

## INTRODUCTION

The ESG performance data in this document provide a consolidated view of Gildan's non-financial performance. It should be read in conjunction with our 2022 ESG Report and Basis of Reporting<sup>1</sup>, which includes additional details on select performance data in this document.

### 2022 ESG PERFORMANCE DATA

Our goal is to address the information needs of our stakeholders by providing clear and decision-useful ESG data. Please note:

- ESG data represent the period of January 1 to December 31, 2022, or status as of December 31, 2022, whichever is applicable, unless otherwise noted.
- In the case of performance data relating to public ESG targets, we will report a maximum of current year and prior year comparative years of information, indicating base year data where applicable. In the case of performance data relating to indicators that do not have a public target, we will report a maximum of two years of data.
- ESG data reported in the ESG data tables reflects all assets that we operate, unless otherwise noted. Operational control is defined as the authority to introduce and implement operating policies. Greenhouse gas ("GHG") emissions are reported using an operational-

control approach defined in alignment with the World Resources Institute and the World Business Council for Sustainable Development GHG Protocol.

- A list of our assets can be found in our 2022 Annual Report, under section 3.2.2 Manufacturing. Financial Data is reported in U.S. dollars.
- Footnotes provide additional context on 2022 data boundaries, definitions, and methodology, where applicable. Further discussion is included in the 2022 ESG Report. Data exclusions or additions are noted throughout this document.
- Totals may not add up to 100 due to rounding. The indicators reported in our ESG data tables reflect both external reporting frameworks and the interests of our stakeholders. Where we add indicators to align with our new ESG targets, for example, it may not be reasonable to calculate historical data points. We have noted in the tables when historical data for a directly comparable scope are not available.
- All data relating to workforce numbers are calculated at the end of the reporting year (December 31st) in Full Time Equivalent (FTE).

<sup>1</sup>The 2022 ESG Basis of Reporting covers metrics subject to limited assurance conducted in 2023 and does not cover all metrics contained in this document.

## NEXT GENERATION ESG STRATEGY: TARGET KPIS

The following provides our first-year progress against our Next Generation ESG strategy and targets. A number of ESG Target Key Performance Indicators (KPIs) underwent independent assurance as indicated in the table below. This year we continued to enhance our disclosure control processes across the organization, and as such, we have adjusted some of our KPIs. These adjustments are described in further detail in the 2022 Basis of Reporting.

ESG TARGET KPI	2022	2021	GRI	DJSI	SDGs
<b>Reduce Scope 1 and 2 GHG emissions by 30% by 2030 from a 2018 base year<sup>2</sup> and reduce absolute Scope 3 GHG emissions 13.5% by 2030 from a 2019 base year.</b>					
Absolute total Scope 1 and 2 GHG emissions (market-based) (tCO <sub>2</sub> e) <sup>3</sup>	671,244 ✓	626,938		2.5.3	Goal 7 and 13
Percentage change in absolute Scope 1 + 2 (market-based) emissions (%) <sup>2</sup> , compared to 2018 base year (2018 base year represents 753,356 tCO <sub>2</sub> e ✓)	-10.9	-16.8			
Absolute total Scope 3 GHG emissions (tCO <sub>2</sub> e) <sup>4</sup>	3,001,554 ✓				
Percentage change in absolute Scope 3 GHG emissions from 2019 base year (%) (2019 base year represents 2,530,884 tCO <sub>2</sub> e ✓)	18.6				
<b>Reduce water intensity by 20% by 2030 (compared to 2018 base year)</b>					
Water intensity (m <sup>3</sup> /kg)	0.06775 ✓	0.06939			Goal 6
Reduction of water intensity from 2018 (%) (2018 base year represents 0.08302 m <sup>3</sup> /kg ✓)	-18.4	-16.4			
<b>100% sustainable cotton by 2025</b>					
Percentage of sustainable cotton sourced (%)	21.7 ✓	7.3			Goal 8 and 12
<b>Zero manufacturing waste to landfill by 2027</b>					
Total manufacturing waste sent to landfill (MT)	2,415 ✓				Goal 12
Total manufacturing waste recycled (MT)	66,073 ✓				
<b>Source 30% recycled polyester or alternative fibre yarns by 2027</b>					
Percentage of recycled or alternative fibers and/or yarns sourced (%)	1.6 ✓				Goal 12
<b>75% recycled and sustainable packaging and trims by 2027</b>					
Percentage of recycled and sustainable packaging trims (%) <sup>5</sup>	14.2 ✓	6.2 ✓			Goal 12
<b>Achieve gender parity for the collective group of employees representing director-level and above positions by 2027</b>					
Percentage of women composing the collective employee group of director-level and above <sup>6</sup> (%)	30.3 ✓	26.7 ✓	405-1	3.2.2	Goal 5
<b>Attain ISO 45001 certification across all Company-owned facilities by 2028</b>					
ISO 45001 Certification (%)	0				Goal 8
<b>Gradually increase spending to allocate 1% of pre-tax earnings towards community investment initiatives by 2026</b>					
Community investment allocation compared to pre-tax earnings (%)	0.19 ☆		413-1		Goal 17
Total cash and in-kind donations (\$M)	1.1 ☆	2.1			

<sup>2</sup> The target boundary includes land-related emissions and removals from bioenergy feedstocks.

<sup>3</sup> Our 2021 value has been updated to reflect significant structural changes (i.e. acquisitions, changes in methodology, discovery of errors and the improvement in activity data or emission factors) that triggered the recalculation of our 2018 base year and subsequent years. Further details on the calculation methodology and restatements are contained in the 2022 Basis of Reporting.

<sup>4</sup> As of 2022, we updated our calculation methodology and our scope of reporting to include nine Scope 3 categories (compared to four in previous years) to provide a more complete overview of our Scope 3 emissions. Our base year values (2019) have also been updated to reflect significant structural changes (i.e. acquisitions, changes in methodology and improvement in activity data or emission factors). Our 2021 values were not updated to reflect those changes and are therefore no longer comparable, which is why they were not included in this table. Further details on the calculation methodology and restated information are contained in the 2022 Basis of Reporting.

<sup>5</sup> Our 2021 base year values were updated to reflect the improvement of our data collection, control processes, and calculation methodology. Further details on calculation methodology and restated information are contained in the 2022 Basis of Reporting.

<sup>6</sup> Our 2021 base year value has been updated to reflect significant structural changes (i.e. acquisitions, changes in methodology, discovery of errors and the improvement in activity data or emission factors). Further details on calculation methodology and restated information are contained in the 2022 Basis of Reporting.

