



**2022
OUR SDG
CONTRIBUTIONS**

GRIFOLS

Commitment, roadmap and action plan

Corporate responsibility and sustainability at Grifols

In 2022, Grifols reinforced its commitment to sustainability and the Ten Principles of the United Nations Global Compact. We made significant inroads on our Sustainability Roadmap, achieving more than 90% of the intermediate goals for 2022-2024. Built around the six pillars of our strategic plan, these targets reflect 30 corporate objectives and form the cornerstone of Grifols 2030 Agenda.

Everything we do is inspired by a deep-seated desire to enhance people's health and well-being. Through our ongoing efforts to offer life-sustaining plasma therapies and other innovative solutions, we strive to leave a positive mark and build a more sustainable future. In this regard, Grifols has fulfilled and advanced its commitments in human rights, employment, the environment, and in the implementation of measures to prevent corruption.

We are proud of these accomplishments, while remaining steadfast in our support of the United Nations Global Compact and its Ten Principles. The following section provides a more in-depth view of our progress to date.



RAIMON GRÍFOLS ROURA

CHIEF CORPORATE OFFICER

AMONG THE WORLD'S MOST SUSTAINABLE COMPANIES



Positive impact on 10 SDGs

5 priority SDGs, 4 relevant SDGs, and 1 transversal SDG

As part of our in-depth materiality analysis, we analyzed and prioritized the SDGs where we can most have the greatest impact based on our activity, sector and geographic areas of operation.



THE TEN PRINCIPLES OF THE UNITED NATIONS GLOBAL COMPACT

HUMAN RIGHTS

- 01** Support and respect the protection of internationally proclaimed human rights.
- 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.
- 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.
- 09** Encourage the development and diffusion of environmentally friendly technologies.

ANTI-CORRUPTION

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

We are Grifols

Since 1909, Grifols has fostered innovation in the field of plasma science with the aim of serving as a driver of positive social change.

Our global operations are grounded on a **responsible, sustainable business** model and guided by a legacy of **solid values** and **ethical principles**.

People are our top priority.

Donors and patients are at the heart of our operations.

We develop essential plasma-derived medicines, non-plasma products and diagnostic solutions.



Priority SDG

We care about people's health and well-being

€23.8Bn

social value generated for patients

800,000+

patients treated

920,000+

donors

+ Support

to bolster plasma self-sufficiency in Canada, Egypt and other countries



John Y., Iowa, EE, UU,
(1,274 donations)



Millions of patients are afflicted by one of the **12 most well-known** rare diseases treatable with plasma-derived therapies, including:

Hemophilia

Immunodeficiencies

Alpha-1 antitrypsin deficiency



Carla, Spain
(Primary Immunodeficiencies)

Promoting SDGs in 2022



We are working with Biotest to boost the availability of plasma-derived therapies following our 2022 strategic investment

+ workforce

+ donor plasma centers

+ production capacity



We create jobs and generate economic and social value

26,000+ employees and **193,000** jobs created

98% permanent contracts

+16% increase in disabled staff to **899** employees

€9.6 Bn economic impact created **+25%** vs 2021

€5.2 Bn value created for donors and local communities

Priority SDG



We promote technology, innovation and research

€351M R+D+i investment and

€1.6Bn over the last 5 years

6 priority areas of innovation

3,487 patents and **970** patent applications

1,200+ people dedicated to R+D+i



Priority SDG



We optimize our value chain to minimize environmental impact

€34M allocated to environmental expenses and investments

€85M in the last 3 years

Less landfill waste:

29% of total

51% of total waste is recovered

We protect 121+ hectares of **natural areas**

Priority SDG



We work to combat climate change

We reduced our carbon footprint by

24%

(scopes 1 and 2)



GMG emissions

28% per production unit



Water consumption

8%



Use of renewable energies

26%

Priority SDG

We are working to reduce emissions per unit of production

55%

 by 2030

+ Encouraging remote work

- Reducing air travel

+ Optimizing logistics



We promote inclusive, equitable and quality education

4.7M+ training hours

70% delivered to women

170,000+ hours on occupational health and safety and environmental issues

21,000+ participants in Grifols Academy training initiatives

Relevant SDG



We believe in gender equality and female empowerment

60% of employees are women

33% of women on the Board of Directors

41% of women are directors +11% vs 2021

Adjusted gender pay gap is close to parity

3% in Spain, **0.9%** in the United States, **2.8%** in Ireland and **1.4%** in Germany

Promoting women in STEM jobs and training opportunities

65%+ promotions given to women

Relevant SDG



We help reduce inequality by promoting social and economic inclusion

Total community investment **€32M**

Product donation **€12M**

Social action **€1.6M / 2,700+** initiatives

€4.2M allocated to our three foundations



Relevant SDG

Caring for you. Grifols employees at the heart through four main initiatives

Flexibility for U
Trust & Care

We foster **trust and flexibility** in the workplace to promote better work-life balance

Wellbeing for U
Health & Care

We care about our employees' **health and well-being**

Recognition for U
Care

A new program to **recognize our top contributors**

Development for U
Learning & Care

Future-forward training initiatives

Talent-development program main action in 2022

Relevant SDG

Transversal SDG



We promote fair, peaceful and inclusive societies

0 confirmed incidents of corruption

4,730 interactions reviewed between employees and third parties

90% of the employees has received anti-corruption training



We subscribe to partnerships for sustainable development, access to health, and the promotion of innovation

70+ alliances

European involvement: **SoHO and EU4Health**

Commitment to Donors and Patients

- Achieve EUR **18** million per year in donations to support patient programs
- Increase donations of clotting factors to **240** million IU
- Achieve **90%** approval among donors for positive customer service (good or excellent rating)
- Attain **80%** referral rate from active donors
- Increase ratings via the Donor Hub by **45%**



Environmental responsibility

- **55%** decline in GHG emissions per unit of production
- **15%** increase in energy efficiency per unit of production
- **100%** electricity consumed from renewable sources
- Promote **decarbonization** in business travel and work commutes
- Increase **circular economy** measures at each stage of the operational life cycle
- Protect **biodiversity** in the company's natural areas to capture CO₂



Social Impact

- Increase the number of social outreach initiatives and investments by **50%**
- Allocation of **25%** of social initiatives for STEM scholarships for women
- Reach **\$1** million in donations of products and medicines for emergency relief efforts
- Increase funds for José Antonio Grifols Lucas Foundation by **10%**
- Increase by **10%** the amount allocated to bioethics grants and by **20%** number of activities developed by Victor Grifols Lucas Foundation



Ethical commitment

- Implement ESG criteria among suppliers up to **60-80%** of total spending volume
- Maintain Biopharma claims ratio in \leq **1/50,000**
- Maintain <1 critical deficiencies identified by external audits (health regulatory authorities)



Innovation

- Promote **in-house and external innovation** in core therapeutic areas



Our People

- Impart **100** hours of training hours/year/person
- Deliver annual training to **70-80%** of the workforce
- Increase percentage of women in Senior Manager roles to **50%**
- Increase percentage of people with disabilities to **3-5%** of total employee pool
- Ensure women comprise **50%** of interviews for managerial positions
- Maintain employee **turnover rate** below industry average*
- Achieve **70%** overall employee engagement rate per department
- **75%** increase in installations certified as healthy workplaces
- **15%** decrease in LTIFR (lost time injury frequency rate)
- **75%** of installations with ISO 45001 certification



More information on Grifols and sustainability:

