

The logo for 'gullón' is a dark green square with a vertical gradient from light green at the top to dark green at the bottom. The word 'gullón' is written in white, lowercase, sans-serif font.

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2022

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## MESSAGE FROM Lourdes Gullón Rodríguez

### Chair of the Board of Directors

At Galletas Gullón we have just celebrated our 130th anniversary, the only century-old family business that is still in operation in the biscuit sector. Over the course of our history, we have become an international benchmark for our innovation in the biscuit industry and for the development of products adapted to the new nutritional needs of society. This has positioned us as a company committed to the health of consumers, supported at all times by environmentally friendly and sustainable production systems.

Thanks to the decision to reinvest our profits, we allocate a portion of them to research and development, which has contributed to an average growth of 10% in the last 15 years. This growth and our strong positioning in the market have made us a leader in creating employment and economic value in the entire area of the Palencia Mountain region.

We are proud to have been an important catalyst in the industrialization of the Autonomous Community of Castilla y León throughout our history. Our Gullón and VIDA factories are among the largest and most industrialized in the sector in Europe, and in 2022 we were able to create more than 1,800 jobs (including both internal employees and those from temporary employment agencies) and more than 160 indirect jobs.

I would like to point out/highlight another key aspect that has played a major part in our history has been our female leadership which has characterized us and has helped us to promote equality between men and women, both inside and outside our Company. At Galletas Gullón we are firmly committed to real equality and we work every year to improve our working conditions and our female representation in the workforce, which in 2022 was 43%.

Similarly, in terms of diversity management, we would like to highlight the proactive work we carry out to promote the employment of people from vulnerable groups either by recruiting them directly or through collaborations with specialized social organizations. We are proud to have a team made up of 13 nationalities, which enriches our vision of the world and offers us a high degree of cultural diversity.



As an active player in the growth of the Autonomous Community, we have launched a multitude of social projects. Specifically in 2022, we launched a Solidarity Plan with Ukraine in response to the social emergency resulting from the war in which the country has been immersed. This initiative helps the victims and refugees of the conflict through the donation of products and promoting employment, allowing them to rejoin the workplace as quickly as possible and leave behind the harsh consequences of the war. We have likewise continued collaborating with different social organizations in the region, thus promoting the area in any way we can.

As Chair of the Board, I would like to sign off by reaffirming my commitment to ensuring that Galletas Gullón continues to experience economic growth through sustainable business management, which actively contributes to the achievement of the Sustainable Development Goals, and respect for the Ten Principles of the Global Compact, as the ethical principles that underpin our business.

## MESSAGE FROM Juan Miguel Martínez Gabaldón

### CEO and General Manager

At Galletas Gullón we have once again made every effort to give our best in a year that has not been without its challenges. In 2022, the conflict in Ukraine triggered several crises that directly affected us, including the energy crisis and the shortage of raw materials. All of this has presented us with the significant challenge of maintaining optimal production to meet the needs of our customers and consumers, while striving to ensure they do not suffer from a rise in the price of our products.

Despite these problems, in 2022 we have reached a turnover of 531 million euros and have seen our production grow by 2%. These are very positive results in a year in which we celebrated the historic milestone of turning 130, the only century-old family company that remains in the biscuit sector. Undoubtedly, our responsible management policy and our commitment to sustainable growth made us the leaders we are today in the sector. It is also important to emphasize that we have been investing in research and innovation for years as critical success factors; something that has been possible thanks to our system of reinvesting profits, of which we are proud.

In recognition of our work in product development, always seeking quality and the contribution of high nutritional value, we have received two important awards in 2022. First, the Organization of Consumers and Users ranked our Zero Shortbread Biscuits as the best biscuits on the market. And our line of Gluten Free cookies was recognized as the "best gluten-free product" by the Spanish Federation of Coeliac Associations.

At Galletas Gullón we have spent years promoting healthy lifestyles among our consumers and society at large. The first reflection of this is our product offering, adapted to the needs and food preferences of the public, which we also accomplish by supporting collaborative social projects with third parties. Similarly, as we have been doing for many years, we also promote health through sports, sponsoring different activities and sports clubs in Castilla y León.



