

DOCUMENT OF ASSIGNMENT OF IMAGE RIGHTS

In _____, on _____

Dear _____:

By signing this document, you authorize Grifols, S.A. ("Grifols") and any of its Affiliates, at no cost and with no compensation to you, in perpetuity, subject to the right of cancellation discussed below to capture, reproduce, edit, publish and use throughout the world your image and, if applicable, any images of minors that you provide us with and which you have legally obtained, as well as the voice, biographical information, oral and written statements and opinions, and other identifying features (the "Images") in exchange for the intangible value I will gain by doing so and in accordance with the purposes set out below. For the purposes of this document, an "Affiliate" means any entity (a) which controls, is controlled by, or is under common control with Grifols, or (b) of which Grifols, directly or indirectly, is the beneficial owner of twenty per cent (20%) or more of any class of equity securities or is a partner.

You authorize Grifols and its Affiliates, or a third party contractor on their behalf, may use your Images together with your personal or fictitious data to create different materials and/or documents for internal use, included but not limited to, their inclusion in the historic archive, the picture gallery, the intranet, the corporate magazine, internal video clips and recordings, the communication channel On, brochures, presentations, posters, leaflets, dossiers, guides, symbols, prints, paintings, books and/or catalogues for internal use (the "Materials for Internal Use") for information or design purposes.

Likewise, if you tick the following box, you authorize Grifols and its Affiliates, or a third party contractor on behalf of these, to use your Images together with any personal or fictitious data for the creation of materials and/or documents for external use, either corporate or related to products and/or services provided by Grifols or its Affiliates, included but not limited to, their inclusion in webpages and articles in external magazines, as well as in video clips, recordings, brochures, presentations, posters, leaflets, dossiers, guides, symbols, prints, books and/or catalogues for external use (the "Materials for External Use") for publicity or promotional purposes, commercial, informative and/or related to design. You acknowledge and agree that the Materials for External Use may be distributed, among other channels, by placing them in the reception of Grifols' and its Affiliates' buildings, in addition to being used and distributed for training purposes and/or external courses, conferences, congresses, symposiums, inaugurations, award ceremonies, seminars, work meetings with clients and/or any other external persons, promotional acts and/or events related to the brand, product or any activities carried out by Grifols and/or its Affiliates.

The Materials for Internal Use and the Materials for External Use shall be jointly referred as the "Materials". You waive any right to inspect or approve any Images or Materials prior to distribution.

You acknowledge and agree that all intellectual and industrial property rights over the Materials are exclusively owned by Grifols from the moment these are created or obtained. Alternately, you irrevocably transfer and assign to Grifols your entire right, title, and interest, if any, in and to the Materials and all copyrights in the Materials arising in any jurisdiction throughout the world, including the right to register and sue to enforce such copyrights against infringers.

To the fullest extent permitted by applicable law, you hereby irrevocably waive all legal and equitable rights relating to all liabilities, claims, demands, actions, suits, damages, and expenses, including but not limited to claims for copyright or trademark infringement, infringement of moral rights, defamation, invasion of rights of privacy, rights of publicity, intrusion, false light, public disclosure of private facts, physical or emotional injury or distress, or any similar claim or cause of action in tort, contract, or any other legal theory, now known or hereafter known in any jurisdiction throughout the world (collectively, "Claims") arising directly or indirectly from the Authorized Persons' exercise of their rights under this document and the use and exploitation of the Materials, and whether resulting in whole or in part by the negligence of

GRIFOLS

Grifols or any other person, covenant not to make or bring any such Claim against any Authorized Persons, and forever release and discharge the Authorized Persons from liability under such Claims.

If you decide to provide the Images or you authorize someone to take pictures of minors, you must provide with any documentation that proves that you have guardianship or custody of said minor or, failing that, that you have the authorization of the parents or tutors of said minor.

Additionally, by means of this document, you release Grifols, its Affiliates and any third party contractors acting on their behalf, from any liabilities arising from use of the Materials, including any responsibilities related to out-of-focus, blurry, distorted or altered images, optical illusions or use in composite form, intentional or otherwise, that may occur when capturing the Images or during their use at a later stage.

In accordance with the applicable law on data protection, we inform you that both your personal data and, if applicable, the minor's data (including his/her image and voice) will be part of a file property of Grifols, S.A, with corporate address at Calle Jesús y María, 6, 08022 Barcelona (Spain) and shall be processed in accordance with the purposes set out in this document.

At any time and whenever possible, you may exercise the rights of access, rectification, opposition and cancellation in relation to your data and the minors' data. To exercise said rights you must send a written notice, together with a photocopy of your ID card or passport, proving, as the case may be, that you are the minors' representative and specifying the right you wish to exercise to the following email address privacy@grifols.com or to Avenida de la Generalitat, 152, 08174 – Sant Cugat del Vallés, Barcelona (Ref: Protección de Datos).

This agreement constitutes the sole and entire agreement of the parties with respect to the subject matter contained herein and supersedes all prior and contemporaneous understandings, agreements, representations, and warranties, both written and oral, with respect to such subject matter. If any term or provision of this agreement is invalid, illegal, or unenforceable in any jurisdiction, such invalidity, illegality, or unenforceability shall not affect any other term or provision of this agreement or invalidate or render unenforceable such term or provision in any other jurisdiction. This agreement is binding on and shall inure to the benefit of the parties hereto and their respective successors and assigns. All matters arising out of or relating to this agreement shall be governed by and construed in accordance with the internal laws of the State of North Carolina without giving effect to any choice or conflict of law provision or rule (whether of the State of North Carolina or any other jurisdiction). Any claim or cause of action arising under this agreement shall be brought only in the federal and state courts located in North Carolina, and the parties hereby consent to the exclusive jurisdiction of such courts.


THIS AGREEMENT PROVIDES GRIFOLS WITH YOUR ABSOLUTE AND UNCONDITIONAL CONSENT, WAIVER, AND RELEASE OF LIABILITY, ALLOWING GRIFOLS TO PUBLICIZE AND COMMERCIALY EXPLOIT YOUR NAME, LIKENESS, AND OTHER PERSONAL CHARACTERISTICS AND PRIVATE INFORMATION AS SET OUT ABOVE. BY SIGNING, YOU ACKNOWLEDGE THAT YOU HAVE READ AND UNDERSTOOD ALL OF THE TERMS OF THIS WAIVER AND RELEASE AND THAT YOU ARE GIVING UP SUBSTANTIAL LEGAL RIGHTS, INCLUDING THE RIGHT TO SUE GRIFOLS.

You state that you are of legal age and that you have the legal capacity to sign this document. Please send a copy of this letter signed by you to Corporate Communications (corporatecomms@grifols.com), within 10 days following the date of this letter, as confirmation of your acceptance of the provisions set out in this document.

If you tick this box, you accept and authorize Grifols and its Affiliates to use the Images for the creation of Materials for External Use in accordance with the purposes set out in this document.

Thanking you in advance.

Yours sincerely,



Mateo Borrás
Chief Human Resources Officer
Grifols, S.A.

By signing, I acknowledge receipt and I understand
and accept the terms set out in this document:

By: _____
Company¹: _____
Employee N.º: _____
Place: _____
Date: _____

¹ To be completed only if the signatory is an employee of Grifols and/or its affiliates.