

Employee key performance indicators

Average workforce distribution*

AVERAGE WORKFORCE BY COUNTRY		
	2023	2022
U.S.	13,143	15,669
Spain	4,095	4,082
Rest of the world	2,781	2,699
Total	20,019	22,450

AVERAGE WORKFORCE BY COUNTRY - BIOTEST	
	2023
Germany	1,950
Spain	0
U.S.	0
Rest of the world	537
Total	2,487

AVERAGE WORKFORCE BY REGION AND TYPE OF CONTRACT						
	2023			2022		
	Permanent	Temporary	Total	Permanent	Temporary	Total
U.S.	13,139	4	13,143	15,665	4	15,669
Europe	6,091	238	6,330	5,982	254	6,236
Rest of the world	538	8	546	535	10	545
Total	19,768	250	20,019	22,181	268	22,450

AVERAGE WORKFORCE BY REGION AND TYPE OF CONTRACT - BIOTEST			
	2023		
	Permanent	Temporary	Total
U.S.	0	0	0
Europe	2,335	153	2,487
Rest of the world	0	0	0
Total	2,335	153	2,487

AVERAGE WORKFORCE BY AGE		
	2023	2022
<30	5,154	6,216
30-50	10,537	11,706
>50	4,327	4,528
Total	20,019	22,450

AVERAGE WORKFORCE BY AGE - BIOTEST	
	2023
<30	476
30-50	1,333
>50	679
Total	2,487

AVERAGE WORKFORCE BY GENDER AND TYPE OF CONTRACT						
	2023			2022		
	Permanent	Temporary	Total	Permanent	Temporary	Total
Women	11,318	140	11,459	13,217	145	13,362
Men	8,403	110	8,513	8,938	124	9,062
Non-binary and undeclared	47	0	47	26	0	26
Total	19,768	250	20,019	22,181	268	22,450

AVERAGE WORKFORCE BY GENDER AND TYPE OF CONTRACT - BIOTEST			
	2023		
	Permanent	Temporary	Total
Women	1,202	120	1,322
Men	1,133	33	1,166
Total	2,335	153	2,487

*The average workforce of Grifols has been calculated for this report as the average of full-time equivalents (FTEs) over the 12 months of the year. The average workforce of Biotest has been calculated as the average headcount over the 12 months of the year.

AVERAGE WORKFORCE BY PROFESSIONAL GENDER AND WORKING HOURS

	2023			2022		
	Full time	Part time	Total	Full time	Part time	Total
Women	10,793	665	11,459	12,613	749	13,362
Men	8,248	265	8,513	8,778	283	9,062
Non-binary and undeclared	46	1	47	25	1	26
Total	19,087	931	20,019	22,181	268	22,450

AVERAGE WORKFORCE BY PROFESSIONAL GENDER AND WORKING HOURS - BIOTEST

	2023		
	Full time	Part time	Total
Women	935	387	1,322
Men	1,084	82	1,166
Total	2,018	469	2,487

AVERAGE WORKFORCE BY WORKING HOURS AND AGE

	2023				2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Full time	4,871	10,071	4,145	19,087	5,818	11,244	4,355	21,417
Part time	283	466	182	931	398	462	173	1,033
Total	5,154	10,537	4,327	20,019	6,216	11,706	4,528	22,450

AVERAGE WORKFORCE BY WORKING HOURS AND AGE - BIOTEST

	2023			
	<30	30-50	>50	Total
Full time	402	1,088	529	2,018
Part time	74	246	150	469
Total	476	1,333	679	2,487

AVERAGE WORKFORCE BY TYPE OF CONTRACT AND AGE

	2023				2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Permanent	5,072	10,422	4,274	19,768	6,125	11,577	4,478	22,181
Temporary	82	115	53	250	91	128	49	268
Total	5,154	10,537	4,327	20,019	6,216	11,705	4,528	22,450

AVERAGE WORKFORCE BY TYPE OF CONTRACT AND AGE - BIOTEST

	2023			
	<30	30-50	>50	Total
Permanent	412	1,259	664	2,335
Temporary	64	74	15	153
Total	476	1,333	679	2,487

AVERAGE WORKFORCE BY PROFESSIONAL CATEGORY AND GENDER

	2023				2022			
	Women	Men	Non-binary and undeclared	Total	Women	Men	Non-binary and undeclared	Total
Executives	24.9%	75.1%	0.0%	122	22.4%	77.6%	0.0%	100.0%
Directors	40.2%	59.7%	0.1%	449	41.2%	58.3%	0.5%	100.0%
Senior management	41.5%	58.5%	0.0%	556	39.2%	60.8%	0.0%	100.0%
Management	46.6%	53.4%	0.0%	1,270	47.4%	52.5%	0.0%	100.0%
Senior Professionals	48.1%	51.8%	0.1%	1,986	46.6%	53.3%	0.0%	100.0%
Professionals	52.7%	47.2%	0.1%	2,700	52.3%	47.6%	0.1%	100.0%
Administrative staff / Manufacturing operators	62.2%	37.5%	0.3%	12,936	65.3%	34.6%	0.1%	100.0%
Total	57.2%	42.5%	0.2%	20,019	60.0%	40.0%	0.0%	100.0%

AVERAGE WORKFORCE BY PROFESSIONAL CATEGORY AND GENDER - BIOTEST

	2023		
	Women	Men	Total
Executives	32.4%	67.6%	6
Directors	30.2%	69.8%	33
Senior management	32.3%	67.7%	68
Management	57.6%	42.4%	144
Senior Professionals	51.2%	48.8%	539
Professionals	72.9%	27.1%	604
Administrative staff / Manufacturing operators	44.7%	55.3%	1,094
Total	53.1%	46.9%	2,487

AVERAGE WORKFORCE BY PROFESSIONAL CATEGORY AND TYPE OF CONTRACT

	2023			2022		
	Permanent	Temporary	Total	Permanent	Temporary	Total
Executives	121	1	122	126	0	126
Directors	445	4	449	469	3	472
Senior management	553	3	556	568	4	572
Management	1,260	11	1,270	1,331	7	1,338
Senior Professionals	1,968	17	1,986	1,998	19	2,016
Professionals	2,656	44	2,700	2,692	61	2,753
Administrative staff / Manufacturing operators	12,766	170	12,936	14,997	175	15,172
Total	19,769	250	20,019	22,181	268	22,450

AVERAGE WORKFORCE BY PROFESSIONAL CATEGORY AND TYPE OF CONTRACT - BIOTEST

	2023		
	Permanent	Temporary	Total
Executives	6	0	6
Directors	33	0	33
Senior management	68	0	68
Management	139	5	144
Senior Professionals	509	30	539
Professionals	550	54	604
Administrative staff / Manufacturing operators	1,030	64	1,094
Total	2,335	153	2,488

AVERAGE WORKFORCE BY PROFESSIONAL CATEGORY AND WORKING HOURS

	2023			2022		
	Full time	Part time	Total	Full time	Part time	Total
Executives	119	3	122	122	4	126
Directors	435	14	449	455	17	472
Senior management	546	10	556	558	14	572
Management	1,224	46	1,270	1,294	44	1,338
Senior Professionals	1,928	58	1,986	1,949	67	2,016
Professionals	2,595	105	2,700	2,668	84	2,753
Administrative staff / Manufacturing operators	12,241	695	12,936	14,370	802	15,172
Total	19,087	931	20,019	21,417	1,033	22,450