All of this, under the guidance of our 2021-2025 Responsible Business Master Plan, which ensures we continue to implement our strategy in a sustainable manner, reducing our negative impact on the environment, promoting equality between men and women, generating employment and economic value in the areas in which we operate, and basing our leadership model on ethics, transparency and regulatory compliance. Through our performance in sustainability, we contribute to the achievement of the Sustainable Development Goals set out in the United Nations 2030 Agenda, as a sign of the commitment acquired as signatory members of the Global Compact.

I do not want to end this letter without first thanking personally, and on behalf of the entire Galletas Gullón board of directors, the members of the Company and our suppliers for all their efforts in helping us to sustain our growth under the highest quality standards. And also to thank our customers for their loyalty and commitment to our products.

## MENSAJE ESPECIAL

### President of the Junta de Castilla y León

Congratulations to Galletas Gullón for its exemplary 130-year history, in which it has experience so many different situations. Through talent and hard work, it has become one of the main drivers of development in Castilla y León.

Gullón's presence and activity has acted as a catalyst in our Autonomous Community, and in particular in the province of Palencia, driving industrialization and revitalizing the business fabric beyond the scope of our borders. We are talking about one of the main biscuit manufacturers in Europe, whose products can be found in the markets of 120 countries.

I would like to take the opportunity here to thank Gullón for its ties to our land. For its contribution to demonstrating that Castilla y León has excellent resources for growth, vitality and progress. Demonstrating that this is a land of opportunities, capable of attracting the best talent, generating wealth and employment and acting as a leader, even in the most competitive scenarios.

Living through many different historical and social situations, Gullón has always found the right way to evolve, to continue improving and to continuously adapt its products to the demanding requirements of the consumer. With innovation as a hallmark of the Company, expressed in the endless number of quality product references that it sells. Promoting quality, energy efficiency and sustainability in management.

These 130 years have been a story of resounding success for the Company, which has steadily increased its turnover and its presence in the markets.

And it is also the story of a shared success. Because this very modern and global industrial project is also very much from here, very much ours, with deep and extensive roots in Castilla y León.

As extensive as the thousands of families that have built their lives around the employment generated by Gullón in the Palencia Mountain region, at an average rate of one hundred new jobs each year so far this century, to create the current workforce made up of 1,800 people today.



And as deep as the numerous local projects and initiatives of interest to Castilla y León in which Gullón has participated, based on a commendable commitment to society, to the rural environment and based on the finest values. Among them, equality between women and men in the workplace, in a Company with outstanding female leadership.

The Government of Castilla y León is proud to promote the establishment and putting down of roots of companies such as Galletas Gullón. And to increase the capacity and projection of our agri-food industry with initiatives such as the "Palencia 2030" Platform that we promote together with the Palencia Provincial Council, the Palencia Chamber of Commerce, the University of Valladolid and several important companies. Among them, of course, Gullón, whose success I hope will continue for many years.

With these words I would like to extend a heartfelt greeting to all the people connected to the extraordinary project that is Galletas Gullón.

**Alfonso Fernández Mañueco**  
*President of the Junta de Castilla y León*



# 01

## 2022 IN FIGURES



### FINANCIAL DATA



- 531 million euros in turnover
- +2% in production compared to 2021
- Presence of products in more than 120 countries
- Launch of 2 new products in 2 lines respectively and two new formats

### EMPLOYEE DATA



- + 1.800 direct jobs
- + 160 indirect jobs
- 34.061 hours of training
- 43% de mujeres en plantilla
- 13 nationalities

### ENVIRONMENTAL DATA



- 474.298 tCO<sub>2</sub>e, carbon footprint
- For the first time we have included scope 3 emissions in our carbon footprint calculation
- 11% of eggs from free-range hens

# 02

## ABOUT GALLETAS GULLÓN



### 2.1 ABOUT US



Gullón is one of the leading biscuit manufacturers in Europe. We were founded in 1892 and we are the only century-old family biscuit company that remains in the sector. Our constant effort to innovate has made us the leading company in the sector in Spain and leader in the category of healthy biscuits.