## ENVIRONMENTAL

METRIC	2022	2021	GRI	DJSI
<b>EMISSIONS<sup>7</sup></b>				
Absolute total GHG emissions (Scope 1 + 2 (market-based)) (tCO <sub>2</sub> e)	671,244 ✓	626,938	305-1	2.5.3
Percentage change in absolute Scope 1 + 2 (market-based) emissions (%), compared to 2018 base year representing 753,356 tCO <sub>2</sub> e ✓	-10.9	-16.8		
GHG emissions intensity (Scope 1 + 2 (market-based)) (per kg production) (tCO <sub>2</sub> e/kg)	0.0023	0.0025	305-4	
Percentage emissions intensity variation from 2018 base year (%)	-19.3	-13.8		
<b>Direct Scope 1 GHG Emissions</b>				
Gross direct (Scope 1) GHG emissions (tCO <sub>2</sub> e)	120,838 ✓	91,076	305-1	2.3.1
Gases included in above calculation (CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFC, PFCs, SF <sub>6</sub> , NF <sub>3</sub> or all)	CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFC		305-1	2.3.1
Biogenic CO <sub>2</sub> equivalent emissions (tCO <sub>2</sub> e) <sup>8</sup>	240,670	233,454	305-1	2.3.1
Base year	2018		305-1	2.3.1
Consolidation approach for emissions	Operational control		305-1	2.3.1
Source of emissions factors and global warming potential (GWP) rates used	The Climate Registry, 2022 Default Emission Factors; U.S. Environmental Protection Agency (EPA), 2022 GHG Emissions Factors Hub; IPCC Assessment Report 5 (AR-5) 100-year GWP, 2013.		305-1	2.3.1
Standards, methodologies, assumptions, and/or calculation tools used	See Basis of Reporting		305-1	2.3.1
<b>Direct Scope 1 GHG Emissions by Facility / Business</b>				
Distribution centre (tCO <sub>2</sub> e)	1,874	1,872	305-1	
Hosiery (tCO <sub>2</sub> e)	14,281	13,260	305-1	
Textile (tCO <sub>2</sub> e)	62,731	43,771	305-1	
Yarn (tCO <sub>2</sub> e)	1,463	558	305-1	
Sewing (tCO <sub>2</sub> e)	5,507	4,709	305-1	
Garment dyeing (tCO <sub>2</sub> e)	12,216	11,924	305-1	
Integrated manufacturing (textiles and sewing) (tCO <sub>2</sub> e)	21,265	13,836	305-1	
Other (tCO <sub>2</sub> e)	1,502	1,146	305-1	

<sup>7</sup> Our 2021 values have been updated to reflect significant structural changes (i.e. acquisitions, changes in methodology, discovery of errors and the improvement in activity data or emission factors) that triggered the recalculation of our 2018 base year and subsequent years. Further details on calculation methodology and restated information are contained in the 2022 Basis of Reporting.

<sup>8</sup> Calculation considers biogenic emissions from biomass process.

METRIC	2022	2021	GRI	DJSI
<b>Direct Scope 1 GHG Emissions by Country</b>				
Bangladesh (tCO <sub>2</sub> e)	21,658	14,019	305-1	
Barbados (tCO <sub>2</sub> e)	33	6	305-1	
Canada (tCO <sub>2</sub> e) <sup>9</sup>	Not available	Not available	305-1	
Dominican Republic (tCO <sub>2</sub> e)	17,387	11,378	305-1	
Honduras (tCO <sub>2</sub> e)	75,620	61,236	305-1	
Mexico (tCO <sub>2</sub> e)	Closed	Closed	305-1	
Nicaragua (tCO <sub>2</sub> e)	3,268	2,330	305-1	
United States (tCO <sub>2</sub> e)	2,873	2,106	305-1	
<b>Direct Scope 1 GHG Emissions by Source</b>				
Direct emissions – stationary combustion (tCO <sub>2</sub> e)	109,330	81,491	305-1	
Fugitive emissions (tCO <sub>2</sub> e)	7,997	6,022	305-1	
Direct emissions – mobile combustion (tCO <sub>2</sub> e)	3,511	3,563	305-1	
<b>Energy Indirect (Scope 2) GHG Emissions</b>				
Gross indirect (Scope 2) GHG emissions (tCO <sub>2</sub> e) market-based method	550,406 ✓	535,863	305-2	2.3.2
Gross indirect (Scope 2) GHG emissions (tCO <sub>2</sub> e) location-based method	360,222 ✓	365,052	305-2	2.3.2
Gases included in above calculation (CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFC, PFCs, SF <sub>6</sub> , NF <sub>3</sub> or all)	CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O		305-2	2.3.2
Base year	2018		305-2	2.3.2
Consolidation approach for emissions	Operational control		305-2	2.3.2
Source of emission factors and GWP rates used	International Energy Agency (IEA), 2022; U.S. Residual Mix (Green-e Energy Emissions Rates, 2022; Private Contractor, 2022; IPCC Assessment Report 5 (AR-5) 100-year GWP, 2013		305-2	2.3.2
Standards, methodologies, assumptions, and/or calculation tools used	See Basis of Reporting		305-2	2.3.2
<b>Scope 2 Emissions by Facility / Business (Market-Based Method)</b>				
Distribution centre (tCO <sub>2</sub> e)	8,428	9,779	305-2	
Hosiery (tCO <sub>2</sub> e)	49,540	47,080	305-2	
Textile (tCO <sub>2</sub> e)	217,275	202,101	305-2	

<sup>9</sup> Our manufacturing operations in Canada ceased in 2020. We currently do not track GHG emissions for our offices and distribution centre in Canada.

METRIC	2022	2021	GRI	DJSI
Yarn (tCO <sub>2</sub> e)	217,607	234,835	305-2	
Sewing (tCO <sub>2</sub> e)	15,194	15,408	305-2	
Garment dyeing (tCO <sub>2</sub> e)	16,375	7,098	305-2	
Integrated manufacturing (textiles and sewing) (tCO <sub>2</sub> e)	5,770	4,031	305-2	
Other (tCO <sub>2</sub> e)	20,218	15,533	305-2	
<b>Scope 2 Emissions by Country (Market-Based Method)</b>				
Bangladesh (tCO <sub>2</sub> e)	7,156	5,031	305-2	
Barbados (tCO <sub>2</sub> e)	727	673	305-2	
Canada (tCO <sub>2</sub> e) <sup>10</sup>	Not available	Not available	305-2	
China (tCO <sub>2</sub> e)	19	0	305-2	
Dominican Republic (tCO <sub>2</sub> e)	27,389	29,614	305-2	
Honduras (tCO <sub>2</sub> e)	288,351	255,056	305-2	
Mexico (tCO <sub>2</sub> e)	0	Operations ceased in 2020	305-2	
Nicaragua (tCO <sub>2</sub> e)	5,124	5,713	305-2	
United States (tCO <sub>2</sub> e)	221,641	239,776	305-2	
<b>Other Indirect (Scope 3) GHG Emissions<sup>11</sup></b>				
Scope 3 emissions (tCO <sub>2</sub> e)	3,001,554 ✓	Not available	305-3	2.3.6
1. Purchased goods and services	2,295,500	Not available	305-3	2.3.6
2. Capital goods	53,070	Not available	305-3	2.3.6
3. Fuel and energy-related activities	199,171	Not available	305-3	2.3.6
4. Upstream transportation and distribution	218,565	Not available	305-3	2.3.6
5. Waste generated in operations	11,760	Not available	305-3	2.3.6
6. Business travel	1,165	Not available	305-3	2.3.6
7. Employee commuting	93,902	Not available	305-3	2.3.6
8. Upstream leased assets	Not available	Not available	305-3	2.3.6
9. Downstream transportation and distribution	28,841	Not available	305-3	2.3.6
10. Processing of sold products	Not available	Not available	305-3	2.3.6
11. Use of sold products	Not available	Not available	305-3	2.3.6

<sup>10</sup> Our manufacturing operations in Canada ceased in 2020. We currently do not track GHG emissions for our offices and distribution centre in Canada.

