



SUSTAINABILITY

REPORT

May 2022 - April 2023

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ABOUT THIS REPORT

For BUFF®, shared value—social, environmental and economic—as a business action strategy has been part of the essence and philosophy of our company from the start. This report, which for the first time unites our annual sustainability report and our NFRD (Non-Financial Reporting Directive) report, is an account of our efforts and progress during FY 2022/23, a year of transformation during which we formally joined the B Corp Community and have continued to build on our renewed purpose, mission, and vision, always guided by our values and the 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 75.

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



INTRO

01





David Camps
Chief Executive Officer

A LETTER FROM OUR CEO

Another year has come and gone – what a year it has been! 2022/23 was not without obstacles to overcome, but there have also been great accomplishments to celebrate. I want to express my gratitude to those who have gone above and beyond this past year to embrace new challenges, provide solutions, and show up as our company and teams evolve.

We started the year with the goal of recovering sales growth but learned throughout the season that inventories in key markets were still above normal levels. Consequently, we had to adjust our plans and ended the year with a consolidated turnover of €47,8, similar to the previous year.

Despite the challenges, we continued to work tirelessly to transform BUFF® into a global company. We acquired the distribution of our brand in France and Italy, where we will operate directly next fiscal year. Additionally, we successfully moved the production of several cap styles from Asia to our home factory in Barcelona. The task included expanding and reconfiguring our manufacturing facility to set up specific production lines and training more than 70 people in handcrafting our caps.

We have also made significant progress on our sustainability journey, which remains at the forefront of all our decisions. This year we are celebrating officially joining the B Corp Community, a global group of companies committed to using the power of business as a force for good. We are proud to be certified with 105.7 (25 points above the minimum threshold required by the standard). This is a recognition of our commitment to sustainability, which has always been part of BUFF®'s DNA.

As a global leader in our industry and with a solid strategy, BUFF® is well-positioned to tackle the years ahead successfully. This is and will be thanks to the more than 400 BUFF® employees, consumers, retailers, distributors, suppliers, community partners, and all the organizations and people we work with. Thank you all for your continued support.

Sincerely,

David Camps

Chief Executive Officer

OUR STORY

It all began 30 years ago with one man on his motorbike. Determined to find a way to stay outdoors for as long as he could, Joan Rojas invented the seamless neckwear.

Born maverick, Joan Rojas embraced the unconventional and eagerly faced new challenges wherever the roads took him. When the military neckwear he used to protect himself from the cold and wind when out on his motorcycle started to bother him, he set out to improve this essential accessory for the rides along the roads of Igualada. He tirelessly sketched and researched before landing upon the solution in 1991: a seamless microfiber tube.

The new product was a success amongst his family and friends and in 1992 Joan founded BUFF®, with the first batch of his iconic product hitting the market later that year. In 1995, Joan started selling his creation at locations across Europe, and today the brand operates in 70+ countries through exclusive distributors and Branches in Canada, France, Germany, Italy, the United Kingdom, and the United States.



Every year, a summer and winter collection of neckwear, headbands, beanies, caps and balaclavas are produced and designed at the company's Headquarters (hereinafter: HQ) in Igualada, always with sustainability in mind. And 30 years later, Joan's legacy lives on. The spirit of invention and passion for adventure and the outdoors are still at the very heart of BUFF®. It's in our values, in our commitment to people and our planet, the teams we build and the communities we create.

For more information about BUFF, see Appendices' section "BUFF Group and Business Model" on page 77.

Headquarter (HQ) refers to the company's head office, which includes central offices, corporate services, production plant and logistics.





PURPOSE, VISION, MISSION



PURPOSE

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

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.

VISION

The world's leading outdoor accessories brand that makes everyone feel more connected to themselves, people and planet.



BUFF® VALUES



ORIGINALITY

We are creative, adventurous, curious and unconventional, geared towards creating innovative products and designs for outdoor use.

PASSION

We strive to encourage, support, and inspire people to enjoy what they do, to be happy, optimistic, and free.

COMMITMENT

We align our conduct with the interests of stakeholders, people, the company, and the environment. We operate under the premise that we have a responsibility for and a direct impact on society and the environment.

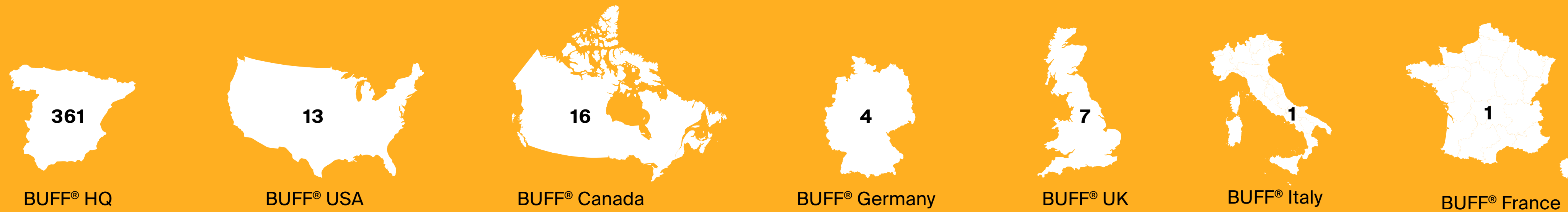
PEOPLE

We're all about people: consumers, clients, suppliers, shareholders, and employees. Together we form the BUFF® family. We create environments of well-being, collaboration and trust governed by professionalism, striving towards a job well done and taking responsibility for our actions.



SOME FACTS AND FIGURES ABOUT THE BUFF® GROUP

People



Clients*

(HQ Data)



4.952 clients
73 countries
70 distributors

*Safety line clients are included in this information.

Main regions: (Europe, North America, Australia, Asia, Asia and

Suppliers

(HQ Data)



74
Local



14
National

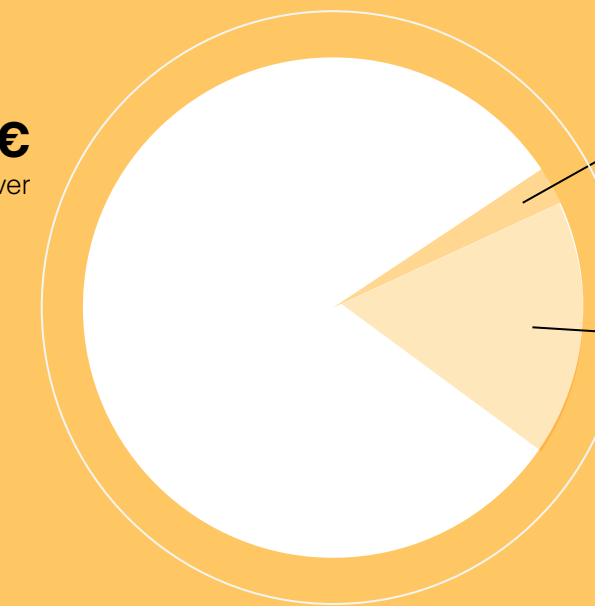


43
International

Accounts

(Group Data)

47,8 M€
Turnover



M: Millions of €
K: Thousands of €



1993 ALWAYS AHEAD OF THE CURVE

A young company committed to sports and adventures and determined to do things differently, BUFF® chose five female athletes to be part of the first ambassador team. Inspiring women, unafraid of challenges, and united with BUFF® in their love of the outdoors.

2002 THINK BIG, STAY LOCAL

One of the most significant landmark decisions was made in 2002 when the company moved into its new factory in Igualada. 8,000 square meters in the place where it all began, making Joan's dream a reality and creating the foundation for a successful future.

2007 A MATCH MADE IN THE MOUNTAINS

UTMB is the mountain challenge on every trail runner's bucket list, nothing reflects BUFF®'s passion for running and nature like the UTMB series, so it's no surprise that BUFF® became one of the first sponsors of this event.

2011 PARTNERS FOR THE PLANET

Nature is our playground, and caring for it is at the very heart of our company. In 2011, the first year of our partnership, BUFF® became EOCA's first Conservation Champion in recognition of our commitment to funding environmental projects and forward-thinking. To this date, we are still members of EOCA and support their global conservation efforts.

1992 THE ADVENTURE BEGINS

Joan Rojas, a passionate motorcyclist and nature lover seeking ways to protect himself outdoors, created the first seamless multifunctional neckwear. Who would have thought this simple product would turn into a global company with a 30-year history?

1995 EUROPE FALLS IN LOVE WITH BUFF®

Word spreads fast. This unique product was a game changer for outdoor lovers, and the success story traveled far beyond its origins in Spain. BUFF® became a household name throughout Europe, France, Italy, Germany, and the UK and fans were found everywhere.

OUR SUPERHEROINE

Emma Roca – extraordinary athlete, firefighter, biochemist, eco challenger, a legend in ultra-running, and our first ambassador – became a close part of the family. She was closely associated with the company throughout her incredible life until her far too early death in 2021. Emma, we miss you.

2006 PROTECTION IS THE NAME OF THE GAME

BUFF® Safety entered the scene, taking the brand's expertise and innovation beyond sports to offer a full range of high-performance head and neckwear to a wide range of professionals in different industries. Today, 33 BUFF® Safety product ranges are certified as PPE (Personal Protective Equipment), offering exceptional protection against the most severe occupational risks.

2009 THE POWER OF NATURE

Merino wool is as clever and versatile as our multifunctional headwear. Cruelty-free Merino wool delivers comfort, warmth and thermoregulating properties, and is naturally biodegradable: a clear win-win situation. Merino wool has been an important player in our collection ever since.

2013 BEHIND THE BIG SCREEN

Nothing could suit us better than the Banff Mountain Film and Book Festival, an industry leader in the celebration of mountain culture. We have been partners since 2013, helping to promote understanding and appreciation of the world's mountain places and supporting the event with a unique BANFF collection.



2014 THE CITY ADVENTURE BEHINS

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

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.

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.

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.

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.

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.

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.



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 Iqualada 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.

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.





