

Grifols' Board Skills Matrix

Director	Aud. Com.	N&R Com.	Sust. Com.	Plasma Industry	Healthcare	Medical Science	Life Tech & Innovation	Financial & Accounting	Risk Management	People & Talent	International Business	Digital, AI & Cyber	Innovation	Sustainability	Legal, Regulation & Governance	Corporate Strategy
Thomas Glanzmann Chairman				✓	✓		✓			✓	✓					✓
Nacho Abia CEO					✓		✓			✓	✓				✓	✓
Carina Szpilka LID	●	Ch						✓	✓	✓		✓	✓	✓		
Montserrat Muñoz	●		●		✓				✓	✓	✓		✓	✓		
Íñigo Sánchez-Asián		Ch						✓	✓	✓	✓			✓		✓
Susana González		●								✓	✓	✓	✓	✓		✓
Enriqueta Felip			●		✓	✓	✓			✓			✓	✓		
James Costos			Ch						✓	✓	✓			✓	✓	✓
Albert Grifols				✓			✓	✓		✓	✓					✓
Víctor Grifols				✓	✓		✓	✓			✓					✓
Raimon Grifols				✓			✓				✓			✓	✓	✓
Tomás Dagá		●		✓			✓	✓			✓				✓	✓
				42%	42%	8%	58%	42%	33%	75%	83%	17%	33%	58%	33%	75%

