

# GRIFOLS

## BIODIVERSITY POLICY

Biodiversity is “the variability among living organisms from all sources including, inter alia, terrestrial, marine and other aquatic ecosystems and the ecological complexes of which they are part: this includes diversity within species, between species and of ecosystems,” as defined by the United Nations Convention on Biological Diversity (1992).

As a global healthcare company committed to improving people’s health and well-being, Grifols transforms donor plasma into life-sustaining medicines, while ensuring responsible operations throughout the value chain. Unique in the hemoderivatives industry, this differential value chain serves as the foundation of Grifols’ solid business model.

The company is firmly committed to protecting biodiversity on its own sites and value chain. Grifols’ operations do not include farming or forestry activities and, by extension, no genetically modified organisms or with products capable of generating persistent organic compounds or relevant nitrogen or phosphorous discharges.

Through this Biodiversity Policy, Grifols aims to highlight its steadfast efforts to create value and magnify the positive impact of its operations on the environment and diverse stakeholder groups, as well as its outlined formal commitments to promote, protect and restore biodiversity, reduce negative impacts and collaborate with stakeholders to ensure no net loss.

### PURPOSE

Grifols Biodiversity Policy (hereinafter, “The policy”) articulates the company’s commitments and related strategies to respect and promote biodiversity in its markets of operation.

### SCOPE

This Policy applies to all employees, directors, and governing bodies of Grifols, S.A., in addition to its subsidiaries and affiliated companies (“Grifols”).

Grifols will encourage the adherence to the Policy’s principles and guidelines in companies in which it has an interest but no effective control, as well as among its partners and third-party vendors such as suppliers, distributors, agents, and consultants who represent the company or work on its behalf.

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## FRAMEWORK OF REFERENCE

In accordance with Grifols' business activity and operations, this Policy draws from the following international guidelines:

- The Convention on Biological Diversity (UN, 1992)
- The EU Biodiversity Strategy for 2030 (2020)
- The Kunming-Montreal Global Biodiversity Framework (UN, 2022)
- The Sustainable Development Agenda (2015)

The Policy was developed in alignment with Grifols' related social and environmental frameworks and programs, including its Sustainability Policy, Environmental Policy, Climate Action Policy, Energy Policy, Human Rights Policy and 2030 Agenda.

## COMMITMENTS

Grifols does its utmost to protect the ecosystems in its areas of operations or influence, recognizing the vital role of biodiversity conservation in promoting people's health and well-being.

The company has defined three environmental priorities in this regard: (1) to decarbonize its activity, (2) to minimize its environmental impact by promoting the circular economy, and (3) to promote biodiversity and the conservation of natural areas. To achieve these objectives, particularly on the promotion of biodiversity, Grifols commits to the following:

- Protect biodiversity and develop the requisite procedures to promote the restoration of impacted ecosystems. In this regard, Grifols aspires to preserve the natural capital in direct operations, as well as to collaborate with relevant stakeholders to protect upstream and downstream value chain locations.
- Conduct a biodiversity risk assessment on Grifols' own operations and end-to-end value chain to identify operations, sites and products with a higher degree of exposure to potential risks, opportunities and impacts. This evaluation will integrate international methodologies, frameworks and recommendations such as the TNFD, and the company will disclose its underlying methodology and results in internal and external communication outlets.
- Commit to integrate cutting-edge solutions and best practices in biodiversity and nature management.
- Manage biodiversity and nature-related impacts, and design and implement a mitigation framework in alignment with Grifols' Environmental Policy. This model will follow a clear hierarchy to allow Grifols to prevent impacts, and if these are inevitable, to mitigate their environmental outcomes and outline accountability scenarios for the restoration of areas

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and ecosystems negatively affected by its business operations, including options to offset or compensate relevant residual adverse impacts. The company will monitor the results of mitigating actions, and establish performance targets and metrics as part of its ongoing evaluation.

- Collaborate with key stakeholders to promote 2030 Agenda objectives.
- Preserve natural areas of interest for their importance in promoting biodiversity such as rivers, lakes, habitats and ecosystems of high ecological value in areas of Grifols' operations and community interaction. To this end, the company will avoid conducting operations near protected areas and other sites of biodiversity interest.
- Seek the sustainable use of natural resources such as minerals, water and soil through the effective implementation of efficiency measures.
- Prevent deforestation by identifying and establishing conservation initiatives based on restoration and preventive measures when a potential risk has been detected.
- Enhance water stewardship through by integrating water-saving measures in the design of new facilities, spearheading solutions in existing installations, and improving the quality of discharged water.
- Cultivate alliances and partnerships to promote nature conservation and develop best collaborative business practices.
- Manage generated waste and reduce landfill disposals to a minimum.
- Ensure Grifols Biodiversity and Human Rights Policies promote the protection of indigenous peoples, local communities and other stakeholder rights affected by relevant nature-related dependencies, risks, opportunities, or impacts.
- Engage with relevant stakeholders on biodiversity matters such as local communities and indigenous peoples when designing and implementing risk-mitigation or nature-protection programs.
- Collaborate with suppliers to ensure biodiversity protection at every stage of the value chain, as established in Grifols Supplier Code of Conduct.

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## **GOVERNANCE, IMPLEMENTATION, MONITORING AND EVALUATION**

Grifols' Board of Directors has designated the Sustainability Committee and Sustainability Steering Committee with the task of supervising and ensuring compliance with this Policy, and overseeing its management to detect any associated risks as outlined in Article 3 of the Committee's regulations.

Corporate environmental functions and environmental committees will regularly evaluate biodiversity and nature-related dependencies, impacts, risks and opportunities, as well as their proper monitoring and management.

## **GRIEVANCE PROCEDURES**

As defined in the company's Code of Conduct, the Grifols Ethics Line is a communications channel available to all employees and third-party collaborators to anonymously raise concerns of environmental non-compliance or misconduct, among other issues. To ensure its effectiveness, a company ombudsperson assesses and evaluates all allegations, and implements appropriate measures in the event of infringement.

## **POLICY VALIDITY**

The Biodiversity Policy will go into effect on April 17, 2024 following approval of Grifols' Board of Directors.

The Policy will be routinely reviewed using an evidence-based approach to ensure the proper management and assessment of biodiversity and nature-related dependencies, impacts, risks and opportunities in accordance with the latest scientific findings.