – Boosting plasma self-sufficiency and research to help address the challenges of people living with a rare disease and their families, following the resolution adopted by the United Nations General Assembly and integrated into the 2030 Agenda and its SDGs. – Launch of new product formulations and indications to continue to respond to patient needs: Lynspad™ in Japan for AATD; Xembify® for PIDDs in Europe; ALBUTEIN FlexBag™ and HyperHEPB® in the U.S. – Market launch of TAVLESSE® (fostamatinib) in Spain, France and Italy to complement the company's portfolio on non-plasma medicines – Private-public collaboration in Egypt to reach plasma self-sufficiency in the country through the opening of donation centers and productive facilities. – Research on the therapeutic use of plasma proteins through Alkahest. 4 candidates under development. More than 10,000 different proteins have been identified in plasma, which may result in marketable medicines. – Gaining control of 100% of the capital of GigaGen Inc., in this way reinforcing the our innovation portfolio, and incorporating new possibilities offered by recombinant proteins – Development of new diagnostic tests. CE certification for the Procleix UltrioPlex E and Procleix Babesia trial to detect the presence of HIV, Hepatitis B, C and E, or the Babesia parasite, as well as the validation of Panther for blood screening of infectious diseases – Transfusion diagnostic solutions in low- and middle-income countries to improve access to safe blood transfusion services. Together with Shanghai RAAS, Grifols is working in China to increase transfusion safety standards in donation centers – Opening of the first AMBAR® Center in collaboration with the medical foundation Ace Alzheimer Center Barcelona – Renovation of laboratories through the Global Laboratory Initiative (GLI) Program: 14 countries, 31 laboratories, 919,931 direct beneficiaries – EUR 2.1 million dedicated to continuing with Project Ebola through the Probitas Foundation
	<ul style="list-style-type: none"> – Progressing in flexibility programs and promoting digital transformation initiatives. New Flexibility Policy: "Flexibility for U" – Continued to put in place measures for prevention and case management of COVID-19 – Commitment to stable and quality employment: 99 % of employees with permanent contracts and 93.6% employed full-time – More than 12,400 Pulse Surveys to measure the impact of training programs, communication and seeking the views of the workforce – Increase in training hours on safety, health, and environmental issues to more than 141,000 hours – Launch of health and wellness initiatives beyond accident prevention – New Diversity and Inclusion Policy and Global Recruitment and Selection Policy – The actions of the Global Diversity Plan 2021-2023 have been focused on the inclusion of people with disabilities (Spain and ROW), and the representation of minorities (U.S.) – EUR 7,700 million total socioeconomic impact generated (+3%) and 141,500 total jobs created (+2%).
	<ul style="list-style-type: none"> – Total R&D+i investment of EUR 329 million+6,7% of revenues and innovation intensity around 5 times greater than the European average. – R&D+i team of more than 1,000 people – More than USD 10 million allocated over the last 5 years to pre-clinical and clinical research projects through the ISR program – More than EUR 16 million allocated over the last 5 years to drive research projects on liver disease under the umbrella of the Grifols Chair. – More than EUR 3.1 million to scientific awards, investigation and education – Around EUR 281 million allocated to improve production facilities – Launch of the first scientific journal specialized in plasma science: Plasmatology. – Creation of a bioprocess pilot plant in collaboration with the Institut Químic de Sarrià (IQS) and the implementation of the first center of excellence for AI. – Advances in the implementation of AI in the improvement of productive processes and the processing of historical data of plasma centers. Exploring the application of augmented reality to improve customer service and post-sales – Execution of renovation and expansion plan for manufacturing facilities in Canada, remodeling and expansion of its plan for productive facilities in Canada
	<ul style="list-style-type: none"> – EUR 28 million allocated to environmental initiatives (+ 20.5%) and EUR 7.4 million invested in environmental assets (+167%) – Boosting circular economy in all phases of the life cycle – 75% of Grifols' total production is takes place in ISO 14001 certified plants and 75% of personnel dedicated to manufacturing operations work in certified plants – Application of eco-efficiency measures with the aim of increasing energy efficiency by 15% per production unit by 2030 – Water saving measures implemented in 75% of production centers – Recovery of waste generated: 75% in manufacturing facilities and 34% in other facilities including donation centers – Goal of increasing recycling volumes by 500 tons more per year 100% fulfilled. – Prioritization of waste revaluation, preventing 99% of waste generated in U.S. (Clayton, NC) facilities from reaching landfills – Gold Certification in the "Zero Waste to Landfill" program is maintained in the U.S. (first pharmaceutical company to receive it in 2019)
	<ul style="list-style-type: none"> – Measurement and disclosure of carbon footprint in scopes 1, 2 and 3 in accordance with the GHG Protocol. – Application of TCFD recommendations to identify and disclose risks and opportunities stemming from climate change. – Increase in the ambition of the 2030 environmental objectives to reduce greenhouse gas emissions by 55% per unit of production and consume 100% of energy from renewable sources. Net zero emissions by 2050 – Progress on energy decarbonization: 384,303 kWh of photovoltaic energy generated in own facilities for own consumption at the Barcelona and Murcia plants. Purchase of 36,9 million kWh of renewable electricity for plants located in Spain and Ireland. – 15.1% savings in primary energy and reduction of 3,676 tons of CO₂ emissions from the cogeneration plant. – Award of level Three Green Globes of the Green Globe Certification in the new Clayton (U.S.) purification and filling facilities (PFF). – Goal to reduce CO₂e by 1,860t per year through eco-efficiency projects in new facilities and 6,700 tons in existing facilities. – 82% reduction in emissions associated with business-related travel – Full deployment of the "Secure Remote" project allowing for the resolution of customer claims remotely. – Optimization of the plasma transport network in Europe reducing the environmental impact transport services by approximately 20%, avoiding 16 tons of CO₂e emissions per year. – At the Clayton plant, the destination of plastic waste from plasma bottles and laboratories has changed, transforming the plastic into pellets, which reduces the kilometers travelled by 80% and the annual CO₂e emissions by more than 170 tons – Biodiversity protection on Grifols-owned land through the Grifols Wildlife program in the Clayton (U.S.) protected natural area, and through the collaboration agreement to protect the Besòs River basin in Barcelona (Spain).

PRIORITY GOALS

Sustainable Development Goals	Outstanding contributions	
	<ul style="list-style-type: none"> – More than 2,8 million training hours carried out in 2021: an average of 137 hours per employee. – More than 2.4 million training hours for the least qualified employees in the organization, promoting equal opportunities. – More than 16,700 collaborators and professionals received training and professional development through Grifols Academy programs and initiatives. – Launch of “The Digital Leader” program. 61 people took part in the program with a total of 732 hours. – Reinforcement of strategic alliances to promote education, including the executive leadership program for senior managers in collaboration with ESADE Business School (Barcelona) and the University of Georgetown’s McDonough School of Business (Washington, D.C.) – Since 2013, 102 Grifols employees have graduated and 28 are in the process of earning a degree thanks to the collaboration with Southern New Hampshire University’s College for America program – Promotion of campaigns, seminars, meetings, and conferences to increase knowledge on safety in plasma collection and plasma medicine manufacturing processes – Promotion and collaboration in training programs in local communities – Bioethics study promotion through the Bioethics Chair, promoted by Víctor Grifols i Lucas Foundation: more than 20 sessions, conferences, and seminars with the participation of more than 2,100 people, more than 13 awards and grants, publication of articles and collaboration with other institutions. 	
RELEVANT GOALS		<ul style="list-style-type: none"> – Progress regarding female representation with executive duties: 38% of women in “Directors”, 28% of women in “Executives”, 41% in “Senior management” and 47% in “Management”. – 99% of female employees have permanent contracts and 92% work full-time. – More than 33% of the Board of Directors are women, following good governance recommendations. Grifols is working on increasing the percentage. – Adaptation of equal opportunity plans to the requirements of Royal Decree 902/2020, with measures to guarantee an equal working environment. – Adjusted salary gap has decreased to 2.1% in the U.S., 3.2% in Spain, 0.5% in Germany and 0.1 in Ireland. – The commitment to improve is maintained through action measures included in the Global Diversity Plan 2021-2023: boosting the number of women in management and positions of responsibility and promoting access to STEAM positions), among others. – Harassment Prevention Policy to prevent, correct and discipline any behavior that constitutes harassment. – 96 action measures in place in 2020 to increase employment of women and minority groups in the U.S. (83 in 2020 and 106 in 2019). – The only company in the health sector that sponsors UEFA women’s football to extend gender equality commitment to society.
	<ul style="list-style-type: none"> – New global Social-Action and Community-Investment Policy – Community investments of more than EUR 37 million. – Donation of EUR 2.3 million to the Probitas Foundation to promote the healthy development of children and young people at risk of social exclusion, and other sustainable health projects aimed at the most vulnerable populations and countries. – Improvement in quality of life (measured in QALYs) of patients treated with the company’s plasma medicines increases to 22,810M€. Compared to the cost of treatments the estimate sits at 6.6 times globally. – PatientCare program offers treatment to patients who present treatment access difficulties in the United States. “Plasma Possibilities” program: since its launch it has raised around 110,000 \$. – Donation of more than 100 million IU of clotting factors in 2021 and more than 200 million to date, exceeding the initial commitment and extending it until 2030. – AlfaCare support program for patients with DAAT in Spain, more than 7,400 enrollments in the program – Around 550 social initiatives in U.S., more than 2,400 employees and 15,000 volunteering hours in communities where Grifols plasma centers are located. – Participation in the “Box Out Hunger” campaign, collecting more than 326,000 kilos of food that could provide 667,000 meals for 150,000 families. – Collaboration with Habitat for Humanity in the US, sponsoring the construction of 6 houses. 40 employees contributed 320 hours and the company donated \$257,500. – 15 grants amounting more than \$415,000 granted through the José Antonio Grifols Lucas Foundation to support civic, social, or educational programs aimed at the communities where Grifols plasma centers are located. 	
	<ul style="list-style-type: none"> – Promotion of the Global Human Rights Strategy, the fundamental pillar of which is the group’s Human Rights Policy. Formalization of a Donor Policy and a Patient and Patient Organization Policy. – No known cases of corruption. – Increase in communication and training activities related to anti-corruption, reaching 90% of at-risk employees. – Review of 3,653 interactions between employees and public servants. – 290 allegations received through the “Grifols Ethics Helpline” – Reinforcement of transparency: disclosure of transfer of value in Europe and the United States – Member of the European Union’s Lobby Transparency Register. 	
CROSS-CUTTING GOALS		<ul style="list-style-type: none"> – More than 30 public, public-private, academic, and civil society partnerships to promote and enhance access to health and to research and development of new medical – Efforts to utilize surplus plasma from blood donations in different countries. – Estimated savings of EUR 72 million for the Spanish public healthcare system arising from the hospital-plasma industrial fractionation service. – Generation of alliances and synergies through membership in more than 20 employers’ and other associations. – More than 15 private and public partnerships with the objective of minimizing the negative impact of Grifols’ activities on the environment. – More than 10 partnerships to promote access and quality of education in general, and in the biopharmaceutical sector. – Promoting multisectoral alliances to improve the living conditions of groups at risk.