<sup>11</sup> As of 2022, we updated our calculation methodology and our scope of reporting to include nine Scope 3 categories (compared to four in previous years) to provide a more complete overview of our Scope 3 emissions. Our base year values (2019) have also been updated to reflect significant structural changes (i.e. acquisitions, changes in methodology and improvement in activity data or emission factors). Our 2021 values were not updated to reflect those changes and are therefore no longer comparable, which is why they were not included in this table. Further details on calculation methodology and restated information are contained in the 2022 Basis of Reporting.

METRIC	2022	2021	GRI	DJSI
12. End of life of sold products	99,579	Not available	305-3	2.3.6
13. Downstream leased assets	Not available	Not available	305-3	2.3.6
14. Franchises	Not available	Not available	305-3	2.3.6
15. Investments	Not available	Not available	305-3	2.3.6
Base year	2019		305-3	2.3.6
Gases included in above calculation (CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFC, PFCs, SF <sub>6</sub> , NF <sub>3</sub> or all)	CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O		305-3	2.3.6
Source of emission factors and GWP rates used	See Basis of Reporting		305-3	
Standards, methodologies, assumptions, and/or calculation tools used	See Basis of Reporting		305-3	
<b>GHG Emissions Intensity (Scope 1 + 2 (market-based))<sup>12</sup></b>				
GHG emissions intensity ratio for the organization (tCO <sub>2</sub> e / kg total production) <sup>13</sup>	0.00229	0.00245	305-4	
Organization-specific metric: total production (kg)	292,777,926	256,032,049	305-4	
GHG emissions included in intensity ratio	Direct Scope 1 and indirect energy Scope 2 (market-based)		305-4	
Gases included in above calculation (CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFC, PFCs, SF <sub>6</sub> , NF <sub>3</sub> or all)	CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFC		305-4	
<b>Reduction of GHG Emissions</b>				
GHG emission reduction from 2018 to 2022 (tCO <sub>2</sub> e) <sup>14</sup>	-82,112	-126,417	305-5	
Base year	2018		305-5	
Gases included in above calculation (CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFC, PFCs, SF <sub>6</sub> , NF <sub>3</sub> or all)	CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFC		305-5	
Scope in which reductions took place	Direct Scope 1 and indirect energy Scope 2 (market-based)		305-5	
Standards, methodologies, assumptions, and/or calculation tools used	GHG Protocol (2019)		305-5	
<b>Emission of Ozone-depleting Substances (ODS)</b>				
Production, imports, and exports of ODS in tonnes of CFC-11 (trichlorofluoromethane) equivalent (t)	7,997	6,022	305-6	
Substances included in the calculation	HFCs		305-6	
Source of the emission factors used	IPCC Assessment Report 5 (AR-5) 100-year GWP, 2013		305-6	

<sup>12</sup> Our 2021 values have been updated to reflect significant structural changes (i.e. acquisitions, changes in methodology, discovery of errors and the improvement in activity data or emission factors) that triggered the recalculation of our 2018 base year and subsequent years. Further details on calculation methodology and restated information are contained in the 2022 Basis of Reporting.

<sup>13</sup> Calculated using the market-based approach for Scope 2 GHG emissions.

<sup>14</sup> Our 2021 values have been updated to reflect significant structural changes (i.e. acquisitions, changes in methodology, discovery of errors and the improvement in activity data or emission factors) that triggered the recalculation of our 2018 base year and subsequent years. Further details on calculation methodology and restated information are contained in the 2022 Basis of Reporting.

METRIC	2022	2021	GRI	DJSI
Standards, methodologies, assumptions, and/or calculation tools used	GHG Protocol: A Corporate Accounting and Reporting Standard (Revised edition), GHG Protocol Scope 2 Guidance		305-6	
<b>Air Emissions</b>				
Nitrogen oxide (NO <sub>x</sub> ) (t)	349	212	305-7	
Sulphur dioxide (SO <sub>2</sub> ) (t)	416	338	305-7	
Persistent organic pollutants (t)	Not available	Not available	305-7	
Volatile organic compounds (VOCs) (t)	Not available	Not available	305-7	
Particulate matter (PM) (t)	Not available	Not available	305-7	
Total inorganic air emissions (t)	765	550	305-7	
Source of the emission factors used	AP-42: Compilation of Air Emission Factors (EPA)		305-7	
Standards, methodologies, assumptions, and/or calculation tools used	Air emissions are calculated using fuel consumption data from stationary and mobile direct sources and relevant emission factors based on AP-42: Compilation of Air Emission Factors (EPA).		305-7	
<b>ENERGY<sup>15</sup></b>				
<b>Energy Consumption</b>				
Total fuel consumption within the organization from non-renewable sources (GJ)	1,773,590	1,314,340	302-1	2.3.3
Non-renewable energy purchased (GJ)	4,050,621	3,915,360	302-1	2.3.3
Total fuel consumption within the organization from renewable and low-carbon sources (GJ) <sup>16</sup>	2,707,036	2,625,874	302-1	2.3.3
Renewable energy purchased (GJ) <sup>17</sup>	17,000	18,304	302-1	2.3.3
Total energy consumed within the organization (GJ)	8,548,246	7,873,877	302-1	2.3.3
Percentage of renewable energy purchased (%)	0.2%	0.23%	302-1	2.3.3
Percentage of renewable and low-carbon energy consumed (%) <sup>18</sup>	32%	34%	302-1	2.3.3

<sup>15</sup> Our 2021 values have been updated to reflect significant structural changes (i.e. acquisitions, changes in methodology, discovery of errors and the improvement in activity data or emission factors) that triggered the recalculation of our 2018 base year and subsequent years. Further details on calculation methodology and restated information are contained in the 2022 Basis of Reporting.

<sup>16</sup> Generated energy from biomass.

