

GRIFOLS, S.A.

PROFESSIONAL PROFILE AND BIOGRAPHY OF THE BOARD MEMBERS WHOSE APPOINTMENT OR RE-ELECTION IS PROPOSED TO THE GENERAL SHAREHOLDERS' MEETING (8/9 OCTOBER 2020)

Appointment

- **Mr. James Costos**

Category: independent.

Mr. James Costos is an American diplomat who holds a degree in Political Sciences from the University of Massachusetts. He has an extensive professional career and accredited experience in different sectors such as, among others, international relations and the digital and communications sectors. From 2013 to 2017, he was the United States of America ambassador to Spain and to the Principality of Andorra. He is currently the President of Grupo Secuoya Studios in Madrid, and member of different Boards of Directors or equivalent bodies in a larger number of companies, covering many different industries, in the United States and Europe. Among others, he is a member of the Board of Directors of PJT Partners since 2017, a firm providing consulting services in investment banking; Senior Advisor of F.C. Barcelona and Senior Managing Director in the Venture Technology Group at Dentons. He is also a member of the Board of Advisory of AmCham Spain, as well as of three technological companies focused on artificial intelligence, teleportation and digital transparency. Additionally, he is a member of the Atlantic Council on Foreign Relations and of the International Council of Sponsorship of the Reina Sofia Museum Foundation.

Re-elections

- **Mr. Victor Grifols Deu**

Category: executive.

Mr. Victor Grifols Deu is the joint and several Chief Executive Officer together with Mr. Raimon Grifols Roura, since 1 January 2017. He is a member of the administration bodies of several companies within the Grifols Group and was appointed executive director in May 2016. He joined the Group in 2001 as an analyst in the Planning and Control Department. In 2008 he became the director of the Planning and Control Department and was also appointed member of the Executive Committee. He was part of the team that analyzed and was responsible for the integration of the transactions of Alpha Therapeutics, Talecris Biotherapeutics and Novartis' Transfusion Diagnostic Unit following its acquisitions.

He holds a degree in Business Administration and Management from the Ramon Llull University – Sarrià Chemical Institute (IQS) and a postgraduate degree in Business Administration and Management from the Michael Smurfit Business School in Dublin.

▪ **Mr. Thomas Glanzmann**

Category: other external.

Mr. Thomas H. Glanzmann has served as director of Grifols, S.A since April 2006 and as non-executive Vice-President of the Board of Directors since 1 January 2017. From 2006 until 2011 he was the Chief Executive Officer and President of Gambro AB. Previously, Mr. Glanzmann was the Chief Executive Officer and Managing Director of HemoCue AB. Between 1988 and 2004 he held various positions at Baxter Healthcare Corporation: Senior Vice-President and Senior Corporate Officer of Baxter Healthcare Corporation; President of Baxter Bioscience; Chief Executive Officer of Immuno International; and President of the European Biotech Group, among others. Between 1984 and 1988 he worked at Philip Morris becoming country manager for Norway, Denmark and Iceland.

He holds a degree in Political Science from Dartmouth College, United States, and an M.B.A. from IMD, Lausanne-Switzerland. He also holds a Board of Directors Certification from the UCLA Anderson School of Management, United States.

He serves as a Director on the Board of Directors of Alcon, Inc. and is a Healthcare Advisor to Madison Dearborn and Partners. He is a Founder and General Partner of Medical Technology Venture Partners in California, United States.

▪ **Mr. Steven F. Mayer**

Category: independent.

Mr. Steven F. Mayer has served as director of Grifols, S.A. since January 2011. He is currently the Chief Executive Officer of Iron Horse Acquisition Corp. and of Dedication Capital, LLC, private investment firms that he founded. He is also director of Pretty Party, LLC. From 2002 until 2018, he held a variety of management positions with Cerberus Capital Management, L.P. and Cerberus California, LLC, affiliated private investment firms, culminating with serving as Senior Managing Director, Co-Head of Global Private Equity, and President of the Cerberus Investment Committee.

Mr. Mayer holds a Bachelor in Arts, cum laude, from Princeton University and a degree in Law (JD, Juris Doctor), magna cum laude, from Harvard Law School.

Mr. Mayer is a member of the Board of Directors or equivalent body of a large number of companies in a wide variety of industries in the United States and Europe, and he is currently a member of the Board of Supervisors of Syntellix AG.