



SUSTAINABILITY REPORT

May 2023 - April 2024

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ABOUT THIS REPORT

For BUFF®, the integration of shared value—social, environmental, and economic—into our business strategy has been central to our essence and philosophy from the beginning. This report, which combines our annual sustainability report with our NFRD (Non-Financial Reporting Directive) report, details our efforts and progress throughout FY 2023/24. This year of transformation saw us renewing our values, continuing to engage with the B Corp community, and advancing through our Do More Now sustainability program.

The structure of the report is based on our strategy, in accordance with the Act More, Protect More, Care More and Share More pillars.

For more information on the scope of the report, see Appendices' section 'Scope of application', on page 74.

If you have any questions about the information provided, please contact us via email at sustainability@buff.com.



INTRO

O1





1. A LETTER FROM OUR CEO

FY23/24 was a year of change for BUFF®. As we navigate our industry's ever-evolving landscape and move forward into the next chapter, I want to share some of the recent highlights and challenges we have faced.

This year, we successfully defined a new three-year strategic plan, setting clear goals and a vision for our future. This plan will serve as our roadmap, aligning our efforts and resources to ensure we are well-positioned to meet the demands of our industry. Additionally, we have streamlined our organization to enhance efficiency and foster innovation. This flatter structure encourages greater ownership and accountability at all levels, empowering all our employees to contribute more directly to our success.

I am particularly proud of how we have rekindled the BUFF® spirit within our teams. The enthusiasm and camaraderie we have cultivated are evident in our collaborative efforts and commitment to our common goals, creating a positive work environment fostering growth and resilience.

While we have made significant strides, we have also faced challenges. We are aware that several of our key accounts are facing financial difficulties, impacting our overall performance. We are actively working on strategies to support these accounts while diversifying our business to mitigate risks. We remain vigilant in assessing market trends and consumer behavior, innovating as is necessary to rekindle interest in our offerings.

Despite these challenges, I want to emphasize how proud I am of the Team's ability to revert the trend from losses to profits. This turnaround is a testament to our collective dedication and strategic adjustments made along the way.

We will embrace change and work together to navigate opportunities and obstacles as we look toward the future. Thank you for your hard work, commitment, and unwavering support. Together, we are building a thriving future for our company.

Warm regards,

A handwritten signature in black ink, appearing to read "DAVID CAMPS". It is written in a cursive style with a large, stylized initial 'D' and 'C'.

David Camps
Chief Executive Officer

BORN OUT OF A LOVE FOR ADVENTURE

Our founder, Joan Rojas, was looking for a protective solution to the sun, wind, and cold as he toured the country roads of Catalonia on his motorcycle. He tirelessly sketched and researched before landing upon the solution: a seamless microfiber tube.

Lucky for Joan, he was born in an area famous for textile manufacturing. In 1992, at his family's knitting factory - he produced the first samples of what would one day become our famous BUFF® neck gaiter. Word spread fast. This unique product was a game changer for outdoor lovers and soon fans were found everywhere.

Joan's spirit of invention and passion for adventure and the outdoors are still at the very heart of everything we do.

Images: Joan Rojas, BUFF® Founder





01.3 ON A MISSION TO INSPIRE A MORE CONSCIOUS WORLD THROUGH THE THRILL OF ADVENTURE

Today, BUFF® remains a family-owned company based in the heart of Catalonia. We focus on producing high-quality gear that is tough on adventure and easy on the planet. We offer an entire line of accessories, from caps to headbands and beanies to balaclavas, all designed to help people live more outdoor moments.

PURPOSE

To inspire a more conscious world through the thrill of adventure.

VISION

Be the leading brand in neckwear and key player in headwear, making everyone feel more connected to themselves, people and planet.

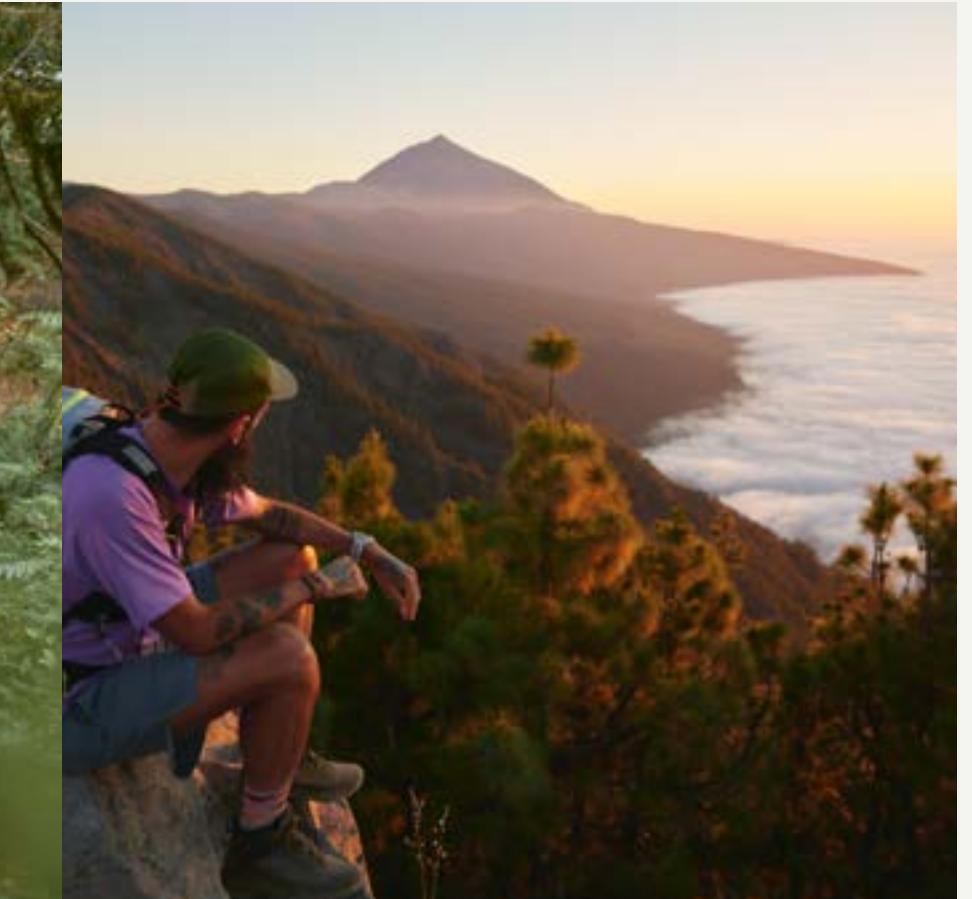
MISSION

For everyone to feel truly alive in their adventures by pioneering best-in-class, innovative and sustainable products which make a positive impact on the environment and our communities.



01.5 BUFF® VALUES

We are thrilled to announce that during this fiscal year we have renewed our corporate values with the goal of respecting our heritage, aligning with our present, and preparing us for the future. These values have been redefined including a representative sample of the whole organization across areas and regions.



WE CARE FOR PEOPLE

We take care of everyone with respect, equity and generosity, embracing each other's authenticity to enhance our best selves.

WE ARE PASSIONATE

We bring joy, playfulness and positivism, working with an optimistic mindset.

WE ARE INNOVATIVE

We dream big to grow in a sustainable and efficient way, with open mindset and resilience to feed our adventurous spirit.

WE TAKE OWNERSHIP

We empower people to raise the bar, lead and trust each other to take action with freedom, responsibility, accountability and rigor.

WE ACT WITH INTEGRITY

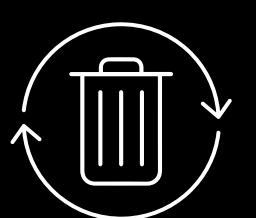
We are committed to behave according to what we say and believe, being honest, fair and consistent with our principles and values.



PRODUCT YOU CAN FEEL GOOD ABOUT

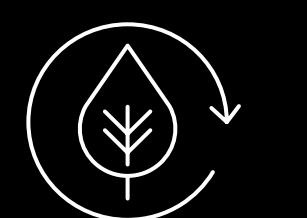


in 2023 we announced our B Corp certification with a score of 105.7, well above industry average.



LOW IMPACT

The seamless construction of our multifunctional neckwear creates zero fabric waste in the manufacturing process.



80%

of sales in 2023/24 came from more responsible materials, including recycled and natural materials.



47M

By the end of 2023, we recycled over 47 million plastic bottles into products.



CARBON NEUTRAL

In 2023, we achieved carbon neutrality in all our direct operations and are supporting a project to preserve the habitats of endangered species in the Yacumama Forest in Perú.

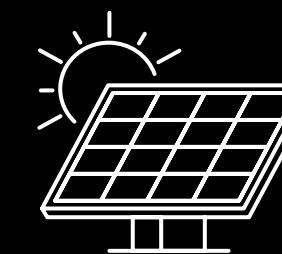
MADE IN BARCELONA



SUSTAINABLY MADE IN BARCELONA



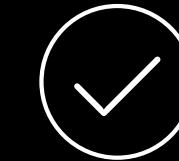
90% of all manufacturing happens in-house in our Barcelona factory.



The BUFF® in-house factory and headquarters is powered by 100% renewable energy.



In-house manufacturing allows us to easily pivot and create custom products on short timelines.

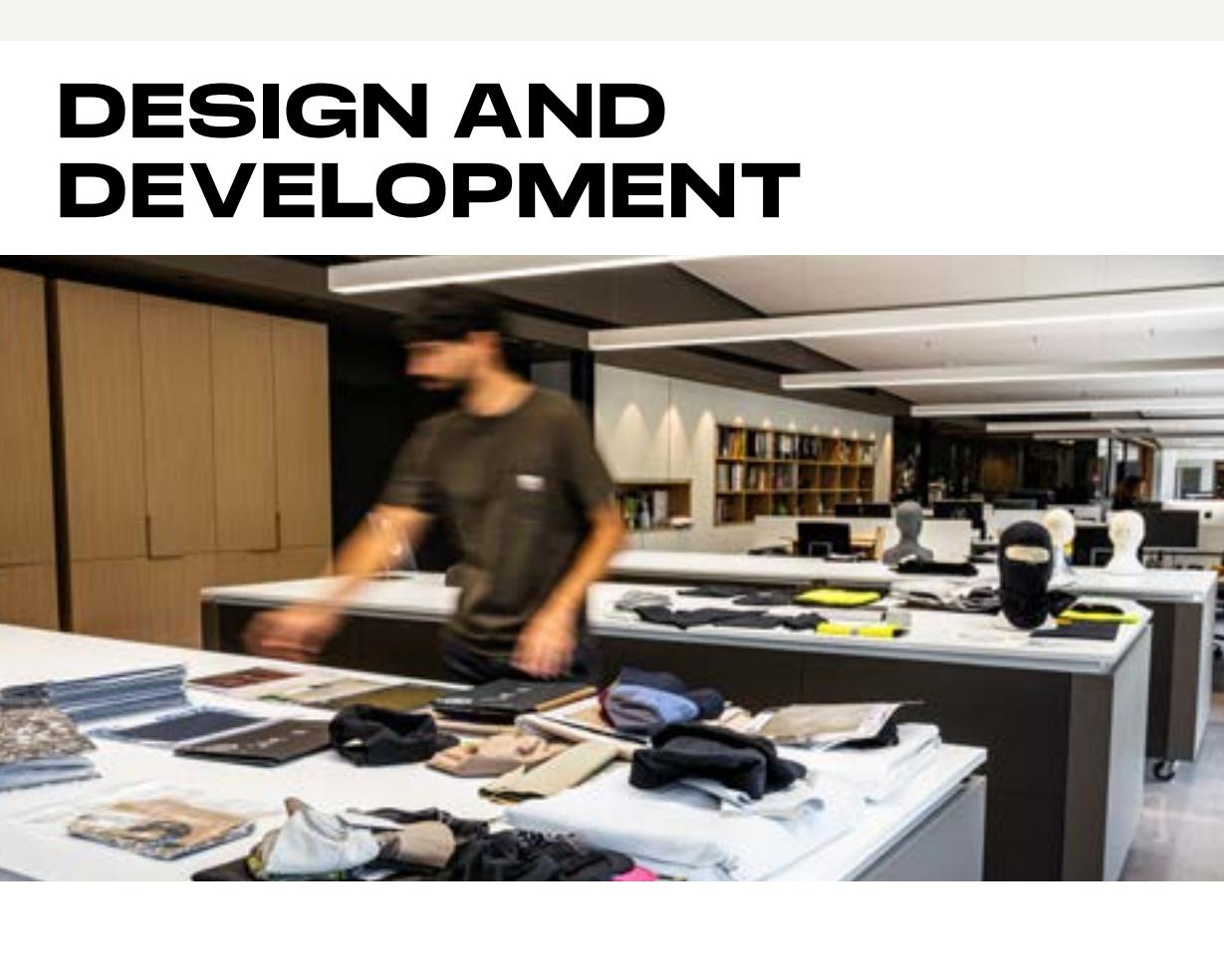


Highest quality comfort. We work with the finest fibers, materials, and technologies.



CONCEPT TO CREATION UNDER ONE ROOF

Located just outside Barcelona, our headquarters is a bustling design center, manufacturing factory, and distribution facility.



DESIGN AND DEVELOPMENT

Our in-house design, innovation and product team is the creative force behind each season's collection, meticulously crafting new product concepts and technologies. They start by conceptualizing ideas based on market trends, customer feedback, and their own vision. Through research, development, and prototyping, they ensure that every product not only looks great but also performs exceptionally.



MANUFACTURING

Right downstairs, our manufacturing team turns the design team's vision into reality. With precision and expertise, they handle every aspect of the manufacturing process, ensuring quality at every step. From cutting-edge machinery to skilled craftsmanship, our team ensures that each item meets our high standards before it reaches the hands of our consumers.

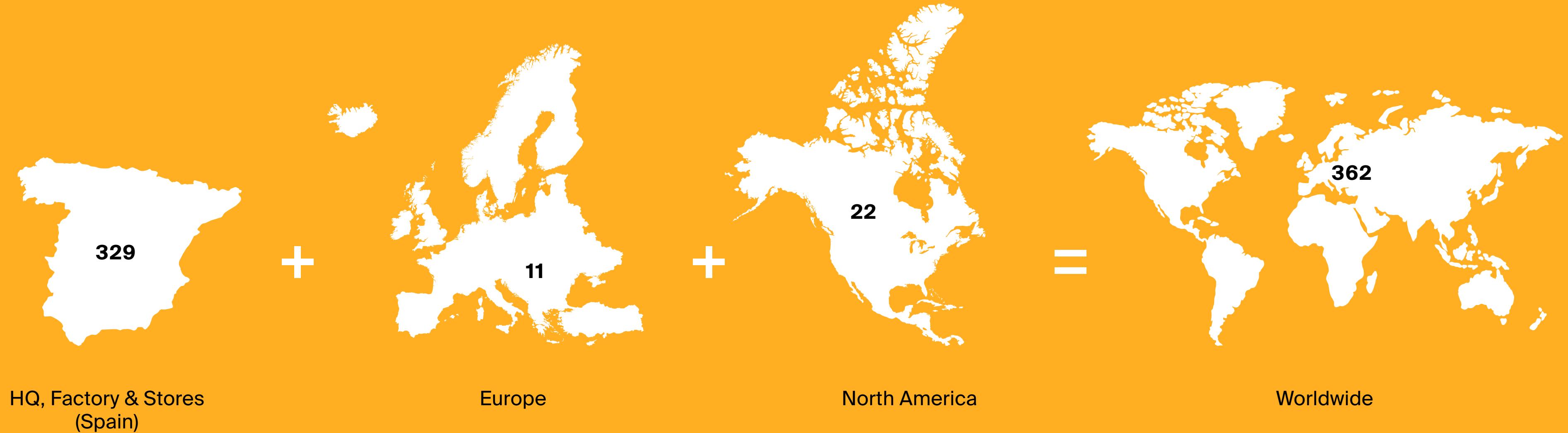


WAREHOUSE AND DISTRIBUTION

Our dedicated warehouse, housed within our combined headquarters and in-house manufacturing facility, efficiently distributes our products to 77 countries worldwide. This centralized approach gives us greater control over quality, environmental impact, and social standards. Here, our teams work in harmony to ensure our products are stored, prepared, and shipped to our customers.

01.9 SOME FACTS AND FIGURES ABOUT THE BUFF® GROUP

People



Clients

(Worldwide)



4.198 clients
77 countries
68 distributors

Suppliers



71/61%
Local



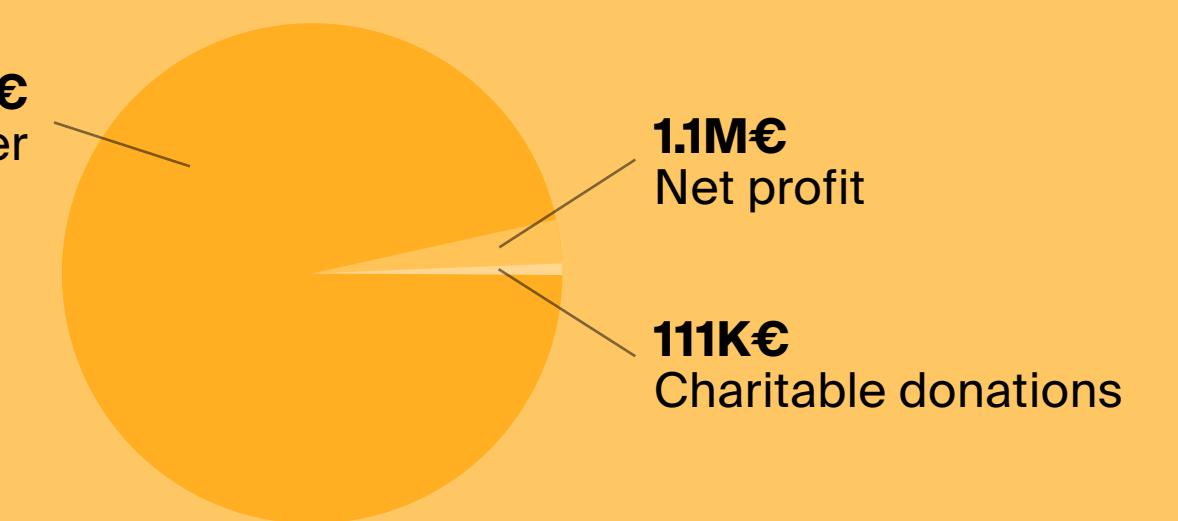
10/8%
National



36/31%
International

Accounts

44,6M€
Turnover



M: Millions of €
K: Thousands of €





2014 THE CITY ADVENTURE BEHINDS

Cozy knitted accessories that are functional and stylish. With the lifestyle collection, we are ready for outdoor adventures in the city.

2015 BLAZING A TRAIL IN THE PYRENEES

Our passions are sports and nature, so it made perfect sense to create an event of our own. Trail running, kids' run, yoga, Nordic walking and more - a family event for everyone. Since the first Epic Trail Event in 2015, it has become one of Southern Europe's most important mountain festivals.

2016 BIG IDEAS NEED ROOM TO GROW

Our ideas needed more space! Another 12.500 square meters expanded the head office to accommodate our growing, talented team and enable us to produce even more in-house.

2017 DO MORE NOW

We formalized our commitment to protect nature under the banner Do More Now. It manifests our intention to do more things now, not tomorrow. Acting responsibly, ensuring the highest quality of our materials, manufacturers and products, reducing our environmental footprint and creating a positive impact, protecting the things and places we love, caring for our community and sharing those values with our people. Actions have the power to shape the world: to create, build, improve and truly make a difference.

LIVE MORE NOW

Our lives are getting faster and faster. Sometimes so fast that we forget what really matters. We don't venture into nature to accomplish anything, we prefer to let nature conquer us. At BUFF®, we know true adventures are rarely productive and never perfect, but they can be found everywhere when you Live More Now.

2018 DON'T WASTE IT, WEAR IT

Our sustainable journey becomes unstoppable. Made from 95% recycled fabric, Repreve®, each of our iconic EcoStretch multifunctional neckwear pieces uses 2 clear plastic bottles that would otherwise go to landfill. Unfortunately, we may not be able to stop the plastic problem completely. Still, as we at BUFF® have already recycled 35 million plastic bottles into our products, we hope to have at least reduced it significantly.

ANOTHER GAME CHANGING INNOVATION

BUFF® joined forces with PrimaLoft® to develop Thermonet®, a new type of yarn that focuses on the needs of winter sports lovers. Thermonet® technology provides the ultimate protection against cold weather, a unique innovation in one accessory!

PACKABLE CAPS

So much innovation in just one cap! Who would have thought there could be so much know-how in a cap collection? Designed to fold up and snap back easily, wear it or stuff it in your pack for later, our packable caps keep their shape and are ready when you are for that next adventure.

FAREWELL TO A LEGEND. RIP JOAN

We said our final goodbye to Joan Rojas. Inspiration, passion, and courage – you embodied all these values and created a path for us to follow. Your legacy lives on, in everything we do.

TREAD LIGHTER, TREAD FASTER

Made in Barcelona, the 360° reflective Dryflx collection brought a new dimension to performance with an innovative fabric for urban runners, improved to include a combination of recycled plastic bottles and natural fabrics.



