

GRIFOLS

Grifols included in Bloomberg Gender-Equality Index for the third consecutive year for its leadership in equality, diversity and inclusion

- Grifols has been recognized again this year for supporting female talent, creating a culture of inclusion and diversity and delivering gender pay parity
- In 2022, 65% of promotions went to women, evidencing Grifols' clear commitment to gender equality
- One of the targets in the company's 2030 Agenda is for women to account for 50% of the senior management team, currently standing at 40%

Barcelona, Spain, January 31, 2023.- Grifols (MCE: GRF, MCE: GRF.P, NASDAQ: GRFS), a global healthcare company and leading manufacturer of plasma-derived medicines that has been enhancing people's health and well-being for more than 110 years, remains firmly positioned as a leader in equal opportunities and diversity. This leadership position has been evidenced by the company's inclusion in the Bloomberg Gender-Equality Index (GEI) for the third year running.

Since it was first included in the GEI in 2021, Grifols has successfully increased its score by more than 4 points. This year, 484 companies were included in the GEI, up 16% versus last year. This year's index features companies from 45 countries and regions, 11 sectors and 54 different industries, with a combined market capitalization of \$16 trillion.

Grifols' inclusion in the GEI for the third consecutive year is a clear reflection of the company's determination in recent years to continue to advocate for equality, equity, gender diversity and fundamental human rights, and to support women in the workplace through targeted programs and policies. The company scored particularly high this year in the reporting areas related to the promotion of women, its inclusive and diverse culture, gender pay parity and the implementation of anti-sexual harassment policies.

Montse Gaja, Chief of Human Resources at Grifols, remarks: *"Our continued inclusion in the GEI and our improved score this year will drive us to deliver even greater progress on our roadmap to equality and equity. Supporting and developing female talent at Grifols and building on those key levers that allow us to build an inclusive, prejudice-free workspace is a priority for us. At Grifols, where women account for 60% of the workforce, diversity adds tremendous value to the work we do every day."*

In order to make further progress in securing even stronger representation and equality for women at Grifols, the company has a strategic plan for equality, diversity and inclusion –

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launched in early 2021 for a period of three years – and a roadmap to deliver the company's 2030 Agenda. At the end of 2022, almost 40% of the company's senior management team were women, and 65% of all promotions went to female employees.

This latest recognition by the GEI is also a clear endorsement of Grifols' constant efforts to contribute to the United Nations' Sustainable Development Goals (SDGs), specifically SDG 5 on gender equality and women's empowerment. The SDGs are actively pursued through Grifols' strategy and integrated into its Sustainability Plan, and the company's people are one of the core pillars underpinning these efforts.

Grifols has been part of the Dow Jones Sustainability World Index (DJSI) since December 2021. In 2020 it was included in the DJSI Europe, Euronext Vigeo Europe 120 and Euronext Vigeo Eurozone 120, and since 2018 it has featured in the FTSE4Good Global, FTSE4Good Europe and FTSE4Good Ibex. In 2022, Grifols also secured a spot in the America's Best Employers for Women ranking by Forbes.

A valuable evaluation tool for investors

Bloomberg's Gender-Equality Index provides greater transparency over the practices and policies in place at listed companies to support gender equality and diversity. This comprehensive information available in regard to the environmental, social and corporate governance (ESG) criteria allows investors to benchmark companies' performance.

The GEI framework scores companies based on 70 metrics across five key pillars: female leadership and talent promotion; equal pay and gender pay parity; inclusive culture; anti-sexual harassment policies, and external brand.

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About Grifols

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

Patient needs and Grifols' ever-growing knowledge of many chronic, rare and prevalent conditions, at times life-threatening, drive the company's innovation in both plasma and other biopharmaceuticals to enhance quality of life. Grifols is focused on treating conditions across a broad range of therapeutic areas: immunology, hepatology and intensive care, pulmonology, hematology, neurology, and infectious diseases.

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

As a recognized leader in transfusion medicine, Grifols offers a comprehensive portfolio of solutions designed to enhance safety from donation to transfusion, in addition to clinical diagnostic technologies. It provides high-quality biological supplies for life-science research, clinical trials, and for manufacturing pharmaceutical and diagnostic products. The company also supplies tools, information and services that enable hospitals, pharmacies and healthcare professionals to efficiently deliver expert medical care.

Grifols, with more than 27,000 employees in more than 30 countries and regions, is committed to a sustainable business model that sets the standard for continuous innovation, quality, safety, and ethical leadership.

In 2021, Grifols' economic impact in its core countries of operation was EUR 7.7 billion. The company also generated 141,500 jobs, including indirect and induced.

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

For more information about Grifols, please visit www.grifols.com



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