AVERAGE WORKFORCE BY PROFESSIONAL CATEGORY AND WORKING HOURS - BIOTEST

	2023		
	Full time	Part time	Total
Executives	6	0	6
Directors	31	2	33
Senior management	57	11	68
Management	120	24	144
Senior Professionals	422	117	539
Professionals	465	140	604
Administrative staff / Manufacturing operators	918	175	1,094
Total	2,018	469	2,487

AVERAGE WORKFORCE BY PROFESSIONAL CATEGORY AND AGE

	2023				2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Executives	0.0%	41.8%	58.2%	122	0.0%	36.9%	63.1%	100.0%
Directors	0.2%	46.6%	53.2%	449	0.4%	45.5%	54.1%	100.0%
Senior management	0.5%	54.9%	44.6%	556	0.6%	54.2%	45.2%	100.0%
Management	3.0%	64.7%	32.2%	1,270	3.0%	65.5%	31.6%	100.0%
Senior Professionals	8.6%	63.1%	28.4%	1,986	8.5%	64.5%	27.0%	100.0%
Professionals	13.7%	64.6%	21.7%	2,700	13.9%	65.5%	20.5%	100.0%
Administrative staff / Manufacturing operators	35.4%	47.6%	17.1%	12,936	37.0%	47.2%	15.8%	100.0%
Total	25.7%	52.6%	21.6%	20,019	27.7%	52.1%	20.2%	100.0%

AVERAGE WORKFORCE BY PROFESSIONAL CATEGORY AND AGE - BIOTEST

	2023			Total
	<30	30-50	>50	
Executives	0.0%	33.8%	66.2%	6
Directors	0.0%	30.5%	69.5%	33
Senior management	1.0%	40.9%	58.2%	68
Management	1.5%	51.7%	46.9%	144
Senior Professionals	8.2%	65.1%	26.7%	539
Professionals	20.2%	58.2%	21.6%	604
Administrative staff / Manufacturing operators	28.0%	47.3%	24.7%	1,094
Total	19.1%	53.6%	27.3%	2,487

AVERAGE WORKFORCE BY COUNTRY AND GENDER

	2023				2022			
	Women	Men	Non-binary and undeclared	Total	Women	Men	Non-binary and undeclared	Total
U.S.	8,000	5,106	38	13,143	9,965	5,679	26	15,644
Spain	1,818	2,275	1	4,095	1,798	2,284	0	4,082
Rest of the world	1,641	1,132	8	2,781	1,599	1,099	0	2,699
Total	11,459	8,513	47	20,019	13,362	9,062	26	22,450

AVERAGE WORKFORCE BY COUNTRY AND GENDER - BIOTEST

	2023		
	Women	Men	Total
Germany	904	1,046	1,950
Spain	0	0	0
U.S.	0	0	0
Rest of the world	418	119	537
Total	1,322	1,166	2,487

Workforce distribution

WORKFORCE DISTRIBUTION BY COUNTRY						
	2023	%	2022	%	2021	%
Spain	4,181	19.8%	4,217	17.6%	4,163	17.9%
U.S.	13,918	65.8%	16,734	69.9%	16,306	70.2%
Rest of the world	3,045	14.4%	2,996	12.5%	2,765	11.9%
Total	21,144	100.0%	23,947	100.0%	23,234	100.0%

WORKFORCE DISTRIBUTION BY COUNTRY - BIOTEST				
	2023	%	2022	%
Germany	2,045	78.7%	1,796	75.9%
Spain	0	0	7	0.3%
U.S.	0	0	0	0.0%
Rest of the world	552	21.3%	564	23.8%
Total	2,597	100.0%	2,367	100.0%

WORKFORCE DISTRIBUTION BY AGE			
	2023	2022	2021
<30	5,702	6,859	6,513
30-50	10,931	12,241	11,997
>50	4,511	4,847	4,724
Total	21,144	23,947	23,234

WORKFORCE DISTRIBUTION BY AGE - BIOTEST		
	2023	2022
<30	506	434
30-50	1,393	1,272
>50	698	661
Total	2,597	2,367

WORKFORCE DISTRIBUTION BY REGION AND TYPE OF CONTRACT									
	2023			2022			2021		
	Permanent	Temporary	Total	Permanent	Temporary	Total	Permanent	Temporary	Total
U.S.	13,914	4	13,918	16,725	9	16,734	16,299	7	16,306
Europe	6,402	280	6,682	6,356	318	6,674	6,099	285	6,384
Rest of the world	534	10	544	530	9	539	535	9	544
Total	20,850	294	21,144	23,611	336	23,947	22,933	301	23,234
%	99%	1%	100%	98.6%	1.4%	100.0%	98.7%	1.3%	100.0%

WORKFORCE DISTRIBUTION BY REGION AND TYPE OF CONTRACT - BIOTEST

	2023			2022		
	Permanent	Temporary	Total	Permanent	Temporary	Total
U.S.	0	0	0	0	0	0
Europe	2,432	165	2,597	2,156	209	2,365
Rest of the world	0	0	0	2	0	2
Total	2,432	165	2,597	2,158	209	2,367
%	94%	6%	100%	91%	9%	100%

WORKFORCE DISTRIBUTION BY GENDER AND TYPE OF CONTRACT

	2023			2022			2021		
	Permanent	Temporary	Total	Permanent	Temporary	Total	Permanent	Temporary	Total
Women	12,096	163	12,259	14,206	182	14,388	13,831	146	13,977
Men	8,695	131	8,826	9,366	154	9,520	9,101	155	9,256
Non-binary and undeclared	59	0	59	39	0	39	1	0	1
Total	20,850	294	21,144	23,611	336	23,947	22,933	301	23,234
%	98.6%	1.4%	100.0%	98.6%	1.4%	100.0%	98.7%	1.3%	100.0%

WORKFORCE DISTRIBUTION BY GENDER AND TYPE OF CONTRACT - BIOTEST

	2023			2022			2021		
	Permanent	Temporary	Total	Permanent	Temporary	Total	Permanent	Temporary	Total
Women	1,247	134	1,381	1,112	157	1,269	1,112	157	1,269
Men	1,185	31	1,216	1,046	52	1,098	1,046	52	1,098
Total	2,432	165	2,597	2,158	209	2,367	2,158	209	2,367
%	93.6%	6.4%	100.0%	91.2%	8.8%	100.0%	91.2%	8.8%	100.0%

WORKFORCE DISTRIBUTION BY GENDER AND WORKING HOURS

	2023			2022			2021		
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total
Women	11,266	993	12,259	13,266	1,122	14,388	12,844	1,133	13,977
Men	8,505	321	8,826	9,168	352	9,520	8,899	357	9,256
Non-binary and undeclared	56	3	59	36	3	39	1	0	1
Total	19,827	1,317	21,144	22,470	1,477	23,947	21,744	1,490	23,234
%	93.8%	6.2%	100.0%	93.8%	6.2%	100.0%	93.6%	6.4%	100.0%

WORKFORCE DISTRIBUTION BY GENDER AND WORKING HOURS - BIOTEST

	2023			2022		
	Full time	Part time	Total	Full time	Part time	Total
Women	984	397	1,381	912	357	1,269
Men	1,124	92	1,216	1,030	68	1,098
Total	2,108	489	2,597	1,942	425	2,367
%	81.2%	18.8%	100.0%	82.0%	18.0%	100.0%

WORKFORCE DISTRIBUTION BY AGE AND WORKING HOURS

	2023				2022				2021			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Full time	5,196	10,363	4,268	19,827	6,243	11,648	4,579	22,470	5,852	11,418	4,474	21,744
Part time	506	568	243	1,317	616	593	268	1,477	661	579	250	1,490
Total	5,702	10,931	4,511	21,144	6,859	12,241	4,847	23,947	6,513	11,997	4,724	23,234

