

MODERN SLAVERY & SUPPLY CHAIN TRANSPARENCY STATEMENT

FOR THE FINANCIAL YEAR ENDING
31 DECEMBER 2025

This document outlines the measures we have implemented, in the last financial year ("Reporting Period"), to ensure that slavery, child labor and human trafficking are not occurring within the operations and supply chains of Grifols, S.A. and its subsidiaries. Legislation enacted in various jurisdictions, including certain U.S. states, U.K., Australia and Canada, mandates that specific businesses disclose their efforts in this area. These laws encompass the California Transparency in Supply Chains Act of 2010, the United Kingdom Modern Slavery Act of 2015, the Australian Modern Slavery Act of 2018, alongside Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act (Canadian Act).

Through this annual disclosure, we aim to equip our stakeholders with the necessary insights to make informed choices regarding our products. Additionally, in alignment with recognized reporting standards and applicable regulations, Grifols ensures the inclusion of comprehensive details related to our supply chain management in the Integrated and Sustainability Annual Report; publicly available on Grifols' website (grifols.com).

1. GRIFOLS: COMPANY STRUCTURE AND SUPPLY CHAIN

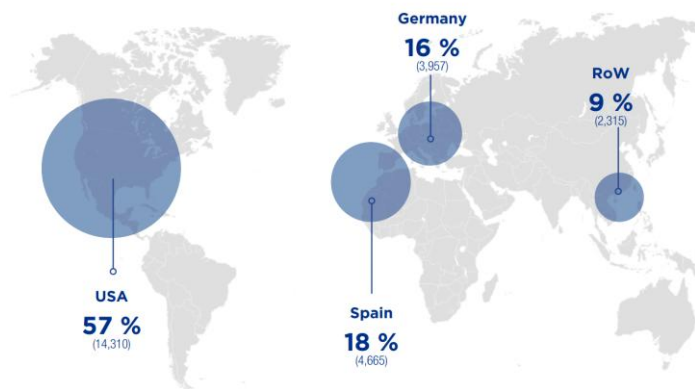
Grifols, S.A. is the parent company of the Grifols Group. It is domiciled in Sant Cugat del Vallès (Barcelona), Spain. Grifols is a leading global healthcare company. Our trusted and innovative plasma-derived medicines, other biopharmaceuticals and solutions in transfusion medicine enable millions of patients around the world to lead more productive lives.

Since 1909

We have strived to promote innovation and advance plasma science and diagnostic solutions to make a positive social impact. Guided by our longstanding solid values and ethical principles, we integrate responsible and sustainable business practices into all our operations.

Grifols has more than 25,200 employees, based in more than 30 countries and regions, who work to provide our products and services in more than 110 markets¹. 98% of our workforce have permanent contracts. More than 60% of our workforce have administrative roles or work as manufacturing operators; the rest of the workforce are distributed among professionals, senior professionals, management, senior management, directors and executives.

Global workforce distribution in 2025



Grifols entities with modern slavery reporting obligations:

In Australia, our reporting entity is Grifols Australia Pty Ltd. In the UK, our reporting entity is Grifols UK Ltd. In Canada, our reporting entities are Grifols Canada Ltd., Grifols Canada Therapeutics Inc., Grifols Canada Plasma, Inc., and Grifols Canada Plasma – Ontario Inc (collective, the “Canadian Reporting Entities”). Where this Statement refers these entities, they are referred to as “Reporting Entities”. References in this statement to “Grifols”, “we”, “us”, or “our” refer to Grifols, S.A. and its subsidiaries, including the Reporting Entities unless stated otherwise. An overview of the Reporting Entities is set out below:

- **Grifols Australia Pty Ltd** (ACN 050 104 875) was established in 2011 and is based in Melbourne – Victoria, Australia. This entity manufactures diagnostic products and supports the distribution and sale of Biopharma products in the Australian and New Zealand markets. Grifols Australia Pty Ltd does not own or control any other entities.
- **Grifols UK Ltd** was established in 1979. Based in Cambridge, the company covers the UK markets, supporting the distribution and sale of therapeutic and other pharmaceutical products, especially hemoderivatives. Biotest (UK) Ltd merged with Grifols UK, Ltd in 2023.
- **Grifols Canada Ltd** was established in 2011. Based in Mississauga, the entity covers the Canadian market supporting the distribution and sale of biopharmaceutical products.
- **Grifols Canada Therapeutics Inc.** was acquired in 2020. Based in Montreal, Quebec, it conducts business in the Pharmaceuticals and Medicines Industry. Its subsidiary **Grifols Canada Plasma II, Inc.**, and its subsidiary **Grifols Canada Plasma – Ontario Inc.** are headquartered in Quebec supporting plasma collection efforts in Canada.

¹ For more details on our global presence, please see our Integrated Annual and Sustainability Report (grifols.com).

Business units:

- **Plasma Procurement and Biopharma:** Plasma procurement, production and commercialization of plasma and non-plasma products (86% of revenue).
- **Diagnostic:** Leading-edge diagnostic solutions for blood and plasma analyses (9% of revenue).
- **Bio supplies:** High-quality biological products for non-therapeutic use (2% of revenue).
- **Others:** Specialty pharmaceuticals and hospital management solutions (3% of revenue).

Grifols' supply chain:

Grifols' supply chain, characterized by its global reach and complexity, involves thousands of suppliers worldwide. It includes suppliers of goods and services essential for plasma collection, production, storage, and distribution of medicines and diagnostic devices, including raw materials, finished products, and logistics.² The supply chain also includes goods and services to support our research and development efforts, encompassing clinical research organizations, laboratory services, equipment, protective gear, uniforms, and necessary materials, as well as operational aspects such as IT infrastructure, utilities, professional services, sales and marketing services, and facilities management.

2. HUMAN RIGHTS AND MODERN SLAVERY

In this Statement, the term “modern slavery” refers to exploitative situations such as forced labor, human trafficking, debt bondage, slavery and slavery-like practices, and the worst forms of child labor.

As set forth in our Human Rights Policy (updated in 2025), Grifols is committed to taking steps to ensure that modern slavery is not taking place in its supply chain or in any part of its business.³ Grifols expects all suppliers and business partners to adopt the requisite measures to ensure the absence of modern slavery practices in their organizations. Grifols is guided in its human rights approach by international standards and covenants, including, but not limited to:

- A. The International Bill of Human Rights, comprising the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights
- B. The fundamental rights in the eight International Labor Organization (ILO) core conventions as established in the Declaration on Fundamental Principles and Rights at Work
- C. The European Charter of Fundamental Rights
- D. The World Medical Association's Declaration of Helsinki
- E. UNESCO's Universal Declaration on Bioethics and Human Rights

In parallel, Grifols respects and complies with all applicable laws, regulations, and international human rights conventions and standards, including:

- The UN Guiding Principles on Business and Human Rights
- The Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises

² Grifols' Global Procurement Department oversees the management of direct and indirect procurement, including the transactional process and procurement category management, as well as establishing policies and processes. At the local level, each site maintains its own infrastructure tailored to manage its specific needs.

³ The Human Rights Policy can be viewed on corporate policies page of the [Grifols website](#).

- The United Nations Global Compact, of which Grifols is a signatory and advocate of its 10 principles
- The ILO Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy

3. GRIFOLS’ HUMAN RIGHTS POLICIES

Grifols is committed to ensuring that it conducts its activities worldwide while respecting human rights and complying with all applicable laws and fair labor practices. Grifols’ support for and respect of fundamental human rights is reflected in its corporate strategy, policies, and codes, which include:

Human Rights Policy	Supplier Code of Conduct	Inclusion and Belonging Policy	Grifols Ethics Line Policy	Sustainability Policy
Procurement Policy	Code of Conduct	Board of Directors Composition Policy	Plasma Donor Policy	

All policies listed above were in force throughout the Reporting Period or were formally approved during that Reporting Period.

