










30 COMMITMENTS BY OUR 2030 AGENDA

PILLAR	GOAL 2030	SDG
 <p>COMMITMENT TO DONORS AND PATIENTS</p>	<ul style="list-style-type: none"> • Achieve EUR 18 million per year in charitable donations to support patient-centered programs • Achieve 240 million international units (IU) of clotting factor medicines donated to support hemophilia patients in developing countries • Achieve 90% of active donors report a positive customer service (i.e., donor rate service as excellent or good) • Achieve 80% of active donors would refer a friend or family member • Increase by 45% Donor Customer Relationship Manager application grade 	
 <p>IMPACT ON SOCIETY</p>	<ul style="list-style-type: none"> • Increase by 50% number of social outreach initiatives and social initiatives investment • Achieve 25% of total social initiatives dedicated to educational scholarships, education new generation of woman leaders or STEM • Achieve USD 1 million of critical products and medicines donated to support emergency relief actions • Increase by 10% each year the amount contributed by the Jose Antonio Grifols Lucas Foundation • Increase by 10% the amount allocated to bioethics grants and by 20% number of activities developed by Victor Grifols Lucas Foundation 	
 <p>ENVIRONMENTAL RESPONSIBILITY</p>	<ul style="list-style-type: none"> • Reduce greenhouse gas emissions per unit of product by 55% • Increase energy efficiency per unit of product by 15% by systematically integrating eco-efficiency measures in new projects and existing facilities • Consume 100% of electricity using renewable energies • Facilitate the decarbonization of transport in business trips and employee commutes • Continue to implement circular economy measures in every stage of the operational life cycle • Protect biodiversity on Grifols properties through the Grifols Wildlife Program, promoting CO2 capture 	
 <p>OUR PEOPLE</p>	<ul style="list-style-type: none"> • Achieve 100 training hours per employee a year on average. • Achieve trained 70%-80% of employees • Achieve 50% of women in Senior Management positions • Achieve 3%-5% of employees with disabilities • Ensure parity in the percentage of women and men interviewed for positions at manager level or above • Maintain total employee turnover rate below industry average (*Plasma excluded) • Achieve 70% global employee engagement rate – minimum by department • Achieve >75% of industrial facilities certificated as a healthy company • Reduce 15% Lost-Time Injury Rate (LTIFR)* of employees • Achieve >75% of industrial facilities certified under the ISO 45001 standards 	
 <p>ETHICAL COMMITMENT</p>	<ul style="list-style-type: none"> • Achieve at least 60-80% of total spending on suppliers assessed by ESG criteria • Maintain Product Quality Complaint Rate ≤ 1/50,000 • Maintain number of <1 critical deficiencies identified in external audits (Regulatory Health Authorities) 	
 <p>INNOVATION</p>	<ul style="list-style-type: none"> • Deliver first-in class innovation by expanding our approach in platforms (plasma/non-plasma), therapeutic areas and sourcing (external/internal) to treat a larger number of patients 	

*LTIFR= (Number of lost-time injuries) / (Total hours worked in accounting period) * 1,000,000