<sup>17</sup> Solar energy purchases at our facilities in San Miguel and San Antonio, Honduras. We previously reported our purchased solar energy under "Renewable energy generated by solar" and "Renewable energy purchased", as a way to specify that our purchased renewable energy was from solar. Hence, it was never accounted twice in our total energy consumption. We updated our methodology this year and we will only report our solar energy consumption under "Renewable energy purchased" from now on.

<sup>18</sup> Includes solar energy purchased and generated energy from biomass.

METRIC	2022	2021	GRI	DJSI
Energy consumption outside of the organization (GJ)	Not available	Not available	302-1	
Total electricity consumption (GJ)	4,067,621	3,933,663	302-1	2.3.3
Total heating consumption (GJ)	Not applicable	Not applicable	302-1	2.3.3
Total cooling consumption (GJ)	Not applicable	Not applicable	302-1	2.3.3
Total steam consumption (GJ)	2,707,035	2,625,874	302-1	2.3.3
Total electricity sold (GJ)	Not available	Not available	302-1	2.3.3
Total heating sold (GJ)	Not available	Not available	302-1	2.3.3
Total cooling sold	Not available	Not available	302-1	2.3.3
Total steam sold	Not available	Not available	302-1	2.3.3
Total cost of energy consumed (\$M)	146	102	302-1	2.3.3
Source of conversion factors used	Gildan's environmental database		302-1	2.3.3
Standards, methodologies, assumptions, and/or calculation tools used	Energy data is collected from each site and uploaded in Gildan's environmental database. Fuels volume/mass is converted automatically to energy units (GJ, kWh, Mmbtu, etc.)		302-1	2.3.3
<b>Energy Consumption by Country</b>				
Bangladesh (GJ)	448,322	309,852	302-1	
Barbados (GJ)	4,760	3,910	302-1	
Canada (GJ) <sup>19</sup>	110	Not available	302-1	
China (GJ)	Not available	Not available	302-1	
Dominican Republic (GJ) <sup>20</sup>	1,047,879	975,459	302-1	
Honduras (GJ)	4,178,747	3,743,762	302-1	
Mexico (GJ)	0	Operations ceased in 2020	302-1	
Nicaragua (GJ)	105,040	86,141	302-1	
United States (GJ)	2,763,388	2,754,753	302-1	
<b>Energy Consumption by Source</b>				
Electricity (GJ)	4,067,621	3,933,663	302-1	
Propane (GJ)	223,682	153,177	302-1	
Fuel oil (bunker) (GJ)	755,586	622,007	302-1	
Diesel (GJ)	134,655	67,187	302-1	
Natural gas (GJ)	657,898	469,674	302-1	
Biomass (GJ)	2,707,036	2,625,874	302-1	
LNG (GJ)	0	0	302-1	
CNG (GJ)	1,769	2,295	302-1	

<sup>19</sup> Our manufacturing operations in Canada ceased in 2020. We currently do not track energy consumption for our offices and distribution centre in Canada.

<sup>20</sup> In 2022, a new sewing facility started operating in Dominican Republic.



METRIC	2022	2021	GRI	DJSI
<b>Energy Consumption by Process</b>				
Distribution centre (GJ)	94,155	105,161	302-1	
Hosiery manufacturing (GJ)	398,135	338,831	302-1	
Textile manufacturing (GJ)	4,377,445	3,996,826	302-1	
Integrated manufacturing (textiles and sewing) (GJ)	433,745	299,525	302-1	
Yarn spinning (GJ)	2,685,859	2,667,951	302-1	
Sewing operations (GJ)	238,827	212,247	302-1	
Garment dyeing (GJ)	221,599	173,349	302-1	
Other (GJ)	98,481	79,987	302-1	
<b>Energy Intensity<sup>21</sup></b>				
Absolute total energy (GJ)	8,548,246	7,873,878	302-3	
Absolute direct energy (GJ)	4,480,626	3,940,214	302-3	
Absolute indirect energy (GJ)	4,067,621	3,933,663	302-3	
Organization specific metric (denominator) chosen to calculate the energy intensity ratio	Total production from textiles and hosiery factories (kg)			
Total energy intensity (GJ/kg)	0.0292	0.0308	302-3	
Types of energy included in the energy intensity ratio	Diesel, bunker fuel, natural gas, propane, CNG, biomass, electricity			
Whether the ratio uses energy consumption within the organization, outside of it, or both	Within the organization		302-3	
Percentage intensity variation (compared to a 2018 base year) (%)	-17	-12	302-3	
<b>Energy Intensity by Country</b>				
Bangladesh (GJ/kg)	0.0015	0.0012	302-3	
Barbados (GJ/kg)	0	0	302-3	
Canada (GJ/kg) <sup>22</sup>	Not available	Not available	302-3	
China (GJ/kg)	0	Not available	302-3	
Dominican Republic (GJ/kg)	0.0036	0.0038	302-3	
Honduras (GJ/kg)	0.0143	0.0146	302-3	
Mexico (GJ/kg)	0	Operations ceased in 2020	302-3	
Nicaragua (GJ/kg)	0.0004	0.0003	302-3	
United States (GJ/kg)	0.0094	0.0108	302-3	

<sup>21</sup> Where relevant, energy intensity was adjusted to reflect the adjustments made to 2021 energy values.

<sup>22</sup> Our manufacturing operations in Canada ceased in 2020. We currently do not track energy consumption for our offices and distribution centre in Canada.

METRIC	2022	2021	GRI	DJSI
<b>Energy Intensity by Source</b>				
Electricity (GJ/kg)	0.0139	0.0154	302-3	
Propane (GJ/kg)	0.0008	0.0006	302-3	
Fuel oil (bunker) (GJ/kg)	0.0026	0.0024	302-3	
Diesel (GJ/kg)	0.0005	0.0003	302-3	
Natural gas (GJ/kg)	0.0023	0.0018	302-3	
Biomass (GJ/kg)	0.0093	0.0103	302-3	
LNG (GJ/kg)	0	0	302-3	
CNG (GJ/kg)	0	0	302-3	
<b>Energy Intensity by Process</b>				
Distribution centre (GJ/kg)	0.0003	0.0004	302-3	
Hosiery manufacturing (GJ/kg)	0.0014	0.0013	302-3	
Textile manufacturing (GJ/kg)	0.0150	0.0156	302-3	
Integrated manufacturing (textiles and sewing) (GJ/kg)	0.0015	0.0012	302-3	
Yarn spinning (GJ/kg)	0.0092	0.0104	302-3	
Sewing operations (GJ/kg)	0.0008	0.0008	302-3	
Garment dyeing (GJ/kg)	0.0008	0.0007	302-3	
Other (GJ/kg)	0.0003	0.0003	302-3	
<b>Reduction of Energy Consumption</b>				
Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives	-8%	-15%	302-4	
Basis for calculating reductions in energy consumption, such as base year, including the rationale for choosing it	2018 base year Alignment with GHG emission reduction baseline and goals.		302-4	
Standards, methodologies, assumptions, and/or calculation tools used	Difference in absolute energy consumption year-over-year		302-4	

