

GRIFOLS, S.A.

REPORT OF THE APPOINTMENTS AND REMUNERATION COMMITTEE

This report (the "**Report**") is prepared in connection with the respective proposals of ratification of appointments and re-elections of Mr. José Ignacio Abia Buenache and Mr. Albert Grifols Coma-Cros, included on the agenda of the Ordinary General Shareholders' Meeting of Grifols S.A. ("**Grifols**" or 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**").

The Report is issued in accordance with article 529 *decies* of the Capital Companies Act (*Ley de Sociedades de Capital*) (the "**CA**"). In accordance with said article, the proposals of appointments, ratifications and re-elections of non-independent directors shall be preceded by the corresponding report of the Appointments and Remuneration Committee (the "**Committee**").

I. Ratification of the appointment by co-option of Mr. José Ignacio Abia Buenache and re-election as a member of the Board of Directors.

Mr. José Ignacio Abia Buenache was appointed as a director of the Company by the co-option procedure in accordance with the Board of Directors' resolution on 26 February 2024 to fill the vacancy caused by the resignation of Mr. Steven F. Mayer as a director of the Company, until the day on which the first General Shareholders' Meeting of Grifols is held. As this period expires on the date of the Ordinary Meeting, the Committee has examined the advisability of his ratification and re-election as executive director and has included its analysis in this Report.

Prior to joining Grifols, Mr. José Ignacio Abia served as President and CEO of Olympus Corporation of the Americas based in Pennsylvania (USA) for the past 10 years. He also served as Chief Operating Officer and Chief Strategy Officer of Olympus Corporation, a Japanese company listed on the Tokyo Stock Exchange.

Mr. José Ignacio Abia has more than two decades of experience in the medical technology and life sciences sector, having lived half of that time in the United States and the other half in Europe. At Olympus, he also spent a significant amount of time developing the business in the Asia-Pacific region. Prior to joining Olympus, he held various positions in the information technology and consumer electronics industries working for a number of technology companies, including Sony and Techdata.

Academically, Mr. José Ignacio Abia Buenache holds a degree in Telecommunications and Electronics Engineering from the Universitat Politècnica de Catalunya (UPC), holds an MBA from the EAE Business School in Barcelona, and has completed the Program for Management Development (PADE) from IESE (University of Navarra).

Additionally, Mr. José Ignacio Abia is also a member of the Board of Directors of the United States-Spain Chamber of Commerce, and a member of the Board of Trustees of

Lehigh Valley Health Network, a hospital system composed of 13 hospitals and multiple care centers in Pennsylvania. In the past, he served on the Board of Directors of Evident Corporation, a company in the life sciences and industrial solutions field.

Regarding the evaluation of the work and effective dedication of the director since his appointment until the present date, the Committee notes that Mr. José Ignacio Abia has carried out his duties with due diligence and has attended and actively participated in Board sessions. Likewise, the Committee has analyzed the requirements that members of the Board of Directors must meet in accordance with the current Diversity Policy in the Composition of the Company's Board, and concludes that Mr. José Ignacio Abia is not subject to any of the incompatibilities or prohibitions established by law or in the corporate governance system. Moreover, it has carried out the corresponding analysis of the competencies required of the Board based on the Grifols Board's Competencies Matrix, the result of which is set out in the Committee's report, which is published together with this Report when the Ordinary Meeting is convened.

It is noted that Mr. José Ignacio Abia shall continue to be considered an "executive" director.

Based on the above, the Committee considers that the incorporation of Mr. José Ignacio Abia is a positive contribution to the functioning of the Board and unanimously agrees to report favourably on the ratification of his appointment by co-option and his re-election as a member of the Company's Board of Directors under the category of "executive" director for a term of four (4) years.

II. Ratification of the appointment by co-option of Mr. Albert Grifols Coma-Cros and re-election as a member of the Board of Directors.

Mr. Albert Grifols Coma-Cros was appointed as a director of the Company by the co-option procedure in accordance with the Board of Directors' resolution on 18 December 2023 to fill the vacancy caused by the resignation of Mr. Victor Grifols Roura as a director of the Company, until the day on which the first General Shareholders' Meeting of Grifols is held. As this period expires on the date of the Ordinary Meeting, the Committee has examined the advisability of his ratification and re-election as proprietary director and has included its analysis in this Report.

Mr. Albert Grifols Coma-Cros joined the Grifols Group in 2004 as an Analyst in the Planning and Control Department. During 2007, he joined the Financial Department as a Financial Analyst. In 2013, assumed the position of Director of Corporate Treasury and moved to Ireland to develop and implement from there the Group's global financial structure. From 2018 until 2020, he was the General Manager of Grifols Worldwide Operations Ltd. in Ireland, being responsible for overseeing the proper functioning of Grifols in Ireland, ensuring the proper alignment between Irish culture and Grifols' values in the gradual growth of the subsidiary in the country. From 2021 to 2023, he served as Chief Scientific Innovation Officer, responsible for consolidating all the Group's previously scattered scientific knowledge under a single scientific organization.

Academically, Mr. Albert Grifols Coma-Cros holds a degree in Business Administration and Management from the Autonomous University of Barcelona and has completed various

Management Development programs at ESADE, Georgetown University, or the Institut Estudis Financers (IEF).

Additionally, since 2015, he has been a director of the Board of Directors of Fisa 14, S.A., a real estate company, and President of Bansabadell 18, FP, a pension fund since 2018.

Regarding the evaluation of the work and effective dedication of the director since his appointment until the present date, the Committee notes that Mr. Albert Grifols Coma-Cros has carried out his duties with due diligence and has attended and actively participated in Board sessions. Likewise, the Committee has analyzed the requirements that members of the Board of Directors must meet in accordance with the current Diversity Policy in the Composition of the Company's Board, and concludes that Mr. Albert Grifols Coma-Cros is not subject to any of the incompatibilities or prohibitions established by law or in the corporate governance system. Moreover, it has concluded the corresponding analysis of competences regarding the Board based on the Grifols Board's Competencies Matrix, which result has been reflected in the report of the Committee which is published together with the present Report when calling the Ordinary Meeting.

It is noted that Mr. Albert Grifols Coma-Cros shall continue to be considered a "proprietary" director.

Based on the above, the Committee considers that the incorporation of Mr. Albert Grifols Coma-Cros is a positive contribution to the functioning of the Board and unanimously agrees to recommend the favourable ratification of his appointment by co-option and re-election as a member of the Board of Directors of the Company under the category of "proprietary" director for a term of four (4) years.

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Barcelona, 2 May 2024
The Appointments and Remuneration Committee