In 2022 we celebrated our 130 years anniversary, characterized by solid leadership in the biscuit industry in Spain and a successful profit reinvestment model, which has contributed to an increase in sales of 600% over the last 20 years.

*“For more than ten years, our profit reinvestment policy has enabled us to execute an ambitious industrial project, avoiding indebtedness and ensuring the financial stability of the Company.*

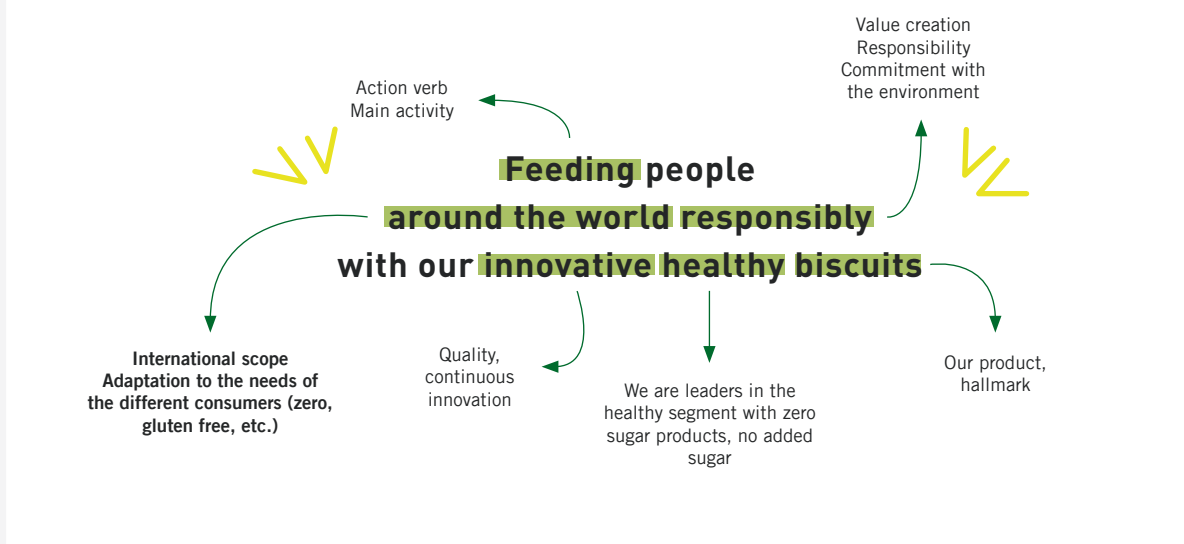
*But what is most noteworthy is that our profits have been distributed across the key areas that are strategic for the Company such as the creation of quality employment, internationalization, product innovation and the commitment to society”*

**Lourdes Gullón.**  
Chair of Galletas Gullón



At Galletas Gullón we ensure that our activity is carried out in compliance at all times with the applicable legislation and regulations, based on a firm ethical commitment that permeates our entire family business culture and is reflected in our purpose, mission, vision and values.

## PURPOSE







## | MISSION

To provide healthy products to society to satisfy the daily needs of our consumers and customers, as well as innovation-based products which, apart from providing nourishment, also contribute to a more pleasant and higher quality of life.



## | VISIÓN

We want to be the benchmark health food company and brand at worldwide level while maintaining our environmental commitment.



## | VALUES

- **Proximity, transparency and honesty** with all our stakeholders.
- **Commitment to society and the environment.**
- **Tradition, experience and future:** we are an innovative family company that adapts to new times.
- **Respect for people:** cooperation and motivation with our stakeholders.
- **Quality, excellence and continuous improvement** in our products, processes and management model.
- **Responsibility for managing a diverse team of employees** through integrating people with different profiles regardless of their gender, sexual orientation, race, nationality, ethnic background, religion, beliefs, age, disability, etc.



## 2.2 INTERNATIONAL SCOPE

At Galletas Gullón we have been experiencing economic growth and market share for several years thanks to our strategy of geographic expansion, our commitment to innovation in the development of new products, and, of course, our performance in sustainability.

We export our products to more than 120 countries. To ensure a correct supply to each of these countries, we have subsidiaries in five countries: Portugal, France, Italy, the United Kingdom and the United States.