4. Human Rights Due Diligence

Since 2022, Grifols has analyzed and reviewed its human rights due diligence processes to identify where it is at risk of causing, contributing or being linked to adverse human rights impacts throughout its value chain, and to manage those impacts as and when required. In 2023, Grifols strengthened its human rights due diligence by conducting a comprehensive analysis to identify, prevent, and mitigate impacts and the main related risks, incorporating industry best practices. Since 2024, Grifols continued its analysis to identify and assess ESG risks in our supply chain.

As part of these ongoing efforts to expand the due diligence scope, in 2025 Grifols conducted a targeted ESG risks assessment (including human rights) focused specifically on Grifols Egypt for Plasma Derivatives ("GEPD") - an entity not controlled by Grifols, in which Grifols holds a 49% stake -, with the support of a third-party expert. This assessment was limited to GEPD and does not constitute a comprehensive ESG risk assessment of the entire Grifols group.

The main conclusions of these processes have been published in the 2025 Integrated and Sustainability Annual Report and in the 2023 Human Rights Due Diligence Report. From late 2025 through the first half of 2026, Grifols reviewed and updated its due diligence process, aligning it with the internal methodologies of the internal audit and risk management department and the ongoing analysis of ESG risks in the value chain, which has been conducted since late 2024 by the global procurement team. This update, along with the main results, will be published in a new 2026 Human Rights Report and the 2026 Integrated and Sustainability Annual Report. The due diligence processes and resulting reports follow the Human Rights-Based Approach (HRBA), as well as UN and OECD guidelines.

In line with these frameworks, Grifols approaches due diligence as follows:

- I. Grifols has a **governance framework** that integrates human rights due diligence and the prevention of modern slavery into its strategy, corporate policies, and risk management systems.
- II. This process involves **identifying and assessing the risks** of potential and actual adverse impacts on human rights arising from Grifols’ activities and its value chain, including first-tier suppliers with a particular focus on sectors and regions with a higher inherent risk of human rights violations and modern slavery.

- III. Analysis of the measures implemented to **prevent and mitigate** the risks of adverse impacts on human rights, with the aim of evaluating the effectiveness of existing controls and determining residual risk. These measures include corporate policies, due diligence processes, ESG risk assessments, supplier requirements, and internal awareness and training initiatives.
- IV. Grifols provides **remediation mechanisms** to allow potentially affected parties to express their concerns and seek solutions. Grifols has clear and accessible channels for filing complaints and managing disputes related to human rights. In this regard, the Grifols Ethics Line, described in the Code of Conduct, the Supplier Code of Conduct, the Human Rights Policy, and the Ethics Line Policy, provides an independent and confidential channel for employees, value chain stakeholders, and other interested parties to report concerns or potential violations, including issues related to human rights and modern slavery. Reports can be submitted anonymously, verbally, or in writing; the service is available 24/7 in 17 languages and is managed under strict confidentiality and follow-up protocols.
- V. Grifols promotes a culture of respect and understanding of human rights through mandatory training programs for staff on key topics such as the Code of Conduct, the Human Rights Policy, environmental management, and diversity, with compliance monitoring processes. Performance monitoring is conducted using key indicators, including the number of complaints received through the Ethics Line related to human rights and the number of employees trained annually, among others. The **main results** and KPIs **are transparently disclosed** in the 2025 Integrated and Sustainability Annual Report, prepared in accordance with recognized standards and verified by third parties.

In 2025, Grifols implemented the following measures to manage the risk of modern slavery in its operations and supply chain:

- Grifols' policies and controls, including the Human Rights Policy and Supplier Code of Conduct, continuing to be in place.
- An ESG risk assessment was conducted with external experts to strengthen human rights due diligence processes.
- Implementation of a tool for identifying, assessing, and monitoring ESG data as part of our supplier risk management practice.
- Consolidation of the ESG risk management function through a specialist in the Global Procurement department.

Operations

- Collected information on the hiring of individuals and maintained internal controls to ensure that all workers have been hired voluntarily.
- Identified targeted training opportunities for relevant employees specifically on modern slavery risks, supplementing mandatory trainings covering the Human Rights Policy.
- Continued to have in place the policies listed in Section 3.
- Paid a living wage to our employees in line with the economic context of their country. This was informed by the annual review undertaken to assess the cost of living and country-specific market wages and updating compensation levels as necessary.
- Maintained a grievance mechanism: further details are provided in the following sections.