METRIC	2022	2021	GRI	DJSI
<b>WATER</b>				
<b>Water Discharge</b>				
Total water discharge (ML)	18,772	16,441	303-4	2.3.4
Wastewater – off-site treatment (ML) <sup>23</sup>	944	1,027	303-4	2.3.4
Wastewater – on-site treatment (ML)	17,827	15,414	303-4	2.3.4
<b>Water discharge by location</b>				
Surface water	17,827	15,414	303-4	
Groundwater	0	0	303-4	
Seawater	0	0	303-4	
Third-party water (total) <sup>23</sup>	944	1,027	303-4	
Third-party water sent for use to other organizations	0	0	303-4	
Gildan-operated facilities in compliance with wastewater discharge permits and/or contractual obligations (%) <sup>24</sup>	100	100		
Tier 1 supplier facilities that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (FEM) assessment (%)	50	50		
<b>Zero Discharge Hazardous Chemicals ("ZDHC") related to Wastewater Reporting</b>				
Facilities reporting on ZDHC wastewater effluent (%) <sup>25</sup>	100	86		
<b>Water Withdrawal by Source<sup>26</sup></b>				
Total water withdrawal (ML)	19,835	17,765		
Total water withdrawal from all areas with water stress (m <sup>3</sup> )	0	0		
<b>Surface water (ML)</b>				
Freshwater (ML)	0	0	303-3	2.3.4
Other water (ML)	0	0	303-3	2.3.4
<b>Groundwater (ML) (fresh groundwater)</b>				
Freshwater (ML)	18,892	16,838	303-3	2.3.4
Other water (ML)	0	0	303-3	2.3.4
<b>Seawater (ML)</b>				
Freshwater (ML)	0	0	303-3	2.3.4
Other water (ML)	0	0	303-3	2.3.4

<sup>23</sup> Our 2021 value has been updated to reflect significant structural changes (i.e. acquisitions, changes in methodology, discovery of errors and the improvement in activity data or emission factors) that triggered the recalculation of our 2018 base year and subsequent years. Further details on calculation methodology and restated information are contained in the 2022 Basis of Reporting.

<sup>24</sup> In very limited cases, we use third-party contractors to manufacture products outside of our core product offering. Our outsourced product represents less than 10% of our annual revenue. Hence, we do not currently audit our Tier 1 and Tier 2 facilities for compliance with wastewater discharge permits and/or contractual agreements. However, 100% of Gildan-operated facilities are assessed for wastewater compliance, which is what has been reported here.

<sup>25</sup> Metric applies to Gildan-operated textile facilities located in Bangladesh, Dominican Republic, and Honduras.

<sup>26</sup> Our 2021 values have been updated to reflect significant structural changes (i.e. acquisitions, changes in methodology, discovery of errors and the improvement in activity data or emission factors) that triggered the recalculation of our 2018 base year and subsequent years. Further details on calculation methodology and restated information are contained in the 2022 Basis of Reporting.

METRIC	2022	2021	GRI	DJSI
<b>Produced water (ML)</b>	<b>0</b>	<b>0</b>	303-3	2.3.4
Freshwater (ML)	0	0	303-3	2.3.4
Other water (ML)	0	0	303-3	2.3.4
<b>Third-party water (ML)</b>	<b>943</b>	<b>927</b>	303-3	2.3.4
Freshwater (ML)	943	927	303-3	2.3.4
Other water (ML)	0	0	303-3	2.3.4
<b>Water Intensity<sup>27</sup></b>				
Total water withdrawal (m <sup>3</sup> )	19,834,845	17,765,395		
Water intensity (m <sup>3</sup> / kg) <sup>28</sup>	0.06775 ✓	0.06939		
Base year	2018			
Reduction in water intensity from 2018 base year (%) (2018 base year represents 0.08302 m <sup>3</sup> /kg ✓)	-18.4	-16.4		
Standards, methodologies, assumptions, and/or calculation tools used	The total water withdrawal (m <sup>3</sup> ) divided into the total production from textiles and hosiery factories (kg)			
<b>Water consumption<sup>29</sup></b>				
Total water consumption from all areas (ML)	1,063	1,324	303-5	2.3.4
Total water consumption from areas with water stress (ML) <sup>30</sup>	0	0	303-5	
Change in water storage, if water storage has been identified as having a significant water-related impact (ML)	Not available	Not available		
Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used, including whether the information is calculated, estimated, modelled, or sourced from direct measurements, and the approach taken for this, such as the use of any sector-specific factors	See Basis of Reporting			
<b>WASTE<sup>31</sup></b>				
Manufacturing waste sent to landfill (MT)	2,415 ✓	2,694		
Reduction from base year (2021) (%)	-10.4	-		
Share of total waste sent to landfill (%)	9.7	12.5	306-5	
Annual total waste intensity (kg per kg production)	0.2733	0.2686	306-4	
Base year	2021			
Standards, methodologies, assumptions, and/or calculation tools used	See Basis of Reporting			

<sup>27</sup> The numerator is the total volume of water withdrawn (m<sup>3</sup>). The organization-specific metric (denominator) is net production (kg) at our textiles and hosiery factories after the dyeing process (the most water intensive process).

<sup>28</sup> The numerator is the total volume of water withdrawn (m<sup>3</sup>). The organization-specific metric (denominator) is net production (kg) at our textiles and hosiery factories after the dyeing process (the most water intensive process).

<sup>29</sup> Water consumption data were updated to reflect important improvements in calculation methodology.

<sup>30</sup> Water risk assessment included operations involving wet processes (i.e., textiles, hosiery and garment dyeing).

<sup>31</sup> Our 2021 values have been updated to reflect significant structural changes (i.e. acquisitions, changes in methodology, discovery of errors and the improvement in activity data or emission factors). Further details on calculation methodology and restated information are contained in the 2022 Basis of Reporting.