TRANSPARENCY AND GOVERNANCE

BOARD OF DIRECTORS

Ginesta Florida S.L.,
represented by Elisabet Vives – President

César Gibernau,
Secretary

David Camps,
Vocal

Cristina Rojas Vives,
Vocal

Harald Albert Reginald Maria Kouwijzer,
Vocal

GLOBAL EXECUTIVE COMMITTEE

David Camps,
Chief Executive Officer

Harald Albert Reginald Maria Kouwijzer,
Chief Financial & Corporate Services Officer

Maria Carme Valls,
Chief B2B Sales Officer

Guillermo Oliva,
Chief Strategy & Transformation & Supply Chain Officer

Elisabet Torras,
DTC Digital Sales Director

Charles Bondu,
Business Development Director

SHAREHOLDER DISTRIBUTION

Ginesta Florida S.L.
68.51%

Treasury Stock
7.93%

Other Minority Shareholders
7.11%

Haliko Siri Scott, S.L.
2.94%

CTD, S.L.
3.90%

Mount Cook, S.L.
9.60%



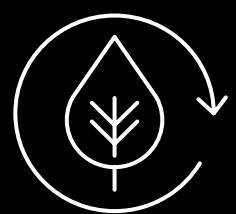
SUSTAINABILITY

02



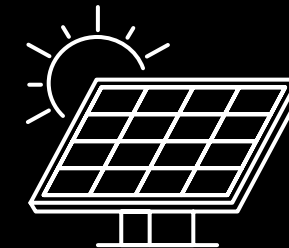
90%

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



80%

80% of sales in 2022/23 came from more responsible materials, including 85%+ recycled and natural materials.



100%

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



41M

By the end of 2022 we had recycled over 41 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: In 2022/23 we joined the global movement for more inclusive business.

BUFF® Garment Making School: Our pioneering project is a prime example of a public-private partnership.

29%: Of electricity in our HQs was self-generated in 2022/23 through 1,060 solar panels in our roof.

We've achieved Carbon neutrality: In 2022/2023 in our own operations (Scopes 1 and 2).

67%: 67% of suppliers in 2022/23 were hyper-local or national.

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



PROGRESS 2022/23

2022/23 has been a year of progress. In June, we created an in-house Sustainability team. In November, we became B Corp certified. And through the year, we built our Strategic Sustainability Plan, outlining a path to 2035. The actions are divided into short, mid, long, and very long-term.

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 to 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 2023/24, we look forward to consolidating our plan and actioning our short-term actions. The plan is not static, and we look forward to evolving it as we and science evolves.



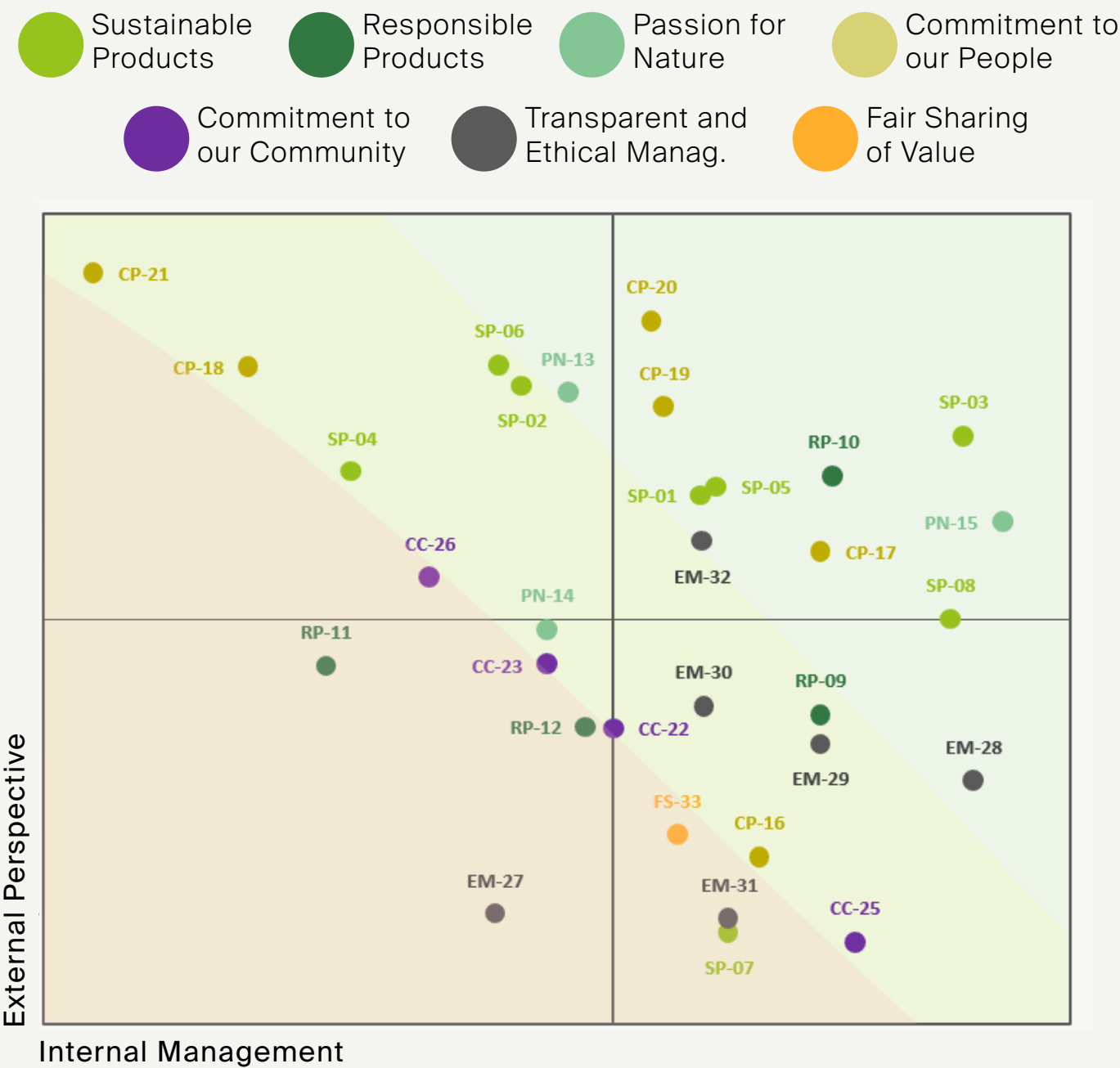
MATERIALITY ANALYSIS RESULTS

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. During FY 2022/23, 80% of sales articles contained either over 85% of recycled materials or natural materials; we have been working on calculating our carbon footprint for several years and have a track record of working with our employees on fair work initiatives.

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 productino 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 Global Executive Committee (hereinafter: GEC) and the board of directors.

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 ethos, as shown on the section 'B Corp Assessment and Points'.



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
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B CORP ASSESSMENT AND POINTS

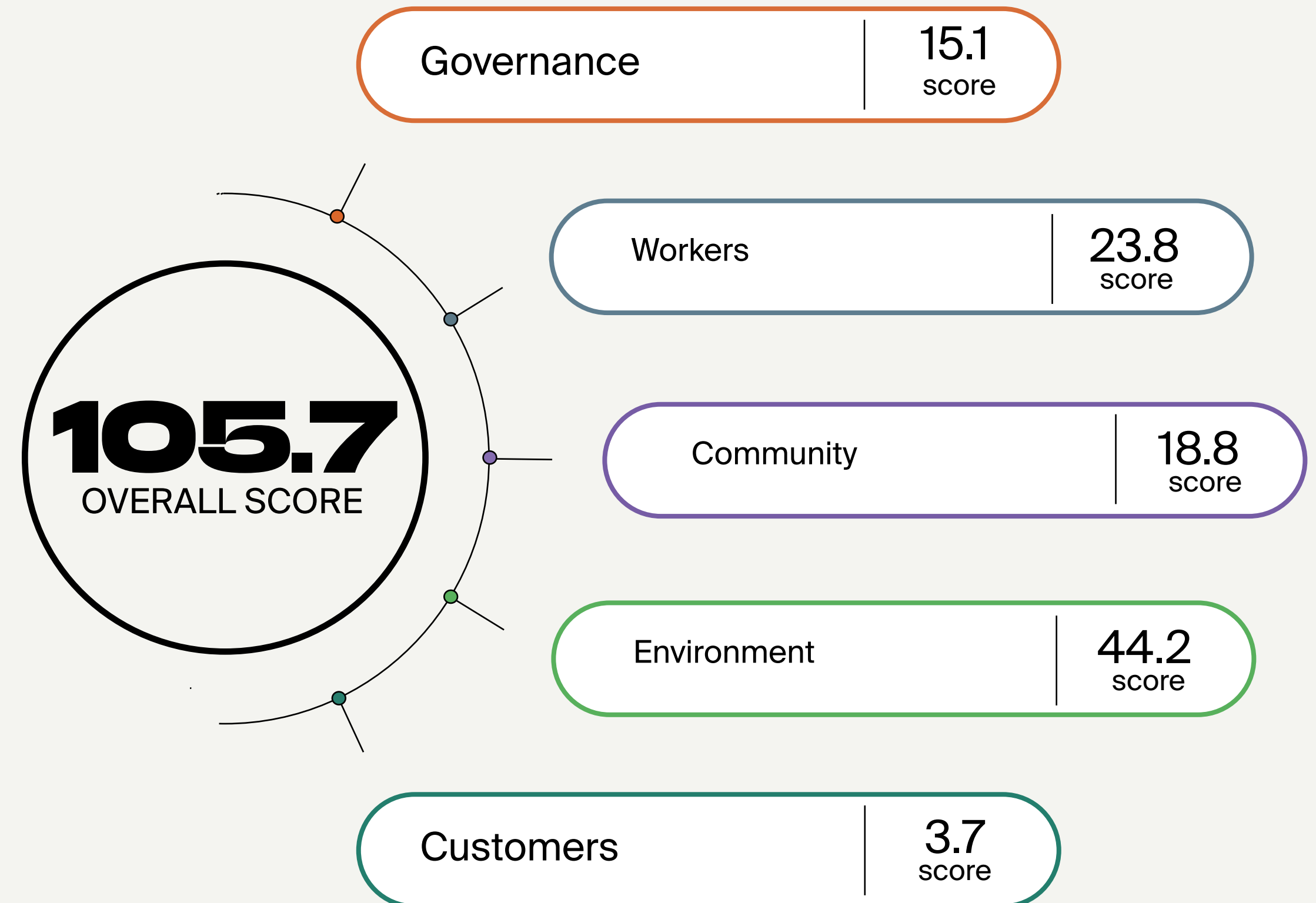
In 2020, BUFF® set a new objective - to officially become part of the B Corp movement. B Corp is more than a certification. It is a global movement that strives to change business to make it a force for good. It is also a community of over 6,250 companies who have a common goal: impact positively both the planet and society.

In November 2022, this milestone was finally reached as the company celebrated officially joining the community of like-minded business and individuals. We communicated this feat to the world in January 2023.

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 given thanks to the identified Impact Business Models, both Environment-related first, of Resource Conservation, and second of Toxin Reduction/Remediation. The process of acquiring B Corp status has pushed BUFF® to implement policies ensuring the standards set are maintained in our business model as our business grows and evolves.

B CORP CERTIFICATION SCORECARD



Amb el suport de:





SUSTAINABILITY PRACTICES

Several policies were reviewed or created during FY 2021/22 and implemented during FY 2022/23.

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 2022/23 in all the pillars of Do More Now: Act More, Protect More, Care More and Share More.



ACT MORE

03



Nature is at the heart of everything, and we see it as one of our main stakeholders. We're not perfect and are always learning, but by reusing, reducing and recycling materials in our production process, we're determined to give back to the environment.

***Act More* is our way to constantly look for and apply methods to minimize our environmental impact throughout the entire supply chain.**



HIGH QUALITY AND DURABILITY

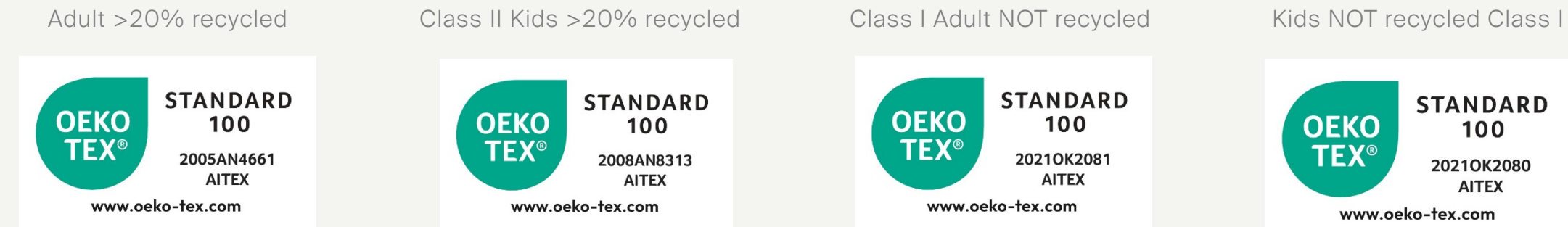
At BUFF®, not only do we offer the highest quality products, but we take that responsibility even further by verifying and certifying that quality. On one hand, our internal quality laboratory tests the raw materials and products on site, which gives us the opportunity to personally analyze product quality. On the other, we are continuously collaborating with external specialized laboratories that verify and certify the high quality of our products.



BUFF® PRODUCTS ARE CERTIFIED BY OEKO-TEX®

The high quality and durability of BUFF® products have always been and always will be a priority. We renewed the OEKO-TEX® standard 100 certification for all in-house production at our HQ during the FY 2022/23.

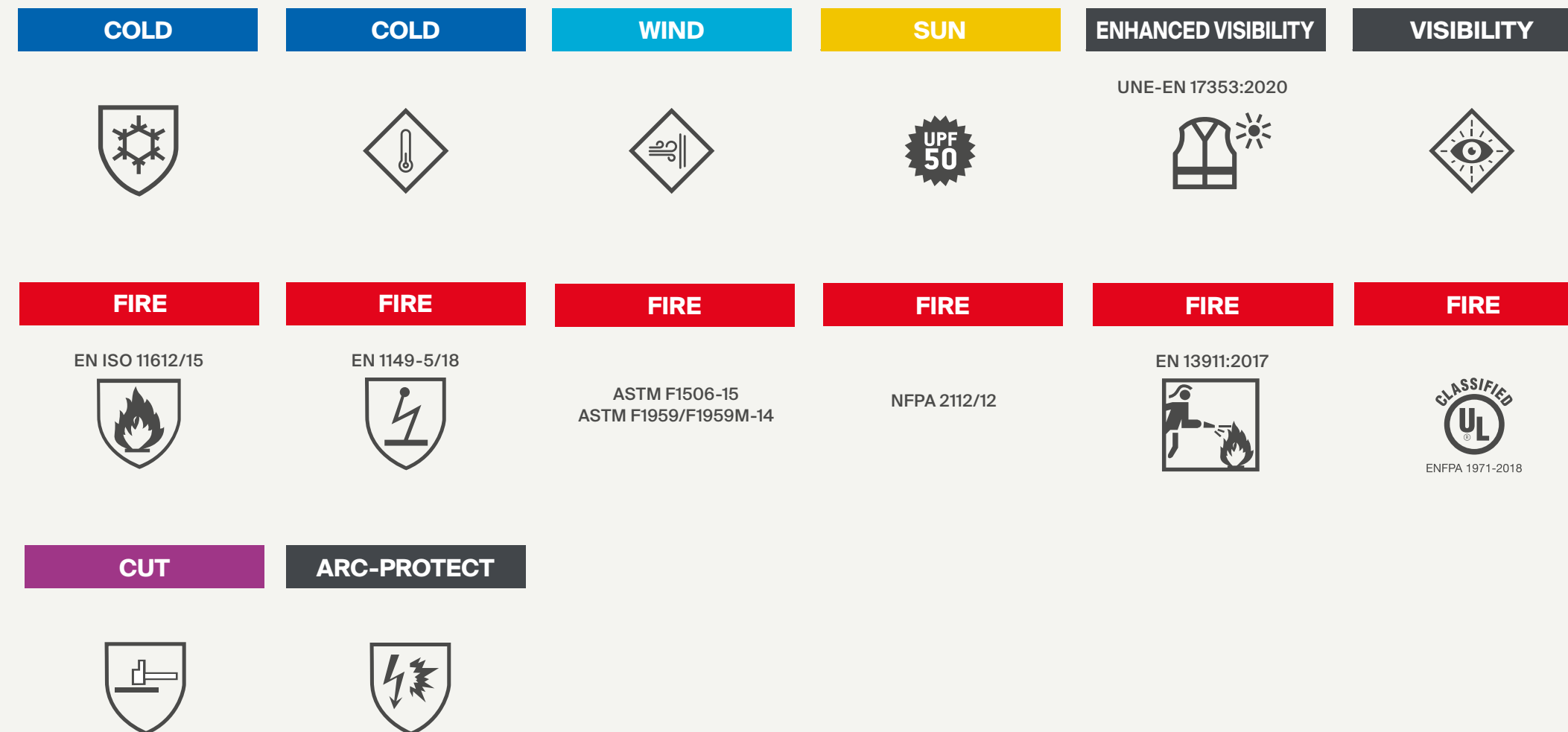
We renewed our four Kids and Adults licenses, including both products with over and under 20% of recycled content.



SAFETY: products with a safety guarantee

Since 2007, our Safety business line dedicated to occupational health and safety products has only grown in terms of the number and variety of items we offer. The Safety catalogue is produced every two calendar years, so we currently have the 2022/23 joint catalogue on the market. Starting next year, we'll have a permanent collection that will be reviewed on an annual basis.

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





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®.





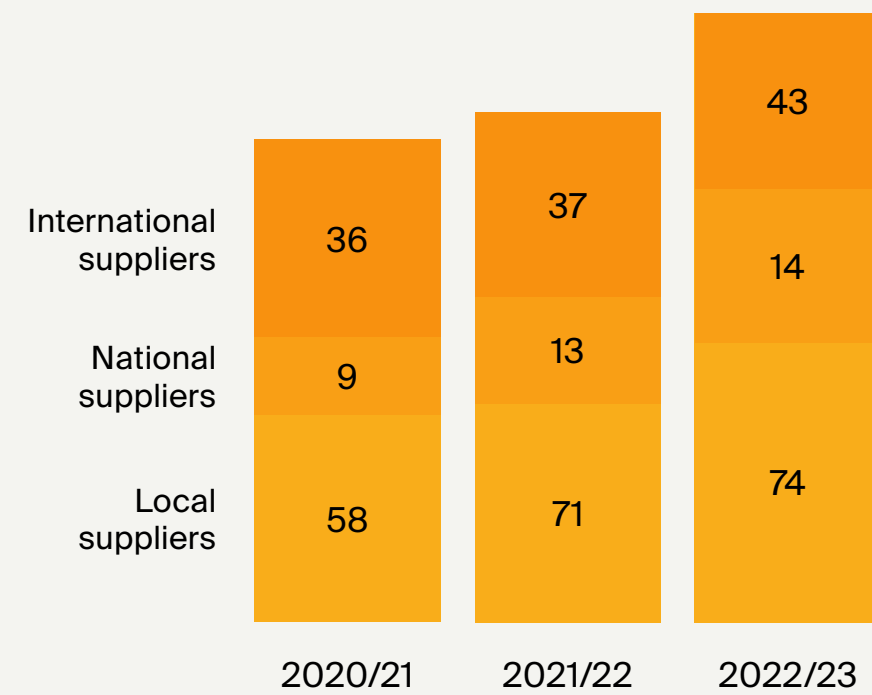
Suppliers

At BUFF® we take great care of our relationship with our suppliers. Last 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, 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 67% 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 2022/23, 93% 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

FY21/22 = AW21/22 + SS22
 FY22/23 = AW 22/23 + SS23

Natural and recycled materials

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

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

The data presented in these graphics corresponds to activity during the fiscal year, including sales from May 2022 to April 2023. Regarding references (SKUs), FY 2022/23 includes data from that year’s catalogue, made of the collections AW2022/23 (Autumn Winter 2022/23) and SS23 (Spring Summer 2023).

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



With the incorporation of certified recycled polyester into BUFF® products, by the end of fiscal year 2022 we had given new life to more than **41 million** single-use plastic bottles*.

*The counter came into effect in 2018, when BUFF® started using rPET in its products.



In 2021/22 we incorporated an indicator of % of sales (units) with recycled materials (85%+) and % of sales (units) with natural materials. 80% of BUFF® total sales during the year 2022/23 belong to one of these two categories, a slight increase from 2021/22 performance.

In terms of SKUs, the year 2022/23 (including AW22/23 and SS23) saw a light drop vs the collection from the previous year. This is due to an increase of SKUs corresponding to natural fibers (merino wool), as well as an SKU reduction in the families that had more SKUs with recycled materials, such as the Original (winter) or CoolNet (summer).



In 2022/23 we introduced Polar Bio for solid colors, added new Knitted categories of products recycled and made in Spain, and added two new merino families (Merino Move Beanie and Neck, Merino Wide Hb)

We keep chasing our objective of offering our clients high-quality products made with sustainable materials, and we're working to increase the percentage of both indicators during the next few years. This is reflected in our Climate Change Policy as well as our new Sustainability Strategic Plan until 2035.



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.





2022/23 INNOVATIONS

MERINO MOVE NECKWEAR AND MERINO MOVE BEANIE

MADE IN BARCELONA

The purchase of new machinery allowed us to expand our merino head and neckwear lines. This innovation furthered our commitment to sustainable production and allowed for fun, color-block patterns in a seamless knit.

MERINO WIDE HEADBAND

MADE IN BARCELONA

We expanded our Merino offering by introducing an eco-friendly, heavyweight headband that is sustainably made using 100% cruelty-free Merino wool. Naturally odor-resistant, it feels great against the skin and provides temperature regulation as it protects from the cold.

POLAR BIO: POLAR NECKWARMER

MADE IN BARCELONA

We incorporated the first ever 100% recycled biodegradable synthetic fiber into our range. 94% biodegradation in 646 days in an accelerated landfill environment. 77% biodegradation in 793 days in an accelerated marine environment.

Microplastics research

During 2021 and 2022 we undertook a microplastics research study in collaboration with Girbau. The objectives of the study were three-fold:

- To quantify and characterize microplastics release during the domestic use and wash of a BUFF® Original EcoStretch throughout its lifespan;
- To understand BUFF®'s contribution to the broader environmental microplastics issue, specifically within the textiles sector;
- And finally, to act based on results (next phase).

Among other conclusions, the study reported the significant impact mechanical action has on microplastics release during domestic washes, as well as the low influence of fabric softener on the same issue. We look forward to keeping working on this important issue in the months and years to come.





BEST CIRCULAR AND ECOLOGICAL PRACTICES

BUFF® waste

Within the framework of ISO 14001, we carry out waste management focused on minimizing waste generation and maximizing its recovery and reincorporation into the manufacturing process. All waste is managed responsibly by specialized companies and the corresponding waste managers.

In overall numbers, we decreased our total waste in 2022/23. In relative terms, we even reduced non-hazardous waste units thanks to the saving of paper and cardboard as well as transfer paper, because we have manufactured fewer printed tubulars compared to the previous year.

During 2022/23 we have kept incorporating LEAN methodology, as we have started using a new building to manufacture caps in-house.

Additionally, this year, the design team has been trained to incorporate eco-design principles in BUFF® products, minimizing the waste generated and with the aim of contributing to a circular economy.

NON-HAZARDOUS WASTE MANAGEMENT

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

HAZARDOUS WASTE MANAGEMENT

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

* These indicators have been updated since the EINF/NFRD report from 2021/22, as an error was reported in last year's report.

BUFF®, certified quality

Certifications are helpful tools for continuous improvement and help us when searching for new opportunities in our processes and products. In this regard, we have been recertified to ISO9001 and ISO14001 every year since 2009, aligning with these internationally recognized standards in quality and environmental management.





MINIMIZING THE IMPACT OF OUR FACILITIES

We have implemented and certified the ISO 14001 environmental management system. This allows us to establish a continuous improvement system based on measuring, monitoring and defining objectives to improve our environmental impacts.

Energy consumption and our photovoltaic panels

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

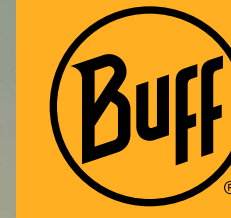
* Scope: Our UK office closed at the end of 2022 and the last bill was in January, covering December consumption. BUFF® France and BUFF® Italy do not have a physical location.

For years, our HQ and internal production processes have only consumed electricity from direct renewable sources or a warranty of origin. There is a slight increase in consumption during the 2022/23 financial year due to the full operation of the new building constructed at the headquarters during the 2021/2022 financial year. However, more than 95% of the electricity used by the entire group in 2022/23 comes from renewable sources.

This has been the first full year of using photovoltaic panels (May 2022 to April 2023). As our first self-generated electricity started in late June 2021, hence in FY 2021/22 these did not provide a whole year supply. Thanks to the 1,060 photovoltaic panels we have on the roof of our HQ and factory, a total of 29% of the electricity consumed this year 2022/23 not only came from renewable sources but was also self-generated.

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





ELECTRICITY AND ENERGY EFFICIENCY

Electricity indicator*
→ **0,26806 kwh/unit produced**

This indicator has increased by 16% compared to last year 2021/22, when it was 0,23043. The increase in the KPI can be linked to a small reduction in production, while operations have not been optimized at the same rate.

**HQ indicator*



Some actions have been carried out during FY 2022/23 to improve our energy efficiency:

- **New lighting in the manufacturing facility:** 100% of lights work with self-regulating LED lighting, depending on outside light levels.
- **New plotters room:** new LED lighting. In addition, with better insulation vs the previous plotters room, we have achieved improvements in the cold/hot machines and humidifiers, avoiding energy losses/leaks.
- **Compressed air:** we lowered the working 'Set Point' from 7,5 to 7 pressure bars, improving electrical consumption in the process of compressed air generation.
- **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.
- **New 'Circulars' room:** with better insulation of this new room vs the previous one, we managed to improve the efficiency of the cold/hot, humidifiers and extraction machines, avoiding energy losses/leaks.



WATER MANAGEMENT IN OUR FACILITIES

There is no direct use of water in the BUFF® internal production process. However, as best practice, we monitor our water consumption in our own facilities and aim at improving water efficiency. This year, a number of actions have contributed to increase in the water KPI presented below:

- A small leak detected and controlled
- New water fountains for drinking water that get supplied from the water grid
- Opening of the changing rooms with showers for factory staff
- More consumption in the laundry area due to making wool products
- New building being built with more consumption due to building work

8,84 m3/person* → 21% increase in per person water consumption at HQ compared to FY 2021/22 (7,33 m3/person)

Facility	Water consumption (m³)
BUFF® HQ	3.380,00
BUFF® Canada	85,30
BUFF® USA	293,99
other BUFF® Branches**	N/A

**This indicator/KPI is based on HQ data*

*** The BUFF® Germany and BUFF® UK offices have an insignificant and unquantifiable water cost due to their remote working model for BUFF® employees, as well as the shared use of the facilities with other companies, respectively. BUFF® France and BUFF® Italy do not have a physical location.*





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.



THE FOOTPRINT IN 2022/23

For the third time, we have calculated BUFF®’s carbon footprint at a group level, thus quantifying the amount of emissions we have emitted during FY 2022/23 (in CO2 eq 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 for three years in a row.

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®
- Finally, regarding SCOPE 3 and indirect emissions, as a consequence of the company's activities (generated by sources not controlled by the company) despite our efforts to reduce the impact we still have room for improvement. Unfortunately, this year's Scope 3 emissions have not been calculated. We are already working to resume this calculation next year to see what improvements we can achieve through our policies.

Overall, the reduction of Scope 1 and 2 GHG emissions in FY 2022/23 vs FY 2021/22 has been of -53%. Scope 2 market-based emissions remain constant across years, in part thanks to the fact that HQ emissions are 100% renewable. In FY 2022/23, Scope 1 emissions have dropped significantly due to three key reasons:

- Heating savings through thermostat adjustments and energy efficiency plans as we made changes in the factory.
- Hotter winter than in previous years.
- No use of refrigerant gases, which had increased the emissions of 2021/22 significantly.

Additionally, we have been calculating for two years in a row the Scope 3 emissions, unfortunately, this year it has not been possible to perform this calculation. We are already working to resume this calculation next year to be able to see the improvements achieved with our policies.

	FY 2020/21	FY 2021/22	FY 2022/23
SCOPE 1 (tonnes)	168,43	226,53	96,20
SCOPE 2 (tonnes)	19,91	18,77	19,89
SCOPE 3 (tonnes)	N/D	4622,31	N/D
TOTAL	188,34	4867,61	116,09



THE FOOTPRINT IN 2022/23

Intensity indicator* Scope 1 and Scope 2 emissions (location-based, tCO ₂ e) per €1million sales	
2021/22	9,41
2022/23	9,94

**The increase in this indicator is due to the slight difference in profits between 2020/21 and 2021/22, as absolute emissions are lower. Scope 2 emissions have been calculated using the location-based method, following the GHG Protocol.*

For more information visit [GHG Protocol](#).



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.

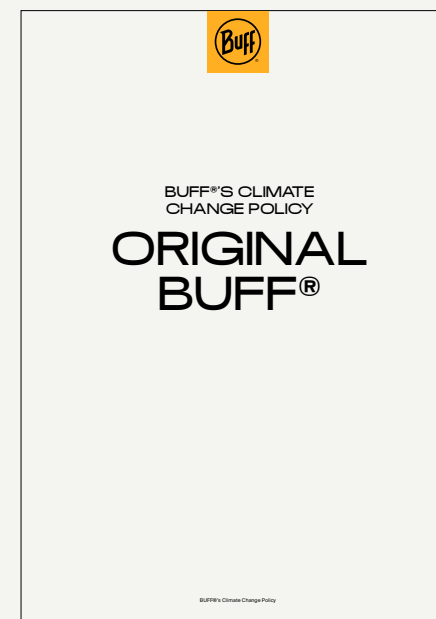
For more information visit [Verra](https://verra.org).





COMMITMENTS FOR CO₂ REDUCTION

Climate Change Policy



Along with our carbon footprint calculation and within the framework of the B Corp certification, throughout FY 2022/23 we worked to set up a Sustainability Strategic Plan to 2023 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).

Members of Climate Action Corps (Outdoor Industry Association) and of the 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 2022/23 we were members of movements and initiatives such as Climate Action Corps (part of OIA) and the Climate Action Program (part of EOG) These two initiatives, American and European respectively, aim 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 last fiscal year, 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 reporting annual emissions and to proposing mitigation measures.



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 2022/23.





Blue Earth Summit (BES)



Location: Bristol, UK

Date: October '22

Blue Earth Summit harnesses the power of being outdoors to bring people together to build a more positive future for our planet.

Over 3 days, BES plays host to industry pioneers, provocative thought-leaders, sustainability trailblazers, insightful solutionists, and boundary-pushing start-ups. It's the place to explore, collaborate and take action. These events are essential to raise collective awareness of the climate crisis and build connections to accelerate change.

At BUFF® we attended and supported BES in 2022, through our attendance with a booth to build conversations on sustainability within our brand, participating in a panel discussion about purposeful companies, and co-hosting a Purposeful Adventure Bike Out with Trash Free Trails, where we did a litter pick and educated attendees on single-use pollution.

European Outdoor Conservation Association (EOCA)



Our annual membership in EOCA (European Outdoor Conservation Association) supports key ecosystem conservation projects and public awareness of the dire risks and consequences of climate change.

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)



Partnership: Program Partner for Purposeful Adventure

Date: April '22 – May '23

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 '22, we supported a TFT Purposeful Adventure – Citizen Science expedition on Loughrigg Fell, the Lake District, UK.
- In June '22, we attended the Annual State of Our Trails Event, Anglesey, North Wales and donated 1200 pieces of TFT x BUFF® custom neckwear.

Kendal Mountain Festival



Partnership: Major Sponsor

Date: November'22

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.

- Headline Sponsor of the BUFF® Bothy Stage – with free talks on self-propelled adventures.
- BUFF® Booth including a consumer activation – ‘Tips for a more sustainable life’ where end consumers shared their eco-tips for a chance to win prizes.
- Donation of sales to Trash Free Trails.
- We supplied 1200 pieces of KMF x BUFF® custom neckwear designed by a local artist.



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.

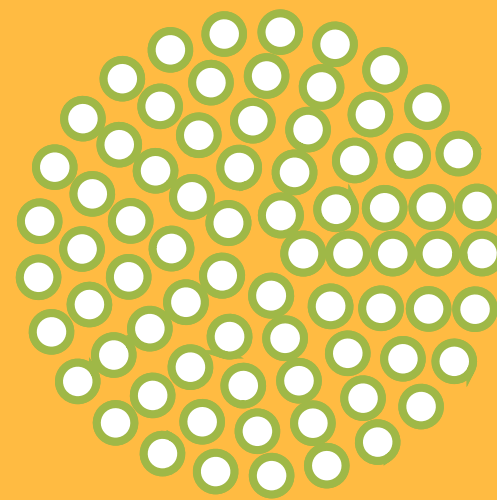
Care More is our way of working tirelessly to improve the well-being of both our employees and the community as a whole, doing our best to make everyone count and promoting the sustainable and transparent growth of our organization and partners.



OUR TEAM

Our snapshot

Employees**



HQ (Spain)
361 employees

Canada
16 employees

France
1 employee

Germany
4 employees

Italy
1 employees

UK
7 employees

US
13 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.



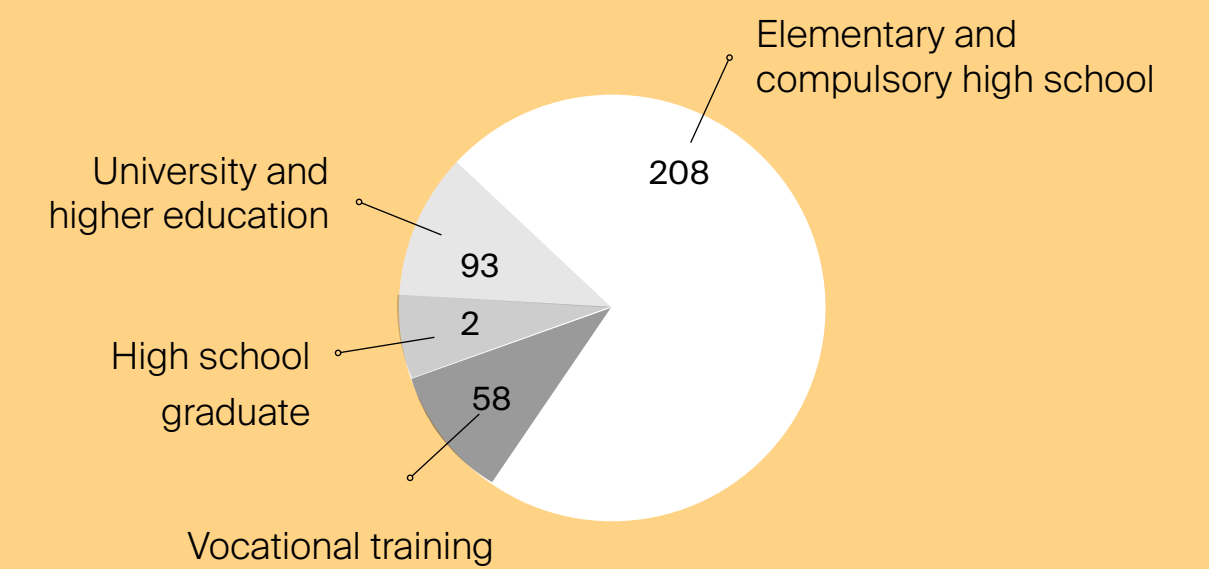
Permanent
353



Temporary
8

* HQ data

Education*



* HQ data

** Group data

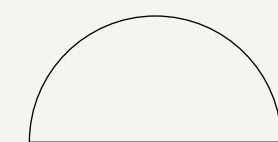
Average age**



43 years old

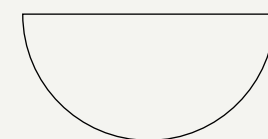


CREATION OF NEW JOBS DURING FISCAL YEAR 2022/23



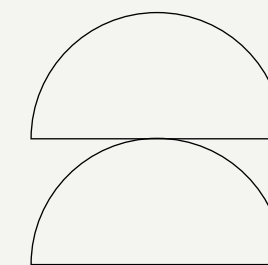
26 new hires

New BUFF® members

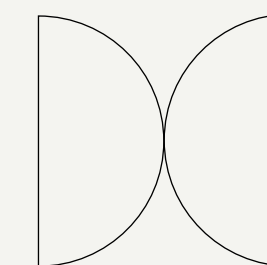


39 departures

Former BUFF® members



7 promotions



7 internal mobility cases

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 **NEW**
- Available weekly medical consultation for industrial employees **NEW**
- Home office allowance: we provide a bonus to compensate for extra expenses related to working at home.
- 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

In 2022/23 we have implemented Personio. Personio's solution supports the main 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.



DEVELOPMENT

Throughout both the hiring and onboarding processes, we aim to make our talent feel valued and to find opportunities for growth as part of a team oriented towards people and their needs.

Working Hours 1.626,25	Non-Working Hours 1.301,34	Number of Trainers 305 (212 women - 93 men)	Number of Training Activities 44	Number of Sessions 64	Budget 32.645€
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* HQ data

GoodHabitz



Everyone in the organization has access to the Goodhabitiz platform, funded 100% by the company. Goodhabitiz is a virtual learning platform that, after employees take a personalized test, can help identify classes that best fit their particular circumstances and help them find opportunities for growth. It was launched for HQ employees in 2021 and after a test period with a high level of satisfaction, Goodhabitiz is now the learning platform for all the BUFF® group.

Active people 343	Hours of study 776
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TOP 5

- Lean Management
- Excel Training
- Time Management
- Artificial Intelligence
- Teamwork

* Group data



Training sessions and development

We are not only worried about the impact our own products and actions have on the planet, but we also want to create a positive impact on society and people through awareness of climate and environmental issues. Continuing with last year’s dynamic, we have worked on a new training session in video format which people from the company have actively participated in. The focus is on contextualizing the climate change we are experiencing, the BUFF® sustainability strategy, B Corp certification and the impact of our carbon footprint.

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.

	2022/23	2021/22
Knowledge Provided	7,5	7,69
Support	8,2	7,92
General Satisfactiion	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 and on our corporate LinkedIn page.

Anyone interested in joining the BUFF® team can see our current job openings and apply directly on our website. This section, where résumés 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!





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. When the pandemic hit, these efforts became even more important.

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

- Periodic visits to the work center to evaluate what actions or improvements can be implemented. Among these we highlight the change of periodicity of the reviews from 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.
- Continuing with our commitment to promoting health, in the last years we have implemented various 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.
 - Since October 2015 and yearly checked and certified, BUFF® has been a cardio-protected space thanks to the installation of Automated External Defibrillators (AEDs). This year we have also renewed our cardio protection team.
 - In addition, from this year 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.

WORKPLACE ABSENTEEISM

Temporary disability*
236 events/40.995,48 hours

* Temporary disability includes nonoccupational accidents and illnesses

average number of days per
medical leave 21,71

Workplace accidents
5 without leave
31 with leave*
36 events - 1.171,5 accumulated days

average number of days per
medical leave 32.54

* Includes 19 COVID accidents with leave and 12 Non-Covid accidents with leave.



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*

	Sum of Maternity/Paternity Number	Days
Female	3,00	336
Male	9,00	1008
* HQ data		

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.



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 this past fiscal year using 6 different communication channels:

<p>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.</p>	<p>BUFF® News Internal newsletter where the most urgent or important communications and a weekly summary are sent by email.</p>	<p>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.</p>
<p>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.</p>	<p>Ethics News A biannual communication on ethical or legal aspects of the company.</p>	<p>BUFF® Talks Dynamic and participatory live broadcasts for all branches in which the teams involved share company updates and relevant projects.</p>



Suggestion box

The suggestion box is a listening channel where employees can share proposals, requests, or questions. Since its launch in 2020, we've received different suggestions for improvements which were implemented after assessing their viability and application. Also, prizewinners were chosen to thank them for using the channel.

For example, a pedestrian lane to improve the safety at the entrance and exit of our facilities or increased vegan and vegetarian options at the canteen are some of the suggestions that were implemented this last fiscal year.



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.

	HQ	Canada	France	Germany	Italy	UK	US
Up to 30 years old	48	6	0	0	0	1	1
Between 30 and 50 years old	206	9	1	3	1	3	7
50 years old or more	107	1	0	1	0	3	5
Global	361	16	1	4	1	7	13

Group data
Nationalities: **19**



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, 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](#).



COMMITMENT TO THE COMMUNITY

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

BUFF® Sports Aid Program 2022/23

For the fourth 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 12,000 sportsmen and women have benefited from this aid.





Sponsorship of Dream Team Anoia

This was the second year we have sponsored the Dream Team Anoia, the first inclusive soccer team in the region, to reaffirm our commitment to individual inclusion and diversity of individuals in the field of sports.