WORKFORCE DISTRIBUTION BY AGE AND WORKING HOURS - BIOTEST

	2023				2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Full time	426	1,140	542	2,108	377	1,044	521	1,942
Part time	80	253	156	489	57	228	140	425
Total	506	1,393	698	2,597	434	1,272	661	2,367

WORKFORCE DISTRIBUTION BY AGE AND TYPE OF CONTRACT

	2023				2022				2021			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Permanent	5,628	10,814	4,408	20,850	6,763	12,113	4,735	23,611	6,425	11,880	4,628	22,933
Temporary	74	117	103	294	96	128	112	336	88	117	96	301
Total	5,702	10,931	4,511	21,144	6,859	12,241	4,847	23,947	6,513	11,997	4,724	23,234

WORKFORCE DISTRIBUTION BY AGE AND TYPE OF CONTRACT - BIOTEST

	2023				2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Permanent	434	1,318	680	2,432	346	1,173	639	2,158
Temporary	72	75	18	165	88	99	22	209
Total	506	1,393	698	2,597	434	1,272	661	2,367

WORKFORCE DISTRIBUTION BY PROFESSIONAL CATEGORY AND GENDER

	2023				2022				2021			
	Women	Men	Non-binary and undeclared	Total	Women	Men	Non-binary and undeclared	Total	Women	Men	Non-binary and undeclared	Total
Executives	23.3%	76.7%	0.0%	120	23.8%	76.2%	0.0%	122	28.2%	71.8%	0.0%	149
Directors	38.8%	61.2%	0.0%	443	40.7%	58.9%	0.4%	484	37.6%	62.4%	0.0%	471
Senior management	41.6%	58.4%	0.0%	553	38.8%	61.2%	0.0%	565	41.2%	58.8%	0.0%	582
Management	47.0%	53.0%	0.0%	1,266	47.1%	52.7%	0.1%	1,337	46.7%	53.3%	0.0%	1,302
Senior Professionals	48.3%	51.6%	0.1%	1,975	47.4%	52.6%	0.0%	2,054	47.5%	52.5%	0.0%	2,071
Professionals	52.7%	47.2%	0.1%	2,701	52.4%	47.6%	0.1%	2,799	52.4%	47.6%	0.0%	2,806
Administrative staff / Manufacturing operators	62.9%	36.7%	0.4%	14,086	65.6%	34.2%	0.2%	16,586	66.0%	34.0%	0.0%	15,853
Total	58.0%	41.7%	0.3%	21,144	60.1%	39.8%	0.2%	23,947	60.2%	39.8%	0.0%	23,234

WORKFORCE DISTRIBUTION BY PROFESSIONAL CATEGORY AND GENDER - BIOTEST

	2023			2022		
	Women	Men	Total	Women	Men	Total
Executives	33.3%	66.7%	6	29.7%	70.3%	37
Directors	29.4%	70.6%	34	46.9%	53.1%	209
Senior management	32.9%	67.1%	70	52.7%	47.3%	311
Management	58.3%	41.7%	144	53.4%	46.6%	191
Senior Professionals	52.1%	47.9%	562	55.2%	44.8%	279
Professionals	72.7%	27.3%	626	80.6%	19.4%	330
Administrative staff / Manufacturing operators	44.5%	55.5%	1,155	46.9%	53.1%	1,010
Total	53.2%	46.8%	2,597	53.6%	46.4%	2,367

WORKFORCE DISTRIBUTION BY PROFESSIONAL CATEGORY AND TYPE OF CONTRACT

	2023			2022			2021		
	Permanent	Temporary	Total	Permanent	Temporary	Total	Permanent	Temporary	Total
Executives	115	5	120	121	1	122	148	1	149
Directors	440	3	443	481	3	484	467	4	471
Senior management	547	6	553	559	6	565	577	5	582
Management	1,248	18	1,266	1,318	19	1,337	1,289	13	1,302
Senior Professionals	1,955	20	1,975	2,033	21	2,054	2,050	21	2,071
Professionals	2,647	54	2,701	2,728	71	2,799	2,723	83	2,806
Administrative staff / Manufacturing operators	13,898	188	14,086	16,371	215	16,586	15,679	174	15,853
Total	20,850	294	21,144	23,611	336	23,947	22,933	301	23,234

WORKFORCE DISTRIBUTION BY PROFESSIONAL CATEGORY AND TYPE OF CONTRACT - BIOTEST

	2023			2022		
	Women	Men	Total	Women	Men	Total
Executives	6	0	6	37	0	37
Directors	34	0	34	203	6	209
Senior management	69	1	70	281	30	311
Management	140	4	144	181	10	191
Senior Professionals	530	32	562	262	17	279
Professionals	560	66	626	278	52	330
Administrative staff / Manufacturing operators	1,093	62	1,155	916	94	1,010
Total	2,432	165	2,597	2,158	209	2,367

WORKFORCE DISTRIBUTION BY PROFESSIONAL CATEGORY AND AGE

	2023				2022				2021			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Executives	0.0%	40.8%	59.2%	120	0.0%	36.9%	63.1%	122	0.0%	38.9%	61.1%	149
Directors	0.0%	44.7%	55.3%	443	0.2%	44.0%	55.8%	484	0.6%	42.9%	56.5%	471
Senior management	0.2%	55.5%	44.3%	553	0.4%	54.0%	45.7%	565	0.9%	51.7%	47.4%	582
Management	2.7%	64.1%	33.3%	1,266	2.2%	64.9%	32.8%	1,337	2.8%	64.0%	33.2%	1,302
Senior Professionals	7.8%	63.4%	28.8%	1,975	7.9%	64.0%	28.1%	2,054	8.1%	64.9%	27.0%	2,071
Professionals	13.4%	64.1%	22.5%	2,701	13.7%	64.8%	21.5%	2,799	13.6%	65.6%	20.8%	2,806
Administrative staff / Manufacturing operators	36.6%	46.7%	16.7%	14,086	37.9%	46.3%	15.8%	16,586	37.3%	46.8%	15.9%	15,853
Total	27.0%	51.7%	21.3%	21,144	28.6%	51.1%	20.2%	23,947	28.0%	51.6%	20.3%	23,234

WORKFORCE DISTRIBUTION BY PROFESSIONAL CATEGORY AND AGE - BIOTEST

	2023				2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Executives	0.0%	33.3%	66.7%	6	0.0%	32.4%	67.6%	37
Directors	0.0%	32.4%	67.6%	34	0.5%	49.3%	50.2%	209
Senior management	0.0%	44.3%	55.7%	70	9.6%	59.8%	30.5%	311
Management	2.1%	51.4%	46.5%	144	3.1%	70.7%	26.2%	191
Senior Professionals	9.1%	64.1%	26.9%	562	14.3%	68.1%	17.6%	279
Professionals	20.9%	57.7%	21.4%	626	23.9%	52.4%	23.6%	330
Administrative staff / Manufacturing operators	27.8%	48.0%	24.2%	1,155	27.5%	46.8%	25.6%	1,010
Total	19.5%	53.6%	26.9%	2,597	18.3%	53.7%	27.9%	2,367