2021 PROTECT OUR WINTERS

Sustainability is at the heart of what we do, but now more than ever, the natural world needs our protection, and we believe every one of us has a role to play. That's why we are gold partners with Protect Our Winters (POW) in the fight to preserve the outdoor playgrounds that inspire us.

2022 B CORP: USING BUSINESS AS A FORCE FOR GOOD

We joined the B Corp Community, a global group of companies committed to working collectively to change economic systems and meet the highest social and environmental performance standards.

2023 BRINGING IT ALL BACK HOME

The future belongs to us! We are on a constant journey of innovation and improvement, so bringing our cap production home to Igualada is another step in reducing our carbon footprint and investing in our local workforce. Helping rejuvenate the textile traditions in the area our company began is one more step toward a sustainable future for all.

2024 VALUES

We are thrilled to announce that during this fiscal year we have renewed our corporate values with the goal of respecting our heritage, aligning with our present, and preparing us for the future. These values have been redefined including a representative sample of the whole organization across areas and regions.



01.11 TRANSPARENCY AND GOVERNANCE

BOARD OF DIRECTORS

Ginesta Florida S.L.,
represented by *Elisabet Vives - President*

César Gibernau,
Secretary

David Camps,
Vocal

Cristina Rojas,
Vocal

Harald Kouwijzer,
Vocal

BLT (BUFF® Leadership Team)

David Camps,
Chief Executive Officer

Amy Olive,
Director of Global Marketing

Anna D'Alessandro,
Strategy & Transformation Manager

Carlos Piera,
People Director

Danae Malet,
Product Director

Elisabet Torras,
DTC Digital Sales Director

Harald Kouwijzer,
Chief Financial & Corporate Services Officer

Joe Brunetti,
NA General Manager

Maria Carme Valls,
Chief B2B Sales Officer

Raquel Bernadas,
Supply Chain & Sustainability Director

Sergi Valero,
Chief Information Officer

SHAREHOLDER DISTRIBUTION

Ginesta Florida S.L.
68.51%

Mount Cook, S.L.
9.60%

Treasury Stock
8.04%

Other Minority Shareholders
7.00%

CTD, S.L.
3.90%

Haliko Siri Scott, S.L.
2.94%



SUSTAINABILITY

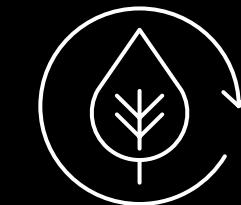
02

02.1 KEY 2023/2024 SUSTAINABILITY MILESTONES



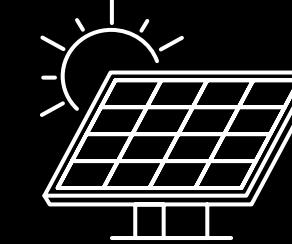
90%

90% of all our manufacturing happens in-house in our factory in Barcelona. Allowing us increased control over quality, environment, and social standards.



77%

77% of sales in 2023/24 came from more responsible materials, including 85%+ recycled and natural materials.



100%

Our in-house factory and headquarters is powered by 100% renewable energy.



47M

By the end of 2023 we had recycled over 47 million plastic bottles to make our products as sustainable as possible.



POW*, EOCA: These are some of our longest-starting charitable partnerships (we've partnered with EOCA for over 10 years and with POW for over 5).

B Corp: At the end of 2022 we joined the global movement for more inclusive business.

29%: Of electricity in our HQs was self-generated in 2023/24 through 1,060 solar panels in our roof.

We're Carbon neutral: In 2023/24 in our own operations (Scopes 1 and 2).

69%: 69% of suppliers in 2023/24 were hyper-local or national.

*POW refers to the Protect Our Winters association and EOCA to the European Outdoor Conservation Association.



02.2 PROGRESS 2023/24

2023/24 has been a year of progress. In April, we created the Sustainability Committee. And through the year, we built our Strategic Sustainability Plan, outlining a path to 2035. Short term action were implemented while mid some are in progress and others will be taken place the next fiscal year and so on.

In addition to the strategic plan, we have also defined a Theory of Change for the impact we'd like to accomplish. The ultimate goal BUFF® aims to accomplish through its strategic Sustainability work is “Regenerating the environment and key communities to help them flourish and thrive in a livable world through our brand platform.” Below is a summary of this logic model and our vision for 2035.

Our planned work			Our intended impact	
INPUT	ACTIVITIES	OUTPUTS	OUTCOMES	IMPACTS
Includes inputs from our Purpose Activation Policy, such as donating a % of net benefits to sustainability causes, time from day-to-day roles, and volunteering. Other resources include our materiality and operational waste analysis to understand better what should be repurposed.	Activities include the operationalization of our Sustainability Strategic Plan, including the launch of key flagship projects and aligning sustainability objectives across the company.	As an output, BUFF® gets to be an official part of the B Corp community, minimizes environmental impact – waste, GHG, biodiversity, among others – and increases social impact – DEI, supply chain, among others.	As the outcome of its work, BUFF® becomes a business that gives more than it takes, contributing to a regenerative culture that drives day-to-day action.	We will measure our impact through progress towards a regenerative environment and support for the communities we serve, while working towards our corporate mission of creating a more conscious world through the thrill of adventure.

In 2024/2025, we look forward to consolidating our plan and actioning more actions. Some strategic actions for the next fiscal are: implementing an ESG reporting platform, increasing our product impact measurement and resuming the calculation of scope 3 of our carbon footprint. The plan is not static, and we look forward to evolving it as we and science evolves.

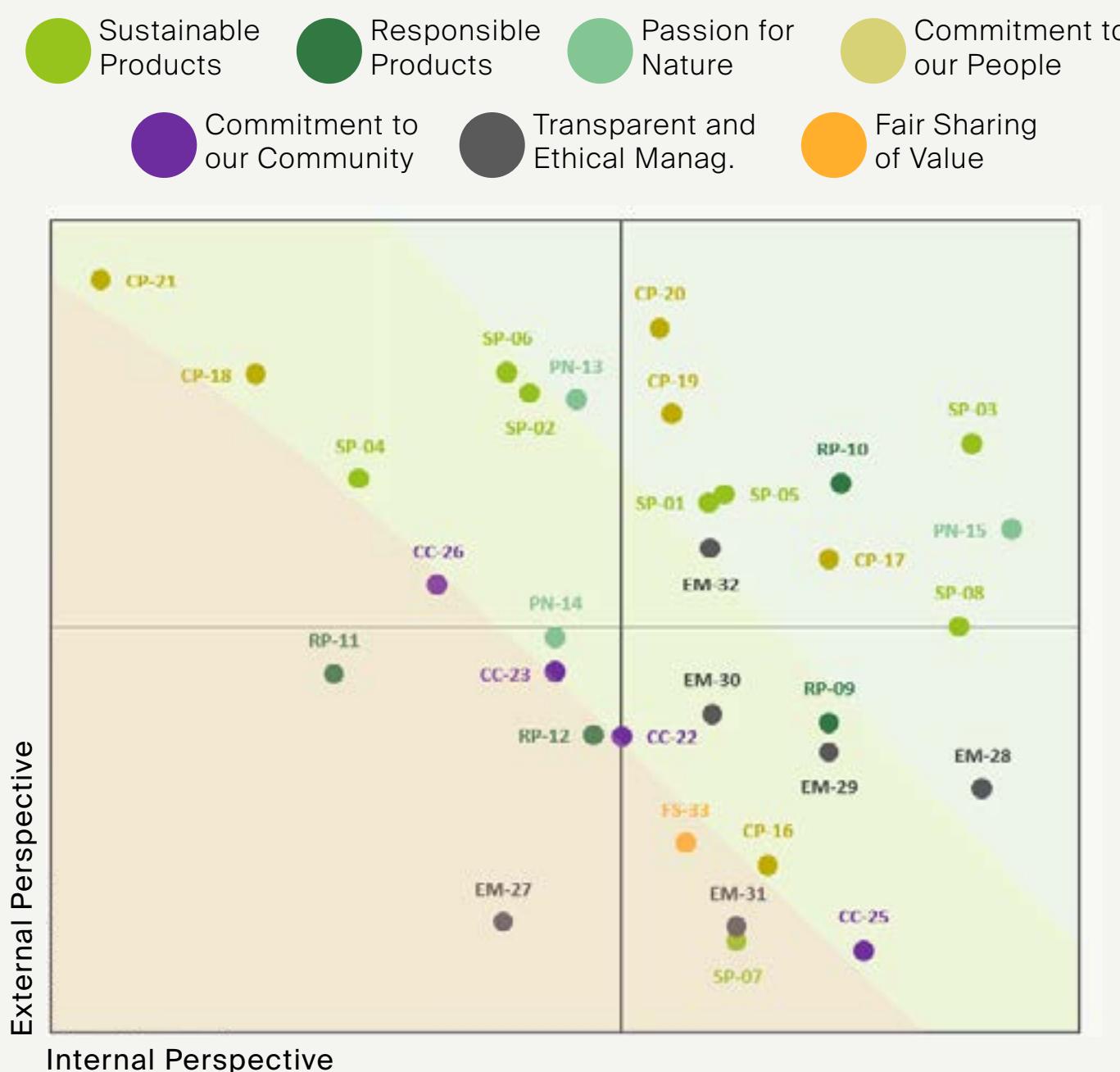
02.3 MATERIALITY ANALYSIS RESULTS

At the end of FY 2021/22, we conducted a Materiality Analysis to identify the material risks and opportunities for BUFF®. The evaluation included environmental and social topics based on their importance to our stakeholders and their impact on the business.

These assessment's results helped define and guide the priority topics that BUFF® should include in its action plan. These are recycled and sustainable materials, climate change and emissions, circularity, nature protection, and employee-related issues such as equality, inclusion and fair remuneration.

BUFF® has already worked on some of these topics. For instance, we have been working on the progressive transformation of our products to use certified recycled or sustainably sourced natural materials and internalization of processes and products to manufacture into our headquarters.

MATERIALITY MATRIX



HIGH PRIORITY		MEDIUM PRIORITY		LOW PRIORITY	
SP-03	Recycled and sustainable materials	SP-06	Less toxic or polluting technologies	CC-26	Sustainable development of the textile industry
PN-15	Climate change and carbon neutrality	SP-02	Product performance	RP-12	Chemicals and toxicity management
RP-10	Emissions and energy consumption	RP-09	Waste management and production circularity	FS-33	Profit sharing
CP-20	Equality and inclusion	EM-29	Supply chain traceability	EM-31	Product impact transparency
SP-08	Product and packaging circularity	EM-30	Ethical, transparent and long-term supplier relations	SP-07	Eco-design, creativity and innovation
CP-19	Worker's fair remuneration	PN-14	Consumer environmental advocacy	RP-11	Water usage
CP-17	Work-life balance	CP-18	Health and safety	EM-27	Ethical and transparent business practices
SP-05	Ethical and socially responsible materials	SP-04	Environmental impact of using our products	CC-24	Local talent
SP-01	High quality and durable products	CC-23	Local purchasing and supplier realtions		
PN-13	Protecting wildlife and biodiversity	CP-21	Human and labour rights		
EM-28	Business model growth and profitability	CP-16	Talent attraction, retention and delevopment		
EM-32	Consumer satisfaction	CC-25	Local community investment and donations		
		CC-22	Promoting a healthy and outdoor lifestyle		

To build our Materiality Matrix, we engaged a number of internal and external stakeholders and included them in the consultation. Internal stakeholders included employees, the BUFF® Leadership Team (hereinafter: BLT) and the board.

External stakeholders included key customers and suppliers. Stakeholder engagement is a key part of our process at BUFF® and our commitment to B Corp standards and ethics, as shown on the section 'B Corp Assessment and Points'.



02.4 DO MORE NOW

Based on the premise that actions have the power to shape the world, we created the "Do More Now" sustainability strategy. It manifests our intention of doing more things now, not tomorrow. Our approach ensures using the highest quality materials, manufacturers, and products to reduce our environmental footprint and create a positive impact. By applying this philosophy to how we think about people, projects, and processes, we will make a better world today and help elevate our actions tomorrow.

We recognize we have a long way to go and are committed to working as a global organization while respecting the environment, promoting creativity and diversity, and pursuing the well-being of our employees and society. Under this framework, and to implement the "Do More Now" strategy into the organization, we focus on four main pillars of action:

Pillar	Act More Our commitment to constantly look for and apply methods to minimize our environmental impact throughout the whole supply chain.	Protect More Promotes our passion for nature by contributing to projects and associations that protect our resources and the places we play.	Care More A promise to work tirelessly to improve the well-being of both our employees and the community as a whole.	Share More Our way of promoting equality among our people, stakeholders, and society.
Strategic Commitment	<ul style="list-style-type: none"> • Create more sustainable products • Ensure responsible production 	<ul style="list-style-type: none"> • Promote our passion for nature. 	<ul style="list-style-type: none"> • Commitment to our people • Commitment to the community • Transparent and ethical management 	<ul style="list-style-type: none"> • Share our value fairly
Page	21-35	36-43	45-66	68-69

02.5 B CORP ASSESSMENT AND POINTS

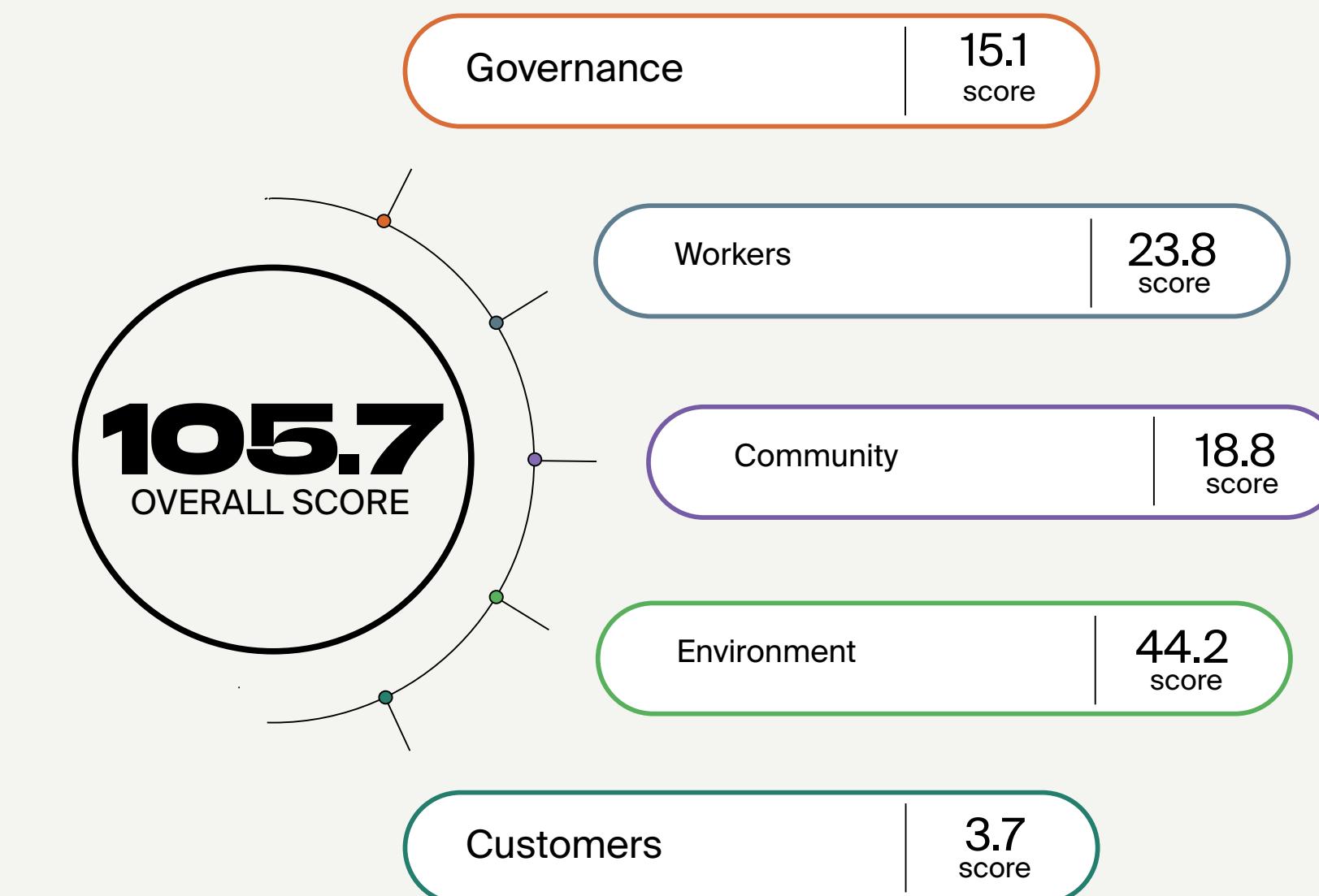
At the end of 2022, BUFF® reached the goal of officially becoming part of the B Corp movement. We are glad to be part of a community of over 6,250 companies that share a common goal: to positively impact both the planet and society.

B Corp provides a comprehensive framework that evaluates companies as a whole and is based on high social and environmental standards. BUFF® achieved 105.7 points in this first round of certification, as detailed by category

in the graph. These points were partly awarded thanks to the identified Impact Business Models, which are Environment-related: first, Resource Conservation, and second, Toxin Reduction/Remediation.

Since then, we have been making progress with the goal of being the best company we can be for the planet and people. Consequently, we hope to increase the number of points earned in the next B Corp certification, which will take place in 2025.

B CORP CERTIFICATION SCORECARD





The process of acquiring B Corp status has pushed BUFF® to implement policies ensuring the standards set are maintained as our business grows and evolves. These were implemented during FY2022/2023.

All policies were developed with the relevant departments and validated by the GEC. The policies have different owners depending on the topic. BUFF® has defined an annual process of review and

continuous improvement of all policies to ensure compliance with principles and commitments.

In addition, BUFF® will evaluate the progress towards the goals of the policies through a systematic report of indicators, as well as being transparent with stakeholders and reporting such progress in its Sustainability Report.

Policy	Act More	Protect More	Care More	Share More
Purpose Activation Policy: includes a description of the commitments linked to BUFF®'s community and planet impact strategy.	●	●	●	●
Procurement Policy: includes commitments to the inclusion of ESG criteria in BUFF®'s supplier selection processes.	●	●	●	
Global Logistics Policy: includes BUFF®'s commitments to limit the environmental impact of logistics processes.	●		●	
Climate Change Policy: includes BUFF®'s commitments to contribute to climate change mitigation.	●	●		
Global Mobility Policy: includes actions to limit and monitor the mobility of BUFF® employees to reduce the environmental impact.	●	●		
Customer Satisfaction Policy: includes the criteria to cover in consumer satisfaction evaluation surveys (B2B & B2C), incorporating a sustainability approach.	●		●	
Warranty and Returns Policies: include the details of the warranties and returns in the markets where BUFF® operates.	●		●	
Ethical Marketing Policy: includes the commitments BUFF® makes to create advertising content in line with the sustainability strategy.		●	●	
Professional Development Policy: includes a description of all the actions BUFF® implements to promote the professional development of talent.			●	
Remuneration Policy: includes a description of the elements that are part of the BUFF® compensation system (salary and other benefits).		●	●	

On the following pages you can see the progress we have made during the FY 2023/24 in all the pillars of Do More Now: Act More, Protect More, Care More and Share More.



ACT MORE

O3



Nature is at the core of everything we do, and we consider it one of our primary stakeholders. While we acknowledge that we are not perfect and always learning, we are committed to giving back to the environment by reusing, reducing, and recycling materials in our production process.

Act More represents our continuous effort to seek and implement methods to minimize our environmental impact across the entire supply chain.



03.1 SUSTAINABLE PRODUCTS

03.1.1 HIGH QUALITY AND DURABILITY

At BUFF®, we not only offer the highest quality products, but we also go further by verifying and certifying that quality. Our internal quality laboratory tests raw materials and products on-site, allowing us to personally analyze product quality. Additionally, we continuously collaborate with external specialized laboratories to verify and certify the high quality of our products.





BUFF® PRODUCTS ARE CERTIFIED BY OEKO-TEX®

Ensuring the high quality and durability of BUFF® products has always been a priority. We renewed the OEKO-TEX® Standard 100 certification for all in-house production at our HQ during FY 2023/24. This renewal includes our four Kids and Adults licenses, covering products with over and under 20% recycled content.

By renewing this certification, we ensure that our products are free from PFAS and comply with both European and American regulations. This update guarantees that our offerings meet the highest safety and environmental standards.

Adult >20% recycled



Class II Kids >20% recycled



Class I Adult NOT recycled



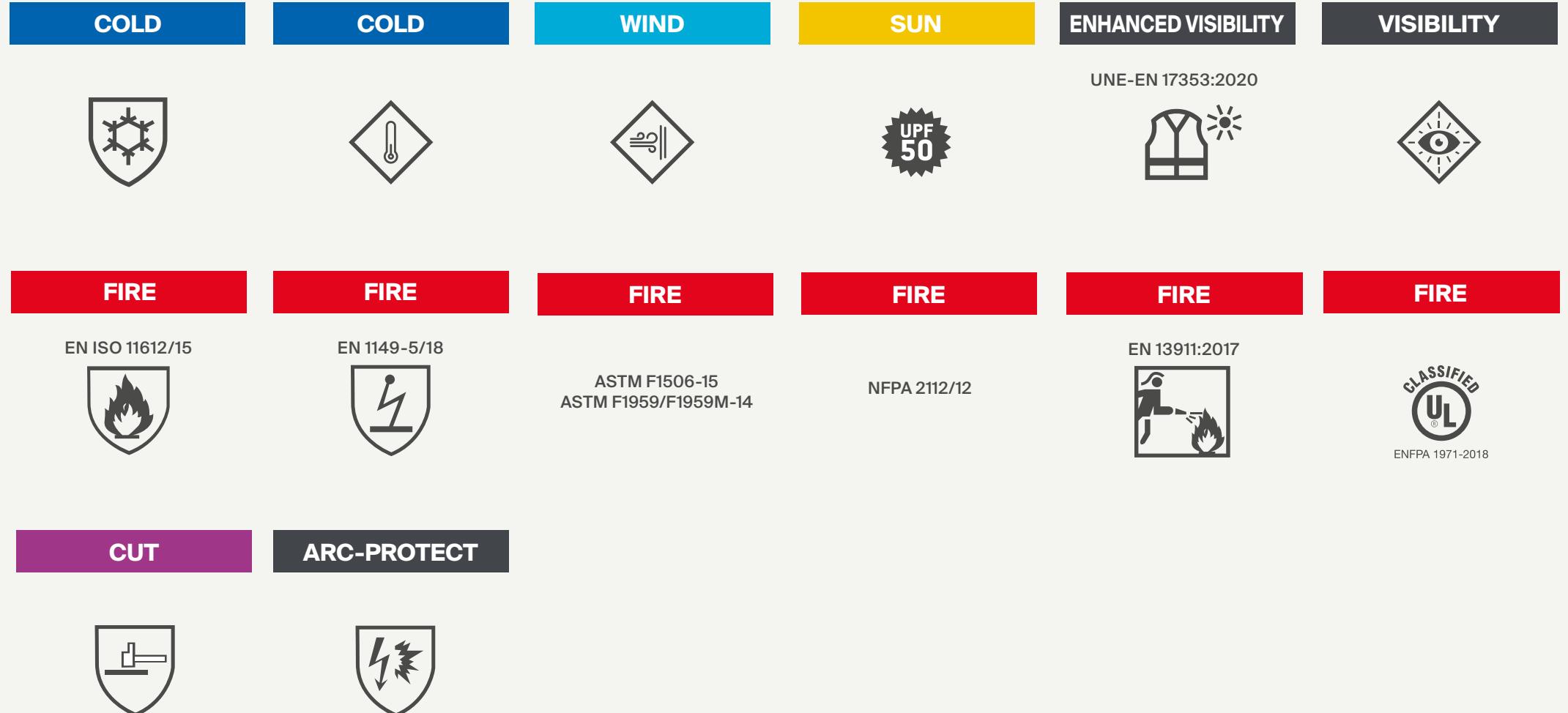
Kids NOT recycled Class I



SAFETY: products with a safety guarantee

Since 2007, our Safety business line dedicated to occupational health and safety products has consistently expanded in both the number and variety of items offered. We have now launched our new 2024 catalogue, which features a permanent collection that will be reviewed annually to incorporate new developments.

Safety product certifications are conducted by external laboratories and adhere to various standardized guidelines based on the protection our products offer against cold, wind, fire, and other risks. All products in the catalogue are certified under European standards as Personal Protective Equipment (PPE).





03.1.2 RESPONSIBLE MATERIALS

The origin of our materials and the traceability of our products, starting at the point we source the raw material, are central to ensuring responsible materials for both society and the environment. Before the raw materials arrive at our installations, they are transformed at their source by our suppliers. The relationships we maintain with all of them is vitally important for BUFF®.





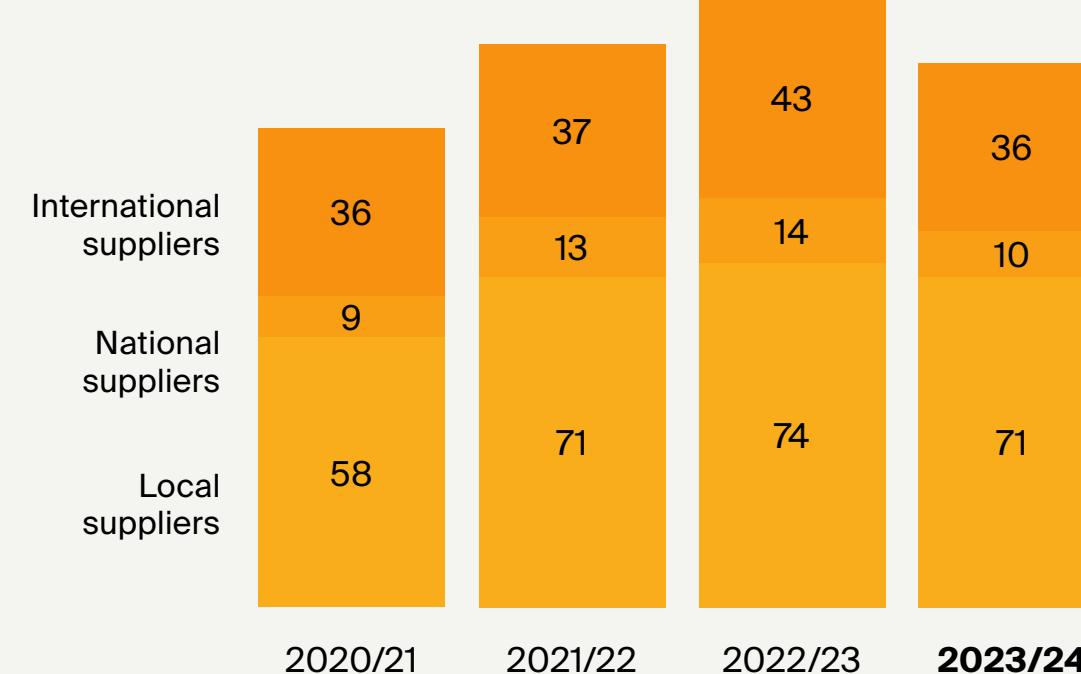
Suppliers

At BUFF® we take great care of our relationship with our suppliers. Last fiscal year we defined a Procurement Policy aligned with our values and objectives with the aim of ensuring that all our suppliers comply with the established requirements.

BUFF® has been conducting an annual supplier evaluation for over a decade. The evaluation includes environmental, social, and quality variables, among other things. The close relationship and trust that unites us with our suppliers is also guaranteed by onsite audits to detect risks and possible new synergies.

Furthermore, all significant suppliers must adhere to the BUFF® Supplier Code of Conduct, making a commitment to respect human rights, applicable regulations and laws, the freedom of association, and respect for the environment. This code is the reflection of a framework of mutual understanding, which allows us to maintain stable and lasting commercial relationships with the objective of achieving continuous improvement in purchasing processes based on excellence.

We keep committed to local and national suppliers. This year, local and national suppliers made up 69% of our supplier base, keeping the KPI to a similar level to 2021/22, when we made a significant jump in terms of increasing our local supplier base.



**Figures for 2020/21 and 2021/22 have also been updated due to the automation of the calculation of this KPI and improved reliability.*

Certification of materials

As with our suppliers, the design, strategic sales, and quality departments are particularly vigilant when it comes to choosing the best materials for the brand's products. The ACT MORE program, among other initiatives, means evolving towards a production process with more sustainable materials by transitioning from virgin materials to recycled resources of synthetic fibers (polyester and polyamide) and by using more natural fibers in our products.

In order to guarantee the traceability and quality of BUFF® raw materials, our wool suppliers must ensure mulesing-free extraction of Merino wool, protecting animal welfare. As far as recycled polyester is concerned, BUFF® suppliers work with GRS (Global Recycled Standard) certified fiber.

Localization and internalization

In FY 2023/24, 90% of BUFF® products were manufactured in-house at our Igualada HQ, in the Catalonia region of Spain. In the coming seasons, we intend to increase the percentage of internalized and localized products. Increasing the localization and internalization of products allows us to improve our control of products, guarantee quality, secure the supply of raw materials, and reduce the impact of our carbon footprint both for purchased goods and services such as transportation.

In SS23, a big effort was made to bring new cap models previously Made in Asia (Go Visor and 5 Panel Go Cap) to be manufactured in our Igualada HQ.

**Key****Natural and recycled materials**

FY21/22 = AW21/22 + SS22
 FY22/23 = AW 22/23 + SS23
 FY23/24 = AW 23/24 + SS24

	% SKUs (FY 2021/22)	% SKUs (FY 2022/23)	% SKUs (FY 2023/24)
Products with +85% of recycled materials	52%	43%	44%
Products of natural origin	12%	15%	16%
TOTAL	64%	58%	60%

	% sold units (FY 2021/22)	% sold units (FY 2022/23)	% sold units (FY 2023/24)
Products with +85% of recycled materials	63.8%	61.2%	57.3%
Products of natural origin	14.7%	18.8%	19.7%
TOTAL	78.5%	80%	77%

The data presented in these graphics corresponds to activity during the fiscal year, including sales from May 2021 to April 2024. Regarding references (SKUs), FY 2023/24 includes data from that year's catalogue, made of the collections AW2023/24 (Autumn Winter 2023/24) and SS24 (Spring Summer 2024).

In BUFF®'s Climate Change Policy, the company commits to increase the percentage of BUFF® products either made with more than 85% of recycled materials or made of sustainable origin natural materials by 2030.



With the incorporation of certified recycled polyester into BUFF® products, by the end of 2023 we had given new life to more than **47 million** single-use plastic bottles*.



In 2022/23, we introduced Polar Bio for solid colors in our new knitted categories, featuring recycled materials made in Spain, and added two new merino families: Merino Move Beanie and Neck, and Merino Wide Hb. We are committed to offering high-quality products made with sustainable materials and aim to increase the percentage of both indicators over the next few years. This commitment is reflected in our Climate Change Policy and our new Sustainability Strategic Plan, which extends until 2035

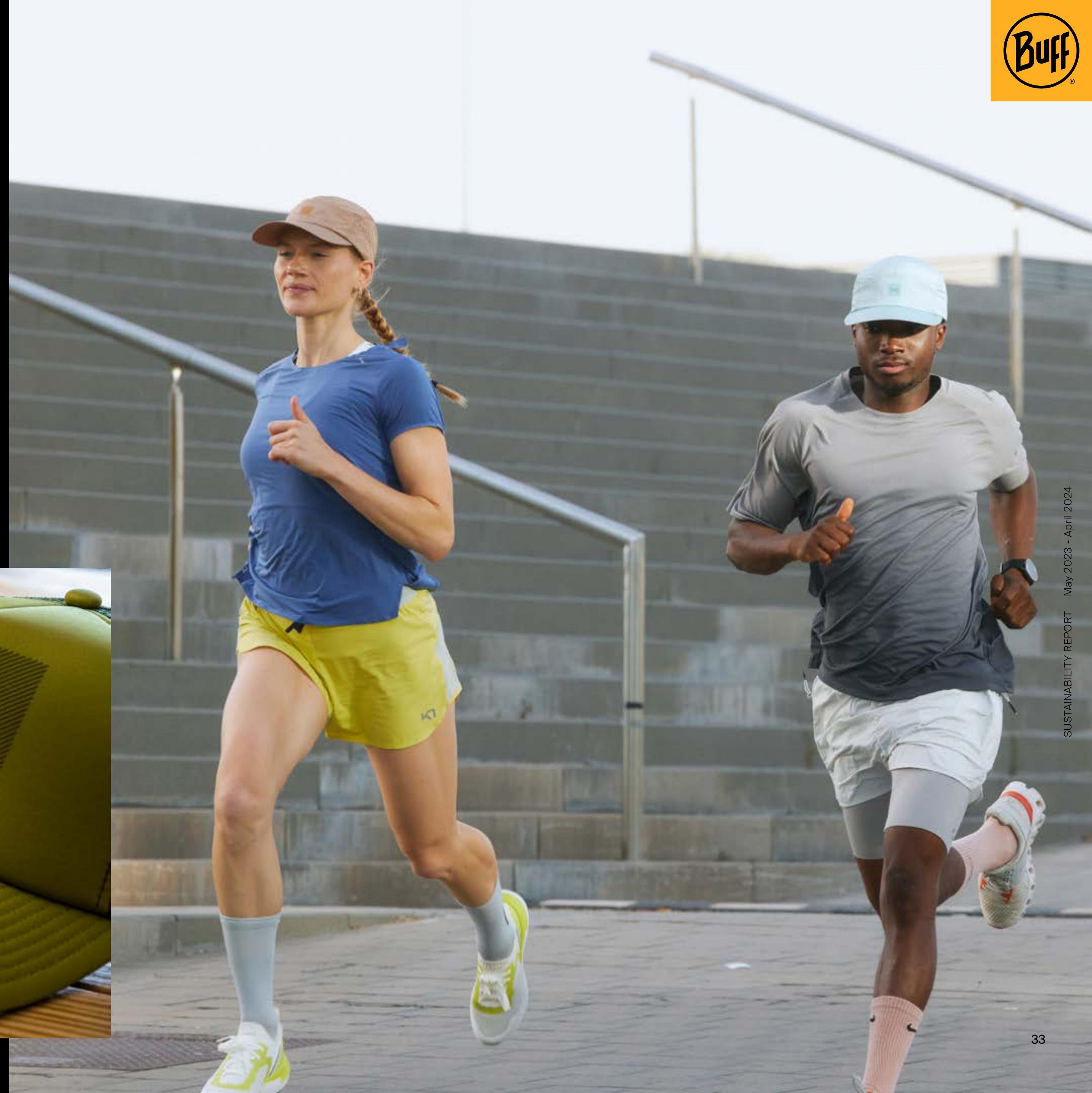


In 2023/24, we expanded our collection with more knitted beanies and neck warmers made in Spain using natural materials, such as the Drisk organic cotton beanie, and incorporating recycled materials in some cases. We introduced new merino products, including an updated Merino Fleece family and an Active Merino Beanie. In the technical category, we launched new neckwear items: Mountain Bandana and Polar Switch. For caps, we strengthened our in-house production with a new model, the 5 Panel Air Cap. Additionally, we launched a new capsule collection with a percentage of the revenue donated to the Surfrider Foundation.



03.1.3 ONGOING INNOVATION

We understand sustainability as a system with dependencies and complexities. Working with recycled and natural materials is a first step, to continue down this path, we must continue to invest in ongoing innovation projects. Our team works to seek out new technologies and innovative fabrics that respect, and improve, our environment and society.



2023/24 INNOVATIONS

PACK SPEED CAP

MADE IN BARCELONA

We have relaunched the oldest cap in our portfolio, the Pack Speed Cap into a refreshed version with an improved shape and fit. The visor has been changed to a still flexible but improved visor that has a better shape recovery after packing. A thin fabric with great moisture wicking properties has been selected, and laser cut holes on the lateral panels allow for an enhanced airflow. The back closure has also been redesigned thinking of the user's comfort when wearing the cap backwards, and a higher ponytail port has been included to provide a better location for those wearing a tie.



MERINO LIGHTWEIGHT HEADBAND

MADE IN BARCELONA

Following our responsible merino standards, we have expanded our 100% mulesing free Lightweight Merino line to introduce the lightest headband made of natural materials.



03.2 RESPONSIBLE PRODUCTION

03.2.1 BEST CIRCULAR AND ECOLOGICAL PRACTICES

BUFF® waste

Within the framework of ISO 14001, we continue our commitment to waste management aimed at minimizing generation and maximizing recovery within our manufacturing processes. All waste is responsibly managed by specialized companies and waste managers.

In the past fiscal year 2023/24, we achieved a decrease in our non-hazardous waste units, attributed to our sustained lean culture which reduces material handling and minimizes the risk of obsolescence. Quality improvements also played a significant role, resulting in a 66% reduction in defective units, thereby positively impacting waste management practices. Our efforts in waste management also include the proper destruction of obsolete materials.

Conversely, hazardous waste increased notably due to higher volumes of ink containers and contaminated clothes. Equipment malfunctions in our printing processes during this fiscal year contributed to increased generation of contaminated clothes and containers.

Looking ahead, our commitment persists in applying lean principles to enhance efficiencies and minimize waste management requirements. Furthermore, we will continue advancing our product development process by integrating eco-design principles, thereby bolstering our sustainability objectives and promoting circular economy practices.

NON-HAZARDOUS WASTE MANAGEMENT

	2023/24	2022/23	2021/22	2020/21
Transfer paper (kg)	60.190	88.540	93.930	217.085
Paper and cardboard (kg)	50.080	67.230	71.850	135.745
Plastic (kg)	6.680	8.100	7.120	10.400
Wood (kg)	1.960	6.200	8.702	23.389
Fabric (kg)	30.150	25.350	24.600	18.460
Wood Pallets (kg)	5.290	3.162	3.186	
Scrap (kg)	1.600	3080	12220	1140
Units Produced	4.167.789	4.947.237	5.351.996	10.547.797
Non-Hazardous Waste (kg/u)	0,037	0,040	0,042*	0,038

HAZARDOUS WASTE MANAGEMENT

	2023/24	2022/23	2021/22	2020/21
Contaminated cloths (kg)	724	568	908	515
Ink packages (kg)	638	532	800	1.323*
Fluorescents (kg)	19	16	20	34
Printing ink (kg)	247	416	905	344
Aerosols (kg)	3	5	19	0
Solvents (kg)	0	0	39	0
Batteries (kg)	0	0	18	0
Units produced	4.167.789	4.947.237	5.351.996	10.547.797
Hazardous Waste (g/u)	0,391	0,311	0,506*	0,210

* These indicators have been updated since the EINF/NFRD report from 2021/22, as an error was reported 2 years ago.



BUFF®, certified quality

Certifications are valuable tools for continuous improvement and assist us in seeking new opportunities in our processes and products. In this regard, we have been recertified for ISO 9001 and ISO 14001 every year since 2009, aligning with these internationally recognized standards in quality and environmental management.



**ISO 9001: 2015
ISO 14001: 2015**

03.2.2 MINIMIZING THE IMPACT OF OUR FACILITIES

We have implemented and certified the ISO 14001 environmental management system. This enables us to establish a continuous improvement framework based on measuring, monitoring, and setting objectives to reduce our environmental impacts.

Energy consumption and our photovoltaic panels

We are committed to reducing our electricity consumption and using renewable electricity sources exclusively. All the electricity we use is sourced from renewable sources. Thanks to our more than 1,000 photovoltaic panels, we are able to significantly contribute to meeting our electricity needs.

In addition, we no longer maintain physical offices in the UK and Germany, transitioning to a telecommuting model. Consequently, our energy consumption in these regions has ceased. Below is a breakdown of our energy consumption across remaining facilities:

Facilities	Energy consumption (kWh) FY23/24	Energy consumption (kWh) FY22/23	Energy consumption (kWh) FY21/22
BUFF® HQ	1.269.090	1.326.172	1.233.257
BUFF® Canada	9.430	10.698	9.228
BUFF® USA	48.313	52.889	45.995
BUFF® Germany	N/A	4.973	4.873
BUFF® UK	N/A	1.097*	1.672

* Scope: BUFF® France and Italy do not have a physical location. Germany and UK are in the same situation starting from FY 23/24.

For years, our HQ and internal production processes have only consumed electricity from direct renewable sources or a warranty of origin.

In the 2023/2024 financial year, we reduced our energy consumption by 5% due to lower production. This year, as in the previous year, we self-generated 27% of the energy consumed thanks to the 1,060 photovoltaic panels installed on the roof of our headquarters and factory.

95% of electricity at group level came from renewable sources (29% self-generated from HQ)



03.2.3 ELECTRICITY AND ENERGY EFFICIENCY

Electricity indicator* →0,3045 kwh/unit produced

This indicator has increased by 13.59% compared to last year (2022/2023), when it was 0.26806. The rise in the KPI is linked to a 16% decrease in production. Our recurring energy costs are 30% for office operations, with additional significant costs for running the factory. Although we are using less energy overall compared to last year, the energy consumption per unit manufactured has increased because we are unable to distribute the energy load proportionally.

*HQ indicator



Some actions have been carried out during FY 2023/24 to improve our energy efficiency:

- **Adjust lighting in the manufacturing facility:** 100% of lights work with self-regulating LED lighting, depending on outside light levels.
- **Comprehensive control on connection-disconnection:** 'on-off' hours of the production equipment and general site, according to the various company working shifts, to optimize energy consumption.
- **Boiler temperature adjustment:** the working temperature has been lowered to 65° in the water supply to use less energy for heating, as we do not need to operate the boiler at higher temperatures.
- **Adjustment of climate-controlled areas in offices:** the climate control is regulated based on the location of people, avoiding climate control in areas where there are no workers present.



03.2.4 WATER MANAGEMENT IN OUR FACILITIES

Water is primarily used for domestic purposes within our facilities, with the only operational use occurring in the laundry section for production purposes. As part of our commitment to best practices, we rigorously monitor water consumption and continually strive to enhance water efficiency. This year, several initiatives have significantly contributed to reducing our water consumption, as reflected in the following KPI:

- Reduction of irrigation across our facilities in response to local drought conditions.
- Cessation of washing one of our highest-volume products, lightweight merino neckwear.
- 40% decrease in units processed in the laundry section.
- Reduction in the number of personnel within the production team compared to last year.

Facility	Water consumption (m³) 2023/2024	Water consumption (m³) 2022/2023
BUFF® HQ	2.631,00	3.380,00
BUFF® Canada	53,00	85,30
BUFF® USA*	452,78	293,99
other BUFF® Branches**	N/A	N/A

*BUFF® USA shares facilities with other companies, so the water consumption is calculated based on the total water consumption of the building and the area used by BUFF®, which is approximately 25%. Therefore, we are not able to trace the exact water consumption attributed solely to BUFF®.

**Scope: BUFF® France, Italy, UK and Germany do not have a physical location.

8,00 m³/person* 10% decrease in per person water consumption at HQ compared to FY 2022/23 (8,84 m³/person)

PROTECT MORE

04





Preserving the outdoor spaces where we live and play is absolutely crucial to us. We are proud to join and lead on many local and international initiatives formed to help reduce our environmental impact on the planet and inspire others to do the same.

Protect More is our way of contributing to the preservation of nature, supporting projects and associations that protect our resources and playgrounds.



04.1 CARBON FOOTPRINT

04.1.1 THE FOOTPRINT IN 2023/24

For the fourth time, we have calculated BUFF®'s carbon footprint at a group level, thus quantifying the amount of emissions we have emitted during FY 2023/24 (in tons of CO₂ or CO₂ equivalents). This action, aligned with the Do More Now sustainability program, has allowed us to monitor and compare our company's contribution to global warming.

To calculate the carbon footprint, BUFF® follows the GHG Protocol by dividing the different emissions into two Scopes according to their source of origin: direct (Scope 1), indirect from purchased energy (Scope 2) and) and indirect from the supply chain (Scope 3):

- In terms of SCOPE 1 and direct footprint emissions, we identified emissions from the maintenance of our facilities, heating system and company vehicles.
- With regard to SCOPE 2 and emissions related to purchased electricity, thanks to the renewable and self-generated electricity used in our HQ and internal production processes, we have kept our Scope 2 emissions at constant low levels. The low emissions in this category correspond to electricity consumed in the offices of BUFF®
- Unfortunately, regarding SCOPE 3 and indirect emissions, have not been calculated. We are committed to resume this calculation during next year to see what improvements we can achieve through our policies

Overall, the reduction of Scope 1 and 2 GHG emissions in FY 2023/24 vs FY 2022/23 has been of -30%. Scope 2 market-based emissions remain constant across years, in part thanks to the fact that HQ emissions are 100% renewable. In FY 2023/24, Scope 1 emissions have dropped significantly due to two key reasons:

- Heating savings through thermostat adjustments and energy efficiency plans as we made changes in the factory.
- Hotter winter than in previous years.

** Scope 2 emissions have been calculated using the location-based method, following the GHG Protocol.*

For more information visit GHG protocol.

	FY 2020/21	FY 2021/22	FY 2022/23	FY 2023/24
SCOPE 1 (tons)	168,43	226,53	96,20	65,93
SCOPE 2 (tons)	19,91	18,77	19,89	15,02
SCOPE 3 (tons)	N/D	4622,31	N/D	N/D
TOTAL	188,34	4867,61	116,09	80,95

CARBON NEUTRAL



In BUFF®'s Climate Change Policy, the company committed to achieve global carbon neutrality (Scope 1 and 2 – including HQ and branches facilities – by 2030. This is a milestone the company has already achieved at the closing of FY 2022/23.

BUFF® has purchased high-quality offset credits (Verra certified) from the Yacumama Forest Carbon Project in Perú, a project that will support preserving habitat for many threatened species: the jaguar, tapir, pink dolphin, sloth, harpy eagle, and 7 species of primates – a number second only to Uganda – which is home to 8.

BUFF® acknowledges that compensation of our footprint is not the end solution. Our main focus remains on reducing our carbon footprint. However, for those emissions that we still don't know how to eliminate, we see compensating as a positive option. We continue to monitor this space as the best science-based knowledge continues to evolve.

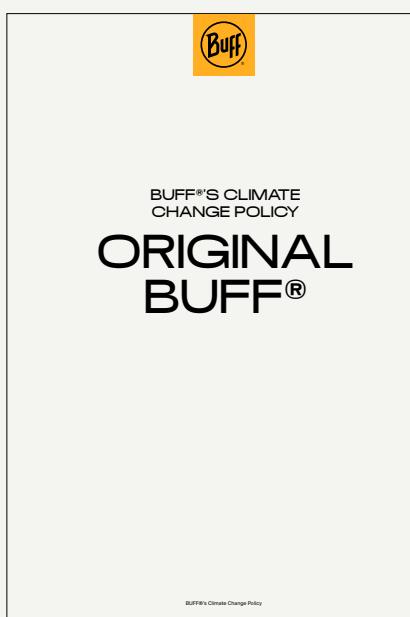
For more information visit [Verra](#).





04.1.2 COMMITMENTS FOR CO₂ REDUCTION

Climate Change Policy



Along with our carbon footprint calculation and within the framework of the B Corp certification, throughout last year we worked to set up a Sustainability Strategic Plan to 2027 that includes a number of actions that will help make our Climate Change Policy a reality. Our ambitions are aligned with international climate action agreements like the Sustainable Development Goals (SDGs).

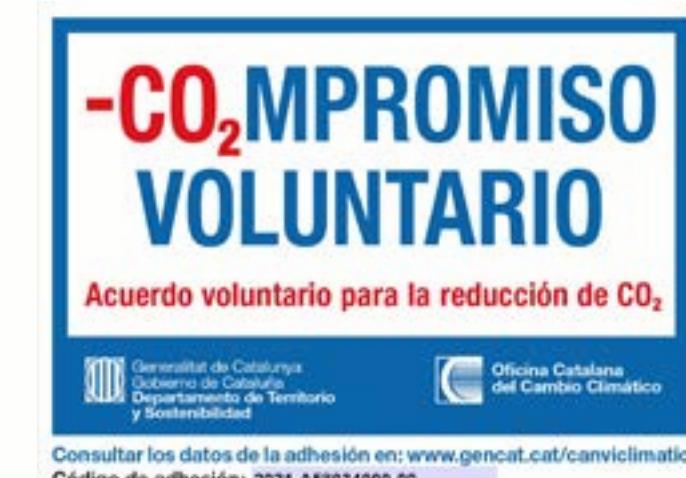
Climate Action Programme (European Outdoor Group)



As part of the textile industry and the outdoor world we feel the need to encourage other companies to take on new climate responsibilities and to also learn from other companies that are further along on this path.

In 2023/24 we were members of Climate Action Program (part of EOG) This initiative, European, aims to bring together outdoor companies to form a common front for climate action.

Agreement for reducing CO₂ emissions



At a local level and moving forward with the regional initiative launched two years ago, we were part of the Voluntary Agreements program for CO₂ reduction program. This voluntary initiative, led by the Generalitat de Catalunya and the Climate Change Office, commits all members of the program to report annual emissions and to propose mitigation measures.

04.2 PRESERVATION OF OUR ECOSYSTEMS

Many people and organizations work to protect and improve the environment every day through small or larger projects. We are always mindful of sustainability at our facilities and across all our internal processes, and we work to contribute beyond our scope of action. This is why we actively participate

in sustainable projects, making financial contributions and promoting causes, as well as through the volunteerism of BUFF® employees. In this section we highlight a sample of organizations we have supported during the FY 2023/24.





European Outdoor Conservation Association (EOCA)



BUFF®'s annual membership in the European Outdoor Conservation Association (EOCA) supports essential ecosystem conservation projects and raises public awareness about the critical threats posed by climate change. This year, the three selected projects focus on restoring ecosystems in Nepal, conserving orangutans in Indonesia, and organizing cleanup events in Italy and Switzerland, showcasing BUFF®'s dedication to environmental preservation.

Protect Our Winters (POW)



BUFF® and Protect Our Winters (POW) have been working together since 2018 and both share an important belief: we must protect the places we live in and love from climate change. POW works to reduce the effects of climate change on our local mountain and winter sports communities. BUFF® supports the POW organization in all matters related to the promotion of governmental policy changes at local, national and international levels, for example, policies in favor of low carbon emissions or against subsidies for fossil fuels.

Trash Free Trails (TFT)



BUFF® partnered with TFT encouraging everyone to embark on Purposeful Adventures and to take hands-on action to preserve and enhance the environment that nurtures them. TFT programs support asking the question: What if our adventures not only sustained us and our connection to nature, but they contributed towards a positive impact on the places we visit?

In November 23 we supported a Citizen Science Expedition in Scafell Pike, UK, with the aim to field test new methodologies to establish the prevalence, composition and impacts of single-use pollution on our trails and donated 300 units of BUFF® Multifunctional Neckwear.

Kendal Mountain Festival



Kendal Mountain Festival is a celebration of outdoor culture: films, speakers, literature and art. The most diverse festival of its type in the world, it brings together filmmakers, adventurers, and lecturers in the uniting aim of inspiring more people to explore, enjoy and represent mountains, wilderness and their cultures.

BUFF® have supported the festival for over 20 years. During the 2023 edition we participated with a BUFF® booth in the Base Camp including a consumer activation – ways to wear contest-where end consumers shared different ways to wear the Original. And we donated 20% of sales to Trash Free Trails.

1% for the planet



1% for the Planet is a global network with thousands of businesses and environmental organizations working together to create a positive impact. The 1% for the Planet network can be found across the globe, spanning different business industries, products and services.

Joining forces with 1% for the Planet is our way of actively supporting people and the planet. From reforestation projects to marine conservation efforts, our contribution enables us to stand alongside impactful nonprofits, championing their causes and making a lasting difference.

- 1% of all CoolNet UV® Neckwear sales are donated to environmental nonprofits.

Surfrider Foundation



Surfrider Foundation is an organization dedicated to the protection and enjoyment of the world's oceans, waves, and beaches for all people through a powerful activist network. Since the 80's, they have been working to reduce the quantity of waste entering the marine environment through community education and empowerment, beach cleanup events, and advocating for stronger policy protections for our environment. In line with BUFF®'s own values, Surfrider is an equitable, diverse and inclusive organization, driven by a desire to give back to the planet that sustains us all.

To celebrate the partnership, the team at BUFF® and Surfrider hosted a pedestrian and paddle clean-up near their headquarters in Barcelona on May 7th. In addition to the passionate advocates from Surfrider, BUFF® showed up with suppliers, ambassadors, employees, and like-minded B Corp companies to aid in the clean-up mission.



CARE MORE

05



There's no compromise when it comes to our people and the community. Through treating them with care, respect, and openness, we can improve the well-being of every single contributor, build tighter and more ethical human connections, and make the journey together a better one.

Care More is our way of working tirelessly to improve the well-being of both our employees and the community as a whole, doing our best to make everyone count and promoting the sustainable and transparent growth of our organization and partners.

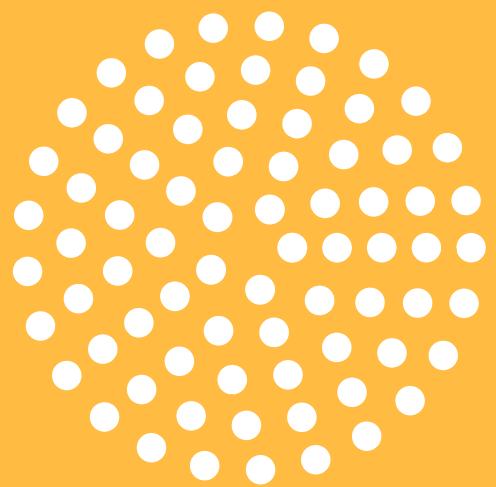
05.1 COMMITMENT TO PEOPLE

05.1.1 OUR TEAM

Our snapshot as of April 30*

Employees

362



HQ, Factory & Stores (Spain)
329 employees

Europe
11 employees

North America
22 employees

Type of contract

We promote the life stability of our employees, through the prioritization of permanent contracts (98%), as we are convinced that this entails stability in their personal lives.

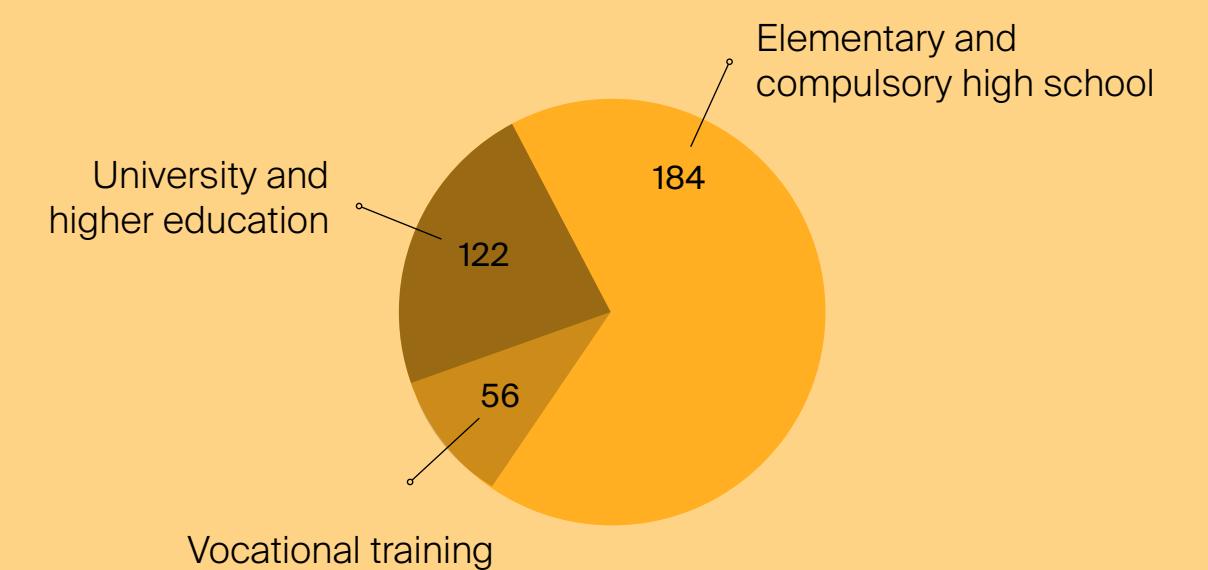


Permanent
358



Temporary
4

Education



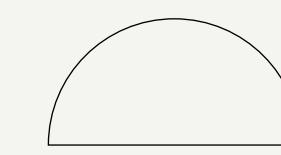
Average age



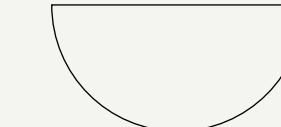
44 years old

CREATION OF NEW JOBS DURING FISCAL YEAR 2023/24

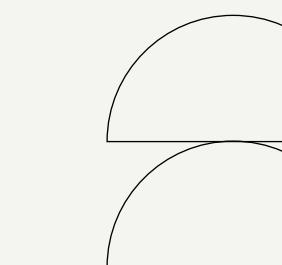
*Global data (offices)



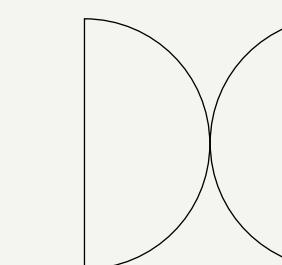
26 new hires



37 departures



7 promotions



4 internal mobility

Remuneration and benefits policy

A fair compensation system is based on the qualifications and level of performance required by each role, regardless of gender or other diversity factors. Our system consists of two types of categories:

- Salary Remuneration: Total remuneration received, including fixed salary, variable pay and additional allowances.
- Additional Benefits: Total compensation received in addition of salary remuneration. As part of our remuneration policy, we offer the following social benefits:

Note: Most of them, apply exclusively to HQ employees.

- Birthday day off
- Available weekly medical consultation for industrial employees
- Home office: we provide the flexibility to work up to 3 days from home if the role and business needs allow it.
- Transport allowance: we provide a bonus to compensate for extra expenses related to commuting (depending on distance from work).
- Canteen with a healthy and varied menu: subsidized up to 40%
- 100% subsidized bus service
- Discounts on BUFF® products
- Platform for discounts on all types of products and services

People Management

Since 2022, we use Personio's solution to manage People processes that BUFF® needs for its daily business. Personio includes a People workflow automation, which is intended to ensure automated and efficient processes between different departments, as well as integrations with other tools.

Personio includes employee management, recruiting, payroll and onboarding functions so that the People team will be able to gather most of the personnel management tasks in one place.

Centralized data access and workflow automation enable highly efficient processes. One example

of this is Personio's onboarding processes, which allows contact with all teams involved in the employee's onboarding from the same place.

From the employees' side as users, we have experienced a huge increase in the reported usability and simplicity of the system. As a result, some procedures have become easier for them and this has increased the percentage of employees who follow the procedures.

05.1.2 DEVELOPMENT

Working Hours 1.984	Non-Working Hours 1.542	Number of Trainees 135 (76 women - 59 men)	Number of Training Activities 46	Budget 52.619€
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* HQ data

Leadership program

One of the most remarkable projects in terms of development and personal growth is the Leadership program. This has been created with the goals of aligning leadership and culture, Foster personal and professional development and Improve performance & people engagement.

The program is designed to be executed in two phases; the first for members of the BLT (BUFF® Leadership Team) and MOI (Industrial area leaders) during the FY23/24 and the second, which will be launched during the next fiscal year, for those leading teams in the office area.

As a part of the Leadership program, our BLT has gone through a Coaching process with the objective of Enhance & upgrade leadership skills and Align leadership styles.

12 members	5 coaches	70 sessions (6 sessions per BLT member)	6 months
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Different training formats have been combined, thus achieving a more comprehensive and experiential learning process.

Tutoring & Mentoring

When it comes to change, the first day is always the most important. That's why we wanted to help our new hires acquire all the information they need to feel like a member of the BUFF® family right from the start. We did that by providing them with a tutor.

	2023/24	2022/23	2021/22
Knowledge Provided	8,9	7,5	7,69
Support	8,8	8,2	7,92
General Satisfaction	8,6	7,6	8,00

*Results of the survey of new hires, scores out of 10

*HQ Data

Work With Us

We believe that professional development opportunities should be promoted throughout the whole employee's experience in the company, from recruitment to the end of the contractual relationship. Based on the principles of empowerment, professional growth, equal opportunities and transparency, our vacancies are shared internally for 15 days to promote employees' mobility and growth.

Once the internal timeframe is finished, the vacancies are posted in the section of the website called Work With Us.

Anyone interested in joining the BUFF® team can see our current job openings and apply directly on our website. This section, where resumes are optimally managed by the People department, also offers the opportunity to provide an unsolicited application.

Getting to know future candidates directly and using an updated database is a way to ensure a good candidate with experience and allows us to select profiles that match the requirements of the available position.

BiblioBUFF® - a free sharing library

Sant Jordi (Saint George) is one of the biggest festivities in Catalonia (the region where BUFF® is from). Following the tradition of giving books and roses to your loved ones that day, we created a library in our HQ where all employees can bring their old books and borrow new ones.

The goal is to encourage our people to read, learn, be inspired, and open themselves to new worlds and perspectives. We want to keep the magic of Sant Jordi going all year long!



05.1.3 WELL-BEING AND ENGAGEMENT

Occupational health and safety

People are at the center of every decision we make, also when it comes to health and safety issues. Ensuring a safe and healthy work environment has always been one of our priorities.

Some of the practices we develop to ensure the safety of our staff are the following:

- Periodic safety visits to the work center to evaluate what actions or improvements can be implemented. Among these, we highlight the change in the frequency of reviews, which will shift from being quarterly to monthly.
- Training in risk prevention for employees.
- Emergency drills, carrying out reminders of the protocols for action in the event of an emergency, both at a general level and for the people in the different teams. Also with the commitment to set as a standard procedure 1 emergency drill per year.
- Increase our cardio protection Team with 5 new people. Since October 2015 and yearly checked and certified, BUFF® has been a cardioprotected space thanks to the installation of Automated External Defibrillators (AEDs).

Continuing with our commitment to promoting health, in the last years we have implemented different actions:

- Offering healthy options in the canteen with at least 2 vegetarian/vegan meals and other allergy-safe options.
- Scheduled breaks.
- Prioritizing natural over artificial light.
- Taking care of spaces in terms of ventilation and vegetation (especially in the office area).
- Fostering coexistence, communication, and teamwork.
- In addition, since FY 2022-23 we have a smoking-free internal policy in all BUFF® facilities.
- On a weekly basis, we offer a doctor's appointment to those employees from the industrial area who have finished their sick leave to ensure their recovery continues when they are back to work.
- Physiotherapy in the office to improve employees' health by relieving muscle tension in the most strained areas: the cervical and scapular regions, shoulders, arms, and lower back. From October 2023 to April 2024.

- Free one-hour Yoga-Pilates weekly sessions that include physical mobility exercises (stretching, postures, joint mobility...) to keep the body strong and flexible. Since October 2023 (on-going).
- Cancer Proactive Protocol: This year 2023-24, it has been set a protocol to foster caring and visualize oncological diseases. It is the will of the Company to provide support to those employees who due to cancer disease must stop their work. The Proactive Cancer Protocol consists in a standardized follow up of the employee by attending him during the sickness while the Company is at their side.

WORKPLACE ABSENTEEISM

Temporary disability*

267 events/99.216 hours

* Temporary disability includes nonoccupational accidents and illnesses

average number of days per medical leave 46,45

Workplace accidents

5 without leave
15 with leave*
15 events – 7.448 hours

average number of days per medical leave 62

Work-life balance

We believe that giving people a voice and actively listening are crucial when it comes to identifying employees' day-to-day realities and needs. Year after year we have introduced new work-life balance measures to make employees' lives easier and create a healthy balance between these two areas.

The measures include:

- Hybrid model (especially in HQ, where we have the standard of working 3 days from home and 2 days from the office).
- Full flexibility to adapt the working schedule to personal needs such as family caregiving, illness, or hospitalization.
- Accumulation of personal days or public holidays with paid leave.
- Paid leave on the day of outpatient treatment for the employee.
- Reduction/change to the schedule on the day before holidays and during summer.

* The working week is 40 hours, in accordance with the legislation of the countries in which we directly operate

	Maternity/Paternity (HQ data)	Days
Female	9	167
Male	9	105

New initiatives to improve employee engagement and well-being:

- **Flexible work schedule:** We have set up a common timeframe for meetings between global teams (from 8am to 7pm in all time zones) to ensure work-life balance and encourage digital disconnection.
- **Private doctors:** we have included private doctors in the permit of the public doctor appointment that is covered in the Collective Bargaining Agreement (HQ).
- **Caring in the event of long-term sickness:** we collaborate with the Spanish Association Against Cancer to offer free-of-charge support for cancer patients and their families: psychological and physical care, nutrition assistance, prevention programs and volunteering companionship. We also share tips with all our employees to promote a healthy lifestyle and offer tokens of care to those colleagues that are suffering from cancer or other long-term illnesses to show our love and support.
- **Multidisciplinary spaces:** areas where an external doctor attends our industrial employees on a weekly basis to improve their physical health or where our religious colleagues can have a quiet space for their daily prayers.
- **Promoting an active lifestyle:** offering employees free passes to participate in sports events we sponsor or collaborate with, as well as more informal sporty gatherings we organize such as multi-level hikes for International Women's Day.
- **Newborn gift:** we have recently upgraded the gift we send to our new parents with a basket of sustainable baby products to welcome the new member of the BUFF® family.

05.1.4 INTERNAL COMMUNICATION

Internal communication, the backbone of cultural transformation

With teams working in different parts of the world and most of them in a hybrid model, internal communication is the cornerstone of the employee experience strategy to keep all employees informed, aligned, engaged, and united. It has also been key during the company's transformation, as it has allowed us to:

- Explain and share the company's new strategy.
- Maintain transparency regarding the company's results.
- Promote a new work model (digitalization, change management, organizational flexibility, work-life balance).
- Value the work of each team.
- Establish deeper connections among colleagues of different BUFF® branches.
- Take care of emotional health.
- Foster team motivation and maintain productivity.

Internal communication channels

+320 communications during the past fiscal year using 6 different communication channels:

Intranet A channel where all the team's news, contests, interviews, and audiovisual material is shared. There is also access to the suggestion box, regulations, manuals, and other corporate tools. There is also a bulletin board where employees can sell/buy second-hand products, organize social or sports gatherings out of the office and promote carsharing or knowledge sharing.	BUFF® News Internal newsletter where the most urgent or important communications and a weekly summary are sent by email.	Message Board Communication of a more urgent or transcendental nature for the industrial team. The message boards are in changing rooms and passageways in the factory and warehouse.
People News Bimonthly newsletter with news regarding new hires, current selection processes, organizational changes, leaves, training and information on procedures and formalities related to the People department.	Ethics News A biannual communication on ethical or legal aspects of the company.	BUFF® Talks Dynamic and participatory live broadcasts for all branches in which the teams involved share company updates and relevant projects.



Suggestion box

The suggestion box is a listening channel where employees can share proposals, requests, or questions. We receive different suggestions for improvements which were implemented after assessing their viability and application.

Also, prize winners were chosen to thank them for using the channel.

For example, in the C-RECO cell, the operation of the covering machine is a complex manual task, requiring product stability to ensure final quality. A worker proposed a tool that guides the machine during the sewing process, improving ergonomics and quality, increasing productivity by 15% and reducing the cost of the "Polar Neck Warmer" by 1.39%. As a reward for this improvement, the worker received 600€.

05.1.5 DIVERSITY AND INCLUSIVENESS

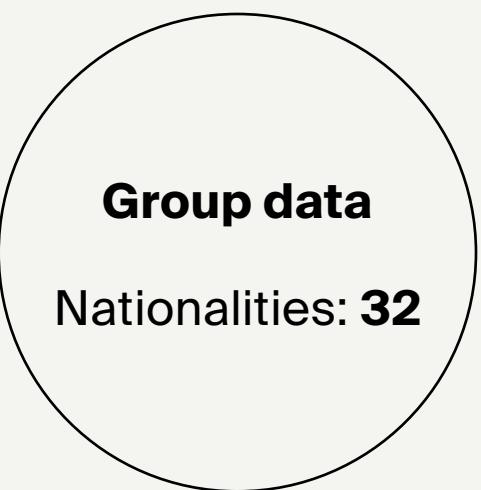
BUFF® principles

Diversity

The core principles of our teams are respect, tolerance, compromise, and acceptance towards others. Thanks to this solid commitment, we continue to work towards diversity, equity, and a respect for human rights. We believe that as a company, we should take an active role in fostering an inclusive workplace, where there is no place for discrimination and where we view diversity as our greatest ally.

We are a diverse organization, where we foster a non-discriminatory environment with equality for everyone regardless of nationality, gender, political and religious beliefs, sexual orientation, age or disability.

BUFF® distributed by age:



	HQ	Europe	North America
Up to 30 years old	41	2	5
Between 30 and 50 years old	180	5	11
50 years old or more	108	4	6
Global	329	11	22
	362		

Equality Plan and Equality Committee

Since March 2020, BUFF® has relied on an Equal Opportunity Plan, to promote the implementation and dissemination of the Equal principles, as well as to ensure compliance with real and effective equality in our organization.

This plan includes a series of mandated measures defined as specific actions, and is based on the following principles:

Target audience	Adaptable	Participative	Cross-cutting	Measurable
Aimed at BUFF® staff.	Adapts to the changing reality.	Opening a dialog with committees and interested parties.	Focusing on equal treatment and opportunities for all demographics.	Monitoring and analysis to identify the scope of the outlined goals.

At the end of 2022, we launched the second Equal Opportunity Plan with a validity of 4 years, and adapted it to the new RD 901/2020 and 902/2020 (Spanish legislation).

Some of the specific actions implemented include:

- The analysis and development of KPI and surveys from a gender perspective.
- Enhance internal communication to inform about legislative developments in the workforce, permits and BUFF® improvements.
- Train the people who carry out recruitment processes about the impact of unconscious biases in the selection.
- Write a guide with the rights of women who are victims of gender-based violence.
- Annual remunerations record analyzing the salary gap.

BUFF® has a protocol against sexual and gender-based harassment, the objective of which is to facilitate rapid and effective protection if it is necessary, guaranteeing absolute confidentiality.

Inclusive Recruiting Practices

BUFF® is committed to diversity and encourages the incorporation of people with disabilities or at risk of exclusion into the labor market. In this regard, it works closely with the Igualada Special Employment Centre and the company is also an INSERTA Employer of the ONCE Foundation.

For more information visit [INSERTA](#).

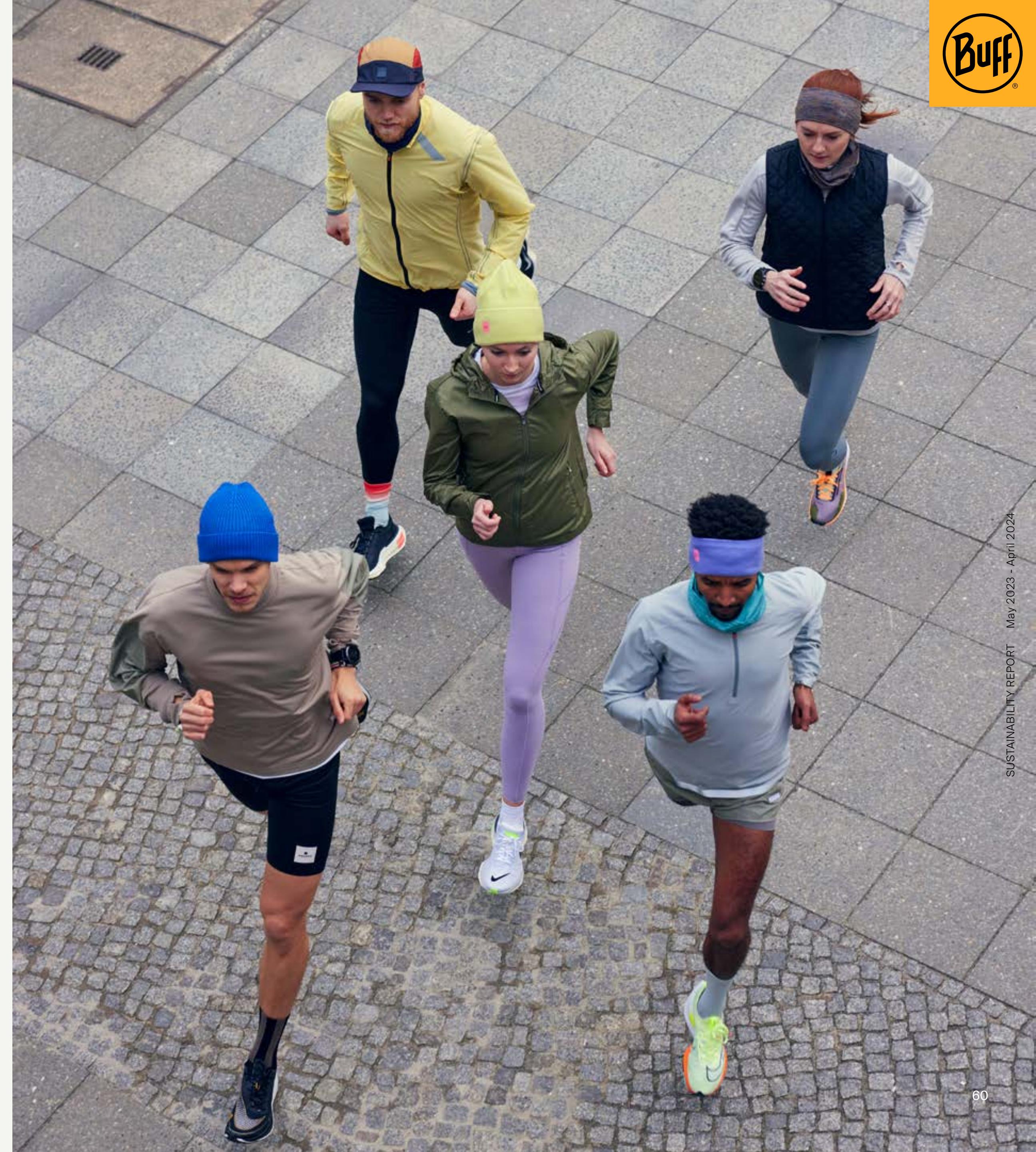
05.2 COMMITMENT TO THE COMMUNITY

05.2.1 Promoting Inclusion in Sports

BUFF®, as a company committed to generating long-term value for the local community and contributing to global issues that affect the whole of humanity, last year we defined the Purpose Activation Policy, with the aim of aligning our community partnerships with the “Do More Now” sustainability strategy.

Promoting Inclusion in Sports

For the fifth consecutive year, we celebrated our program of aid for sport, aimed at non-profit organizations with sporting projects in Conca de Odena. Knowing that different sports entities were able to continue with their social commitment to share and teach the values of sport gives true meaning to our program. Since its first edition, a total of 16,000 sportsmen and women have benefited from this aid.





During this FY 23/24, BUFF® has collaborated with 12 initiatives which aim to promote inclusion in sports. These races seek to raise funds for medical research and the improvement of living conditions for these people. Through recreational and sports events, they raise awareness about the disease, create bonds among participants, and promote a healthy lifestyle.

Among the associations we have partnered with are Fem Polseguera, Trail de Cercs, Som Prematurs, Associació Andi Down Sabadell, as well as others.

Fem Polseguera

The Spanish Association of Metastatic Breast Cancer provides support to patients with this disease, promotes its visibility, and encourages research. Annually, they organize a charity walk, with which we have collaborated by making a financial donation to contribute to the research efforts on this disease.

Trail de Cercs

Romà Fernández is a cancer survivor. He overcame this challenging experience, although during treatment, he spent many moments with children and firsthand understood their daily lives with this illness. The Trail de Cercs solidari is a charitable activity aimed at raising funds for the Vall d'Hebron Hospital in Barcelona for childhood cancer research. The initiative includes two trail races in an enviable natural environment in Alt Berguedà, with which we collaborated by providing BUFF® products for the welcome pack of the children's category.

Som Prematurs

No one is prepared to be a mother or father of a premature child. The association provides support and guidance to parents while advocating for changes, legal reforms, and regulations that lead to improvements in prematurity care. One of the activities they organize is a large outdoor uppo masterclass to raise funds for ongoing hospital projects focusing on awareness and research. The BUFF® product we donated was raffled among all participants at the end of the event.

Andi Down Sabadell Association

This association aims to serve individuals with Down syndrome and special needs, as well as their families, to ensure that their sons and daughters lead as normalized a life as possible. They promote active and healthy lifestyles, activities that enhance their overall development, and provide awareness, training, and support. This year marks their 30th anniversary, and among the activities they have planned, they organized a gymkhana race, where we were present by donating products for the winners in different categories.

Team Amani

BUFF® have been supporting Team AMANI since 2022.

Team AMANI's aim is to improve diversity and inclusion in cycling and create equal opportunities for athletes. A motley crew of the best riders from Kenya, Uganda, Rwanda, and Ethiopia brought together to compete in the biggest gravel races on the planet.

The team's main objective is to give these cyclists the same opportunities as European riders and support their travel to compete in some of the world's leading MTB and Gravel races like Cape Epic (South Africa), Unbound Gravel (USA) and The Traka (Spain) to name a few.

05.2.2 SUPPORTING OUR LOCAL COMMUNITY

Humanitarian Aid

Red Cross: for the 4rd year in a row, we continue partnering with the Red Cross with our annual membership that goes towards various projects that the NGO supports.

Toys Without Borders: we joined once again the #GivingTuesday campaign that promotes global generosity and is held every November 30th in response to Black Friday and Cyber Monday initiatives. Everyone at BUFF® was able to collaborate by donating toys so that no child in a vulnerable situation would go without during the Christmas season. The donation of educational toys, board games, dolls, balls, and other durable items was encouraged, thus appealing to responsible consumption.

Igualada University Hospital: We donated more than 1.500 BUFF® masks, which the Hospital distributed among cancer patients undergoing treatment and patients receiving immunosuppressive treatments, with the aim of contributing positively to a healthier and more supportive future.





Raising funds for good causes

Every year we organize a Christmas Market in our HQ where all our employees can buy old or sample BUFF® products at a cheaper price, and we hold an auction with second-hand IT equipment. Employees can then send their suggestions of NGOs they want to support with the funds collected. Last year, we collaborated with several organizations, some of which are:

- **Spanish Association Against Cancer (AECC):** In 2023, we initiated a collaboration with the AECC, thanks to which we have participated in various sporting activities organized by this association to raise funds for cancer research through sports and disease awareness activities. Among these were financial and product donations for the annual Cancer Run and Paddle Tournament held in Igualada. We also joined the Your Health Comes First Program, which provides health promotion information that we share monthly with our employees.

- **Sant Joan de Déu Hospital:** The “Amigos del Hospital SJD” Association annually hosts a charity concert in Igualada to raise funds for the research conducted by this hospital. The aim is to improve childhood cancer treatments, making them more effective and causing fewer side effects for children.

- **Acell Sports School:** Its main objective is to promote, organize, and regulate sports practice for people with intellectual disabilities. We made a product donation to equip the local Tennis team of the Club de Les Moretes.

Some of these collaborations are suggested by our employees. The criteria we use to decide which ones to participate in are based on the objective and purpose of the event, which must align with what is established in our Purpose Activation Policy:

- Conservation and preservation of the environment and natural surroundings
- Promoting sports and healthy lifestyle
- Promoting social inclusion through sports participation



05.2.3 SUSTAINABLE DEVELOPMENT

Collaborations and partnerships

We seek common goals when choosing the right professional associations in partnerships order to make working together a resounding success.

B Lab

B Lab is a global nonprofit network transforming the economy to benefit all people, communities, and the planet, and certifying companies as B Corps. BUFF® officially became a B Corp in late 2022. Engaging in events, learning sessions, and community-building activities has been integral to our journey. We participated in B Good Day 2023, held in Barcelona on November 22-23, which focused on sustainability, new business models, and impactful practices. Additionally, we took part in B Lab Spain's "Se escribe con B" campaign, aiming to inspire societal change through daily decisions and actions.

Anoia Business Union

UEA (Anoia Business Union) is an association comprised of companies that are in the same region where our headquarters are located. We have participated with them in the barter market, circular economy projects and even energy efficiency. In addition to joint projects, we also stay in touch with organizations from different sectors that share our same interests by networking with companies in our region.

MODACC, FITEX and ACCIÓ

Other examples include our collaborations with MODACC (Catalan Fashion Cluster), FITEX (Foundation for Textile Innovation) and ACCIÓ (a program sponsored by the Government of Catalonia). We have and will continue to collaborate with them, determining the impact of our products and innovating our fabric and fibers, and working with grants to amplify our joint impact. These projects undoubtedly provide mutual benefit as well as give us the opportunity to glean considerable knowledge and advancements. In 2022/23 we closed a pilot project with MODACC and the University of Lleida, alongside two other businesses from the region, where we determined the lifecycle impacts of two of our bestselling products. We hope to further this project with new products in the future.

TIC

Another way that we foster collaboration and innovation is by partnering with academic institutions that share our vision and values. In 2023/24, we are excited to announce new collaborations with universities such as UPC Manresa, UdL Campus Igualada, and UAB Bellaterra. These partnerships will enable us to work on final-year projects and explore other synergies. At UAB Bellaterra, we will focus on final-year projects based on computer vision, while with UPC Manresa, we will engage in projects centered on traditional AI. Additionally, we are thrilled to collaborate on the upcoming Master's program in AI and Cybersecurity at UPC Manresa, where we will contribute to the curriculum design and offer internships and mentoring opportunities for students. By collaborating with these universities, we hope to advance our knowledge and skills in the fields of AI and cybersecurity, as well as to inspire and support the next generation of professionals and researchers.

05.3.1 TRANSPARENCY AND ETHICS

05.3.1 GOVERNANCE

Code of Conduct

For BUFF®, a value-based culture is the key to the success of our partnerships and interactions with people, suppliers, shareholders, and other company's stakeholders. Compliance contributes significantly towards the creation and consolidation of values and principles, as well as compliance with regulatory requirements. BUFF® strives to prevent non-compliance with legal regulations that could lead to criminal or administrative penalties, as well as breaches of the organization's internal guidelines. The BUFF® Code of Conduct establishes

how compliance works and includes regulations in cases such as: conflicts of interest, data protection, occupational health and safety, workplace harassment, fair competition and antitrust laws, as well as bribery and corruption. All employees have been informed of its content and have accepted the commitment to understand and comply with the Code of Conduct, as well as to notify the company of anything that may conflict with the code's values, principles, and guidelines.

GENERAL PRINCIPLES AND RESPECT FOR THE LAW

We are all responsible for understanding and complying with applicable laws, depending on the scope and responsibility of each job.

To that end, we are committed to ensuring that our work complies with the law and preventing wrongful acts and omissions.

HONESTY AND TRUST

A commitment to honesty and trust is the framework for action in all negotiations that involve the interests of society, rigorously fulfilling any obligations that result. The entire team is committed to protecting the confidentiality of the company, employees, clients, shareholders and supplier information.

INTEGRITY

According to the existing Gifts and Hospitality policy, no gifts, entertainment, hospitality, or any other incentive intended to reward or unduly influence a business decision which may result in an unfair advantage will be accepted or offered.

HUMAN RIGHTS

Relationships between all employees and managers must always be based on respect for individual dignity and non-discrimination. Whatever the method used, any abuse of authority, physical or psychological harassment, and any conduct that may create an intimidating, offensive or hostile workplace for individuals, either directly or indirectly, is strictly prohibited. We have a zero-tolerance policy towards child labor and forced labor.

HEALTH AND SAFETY

We strive to ensure a safe and healthy workplace for employees, taking reasonable steps to maximize the prevention of occupational hazards. We also provide the necessary resources to properly implement suitable measures to prevent occupational hazards.

All employees will be responsible for keeping their workspace clean in accordance with health and safety guidelines and practices, and implementing the preventive measures established for each workspace. Consuming alcohol and drugs on company property is forbidden.



CUSTOMER AND SUPPLIER COMMITMENT

Customer satisfaction is our priority under the standards of maximum efficiency, transparency, and quality, always providing clear and truthful information, professional service, and flexible incident resolutions. We work with suppliers and service providers in an ethical and legal manner and choose those that ensure business practices that respect human dignity, compliance with the law, and the series of ethical principles that underpin our work.

PROFESSIONAL DEVELOPMENT

We promote the personal and professional development of all employees, encouraging their involvement in improving their own skills and competencies. Policies and actions relating to the selection, hiring, training, and promotion from within of employees must be based on clear standards of skill, competence, and professional merit. Promoting from within will be considered to cover vacancies on a case-to-case basis.

ASSETS, KNOWLEDGE, AND RESOURCES

We ensure the protection of personal data that we store as part of our daily business operations.

IT TOOLS

According to the existing IT Policy, employees must make proper use of IT tools (email, internet, telephone, etc.) according to the job and the functions they perform. IT tools must not be abused, either for the employee's own benefit or for actions that could affect the company's reputation or image. Any information that employee's access in the performance of their jobs must be kept in the strictest secrecy and confidentiality.

ILLEGAL AND UNETHICAL PRACTICES

MANIPULATING INFORMATION: Falsification, manipulation, or deliberate misuse of information constitutes fraud. We adopt the principle of information transparency, understood as the commitment to always provide reliable information to the market.

Bribes, Corruption, Kickbacks, and Influence Peddling: Any form of corruption, bribery or payment of commissions, whether by acts or omissions, or by creating or maintaining favorable or irregular situations with the aim of obtaining a benefit for the company or individual, is prohibited.

Money Laundering: According to the existing policy, employees will be particularly vigilant

about cash payments flagged as irregular due to the nature of the transaction, those made with bearer checks, and those made in currencies other than those previously arranged.

BUFF® undertakes, firstly, to annually update relevant internal and external stakeholders on the mechanisms to prevent fraudulent and unethical practices through the dissemination of this Code of Conduct and the programs or policies in question; and, secondly, to introduce the necessary improvements in the previously defined anti-corruption programs based on the cases reported through the Internal Whistleblowing Channel.

The company also undertakes to disclose publicity through the mechanism that the entity considers and that is available to the organization's interest groups, all financial and in-kind contributions to lobbying groups, charitable organizations, community, or social partnership entities, and/or public or private advocacy groups.

* For more information about ethical and transparency practices, see Appendices' section "BUFF® Corporate Governance and Risk Management", on page 74.

More details and related information can be found in the BUFF® Code of Conduct at https://www.buff.com/es_es/canaletico.

Transparency at our organization

We want to be the company that our clients can trust. And we want our products to be the best choice for people and for the planet. To maintain confidence in what we do, how we do it and why we do it, we need transparency and two-way communication with customers, partners and society in general.

To that end, two years ago we committed to demonstrate our results through this annual report by highlighting our actions and initiatives of the past year and sharing our progress and future projects with sustainable materials.

We are proud to continue to share a little more about BUFF® year after year, and feel closer to people who make us participants in their adventures all over the world, through our products.

* For more information about BUFF® transparency see Appendices' on page 74.



05.3.2 CUSTOMERS

Social media: the best amplifier for awareness

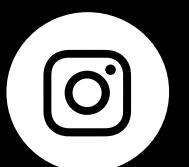
At BUFF®, we understand that social media is a powerful amplifier for awareness, and a platform to seize opportunities to make a positive impact on society, the planet, and in the fight for a sustainable present, with sustainability embedded across all our touchpoints.

To do this, we wanted our call to Act More, Protect More, Care More and Share More to go beyond our internal circle and reach as many people as possible.

In our commitment to sustainability, we have leveraged our social media platforms to highlight our valued partnerships with organizations such as Protect Our Winters, 1% for the Planet, B Corp, and Surfrider. Through engaging content and collaborative campaigns, we aim to raise awareness and inspire action towards environmental stewardship and social responsibility. By sharing stories, initiatives, and achievements of these partners, we not only amplify their impact but also reinforce our dedication to a sustainable future. This strategic use of social media enables us to connect with our audience, fostering a community that is informed, motivated, and united in the pursuit of a healthier planet.



Total number of BUFF® group account followers on these sites:



171,330



254,879



26,964

In-store communication

We've also placed various promotional items (different kinds of signage, display stands, and posters) at points of sale. These items provide qualitative information under the umbrella campaigns of MADE IN BARCELONA and PRODUCTS YOU CAN FEEL GOOD ABOUT, highlighting our commitment to sustainability. Key figures and facts include our BCorp certification, 90% of manufacturing done in-house at our Barcelona factory, the recycling of 47 million bottles into our products, and the fact that BUFF® Factory and HQ are powered by 100% renewable electricity, among others.

This information is also available on our product labels, ensuring that with every product sold, consumers take home a brief description of their purchase's positive impact on the planet.





SHARE MORE

06



Not only is it important for us to ensure that our employees and stakeholders are properly taken cared for in our day-to-day, but we also believe that sharing the benefits of our activity is a crucial step towards a more equal, stable, and prosperous society.

Share More is our way of promoting equality among our people, stakeholders, and society. We believe that it's only fair to share with and take care of our employees in every aspect. Share More establishes that the company will distribute a percentage of the consolidated net profit of each year among the entire BUFF® team in equal shares. The quantitative commitment is 5% of consolidated net profits of the previous fiscal year (FY 2023/24).

In the future, a new internal reflection will take place to evaluate the impact of the policy and the best structure to deliver value in the upcoming years.



LOOKING TO THE FUTURE

07

We are thrilled to announce that BUFF®'s new strategic plan, called "SUMMIT 2027", has just been launched. "SUMMIT 2027" is the plan that will guide us through to 2027, with the clear ambition of keeping our leadership in neckwear and becoming a relevant player in headwear accessories. Our strategic focus, for the coming 3 years, is on increasing profitable sales (Be Sales Driven), operating efficiently (Be Efficient) and caring for our people, community, and planet (Be Good).

This strategic plan will help us advance as a business with a clear commitment to being good for the planet and people. We look forward to keeping you informed and engaged as we achieve our goals together.



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APPENDICES



APPENDICES

In the following section, BUFF® reports more details about some specific aspects:

- **Scope of application:** In this section we share more details about the corporate scope of this report.
- **Framework:** In this section we share more details about the national and international guidelines used to structure this report and the applicable legislation.
- **Additional Information:** In this section we provide more details about some of the presented sections to comply with legal requirements of the Non-Financial Reporting Directive (NFRD):
 - BUFF® Group and Business Model: Information regarding BUFF® group and products.
 - BUFF® Fiscal Transparency: Information regarding responsible finances, policies and practices.
 - BUFF® Corporate Governance and Risk Management: Information regarding compliance, ethical and anti-corruption policies, and practices.
 - Additional indicators: economic, environmental and social indicators required by the non-financial reporting directive.
- **NFRD and GRI equivalency table:** In this section, we provide a table of equivalences that illustrates the connection between the sections of this report, the categories of the GRI standard and the NFRD legislation requirements.



08.1 SCOPE OF APPLICATION

This report of the BUFF® Group, relating to the fiscal year closed on 30th April 2024 is part of the BUFF® Group management consolidated report, complying with the Law 11/2018 of 28th December and the European Taxonomy regulation, relating to non-financial and diversity data, and provides information about all Group companies.

Presenting a consolidated report, ORIGINAL BUFF, S.A does not have the requirement to present separate reports.

The consolidation of dependent societies is made applying the method of global integration in all of them, that are the societies in which the group conducts or can conduct business, under its direct or indirect control, understanding it as the power to direct fiscal and exploitation policies to obtain economic benefits from its activities. This circumstance is manifested in general, not only for direct or indirect ownership of over 50% of the society's rights to vote. All dependent societies included in the boundary of consolidation have the same fiscal year as the Group, and the information related with the same, as of 30th April 2024, is as follows:

Society/Address	% direct participation	Activity
Original BUFF S.A. C/ França, 16 – 08700 Igualada (Barcelona)	100%	Design, manufacture and commercialization of headwear and neckwear accessories
BUFF Inc * 133 Aviation Blvd., suite 105 Santa Rosa, CA 95403 (USA)	100%	Commercialization of textile products
BUFF GmbH * Aschheimerstrasse, 13 Feldkirchen (Germany)	100%	Commercialization of textile products
BUFF Canada Ltd * 120- 105 Bow Meadows Crescent, Canmore, AB T1W2W9 (Canada)	100%	Commercialization of textile products
BUFF UK Limited PO Box 817 BURY ST. EDMUNDS IP31 3YY	100%	Commercialization of textile products
BUFF Italy S.R.L. * Via Fabio Filzi 27 CAP 20124 Milano (Italy)	100%	Commercialization of textile products
BUFF France EURL * 25-27 rue Tronchet 750008 París (France)	100%	Commercialization of textile products

* Non-audited societies

In this document the greatest section of data comes from ORIGINAL BUFF, S.A, company with the most weight in the Group and data from the other societies that was available at the closing of the fiscal year.

08.2 FRAMEWORK

This report of the BUFF® Group includes, complying with Law 11/2018 of 28th December, information needed to understand the evolution, results and situation of the group, and the impact of its activities on the environment, society, respect of human rights, the fight against corruption and bribery, as well as those related to employees including the practices adopted in favor of the principle of equality and equal opportunities among male and women, the non-discrimination and inclusion of people with disabilities by universal access.

In its making, it has been taken into account the directives of the European Commission for presenting non-financial information (2017/C 215/01 and 2019/C 209/01). In addition, the GRI (Global Reporting Standards) framework has been followed. This framework has been used to present the indicators of key non-financial information. A selection of the standards has been used.

We have also included information regarding the new EU Taxonomy. The European Union Sustainable Finance Action plan has as one of its main objectives to promote investments in activities that are directly related to sustainable development. In this context, in 2020 the 2020/852 Regulation of the EU Taxonomy was adopted. This Regulation

aims at being a guide for those companies subject to the NFRD, establishing a standardized system of classification compulsory to determining which economic activities of the company fall under the EU's sustainable framework. The main activity of the BUFF® Group is the manufacture and distribution of apparel articles, mostly clothing and accessories, that is not currently contemplated as an eligible activity in the Regulation.

However, three indicators that allow us to quantify the BUFF® Group's efforts in sustainability are set out below:

- Proportion of turnover aligned with European taxonomy: 67% of turnover in the last fiscal year was linked to products with sustainable materials (mainly recycled (rPet) and animal welfare friendly (museling free wool))
- Proportion of its capital expenditure related to assets or processes to economic activities that are considered environmentally sustainable (CapEx): In this case, during the last financial year, the Group has made minor investments to reduce its environmental impact (e.g. improvement of LED lights in the facilities, energy audit, digitalization in the factory), as a large investments were made in the previous years.
- Proportion of operating expenditure related to assets or processes associated with economic activities that are considered environmentally sustainable (OpEx): €2.2m of operating expenditure is linked to the purchase of sustainable raw materials.



08.3 LEGAL REQUIREMENTS

BUFF® Group and Business Model

Original BUFF S.A. is the corporate name of the Parent Company, established in Spain in accordance with the Capital Companies Act (Ley de Sociedades de Capital), and its corporate purpose, in accordance with its articles of association, is the manufacture and marketing of ready-made garments and all kinds of clothing articles and accessories.

The Parent Company was incorporated as a public limited company on the 30th of July 1985. On the 10th of March 1993, its legal form was changed to a limited liability company. On the 24th of October 2004, the Company changed its name to Original BUFF S.L., and in the course of the financial year 2005-2006 the legal form was changed to a public limited company.

The Parent Company's fiscal year begins on 1st of May and ends on 30th of April each year. Similarly, the corporate purpose of the other companies of Original BUFF S.A. and Subsidiaries is mainly the marketing of ready-made garments and, in general, of all kinds of clothing articles and accessories.

All subsidiaries included in the scope of consolidation have the same financial year as the BUFF® Group and related information as of the 30th of April 2024.

The Group's key figures are set out in the section "Some Facts and Figures about the BUFF® Group" of this report, on page 13.

Original BUFF S.A. is a global company of design, distribution and sale of ready-made garments, head and neckwear accessories and clothing in general, which aims to offer our customers trendy items, subject to the highest standards of design, safety, sustainability and quality. This activity is carried out in a framework of respect and transparency, in continuous dialogue with our stakeholders, based on the promotion of Human Rights and with the aim of generating a positive impact on the customer, on society, on the industry and on our environment.

The 2020/21 financial year was exceptional because there was a boom in the outdoor sector due to the COVID-19 pandemic and its effects. In addition, we added masks to our portfolio, which at the time were in short supply in the country. The company was able to adapt to the pandemic by continuing to generate revenue and allowed us to grow by up to 60% over the 2019 turnover. In FY 2021/22, the company's turnover declined to pre-pandemic levels due to stock correction across the distribution chain and restrictions in key markets. In FY 2022/23 we have maintained turnover levels by reducing company expenses, being more efficient but maintaining the high quality of our products.

The macroeconomic environment of the last fiscal years is characterized by a generalized rise in costs, both for energy and transport as well as for materials. High inflation has a negative impact on people's purchasing power. The recovery of the retail sector after the pandemic is not yet complete, and high inventory levels remain in shops. In this difficult environment, the group is adapting its strategy to return to business growth.



Regarding the AREAS OF ACTION, in accordance with its corporate purpose, the company carries out two perfectly defined lines of activity or services, which are as follows:

- Manufacture of ready-made garments and accessories and,
- Marketing of such sports clothing and accessories.

Production, located at our HQ, includes the areas of Product Design and Development for the ideation and development of the collections; Purchasing, for the acquisition of raw materials, 90% of which are purchased in local markets; Planning for stock control and demand forecasting; Industrialization and Production, which are in charge of industrial developments and the production of the different pieces; Quality and Sustainability, to ensure that the products comply with the company's requirements and values; and all the transversal and local support teams.

BUFF® products are multi-moment and adapt to any moment of the day and to the customer's life. They can be distinguished by the technology used, by the material and composition that characterize them, by the activity in which they are used, but one of their most distinguishing features is undoubtedly the possibility for the customer to personalize the product.

BUFF® has more than 3.566 product models in its portfolio, all of which are grouped into 4 business lines:

1. **Sports Headwear:** 850 products (catalogues FW 2023/24 and SS 2024).
2. **Lifestyle:** 169 products (catalogues FW 2023/24).
3. **Safety:** 443 standard and customized products (FY 23/24).
4. **Custom:** 1.065 customized products (FY23/24).

Regarding marketing, the Sales department supervises, promotes and executes the commercial actions related to product sales, with transversal support from the Consumer department.

Our fashion distribution and sales activities are organized through five international companies, the Parent Company of which is Original BUFF S.A., which, together with its subsidiaries, forms the BUFF® Group.

The subsidiaries through which we market our products in their respective international territories are: BUFF INC. (USA), BUFF GMBH (Germany), BUFF CANADA, LTD, BUFF UK, LIMITED, BUFF ITALY, SRL, and BUFF FRANCE, EURL.

Over time we have developed a unique business model, characterized by its flexibility, integration, sustainability, creativity and innovation. The key to our management lies in the continuous process of centralized analysis of information on the evolution of the business, which enables agile decision-making adapted to the business reality, with the possibility of constant adaptation to the operational reality, whether due to changes in trends or in the environment.

We ensure that the execution of these continuous changes is carried out globally thanks to our presence in all phases of the value chain, which encompasses design, production, logistics, shops and customers.

This integrated business model allows us to have a unified vision of our customers and to ensure the homogeneity of the shopping experience we offer them through the different points of interaction with them. Our strategy based on digitalization, with the adoption of new data collection and analysis capabilities, the differentiation of our commercial space, which allows us to integrate new technological tools, and sustainability, with the aim of contributing to the well-being of all our stakeholders, has been a key factor in explaining our evolution.





BUFF® Fiscal Transparency

At BUFF®, we are firmly committed to the promotion of responsible finance, a collaborative relationship with the administration and the push for the development of financial information communication to different interest groups.

The Group's fiscal principles translate into an unwavering commitment to sustainability and corporate social responsibility, which in turn is reflected in the contribution to the economic and social development of the different markets in which it is present.

The commitment in the financial field is materialized in the fulfilment of all tax obligations that are generated as a consequence of the business activity and the application in its tax practices of the international standard of the principle of full competition in accordance with the legislation of the European Union and beyond (Treaties and Conventions, OECD Guidelines, among others), of the tax legislation of the markets involved and, preferably, of the interpretative criteria set by the authorities or courts of justice of said markets.

During the FY 2023/24, the activity of the BUFF® Group in the markets in which it operates materialized in the payment of the tax on benefits shown in the section "Legal requirements", on page 89.



BUFF® Corporate Governance and Risk Management

BUFF® has a robust Compliance System, which is configured as a model for the organization, prevention, detection, control and management of legal and reputational risks arising from potential breaches of mandatory regulations, internal rules and best practices that apply.

The BUFF® Compliance System is cross-cutting, which means that it is a corporate function that covers all our subsidiaries, their employees, management, customers, and their suppliers.

The Compliance Function, represented by the Ethics Committee, is responsible for organizing and coordinating the management of the Compliance System.

The Compliance Program, both Corporate and Criminal, is configured around a structure of basic, high-level rules approved by the Board of Directors, with the Code of Conduct at the highest level.

The regulatory structure is completed by the following Policies and organizational documents:

- Code of Conduct (main sections exposed in section 05.3 Transparency and Ethics)
- Training and Compliance Policy
- Rules of Procedure of the Ethics Committee
- Complaint Handling Policy
- Prevention and Money Laundering Policy
- Gift and Hospitality Policy
- Anti-Corruption and Bribery Policy
- Policy on the Use of IT Equipment



Fight against corruption:

Integrity is one of the values that must guide the development of professional activity, therefore, at BUFF® we actively fight and condemn any type of corrupt practice, which in addition to contravening the applicable legal provisions, is contrary to the ethical principles and values of the company indicated in the Code of Conduct.

Section 7.2 of the Code of Conduct reflects the basic pillars in relation to the fight against corruption, bribery, kickbacks and influence peddling.

Obliged entities are urged not to solicit, accept or offer any payment, benefit or unjustified advantage for themselves or for a third party if they fail to comply with policies on the purchase or sale of goods or procurement of services.

Employees are also prohibited from making payments to expedite procedures consisting of the delivery of money or goods in kind, whatever the amount, in exchange for securing or expediting the course of a procedure or action before any judicial body, public administration or official body.

It also prohibits any influence on any official or authority derived from the personal relationship of any employee, adopting special diligence regarding those who are related to any official linked to public tenders to which it may offer its products.

It is a serious breach of the Code of Conduct to pay or offer to pay national or international public officials, either directly or indirectly, to obtain privileged information about a specific tender or to influence the decision-making process of a tender.

As part of the Group Compliance System, the BUFF® Board of Directors has approved a set of internal regulations which, in application of our corporate ethical culture, formalizes and demonstrates our firm commitment against any form of corruption, fraud, money laundering or illegal financing.

Specifically, in order to ensure that all our employees, as well as third parties with whom we maintain business relationships, comply with the provisions of the main regulations for the prevention of bribery and corruption in the markets in which we operate, we have Integrity Policies, which, in accordance with the provisions of the ISO 37001 Anti-Bribery Management Systems standard, are linked to the ethical values of BUFF® and are made up of:

- **Gifts and Hospitality Policy:** defines what is understood by gifts and hospitality, and the rules that all employees must comply with. It regulates the requirements for their offer and/or acceptance to be considered valid and establishes a Register of Gifts and a channel of communication of the destination of these, and of consultations and complaints with the Ethics Committee.
- **Conflicts of Interest Policy:** This establishes the principles and criteria to be considered to prevent, detect, communicate and manage conflicts of interest that may arise in the professional activities of BUFF® employees and that could compromise the necessary objectivity or professionalism in the performance of their duties.



Money laundering:

The Money Laundering Prevention Policy, approved by the Board of Directors on 12 May 2022 in accordance with international standards on the subject, aims to establish the criteria to prevent ORIGINAL BUFF, S.A. (as well as its subsidiaries) from being used in any money laundering operation.

In this sense, the content of this Policy is expressly subject to the regulations of each country, which will always take precedence over it.