The team was formed in April 2021 with four players, and today includes over 35 people aged between 14 to 60 years old with physical and intellectual disabilities. The main objective of this initiative is to make it easier for everyone to practice and enjoy sports, regardless of the extent of their abilities, as well as to foster an inclusive environment and community, with opportunities for all.

Support to Special Olympics

Early in 2023 we collaborated with TEB (Taller Escola Barcelona, a work cooperative) that provides stable jobs for people with intellectual disability. Besides occupational centers, employment placement or housing services, among other types of support, they also promote the practice of sports to foster relationships, boost self-esteem and improve mobility and health. They currently have about 200 athletes that practice sports through their 4 clubs in 11 different disciplines: athletics, basketball, pétanque, cycling, indoor soccer, handball, indoor hockey, tennis, table tennis and sailing.

This year, we donated BUFF® products to dress all TEB athletes during their participation in the Special Olympics tournament to show our encouragement and support for inclusive sports.





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 from Uganda, Rwanda, and Kenya.

This highly competitive team is made up of 12 cyclists – 9 males and 3 females, who all have a promising future ahead of them.

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.

BUFF® supports Team AMANI with head and neck wear accessories and financial support to cover race entry fees.

Solidary Race for a Rare Disease

As we did in 2020, this year we donated BUFF® products for the solidarity mountain race organized by the Multiple Sulfatase Deficiency (MSD) Foundation. MSD is a complex, inherited disorder caused by genetic mutation that mainly affects the brain, skin, and skeleton.

There are only 70 people known to be suffering from MSD in the world, and just one patient in Spain, whose name is Ivet. Ivet is 7 years old, and she is from a village close to Igualada. Her parents founded the MSD Foundation to raise funds and join forces with other NGOs from around the world to speed up the research of MSD, as there is currently no cure, and sufferers have a very short life expectancy.

Massi Tactic

Formed in 2019, Team MASSI TACTIC is Catalonia's first women's road cycling team. Based out of Baix Empordà, the team is made up of 13 international riders with the goal of having a strong presence and visibility in Europe's best road races.

BUFF® supports Team MASSI TACTIC with head and neck wear accessories and annual financial support.



SUPPORTING OUR LOCAL COMMUNITY

BUFF® Garment Making School

Globalization, an aging population, digitalization, and the lack of young professionals trained in textile apparel mean that the sector suffers from a large generation gap, posing a challenge to boosting the local manufacturing of our products. To promote generational change in the garment-making trade and ensure the continuity of this profession which is so deeply rooted in the region, we created the **BUFF® Garment Making School** in 2022.

This pioneering project is aimed at training young professionals to help them find new, quality job opportunities. The objective of this initiative, which also has the support of other companies in the region's textile sector, is to recover the traditional figure of the apprentice through training initiatives in the workplace. The project received a boost thanks to an agreement with the **textile foundation FITEX**, which coordinates the relationship with companies in the sector, provides students with machinery and teachers with materials for the courses; as well as with the **Igualada City Council**, which organizes the course and provides the school with facilities in the **Igualada Fashion Lab** as its main HQ.

At the end of 2022, we successfully closed the first edition, and in January 2023 we kicked off the 2nd edition with new pupils.





Humanitarian Aid

Red Cross: for the 3rd 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.

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 the following organizations suggested by our colleagues:

<p>Limited Edition Athletes (LEA)</p> <p>Working to promote adapted functional fitness, not just for the evident physical and mental benefits, but because sport is not inclusive if it is not adapted so that everyone can access it.</p>	<p>Caritas Montbui</p> <p>Promotes integral human development so that people in the worst-off and most disadvantaged communities are free to flourish and live in peace and dignity.</p>	<p>"Not Made of Stone" Foundation ("No Soy de Piedra")</p> <p>Collected funds goes to a family with a baby that has two very rare diseases (progressive osseous heteroplasia and dysplasia) that currently have no cure.</p>	<p>Aladina Foundation</p> <p>Their mission is to ensure children with cancer and their families have the best quality of life possible. They offer holistic support (emotional, psychological and material) and promote healing hospital environments to humanize these spaces.</p>	<p>Childhood Fair (Saló de la Infància)</p> <p>An annual event held during the christmas holidays that offers leisure activities, workshops, games, adventure and educational experiences to kids and young people.</p>
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SUSTAINABLE DEVELOPMENT

Collaborations and partnerships

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

B Lab

B Lab is a global nonprofit network transforming the global economy to benefit all people, communities, and the planet; it is also the organization that certifies companies as B Corp. BUFF® decided to become part of the B Corp movement in 2020, and officially became a B Corp company late in 2022. Both before and after the certification, BUFF® has engaged with the B Corp movement in events, learning sessions, and by creating community. In March 2023, we took part in an 'Inspiring Talk' organized by B Lab and two fellow B Corps to discuss our experiences in joining the movement and encouraging others to do the same.

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.





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 prohibited.

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 75](#).

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 our clients can trust. And we want our products to be the best choice for people and for the planet. In order 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 demonstrating 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 73.



CUSTOMERS

Social media: the best amplifier for awareness

Social media: the best amplifier for awareness

At BUFF®, we understand that social media is a great amplifier for awareness, and a platform where you can take advantage of opportunities to make a positive impact on society, the planet, and in the fight for a sustainable present.

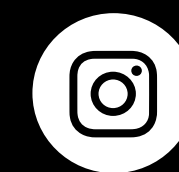
To do this, we wanted the call to Act More, Protect More, Care More and Share More to go beyond our internal circle and reach as many people as possible. We've done this through different external communication channels, like our blog.

In June, we debuted a new blog on the BUFF® website, where we post articles on different topics classified into five distinct categories: Sports, Lifestyle, Athletes, Press, and Sustainability. The core idea that we've proposed on both the blog and social media is what we've named "Facts for a better choice."



SUSTAINABILITY REPORT | May 2022 - April 2023

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



172.025



241.360



25.900

*Group Data



In-store communication

We've also placed display stands at points of sale with information regarding the plastic bottles we've recycled and explaining the fiber recycling process. The same information is on our labels so that with every product sold, the consumer can take home a brief description of the contribution made to the planet with their purchase.



May 2022 - April 2023



SHARE MORE

06



Not only is it important for us to ensure that our employees and stakeholders are well cared for in our day-to-day business, 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 commitments are as follows:

- FY 2021/22: 3% of consolidated net profits of the previous fiscal year (FY 2020/21)
- FY 2022/23: 4% of consolidated net profits of the previous fiscal year (FY 2021/22)
- FY 2023/24: 5% of consolidated net profits of the previous fiscal year (FY 2022/23)

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



OneBUFF®

We are working to align the entire organization globally on people-oriented policies and tools. To do so:

We will implement cultural definition and alignment initiatives to work with global values, considering the local particularities of each region and area.

We will create a group of ambassadors to ensure we are close to everyone in the organization, to live our culture, drive change and ensure communication flows 360°.

We will improve our communication tools and channels such as our ticketing tool to better serve our employees and their requests and our intranet, upgrading it with English language helping our global communication.

We will continue to strengthen our commitment to be an inclusive, diverse, and principle-aligned organization, having included the People Director in the company's GEC.

Sustainability

In 2022/23 we created an in-house Sustainability team, completed our B Corp certification and built our Strategic Sustainability Plan with actions expanding up to 2035. The actions are divided into short, mid, long and very long-term. In 2023/24, we look forward to consolidating our plan and actioning our short-term actions. The plan is not static, and we look forward to evolving it as we and science evolves.





Talent program

We are working to attract, retain and develop our employees to ensure we have the best talent, and they are highly motivated to bring the best version of themselves. That is why we will:

- We will launch two training programs to align, prepare and upgrade our current and future leadership.
 - The Leadership Program will impact everyone at the organization that leads a team.
 - The Future Leaders Program will impact a small group of high-potential employees that will be selected based on specific and measurable criteria.
- We will start working on a succession and retirement plan for all BUFF® employees at a global scale, ensuring a realistic deployment due to the particularities of each country's needs and regulations.
- We will look for new partners on climate assessment and virtual training to ensure the desired impact in terms of employee satisfaction and development.
- We will orchestrate multiple initiatives to increase collaboration and connectedness between people, teams, departments, and regions by promoting the use of the office and common spaces, creating workshops and activities to interact and create bonds, among other actions.





APPENDICES

08



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.



SCOPE OF APPLICATION

This report of the BUFF® Group, relating to the fiscal year closed on 30th April 2023 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 2023, is as follows:

Society/Address	% direct participation	Activity
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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: 72% of turnover in the last fiscal year was linked to products with sustainable materials (mainly recycled (rPet) and animal welfare friendly (mulesing 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. installation of LED lights in the facilities), as a large investment in solar panels was made in the previous year 2021/22.
- Proportion of operating expenditure related to assets or processes associated with economic activities that are considered environmentally sustainable (OpEx): €3.6m of operating expenditure is linked to the purchase of sustainable raw materials.

(free version)

ADDITIONAL INFORMATION

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 2023.

The Group's key figures are set out in the section "Some Facts and Figures about the BUFF® Group" of this report, on page 9.

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. This 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 two 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 commercial strategy to return to business growth, with good forecasts based on the order backlog for the coming months.

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:** 955 products (catalogues FW 2022/23 and SS 2023).
2. **Lifestyle:** 245 products (catalogues FW 2022/23).
3. **Safety:** 695 products.
4. **Custom:** 1.671 products.

**Last FY report only considered two categories (sports Headwear and Lifestyle).*

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 2022/23, 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 77.

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.

Obligated 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
<p>That it associates the commitments to ethical conduct made in the Code of Conduct with those offences that BUFF® seeks to prevent.</p>	<p>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.</p>
<p>The policy is available to all Original BUFF S.A. employees.</p>	

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:

- **Finance**
- **Legal**
- **Sales B2B**
- **Brand and Marketing**
- **Product**
- **People**
- **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
Global	-2.318.588 €	-865.582 €
Original BUFF S.A.	1.001.009 €	378.422 €
BUFF Inc	-359.710 €	-894.086 €
BUFF Canada Ltd	185.570 €	-250.131 €
BUFF GmbH	-84.962 €	13.606 €
BUFF UK Limited	43.447 €	-194.746 €
BUFF France EURL	NA	-59.067 €
BUFF Italy SRL	NA	-91.655 €

* Previous years' data have been modified to reflect after-tax figures.