Supply Chain

- Grifols' Global Procurement department recruited a specialist dedicated exclusively to managing risks and ESG criteria (sustainability criteria) within its value chain.

- Continued the mapping of our supply chain to segment the supplier portfolio by category and country to improve oversight and control.
- In 2025, Grifols carried out a specific ESG due diligence exercise, which included aspects related to human rights and modern slavery, at GEPD. This exercise was conducted with the support of an independent third party with specialized expertise in the subject matter and the relevant geography.
- Implemented a technological solution designed to identify and monitor ESG risks associated with suppliers, including those related to modern slavery, enabling their classification according to the detected risk levels. The new platform also streamlines the ESG audit process, leveraging both publicly available information and, in the case of high-risk suppliers, the documentation and evidence provided along with their responses to the relevant questionnaires.
- Implemented supplier management practices and performance metrics. By 2025, 95% of suppliers by expenditure (volume) were assessed according to ESG criteria.
- Verification of product supply chains: Grifols' standard terms and conditions require all suppliers to comply with applicable regulations in the jurisdictions in which they operate, thereby supporting compliance with legal requirements throughout the entire supply chain.

5. RISKS OF MODERN SLAVERY IN OUR OPERATIONS AND SUPPLY CHAINS

No cases have been identified during the Reporting Period requiring measures to (i) remedy any forced labor or child labor, or (ii) remedy the loss of income for the most vulnerable families resulting from any measures taken to eliminate the use of forced labor or child labor in the activities and supply chains of the Canadian Reporting Entities or any other entity included in this Statement.

In our operations:

According to our assessment, there is a low risk of modern slavery in our operations, having regard our policies and procedures in place and the wages paid to employees, including their right to resign in accordance with local laws. Grifols' Human Rights Policy clearly sets out our commitments to employee rights, including respect for freedom of association and collective bargaining.

Plasma donation centers are part of the Group's operations and are governed by the same principles, based on respect for dignity and human rights, with special attention to the safety, health, and well-being of donors.

In our supply chains:

Our greatest potential connection to modern slavery risk is via our supply chain. Unlike its direct workforce, Grifols has limited oversight and control over external workers engaged by suppliers and other third parties who are not directly supervised by our teams. People in our supply chain working in higher risk industries like raw materials extraction, processing and manufacturing in countries with weaker rule of law and respect for worker rights are more vulnerable to situations of modern slavery including forced labor and debt bondage.

The ESG double materiality analysis conducted in 2025 and the in-depth Human Rights Due Diligence process carried out in 2023 identified potential risks related to certain human rights issues, including modern slavery in our supply chain. Additionally, in 2025, a risk assessment was conducted using specific technological solutions that enable the identification and monitoring of ESG risks, including those related to human rights and modern slavery, providing a greater level of detail on emerging risks and exposure associated with different categories of suppliers.

We are aware of the risks inherent to modern slavery in the following sectors present in our supply chain: manufacturing (including chemicals), information technology (IT), personal protective equipment (PPE), textiles, packaging and plastics, logistics (including transportation), cleaning

products, hospitality, and public services. In some cases, Grifols also sources products from jurisdictions with a higher inherent risk of modern slavery according to the Global Slavery Index⁴.

Grifols remains firmly committed to continuous improvement and proactive risk mitigation, and is working to strengthen its risk assessments in order to obtain more detailed information on supply chain and reinforce our controls.

6. HOW WE ASSESS THE EFFECTIVENESS OF OUR ACTIONS

The promotion and protection of human rights is overseen by the Board of Directors of Grifols, S.A., specifically through its Sustainability Committee. As set forth in Grifols' Human Rights Policy, the Board of Directors of Grifols entrusts the Sustainability Committee with monitoring and ensuring compliance with the Policy, as well as its management and the associated risks, in accordance with Article 3 of the Committee's regulations. Ultimately, they are responsible for evaluating the effectiveness of the actions taken regarding modern slavery.

