



May 1, 2025

## **EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION**

Grifols maintains a continuing policy of non-discrimination in employment. It is Grifols' policy to provide equal opportunity and access for all persons, without regard to race; color; sex; gender identity; sexual orientation; religious practices and observances; national origin; pregnancy, childbirth, or related medical conditions; status as a protected veteran or spouse/family member of a protected veteran; or disability, in all phases of the employment process and in compliance with applicable federal, state, and local laws and regulations. This policy of non-discrimination shall include, but not be limited to, the following employment decisions and practices: hiring; promotions; demotions or transfers; layoffs; recalls; terminations; rates of pay or other forms of compensation; selection for training, including apprenticeship; and recruitment or recruitment advertising.

Employees and applicants of Grifols will not be subjected to any form of harassment or discrimination for exercising rights protected by, or because of their participation in an investigation or compliance review related to, the Americans With Disabilities Act, Section 503 of the Rehabilitation Act of 1973, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, the Veterans Employment Opportunities Act of 1998, or any other federal or state non-discrimination law, rule, or regulation. Such rights include protection against discrimination on the basis of a person's relationship or association with a protected veteran.

As a federal contractor and as required by law, Grifols also maintains affirmative action programs to implement its equal employment opportunity policy for individuals with disabilities and protected veterans. Employees or applicants who wish to review the full narrative portion of Grifols' affirmative action program for individuals with disabilities or protected veterans may schedule an appointment to do so by contacting the Manager of HR Compliance during normal business hours.

Individuals with questions regarding this policy or who believe in good faith that they have been subjected to, witnessed, or otherwise learned of conduct prohibited by this policy by anyone, including managers, coworkers, suppliers, vendors, contingent workers, or customers, should immediately follow the Complaint Procedure outlined in this Handbook's Harassment, Discrimination, and Retaliation Prevention policy. As detailed in that policy, the Company will continue to direct management personnel to take such action as may be required to prevent behavior prohibited by this policy. All matters will be investigated, and appropriate disciplinary action will be taken, up to and including termination of employment, if necessary. Retaliation against anyone who complains of or witnesses behavior contrary to this policy is also prohibited.

As Senior Vice President, NA Affairs & Global Patient Advocacy, of Grifols Shared Services NA, Inc., I am committed to the principles of Equal Employment Opportunity. In order to appropriately disseminate and implement these policies and programs throughout the organization, I have appointed Kimberly Lancaster, Manager, HR Compliance, as the EEO Coordinator. One of the EEO Coordinator duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of Grifols' Programs.

A handwritten signature in black ink, appearing to read "Chris Healey", is positioned above the printed name.

Christopher Healey  
Senior Vice President, NA Affairs & Global Patient Advocacy  
Grifols Shared Services NA, Inc