OUR CONTRIBUTIONS IN DEPTH





ENSURING A HEALTHY LIFESTYLE AND PROMOTE WELL-BEING FOR ALL PEOPLE

Priority goal

In 30 seconds

Social value generated for our patients

22,180
million euros

Product launches and approvals

+15 in 2021
+10 in 2020 and 2019

Ebola Project

2.1
million euros
2,1 M€ in 2020 and 2,8 M€ in 2019

Grifols has been dedicated to enhancing people's health and well-being since 1909. Through its four divisions, it helps people live longer and healthier lives by offering life-sustaining plasma therapies, (Bioscience Division), innovative diagnostic systems (Diagnostic Division), hospital pharmacy solutions (Hospital Division) and biological products for non-therapeutic use utilized for medical trials (Bio Supplies Division).

Plasma-derived medicines cannot be created in a laboratory or synthetically produced. Plasma donors make these medicines possible, contributing to improving the health and the quality of life of thousands of people. Grifols' plasma treatments are used to treat rare, chronic, serious and potentially life-threatening diseases. Most plasma medicines are included on the WHO's list of essential medicines for adults and children, since there are no other viable alternatives.

In 2021, the United Nations General Assembly formally adopted the first resolution to address the challenges of people living with rare diseases and their families, including it in the 2030 Agenda and SDGs to promote universal and equitable access to quality health services, among other aspects. Grifols has integrated this resolution as a priority SDG and makes every effort to guarantee the supply of essential plasma medicines for patients and healthcare professionals around the world.

Through the Plasma Protein Therapeutics Association (PPTA), Grifols has added its voice as an industry leader to reinforce the European Union Directive on ensuring the needs of patients who rely on plasma-based medicines and plasma donors. The revision of the EU legislation regarding blood, tissues and cells offers an opportunity to strengthen this legal framework and increase the protection of donors and patients, while reducing the over-dependence on third countries for plasma, which is essential for producing plasma-derived treatments.

➤ Advances and approvals that deliver value to patients

As part of its leadership in plasma proteins, Grifols strives to deliver new therapeutic applications for existing plasma-derived products, discover new proteins, and optimize the production efficiency and safety of its life-saving products.

In 2021, the company brought new product formulas and indications to market to respond to the evolving needs of patients and healthcare professionals. Highlights included:

- Approval in Japan of Lynspad™ (Prolastin®-C in other countries) to treat Alpha-1 antitrypsin deficiency
- Approval in the EU of Xembify®, 20% concentration subcutaneous immunoglobulin to treat primary immune deficiencies
- In the U.S., approval of ALBUTEIN FlexBag™ 5% and 20% of Grifols' albumin in flexible packaging to enhance use and boost durability, and launch of ALBUTEIN FlexBag™ 25%
- U.S. launch of HyperHEP B®, a new formula of human anti-hepatitis B immunoglobulin (HBIG) for post-exposure prophylaxis to the hepatitis B virus
- EU approval to include Grifols Biologicals as an alternative manufacturer of Fanhdi.

Grifols remains committed to expanding its product portfolio with non-plasmatic medicines to offer a broader array of therapeutic options to healthcare professionals and patients. Worth highlighting in 2021 was the market launch in Spain, France and Italy of TAVLESSE® (fostamatinib), used to treat chronic immune thrombocytopenia (PTI) in adult patient's refractory to previous treatments.

➤ Boosting treatments for rare diseases

As part of its commitment to patients and continuous innovation, Grifols aspires to offer solutions to treat rare diseases.

There are an estimated 6,000 rare diseases that affect approximately 300 million people¹ around the world (4% of the global population). Ten percent (10%) of sufferers live in Europe—more than 30 million people—with similar figures reported in the United States.² The vast majority of these illnesses (72%) are genetic, although may also be caused by bacterial or viral infections, allergies or degenerative illnesses, and 70% begin in infancy. In Europe³, over two million patients suffer from one of the 12 most-known rare diseases, which can be treated with plasma-derived therapies. These include hemophilia, primary immunodeficiencies (PID) and chronic inflammatory demyelinating polyneuropathy (CIDP).

Diseases treatable with plasma-derived therapies are not just limited to rare diseases. As time goes on, scientific advances are expanding the use cases of plasma-based therapies to treat high-prevalence diseases. Plasma proteins are also used daily in emergency rooms, surgeries and other medical services.

For this reason, Grifols dedicates significant efforts and investments to develop novel plasma-derived therapeutic solutions. These endeavors include new indications for products whose therapeutic value is already recognized; the continued discovery of novel recombinant polyclonal drugs and monoclonal antibodies to treat life-threatening diseases, through its subsidiary GigaGen; and the development of innovative therapies based on knowledge of the human plasma proteome through Alkahest, among others.

1. According to the Orphanet study published in European Journal of Human Genetics, the European definition of a rare disease is one that affects fewer than 5 out of 10,000 people.

2. According to the U.S. National Institutes of Health, a rare disease is defined as one that affects fewer than 200,000 people.

3. According to the study by Tomasz Kluszczynski, Silvia Rohr and Rianne Ernst "Key Economic and Value Considerations for Plasma-Derived Medicinal Products (PDMPs) in Europe" for the PPTA.

➤ Helping countries achieve self-sufficiency

The World Health Organization (WHO), the European Council and other institutions insist on the need for all countries to boost their self-sufficiency in plasma medicines in benefit of patients. As an industry leader, Grifols is committed to supporting and collaborating with countries to increase their levels of self-sufficiency, strengthen their healthcare systems and limit their dependence on third parties.

As part of this commitment, Grifols signed a strategic alliance with the Egyptian government to advance the self-sufficiency of plasma medicines in the Middle East and Africa through a public-private collaborative model.

In 2021, the first plasma center in Egypt was inaugurated, with the opening of 19 more centers expected in 2022 and 2023. Also underway is the construction of state-of-the-art production plants, including an installation dedicated to plasma fractionation and purification. This groundbreaking project is expected to serve as a model for similar initiatives in other countries.

➤ Enhancing clinical diagnostic laboratories

The Probitas Foundation's Global Laboratory Initiative (GLI) program⁴ aspires to improve and strengthen the capabilities of clinical diagnostic laboratories in the world's most vulnerable regions to increase the diagnosis rate of diseases with the largest impact on global health. These include tuberculosis, HIV and malaria, as well as other neglected tropical and chronic diseases.

The GLI program boosts the efficiency of laboratories in these regions by providing diagnosis equipment and up-to-date training programs on diagnostic techniques for laboratory personnel to ensure they are equipped to deliver reliable results. The program has been rolled out in 31 laboratories across 14 countries, with 919,931 direct beneficiaries.⁵

4. <https://www.fundacionprobitas.org/es/what-is-gli-model>

5. For more information on specific projects visit: <https://www.fundacionprobitas.org/es/where-is-gli-implemented>

➤ Opening of the first AMBAR® Center

Since 2004, Grifols has dedicated significant efforts to find a treatment to slow down the progression of Alzheimer's, a neurodegenerative disease that affects an estimated 35 million people worldwide. In 2012, Grifols launched the AMBAR® study (Alzheimer Management by Albumin Replacement) in collaboration with Fundació ACE of Barcelona (Spain) and the Alzheimer Disease Research Center of Pittsburgh (United States).

The results of the study showed the positive effects of plasma exchange in slowing the progression of Alzheimer's disease in mild- and moderate-stage patients. These findings were presented in several scientific congresses and published by the prestigious scientific journal *Alzheimer's & Dementia: The Journal of the Alzheimer's Association*.

Grifols seeks to expand the use of AMBAR® as a treatment option for Alzheimer's patients. In 2021, the company opened its first AMBAR® Center in collaboration with the medical foundation Ace Alzheimer Center Barcelona and plans on opening more centers through partnerships with other medical institutions renowned for their work in the Alzheimer's space.

➤ Boosting diagnostic solutions as health promotion

In the realm of specialized diagnosis, Grifols supports the WHO's⁶ integrated global strategy, aimed at reducing the risk of transmission of serious infections due to the use of unsafe blood.

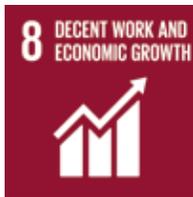
Through its Diagnostic Division, Grifols offers specialized NAT (nucleic acid amplification techniques) screening tests used in blood banks and hospital transfusion centers to detect HIV, hepatitis B and C, and other emerging viruses like the Zika and West Nile viruses and babesiosis.

Grifols also strives to boost the safety of blood transfusions by extending the use of transfusion diagnostic solutions in low and middle-income countries⁷ such as the Philippines, India, Egypt and Indonesia. In this regard, the WHO⁸ warns that 60% of donated blood is obtained from low and low-middle income countries, whose population represents 84% of the world's total population and where the adoption of basic measures to guarantee the safety of blood transfusions is not universal. In China, Grifols partners with Shanghai RAAS to progressively bolster transfusion safety standards in the country's donation centers. This collaboration was formalized under the "Strategic Alliance Agreement," signed by both companies in 2020.