## 2.3 GROWTH AND RESULTS OF THE BUSINESS

At Galletas Gullón we have positioned ourselves as a family business that produces healthy biscuits, and one of the leading biscuit manufacturers in Spain and Europe. Proof of this is the average growth we have experienced of 10% in the last 15 years, thanks to our commitment to innovation, which allows us to offer a high-quality product that meets all food safety standards.

The fact that we are a family business has greatly influenced our relationship with our surroundings, especially in the Aguilar de Campoo area, where we have generated stable, quality employment as reflected in the growth of the area.

Gullón's turnover in 2022, the year of its 130th anniversary, exceeded 531 million euros, with an increase in production of 2%.

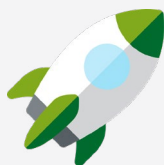
The biscuit company, firmly established as one of the main generators of employment in Palencia, has created more than 1,800 direct jobs and in 2022 it converted more than 100 jobs into permanent positions, making it a magnet for attracting talent in the region.

## 2.4 CREATION OF SHARED VALUE



### CONTRIBUTING TO THE DEVELOPMENT OF THE ENVIRONMENTS IN WHICH WE OPERATE

- Creation of employment and well-being, as an economic driver for society.
- Investing sustainably to expand the offer of our products.



### RESPONDING TO GLOBAL CHALLENGES

- Search for innovative and sustainable solutions.
- Focus on the circular economy.
- Fight against climate change.
- SDG 2 Zero Hunger and SDG 17 Partnerships for the goals.

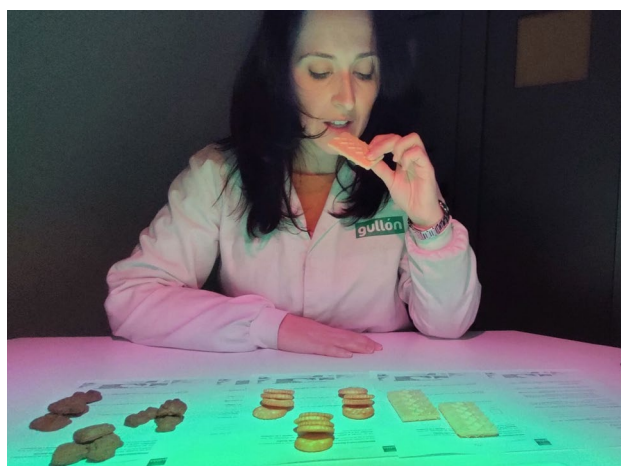
## 2.5 AWARDS AND RECOGNITION

### INNOVATION IN PRODUCT DEVELOPMENT

At Galletas Gullón, we have spent years innovating to offer products with nutritional improvements that help maintain a healthy and balanced lifestyle.

This is also thanks to the fact that each year we invest part of our profits in R&D&I, and to our collaboration in research projects with leading companies in the sector and leading educational institutions such as the CARTIF Technology Centre, and the Universities of Castilla y León.

According to the Organization of Consumers and Users (OCU), several Galletas Gullón products have been recognized in 2022 as among the healthiest options on the market.





In the latest ranking published by the **Organization of Consumers and Users (OCU)** on the best biscuits on the market, the **Zero Shortbread Biscuits** made it onto the podium in third place. They have also been recognized as one of the best vegan breakfast foods. All Zero products are suitable for vegetarians and have been awarded the **V-Label seal of the European Vegetarian Union**.



Also in 2022, the **Spanish Federation of Coeliac Associations** hosted an awards ceremony in May, in which we were awarded the prize for the best gluten-free product of 2021 for our **Gluten Free biscuits**.

## | SUPPORT FOR THE DEVELOPMENT OF THE SECTOR



Our Corporate Social Responsibility management and our values and ethical principles have been recognized in 2022 with the **Truck Friendly Award**, in relation to the management of road freight transport. This award recognizes our work in implementing improvements in the conditions of truck drivers.