The Policy sets out the actions that define money laundering, including, but not limited to, the following actions:

- Concealing the nature, origin, location, or real ownership of goods or rights over them, with knowledge of their criminal provenance.
- Acquiring or using property with knowledge of its criminal provenance.
- Converting or transferring assets of criminal origin or involvement, with the aim of concealing their illicit origin.
- Collaborating with persons who are involved in criminal acts with the aim of avoiding the legal consequences of their actions.
- Engaging in any of the above activities on the basis of association, attempt, instigation or facilitating the commission of a criminal offence.

The focus of this First Policy is on:

- Pay attention to unusual payments.
- Limiting cash collections in shops.
- Correctly identify business partners, suppliers and collaborators

It represents the development of section 7.3 of the Code of Conduct, and shares the ethical values of ORIGINAL BUFF, S.A. indicated in the aforementioned Code.

In addition, this policy will involve the creation of 3 procedures to be developed:

- Procedure on the communication and acceptance of payments.
- Procedure for limiting cash collections in Stores.
- Procedure for identifying and getting to know Business Partners.

Ethics Committee:

On 29 May 2018, as part of this Compliance System, the Board of Directors of Original BUFF, S.A., in its commitment to prevent, control, detect and prosecute possible crimes, unanimously approved the constitution of an Ethics Committee and its regulations, to regulate and inform all BUFF® Group employees and managers of both ORIGINAL BUFF, S.A. and its subsidiaries of its composition and operation.

The Ethics Committee is made up of 4 people from the Executive Structure, and its main functions include the following:

- Promote, oversee and monitor effective compliance with the values, principles and rules of conduct established in the Code of Conduct and the Criminal Risk Prevention Model.
- Elaborate, develop, implement and cohere corporate policies and internal procedures related to the prevention of criminal risks.
- Disseminate the protocols and codes to company staff, suppliers and external partners.
- Provide for training actions to ensure that all Company personnel are aware of, familiar with and committed to acting in accordance with the Code of Conduct.
- Enable and manage whistle-blowing channels where all company employees can report any possible breaches to the company, with respect for the principle of confidentiality.
- Directing and documenting internal investigations into any breaches of the measures set out in the Code of Conduct to prevent the commission of possible offences and taking appropriate disciplinary action where necessary.
- Periodically check the functioning of the prevention system.
- Proceed to review and update it whenever circumstances, situations, facts, non-compliances detected, new obligations introduced in the regulatory sphere and/or modifications in the structure, composition or activity of the company occur.
- Report to the Board of Directors of Original BUFF, S.A. on the development and outcome of the Committee's activities. The frequency is established on an annual basis, without prejudice to the Committee being able to inform and report whenever deemed necessary, and at the request of the Chairman of the Board of Directors or the Chairman of the Committee.

The policy for handling internal complaints establishes the procedure for dealing with complaints received in relation to alleged breaches of the Code of Conduct, laws and regulations, any internal policies that may exist and, in general, of the Crime Prevention Model. No complaints were received during the year.

Risks Management:

As part of its Compliance program, the BUFF® Group has an organizational and management model for the prevention of crimes or Criminal Risk Prevention Model, to reduce exposure to risks related to the potential commission of crimes and to have a correct assessment of these risks.

The Criminal Risk Prevention Model approved by the Board of Directors on 29 May 2018, and in particular the Criminal Risk Matrix, is subject to regular evaluation and improvement to adapt it to the development and growth of the Group and to the legal requirements, recommendations and best practices existing in this area at any given time, ensuring its effectiveness.

In order to have a correct assessment of the criminal risks, an analysis of the processes of the activity, the controls established for the mitigation or elimination of the risks, the study of the documentation, and interviews at the different levels of responsibility are carried out and confronted with the external analysis that we had elaborated with the operational knowledge.

To assess the probability of the commission of a criminal act, the historical background of the entity and the number of persons with the capacity to carry out the unlawful conduct have been taken into account. For these purposes, given that there are no criminal proceedings in which the entity, its representatives, agents or employees have been involved in relation to the exercise of corporate activities, any inspections that may have been carried out in the entity on matters that – obviously without having criminal relevance – have a certain relationship with possible criminal acts have also been taken into consideration.

- **COMPUTER DAMAGE.** associated with technological crimes. Damage to data, the computer system, computer programs or electronic documents, related to malicious software, passwords, access, codes, etc. A policy has been drawn up for the use of terminals and equipment, as well as a six-monthly review of access and other security measures.

When assessing the impact, we have not only taken into consideration the possible applicable penalty, but have set three severity frameworks – medium, high and very high –, accepting that the existence of reputational damage linked to the possible opening of criminal proceedings against the entity means that we cannot speak, in any case, of very low or low severity.

Numerical values have not been attributed to each of the factors that determine the probability of a crime being committed and its consequences, as we consider the explanation given on the risk map segmentation criteria to be detailed and reasonable.

In accordance with the methodology and criteria detailed above, the criminal risk map is drawn up and will be updated annually from 2022-23, identifying the main risks based on a medium probability and a high or very high impact, also detailing the prevention and control measures implemented.

The criminal risks are detailed below according to the methodology applied:

The main risks identified in terms of corruption, according to the latest update, are: (i) private-to-private corruption, (ii) bribery and (iii) credit or debit card counterfeiting. As this is one of the points explained below.

- **CORRUPTION IN BUSINESS.** The promise given or received, to any member or company, to grant advantages of any nature whatsoever to itself or to a third party, without any justification, in breach of the principles of procurement in any form. In addition to the Code of Conduct, there is a Procurement Policy, signed anti-bribery clauses with all suppliers and Protocols to regulate gifts and hospitality, as well as a donations and sponsorship policy according to ESG criteria.
- **BRIBERY.** Offering or giving gifts, favors or retribution of any kind to an employee or public official, national or foreign, in order that they perform an act contrary to their position in the broad sense of the term, or so that they do not perform it or delay it. The same measures and protocols to mitigate this risk as those related to the offence of Corruption.
- **CREDIT OR DEBIT CARD COUNTERFEITING.** Altering, copying, reproducing or otherwise counterfeiting credit or debit cards or travelers' cheques.

Criminal Risk Prevention Policy	Criminal Risk Prevention Procedure
That it associates the commitments to ethical conduct made in the Code of Conduct with those offences that BUFF® seeks to prevent.	This establishes the roles and responsibilities of the areas with functions of control and verification of the Model, the functions of the Ethics Committee in the prevention of criminal risks, as well as the organizational measures in this area.

The policy is available to all Original BUFF S.A. employees.

The identification, assessment and monitoring of Corporate Risks are managed through hundreds of KPIs distributed among all areas and the corresponding Risk Map.

They are presented monthly to the GEC distributed in the following areas and shared in the different strategic committees:

- | | | | |
|--|--|---|---|
| <ul style="list-style-type: none"> • Finance • Legal | <ul style="list-style-type: none"> • Sales B2B • Brand and Marketing | <ul style="list-style-type: none"> • Product • People | <ul style="list-style-type: none"> • Technology |
|--|--|---|---|

These KPIs are classified into strategic, tactical, and operational KPIs according to prioritization in implementation and definition, and clearly reflect business performance, deviations and where to place the focus for correction.

The main corporate risks identified are as follows:

- **DEFAULT.** Customers who are unable to meet their payment commitments, and who are partially covered by the insurer. In some countries we do not have any percentage of coverage.
- **OBSOLESCENCE.** If more is manufactured or forecasts are not met, we have different outlet sales channels to sell these discontinued products, although margins are sacrificed, and the volume of sales is limited. It is also detrimental to our brand image and to our current collections.
- **RELATED-PARTY TRANSACTIONS.** Despite the annual masterfile with justification of the transfer price with subsidiaries, there is always the risk of a tax audit for non-compliance.
- **MARKET RISK.** Part of our sales are channeled through external distributors who resell to the market. Failure to sell out can affect our future sales. We frequently request inventory levels from our distributors for valuation purposes.
- **LIQUIDITY RISK.** The above risks can mean one-off cash strains that need to be managed internally or with external partners.



Additional Indicators

Economic Indicators

Earnings / Net Profit	2021/22	2022/23	2023/24
Global	-2.318.588 €	-865.582 €	1.137.903 €

The breakdown of Earnings / Net Profit by region is included and shared in the company's annual financial report.

Taxes on profits paid	2021/22	2022/23	2023/24
Global	-1.069.107,36 €	-1.093.593,73 €	342.277,00 €

Grants received*	2021/22	2022/23	2023/24
Global	46.766,14 €	28.776,17 €	52.729,72 €

* This indicators has been updated, as an error was reported in the previous report.

Administrative penalties	2021/22	2022/23	2023/24
Global	0,00 €	12.914,89 €	12.807,70 €

Governance Indicators

% of persons in governing bodies by gender	2021/22	2022/23	2023/24
Male	60%	60%	56%
Female	40%	40%	44 %

Composition of the GEC	2021/22	2022/23	2023/24
<i>By gender</i>			
Male	4	5	5
<i>By age</i>			
30 or less	0	0	1
Between 30 and 50	4	5	6
50 or more	3	3	2

People Indicators

Original BUFF®, S.A

No. of workers by gender	2021/22	2022/23	2023/24
Male	93	93	80
Female	225	268	249
Global	318	361	329

No. of workers by employment category	2021/22	2022/23	2023/24
Directors	5	9	9
Middle management	11	22	19
Technicians	153	114	105
Administrative staff	149	216	196
Global	318	361	329

No. of workers by age	2021/22	2022/23	2023/24
30 or less	46	48	41
Between 30 and 50	197	206	180
50 or more	75	107	108
Global	318	361	329

Staff by professional category and gender	2021/22				2022/23				2023/24			
	Male		Female		Male		Female		Male		Female	
	nº	%	nº	%	nº	%	nº	%	nº	%	nº	%
Directors	4	1,3%	1	0,3%	6	1,6%	3	0,8%	5	1,52%	4	1,22%
Middle management	5	1,6%	6	1,9%	12	3,3%	10	2,7%	7	2,13%	12	3,65%
Technicians	65	20,4%	88	27,7%	48	13,3%	66	18,2%	34	10,33%	71	21,58%
Administrative staff	19	6,0%	130	40,9%	27	7,4%	189	52,3%	34	10,33%	162	49,24%
Global	93	29,2%	225	70,8%	93	25,8%	268	74,2%	80	24,32%	249	75,68%

People Indicators

Original BUFF®, S.A

% of employees by professional category and age	2021/22						2022/23						2023/24					
	30 or less		Between 30 and 50		More than 50		30 or less		Between 30 and 50		More than 50		30 or less		Between 30 and 50		More than 50	
	nº	%	nº	%	nº	%	nº	%	nº	%	nº	%	nº	%	nº	%	nº	%
Directors	0	0,0%	3	0,9%	2	0,6%	0	0,0%	8	2,2%	1	0,28%	1	0,3%	6	1,8%	2	0,6%
Middle management	0	0,0%	11	3,5%	0	0,0%	1	0,28%	18	4,9%	3	0,83%	1	0,3%	14	4,3%	4	1,2%
Technicians	25	7,9%	114	35,8%	14	4,4%	21	5,8%	79	21,8%	14	3,8%	12	3,6%	68	20,7%	25	7,6%
Administrative staff	21	6,6%	69	21,7%	59	18,6%	26	7,2%	101	27,9%	89	24,6%	27	8,2%	92	28,0%	77	23,4%
Global	46	14,5%	197	61,9%	75	23,6%	48	13,3%	206	57,1%	107	29,6%	41	12,5%	180	54,7%	108	32,8%

% contract modalities	2021/22	2022/23	2023/24
Indefinite	88,7%	91,1%	92,4%
Temporary	8,5%	6,6%	1,2%
Part-time	2,8%	2,2%	6,4%
Global	100,0%	100,0%	100,0%

% contract modalities by gender	2021/22		2022/23		2023/24	
	Male	Female	Male	Female	Male	Female
Indefinite	93,5%	86,7%	95,7%	86,9%	96,2%	91,2%
Temporary	6,5%	9,3%	3,2%	1,9%	0,0%	1,6%
Part-time	0,0%	4,0%	1,1%	8,6%	3,8%	7,2%
Global	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%

People Indicators

Original BUFF®, S.A

% of employees by type of contract and by age	2021/22			2022/23			2023/24		
	30 or less	Between 30 and 50	50 or more	30 or less	Between 30 and 50	50 or more	30 or less	Between 30 and 50	50 or more
Indefinite	78,3%	91,9%	86,7%	72,9%	91,7%	98,1%	87,8%	90,0%	98,1%
Temporary	13,0%	6,6%	10,7%	12,5%	0,5%	0,9%	2,4%	1,1%	0,9%
Part-time	8,7%	1,5%	2,7%	14,6%	7,8%	0,9%	9,8%	8,9%	0,9%
Global	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%

% of employees by type of contract and employment category	2021/22			2022/23			2023/24		
	Indefinite	Temporary	Part-time	Indefinite	Temporary	Part-time	Indefinite	Temporary	Part-time
Directors	2,1%	0,0%	0,0%	2,7%	0,0%	0,0%	2,4%	0,0%	0,0%
Middle management	3,5%	0,0%	0,0%	6,7%	0,0%	0,0%	6,8%	0,0%	0,0%
Technicians	49,1%	29,6%	100%	31,3%	12,5%	41,7%	30,4%	50,0%	57,1%
Administrative staff	45,3%	70,4%	0,0%	59,3%	87,5%	58,3%	60,5%	50,0%	42,9%
Global	100,0%								

% of employees by type of working day and working category	2021/22		2022/23		2023/24	
	Full time	Part-time	Full time	Part-time	Full time	Part-time
Directors	1,9%	0,0%	2,5%	0,0%	2,4%	0,0%
Middle management	3,1%	0,0%	6,1%	0,0%	6,1%	0,0%
Technicians	42,1%	6,0%	28,8%	2,8%	28,0%	4,0%
Administrative staff	45,0%	1,9%	56,0%	3,9%	56,5%	3,0%
Global	92,1%	7,9%	93,4%	6,6%	93,0%	7,0%

People Indicators

Original BUFF®, S.A

No. of full-time employees	2021/22	2022/23	2023/24
Male	93	92	77
Female	200	245	229
Global	293	337	306

No. of part-time employees	2021/22	2022/23	2023/24
Male	0	1	3
Female	25	23	20
Global	25	24	23

New employee recruitment	2021/22	2022/23	2023/24
<i>By gender</i>			
Male	37	19	18
Female	84	82	39
<i>By age</i>			
30 or less	16	16	33
Between 30 and 50	43	52	20
50 or more	62	33	4
Total	121	101	57

Employees who have left	2021/22	2022/23	2023/24
<i>By gender</i>			
Male	23	31	31
Female	67	76	60
<i>By age</i>			
30 or less	5	41	30
Between 30 and 50	20	47	38
50 or more	62	19	23
<i>By employment category</i>			
Directors	0	1	1
Middle management	1	5	5
Technicians	49	40	12
Administrative staff	37	61	73
Total	90	107	91



People Indicators

Original BUFF®, S.A

Absenteeism rate (TAL)	2021/22	2022/23	2023/24
Male	0,94	6,54	9,99
Female	1,46	8,28	24,54
Global	1,31	14,81	34,53

No. of employees who have been entitled to parental leave	2021/22	2022/23	2023/24
Male	2	9	9
Female	5	3	9
Global	7	12	18

No. of absence hours	2021/22	2022/23	2023/24
Male	1.494	10.973	16.257
Female	5.712	39.355	108.569
Global	7.206	50.327	124.826

People Indicators

Original BUFF®, S.A

No. of accidents at work	2021/22	2022/23	2023/24
Male	2	4	3
Female	13	27	18
Global	15	31	21

No. of workers with occupational diseases	2021/22	2022/23	2023/24
Male	0	0	0
Female	0	0	0
Global	0	0	0

Accident Frequency Rate (AFR)	2021/22	2022/23	2023/24
Male	12,56	23,83	18,44
Female	33,28	56,79	40,69
Global	27,28	80,62	59,12

(Accidents at work/Hours worked)*1.000.000

Number of occupational accidents by severity	2021/22	2022/23	2023/24
No leave	10	5	6
Slight	5	31*	15
Graves	0	0	0
Deadly	0	0	0
Global	15	36	21

No. of employees who have returned to work after the end of parental leave	2021/22	2022/23	2023/24
Male	2	9	9
Female	5	3	9
Global	7	12	18

% employees covered in collective bargaining agreements*	2021/22	2022/23	2023/24
Male	29,2%	25,8%	24,3%
Female	70,8%	74,2%	75,7%
Global	100,0%	100,0%	100,0%

* BUFF® recognizes and respects freedom of association as a human right, however, it does not currently have legal representation of workers.

People Indicators

Original BUFF®, S.A

No. of hours of training per year per employee and gender	2021/22	2022/23	2023/24
Male	2.291	1.293	1.657
Female	3.895	1.634	1.868
Global	6.186	2.927	3.525

Average number of training hours per year per employee and gender	2021/22	2022/23	2023/24
Male	24,6	13,9	20,07
Female	17,3	6,1	7,5
Global	19,5	8,1	10,7

Average hours of training per year per employee and job category	2021/22	2022/23	2023/24
Directors	40,8	3,4	11,4
Middle management	13,3	12,5	17,7
Technicians	30,6	19,2	14,2
Administrative staff	7,8	2,0	8,1
Global	19,5	8,1	10,7

No. of regular evaluations by gender	2021/22	2022/23	2023/24
Male	17	33	80
Female	130	203	249
Global	147	236	329

% of regular evaluations by gender	2021/22	2022/23	2023/24
Male	18,3%	35,5%	100%
Female	57,8%	75,7%	100%
% employees	46,2%	65,4%	100%

% of periodic evaluations by job category	2021/22	2022/23	2023/24
Directors	0%	0%	100%
Middle management	0%	0%	100%
Technicians	8%	18%	100%
Administrative staff	91%	100%	100%
Global	46%	65%	100%

Employees with disabilities	2021/22	2022/23	2023/24
Male	0	0	0
Female	5	6	7
Global	5	6	7

The count includes all workers with a disability certificate (irrespective of degree).

No. of discrimination cases	2021/22	2022/23	2023/24
	0	0	0

Wage gap	2021/22	2022/23	2023/24
	0,38	0,43	0,36

Remuneration of board members.

This data is included and shared in the company's annual financial report.

Client Indicators

Number of contacts received through ticketing	2021/22	2022/23	2023/24
Global	7.346	3.431	3.030
Number of claims received	2021/22	2022/23	2023/24
Global	4	0	1
No. of cases of non-compliance concerning product and service information	2021/22	2022/23	2023/24
Global	0	2	0
No. of complaints regarding breaches of customer privacy	2021/22	2022/23	2023/24
Global	0	0	0

Suppliers Indicators

Suppliers	2021/22	2022/23	2023/24
Local	71	74	71
National	13	14	10
International	37	43	36

Environmental Indicators

Global

Water consumption	Unit	2021/22	2022/23	2023/24
Local	m³	3.162,3	3.759,29	3.136,8

Energy consumption	Unit	2021/22	2022/23	2023/24
Electricity (self-generated + purchased)	Kwh	1.295.025	1.395.829	1.326.833
Self-generated electricity	Kwh	267.274	376.595	364.697
Diesel	Liters	40.475	28.131	15.856
Natural gas	Gj	327	430	408

Carbon footprint (breakdown dependent on scope)	Unit	2021/22	2022/23	2023/24
Scope 1: Direct emissions	Tn CO ₂ eq	226,50	96,20	65,93
Scope 2: Indirect emissions	Tn CO ₂ eq	18,80	19,89	15,02
Scope 3: Other indirect emissions	Tn CO ₂ eq	4.622,31	N/D*	N/D*

* The scope 3 footprint for FY 2022/23 and 2023/24 has not been calculated.

% self-generated energy	Unit	2021/22	2022-23	2023/24
Total	%	20,6	27,2	27,5



Environmental Indicators

Original BUFF®, S.A.

Water consumption (HQ)	Unit	2021/22	2022/23	2023/24
Local	m³	2.579	3.380	2.631
<hr/>				
Energy consumption	Unit	2021/22	2022/23	2023/24
Electricity (self-generated + purchased)	Kwh	1.233.257	1.326.172	1.269.090
Self-generated electricity	Kwh	267.274	376.595	364.697
Diesel	Liters	40.475	28.131	15.856
Natural gas	Gj	0	0	0
<hr/>				
Carbon footprint (breakdown dependent on scope)	Unit	2021/22	2022/23	2023/24
Scope 1: Direct emissions	Tn CO ₂ eq	210,00	74,41	45,34
Scope 2: Indirect emissions	Tn CO ₂ eq	0,00	0,00	0,00
Scope 3: Other indirect emissions*	Tn CO ₂ eq	4.622,31	N/D*	N/D*

* The scope 3 footprint for FY 2022/23 and 2023/24 has not been calculated.