METRIC	2022	2021	GRI	DJSI
<b>Total waste generated (MT)</b>	<b>80,001</b>	<b>68,775</b>	306-3-a	
Category 1: non-hazardous (MT)	79,240	68,081	306-3-a	
Category 2: hazardous (MT)	761	695	306-3-a	
<b>Manufacturing waste generated (MT)</b>	<b>77,328</b>	<b>65,500</b>	306-3-a	
Category 3: Manufacturing waste – non-hazardous (MT)	76,589	64,840	306-3-a	
Category 4: Manufacturing waste – hazardous (MT)	739	660	306-3-a	
<b>Waste diverted from disposal</b>				
Category 1: non-hazardous (MT)	67,979	57,610	306-4-a	
Category 2: hazardous (MT)	110	44	306-4-a	
Category 3: Manufacturing waste – non-hazardous (MT)	65,963	54,883	306-4-a	
Category 4: Manufacturing waste – hazardous (MT)	109	34	306-4-a	
<b>Waste directed to disposal</b>				
Category 1: non-hazardous (MT)	11,261	10,470	306-5-a	
Category 2: hazardous (MT)	651	651	306-5-a	
Category 3: Manufacturing waste – non-hazardous (MT)	10,626	9,956	306-5-a	
Category 4: Manufacturing waste – hazardous (MT)	630	626	306-5-a	
<b>Waste Diverted from Disposal by Recovery Option</b>				
<b>Total hazardous waste – onsite (MT)</b>	<b>0</b>	<b>0</b>	306-4-d	
Preparation for reuse (MT)	0	0	306-4-d	
Recycling (MT)	0	0	306-4-d	
Other recovery operations	0	0	306-4-d	
<b>Total hazardous waste – offsite (MT)</b>	<b>110</b>	<b>44</b>	306-4-d	
Preparation for reuse (MT)	0	0	306-4-d	
Recycling (MT)	110	44	306-4-d	
Other recovery operation (MT)	0	0	306-4-d	
<b>Total non-hazardous waste – onsite (MT)</b>	<b>0</b>	<b>0</b>	306-4-d	
Preparation for reuse (MT)	0	0	306-4-d	
Recycling (MT)	0	0	306-4-d	
Other recovery operations (MT)	0	0	306-4-d	
<b>Total non-hazardous waste – offsite (MT)</b>	<b>67,979</b>	<b>57,610</b>	306-4-d	
Preparation for reuse (MT)	0	0	306-4-d	
Recycling (MT)	67,979	57,610	306-4-d	
Other recovery operations (MT)	0	0	306-4-d	

METRIC	2022	2021	GRI	DJSI
<b>Waste Directed to Disposal by Disposal Operation</b>				
<b>Total hazardous waste – onsite (MT)</b>	<b>0</b>	<b>0</b>	306-5-d	
Incineration (with energy recovery) (MT)	0	0	306-5-d	
Incineration (without energy recovery) (MT)	0	0	306-5-d	
Landfilling (MT)	0	0	306-5-d	
Other disposal options (MT)	0	0	306-5-d	
<b>Total hazardous waste – offsite (MT)</b>	<b>651</b>	<b>651</b>	306-5-d	
Incineration (with energy recovery) (MT)	0	7	306-5-d	
Incineration (without energy recovery) (MT)	651	364	306-5-d	
Landfilling (MT)	0.12	20	306-5-d	
Other disposal options (MT)	0	260	306-5-d	
<b>Total non-hazardous waste – onsite (MT)</b>	<b>3,531</b>	<b>1,436</b>	306-5-d	
Incineration (with energy recovery) (MT)	3,531	1,436	306-5-d	
Incineration (without energy recovery) (MT)	0	0	306-5-d	
Landfilling (MT)	0	0	306-5-d	
Other disposal options (MT)	0	0	306-5-d	
<b>Total non-hazardous waste – offsite (MT). Includes waste from manufacturing processes, domestic waste and waste from distribution centres and offices</b>	<b>7,730</b>	<b>9,034</b>	306-5-d	
Incineration (with energy recovery) (MT)	0	0	306-5-d	
Incineration (without energy recovery) (MT)	2.5	138	306-5-d	
Landfilling (MT)	7,728	8,594	306-5-d	
Other disposal options (MT)	0	302	306-5-d	
<b>BIODIVERSITY</b>				
<b>IUCN Red List Species and National Conservation List species with Habitats in Areas Affected by Operations</b>				
<b>Threatened species identified during Biotop assessments</b>				
Honduras (#)	0	0	304-4	
Dominican Republic (#)	0	0	304-4	
<b>Bird species of least concern reported</b>				
Honduras (#)	37	35	304-4	
Dominican Republic (#)	58	15	304-4	
Sites used for operational activities (#)	2 <sup>32</sup>	2		
Biodiversity impact assessments conducted at operational sites (#)	2	2		
Sites assessed in proximity to critical biodiversity (#)	0	0		
Sites assessed that have a biodiversity management plan (#)	0	0		

<sup>32</sup> Size of Biotop: Dortex (230 Ha), Rio Nance (140 Ha).

METRIC	2022	2021	GRI	DJSI
<b>COMPLIANCE</b>				
Environmental violations of legal obligations/regulations (#)	0	0	307-1	2.2.4
Fines/penalties related to the above (\$M)	0	0	307-1	2.2.4
Environmental liability accrued at end of year (\$M)	0	0	307-1	2.2.4
<b>MATERIALS</b>				
Plastic packaging (MT)	872,541	867,313	301-1	2.8.3
Wood/paper fibre packaging (MT)	173,907	132,848	301-1	2.8.2
Recycled plastic (MT)	146	Not available	301-1	2.8.3
Recycled certified wood/paper fibre packaging (MT)	9,905	438	301-1	2.8.2
Recycled and/or certified materials (% of total wood/paper fibre)	5.7%	0.33%	301-1	2.8.2
Sale of factory seconds - <i>factory seconds are retail items slightly imperfect that are sold, and are diverted from landfill, avoiding destruction. (Values and are approximate based on average weight of products sold)</i>	6223	7850		2.3.4
<b>Raw materials with third-party certification (% of total weight)</b>				
Recycled or alternative fibres and/or yarns sourced (%)	1.6 <input checked="" type="checkbox"/>	Not available <sup>33</sup>		
Sustainable cotton sourced (%)	21.7 <input checked="" type="checkbox"/>	7.3		
REPREVE (%)	<1	<1		

<sup>33</sup> Our definition for alternatives fibres and/or yarns was changed in 2022. Our 2021 value is no longer comparable and was not included in this table.

## SOCIAL

METRIC	2022	2021	GRI	DJSI
<b>LOCAL SUPPLIERS</b>				
<b>Suppliers per Country</b>				
<b>Total Suppliers by Country (#)</b>	<b>2,858</b>	<b>2,738</b>		
Bangladesh (#)	264	392		
Canada (#)	251	222		
Dominican Republic (#)	530	317		
Honduras (#)	693	555		
Nicaragua (#)	360	274		
United States (#)	760	978		
<b>Local Suppliers</b>				
Local suppliers (global total) (\$M)	1,322	850		
<b>HEALTH AND SAFETY</b>				
<b>Medical Benefits</b>				
Medical consultations at on-site clinics globally (#) <sup>34</sup>	277,806	211,944		
Vaccines administered (#)	23,633	55,074		
Cost of medicine, vitamins, and vaccines globally (\$M)	2.3	1.3		
Doctors on staff worldwide (#)	74	61	403-6	
Nurses on staff worldwide (#)	105	74	403-6	
<b>Safety</b>				
Employees globally represented by formal health and safety committees (%) <sup>35</sup>	99	98	403-4	3.8.4 3.8.5 3.8.6
Training hours conducted on occupational health and safety (OHS) policies and procedures (#)	142,612	316,896 <sup>36</sup>	403-5	
Health and safety audits performed by Gildan (#)	14	15		
Work-related fatalities (employees)	0	0	403-9	
Work-related fatalities (contractors)	0	0	403-9	
Work-related injury rate for employees (based on 200,00 hours)	0.24	0.27	403-9	
Severity rate for employees (based on 200,00 hours) (SEV)	3.00 ✓	3.79		
Lost-time injury frequency rate (LTIFR) for employees (cases per 200,000 hours worked)	0.11 ✓	0.10	403-9	
LTIFR for contractors - Haiti operations only (cases per 200,000 hours worked)	0.06 ✓	0.08	403-9	

<sup>34</sup> Medical consultations are free, thus increasing access to medical care for workers at our manufacturing facilities in Bangladesh, Dominican Republic, Honduras and Nicaragua.