## RECOGNITION OF OUR SOCIOECONOMIC WORK



One of the most significant accolades that we have received this year as a company committed to responsible leadership and social commitment is the **Colpisa award given to María Teresa Rodríguez** for her career at the helm of Galletas Gullón, in the "Economy and Business" category. Under her leadership, Gullón has undergone an important transformation that has helped us become one of the major players in the Spanish biscuit market.

The press also honoured us for our work as a generator of employment and social development, with a **special report published in El Diario Palentino in relation to our 130-year anniversary**, which highlighted our performance in sustainability and our effort to offer products of the highest quality, while implementing responsible environmental management, an ethical commitment to all our stakeholders, and a responsible governance model.



Galletas Gullón distinguida como **MÉRITO NACIONAL** por fomentar y apoyar la donación de sangre en la provincia palentina.  
gullon.es



Also in 2022 we received the **National Merit awarded by the Brotherhood of Blood Donors** (la Hermandad de Donantes de Sangre) for our work to raise awareness about the importance of blood donation in our country.

The **Red Cross** has awarded us for our constant support throughout our history to the organization's projects and philosophy. This recognition means a great deal to us, since it was granted specifically to the companies most committed to the Red Cross, such as Galletas Gullón in this case.

Finally, it is worth noting that the **Spanish Association Against Cancer** held a **charity dinner in Palencia** during which they granted us an award for truly representing the commitment of the business world to the Association's mission.

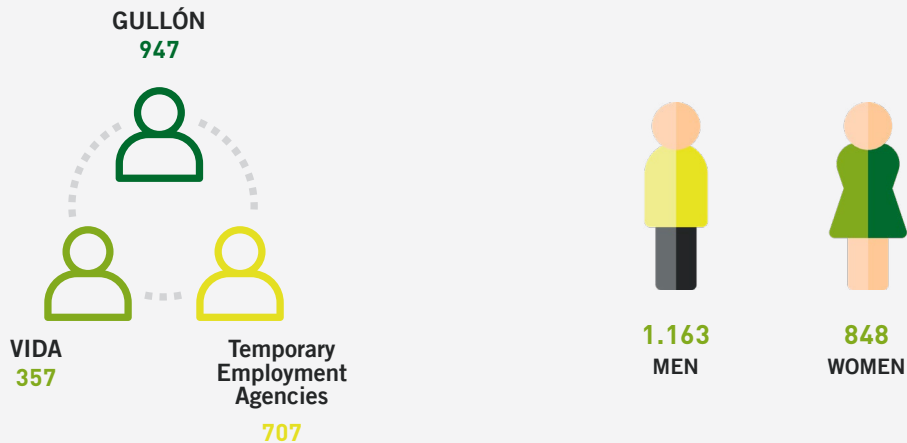
# 03

## COMMITMENT TO OUR PEOPLE



### 3.1 OUR TEAM

#### THE PROFILE OF OUR WORKFORCE



### 3.2 EQUALITY BETWEEN MEN AND WOMEN

#### | "EFR" (FAMILY-RESPONSIBLE COMPANY) MODEL

In 2022, a diagnostic analysis of the work-life balance situation in the Company was carried out, in accordance with the "EFR" model, specifically, the efr 1000-1 standard, edition 5. As a result of this diagnosis, carried out by external consultants approved by Fundación Masfamilia (the foundation that owns the efr model), the company has launched an action plan, aimed at continuous improvement in the work-life balance situation, as well as a set of indicators to measure the progress achieved. In addition, a formal definition of work-life balance at Gullón has been created, and a series of efr measures has been designed and disseminated to the entire staff, which includes all the initiatives launched by the Company to help its employees balance their personal and professional lives, with measures regarding quality employment, flexibility, support for the family, personal and professional development and equal opportunities.

## ÓPTIMA SEAL

The Ministry of Family and Equal Opportunities of Castilla y León has recognized our work in terms of equality between men and women with the granting of the Óptima Seal, which recognizes our voluntary adoption of measures and good practices in relation to the organization of work and a healthy work-life balance.