6. <https://www.who.int/es/news-room/fact-sheets/detail/blood-safety-and-availability>

7. According to the criterion established by the world bank. <https://datos.bancomundial.org/nivel-de-ingresos/paises-de-ingreso-bajo>

8. <https://www.who.int/es/news-room/fact-sheets/detail/blood-safety-and-availability>



**PROMOTING SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH,
FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK**

Priority goal



Grifols strives to serve as a reference for responsible and sustainable business that generates economic, social and environmental value

In 30 seconds

Total employees

23,234

23,655 in 2020
24,003 in 2019

Permanent contracts

99%

98% in 2020 and 2019

New hires

9,379

6,762 in 2020
8,379 in 2019

Hiring of people with disabilities

772

599 in 2020
558 in 2019

Job Creation*

141,500

140,000 in 2020
148,000 in 2019

Total Economic Impact

7,700 million euros

7,500 M€ in 2020
8,500 M€ in 2019

* Includes indirect and induced jobs..

➤ Commitment to stable and quality employment

Grifols strives to serve as a reference for responsible and sustainable business that generates economic, social and environmental value, grounded in an ethically focused corporate culture. As part of this commitment, it actively engages its employees through a professional development model featuring ongoing evaluations and performance and behavioral processes to identify strengths and areas for growth.

In 2021, Grifols reconfirmed its pledge to promoting stable and quality employment: in 2021, 99% of 23,234 employee-workforce have permanent contracts and 93.6% enjoy full-time work contracts



➤ Betting on work-life balance and promoting health and well-being

The COVID-19 health crisis highlighted the need to swiftly respond to changing market conditions. Against the backdrop of these exceptional circumstances, Grifols implemented several measures in 2021 to protect the health, well-being and safety of its global talent pool, including flexible work schedules and digital transformation resources.

These efforts also included ensuring maternity and paternity rights, and spearheading talent development initiatives. The “People Experience Hub” area, integrated into the HR department, translates Grifols’ dedication to its global talent pool into several work-life balance actions.

In 2021, based on the results from the 2020 Grifols Employee Survey, the company approved a new flexibility policy – “Flexibility for U” – which offers a framework for remote work, flexibility measures and “right to disconnect” measures, among others.

Grifols’ Health and Safety Policy puts people at the heart of its operations, integrating organization-wide preventive actions and country-specific measures adapted to each area of operation. At the same time, the Corporate Health and Safety Department provides services to the entire group. In 2021, the OHSAS 18001:2007-certified work centers in Spain were satisfactorily migrated to ISO 45001, with plans to incorporate Grifols’ other industrial installations over the next three years.

The company has concrete programs to promote the well-being of its employees, beyond accident prevention. Among these measures, it offers professional development and training programs to educate employees on occupational health and safety and is working on a three-year well-being plan for all subsidiaries.

Similarly, Grifols also promotes awareness campaigns to reduce traffic accidents in Spain, which represent over 12% of total work accidents⁹. The company’s Mobility Committee and mobility plan encourage employees to use public transportation, among other actions.

In 2021, more than 141,000 hours were dedicated to occupational health and safety training and the environment.

9. In Spain, employees’ in itinere accidents occurring while commuting from their homes to the workplace and vice versa are considered occupational accidents.

➤ Diversity enriches the corporate culture

For Grifols, diversity is essential to stimulate new ideas and a driving force behind stellar performance. Comprising an array of educational backgrounds, nationalities, cultures, beliefs and skillsets, the company's diverse workforce enriches the company culture, helps boost performance and fosters innovation. This spirit is explicitly reflected in Grifols' Diversity and Inclusion Policy and the Global Recruitment and Selection Policy, both backed by a comprehensive action plan.

Grifols hired 9,379 people in 2021 and currently employs people from 98 countries. Generational diversity is also promoted: 28% of its workforce is under 30 years old, 52% is between 30 and 50 years old, and 20% is 50 years old and up.

Its ongoing efforts to promote diversity and inclusion are reflected in the 2021 roll-out of a three-year strategic plan – the Global Diversity Plan 2021-2023 – based on two main lines of action: one for the United States and another for Spain and the rest of the world (ROW). In 2021, actions in Spain and ROW centered on integrating more people with disabilities, while the focus in the U.S. was on achieving greater minority representation.

Grifols is also committed to promoting gender equality and diversity in all of its worldwide areas of operation. As one example, three work teams were formed in Ireland, Germany and Spain to promote the recruitment and development of people with disabilities.

The company has progressively incorporated more people with disabilities into its global workforce. As of 2021, 772 people with disabilities worked at Grifols, a 29% increase over 2020. These employees represent 3% of Grifols' talent pool worldwide.

➤ Promoting positive social change

Grifols estimates its total socioeconomic impact in terms of wealth generation and job creation in its core countries of operation: The United States, Spain, Germany and Ireland. In 2021, the company created EUR 7,700 million in socioeconomic value in these countries, generating a direct impact of EUR 4,200 million and an indirect and induced impact of EUR 3,500 million. The company's network of plasma centers in the United States and Europe account for 40% of its economic impact.

Grifols' operations generated 141,500 jobs, including 119,200 indirect and induced jobs, a 2% increase compared to 2020. Of the total jobs created, 61% stem from the company's plasma centers.





PROMOTING A NEW INDUSTRY UNDER SUSTAINABILITY CRITERIA, COMMITTED TO THE CONSTRUCTION OF INFRASTRUCTURES, AS WELL AS ENCOURAGING TECHNOLOGY, INNOVATION AND RESEARCH

Priority goal

In 30 seconds

Total investment in R+D+I

329 million euros

298 M€ in 2020
329 M€ in 2019

6.7% over revenues

5.6% in 2020
6.5% in 2019

Number of patents and applications

4,463

3,661 in 2020
3,810 in 2019



► Driving innovation and capital investments to improve people's health and well-being

Grifols' R+D+i strategy reflects a comprehensive, patient-oriented approach comprised by as internal and external projects via investees, in addition to strategic coalitions with research initiatives that complement its operations. The company's innovation strategy focuses on seven major therapeutic areas: immunology, hepatology and intensive care, pulmonology, hematology, infectious diseases and neurology.

In 2021, Grifols continued to promote innovation and capital investments as key levers for its long-term and sustainable growth model. In total, it allocated circa EUR 281 million to accelerate the expansion of the Bioscience Division's production capacity and the growth of its other divisions.

Grifols also allotted EUR 329 million to R+D+i in 2021, which represents more than 6.7% of its income. Its innovation intensity – the ratio between R+D+i activity and corporate revenues – is around five times higher than the European average (1.41% in 2018).

The company's significant emphasis on driving innovation includes financing for a range of research projects, all aimed at enhancing the life and well-being of patients worldwide. In 2021, these efforts were channeled to fund around 40 projects.

The company's R+D+i area focuses on developing new therapies, products and services, as well as optimizing production methods to boost the efficiency and safety of existing products. A team of more than 1,000 employees and 100 external researchers contribute to Grifols' R+D+i operations.

Over the last five years, Grifols allocated more than USD 10 million to sponsoring preclinical and clinical research projects through the ISR Program, an initiative designed to expand scientific knowledge on plasma proteins. In the same time period, the company also channeled more than EUR 16 million for research projects on liver diseases within the framework of the Grifols Chair.

These innovation efforts have resulted in 3,525 patents and 928 patent applications worldwide.

Grifols promotes and fosters the production and transfer of knowledge through the publication of scientific articles in leading journals, in addition to scholarships and scientific awards, which in 2021 totaled EUR 3.1 million. The company also launched the world's first scientific journal on plasma science, *Plasmatology*, coinciding with the 70th anniversary of the pioneering plasmapheresis technique.

10. EUROSTAT. Private Enterprise Expenditure on R&D (absolute value and intensity). Last figure available 2018: 1.41% GDP. <https://rio.jrc.ec.europa.eu/en/stats/private-enterprise-expenditure-rd-absolutevalue-and-intensity>



► Leading transformation and technological and digital innovation

Technological innovation at Grifols encourages the sharing of knowledge both in house and in collaboration with third parties in order to optimize efficiencies and continuous improvements in its production processes. The following innovation milestones were achieved in 2021: the installation of a new double Plasma Bag Opener (dPBO®) machine to improve efficiency of this production stage; the opening of a bioprocess pilot plant in collaboration with the Institut Químic de Sarrià (IQS) in Barcelona (Spain) to accelerate the development stages of the biotechnology industry; and the launch of the first artificial intelligence excellence center created to detect, investigate, design and execute potential use cases for AI-based behavior models in industrial plasma fractionation processes.

In 2021, Grifols continued to promote its digital transformation by exploring new digital tools to optimize its business model. Of note are leading-edge AI innovations integrated into the production processes of the group's global plants and their potential application to gather insights from plasma donations in Grifols' U.S. centers as the basis to formulate more precise donation forecasts, save time and gain other useful information. Grifols is also exploring the use of augmented-reality technology to improve customer care and after-sales procedures, thus reducing interventions carried out directly at customers' facilities and improving the clarity of procedures.

► Supporting countries to foster plasma self-sufficiency

Grifols offers its experience, renown and expertise in the construction and management of plasma production centers and manufacturing facilities to help countries boost their plasma self-sufficiency for the benefit of patients. As part of the 2020 strategic agreement signed with Egypt's National Service Projects Organisation (NSPO), Grifols inaugurated the country's first plasma center and has plans in place to open 19 additional centers in 2022 and 2023. These sites will form part of the first platform to produce plasma medicines in Egypt, Middle East and Africa.

In 2021, the company laid the foundations to acquire its first plasma donation center in Canada and also made headway in the remodeling and expansion of the production site purchased in 2020. As the country's only large-scale commercial producer of plasma medicines, Grifols is firmly committed to helping Canada increase its supply of plasma-derived medicines in collaboration with national health authorities.





