

GRIFOLS, S.A.

REPORT OF THE APPOINTMENTS AND REMUNERATION COMMITTEE

This report is prepared in connection with the proposals of ratification of appointments and re-elections of Mr. José Ignacio Abia Buenache and Mr. Albert Grifols Coma-Cros, as well as the proposals of appointment of Mrs. Claire Giraut (born Lisoprawski) and Mrs. Anne-Catherine Berner as members of the Board of Directors of Grifols, S.A. (hereinafter **“Grifols”** or the **“Company”**), included on the agenda of the Ordinary General Shareholders' Meeting of the Company to be held both physically and by telematic means on first call at Avenida Generalitat 152-158, Polígono Can Sant Joan, Sant Cugat del Vallès (Barcelona), at 12:00 a.m. CET on 13 June 2024 and, on second call, on 14 June 2024, at the same place and time (the **“Ordinary Meeting”**).

This report is issued in accordance with recommendation 14 of the Good Governance Code of Listed Companies, approved by the Spanish National Securities Market Commission (**“CNMV”**) in February 2015 and amended partially by CNMV's board of directors on 25 June 2020 (**“GGC”**) with regards to the prior analysis that the Grifols' Appointments and Remuneration Committee (the **“Committee”**) carries out regarding the Board of Directors' required competences and the Diversity Policy for the Composition of Grifols' Board of Directors based on the Grifols Board's Competencies Matrix. The conclusions of said analysis are included in this report.

I. Analysis of the Company's Board of Directors' required competences.

In accordance with recommendation 14 of the GGC, and the Diversity Policy for the Composition of Grifols' Board of Directors, the Committee is responsible for assessing the skills required by the Board when selecting candidates to sit on the Board, carrying out a prior analysis of the skills, knowledge and experience required. To this end, it must assess, among other aspects, the functions and skills required on the Board at any given time, as well as the time and dedication necessary for directors to carry out their work effectively.

This Committee has analysed and reviewed the required competences of the Board of Directors based on the Board's Competencies Matrix when proposing or reporting the ratification of appointments and re-elections of Mr. José Ignacio Abia Buenache, as executive director and Mr. Albert Grifols Coma-Cros as proprietary director, as well as the appointments of Mrs. Claire Giraut and Mrs. Anne-Catherine Berner as new independent directors of Grifols' Board of Directors. In this sense, the Committee has considered that the Board should strengthen its financial and audit expertise, by having members with broad knowledge and experience in these matters.

Following such analysis, with the aim of maintaining a diverse and balanced composition within the Board, the Committee has positively valued the extensive professional background and proven experience of the board members to be proposed in different and diverse sectors, such as, among others, healthcare, finance, digitalisation, audit, and innovation, contributing to the enrichment of the Board's competences and experience as would be reflected in the Board's Competencies Matrix, where appropriate.

In particular, Mr. José Ignacio Abia Buenache, stands out for his strong leadership and more than two decades of experience in the medical technology and life sciences sector, developed throughout his professional career in the United States, Asia-Pacific and Europe. He also has a deep understanding of the information technology and consumer electronics industry.

Mr. Albert Grifols Coma-Cros stands out for his financial skills and knowledge on innovation matters, as well as his extensive experience and professional career in the industry in which Grifols operates, having held various positions within the Group, including serving as the Company's Chief Scientific Innovation Officer from 2021 to 2023, during which he was responsible for bringing together all the Group's scientific knowledge previously dispersed under a single scientific organization.

Mrs. Claire Giraut has been positively valued for her extensive professional career and proven experience in different sectors such as, among others, finance, healthcare, consumer goods, industrial and digital and automated technology. She has also extensive experience in executive and non-executive positions in a variety of sectors and therefore has in-depth knowledge of financial matters and risk management.

On the other hand, Mrs. Anne-Catherine Berner has been positively valued for her extensive and diverse professional background, along with her accredited experience in various sectors such as, among others, finance, healthcare and industrial. Additionally, she has extensive experience in executive and non-executive roles in different domains, both public and private, and therefore has in-depth knowledge of financial and institutional management.

The aforementioned skills, experience and knowledge would bring to the Board of Directors a broad strategic perspective in the aforementioned sectors, which is highly relevant to the design and implementation of Grifols' long-term strategy. In addition, the appointments of Mrs. Claire Giraut and Mrs. Anne-Catherine Berner will contribute to consolidating the percentage of independent directors and women on the Board of Directors, consolidating gender diversity on the Board and contributing to the Board having a balanced presence of women and men.

The Committee has evaluated the time and dedication needed for board members proposed to effectively carry out their duties and has concluded that all of them, have the sufficient time to diligently hold the position of board members, in the event of being appointed, ratified their appointments and/or re-elected by the Ordinary Meeting. In addition, it has verified that all of them have a professional conduct and track record in line with the principles that inspire Grifols' Code of Conduct, vision and values, and that they are not involved in any ethical or legal grounds for incompatibility or disqualification from holding office. In the case of the independent directors, the Committee has also verified that they meet the independence requirements established in current legislation.

The Committee concludes that all of them will contribute a plural point of view to the debate within the Board of Directors of Grifols and will enrich it, positively favouring its functioning, as well as balance and diversity in terms of age, gender, experience and knowledge, without implicit biases that could imply any discrimination.

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Barcelona, 2 May 2024

The Appointments and Remuneration Committee