WORKFORCE DISTRIBUTION BY PROFESSIONAL CATEGORY AND WORKING HOURS

	2023			2022			2021		
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total
Executives	118	2	120	122	0	122	148	1	149
Directors	416	27	443	449	35	484	433	38	471
Senior management	550	3	553	557	8	565	577	5	582
Management	1,234	32	1,266	1,303	34	1,337	1,273	29	1,302
Senior Professionals	1,936	39	1,975	2,001	53	2,054	2,014	57	2,071
Professionals	2,581	120	2,701	2,696	103	2,799	2,702	104	2,806
Administrative staff / Manufacturing operators	12,992	1,094	14,086	15,342	1,244	16,586	14,597	1,256	15,853
Total	19,827	1,317	21,144	22,470	1,477	23,947	21,744	1,490	23,234

WORKFORCE DISTRIBUTION BY PROFESSIONAL CATEGORY AND WORKING HOURS - BIOTEST

	2023			2022		
	Full time	Part time	Total	Full time	Part time	Total
Executives	6	0	6	34	3	37
Directors	32	2	34	180	29	209
Senior management	57	13	70	229	82	311
Management	119	25	144	172	19	191
Senior Professionals	435	127	562	220	59	279
Professionals	485	141	626	260	70	330
Administrative staff / Manufacturing operators	974	181	1,155	847	163	1,010
Total	2,108	489	2,597	1,942	425	2,367

WORKFORCE DISTRIBUTION BY GENDER AND COUNTRY

	2023				2022				2021			
	Women	Men	Non-binary and undeclared	Total	Women	Men	Non-binary and undeclared	Total	Women	Men	Non-binary and undeclared	Total
U.S.	8,518	5,341	59	13,918	10,655	6,041	38	16,734	10,424	5,881	1	16,306
Spain	1,891	2,290	0	4,181	1,877	2,340	0	4,217	1,867	2,296	0	4,163
Rest of the world	1,850	1,195	0	3,045	1,856	1,139	1	2,996	1,686	1,079	0	2,765
Total	12,259	8,826	59	21,144	14,388	9,520	39	23,947	13,977	9,256	1	23,234

WORKFORCE DISTRIBUTION BY GENDER AND COUNTRY - BIOTEST

	2023			2022		
	Women	Men	Total	Women	Men	Total
U.S.	0	0	0	0	0	0
Germany	949	1,096	2,045	840	956	1,796
Spain	0	0	0	5	2	7
Rest of the world	432	120	552	424	140	564
Total	1,381	1,216	2,597	1,269	1,098	2,367

Joiners and leavers

EMPLOYEE NEW HIRES

	2023				2022				2021			
	Women	Men	Non-binary and undeclared	Total	Women	Men	Non-binary and undeclared	Total	Women	Men	Non-binary and undeclared	Total
Total number of employees	12,259	8,826	59	21,144	14,388	9,520	39	23,947	13,977	9,256	1	23,234
Joiners*	4,160	2,037	49	6,246	8,296	3,208	64	11,568	7,073	2,306	0	9,379
Ratio (joiners/ number of employees)	33.9%	23.1%	83.1%	29.5%	57.7%	33.7%	164.1%	48.3%	50.6%	24.9%	0.0%	40.4%

*Note: Employees from acquisitions on the acquisition date are not included as joiners. Subsequent increases in headcount do.

EMPLOYEE NEW HIRES - BIOTEST

	2023			2022		
	Women	Men	Total	Women	Men	Total
Total number of employees	1,381	1,216	2,597	1,269	1,098	2,367
Joiners	359	212	571	362	220	582
Ratio (joiners/ number of employees)	26.0%	17.4%	22.0%	28.5%	20.0%	24.6%

EMPLOYEE TURNOVER

	2023				2022				2021			
	Women	Men	Non-binary and undeclared	Total	Women	Men	Non-binary and undeclared	Total	Women	Men	Non-binary and undeclared	Total
Total number of employees	12,259	8,826	59	21,144	14,388	9,520	39	23,947	13,977	9,256	1	23,234
Leavers*	6,165	2,695	34	8,894	7,666	2,885	31	10,582	7,673	2,814	0	10,487
Ratio (leavers/ number of employees)	50.3%	30.5%	57.6%	42.1%	53.3%	30.3%	79.5%	44.2%	54.9%	30.4%	0.0%	45.1%

EMPLOYEE TURNOVER - BIOTEST

	2023			2022		
	Women	Men	Total	Women	Men	Total
Total number of employees	1,381	1,216	2,597	1,269	1,098	2,367
Leavers	218	95	313	227	105	332
Ratio (leavers/number of employees)	15.8%	7.8%	12.1%	17.9%	9.6%	14.0%

LEAVERS BY PROFESSIONAL CATEGORY

	2023	2022
Executives	27	26
Directors	111	80
Senior management	66	75
Management	233	186
Senior Professionals	312	308
Professionals	564	537
Administrative staff / Manufacturing operators	7,581	9,370
Total	8,894	10,582

LEAVERS BY PROFESSIONAL CATEGORY - BIOTEST

	2023	2022
Executives	2	3
Directors	1	15
Senior management	7	43
Management	13	17
Senior Professionals	54	17
Professionals	65	60
Administrative staff / Manufacturing operators	171	177
Total	313	332

VOLUNTARY AND NON-VOLUNTARY LEAVES

	2023			2022		
	Voluntary	Non-voluntary	Total	Voluntary	Non-voluntary	Total
Executives	8%	14%	23%	7%	15%	21%
Directors	8%	17%	25%	8%	9%	17%
Senior management	4%	8%	12%	8%	6%	13%
Management	8%	11%	18%	8%	5%	14%
Senior Professionals	8%	8%	16%	10%	5%	15%
Professionals	10%	10%	21%	13%	7%	19%
Administrative staff / Manufacturing operators	36%	18%	54%	47%	19%	56%
Total	27%	15%	42%	36%	9%	44%

VOLUNTARY AND NON-VOLUNTARY LEAVES - BIOTEST

	2023		
	Voluntary	Non-voluntary	Total
Executives	33%	0%	33%
Directors	3%	0%	3%
Senior management	6%	4%	10%
Management	6%	3%	9%
Senior Professionals	8%	2%	10%
Professionals	9%	1%	10%
Administrative staff / Manufacturing operators	11%	3%	15%
Total	10%	3%	12%

DISMISSALS BY COUNTRY AND GENDER

	2023				2022				2021		
	Women	Men	Non-binary and undeclared	Total	Women	Men	Non-binary and undeclared	Total	Women	Men	Total
Spain	55	79	0	134	25	40	0	65	83	47	130
U.S.	1,706	860	12	2,578	977	500	8	1,485	455	254	709
ROW	105	66	0	171	52	23	0	75	118	78	196
Total	1,866	1,005	12	2,883	1,054	563	8	1,625	656	379	1,035
%	64.7%	34.9%	0.4%	100.0%	64.9%	34.6%	0.5%	100.0%	63.4%	36.6%	100.0%

DISMISSALS BY COUNTRY AND GENDER - BIOTEST

	2023			2022		
	Women	Men	Total	Women	Men	Total
Germany	29	20	49	14	17	31
Spain	0	0	0	0	0	0
U.S.	0	0	0	0	0	0
Rest of the world	16	1	17	25	6	31
Total	45	21	66	39	23	62
%	68.2%	31.8%	100.0%	62.9%	37.1%	100.0%

DISMISSALS BY PROFESSIONAL CATEGORY AND COUNTRY

	2023			2022			2021		
	Spain	U.S.	ROW	Spain	U.S.	ROW	Spain	U.S.	ROW
Executives	3	9	0	2	10	0	0	4	0
Directors	7	57	3	3	17	6	1	13	3
Senior management	14	16	2	9	8	2	1	8	4
Management	18	96	5	13	35	4	3	12	14
Senior Professionals	24	83	14	9	53	5	7	22	20
Professionals	21	169	41	6	114	13	9	32	42
Administrative staff / Manufacturing operators	47	2,148	106	23	1,248	45	109	618	113
Total	134	2,578	171	65	1,485	75	130	709	196