ENSURING SUSTAINABLE CONSUMPTION AND PRODUCTION METHODS TO MORE EFFICIENTLY MANAGE THE USE OF NATURAL RESOURCES

Priority goal

Grifols is committed to innovation to identify possible improvements in the different stages of production that enable the application of eco-efficiency criteria with the aim of decreasing adverse environment effects

In 30 seconds

Environmental investments and expenses

28.0 million euros

23.2 M€ in 2020
21.8 M€ in 2019

Waste diverted

24,256 tons

20,276 in 2020
17,939 in 2019

54% over total waste

41% in 2020
39% in 2019

Waste recovered in the Clayton installations

99%

98% in 2020
99% in 2019

Ethanol recovered in the Bioscience Division

74%

74% in 2020
72.5% in 2019

➤ Responsible management to mitigate environmental effects

Based on the principles of circular economy and ISO-14001-certified, Grifols' environmental management model aims to minimize negative environmental impacts generated by its activities. Its model guarantees the identification and compliance with the applicable environmental legislation, knowledge of the environmental aspects of its processes and products, and the establishment of necessary prevention measures.

Grifols allocates significant resources to environmental initiatives. In 2021, the company allotted EUR 28.0 million to reduce its environmental impact, a 20.5% increase over 2020. Of these resources, 49% were allocated to waste management, 35% to managing the water cycle, and 16% to reduce atmospheric emissions, energy and others. Investment in environmental assets increased by 167% compared to 2020, reaching EUR 7.4 million in 2021.

The company aims to optimize the use of material resources, water and energy, and reduce and recover waste, taking into consideration the life cycles of its products and services. Moreover, Grifols is committed to innovation to identify possible improvements in the different stages of production that enable the application of eco-efficiency criteria with the aim of decreasing adverse environment effects. The Bioscience Division offers one example of the company's circular-economy approach: 74% of the ethanol consumed in its production process are recovered in distillation towers and later reused in company facilities.

At the end of 2021, 75% of Grifols' total production is manufactured in plants with ISO 14001 certification, which endorses the implemented environmental management system, and 75% of manufacturing employees work in ISO-certified plants.

In parallel, Grifols has defined six core environmental commitments for 2030 (energy efficiency, emissions reduction, renewable sources, decarbonization, circular economy and biodiversity) and establishes environmental programs on a three-year basis. The Environmental Program 2020-2022¹¹ outlines a series of objectives and targets regarding energy usage and its associated emissions, consumption, water, waste, and other aspects carried out in the organization's facilities.

11. For more information on the objectives and specific targets included in the Corporate Environmental Program 2020-2022 and their degree of fulfilment, see the document available online at <https://www.grifols.com/documents/51507592/1023817608/2020-2022-corporate-environmental-program-en.pdf/8b1db6e3-75a5-47ee-98fa-a9fb590e3c82>





ADOPTING MEASURES TO FIGHT CLIMATE CHANGE AND ITS EFFECTS

Priority goal

In 30 seconds

CO₂e emissions intensity

62.75 T/CO₂e/million euros

53.93 in 2020
64.80 in 2019

Primary energy savings at the cogeneration plant

15.1%

16.0% in 2020
13.9% in 2019

Emissions reduction at the cogeneration plant

3,676 tonnes

3,880 in 2020
3,363 in 2019

Renewable energy purchase

36.9 million kWh

23 in 2020
- in 2019

➤ Assessing climate risks and opportunities: TCFD recommendations

Two core pillars of Grifols' corporate strategy are business optimization and innovation, grounded on the climate-change objectives defined in its Environmental Program and further promoted through its Sustainability Policy, Risk Control and Management Policy, Environmental Policy, and Energy Policy. In this way, climate risks and opportunities are interwoven into the company's strategy and decision-making process.

In 2021, heeding the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), leading expert reports, and the recent declaration by the European Union on the climate emergency, Grifols again disclosed its climate-change risks and opportunities and their associated potential financial repercussions.¹² These risks, opportunities and impacts were identified, defined and published for the first time in 2019.

Grifols also works to minimize adverse environmental repercussions within the framework of its Environmental Program, with plans to spearhead new initiatives in response to evolving climate scenarios.

Grifols will update the 2023 Environmental Program to include more ambitious reduction targets, some of them based on the Science-Based Target Initiative methodology.

In 2021, Grifols maintained its A- rating on the "Carbon Disclosure Project (CDP) Climate Change," the world's leading environmental reporting platform that every year evaluates organizations' environmental strategies and their climate-change performance.

12. See Chapter 10 "The Environment and Climate Change" in the 2021 Integrated Annual Report for more information on the risks and opportunities related to climate change in the various scenarios analyzed

➤ Significant efforts to minimize the carbon footprint

Grifols annually calculates its carbon footprint to identify and reduce greenhouse gas emissions generated by its operations and mitigate its impact on climate change. The calculation includes scopes 1, 2 and 3 under the Greenhouse Gas Protocol (GHG Protocol) methodology, the international standard for measuring and reporting greenhouse gas emissions.

Within the framework of its current Environmental Program, Grifols aims to reduce its CO₂ emissions by 32,360 metric tons by 2022. In 2021, it built on this objective by defining another ambitious goal: achieving zero net carbon emissions by 2050. With this goal in mind, the company broadened its 2030 aspirations with the following objectives:

- Reducing greenhouse gas emissions by 55% per production unit. The current increase in renewable energy consumption and forecasted levels for the upcoming years will all contribute toward achieving this goal.
- Decarbonizing energy by consuming 100% of the electricity originated from renewable sources. In 2021, 384,303 kWh of photovoltaic energy were generated in Grifols' Barcelona and Murcia installations for own consumption. In addition, 26 million kWh of renewable electricity was purchased for the plants in Spain, and 10.9 million kWh for the Bioscience Division plant in Ireland. These initiatives, along with other actions outlined in the Environmental Program, will help the company reach its 2030 target and advance toward attaining zero net carbon emissions in 2050.

Likewise, the Bioscience Division's cogeneration plant simultaneously produces electricity and usable heat, leading to a primary energy savings of 15.1% in 2021 (15.8% in 2020) and 3,676-ton (3,880 tons in 2020) reduction in CO₂ emissions compared to the emissions generated by conventional plants.

Grifols continues its efforts to integrate the highest standards of sustainability and eco-efficiency measures in new and existing facilities. In 2021, the new purification and filling facilities (PFF) in Clayton became only the fourth building in the city to earn the "Three Green Globes" distinction from the Green Building Initiative (GBI), which verifies and validates the design and operations of sustainable buildings. Along these lines, the company seeks to reduce greenhouse gas emissions by 1,860 tons per year through eco-efficiency projects in new facilities and by 6,700 tons in existing facilities.

Other noteworthy actions to reduce greenhouse emissions in the 2021 include:

- An agreement with Air France, KLM and Delta Airlines to reduce the carbon footprint of Grifols' business travel. In 2021, the company's air travel emissions were 82% less than in 2019.
- Flexibility policies to normalize work-from-home options, leading 700,000 remote connections, 28.3% more compared to 2020.
- The Secure Remote Support project, which allows Grifols' technical service to remotely connect to the Diagnostic Division's systems at its subsidiaries. The project reduces atmospheric emissions from various means of transport since customer incidents can be resolved remotely, avoiding the need for technicians to travel.
- Various initiatives to optimize Grifols' European plasma transport network by reducing contracted transport services by roughly 20%, which will cut annual of CO₂e emissions by 16 tons per year. In addition, the North Carolina plant implemented a new process to treat the plastic waste from plasma bottles and laboratories: plastic is now transformed into pellets, leading to a 80% reduction in kilometers travelled and a decline in transport-related CO₂e emissions by over 170 tons per year.
- Initiatives to protect biodiversity on company property through the Grifols Wildlife program, including projects in the Clayton protected natural area (U.S.), and the collaboration agreement to protect the Besòs River basin in Barcelona (Spain).



ENSURING INCLUSIVE, EQUITABLE, QUALITY EDUCATION

Relevant goal

In 30 seconds

Training hours for less skilled employees

2.4 million

1.7 million in 2020
2.8 million in 2019

People trained through the Grifols academies' programs and initiatives

16,700 (cumulative number)

13,400 in 2020
7,900 in 2019

Employees who completed the College for America program

102 (cumulative number)

96 in 2020
88 in 2019



➤ A robust commitment to employee development

Grifols is firmly dedicated to employee development, spearheading continuous training initiatives within its corporate competency model. This commitment is reflected in its Global Training Policy, aligned with organizational strategic objectives and the framework for annual training plans that respond to the needs of different areas: individual, team, business area and organizational.

In 2021, ongoing training and development initiatives addressed current business priorities, the global context and future trends, with an emphasis on promoting the use of virtual training and innovative technologies and methodologies; on-demand training; multicultural sensitivity; on-boarding activities; and employee well-being and health initiatives.

In 2021, Grifols employees completed over 2.8 million training hours (2 million hours in 2020), an average of 137 hours per person. Women received 67% of the training hours and men, 33%. Of these hours, more than 2.4 million were dedicated to developing less skilled workers and promoting equal opportunities.

In 2009, Grifols established The Grifols Academy – comprised by the Professional Development Academy, the Academy of Plasmapheresis and the Academy of Transfusion Medicine – in reflection of its solid commitment to employees and other stakeholders. In 2021, over 16,700 people took part in Grifols Academy training programs and initiatives. Worth noting is the distinction earned by the Academy of Plasmapheresis' Center Leadership Development Program (CLDP), recognized in 2019 with ICE 1100 accreditation from the Institute for Credential Excellence (ICE) for its unique training approach and robust ethical foundation. In parallel, the Accrediting Council for Continued Education and Training (ACCET) renewed the Academy of Plasmapheresis accreditation for another five years, until December 30, 2024.

In 2021, the company launched "The Digital Leader" program to deepen employees' awareness of Grifols' digital transformation process. The first edition included 61 participants, who collectively accrued 732 training hours. Similarly, the group also works to accelerate the development of high-potential managers.

Grifols also has strategic alliances to promote education. Among them, the executive development program for the organization's top executives in association with ESADE Business School (Barcelona) and the McDonough School of Business at Georgetown University (Washington, D.C.); and the collaboration with the College for America program led by Southern New Hampshire University, which has enrolled 130 Grifols employees since its 2013 launch, including 102 graduates and 28 people on their way to earning their degrees.

➤ Plasma awareness and educational campaigns

Grifols spearheads several activities to raise awareness among its key stakeholders and society at large on the vital importance of plasma. These include workshops, meetings and conferences on the safety of plasma collections and the manufacturing process behind the development of plasma-derived medicines. In 2021, Grifols launched several awareness campaigns in the United States and Europe, and also once again supported International Plasma Awareness Week (IPAW), led by the Plasma Protein Therapeutics Association (PPTA).

➤ Contributing to education in local communities

Education is a cornerstone of social progress. Grifols promotes access to education and equal opportunities for young people in its communities of operation, generating shared value and bringing the scientific world closer to students to encourage STEM vocations (science, technology, engineering and mathematics). The company also supports local training programs and collaborations with educational programs to advance gender equality and value-based education.

In 2021, Grifols awarded USD 8,500 in Víctor Grifols Roura educational scholarships in the United States; supported the Youth Workforce Services program, which prepares young people for academic and professional success; and offered scholarships at Johnston Community College for students pursuing degrees in biotechnology. In Germany, the company collaborates with programs that offer internships at Grifols' facilities to complement students' university studies and promote professional training in plasma centers and other departments. In addition, Grifols sponsors job orientation and volunteering sessions to help international students improve their German reading and comprehension skills.

At the same time, Grifols fosters education through ongoing collaborations with companies, institutions and other organizations. The Grifols Foundation Chair of Bioethics offers training activities in collaboration with the University of Vic-Central University of Catalonia (UVIC-UCC) and continues to promote the study and development of bioethics in the realm of human health and life sciences. In 2021, the Foundation organized over 20 sessions, conferences and seminars on ethical issues that welcomed more than 2,100 participants; awarded 13 prizes and grants to promote bioethics; and collaborated in the publication of articles and booklets. It also liaised with other institutions such as the Barcelona City Council to host conferences and roundtables.



ACHIEVING GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN AND GIRLS

Relevant goal

In 30 seconds

Female employees

60%

60% in 2020 and 2019

Women with permanent contracts

99%

98% in 2020 and 2019

Women with full-time contracts

92%

92% in 2020
91% in 2019

Women on the Board of Directors

33%

31% in 2020 and 2019

Plans to boost employment among women and minority groups in the U.S.

96

83 in 2020
106 in 2019

Salary gap per country (adjusted)

2021

U.S.: 2.1%
Spain: 3.2%
Germany: 0.5%
Ireland: 0.1%

2020

U.S.: 2.2%
Spain: 3.1%
Germany: 1.3%

2019

U.S.: 2.2%
Spain: 5.1%

► Promoting equal opportunities

Grifols is committed to being a diverse and inclusive company that guarantees equal opportunities for all its employees. In 2021, the group published its Global Diversity and Inclusion Policy to recognize the contribution of people with different abilities, experiences and perspectives – including gender diversity – to the company's growth and advancement.

In 2021, women represented 60% of the workforce, the same percentage as the previous year. The sharp upturn in female representation in professional categories with executive functions is especially noteworthy: women in the "directors" category increased to 38%, "executives" to 28%, "senior management" to 41%; and "management" to 47%.

Nearly all female employees (99%) have a permanent contract and 92% work full time in compliance with best-practice governance recommendations. In 2021, women comprised more than 33% of the executive board and efforts continue to raise this ratio.

Grifols' commitment to non-discrimination and equal opportunities is reflected in its opportunity plans and the equality negotiating committees established with the different companies that comprise the group. New equality plans are in the process of negotiation.

Similarly, the organization continues to make progress in equal pay. Under the principle of equal opportunities, Grifols offers equal salaries regardless of age, marital status, disability, gender, family status, race, religion or sexual orientation. Since 2018, the company has calculated the adjusted and unadjusted gender pay gaps in Spain, the United States, Germany and Ireland, which together employ more than 90% of the Grifols workforce.

The adjusted gender pay gap either decreases or remained stable compared to the previous year. As of 2021, Grifols' salary gap stands at 2.1% in the United, 3.2% in Spain, 0.5% in Germany, and 0.1% in Ireland. These figures are outstanding when compared to the latest data released by the World Economic Forum,¹³ which places the salary gap in Spain at 40.2%, 33.2% in the United States, 38.6% in Germany, and 31% in Ireland. This achievement underscores the effectiveness of Grifols' remuneration policies in ensuring equal treatment between men and women who perform the same role. That said, the company remains committed to improving these numbers through measures defined in its Global Diversity Plan 2021-2023.

Grifols also guarantees a discrimination-free work environment that values its employees' unique profiles and characteristics. In addition to prevention tools, the organization has communication and reporting channels open to employees and third parties to quickly detect and resolve possible incidents of discrimination. In 2021, 52 discrimination reports were filed (53 in 2020 and 106 in 2019), which were followed up with the appropriate investigations and actions.

In this regard, Grifols has a Harassment Prevention Policy which explicitly defines harassment as discrimination and outlines a list of unacceptable behaviors. Through this policy and ongoing employee training initiatives, Grifols redoubles its efforts to prevent, correct and discipline any behavior that could violate this core value.

In the United States, Grifols designs plans to promote the employment of women and minorities in accordance with the Office of Federal Contract Compliance Programs (OFCCP) regulations. These Affirmative Action Plans (AAPs) require active measures to ensure equal employment opportunities and avoid discrimination based on race, sex, and disability, among others. In 2021, 96 action measures were undertaken, compared to 83 and 106 performed in 2020 and 2019, respectively.

13. Source: Global Gender Gap Report 2020 - http://www3.weforum.org/docs/WEF_GGGR_2020.pdf



REDUCING THE INEQUALITY OF INCOME AND OPPORTUNITIES BY FOSTERING SOCIAL AND ECONOMIC INCLUSION

Relevant goal

In 30 seconds

Total community investments

37.2 million euros

41.2 M€ in 2020
38.9 M€ in 2019

Social action to donors and local communities

2.3 million euros

2.1 M€ in 2020
2.5 M€ in 2019

Product donations

12.8 million euros

11.3 M€ in 2020
10.0 M€ in 2019

Grifols' sustainability policy includes its principles and commitments to its social and environmental surroundings, ensuring that its business activities have a positive impact on employees, patients, donors, customers, suppliers and society as a whole. Grifols' social commitment is based on four objectives (educate, defend, involve and support), and its scope of action extends to various stakeholders.

Grifols' SDG-aligned Sustainability Master Plan places commitment to society as one of its six fundamental pillars to reduce inequalities. In addition, Grifols has formalized a new global policy of community social action and investment, divided into four pillars: health and well-being, local development, education and the

environment. The company's social-action initiatives are another way it supports the 2030 Agenda. These include investments, both company-led and through foundations, that seek to share value, promote sustainable development and advance the fulfillment of the SDGs.

Also approved was a new patient policy, which defines Grifols' general principles and commitments to patients and their associations. The company has longstanding collaborations with patient organizations, promoting a range of awareness, education, treatment access, and patient support initiatives. In 2021, Grifols was actively engaged with 40 patient organizations, maintained relationships with more than 70 patient

groups, and supported more than 100 projects carried out by patient organizations worldwide.

In 2021, community investments totaled EUR 37.1 million. Of these, EUR 21.9 million were allocated to patient organizations through product donations and treatment-access initiatives; EUR 2.3 million for social actions in communities where plasma centers are located; EUR 3.1 million to scientific awards, research and education; EUR 6.9 million to special projects and sponsorships; and EUR 3 million to NGOs, including more than EUR 2.3 million to the Probitas Foundation to promote the healthy development of children and young people at risk of social exclusion, with an emphasis on their physical, psychological and

emotional well-being, and ensuring they eat at least one healthy meal a day. The Foundation has also endorsed several sustainable health projects focused on the most vulnerable populations and countries.



► Treatment-access programs

The PatientCare Program is among Grifols' most emblematic social-impact initiatives. Since 2006, the program has offered treatment to both hemophilia and primary immunodeficiency patients in the United States with difficulties accessing treatment. In this regard, the company works actively to promote treatment access and improve health care for priority diseases in priority countries,¹⁴ such as the Ebola virus in Liberia, tuberculosis in Sierra Leone, HIV in Tanzania, and malaria in Angola, among others.

Grifols collaborates with the World Federation of Hemophilia's Humanitarian Aid Program (FMH), another reflection of its commitment to patient communities. From 2014 to 2021, the company pledged and fulfilled a minimum donation of 200 million international units (IU) of coagulation factors, providing a yearly average of 10,300 doses to treat acute bleeding episodes in 6,000 patients in developing regions. In 2021, Grifols donated over 100 million IUs and extended its commitment to the WHF until 2030. Under the new accord, the company will donate at least 240 million IUs of clotting factors (factor VIII and factor IX) over an eight-year span (2022 – 2030).

AlfaCare is another example of Grifols' commitment to supporting patients, created in 2018, AlfaCare is the first support program for patients with alpha-1 antitrypsin (AAT) deficiency in Spain. In 2021, over 7,400 new patients subscribed to this program. During the pandemic, Grifols made significant inroads to broaden its reach among AAT patients by transferring AlfaCare initiatives to digital platforms.

► Support in Grifols' communities of operation

Grifols promotes ongoing dialogue and support in its communities of operation, including both manufacturing installations and plasma centers.

Among these initiatives is the Plasma Possibilities program in the United States, created to reduce social inequities and promote social progress. This program offers plasma donors the option of waiving their donor compensation to support several non-profit organizations. Since its launch, Plasma Possibilities has helped raise around USD 110,000 (USD 29,000 in 2021) to help more than 40 U.S.-based non-profit charity organizations, including 10 in 2021.