*"The Óptima Seal of Castilla y León serves to reinforce the measures that we have carried out in Galletas Gullón in our commitment to our workforce to guarantee equal opportunities and the eradication of discrimination of any kind in the workplace. As a responsible Company we have a commitment to society and we believe that the creation of value and equality must be extended to all areas of the Company"*

**Francisco Hevia.**  
Corporate Director

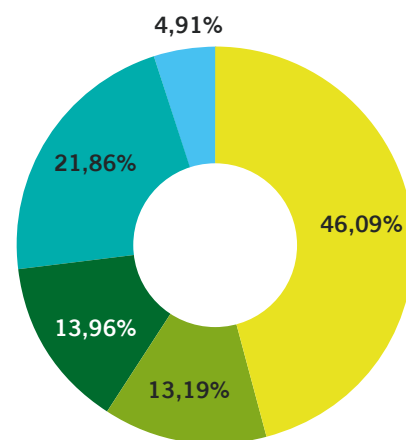
## 3.3 DIVERSITY MANAGEMENT

### NATIONALITIES - NUMBER OF PEOPLE

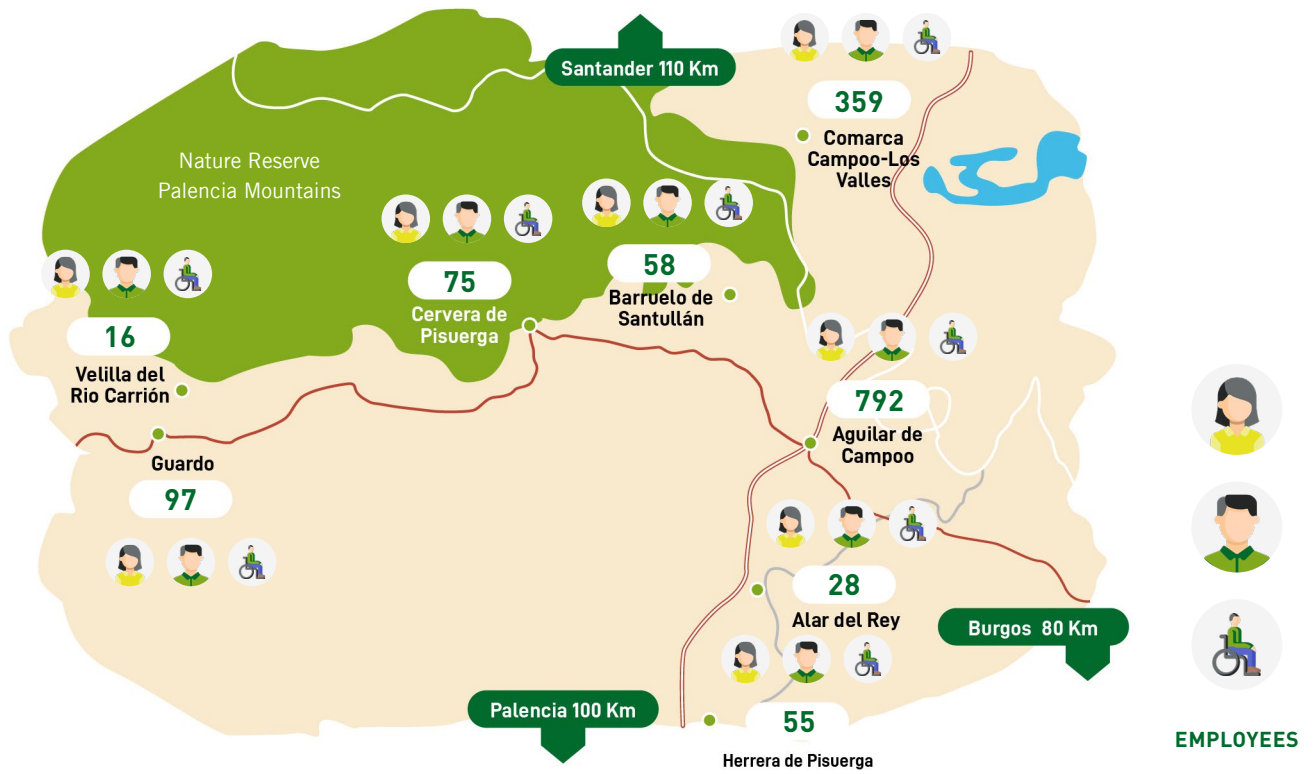
	Argentina	4
	Brazil	2
	Bulgaria	7
	Colombia	3
	Cuba	1
	Italy	2
	Poland	1
	Romania	10
	Switzerland	1
	Morocco	1
	Paraguay	3
	Portugal	2