DISMISSALS BY PROFESSIONAL CATEGORY AND COUNTRY - BIOTEST

	2023				2022			
	Germany	Spain	U.S.	ROW	Germany	Spain	U.S.	ROW
Executives	0	0	0	0	1	0	0	0
Directors	0	0	0	0	3	0	0	0
Senior management	3	0	0	0	0	0	0	2
Management	4	0	0	1	1	0	0	7
Senior Professionals	7	0	0	2	1	0	0	0
Professionals	3	0	0	6	1	0	0	12
Administrative staff / Manufacturing operators	32	0	0	8	24	0	0	10
Total	49	0	0	17	31	0	0	31

DISMISSALS BY COUNTRY AND AGE

	2023				2022				2021			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Spain	13	80	41	134	4	37	24	65	12	99	19	130
U.S.	962	1,226	390	2,578	606	680	199	1,485	272	339	98	709
ROW	43	90	38	171	14	34	27	75	46	102	48	196
Total	1,018	1,396	469	2,883	624	751	250	1,625	330	540	165	1,035
%	35.3%	48.4%	16.3%	100.0%	38.4%	46.2%	15.4%	100.0%	31.9%	52.2%	15.9%	100.0%

DISMISSALS BY COUNTRY AND AGE - BIOTEST

	2023				2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Germany	17	14	18	49	11	13	7	31
Spain	0	0	0	0	0	0	0	0
U.S.	0	0	0	0	0	0	0	0
ROW	9	6	2	17	8	16	7	31
Total	26	20	20	66	19	29	14	62
%	39.4%	30.3%	30.3%	100.0%	30.6%	46.8%	22.6%	100.0%

Absenteeism

BREAKDOWN OF ABSEENTISM BY TYPE AND COUNTRY

	2023				2022				2021			
	Spain	U.S.	ROW	Total	Spain	U.S.	ROW	Total	Spain	U.S.	ROW	Total
Illness	344,969	564,089	291,370	1,200,427	380,924	586,913	315,499	1,283,336	370,163	548,671	234,421	1,153,255
Work accident	22,970	19,955	4,206	47,130	66,324	36,928	3,494	106,746	55,485	40,059	3,714	99,258
Maternity / Paternity	101,864	58,141	112,059	272,064	127,633	112,717	135,339	375,689	94,018	157,978	120,017	372,013
Paid leave	62,124	1,821	28,627	92,572	50,080	120,422	36,336	206,838	83,644	259,507	18,002	361,153
Unpaid leave	2,725	123,032	5,888	131,646	1,582	177,047	26,371	205,000	1,958	193,785	16,322	212,065
Total	534,652	767,038	442,150	1,743,839	626,543	1,034,027	517,040	2,177,610	605,268	1,200,000	392,476	2,197,744

BREAKDOWN OF ABSEENTISM BY TYPE AND COUNTRY - BIOTEST

	2023			2022
	Germany	ROW	Total	Germany
Illness	265,158	29,752	294,910	239,233
Work accident	1,855	568	2,423	4,269
Maternity / Paternity	104,268	78,022	182,290	117,082
Paid leave	49,479	81,165	130,644	104,505
Unpaid leave	5,477	393	5,870	3,994
Total	426,237	189,900	616,137	469,083

BREAKDOWN OF ABSEENTISM BY TYPE AND GENDER

	2023					
	Women	Men	Non-binary and undeclared	Total	Women %	Men %
Illness	839,516	358,368	2,543	1,200,427	69.9%	29.9%
Work accident	20,016	27,114	0	47,130	42.5%	57.5%
Maternity / Paternity	192,076	79,846	143	272,064	70.6%	29.3%
Paid leave	50,834	41,735	3	92,572	54.9%	45.1%
Unpaid leave	79,661	51,984	0	131,646	60.5%	39.5%
Total	1,182,103	559,047	2,689	1,743,839	67.8%	32.1%

BREAKDOWN OF ABSEENTISM BY TYPE AND GENDER

	2022					
	Women	Men	Non-binary and undeclared	Total	Women %	Men %
Illness	905,342	377,063	932	1,283,337	70.5%	29.4%
Work accident	65,402	41,345	0	106,747	61.3%	38.7%
Maternity / Paternity	298,566	77,123	0	375,689	79.5%	20.5%
Paid leave	134,921	71,836	80	206,837	65.2%	34.7%
Unpaid leave	141,841	63,159	0	205,000	69.2%	30.8%
Total	1,546,072	630,526	1,012	2,177,610	71.0%	29.0%

BREAKDOWN OF ABSEENTISM BY TYPE AND GENDER

	2021				
	Women	Men	Total	Women %	Men %
Illness	802,452	350,803	1,153,255	69.6%	30.4%
Work accident	61,599	37,659	99,258	62.1%	37.9%
Maternity / Paternity	312,418	59,594	372,012	84.0%	16.0%
Paid leave	245,544	115,570	361,114	68.0%	32.0%
Unpaid leave	147,731	64,333	212,064	69.7%	30.3%
Total	1,569,744	627,959	2,197,703	71.4%	28.6%

BREAKDOWN OF ABSEENTISM BY TYPE AND GENDER - BIOTEST

	2023				
	Women	Men	Total	Women %	Men %
Illness	156,490	138,420	294,910	53.1%	46.9%
Work accident	1,142	1,281	2,423	47.1%	52.9%
Maternity / Paternity	171,822	10,469	182,290	94.3%	5.7%
Paid leave	80,317	50,327	130,644	61.5%	38.5%
Unpaid leave	2,243	3,627	5,870	38.2%	61.8%
Total	412,013	204,124	616,137	66.9%	33.1%

BREAKDOWN OF ABSEENTISM BY TYPE AND GENDER - BIOTEST

	2022				
	Women	Men	Total	Women %	Men %
Illness	116,069	123,164	239,233	48.5%	51.5%
Work accident	554	3,715	4,269	13.0%	87.0%
Maternity / Paternity	104,782	12,300	117,082	89.5%	10.5%
Paid leave	37,850	66,655	104,505	36.2%	63.8%
Unpaid leave	2,164	1,830	3,994	54.2%	45.8%
Total	261,420	207,664	469,083	55.7%	44.3%

Training hours

BREAKDOWN IN TRAINING HOURS BY PROFESSIONAL CATEGORY AND GENDER

	2023			
	Women	Men	Non-binary and undeclared	Total
Executives	426	1,323	0	1,749
Directors	5,315	8,876	10	14,201
Senior management	9,945	12,615	0	22,560
Management	29,269	35,574	0	64,843
Senior Professionals	55,040	56,902	131	112,073
Professionals	200,798	149,146	825	350,769
Administrative staff / Manufacturing operators	3,529,520	1,469,506	17,356	5,016,381
Total	3,830,313	1,733,941	18,322	5,582,576
% by gender	69%	31%	0%	100%
Average workforce*	11,021	8,255	38	19,315
Ratio	347,54	210,04	479,61	289,03

*Average workforce used for the calculation of training ratios. It corresponds to 96.5% of the total average workforce.

BREAKDOWN IN TRAINING HOURS BY PROFESSIONAL CATEGORY AND GENDER

	2022			Total
	Women	Men	Non-binary and undeclared	
Executives	512	1,349	0	1,861
Directors	6,432	8,889	46	15,367
Senior management	8,280	11,647	0	19,927
Management	20,143	26,018	12	46,173
Senior Professionals	46,076	56,366	17	102,459
Professionals	102,709	92,304	434	195,447
Administrative staff / Manufacturing operators	3,127,749	1,196,391	13,440	4,337,580
Total	3,311,901	1,392,964	13,949	4,718,814
% by gender	70%	30%	0%	100%
Average workforce	13,362	9,062	26	22,450
Ratio	247.86	153.71	536.50	210.19

BREAKDOWN IN TRAINING HOURS BY PROFESSIONAL CATEGORY AND GENDER

	2021			Total
	Women	Men	Non-binary and undeclared	
Executives	707	1,482	0	2,189
Directors	4,060	7,024	0	11,084
Senior management	10,567	12,688	0	23,255
Management	20,183	23,960	0	44,143
Senior Professionals	38,309	45,206	0	83,515
Professionals	122,234	105,079	0	227,313
Administrative staff / Manufacturing operators	1,699,131	728,586	231	2,427,948
Total	1,895,191	924,025	231	2,819,447
% by gender	67%	33%	0%	100%
Average workforce	11,998	8,624	1	20,623
Ratio	157.96	107.15	231.00	136.71

BREAKDOWN IN TRAINING HOURS BY PROFESSIONAL CATEGORY AND GENDER - BIOTEST

	2023			2022		
	Women	Men	Total	Women	Men	Total
Executives	33	37	70	218	545	763
Directors	197	424	621	2,058	2,352	4,409
Senior management	329	1,028	1,357	3,673	3,000	6,673
Management	1,325	1,016	2,341	2,298	1,860	4,158
Senior Professionals	5,745	6,841	12,586	3,897	2,714	6,611
Professionals	8,526	3,753	12,279	6,919	1,392	8,311
Administrative staff / Manufacturing operators	10,881	18,700	29,580	10,025	10,749	20,775
Total	27,036	31,798	58,835	29,088	22,612	51,700
% by gender	46%	54%	100%	56%	44%	100%
Average workforce	1,322	1,166	2,487	-	-	-
Ratio	20.45	27.28	23.65	-	-	-

BREAKDOWN IN TRAINING HOURS BY COUNTRY AND GENDER

	2023					
	Women	Men	Non-binary and undeclared	Total	Training days per employee	% of employees that received training
U.S.	3,481,344	1,462,761	18,322	4,962,428	44,56	94.4%
Spain	132,220	171,070	0	303,291	377,813.12	96.5%
ROW	216,748	100,109	0	316,857	5,419,698.50	91.8%
Total	3,830,312	1,733,940	18,322	5,582,576	5,797,556.20	n/a

BREAKDOWN IN TRAINING HOURS BY COUNTRY AND GENDER

	2022			
	Women	Men	Non-binary and undeclared	Total
U.S.	3,105,514	1,190,597	13,949	4,310,060
Spain	115,414	153,995	0	269,409
ROW	90,972	48,373	0	139,345
Total	3,311,900	1,392,965	13,949	4,718,814

BREAKDOWN IN TRAINING HOURS BY COUNTRY AND GENDER

	2021			
	Women	Men	Non-binary and undeclared	Total
U.S.	1,681,538	730,020	231	2,411,789
Spain	99,756	133,292	0	233,048
ROW	113,897	60,713	0	174,610
Total	1,895,191	924,025	231	2,819,447

BREAKDOWN IN TRAINING HOURS BY COUNTRY AND GENDER - BIOTEST

	2023			2022		
	Women	Men	Total	Women	Men	Total
Germany	20,626	29,701	50,327	16,649	18,948	35,597
Spain	0	0	0	377	80	457
U.S.	0	0	0	0	0	0
ROW	6,410	2,097	8,507	12,062	3,584	15,645
Total	27,036	31,798	58,835	29,088	22,612	51,700

BREAKDOWN IN TRAINING HOURS IN HEALTH AND SAFETY AND ENVIRONMENT

	2023	2022	2021
Total	96,759	170,240	141,418

BREAKDOWN IN TRAINING HOURS IN HEALTH AND SAFETY AND ENVIRONMENT - BIOTEST

	2023	2022
Total	5,758	5,230

Performance Reviews

PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS		
	2023	2022
Executives	88.9%	41.9%
Directors	99.4%	81.8%
Senior management	99.2%	86.5%
Management	99.6%	89.1%
Senior Professionals	99.5%	88.5%
Professionals	99.4%	88.2%
Administrative staff / Manufacturing operators	99.3%	83.6%
Total	99.2%	86.0%

PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS - BIOTEST	
	2023
Executives	100%
Directors	94%
Senior management	100%
Management	94%
Senior Professionals	92%
Professionals	85%
Administrative staff / Manufacturing operators	94%
Total	91%

PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS BY GENDER		
	2023	2022
Women	99.4%	85.2%
Men	99.4%	87.1%
Non-binary and undeclared	0.0%	50.0%
Total	99.2%	86.0%

PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS BY GENDER - BIOTEST	
	2023
Women	86.1%
Men	97.5%
Total	91.4%

Parental leave

PARENTAL LEAVE AND RETURN TO WORK	2023			2022		
	Women	Men	Total	Women	Men	Total
N° employees that were entitled to parental leave	100%	100%	100%	100%	100%	100%
N° employees that took parental leave	284	234	518	405	238	643
N° employees that returned to work in the reporting period after parental leave ended	226	167	393	465	245	710
Return to work rate	74%	89%	79%	83%	94%	87%
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	237	184	421	246	160	406
Retention rate	61%	80%	68%	56%	80%	64%

PARENTAL LEAVE AND RETURN TO WORK - BIOTEST			
	2023		
	Women	Men	Total
N° employees that were entitled to parental leave	100%	100%	100%
N° employees that took parental leave	171	47	218
N° employees that returned to work in the reporting period after parental leave ended	65	39	104
Return to work rate	97%	100%	98%
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	49	40	89
Retention rate	29%	85%	41%

Accidental rate

ACCIDENT RATE								
	U.S. 2023		U.S. 2022		Spain 2023		Spain 2022	
	Women	Men	Women	Men	Women	Men	Women	Men
Total number of work accidents with leave* (LTI) without leave (NLTI) and first aid (FA)	793	364	928	373	108	116	90	122
Total number of work accidents with leave** (LTI)	48	30	76	19	29	40	26	42
Hours worked	23,713,456	13,201,648	19,160,137	11,166,314	3,008,221	3,752,636	2,939,603	3,724,420
Accident Frequency Index***	2.0	2.3	4	1.7	9.6	10.7	8.8	11.3
Severity Index****	0.04	0.05	0.11	0.09	0.25	0.33	0.29	0.31
Professional illnesses	0	0	0	0	0	0	0	0
Fatalities resulting from occupational injuries and illnesses	0	0	0	0	0	0	0	0
Work accidents of contractors	2	3	n/d	n/d	10	6	n/d	n/d

ACCIDENT RATE								
	Ireland 2023		Ireland 2022		Germany 2023		Germany 2022	
	Women	Men	Women	Men	Women	Men	Women	Men
Total number of work accidents with leave* (LTI) without leave (NLTI) and first aid (FA)	11	9	7	3	41	17	63	13
Total number of work accidents with leave** (LTI)	2	2	0	1	5	3	20	4
Hours worked	331,650	422,262	259,428	339,417	1,584,078	700,757	1,383,458	664,814
Accident Frequency Index***	6.0	4.7	0.0	2.9	3.2	4.3	14.5	6.0
Severity Index****	0.02	0.07	0.00	0.00	0.02	0.05	0.14	0.10
Professional illnesses	0	0	0	0	0	0	0	0
Fatalities resulting from occupational injuries and illnesses	0	0	0	0	0	0	0	0
Work accidents of contractors	0	2	n/d	n/d	0	0	n/d	n/d