14. The Access to Medicine Foundation classifies priority issues and diseases in priority countries as those with the highest Disability Adjusted Life Years (DALY) based on World Health Organization (WHO) data. These include communicable diseases, non-communicable diseases, neglected tropical diseases, maternal and neonatal health conditions, and priority pathogens.

In 2021, Grifols led around 550 initiatives and social projects in U.S. communities where its plasma centers are located. Many of these actions to lessen inequality entail Grifols employees, who play an active role in fundraising and volunteer projects. In 2021, nearly 2,400 employees from Grifols donation centers collectively contributed 15,000 hours of their time to this cause.

In 2021, Grifols continued to collaborate with the United Services Organization (USO), a non-profit initiative established by the U.S. Congress that offers wellness and leisure services to members of the military and their families. As part of this collaboration, the USO joined Grifols in helping to raise awareness among its beneficiaries and residents in areas located near its headquarters on the importance of plasma and donors. Grifols' USO donations totaled USD 150,000 in 2021.

Also, Grifols again took part in the "Box Out Hunger" campaign to help combat food shortages in the communities where its plasma centers are located. Despite the lower confluence of donors during the pandemic, the company collected over 326,000 kilos of food in its plasma centers in collaboration with local food banks. In 2021, Grifols further increased food collections, which provided 667,000 meals for 150,000 families.

Another Grifols' collaboration dates back to 2014: Habitat for Humanity. This U.S. based NGO builds houses to improve the living conditions of those most in need, helping to forge strong and dynamic communities in various cities and areas where Grifols also operates. In 2021, the company sponsored the construction of six houses, built in part with the active participation of 40 Grifols' volunteers who collectively donated 320 hours of their time. Grifols also donated USD 257,500 toward construction and materials costs.

The José Antonio Grifols Lucas Foundation was created in 2008 to support and promote educational and health programs designed to enhance the well-being of U.S. plasma donors and their communities, as well as research on donor health and quality of life. As part of its long-term vision, the Board of Directors approved 15 grants for totaling USD 415,000 in 2021 to support civic, social and educational programs in communities where Grifols donation centers are based.



PROMOTE JUST, PEACEFUL AND INCLUSIVE SOCIETIES

Relevant goal

In 30 seconds

Interactions reviewed between employees and public officials or other professionals

3,653

3,044 in 2020
4,600 in 2019

Allegations received by the Grifols Ethics Helpline

290

169 in 2020
226 in 2019

Employees* trained in Grifols' anti-corruption mechanisms

+90%

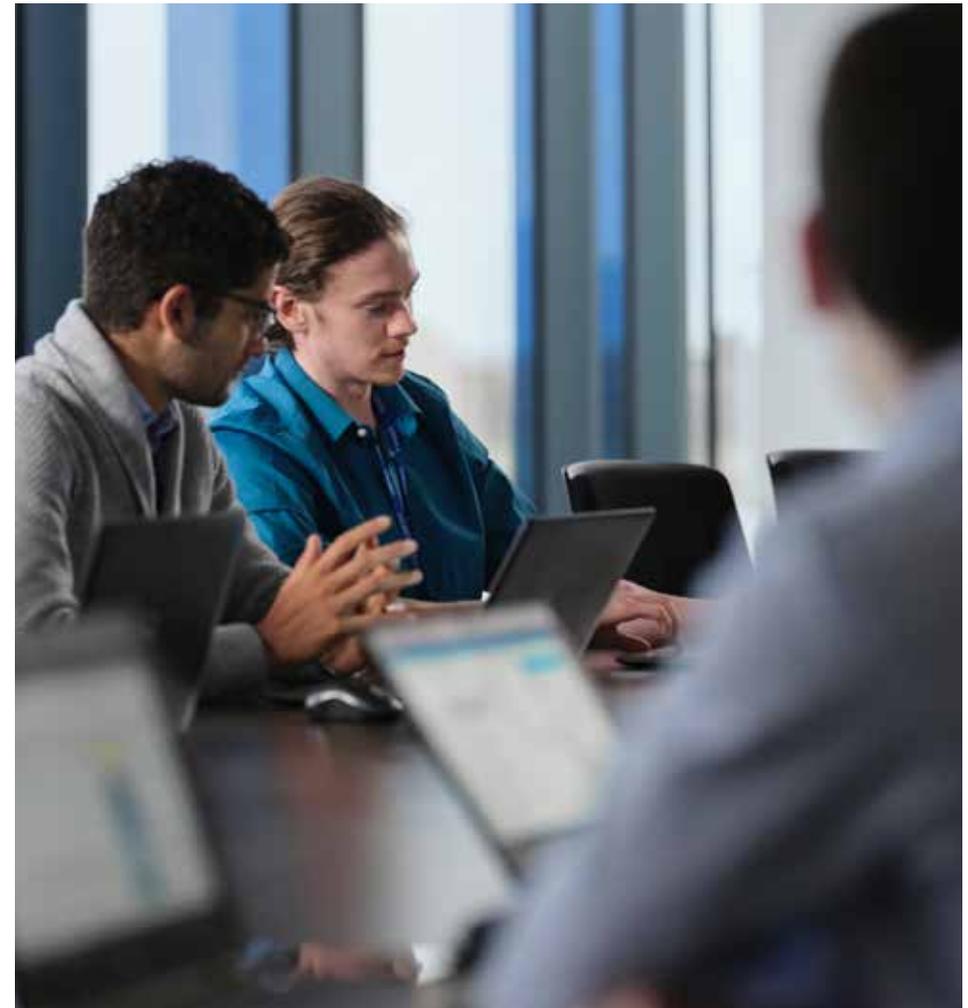
+92% in 2020
+90% in 2019

* Considers employees most likely to be exposed to acts of corruption

Confirmed incidents of corruption

0

0 in 2020 and 2019



► Promoting ethical and exemplary conduct

Integrity, honesty, transparency and compliance with the strictest ethical standards are tightly interwoven into Grifols corporate culture and the bedrock of its corporate governance structure.

Grifols' activities are based on the principles of bioethics to ensure the safety and dignity of all people involved in the pharmaceutical production process. The Universal Declaration of Human Rights covers these principles, to which Grifols subscribes, and the group promotes and guarantees its compliance in all its actions. In 2021, Grifols has worked on a global Human Rights strategy, the main pillar of which is the Group Human Rights Policy, that establishes the basic principles that guide the governance of human rights and the general framework to identify, prevent, mitigate and repair the negative effects (actual or potential) that may occur on them as a result of the organization's activity, the due diligence and the whistleblowing channels to report any possible regulatory non-compliance or inappropriate behavior.

Similarly, the group has also formalized in 2021 a corporate Donor Policy and a Patients and Patients' Organizations' Policy that ratify the principles of the legal regulations that govern plasma donations in each country, adopting non-discrimination and the protection of the donors' health and security as fundamental commitments. Both policies establish respect of human rights as the basis that governs any interaction with these stakeholders.

Grifols' crime prevention policy underscores its unequivocal rejection of the commission of infractions, crimes and other types of unethical behavior, and its determination to prevent them in the future. The organization applies a "zero tolerance" approach to bribery and corruption acts and, in accordance with Grifols' internal procedure, violation of Grifols' anticorruption policy may result in disciplinary actions.

To guarantee the adequate conduct of the people who work at Grifols and those related to the company, in 2021, 3,653 interactions between employees and public officials or other professionals were reviewed, focusing on operations of greater risk of corruption or misconduct. As a result of the preventative activities, no confirmed incidents related to corruption were identified by Grifols. The company also promotes continuous training on the aspects related to corruption and its prevention. In 2021, 90% of the employees with the highest probability of being exposed to corruption have been trained through the company's anticorruption mechanisms.

Grifols makes available to all its personnel and third parties an anonymous reporting channel called "Grifols Ethics Helpline" to report on any non-compliance of regulations or inappropriate behavior, including those that may violate or undermine compliance with human rights. In 2021, 290 allegations were received. All allegations presented are managed according to the standard operating procedure established, to investigate, resolve and conclude. Likewise, and with the commitment to strengthen the due diligence process, the group is working to develop a global model applicable to the entire organization.

Concerning anti-competitive practices, Grifols prohibits conduct that could hinder the development and maintenance of effective competition, is committed to free competition and has mechanisms for the identification and evaluation of potential risk scenarios related to anti-competitive practices.

Grifols encourages integrated and transparent communication with its stakeholders: health professionals, healthcare organizations, employer organizations and public officials, among others. In the United States, the company complies with all federal, state and local regulations. As required by the "Lobbying Disclosure Act" (LDA), Grifols annually provides all the information on this subject. The activity reports are public and are available in the United States Congress. The company also participates in the European Union's Lobby Transparency Register and subscribes to the principles governing the rules of conduct for interactions with EU institutions articulated in its code of conduct.

As an exercise of transparency, Grifols annually publishes through its website, the information relating to payments and transfers of value stemming from interactions with healthcare professionals and organizations, in accordance with the specific regulations of each country in which it operates, and the voluntary codes adopted in the United States and Europe.



REVITALIZING THE GLOBAL PARTNERSHIP FOR SUSTAINABLE DEVELOPMENT

Cross-cutting goal

In 30 seconds

Alliances

+70

+70 in 2020 and 2019

Grifols' efforts to advance the SDGs largely depend on building strong and inclusive alliances at all levels (global, regional, national, and local) among diverse stakeholders (public and private sector, civil society and research institutions) that place a priority on driving sustainable development. The company contributes to SDG 17 through solid ties with its stakeholders, promoting the sharing of resources, knowledge, experience and technology. These connections also encourage dialogue and transparency and allow Grifols to act with greater awareness of stakeholder interests and concerns.

► Partnerships to promote innovation and access to health care

Grifols has forged over 30 private, public-private, academic and civil society partnerships to promote and improve access to health care, including the research and development of life-sustaining plasma-derived medicines.