<sup>35</sup> Previous ESG Reports mention "Employees globally represented by a local health and safety committee" and "Percentage of Gildan employees represented by formal OHS committees". This language has been consolidated for this report.

<sup>36</sup> This value has been updated to reflect enhancements to reporting methodology. Additionally, in 2021 and 2020 training was higher due to enhanced focus on safety related to COVID-19 and training related to ISO 45001 at select Gildan-operated facilities.



METRIC	2022	2021	GRI	DJSI
Data coverage for LTIFR – employees (%)	100	100	403-9	
Data coverage for LTIFR - contractors (%) <sup>37</sup>	7.3	6.8	403-9	
<b>Workers Covered by OHS</b>				
Facilities with a formal joint management worker health and safety committee (%)	90	88	403-4	
<b>Health Program Participation</b>				
Facilities with shoulder health program (#)	2	4	403-8	
Employees participating in the shoulder health program (#)	240	0 <sup>38</sup>	403-8	
<b>Bangladesh</b>				
Health campaigns coverage (%)	96	Not available	403-8	
Awareness program coverage (%)	96	95	403-8	
Contractor safety training program coverage (%)	100	100	403-8	
<b>Honduras</b>				
Sewing employees participating in the leadership safety program (#)	26	Not available	403-8	
Management employees participating in the safety insights program (#)	9 <sup>39</sup>	28	403-8	
<b>Nicaragua</b>				
Management employees participating in the Seven Insights into Safety Leadership program (#)	49	42	403-8	
<b>United States</b>				
Safety awareness program (#)	2,100	1,250	403-8	
Wellness programs				
– Flu shots, vaccine clinics	191	-	403-8	
– Mammograms	56	-		
– Wellness exams	224	-		
– Blood drives	66 <sup>40</sup>	1,250		

<sup>37</sup> Data coverage only related to five dedicated third-party sewing contractors in Haiti.

<sup>38</sup> Due to government mandated restrictions related to COVID-19, employees were unable to participate in the school for shoulder health program in 2021.

<sup>39</sup> Nine employees in 2022 reflect those from the 2021 cohort who were unable to complete the training.

<sup>40</sup> The decrease between 2021 and 2022 was primarily due to lower participation during the COVID-19 pandemic and that only COVID-vaccinated employees were eligible to give blood donations through the Red Cross.

METRIC	2022	2021	GRI	DJSI
<b>SOCIAL COMPLIANCE</b>				
<b>Social Compliance Audits</b>				
Potential third-party contractor facilities (#)	13	10		1.6.4
Potential third-party contractor facilities unable to demonstrate adequate levels of compliance with our policies, programs, and/or standards (%)	54	40		
Actively producing third-party contractor facilities audited at least once during the year (%)	73	58		1.6.4
Non-compliance related to third-party contractor facilities (#)	422	276		
Third party contractor non-compliance incidents classified as major in severity (#)	24	22		
Priority non-conformance rate and associated corrective action rate for suppliers' labour code of conduct audits (%)	6 <sup>41</sup>	8 <sup>42</sup>		
Audits at Gildan-operated and third-party contractor facilities (#) <sup>43</sup>	103	108		
Audits conducted by internal or third-party auditors on our behalf for Gildan-operated and third-party facilities (#)	76	63		
Audits conducted at Gildan-operated facilities by external auditors as directed by Fair Labor Association, Better Work, and Worldwide Responsible Accredited Production as well as by customers (#)	27	45		
Completion of scheduled internal social compliance audits (%)	90	88		
<b>New Suppliers Screened Using Social Criteria<sup>44</sup></b>				
New suppliers screened (%)	100	100		1.6.4
<b>Gildan-operated Screened Using Social Criteria</b>				
<b>Total non-compliances (#)</b>	<b>175</b>	<b>102</b>		
Environment, health, and safety (#)	112	96		
Record keeping (#)	12	2		
Grievance system (#)	5	1		
Hours of work (#)	15	1		
Women's rights policies (#)	0	1		
Freedom of association (#)	0	1		
Other (#) <sup>45</sup>	31	Not available		

<sup>41</sup> 24 major non-compliances in contractor facilities.

<sup>42</sup> 22 major non-compliances and one zero-tolerance in contractor facilities.

<sup>43</sup> Social compliance audits conducted in Asia, Central America, the Caribbean, and North America.

<sup>44</sup> Number of third-party suppliers/contractors represented in this metric includes 1 located in Haiti, 5 in Nicaragua, 2 in India, 3 in Vietnam, 1 in Guatemala, 1 in Turkey.

<sup>45</sup> "Other" includes discipline (4), forced labour (2), company policies (10), compensation and benefits (1), legal (3), medical care (9), and non-discrimination (2).

METRIC	2022	2021	GRI	DJSI
<b>Third-party Contractors</b>				
<b>Total non-compliances (#)</b>	<b>422</b>	<b>276</b>		
Environment, health, and safety (#)	267	192		
Record keeping (#)	22	10		
Grievance system (#)	9	8		
Hours of work (#)	33	28		
Mandatory legal documentation (#)	18	12		
Compensation and benefits (#)	20	9		
Codes and policies (#)	13	11		
Dormitories (#)	4	1		
Discipline (#)	5	2		
Discrimination (#)	1	2		
Subcontracting (#)	0	1		
Other (#) <sup>46</sup>	30	Not available		
<b>Non-compliance Incidents (minor and moderate)</b>				
Gildan-operated facilities (%)	93	99		
Third-party contractor facilities (%)	94	92		
<b>Collective Bargaining Agreements<sup>47</sup></b>				
Employees (%)	46	46	2-30	3.2.6
<b>WORKFORCE BENEFITS</b>				
<b>In-Kind Benefits for Employees<sup>48</sup></b>				
Meals (\$M)	7.9 <sup>49</sup>	6.5		
Daily subsidized meals (# of employees)	40,740	37,766		
Transportation (\$M)	7.6 <sup>50</sup>	6.4		
Daily free transportation provided (# of employees)	21,714	22,791		

<sup>46</sup> "Other" includes medical care (25), no harassment & abuse (2), freedom of movement (2), and freedom of association (1).