BUFF® INC

Water consumption	Unit	2021/22	2022/23	2023/24
Local	m³	418,6	293,99	452,78
<hr/>				
Energy consumption	Unit	2021/22	2022/23	2023/24
Electricity (self-generated + purchased)	Kwh	45.995	52.889	48.313
Self-generated electricity	Kwh	0	0	0
Diesel	Gj	0	0	0
Natural gas	Gj	168	138	114
<hr/>				
Carbon footprint (breakdown dependent on scope)	Unit	2021/22	2022/23	2023/24
Scope 1: Direct emissions	Tn CO ₂ eq	8,50	6,99	5,75
Scope 2: Indirect emissions	Tn CO ₂ eq	10,70	10,87	9,93
Scope 3: Other indirect emissions	Tn CO ₂ eq	N/D*	N/D*	N/D*

* The scope 3 footprint for FY 2022/23 and 2023/24 has not been calculated.



Environmental Indicators

BUFF® Canada Ltd

Water consumption	Unit	2021/22	2022/23	2023/24
Local	m³	164,70	85,30	53,00
<hr/>				
Energy consumption	Unit	2021/22	2022/23	2023/24
Electricity (self-generated + purchased)	Kwh	9.228	10.698	9.430
Self-generated electricity	Kwh	0	0	0
Diesel	Gj	0	0	0
Natural gas	Gj	159	293	295
<hr/>				
Carbon footprint (breakdown dependent on scope)	Unit	2021/22	2022/23	2023/24
Scope 1: Direct emissions	Tn CO ₂ eq	8,00	14,79	14,83
Scope 2: Indirect emissions	Tn CO ₂ eq	5,90	6,89	5,09
Scope 3: Other indirect emissions	Tn CO ₂ eq	N/D*	N/D*	N/D*

* The scope 3 footprint for FY 2022/23 and 2023/24 has not been calculated.

BUFF® GmbH

Energy consumption	Unit	2021/22	2022/23	2023/24
Electricity (self-generated + purchased)	Kwh	4.873	4.973	N/A
Self-generated electricity	Kwh	0	0	N/A
Diesel	Gj	0	0	N/A
Natural gas	Gj	0	0	N/A
<hr/>				
Carbon footprint (breakdown dependent on scope)	Unit	2021/22	2022/23	2023/24
Scope 1: Direct emissions	Tn CO ₂ eq	0,00	0,00	N/A
Scope 2: Indirect emissions*	Tn CO ₂ eq	2,13	2,13	N/A
Scope 3: Other indirect emissions**	Tn CO ₂ eq	N/D*	N/D*	N/A

Some information from last years is not available as it is a shared office space.

* The scope 3 footprint for FY 2022/23 has not been calculated

** BUFF GmbH became a 100% remote location, where environmental data has not been calculated.



Environmental Indicators

BUFF® UK Limited

Energy consumption	Unit	2021/22	2022/23	2023/24
Electricity (self-generated + purchased)	Kwh	1.672	1.097	N/A
Self-generated electricity	Kwh	0	0	N/A
Diesel	Gj	0	0	N/A
Natural gas	Gj	0	0	N/A
Carbon footprint (breakdown dependent on scope)	Unit	2021/22	2022/23	2023/24
Scope 1: Direct emissions	Tn CO ₂ eq	0,00	0,00	N/A
Scope 2: Indirect emissions*	Tn CO ₂ eq	0,10	0,00	N/A
Scope 3: Other indirect emissions**	Tn CO ₂ eq	N/D*	N/D*	N/A

Some information from last years is not available as it is a shared office space.

* The scope 3 footprint for FY 2022/23 has not been calculated

** BUFF UK Limited become a 100% remote location, where environmental data has not been calculated.

BUFF® Italy S.R.L

BUFF Italy S.R.L is a 100% remote location, where environmental data has not been calculated.

BUFF® France EURL

BUFF France EURL is a 100% remote location, where environmental data has not been calculated.



Community Indicators

Total donations to foundations and non-governmental organizations* (EUR)	2021/22	2022/23	2023/24
Global	99.279,00 €	106.504,80 €	111.327,36€

* Donations include direct economic donations and BUFF® product donations. BUFF® product donations have been calculated as PVP. Non-Euro donations have been converted to Euro at the exchange rate available at the end of the fiscal year.



08.4 NFRD and GRI Equivalency Table

Alignment with Law 11/2018 on non-financial information and diversity		Alignment with OB Sustainability Report 2023				Alignment with the GRI standard			
EINF Contents	Compliance with EINF requirements	Sustainability Report Structure	Section	Sub-section (I)	Pg	GRI	GRI Disclosure Reference	GRI Disclosure Contents	
GENERAL CONTENTS									
BUSINESS MODEL	Brief description of the Group's business model (business environment and organization).	08. APPENDECIES	08.3. Legal Requirements	Additional information - BUFF® Group and Business Model	89	> GRI 2 General Contents (2021)	> GRI 2-1 Organizational details. > GRI 2-6 Activities, value chain and other business relationships. > GRI 2-23 Commitments and policies.		
	Geographical presence.								
	Main factors and trends that may affect its future development.								
	Markets in which it operates.	01. INTRODUCTION	01.4. Some Facts and Figures about the BUFF® Group		8				
	Objectives and strategies.	02. SUSTAINABILITY	02.4. Do More Now		22				
CORPORATE GOVERNANCE	Risk management and control mechanisms and tools.	08. APPENDECIES	08.3. Legal Requirements	Additional information - BUFF® Corporate Governance and Risk Management	89	> GRI 2 General Contents (2021) > GRI 207 Taxation (2019)	> GRI 2-27 Compliance with laws and regulations. > GRI 207-2 Fiscal governance, control and risk management.		
MATERIALITY	Materiality analysis.	02. SUSTAINABILITY	02.3. Materiality Analysis Results		21	> GRI 2 General Contents (2021) > GRI 3 Material Topics (2021)	> GRI 2-29 Approach to Stakeholder Engagement. > GRI 3-1 Process for determining material topics. > GRI 3-2 List of material topics. > GRI 3-3 Management of material issues.		
POLICIES	Description of the policies applied by the Group, including due diligence procedures applied for the identification, assessment, prevention and mitigation of significant risks and impacts, and verification and control, including what measures have been adopted.	02. SUSTAINABILITY	02.5. Sustainability Policies		In other sections there may also be some reference to other policies related to each thematic area.	24	> GRI 2 General Contents (2021)	> GRI 2-23 Commitments and policies. > GRI 2-24 Incorporation of commitments and policies.	
RESULTS	The results of these policies, including relevant non-financial key performance indicators that allow for the monitoring and evaluation of progress and that favor comparability between societies and sectors, in accordance with the national, European or international reference frameworks used for each subject.	Throughout the Sustainability Report	The results of the policies are described in the different sections of this report.						



Alignment with Law 11/2018 on non-financial information and diversity		Alignment with OB Sustainability Report 2023				Alignment with the GRI standard			
EINF Contents	Compliance with EINF requirements	Sustainability Report Structure	Section	Sub-section (I)	Pg	GRI	GRI Disclosure Reference	GRI Disclosure Contents	
RISKS	The main risks related to social and environmental issues linked to the Group's activities, including, where relevant and proportionate, its business relationships, products or services that may have an adverse impact on these areas, and how the Group manages these risks, explaining the procedures used to detect and assess them in accordance with the national, European or international frameworks of reference for each subject matter. Information should be included on the impacts that have been detected, providing a breakdown of these impacts, in particular on the main risks in the short, medium and long term.	03. ACT MORE 04. PROTECT MORE	Throughout these sections, the environmental risks mitigated in relation to the operations and products commercialised by the company are presented.	25-47	> GRI 2 General Contents (2021)	> GRI 2-25 Processes to remedy negative impacts.			
		05. CARE MORE	05.3. Transparency and Ethics	Governance	48-69				
		08. APPENDICES	08.3. Legal Requirements	Additional indicators – Corporate Governance and Risk Management	82				
INFORMATION ON ENVIRONMENTAL ISSUES									
ENVIRONMENTAL MANAGEMENT	Current and foreseeable effects of the company's activities on the environment and, where appropriate, on health and safety.	03. ACT MORE 04. PROTECT MORE	The environmental management approach is included in the different sustainability policies of the company. The Climate Change Policy is the most relevant in this sense.	25-47					
	Resources dedicated to environmental risk prevention.		Likewise, the report also explains the different initiatives and resources dedicated to managing the environmental impact of the company's activities. For example, more specifically in the research on Microplastics.						
	Application of the precautionary principle.								
	Environmental assessment or certification procedures.								
	Amount of provisions and guarantees for environmental risks.	No information is reported in this matter because it is not applicable to BUFF®'s activity.							
POLLUTION	Measures to prevent, reduce or remediate carbon emissions that seriously affect the environment; taking into account any form of activity-specific air pollution, including noise and light pollution.	04. PROTECT MORE	04.1. Carbon Footprint	04.1.1. The footprint in 2022/23 04.1.2. Commitments for CO2 reduction	42-44	> GRI 305 Emissions (2016)	> GRI 305-1 Direct GHG emissions (scope 1). > GRI 305-2 Indirect GHG emissions associated with energy (scope 2).		
CLIMATE CHANGE	The significant elements of greenhouse gas emissions generated as a result of the company's activities, including the use of the goods and services it produces.								

Alignment with Law 11/2018 on non-financial information and diversity		Alignment with OB Sustainability Report 2023				Alignment with the GRI standard		
EINF Contents	Compliance with EINF requirements	Sustainability Report Structure	Section	Sub-section (I)	Pg	GRI	GRI Disclosure Reference	GRI Disclosure Contents
	Measures taken to adapt to the consequences of climate change.							
	The reduction targets voluntarily established in the medium and long term to reduce greenhouse gas emissions and the means implemented to this end.							
CIRCULAR ECONOMY AND RISK PREVENTION AND MANAGEMENT	Measures for prevention, recycling, reuse, other forms of recovery and disposal of waste.	03. ACT MORE	03.2. Responsible Production	03.2.1. Best circular and ecological practices	35-36		> GRI 306 Waste (2020)	> GRI 306-1 Waste generation and significant impacts related to waste. > GRI 306-2 Management of significant impacts related to waste. > GRI 306-3 Waste generated. > GRI 306-4 Waste not destined for disposal. > GRI 306-5 Waste destined for disposal.
	Actions to combat food waste.							
SUSTAINABLE USE OF RESOURCES	Water consumption and water supply in accordance with local constraints.	03. ACT MORE	03.2. Responsible Production	03.2.4. Water management in our facilities	39		> GRI 303 Water and effluents (2018)	> GRI 303-1 Interaction with water as a shared resource. > GRI 303-2 Management of impacts related to water discharge. > GRI 303-3 Water withdrawal. > GRI 303-4 Water discharge. > GRI 303-5 Water consumption.
	Consumption of raw materials.							
	Measures taken to improve the efficiency of their use (raw materials).	03. ACT MORE	03.1. Sustainable Materials	03.1.2. Responsible materials	29-32		> GRI 301 Materials (2016)	> GRI 301-1 Materials used by weight or volume. > GRI 301-2 Recycled input materials used. > GRI 301-3 Products and packaging materials recovered.
	Direct and indirect energy consumption.							

Alignment with Law 11/2018 on non-financial information and diversity		Alignment with OB Sustainability Report 2023				Alignment with the GRI standard		
EINF Contents	Compliance with EINF requirements	Sustainability Report Structure	Section	Sub-section (I)	Pg	GRI	GRI Disclosure Reference	GRI Disclosure Contents
	Measures taken to improve energy efficiency.	03. ACT MORE	03.2. Responsible Production	03.2.2. Minimizing the impact of our facilities	37-38		> GRI 304 Biodiversity (2016)	> GRI 304-2 Significant impacts of activities, products, and services on biodiversity.
	Use of renewable energies.			03.2.3. Electricity and energy efficiency				
BIODIVERSITY PROTECTION	Measures taken to preserve or restore biodiversity.	04. PROTECT MORE	04.2. Preservation of our Ecosystems	Organizations supported during the 2022/23 are reported in this section.	45-47		> GRI 304 Biodiversity (2016)	> GRI 304-2 Significant impacts of activities, products, and services on biodiversity.
	Impacts caused by activities or operations in protected areas.			BUFF® does not cause impacts from activities or operations in protected areas.				
INFORMATION ON SOCIAL AND PERSONNEL ISSUES								
EMPLOYMENT	Total number and distribution of employees by gender, age, country, and occupational classification.	08. APPENDECIES	08.3. Legal Requirements	Additional indicators – > Governance indicators > People indicators	89-96		> GRI 2 General Contents (2021) > GRI 401 Employment (2016) > GRI 405 Diversity and Equal Opportunity (2016)	> GRI 2-7 Employees. > GRI 2-8 Non-employee workers. > GRI 2-9 Remuneration policies. > GRI 2-21 Total annual compensation ratio. > GRI 401-1 New employee hires and employee rotation. > GRI 405-1 Diversity of governing bodies and employees. > GRI 405-2 Ratio of basic salary and remuneration of women to men.
	Total number and distribution of types of employment contracts.							
	Number of dismissals by gender, age and occupational classification.							
	Average salaries and their evolution broken down by gender, age and professional classification or equal value.							
	Pay gap.							
	Average remuneration of board members and executives, including variable remuneration, allowances, indemnities, payments to long-term savings systems and any other payments disaggregated by gender.							
	Implementation of policies for work disconnection.							
	Employees with disabilities.							
WORK ORGANIZATION	Organization of working time.	05. CARE MORE	05.1. Commitment to People	05.1.3. Well-being and engagement	54 - 55		> GRI 401 Employment (2016)	> GRI 401-2 Benefits provided to full-time employees that are not provided to part-time or temporary employees. > GRI 401-3 Parental leave.
	Number of hours of absenteeism.	08. APPENDECIES	08.3. Legal Requirements	Additional indicators – People indicators	90-96			
	Measures aimed at facilitating the enjoyment of work-life balance and encouraging the co-responsible exercise of work-life balance by both parents.	05. CARE MORE	05.1. Commitment to People	05.1.3. Well-being and engagement	54 - 55			

Alignment with Law 11/2018 on non-financial information and diversity		Alignment with OB Sustainability Report 2023				Alignment with the GRI standard		
EINF Contents	Compliance with EINF requirements	Sustainability Report Structure	Section	Sub-section (I)	Pg	GRI	GRI Disclosure Reference	GRI Disclosure Contents
		08. APPENDECIES	08.3. Legal Requirements	Additional indicators – People indicators	90-96			
HEALTH AND SAFETY	Health and safety conditions at work.	05. CARE MORE	05.1. Commitment to People	05.1.3. Well-being and engagement	54-55		> GRI 403 Occupational health and safety (2018)	> GRI 403-1 Occupational health and safety management system. > GRI 403-3 Occupational health services. > GRI 403-5 Occupational health and safety training for workers. > GRI 403-8 Coverage of occupational health and safety management system. > GRI 403-9 Injuries due to accidents at work. > GRI 403-10 Occupational diseases and illnesses.
	Number of occupational accidents by gender.							
	Frequency rate by gender.							
	Severity rate by gender.							
	Occupational diseases.							
SOCIAL RELATIONS	Organization of social dialogue, including procedures for informing, consulting, and negotiating with employees.	05. CARE MORE	05.1. Commitment to People	05.1.3. Well-being and engagement 05.1.4. Internal communication	54-57		> GRI 2 General Contents (2021)	> GRI 2-30 Collective bargaining agreements.
	Balance of collective bargaining agreements, particularly in the field of occupational health and safety.							
	Percentage of employees covered by collective bargaining agreements by country.	08. APPENDECIES	08.3. Legal Requirements	Additional indicators – People indicators	90-96			
TRAINING	Policies implemented in the field of training.	05. CARE MORE	05.1. Commitment to People	05.1.2. Development	52-53		> GRI 404 Training and Education (2016)	> GRI 404-1 Average hours of training per year per employee. > GRI 404-2 Programs to develop employee competencies and transition assistance programs. > GRI 404-3 Percentage of employees receiving regular performance and career development reviews.
	Total number of hours of training per professional category.	08. APPENDECIES	08.3. Legal Requirements	Additional indicators – People indicators	90-96			
EQUALITY	Measures taken to promote equal treatment and equal opportunities for men and women.	05. CARE MORE	05.1. Commitment to People	05.1.5. Diversity and inclusiveness	58-59		> GRI 405 Diversity and equal opportunity (2016)	> GRI 405-1 Diversity of governing bodies and employees.
	Equality plans (Chapter III of Organic Law 3/2007, of March 22, for the effective equality of women and men), measures adopted to promote employment, protocols against sexual harassment and harassment based on gender.							



Alignment with Law 11/2018 on non-financial information and diversity		Alignment with OB Sustainability Report 2023				Alignment with the GRI standard		
EINF Contents	Compliance with EINF requirements	Sustainability Report Structure	Section	Sub-section (I)	Pg	GRI	GRI Disclosure Reference	GRI Disclosure Contents
	Protocols against sexual and gender-based harassment.							
	Integration and universal accessibility for people with disabilities.							
	Policy against all types of discrimination and, where appropriate, diversity management.							
INFORMATION ON RESPECT FOR HUMAN RIGHTS								
DUE DILIGENCE	Implementation of human rights due diligence procedures; and, where appropriate, measures to mitigate, manage and remedy potential human rights abuses.	05. CARE MORE	05.3. Transparency and Ethics	The acquisition of the commitment to ensure respect for and compliance with human rights is included in BUFF®'s Code of Conduct, internal regulations, procurement policy, suppliers' code of conduct and the rest of the company's policies.	65-67		> GRI 2-23 Commitments and Policies. > GRI 2-26 Mechanisms for seeking advice and raising concerns.	
RISKS OF VIOLATION	Prevention of risks of human rights abuses and, where appropriate, measures to mitigate, manage, and remedy potential abuses.							
FUNDAMENTAL CONVENTIONS	Promotion of and compliance with the provisions of the International Labor Organization's core conventions related to respect for freedom of association and the right to collective bargaining; the elimination of discrimination in respect of employment and occupation; the elimination of forced or compulsory labor; the effective abolition of child labor.							
COMPLAINTS OF HUMAN RIGHTS VIOLATIONS	Complaints of human rights violations. hac	08. APPENDICES	08.3. Legal Requirements	Additional information -Corporate Governance and Risk Management	82			
INFORMATION RELATED TO THE FIGHT AGAINST CORRUPTION AND BRIBERY								
CORRUPTION AND BRIBERY	Measures taken to prevent corruption and bribery.	08. APPENDICES	Additional information – Corporate Governance and Risk Management		83			
MONEY LAUNDERING	Measures taken to combat money laundering.	08. APPENDICES	Additional information – Corporate Governance and Risk Management		84			
CONTRIBUTIONS	Contributions to foundations and not-for-profit entities.	08.3. Legal Requirements	Additional indicators – Community indicators		102			



Alignment with Law 11/2018 on non-financial information and diversity		Alignment with OB Sustainability Report 2023				Alignment with the GRI standard		
EINF Contents	Compliance with EINF requirements	Sustainability Report Structure	Section	Sub-section (I)	Pg	GRI	GRI Disclosure Reference	GRI Disclosure Contents
INFORMATION ABOUT SOCIETY								
SUSTAINABLE DEVELOPMENT	The impact of the Company's activity on employment and local development; the impact of the Company's activity on local populations and the territory.	05. CARE MORE	05.2. Commitment to the Community	05.2.1. Promoting inclusion in sports	60-64		> GRI 203 Indirect economic impacts (2016) > GRI 413 Local communities (2016)	> GRI 203-2 Significant indirect economic impacts. > GRI 413-1 Operations with local community engagement programs, impact assessments, and development.
	Relationships maintained with local community stakeholders and methods of dialogue with them.			05.2.2. Supporting our local community				
	Partnership or sponsorship activities.			05.2.3. Sustainable development				
SUPPLIERS	Inclusion of social, gender equality and environmental issues in purchasing policies; consideration of social and environmental responsibility in relations with suppliers and subcontractors.	03. ACT MORE	03.1. Sustainable Products	27-34				
	Monitoring and auditing systems and results of audits.							
CONSUMERS	Measures for the health and safety of consumers.	03. ACT MORE	03.1. Sustainable Products	03.1.1. High quality and durability	27-28		> GRI 416 Customer health and safety (2016)	> GRI 416-1 Assessment of health and safety impacts of product and service categories.
	Complaint systems, complaints received and resolution of complaints.	08. APPENDICES	08.3. Legal Requirements	Additional indicators – Clients indicators	97			
TAX INFORMATION								
TAXATION	Profits earned country by country.	08. APPENDICES	08.3. Legal Requirements	Additional indicators – Economic indicators	89		> GRI 201 Economic Performance (2016) > GRI 207 Taxation (2019)	> GRI 201-4 Financial assistance received from government. > GRI 207-4 Country-by-country reporting.
	Taxes on profits paid.							
	Government subsidies received.							
OTHER ASPECTS TO CONSIDER								
OTHER USEFUL INFORMATION ON THE PREPARATION OF THE DOCUMENT	Scope of the EINF.	08. APPENDICES	08.1. Scope of Application 08.2. Framework	76-77			> GRI 2 General Contents (2021)	> GRI 2-1 Organizational details. > GRI 2-2 Entities included in the sustainability reporting. > GRI 2-3 Reporting period, frequency, and point of contact. > GRI 2-4 Updating of information.



THANK YOU!