Taxes on profits paid	2021/22	2022/23
Global	-1.069.107,36 €	-1.093.593,73 €
Original BUFF S.A.	-697.349,94 €	93.465,07 €
BUFF Inc	-387.716,38 €	-1.223.861,14 €
BUFF Canada Ltd	64.216,44 €	-77.183,84 €
BUFF GmbH	0,00 €	-13.380,00 €
BUFF UK Limited	15.107,12 €	-14.780,02 €
BUFF France		0,00 €
BUFF Italy		0,00 €

* Previous years' data have been modified to reflect after-tax figures.

Grants received	2021/22	2022/23
Global	46.766,14 €	28.776,17 €
Original BUFF S.A.	0,00 €	28.776,17 €
BUFF Inc	0,00 €	0,00 €
BUFF Canada Ltd	46.766,14 €	0,00 €
BUFF GmbH	0,00 €	0,00 €
BUFF UK Limited	0,00 €	0,00 €
BUFF France EURL	N/A	0,00€
BUFF Italy SRL	N/A	0,00€

Administrative penalties	2021/22	2022/23
Global	0,00 €	12.914,89 €
Original BUFF S.A.	0,00 €	11.290,79 €
BUFF Inc	0,00 €	0,00 €
BUFF Canada Ltd	0,00 €	1.624,10 €
BUFF GmbH	0,00 €	0,00 €
BUFF UK Limited	0,00 €	0,00 €
BUFF France EURL	N/A	0,00€
BUFF Italy SRL	N/A	0,00€



Governance Indicators

Total remuneration of board members	2021/22	2022/23
Male	310.000 €	310.000 €
Female	310.000 €	310.000 €

Note: Detailed remuneration information is not included in order to preserve the privacy of board members, who are identifiable.

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

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

People Indicators

Original BUFF®, S.A

No. of workers by gender	2021/22	2022/23
Male	93	93
Female	225	268
Global	318	361

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

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

Staff by professional category and gender	2021/22				2022/23			
	Male		Female		Male		Female	
	n°	%	n°	%	n°	%	n°	%
Directors	4	1,3%	1	0,3%	6	1,6%	3	0,8%
Middle management	5	1,6%	6	1,9%	12	3,3%	10	2,7%
Technicians	65	20,4%	88	27,7%	48	13,3%	66	18,2%
Administrative staff	19	6,0%	130	40,9%	27	7,4%	189	52,3%
Global	93	29,2%	225	70,8%	93	25,8%	268	74,2%

People Indicators

Original BUFF®, S.A

% of employees by professional category and age	2021/22						2022/23					
	30 or less		Between 30 and 50		More than 50		30 or less		Between 30 and 50		More than 50	
	n°	%	n°	%	n°	%	n°	%	n°	%	n°	%
Directors	0	0,0%	3	0,9%	2	0,6%	0	0,0%	8	2,2%	1	0,28%
Middle management	0	0,0%	11	3,5%	0	0,0%	1	0,28%	18	4,9%	3	0,83%
Technicians	25	7,9%	114	35,8%	14	4,4%	21	5,8%	79	21,8%	14	3,8%
Administrative staff	21	6,6%	69	21,7%	59	18,6%	26	7,2%	101	27,9%	89	24,6%
Global	46	14,5%	197	61,9%	75	23,6%	48	13,3%	206	57,1%	107	29,6%

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

% contract modalities by gender	2021/22		2022/23	
	Male	Female	Male	Female
Indefinite	93,5%	86,7%	95,7%	86,9%
Temporary	6,5%	9,3%	3,2%	1,9%
Part-time	0,0%	4,0%	1,1%	8,6%
Global	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		
	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%
Temporary	13,0%	6,6%	10,7%	12,5%	0,5%	0,9%
Part-time	8,7%	1,5%	2,7%	14,6%	7,8%	0,9%
Global	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		
	Indefinite	Temporary	Part-time	Indefinite	Temporary	Part-time
Directors	2,1%	0,0%	0,0%	2,7%	0,0%	0,0%
Middle management	3,5%	0,0%	0,0%	6,7%	0,0%	0,0%
Technicians	49,1%	29,6%	100%	31,3%	12,5%	41,7%
Administrative staff	45,3%	70,4%	0,0%	59,3%	87,5%	58,3%
Global	100,0%	100,0%	100,0%	100,0%	100,0%	100,0%

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

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

People Indicators

Original BUFF®, S.A

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

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

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

People Indicators

Original BUFF®, S.A

Voluntary departures	2021/22	2022/23
<i>By gender</i>		
Male	7	9
Female	9	23
<i>By age</i>		
30 or less	1	16
Between 30 and 50	3	14
50 or more	12	2
<i>By employment category</i>		
Directors	0	0
Middle management	0	0
Technicians	11	17
Administrative staff	5	15
Total voluntary departures	16	32

Involuntary departures (dismissals)	2021/22	2022/23
<i>By gender</i>		
Male	4	10
Female	8	23
<i>By age</i>		
30 or less	3	5
Between 30 and 50	4	16
50 or more	5	12
<i>By employment category</i>		
Directors	0	1
Middle management	1	4
Technicians	6	14
Administrative staff	5	14
Total involuntary departures	12	33

People Indicators

Original BUFF®, S.A

Other departures (leave of absence, non-renewals, incapacity, etc.)	2021/22	2022/23
<i>By gender</i>		
Male	12	12
Female	47	40
<i>By age</i>		
30 or less	1	20
Between 30 and 50	13	17
50 or more	45	5
<i>By employment category</i>		
Directors	0	0
Middle management	0	1
Technicians	32	9
Administrative staff	27	32
Total other departures	59	42

Average remunerations	2021/22	2022/23
<i>By gender</i>		
Male	35.000 € - 40.000 €	35.000 € - 40.000 €
Female	20.000 € - 25.000 €	20.000 € - 25.000 €
<i>By age</i>		
30 or less	20.000 € - 25.000 €	20.000 € - 25.000 €
Between 30 and 50	25.000 € - 35.000 €	25.000 € - 35.000 €
50 or more	20.000 € - 30.000 €	20.000 € - 25.000 €
<i>By employment category</i>		
Directors	140.000 € - 150.000 €	130.000 € - 140.000 €
Middle management	55.000 € - 65.000 €	55.000 € - 60.000 €
Technicians	25.000 € - 30.000 €	25.000 € - 30.000 €
Administrative staff	15.000 € - 20.000 €	14.000 € - 20.000 €

Note: Differences in salary ranges between men and women are due to differences in age, work experience and years of experience in the company.

People Indicators

Original BUFF®, S.A

Average remuneration by job category	2021/22		2022/23	
	Male	Female	Male	Female
Directors	100.000 € - 170.000 €	100.000 € - 110.000 €	100.000 € - 170.000 €	100.000 € - 120.000 €
Middle management	50.000 € - 75.000 €	50.000 € - 75.000 €	50.000 € - 75.000 €	50.000 € - 75.000 €
Technicians	25.000 € - 35.000 €	25.000 € - 35.000 €	25.000 € - 35.000 €	25.000 € - 35.000 €
Administrative staff	15.000 € - 20.000 €	15.000 € - 20.000 €	15.000 € - 20.000 €	15.000 € - 20.000 €

Note: Differences in salary ranges between men and women are due to differences in age, work experience and years of experience in the company.

Absenteeism rate (TAL)	2021/22	2022/23
Male	0,94	6,54
Female	1,46	8,28
Global	1,31	15

Note: The increase in absentee hours compared to last year is the result of the implementation of a new management platform that allows a more accurate calculation.

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

No. of absence hours	2021/22	2022/23
Male	1.494	10.973
Female	5.712	39.355
Global	7.206	50.327

Note: The increase in absentee hours compared to last year is the result of the implementation of a new management platform that allows a more accurate calculation.

People Indicators

Original BUFF®, S.A

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

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

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

Accident Frequency Rate (AFR)	2021/22	2022/23
Male	12,56	23,83
Female	33,28	56,79
Global	27,28	80,62

(Accidents at work/Hours worked)*1.000.000

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

% employees covered in collective bargaining agreements*	2021/22	2022/23
Male	100%	100%
Female	100%	100%
Global	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.

* Includes 19 COVID accidents with leave and 12 No Covid accidents with leave. For the FY 2021/22 the COVID accident leaves were counted as temporary disabilities.

People Indicators

Original BUFF®, S.A

No. of hours of training per year per employee and gender	2021/22*	2022/23
Male	2.291	1.335
Female	3.895	1.592
Global	6.186	2.927

Average number of training hours per year per employee and gender	2021/22*	2022/23
Male	24,6	14,3
Female	17,3	5,9
Global	19,5	8,1

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

* These indicators have been updated since the EINF/NFRD report from 2021/22, as an error was reported in last year's report.

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

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



People Indicators

Original BUFF®, S.A

% of periodic evaluations by job category	2021/22	2022/23
Directors	0,0%	0,0%
Middle management	0,0%	0,0%
Technicians	7,8%	17,5%
Administrative staff	90,6%	100,0%
Global	46,2%	65,4%

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

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

No. of discrimination cases	2021/22	2021/22
	0	0

Wage gap	2021/22	2021/22
	0,38	0,43

Client Indicators

Number of contacts received through ticketing	2021/22	2022/23
Global	7,346	3,431
Original BUFF S.A.	7,232	3,116
BUFF Inc*	N/D	N/D
BUFF Canada Ltd*	N/D	N/D
BUFF GmbH	13	144
BUFF UK Limited	101	56
BUFF Italy S.R.L.	N/A	7
BUFF France EURL	N/A	108

* Ticketing system was not active in these locations in 2022/23

No. of complaints received	2021/22	2022/23
Global	4	0
Original BUFF S.A.	3	0
BUFF Inc	N/D	0
BUFF Canada Ltd	1	0
BUFF GmbH	N/D	0
BUFF UK Limited	N/D	0
BUFF France EURL	N/D	0
BUFF Italy SRL	N/D	0

No. of cases of non-compliance concerning product and service information	2021/22	2022/23
Global	0	2
Original BUFF S.A.	N/D	2
BUFF Inc	N/D	0
BUFF Canada Ltd	0	0
BUFF GmbH	N/D	0
BUFF UK Limited	N/D	0
BUFF France EURL	N/D	0
BUFF Italy SRL	N/D	0

No. of complaints regarding breaches of customer privacy	2021/22	2022/23
Global	0	0
Original BUFF S.A.	0	0
BUFF Inc	N/D	0
BUFF Canada Ltd	0	0
BUFF GmbH	N/D	0
BUFF UK Limited	N/D	0
BUFF France EURL	N/D	0
BUFF Italy SRL	N/D	0



Suppliers Indicators

Suppliers*	2021/22	2022/2023
Local	71	74
National	13	14
International	37	43

**Please note that the categorization of what constitutes a local supplier has been expanded since the 2021/22 report, therefore the 2021/22 numbers have also been updated.*

Environmental Indicators

Global

Water consumption	Unit	2021/22	2022/23
Total	m3	3.162,3	3.759,29

Energy consumption	Unit	2021/22	2022/23
Electricity	Kwh	1.295.025,2	1.395.829
Self-generated electricity	Kwh	267.274,0	376.595
Diesel	Liters	40.475,0	28.130,9
Natural gas	Gj	327,0	430,2

Carbon footprint (breakdown dependent on scope)	Unit	2021/22	2022/23
Scope 1: Direct emissions	Tn CO2 eq	226,5	96,20
Scope 2: Indirect emissions	Tn CO2 eq	18,8	19,89
Scope 3: Other indirect emissions	Tn CO2 eq	4,622.31	N/D*

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

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

Environmental Indicators

Original BUFF®, S.A.