*Total number of accidents with sick leave (non itinere) without sick leave and first aid,

**Total number of accidents with sick leave (non itinere) excluding COVID

***Number of occupational accidents with sick leave (non itinere) excluding COVID / total no. of actual hours worked *10⁶

****N° of days not worked due to occupational accidents with sick leave (non itinere) excluding COVID / n° of actual hours worked *10³,

The days lost are counted as the difference between the calendar days (without discounting holidays or vacations in the calculation) between the date of discharge and the date of sick leave,

ACCIDENT RATE - BIOTEST				
	Germany 2023		Germany 2022	
	Women	Men	Women	Men
Total number of work accidents with leave* (LTI) without leave (NLTI) and first aid (FA)	17	21	61	26
Total number of work accidents with leave** (LTI)	14	18	9	23
Hours worked	1,608,089	2,029,541	1,451,784	1,792,284
Accident Frequency Index***	8.7	8.9	6.2	12.8
Severity Index****	0.23	0.18	0.26	0.05
Lost days	128.00	134.00	-	-

*Total number of accidents with sick leave (non itinere) without sick leave and first aid

**Total number of accidents with sick leave (non itinere) excluding COVID

***Number of occupational accidents with sick leave (non itinere) excluding COVID / total no. of actual hours worked *10⁶

****N° of days not worked due to occupational accidents with sick leave (non itinere) excluding COVID / n° of actual hours worked *10³,

The days lost are counted as the difference between the calendar days (without discounting holidays or vacations in the calculation) between the date of discharge and the date of sick leave,

Average wage*

AVERAGE WAGE BY PROFESSIONAL CATEGORY AND GENDER IN SPAIN IN EUROS				
Professional category		Fixed Wage- Average 2023	Fixed Wage- Average 2022	Fixed Wage- Average 2021
Executives	Women	234,199.4	287,311.2	212,963.7
	Men	294,979.5	283,288.9	270,613.6
Directors	Women	111,424.2	106,426.4	99,625.6
	Men	126,485.0	122,761.5	120,321.9
Senior management	Women	80,243.2	77,615.6	77,568.5
	Men	85,223.4	82,403.3	81,002.8
Management	Women	57,197.7	56,150.6	55,164.9
	Men	61,608.1	59,679.4	59,317.4
Senior professionals	Women	44,306.0	42,881.6	41,756.0
	Men	47,444.7	46,370.8	45,345.3
Professionals	Women	38,582.9	37,776.2	36,836.7
	Men	40,571.3	39,319.5	38,559.2
Administrative staff / Manufacturing operators	Women	28,917.7	28,202.0	27,597.7
	Men	29,434.8	28,774.1	28,136.4

AVERAGE WAGE BY PROFESSIONAL CATEGORY AND GENDER IN U.S. IN USD				
PLASMA CENTERS				
Professional category		Fixed Wage- Average 2023	Fixed Wage- Average 2022	Fixed Wage- Average 2021
Executives	Women	n/a	423,128.9	377,434.2
	Men	n/a	327,646.3	401,357.4
Directors	Women	228,290.9	200,068.6	200,302.6
	Men	255,886.1	227,863.1	214,532.9
Senior management	Women	159,492.0	158,824.1	144,350.6
	Men	166,865.6	162,299.8	158,173.6
Management	Women	112,733.3	105,920.4	98,616.3
	Men	118,827.3	111,852.3	108,925.6
Senior professionals	Women	94,243.2	90,679.2	85,525.7
	Men	96,902.6	93,429.4	91,855.2
Professionals	Women	72,915.4	67,403.6	62,362.5
	Men	75,593.9	70,289.3	65,102.4
Administrative staff / Manufacturing operators	Women	43,135.0	42,367.8	37,798.8
	Men	42,339.7	41,653.4	37,421.6

AVERAGE WAGE BY PROFESSIONAL CATEGORY AND GENDER IN U.S. IN USD				
REST OF ACTIVITIES				
Professional category		Fixed Wage- Average 2023	Fixed Wage- Average 2022	Fixed Wage- Average 2021
Executives	Women	352,372.9	431,673.0	303,731.8
	Men	438,137.8	402,767.9	406,172.7
Directors	Women	233,132.0	222,949.8	205,835.1
	Men	240,232.8	230,487.9	217,810.3
Senior management	Women	179,262.4	170,195.2	165,250.4
	Men	185,042.4	177,603.8	166,667.3
Management	Women	139,678.2	133,476.6	124,956.6
	Men	143,599.6	139,899.7	131,632.8
Senior professionals	Women	116,940.4	112,693.1	104,338.8
	Men	116,913.4	112,378.6	105,809.3
Professionals	Women	82,492.1	80,065.1	73,199.3
	Men	85,750.6	83,287.4	77,673.7
Administrative staff / Manufacturing operators	Women	61,515.8	60,957.0	57,175.9
	Men	65,179.4	63,889.0	61,328.9

AVERAGE WAGE BY PROFESSIONAL CATEGORY AND GENDER IN IRELAND IN EUROS

Professional category		Fixed Wage- Average 2023	Fixed Wage- Average 2022	Fixed Wage- Average 2021
Executives	Women	n/a	n/a	n/a
	Men	n/a	n/a	n/a
Directors	Women	n/a	n/a	n/a
	Men	n/a	n/a	n/a
Senior management	Women	128,321.6	110,980.0	115,833.3
	Men	120,028.7	119,091.7	108,211.1
Management	Women	83,334.8	70,401.7	69,802.4
	Men	88,575.4	80,401.0	73,069.3
Senior professionals	Women	62,005.0	55,616.3	52,880.6
	Men	66,819.6	59,794.8	54,338.6
Professionals	Women	48,759.5	45,099.1	43,448.2
	Men	51,747.3	48,099.6	45,496.2
Administrative staff / Manufacturing operators	Women	39,247.8	37,382.6	37,401.8
	Men	38,461.4	36,875.3	37,545.3

AVERAGE WAGE BY PROFESSIONAL CATEGORY AND GENDER IN GERMANY IN EUROS

Professional category		Fixed Wage- Average 2023	Fixed Wage- Average 2022	Fixed Wage- Average 2021
Executives	Women	n/a	n/a	n/a
	Men	n/a	n/a	n/a
Directors	Women	180,605.6	172,301.1	175,768.2
	Men	188,398.1	183,879.9	162,279.9
Senior management	Women	101,051.5	91,136.0	97,142.7
	Men	109,449.3	116,751.0	116,580.1
Management	Women	86,663.5	83,347.3	76,584.4
	Men	91,333.4	88,562.4	84,118.2
Senior professionals	Women	60,886.8	58,765.4	57,413.9
	Men	64,367.0	60,060.9	64,481.7
Professionals	Women	60,190.7	62,654.9	60,365.9
	Men	60,853.1	60,651.4	57,897.2
Administrative staff / Manufacturing operators	Women	35,622.2	34,632.7	28,882.8
	Men	34,675.7	33,317.0	28,014.3

AVERAGE WAGE BY PROFESSIONAL CATEGORY AND GENDER IN GERMANY IN EUROS - BIOTEST

Professional category	Fixed Wage- Average 2023 men	Fixed Wage- Average 2023 women
Executives	n/a	n/a
Directors	153,446.00	151,593.60
Senior management	116,617.38	112,625.57
Management	101,543.98	100,860.70
Senior professionals	78,848.36	76,169.38
Professionals	64,096.59	58,187.40
Administrative staff / Manufacturing operators	46,270.39	42,781.62