**TOTAL:** 37 people

### GEOGRAPHICAL DISTRIBUTION OF THE WORKFORCE ACROSS SPAIN 2022



- Aguilar de Campoo
- Valdavia (Palencia Mountains)
- Municipalities of Palencia
- Cantabria
- Rest of Spain



EMPLOYEES



# 04

## COMMITMENT TO CONSUMERS AND CUSTOMERS



### 4.1 OUR COMMITMENT TO EXCELLENCE AND QUALITY



ISO 9001 for quality management systems.



SMETA Audit: establishes standards of occupational health and safety, environmental performance and ethical principles among suppliers.



BRCGS (Brand Reputation Compliance Global Standard): endorses the degree of compliance and due diligence of suppliers.



IFS food safety standard.

### 4.2 PRODUCTS AND LAUNCHES

In terms of innovation in the development of new products, in 2022 we launched two new products from the ZERO and crackers or salty crackers lines respectively.



In the first case, we launched the ZERO Pastas with oats, which are vegetarian, made with high oleic sunflower oil and zero added sugars. This product is our solution for consumers who decide to eliminate sugar from their diet, either for diagnosed health reasons, or simply to help them lead a healthier lifestyle.

In the crackers or salty crackers line, we launched our Mini Ham Bites, baked in the oven with a touch of olive oil combined with our high oleic sunflower oil.



Finally, it is worth mentioning that in 2022 we also launched two new 100 g and 200 g formats for our Choco Bom biscuits, part of the Chocolate Biscuits line, to satisfy the tastes and demands of children and adults.

# 05

## COMMITMENT TO SOCIETY



### 5.1 SOCIAL ACTION PROJECTS



#### Solidarity with Ukraine Plan

Of note in 2022 was the launch of our Solidarity Plan with Ukraine, whose aim is to support organizations that offer humanitarian aid to the victims of the war in Ukraine. This plan includes the donation of products, receiving refugees and offering employment. As part of this initiative, we have promoted corporate volunteering among our employees so that they can collaborate in the collection of essential goods, medicines and health products organized by the Red Cross and Cáritas.

#### The Randstad Foundation's "The revolution of the human" campaign

We have collaborated with the Randstad Foundation in the creating awareness campaign called "The revolution of the human", on the occasion of International Day of Persons with Disabilities. This campaign highlights the challenges posed by the technological revolution for this group of people.



#### Informative talk on the prevention of Colon Cancer with the Spanish Association Against Cancer (AECC)

In March, we collaborated with the Spanish Association Against Cancer of Palencia in giving an online talk on the diagnosis and prevention of colon cancer to raise awareness among our employees about the importance of monitoring this type of serious disease that has become such a pressing issue for society.

### Donation of products to social organizations

In 2022 we donated more than 25,000 kilos of biscuits and other products to social organizations in the region including the Blood Donor Associations of Palencia and Cantabria, which this year awarded the Company the National Merit for its commitment. In addition, we collaborated with the Red Cross and the Food Banks of Palencia, Burgos, Cantabria and Vizcaya to tackle last' years social emergency.



### Campaign to promote blood donation

We collaborate every year with the Brotherhood of Blood Donors (la Hermandad de Donantes de Sangre) to promote donation and raise awareness of the need to increase the number of donors in our country to save lives. Thanks to our work, this past year we received the National Merit award.

### Recording of SER Historia

In May 2022, the SER radio network recorded a programme on history of the Refectory of the Monastery of Santa María la Real with the sponsorship of Galletas Gullón. The objective of this collaboration was to highlight the importance of the history of the Palencia Mountain region and the evolution of the biscuit industry in the region.



### SEUR Foundation "Bottle tops for a new life" initiative

Every year, this initiative enables our employees to collaborate in the collection of bottle tops to be recycled. Through this SEUR Foundation project, we contribute to providing orthopedic treatment and material not covered by public health to children from vulnerable households.