Water consumption (HQ)	Unidad	2021/22	2022/23
Total	m3	2.579	3.380

Energy consumption	Unit	2021/22	2022/23
Electricity	Kwh	1.295.025,2	1.326.172
Self-generated electricity	Kwh	267.274,0	376.595
Diesel	Liters	40.475,0	28.130,9
Natural gas	Gj	0	0

Carbon footprint (breakdown dependent on scope)	Unit	2021/22	2022/23
Scope 1: Direct emissions	Tn CO2 eq	210,0	96,20
Scope 2: Indirect emissions	Tn CO2 eq	0	19,9
Scope 3: Other indirect emissions*	Tn CO2 eq	N/D*	N/D*

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

Environmental Indicators

BUFF® INC

Water consumption	Unit	2021/22	2022/23
Total	m3	418,6	293,99

Energy consumption	Unit	2021/22	2022-23
Electricity	Kwh	45.994,6	52.888,69
Self-generated electricity	Kwh	0,0	0,0
Diesel	Gj	0,0	0,0
Natural gas	Gj	168,2	137,68

Carbon footprint (breakdown dependent on scope)	Unit	2021/22	2022-23
Scope 1: Direct emissions	Tn CO2 eq	8,5	7,0
Scope 2: Indirect emissions	Tn CO2 eq	10,7	10,9
Scope 3: Other indirect emissions	Tn CO2 eq	N/D*	N/D*

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



Environmental Indicators

BUFF® Canada Ltd

Water consumption	Unit	2021/22	2022/23
Total	m3	164,7	85,3

Energy consumption	Unit	2021/22	2022/23
Electricity	Kwh	9.227,7	10.764,2
Self-generated electricity	Kwh	0,0	0,0
Diesel	Gj	0,0	0,0
Natural gas	Gj	158,8	292,60

Carbon footprint (breakdown dependent on scope)	Unit	2021/22	2022/23
Scope 1: Direct emissions	Tn CO2 eq	8,0	14,8
Scope 2: Indirect emissions	Tn CO2 eq	5,9	6,9
Scope 3: Other indirect emissions	Tn CO2 eq	N/D*	N/D*

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

Environmental Indicators

BUFF® GmbH

Energy consumption	Unit	2021/22	2022/23
Electricity	Kwh	4.873,0	4.973,0
Self-generated electricity	Kwh	0,0	0,0
Diesel	Gj	0,0	0,0
Natural gas	Gj	0,0	0,0

Carbon footprint (breakdown dependent on scope)	Unit	2021/22	2022/23
Scope 1: Direct emissions	Tn CO2 eq	0,0	0,0
Scope 2: Indirect emissions*	Tn CO2 eq	2,1	2,1
Scope 3: Other indirect emissions**	Tn CO2 eq	N/D	N/D*

* The information is not available as it is a shared office space.

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

Environmental Indicators

BUFF® UK Limited

Energy consumption	Unit	2021/22	2022/23
Electricity	Kwh	1.672,0	1096,5
Self-generated electricity	Kwh	0,0	0,0
Diesel	Gj	0,0	0,0
Natural gas	Gj	0,0	0,0

Carbon footprint (breakdown dependent on scope)	Unit	2021/22	2022/23
Scope 1: Direct emissions	Tn CO2 eq	0,0	0,0
Scope 2: Indirect emissions*	Tn CO2 eq	0,1	0,0
Scope 3: Other indirect emissions**	Tn CO2 eq	N/D	N/D*

* The information is not available as it is a shared office space.

** The scope 3 footprint for FY 2022/23 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
Global	99.279,0 € *	106.504,82 €
Original BUFF S.A.	47.279,0 €	55.429,3 €
BUFF Inc	50.000,0 €	37.730,0 €
BUFF Canada Ltd	2.000,0 €	1.715,5 €
BUFF GmbH	0,0 €	0,0 €
BUFF UK Limited	0,0 €	11.630 €
BUFF Italy SRL	N/A	0,0 €
BUFF France EURL	N/A	0,0 €

Note: These indicators have been updated since the EINF/NFRD report from 2021/22, as an error was reported in last year's report.

** 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.*



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. APPEDECIES	08.3. Legal Requirements	Additional information - BUFF® Group and Business Model	88		> 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.							
	Objectives and strategies.	02. SUSTAINABILITY	02.4. Do More Now		18			
CORPORATE GOVERNANCE	Risk management and control mechanisms and tools.	08. APPEDECIES	08.3. Legal Requirements	Additional information - BUFF® Corporate Governance and Risk Management	77		> 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		17		> 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	02.6. Sustainability Policies		20		> 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.		21-44		> GRI 2 General Contents (2021)	> GRI 2-25 Processes to remedy negative impacts.
		05. CARE MORE	05.3. Transparency and Ethics	Governance	45-67			
		08. APPEDECIES	08.3. Legal Requirements	Additional information –Corporate Governance and Risk Management	81			
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.		21-44			
	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	38		> 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	31-32		> GRI 306 Waste (2020)	<ul style="list-style-type: none"> > 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.	No information is reported in this topic, because it is a subject on which BUFF®'s activity does not have a significant impact.						
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	35		> GRI 303 Water and effluents (2018)	<ul style="list-style-type: none"> > 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.
		08. APPENDICES	08.3. Legal Requirements	Additional Indicators - Environmental Indicators	88			
	Consumption of raw materials.	03. ACT MORE	03.1. Sustainable Materials	03.1.2. Responsible materials	25-28		> GRI 301 Materials (2016)	<ul style="list-style-type: none"> > GRI 301-1 Materials used by weight or volume. > GRI 301-2 Recycled input materials used. > GRI 301-3 Products and packaging materials recovered.
	Measures taken to improve the efficiency of their use (raw materials).							
Direct and indirect energy consumption.	08. APPENDICES	08.3. Legal Requirements	Additional Indicators - Environmental Indicators	88		> GRI 302 Energy (2016)	<ul style="list-style-type: none"> > GRI 302-1 Energy consumption inside the organization. > GRI 302-3 Energy intensity. > GRI 302-4 Reduction of 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	33 - 34			
	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.	43		> 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. APPEDECIES	08.3. Legal Requirements	Additional indicators - > Governance indicators > People indicators	89-99		> 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	50 - 52		> 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. APPEDECIES	08.3. Legal Requirements	Additional indicators - People indicators	46			
	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	51			



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. APPEDECIES	08.3. Legal Requirements	Additional indicators – People indicators	77-108			
HEALTH AND SAFETY	Health and safety conditions at work.	05. CARE MORE	05.1. Commitment to People	05.1.3. Well-being and engagement	51		> 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.	08. APPEDECIES	08.3. Legal Requirements	Additional indicators – People indicators	90-99			
	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	51-54		> 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.			05.1.4. Internal communication				
	Percentage of employees covered by collective bargaining agreements by country.	08. APPEDECIES	08.3. Legal Requirements	Additional indicators – People indicators	90-99			
TRAINING	Policies implemented in the field of training.	05. CARE MORE	05.1. Commitment to People	05.1.2. Development	49-50		> 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. 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. APPEDECIES	08.3. Legal Requirements	Additional indicators – People indicators	90-99			
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	55-56		> 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.	63		> GRI 2 General Contents (2021)	> 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. APPENDECIES	08.3. Legal Requirements	Additional information –Corporate Governance and Risk Management	77-108			
INFORMATION RELATED TO THE FIGHT AGAINST CORRUPTION AND BRIBERY								
CORRUPTION AND BRIBERY	Measures taken to prevent corruption and bribery.	08. APPENDECIES	Additional information – Corporate Governance and Risk Management		81			
MONEY LAUNDERING	Measures taken to combat money laundering.	08. APPENDECIES	Additional information – Corporate Governance and Risk Management		81			
CONTRIBUTIONS	Contributions to foundations and not-for-profit entities.	08.3. Legal Requirements	Additional indicators – Community indicators		108			



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
				Additional indicators – Community indicators				
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	57-62		> 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		22			
	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	23		> 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. APPENDECIES	08.3. Legal Requirements	Additional indicators – Clients indicators	100		> GRI 418 Customer privacy (2016)	> GRI 418-1 Substantiated complaints regarding breaches of customer privacy and losses of customer data.
TAX INFORMATION								
TAXATION	Profits earned country by country.	08. APPENDECIES	08.3. Legal Requirements	Additional indicators – Economic indicators	102-107		> 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. APPENDECIES	08.1. Scope of Application 08.2. Framework		75-76		> 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.



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
				Additional indicators – Community indicators				
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	57-62		> 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		22			
	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	23-24		> 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. APPENDECIES	08.3. Legal Requirements	Additional indicators – Clients indicators	100		> GRI 418 Customer privacy (2016)	> GRI 418-1 Substantiated complaints regarding breaches of customer privacy and losses of customer data.
TAX INFORMATION								
TAXATION	Profits earned country by country.	08. APPENDECIES	08.3. Legal Requirements	Additional indicators – Economic indicators	102-107		> 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. APPENDECIES	08.1. Scope of Application 08.2. Framework		75-76		> 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!