INCREASE SELF-SUFFICIENCY

Grifols promotes self-sufficiency in several ways: it has endorsed the appeal of patient associations, donors and scientific companies in Spain to guarantee a sufficient supply of plasma medicines; cooperates with the PPTA to address the needs of the patients who need plasma-derived medicines and plasma donors; and supports the International Plasma Awareness Week (IPAW). In 2021, the company also a plasma-donation awareness campaign to promote self-sufficiency in plasma medicines in Spain.

Grifols collaborates with donation centers and public health organizations in different countries, including Spain, Czech Republic, Slovak Republic, and Canada, placing its facilities, technology, know-how and technical equipment at its service to process their plasma excess. In the case of Spain, this industrial fractionation service for hospital plasma saved an estimated EUR 72 million for the public healthcare system.

In 2020, Grifols entered into a strategic agreement with the National Service Projects Organisation (NSPO) of Egypt to develop the local market of hemoderivatives, a strategic alliance that allows the organization to build on its commitment to help countries worldwide achieve higher levels of self-sufficiency of plasma medicines.

 See further details in SDG 3, 4 and 9.

PROMOTE INNOVATION

Grifols works to develop new treatments or improve existing ones for a range of diseases. These conditions include Ebola via partnerships with governments, health authorities and local and international NGOs; Alzheimer's, in collaboration with Fundació ACE in Barcelona and the Alzheimer Disease Research Center of Pittsburgh; retinal cancer in cooperation with Hospital Sant Joan de Déu of Barcelona; liver cirrhosis, in collaboration with the Chronic Liver Failure European Consortium and the European Foundation for the Study of Chronic Liver Failure (EF-CLIF); and chronic immune thrombocytopenia through its TAVLESSE medicine within the framework of a collaboration and licensing agreement with Rigel Pharmaceuticals.

This year, Grifols signed an agreement with the Government of Andorra to create a research, development and innovation (R+D+i) center of reference to advance the understanding of the human immune system, and to investigate and develop new immunologic therapies.

 See further details in SDG 9.

The organization also contributes to the generation of synergies and coalitions within the healthcare sector through its membership in more than 20 associations and employer associations.

➤ Environmental protection initiatives

Grifols has established more than 15 affiliations with private and public stakeholders to minimize any negative environmental effects stemming from its operations.

REDUCE THE ENVIRONMENTAL FOOTPRINT	PROTECT BIODIVERSITY	APPROPRIATE WASTE MANAGEMENT
<p>The organization strives to offset its environmental footprint by forging agreements with Air France, KLM and Delta Airlines and calculating the CO₂ emissions generated by its employees' business travel. It also offsets them by participating in programs focused on mitigating CO₂ emissions.</p>	<p>Grifols spearheads several efforts to protect biodiversity and the environment. In the U.S., these include efforts to protect the biodiversity of 121 hectares surrounding its Clayton complex in collaboration with Wildlife at Work and Corporate Lands for Learning. In Spain, the company signed a two-year accord in 2020 to protect the Besòs and Tordera river basins in collaboration with RIVUS Foundation, promoted by the Besòs Tordera Consortium.</p>	<p>Grifols participates in programs to ensure the proper treatment of waste generated by its activities. These include those derived from medicines via the SIGRE program in Spain and membership in the Pharmaceutical Product Stewardship Working Group in the United States. Others include initiatives to dispose of electronic equipment through the ECOASIMELEC program in Spain, and from other waste through the Zero Waste to Landfill program of Underwriters Laboratories (UL) in North Carolina. The company also collaborates with other private sector companies, such as Recycla in Chile and suppliers of the Bioscience Division's plant in North Carolina as part of its efforts to prioritize waste prevention, reduction and recovery.</p>

 See more details in SDG 13.

 For more information on the associations and employers' associations to which Grifols belongs, see "Chapter 10. The Environment and Climate Change" in the 2021 Integrated and Sustainability Annual Report.

➤ Partnerships to promote learning opportunities and access to an inclusive and quality education

Grifols promotes education through collaborations with the academic and scientific institutions. The company currently has more than 10 alliances in place designed to promote access and quality of education, with a particular focus on biopharmaceutical careers.

 See further details in SDG 4.

➤ Partnership to reduce inequalities, promote social and economic inclusion, and foster diversity and inclusion in the corporate culture

Grifols has forged alliances with different stakeholders to improve the conditions of at-risk groups with the goal of reducing inequalities and advancing their social and economic inclusion.

 See further details in SDG 10.

THE PROBITAS FOUNDATION'S CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS

Grifols further contributes to the SDGs through the Probitas Foundation, whose mission is to improve the health and well-being of the world's most at-risk populations, as well as promote equal opportunities and positive change in social and health policies.

The Probitas Foundation was created in 2008 to improve the health of the most vulnerable populations in remote regions by leveraging Grifols' experience in medical care and clinical diagnosis. The Foundation supports internal development programs at both international and local levels in coordination with three different types of change agents: local entities active in the social and health sectors, international NGOs in the humanitarian sector, and several United Nations agencies. Grifols' shareholders approved an annual allocation of 0.7% of corporate profit before tax to promote the Foundation's work.

Probitas Foundation's programs are aligned with the SDGs, specifically those focused on the fight against poverty, improving health and education, gender equality and decent work while promoting equal opportunities and protecting fundamental human rights. The Foundation's SDG focus includes three priority objectives (2, 3 and 10), three relevant objectives (4, 6 and 7) and three cross-sectional objectives (1, 5, and 17).

Contributions to the SDGs by program

SDGs classification according to the degree of Probitas' contribution		Program start year				
		2012	2018	2010	2010	2019
Countries of action since 2010		Spain	Spain	14 countries	41 countries	Spain/Senegal
Priority	End hunger, achieve food security and improved nutrition	✓				
	Ensure healthy lives and promote well-being for all at all ages	✓	✓	✓	✓	✓
	Reduce inequalities within and among countries	✓	✓	✓	✓	✓
Relevant	Inclusive and equitable quality education	✓				✓
	Ensure availability and sustainable management of water and sanitation for all			✓	✓	
	Access to affordable, reliable and sustainable energy			✓	✓	✓
Transversal	End poverty in all its forms everywhere	✓	✓	✓	✓	✓
	Achieve gender equality and empower all women and girls	✓	✓	✓	✓	✓
	Strengthen global Partnership for Sustainable Development	✓	✓	✓	✓	✓



Main Programs

Access to health and well-being for at-risk minors



Objective: improve the health and well-being of at-risk youth
Since 2012
 In 2021, **23,972** beneficiaries, **427** projects in **196** schools, **100** associations and **58** communities



Objective: improve the lifestyles of adolescents in at-risk situations by focusing on healthy habits (nutrition, physical activity, hygiene, rest and emotional well-being).
Since 2015
 In 2021 **972** beneficiaries, **16** projects in **10** communities



Objective: improve the health of children afflicted by diseases and disorders not covered by the public health system
Since 2018
 In 2021 **2,377** beneficiaries and more than **10,000** recipients made aware of mental health information

Contributing to countries with underdeveloped healthcare systems



Objective: support global healthcare systems in the fight against neglected tropical diseases (NTD) In 2021
Since 2010
 In 2021, **8** projects, **163,020** direct beneficiaries
 Public health training for **1,664** professionals in **8** countries



Objective: reinforce the capabilities of diagnostic laboratories in different regions of the world
Since 2010
 In 2021 **31** diagnostic laboratories in **14** countries (2 opened in 2021)
919,931 direct beneficiaries

Equal opportunities for migrants



YAKAAR PROGRAM
Objective: professional development for migrants to help them safely return to their country of origin
Since 2019
 In 2021 **5** entrepreneurship scholarships in Senegal and **6** training scholarships in Barcelona

⁰ For more information on the Probitas Foundation, see "Chapter 9: Committed to Society" in the 2021 Integrated and Sustainability Annual Report and <https://www.fundacionprobitas.org/es/home>

ANNEX - INDEX OF THE SDGs AND THE TEN PRINCIPLES OF THE UNITED NATIONS GLOBAL COMPACT

This index includes the SDGs, their respective targets, Grifols contribution to their achievement and their contribution to the Ten Principles of the UN Global Compact. In addition, the main references where supporting information on the contribution to each target can be found in the 2021 Integrated and Sustainability Annual Report - available at www.grifols.com - are listed below.

SDG	Targets	UN Global Compact	Section within the Integrated Annual Report	Sub-section within the Integrated Annual Report	Detailed information on the contribution
 SDG 3 Good health and well-being	3.3. End the epidemics of AIDS, tuberculosis, malaria, and neglected tropical diseases and combat hepatitis, water-borne diseases, and other communicable diseases.	1, 2, 3, 4, 5, 6 and 10	1. Grifols, dedicated to improving people's lives		
	3.4. Reduce pre-mature mortality from non-communicable diseases (NCDs) by one-third through prevention and treatment and promote mental health and wellbeing.		5. From donor to patient		
Priority Objectives			6. A responsible value chain		
			7. Innovation	Our innovation drives industry standards and contributes to scientific progress	<ul style="list-style-type: none"> · Innovation in plasma-derived therapies, p.130 · Opening of the first AMBAR® Center to treat Alzheimer's patients, p.131 · Gigagen: innovation beyond plasma therapies, p.132 · Alkahest: pioneers in plasma science, p.133 · Innovation in diagnostic, p.134
			9. Committed to society	Collaborations with foundations and NGOs	<ul style="list-style-type: none"> · Probitas Foundation: improving the health of at-risk populations, p.198-201
			1. Grifols, dedicated to improving people's lives	We create value	<ul style="list-style-type: none"> · Socioeconomic impact, p.18-19
 SDG 8 Decent work and economic growth	8.5. Provide decent work for all women and men, including young people and persons with disabilities through full and productive employment with equal pay.	1, 2, 3, 4, 5 and 6	8. Our people	Grifols' team opinion, the engine of improvement	<ul style="list-style-type: none"> · Results of Grifols Employee Survey 2020, p.151 · A new roadmap for further progress, p.151
			8. Our people	Team development	<ul style="list-style-type: none"> · Diversity and social inclusion to ensure success, p.153 · Equality, p.154 · Anti-discrimination actions and principles, p.154 · Integration of people with disabilities, p.155
			8. Our people	Quality employment	<ul style="list-style-type: none"> · Grifols gender pay gap: Grifols efforts to achieve equal pay, p.162 · Grifols' efforts toward pay equality, p.163 · Remunerations, p.164 · Social dialogue, p.166 · Collective labor agreements, p.167
	8.8. Protect labor rights and promote safe and secure working environments for all workers.		8. Our people	Occupational health and well-being	<ul style="list-style-type: none"> · Comprehensive health and safety management, p.168 · Health and safety performance, p.169 · Work-life balance measures, p.169

