GILDAN ACTIVEWEAR INC.
BOARD DIVERSITY POLICY

PURPOSE

The Board Diversity Policy (the "**Policy**") sets forth the approach to diversity on the Board of Directors (the "**Board**") of Gildan Activewear Inc. (the "**Company**").

POLICY STATEMENT

The Board recognizes the benefits of diversity in its broadest sense and considers diversity at the Board level to be an essential element of Board effectiveness. A diverse Board is one that possesses a balance of skills, experience, expertise and a diversity of perspectives that are relevant to the Company's business and its strategic objectives.

While all director appointments are based on merit to complement and expand on the skills, experience and expertise of the Board as a whole, the Board also seeks to achieve a mix of members who represent a broad diversity of backgrounds and perspectives. When selecting and presenting candidates to the Board for appointment, the Board expects the Corporate Governance and Social Responsibility Committee (the "**Committee**") to consider not only the skills, experience and expertise of a candidate, but also objective criteria having due regard to the benefits of diversity and the needs of the Board. For purposes of this Policy, diversity includes gender, sexual orientation, visible minorities, age, religious affiliations, geography, ethnicity, ancestry, social status, and other personal characteristics. Moreover, diversity candidates will be included in all director searches. As the Board considers the optimum mix of skills and backgrounds to serve the interests of the Company's stakeholders, it will also consider the strategic direction of the Company as well as broader societal and industry trends and issues.

DISCLOSURE

This Policy will be published on the Company's website and a summary thereof will be included in the Governance section of the Company's management proxy circular. The Board will report annually to shareholders on the diversity of its members, including the number and percentage of women directors and the number and percentage of directors who are members of each of the other "designated groups" as defined in the *Employment Equity Act* (Canada) (in general terms, women, visible minorities, Aboriginal peoples and persons with disabilities). The Board

will also report on any measurable diversity objectives to the extent adopted by the Board and the progress made towards achieving those objectives.

MEASURABLE OBJECTIVES

The Committee will from time to time consider adopting measurable objectives for achieving diversity on the Board and recommend such objectives to the Board for adoption. At any given time, the Board may seek to improve one or more aspects of its diversity and measure progress accordingly.

In that regard, the Board expresses a target to maintain at least 30% female representation on the Board, and a target to have at least one racially or ethnically diverse member on the Board. While the board has expressed certain measurable targets further discussed in the Policy, it reaffirms its objective to increase representation on the Board of persons who self-identify as visible minorities, Aboriginal peoples and/or persons with disabilities.

In the event that the Board composition was to fall below the Board's target of at least 30% female representation on the Board or the Board's target of at least one racially or ethnically diverse member on the Board, the Board is committed to increasing the number of women and/or racially or ethnically diverse member on the Board, as applicable, to meet the applicable target by the next annual general meeting of shareholders of the Company, taking into account the availability of qualified candidates, the timing of the Company's annual meeting of shareholders and the skills, experience and qualifications required to ensure the effective functioning of the Board.

REVIEW AND MONITORING

The Committee will review and monitor the implementation of this Policy on an annual basis to ensure its effectiveness and will report the results of its review to the Board. The Committee will discuss any amendments to the Policy that may be required and will recommend such amendments to the Board for approval.

Adopted by the Board of Directors on November 11, 2015
Last amended on November 4, 2026