Grifols, through its Internal Audit Department, conducts periodic audits of various departments and operations. As part of its audit program, the Internal Audit Department may review and monitor compliance with the Human Rights Policy, as well as any relevant procedures, including specific commitments regarding modern slavery, and identifies recommended improvements to existing policies and procedures.

In collaboration with other departments and external experts, the Investor Relations and Sustainability Department supports the integration of respect for human rights into Grifols' processes and activities in the markets where it operates.



Grifols is committed to continuous improvement in the fight against modern slavery, child labor, and human trafficking.

In 2025, Grifols strengthened its due diligence approach by conducting a risk assessment supported by a technology-based solution enabling the identification and continuing monitoring of reported ESG risks, including those related to human rights and modern slavery. This assessment provided a more detailed, systematic, and ongoing scanning of risk exposure. Throughout the fiscal year, Grifols continued to make progress in managing its supply chain, strengthening internal processes and controls related to ESG risks, with a particular focus on mitigating risks linked to human rights.

Likewise, during the Reporting Period, the risks identified in human rights due diligence processes were effectively addressed, demonstrating significant progress in their management. Looking ahead to 2026, Grifols plans to continue strengthening (i) supply chain management through the improvement of internal processes, including the development of specific modern slavery training for key employee groups involved in supplier management, greater direct interaction with significant suppliers, and the request for specific information from suppliers based on heightened risks, and (ii) the controls over ESG risks, including modern slavery.

7. CONSULTATION

Oversight of modern slavery risk management activities is the responsibility of our Board of Directors of Grifols S.A.. This statement has been drafted by representatives of Grifols S.A., which is

⁴ Global Slavery Index 2023. Minderoo Foundation Pty Ltd

responsible for each of the Reporting Entities and its subsidiaries (wholly-owned or controlled) described in Section 1 of this Statement.

As a result, during the preparation of this Statement, consultations were held with each of the Reporting Entities referred to in the Statement and with Grifols, S.A.'s subsidiaries at the managerial or operational level. This included local legal teams. A copy of this Statement was provided to each Reporting Entity prior to its approval.



8. ABOUT THIS STATEMENT



This Statement covers the period from January 1, 2025, to December 31, 2025, and has been prepared for the Reporting Entities, comprising Grifols S.A. and its subsidiaries, in accordance with the following regulations:

- The United Kingdom's Modern Slavery Act 2015
- Australia's Modern Slavery Act 2018
- California's Transparency in Supply Chains Act (S.B. 657) 2010
- Canada's Act to Combat Forced Labour and Child Labour in Supply Chains 2023



This Statement has been approved by Nacho Abia, Chief Executive Officer (CEO) and Board Member of Grifols, S.A., as the parent entity of the Grifols Group, on behalf of each of the Reporting Entities as of May 27, 2026.



Appendix A REPORTING CRITERIA FOR AUSTRALIA

Required Criteria		Page number(s)
a)	Identification of entities subject to reporting	1–2
b)	Description of the organization's structure, operations, and supply chain.	2–3
c)	Description of the risks of modern slavery in the reporting entities' operations and supply chain.	4, 6–7
d)	Description of the measures taken by the organization to assess and manage risks, including due diligence and remediation processes.	3–7
e)	Description of measures to assess the effectiveness of the measures.	5–7
f)	Description of the consultation process with subsidiaries in the development of this statement.	7 - 8

Appendix B APPROVAL AND CERTIFICATION FOR CANADA

- ➡ This Statement is the joint report pursuant to subsection 11(2)(b) of the Canadian Act of Grifols, S.A., which controls the Canadian Reporting Entities listed in Section 1 of this Statement, for the fiscal year ending December 31, 2025.
- ➡ This Statement has been approved in accordance with subsection 11(4)(b)(ii) of the Canadian Act by the Chief Executive Officer (CEO) and Director of Grifols, S.A., Nacho Abia, who controls each of the Reporting Entities.