SDG	Targets	UN Global Compact	Section within the Integrated Annual Report	Sub-section within the Integrated Annual Report	Detailed information on the contribution
 <p>SDG 9 Industry, innovation and infrastructure</p>	<p>9.4. Upgrade infrastructure and retrofit industries to make them sustainable and with increased resources use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes</p>	<p>3, 4, 5, 6, 7, 8 and 9</p>	<p>7. Innovation</p>	<p>Science and innovation for a sustainable future, p. 122</p>	
	<p>9. Committed to society</p>			<p>A new structure to accelerate innovation, p. 125</p>	<ul style="list-style-type: none"> • Innovation in manufacturing, p.135 • Digital innovation, p.136-137
			<p>Promoting more sustainable public health systems</p>	<ul style="list-style-type: none"> • Helping countries achieve self-sufficiency of plasma-based medicines, p.187 	
	<p>9.5 Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, including encouraging innovation and substantially increasing the number of research and development workers and public and private research and development spending.</p>		<p>7. Innovation</p>	<p>Science and innovation for a sustainable future</p>	<ul style="list-style-type: none"> • R+D+I resource allocations, p. 123
<p>Driving innovation through research support and collaborations</p>	<ul style="list-style-type: none"> • Collaboration with Access Biologicals, p.138 • IrsiCaixa collaboration, p.138 • Sponsoring global research: ISR Program, p.138 • Grifols chair for the study of cirrhosis marks its 6th anniversary, p.139 • Plasmatology, the world's first scientific journal of plasma, p.139 • Grifols Scientific Awards, p.140 				
<p>Ethics, science and innovation</p>	<ul style="list-style-type: none"> • Grifols' commitment to clinical trials, p.128 				
<p>Priority goals</p>  <p>SDG 12 Responsible consumption and production</p>  <p>SDG 13 Climate action</p>	<p>12.2. Achieve sustainable management and efficient use of natural resources.</p>	<p>7, 8 and 9</p>	<p>10. Environment and climate change</p>	<p>Grifols' environmental management</p>	<ul style="list-style-type: none"> • Optimizing resources and mitigating environmental risks, p.212 • Environmental certifications, p.213 • Provisions and guarantees for environmental risks, p.213
	<p>Resources allocated to mitigate environmental impacts</p>			<ul style="list-style-type: none"> • Resource allocation, p.214 • Human capital for the prevention of environmental impacts, p.215 	
	<p>12.5. Substantially reduce waste generation through prevention, reduction, recycling, and reuse.</p>	<p>10. Environment and climate change</p>	<p>Grifols' environmental management</p>	<ul style="list-style-type: none"> • Water cycle, p.230 • Energy consumption, p.232-233 • Raw materials consumption, p.235 	
	<p>Waste</p>		<ul style="list-style-type: none"> • Circular economy, p.211 • Plasma-derived waste management, p.236 • Medication waste management, p.237 • Optimizing waste management, p.237 		
<p>13.1. Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.</p>	<p>10. Environment and climate change</p>	<p>The path to zero net emissions in 2050: six commitments for 2030, p.216-217</p>			
<p>Climate change: mitigation and adaption</p>		<ul style="list-style-type: none"> • Managing climate risks and opportunities, p.221-227 • Emissions, p.228 • Emission-reduction initiatives, p.229 			

SDG	Targets	UN Global Compact	Section within the Integrated Annual Report	Sub-section within the Integrated Annual Report	Detailed information on the contribution
 SDG 4 Quality education	4.3. Ensure equal access for all women and men to affordable and quality technical, vocational, and tertiary education.	1 and 2	8. Our people	Talent management	<ul style="list-style-type: none"> Attracting, incorporating and retaining stellar talent are the keys to Grifols' success, p.156 Employee training: the foundation of sustainable growth, p.157-158 Training programs, p.159-160 Corporate internships, p.161
	4.5. Eliminate gender disparities in education by ensuring equal access to all levels of educational and vocational training for the vulnerable, including persons with disabilities, indigenous peoples, and children in vulnerable situations		9. Committed to society	Social action and community investment	<ul style="list-style-type: none"> Supporting education to drive social progress, p.194-195
 ODS 5 Igualdad de género	5.1. End all forms of discrimination against women and girls everywhere.	1, 2, 3, 4, 5 and 6	8. Our people	Team development	<ul style="list-style-type: none"> Team development, p.152 Diversity and inclusion: linchpins of Grifols' success, p.153 Equal opportunities, p.154 Anti-discrimination principles and actions, p.154
	5.5. Ensure equal opportunities for leadership and full and effective participation for women at all levels of decision-making in political, economic, and public life.		9. Committed to society	Quality employment	<ul style="list-style-type: none"> Grifols gender pay gap: a commitment to improvement, p.162 Grifols' progress towards gender equality, p.163
Relevant Objectives			9. Committed to society	Sponsorships and patronage in Spain	<ul style="list-style-type: none"> Four-year sponsorship for the UEFA women's soccer team, p.197
			5. From donor to patient	Grifols plasma centers and donors create value	<ul style="list-style-type: none"> Grifols plasma centers are located in committed communities, p.94 Measuring the social value of Grifols plasma donations centers, p.94
 SDG 10 Reduced inequalities	10.2. Empower and promote the social, economic and political inclusion of all irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.	1, 2, 3, 4, 5, 6 and 10		Programs to promote access to treatment	<ul style="list-style-type: none"> Supporting patients, p.101 Supporting hemophilia patients in developing countries, p.101
			9. Committed to society	Strengthening ties with patient associations	
 SDG 16 Peace, justice and strong institutions	16.5 Substantially reduce corruption and bribery in all its forms.	1, 2, 3, 4, 5, 6 and 10	4. Corporate governance	Corporate pillars of Grifols' corporate governance	<ul style="list-style-type: none"> Promoting health and well-being, p.191 Strengthening ties in local communities, p.192-193 Supporting education to drive social progress, p.194-195
	16.10 Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements.		4. Corporate governance	Initiatives through associations and NGOs	<ul style="list-style-type: none"> Probitas Foundation: improving the health of at-risk populations, p.198-201 José Antonio Grifols Lucas foundation: driving healthcare and educational programs, p.204-206 Victor Grifols Lucas Foundation: guided by bioethics, p.202
			4. Corporate governance	Corporate pillars of Grifols' corporate governance	<ul style="list-style-type: none"> Driving ethics and integrity, p.69 The fight against corruption and bribery, p.70-73
			4. Corporate governance	Promoting transparency as a value, duty and commitment	<ul style="list-style-type: none"> Human rights, p.68 Interactions with healthcare organizations and professionals, p.74-75 Aggregate sum of transfers of value, p.75 Management of public affairs, p.76

SDG	Targets	UN Global Compact	Section within the Integrated Annual Report	Sub-section within the Integrated Annual Report	Detailed information on the contribution
	<p>17.6 Enhance North-South, South-South and triangular regional and international cooperation on and access to science, technology and innovation and enhance knowledge sharing on mutually agreed terms, including through improved coordination among existing mechanisms, in particular at the United Nations level, and through a global technology facilitation mechanism.</p>		5. From donor to patient	Programs to promote access to treatment	<ul style="list-style-type: none"> Supporting hemophilia patients in developing countries, p.101
			9. Committed to society	<p>Promoting more sustainable public health systems</p> <p>Collaborations with foundations and NGOs</p>	<ul style="list-style-type: none"> Helping countries achieve self-sufficiency of plasma-based medicines, p.187 Probitas Foundation: improving the health of at-risk populations, p.198-201 José Antonio Grifols Lucas foundation: support for donor communities p.204-206 Victor Grifols Lucas Foundation: guided by bioethics, p.202
<p>Cross-cutting goal</p>  <p>SDG 17 Partnerships for the goals</p>	<p>17.16 Enhance the global partnership for sustainable development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the sustainable development goals in all countries, in particular developing countries.</p>	<p>1, 2, 3, 4, 5, 6, 7, 8, 9 and 10</p>	7. Innovation	<p>Our innovation drives industry standards and contributes to scientific progress</p> <p>Driving innovation through research support and collaborations</p>	<ul style="list-style-type: none"> Opening of the first AMBAR® Center to treat Alzheimer’s patients, p.131 Innovation in manufacturing, p.135 Digital innovation, p.136-137 Collaboration with Access Biologicals, p.138 IrsiCaixa collaboration, p.138 Sponsoring global research: ISR Program, p.138 Grifols chair for the study of cirrhosis marks its 6th anniversary, p.139 Plasmatology, the world’s first scientific journal of plasma, p.139 Grifols Scientific Awards, p.140
	<p>17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships.</p>		8. Our people	Talent management	<ul style="list-style-type: none"> Training programs, p.159-160
			9. Committed to society	<p>Promoting more sustainable public health systems</p> <p>Social action and community investment</p>	<ul style="list-style-type: none"> Private-public collaborations to reduce public health costs, p.188 Blood banks in Spain: a collaboration to increase self-sufficiency, p.189 Contributing to natural and environmental heritage, p.196
			10. Environment and climate change	<p>Waste</p> <p>Protecting and promoting biodiversity</p>	<ul style="list-style-type: none"> Medication waste management, p.237 Natural protected area in North Carolina (US), p.238

GRIFOLS