### Promoting employment among people with disabilities with the AMICA Association

We continue to collaborate with the Amica Association for the social and labour market integration of people with disabilities through employment projects in the laundry, industrial clothing and environmental management sectors. The agreement enables both organizations to collaborate through joint projects which provide social and environmental value in the region and which enable people with disabilities to find jobs.







### "MODA RE" project by Caritas

In collaboration with Caritas Palencia, we have signed an agreement to place clothing collection containers in our Gullón and VIDA factories, thereby contributing to generating inclusive employment through the recycling and resale of clothes.

### Promoting Mental Health

We have signed an agreement with the Palencia Mental Health Association to jointly coordinate projects aimed at promoting the employment of young people with disabilities and advising and supporting employees. This initiative involves actively participating in prevention and awareness programmes on mental health in the Palencia Mountain region.



### Recognition of Red Cross volunteers

In December 2022, the Red Cross held an event to recognize the work of its volunteers from Palencia, to which Gullón was invited thanks to our continued support over the years and the efforts of our employees.

### "Imagen\_Igual" exhibition by FADEMUR

We collaborated with the Federation of Rural Women's Associations of Castilla y León by hosting this exhibition at the Gullón and VIDA production centres to raise awareness of the importance of equality between women and men.



### Training of unemployed people with CETECE

With the objective of training unemployed people, Galletas Gullón has been implementing a training programme in collaboration with CETECE since 2016. Galletas Gullón and CETECE (Grain Technology Centre of Castilla y León) train fifteen people in basic pastry operations as part of this training project for the unemployed that has seen the awarding of 280 certificates since it began seven years ago.

# 06

## COMMITMENT TO THE ENVIRONMENT



### 6.1 FIGHT AGAINST CLIMATE CHANGE

#### CARBON FOOTPRINT

In 2022, a new carbon footprint calculation and verification exercise was carried out for all of Galletas Gullón S.A., and for the first time we included “Scope 3: other indirect emissions” in the calculation. **This calculation is based on the emissions for 2021.** As a result, in 2021 our carbon footprint was **474,298 tons of CO<sub>2</sub>e.**

EMISSIONS	T CO <sub>2</sub> e	
	2020	2021
Scope 1: Direct GHG emissions	27.139	27.312
Scope 2: Indirect GHG emissions	12.329	16.355
Scope 3: Other indirect GHG emissions	-	430.630
<b>Total emissions</b>	<b>39.468</b>	<b>474.298</b>



It should be noted that in 2022 we received the seal of the Ministry for Ecological Transition and Demographic Challenge for the first time, for registering our carbon footprint on the institution’s registration platform.



## 6.2 PROTECTION OF BIODIVERSITY AND ANIMAL WELFARE

### | FREE-RANGE HENS: OUR COMMITMENT TO ANIMAL WELFARE



**We publicly commit  
to stop using eggs from  
battery-farmed hens by  
2025**

One of our major commitments as a company is to stop using eggs from battery-farmed hens by 2025. This is an objective that we are working on progressively and that affects all the ways that we use eggs in the Company. That is, the egg shell, liquid and derived products.

This decision implies that the quality of life of an estimated 600,000 hens per year will be improved. Part of the commitment acquired is to publicly report progress in this area. Of all the eggs consumed in 2022, 126,719 kg, were from free-range hens. That is, 11% of the total compared to 8% in 2021.

### | LAS LORAS GEOPARK



As a result of our commitment to protecting biodiversity, which represents a challenge in itself in our Aguilar Plan, in 2022 we renewed our collaboration agreement with the Las Loras Geological Reserve Association, through which we offer research grants of up to €4,000 each year, for projects that focus on protecting the biodiversity of the Las Loras Geopark, as well as on the conservation of geological heritage, territorial planning and the development of sustainable initiatives.



The logo for Gullón, featuring the word "gullón" in a white, lowercase, sans-serif font. The text is centered within a dark green rectangular background that has a vertical gradient, transitioning from a lighter green at the top to a darker green at the bottom.

**gullón**

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