AVERAGE WAGE BY AGE IN SPAIN IN EUROS

Age	Fixed Wage- Average 2023	Fixed Wage- Average 2022	Fixed Wage- Average 2021
<30	33,679.0	33,146.4	31,989.2
30-50	43,530.5	41,938.6	40,765.5
>50	57,386.6	58,172.8	59,117.1

AVERAGE WAGE BY AGE IN U.S. IN EUROS USD

Age	Fixed Wage- Average 2023	Fixed Wage- Average 2022	Fixed Wage- Average 2021
<30	42,793.0	40,800.6	36,112.0
30-50	67,408.5	62,434.9	57,846.3
>50	95,291.8	89,849.2	86,462.3

AGE IN IRELAND IN EUROS

Age	Fixed Wage- Average 2023	Fixed Wage- Average 2022	Fixed Wage- Average 2021
<30	50,611.4	48,304.7	46,946.5
30-50	65,679.4	57,997.7	55,937.7
>50	63,748.0	82,253.7	89,154.0

AVERAGE WAGE BY AGE IN GERMANY IN EUROS

Age	Fixed Wage- Average 2023	Fixed Wage- Average 2022	Fixed Wage- Average 2021
<30	38,261.8	36,957.2	30,948.0
30-50	46,699.2	44,162.1	39,398.9
>50	56,358.5	53,524.1	50,220.4

AVERAGE WAGE BY AGE IN GERMANY IN EUROS - BIOTEST

Age	Fixed Wage- Average 2023
<30	44,784.1
30-50	64,397.3
>50	72,330.1

*To avoid distorting the results, the average fixed salary excludes salaries based on seniority or individual/personal events

AVERAGE RETRIBUTION OF BOARD MEMBERS AND EXECUTIVES BY GENDER

Euros	2023			2022			2021		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Total average salary	245,745.4	301,275.3	281,113.3	250,329.3	292,935.3	277,054.2	223,249.3	278,680.7	259,405.0
Executives, employees and Board Members	179	314	493	186	313	499	177	332	509
Salary gap			18.43%			14.50%			19.90%

* To avoid distorting the results, the average fixed salary excludes salaries based on seniority or individual/personal events. It is the average of the Annual Gross Fixed Salary at 100% occupancy

Gender pay gap

GENDER PAY GAP / SPAIN						
	Adjusted Gender Pay Gap 2023	Gender Pay Gap 2023	Adjusted Gender Pay Gap 2022	Gender Pay Gap 2022	Adjusted Gender Pay Gap 2021	Gender Pay Gap 2021
Executives	n/a	20.60%	n/a	-1.40%	n/a	21.30%
Directors	9.97%	11.91%	6.50%	13.30%	17.20%	17.20%
Senior management	5.84%	5.84%	5.30%	5.80%	3.50%	4.20%
Management	5.47%	7.16%	4.40%	5.90%	6.30%	7.00%
Senior professionals	3.23%	6.62%	4.00%	7.50%	3.10%	7.90%
Professionals	2.15%	4.90%	3.00%	3.90%	2.30%	4.50%
Administrative staff / Manufacturing operators	0.79%	1.76%	0.90%	2.00%	0.80%	1.90%

GENDER PAY GAP / U.S. - PLASMA CENTERS						
	Adjusted Gender Pay Gap 2023	Gender Pay Gap 2023	Adjusted Gender Pay Gap 2022	Gender Pay Gap 2022	Adjusted Gender Pay Gap 2021	Gender Pay Gap 2021
Executives	n/a	n/a	n/a	-29.10%	n/a	6.00%
Directors	n/a	10.78%	2.80%	12.20%	-1.20%	6.60%
Senior management	n/a	4.42%	n/a	2.10%	n/a	8.70%
Management	3.46%	5.13%	1.80%	5.30%	6.30%	9.50%
Senior professionals	0.82%	2.74%	-0.60%	2.90%	5.40%	6.90%
Professionals	2.40%	3.54%	3.70%	4.10%	4.40%	4.20%
Administrative staff / Manufacturing operators	-1.87%	-1.88%	-2.50%	-1.70%	-1.50%	-1.00%

GENDER PAY GAP / U.S. - REST OF ACTIVITIES						
	Adjusted Gender Pay Gap 2023	Gender Pay Gap 2023	Adjusted Gender Pay Gap 2022	Gender Pay Gap 2022	Adjusted Gender Pay Gap 2021	Gender Pay Gap 2021
Executives	n/a	19.57%	n/a	-7.20%	n/a	25.20%
Directors	1.25%	2.96%	1.30%	3.30%	5.20%	5.50%
Senior management	1.20%	3.12%	2.50%	4.20%	-1.00%	0.90%
Management	5.46%	2.73%	6.70%	4.60%	4.50%	5.10%
Senior professionals	2.75%	-0.02%	1.30%	-0.30%	3.20%	1.40%
Professionals	1.72%	3.80%	2.30%	3.90%	1.80%	5.80%
Administrative staff / Manufacturing operators	4.82%	5.62%	4.50%	4.60%	5.20%	6.80%

GENDER PAY GAP / IRELAND						
	Adjusted Gender Pay Gap 2023	Gender Pay Gap 2023	Adjusted Gender Pay Gap 2022	Gender Pay Gap 2022	Adjusted Gender Pay Gap 2021	Gender Pay Gap 2021
Executives	n/a	n/a	n/a	n/a	n/a	n/a
Directors	n/a	n/a	n/a	n/a	n/a	n/a
Senior management	n/a	-6.91%	n/a	6.80%	n/a	-7.00%
Management	n/a	5.92%	n/a	12.40%	n/a	4.50%
Senior professionals	7.08%	7.21%	4.90%	7.00%	-1.00%	2.70%
Professionals	1.63%	5.77%	n/a	6.20%	1.80%	4.50%
Administrative staff / Manufacturing operators	0.37%	-2.04%	-1.00%	-1.40%	-1.00%	0.40%

GENDER PAY GAP / GERMANY

	Adjusted Gender Pay Gap 2023	Gender Pay Gap 2023	Adjusted Gender Pay Gap 2022	Gender Pay Gap 2022	Adjusted Gender Pay Gap 2021	Gender Pay Gap 2021
Executives	n/a	n/a	n/a	n/a	n/a	n/a
Directors	n/a	4.14%	n/a	6.30%	n/a	-8.30%
Senior management	n/a	7.67%	n/a	21.90%	n/a	16.70%
Management	n/a	5.11%	n/a	5.90%	n/a	9.00%
Senior professionals	2.37%	5.41%	n/a	2.20%	8.90%	11.00%
Professionals	4.09%	1.09%	2.10%	-3.30%	-0.70%	-4.30%
Administrative staff / Manufacturing operators	0.13%	-2.73%	-1.40%	-3.90%	-4.20%	-3.10%

For confidentiality and personal data protection reasons, no pay gap data is shown in those professional categories in which there is not a minimum of 4 people of each gender. The adjusted gender pay gap is not shown in those categories for which it is not possible to obtain data with enough statistical significance through the econometric model.

GENDER PAY GAP / GERMANY - BIOTEST

	Adjusted Gender Pay Gap 2023	Gender Pay Gap 2023
Executives	n/a	n/a
Directors	n/a	1.21%
Senior management	n/a	3.42%
Management	-0.83%	0.67%
Senior professionals	3.14%	3.40%
Professionals	1.93%	9.22%
Administratives/Manufacturing Operators	-6.67%	7.54%
Total	-0.91%	1.49%