<sup>47</sup> CBA coverage in Honduras and Nicaragua only.

<sup>48</sup> In-kind benefits are only recorded for manufacturing facilities.

<sup>49</sup> Applicable to employees in Bangladesh, China, Dominican Republic, Honduras, Nicaragua and the U.S.

<sup>50</sup> Applicable to employees in Bangladesh, China, Dominican Republic, Honduras, Nicaragua and the U.S.

METRIC	2022	2021	GRI	DJSI
<b>Investment in Worker Training</b>				
Hours (#M)	2.01	1.96		
Average spent per full-time employee (FTE) on training and development (\$)	35	20		3.51
Average hours per FTE of training and development (#)	40	41	404-1	3.51
Technological upskilling for manufacturing employees (# Hours)	155,677	191,524	404-2	
<b>Human Rights Worker Training</b>				
Code of Conduct (# Hours / % Employees)	32,321/63	40,002/84	2-24	
Code of Ethics (# Hours / % Employees)	34,984/68	34,208/72	2-24	
Grievance mechanisms (# Hours / % Employees)	31,258/61	25,689/54	2-24	
Human development (# Hours / % Employees)	43,512/30	25,840/54	2-24	
Security personnel trained in human rights policies and procedures (#) <sup>51</sup>	763	Not available		
<b>Financial Benefits</b>				
Employees affiliated with financial cooperatives (#)	2,270 <sup>52</sup>	10,833		
Loans granted through cooperates (\$M)	2.3	5.9		
Total salaries, wages, and short-term benefits (\$M)	631.6	501.0		
<b>DIVERSITY</b>				
<b>Workforce Diversity</b>				
<b>Total Workforce (% male / % female)</b>	<b>55/45</b>	<b>55/45</b>	405-1	3.2.2
Managers (#)	666	623	405-1	
Management positions -junior + middle + senior (% male / % female)	61 / 39	61 / 39	405-1	3.2.2
Local managers (%)	83	85	405-1	
Revenue-generating management positions (e.g., sales) (% male / % female)	68 / 32	67 / 33	405-1	3.2.2
STEM-related positions (% male / % female) <sup>53</sup>	80 / 20	80 / 20	405-1	3.2.2
Engineering workforce (% male / % female)	84 / 16	77 / 23	405-1	3.2.2
Information technology (IT) workforce (% male / % female)	76 / 24	Not available	405-1	3.2.2
Top Management Positions (max. two levels away from CEO) (% male / % female) <sup>54</sup>	77 / 23	77 / 23	405-1	3.2.2

<sup>51</sup> Security personnel received Code of Conduct training in 2022 in the following countries: 86 in Bangladesh (including Code of Ethics and CTPAT (Customs Trade Partnership Against Terrorism) training), 125 in the Dominican Republic, 111 in Honduras (including Code of Ethics training) and 441 in Nicaragua.

<sup>52</sup> Represents Caribbean employees only. Due to changes in regulations in Honduras, financial cooperatives are offered through a third party separate to Gildan.

<sup>53</sup> STEM: Science, technology, engineering and mathematics. STEM workers use their knowledge of science, technology, engineering, or mathematics in their daily responsibilities and include (but are not limited to): computer programmers, web developers, statisticians, logisticians, engineers, physicists, and scientists. For Gildan, this metric includes engineering and Information Technology positions only. We will seek to enhance our reporting related to this metric over the coming years.

<sup>54</sup> This metric does not represent the collective group representing director-level and above which is represented in under the ESG Next Generation Strategy: Target KPIs on p. 64 (as defined in the 2022 Basis of Reporting).

METRIC	2022	2021	GRI	DJSI
<b>Top-level Female Management Positions (max. two levels away from CEO)</b>				
Under 30 (#)	0	0	405-1	
30 – 50 (#)	22	21	405-1	
Over 50 (#)	35	26	405-1	
<b>Junior / First-level Management Positions (# females)</b>				
Under 30 (#)	13	8	405-1	3.2.2
30 – 50 (#)	425	414	405-1	3.2.2
Over 50 (#)	171	154	405-1	3.2.2
<b>WORKFORCE METRICS</b>				
<b>Global Workforce (number of employees: 50,322)</b>				
Under 30 (%)	53	60	2-7	3.2.4
30 – 50 (%)	44	37	2-7	3.2.4
Over 50 (%)	4	3	2-7	3.2.4
<b>Asia (%)</b>	<b>11</b>	<b>11</b>		<b>3.2.4</b>
Under 30 (%)	5	7		3.2.4
30 – 50 (%)	6	4		3.2.4
Over 50 (%)	0.2	0.1		3.2.4
<b>Caribbean (%)</b>	<b>10</b>	<b>9</b>		<b>3.2.4</b>
Under 30 (%)	5	5		3.2.4
30 – 50 (%)	4	4		3.2.4
Over 50 (%)	0.4	0.3		3.2.4
<b>Central America (%)</b>	<b>72.5</b>	<b>74.6</b>		<b>3.2.4</b>
Under 30 (%)	42	47		3.2.4
30 – 50 (%)	30	27		3.2.4
Over 50 (%)	1	0.6		3.2.4
<b>North America (%)</b>	<b>6</b>	<b>5</b>		<b>3.2.4</b>
Under 30 (%)	1	1		3.2.4
30 – 50 (%)	3	2		3.2.4
Over 50 (%)	2	2		3.2.4

METRIC	2022	2021	GRI	DJSI
<b>GENDER REPRESENTATION: GLOBAL WORKFORCE</b>				
<b>Permanent Employees All Regions (% male / % female)</b>	<b>56 / 44</b>	<b>55 / 45</b>	2-7	
Asia (% male / % female)	6 / 5	6 / 5	2-7	
Caribbean (% male / % female)	5 / 4	5 / 4	2-7	
Central America (% male / % female)	40 / 32	42 / 33	2-7	
North America (% male / % female)	4 / 2	3 / 3	2-7	
<b>Temporary Employees All Regions (% male / % female)</b>	<b>45 / 55</b>	<b>60 / 40</b>	2-7	
Asia (% male / % female)	1 / 3	0 / 1	2-7	
Caribbean (% male / % female)	5 / 12	0 / 3	2-7	
Central America (% male / % female)	36 / 34	60 / 35	2-7	
North America (% male / % female)	2 / 7	0 / 2	2-7	
United States (only) female employee base (%)	39	45	2-7	
<b>RACE/ETHNICITY DEMOGRAPHICS<sup>55</sup></b>				
<b>Total U.S. female employees who self-identify as a member of an underrepresented racial or ethnic group (%)</b>	<b>54</b>	<b>54</b>		
Asian (%)	6	2	405-1	3.2.3
Black or African American (%)	29	30	405-1	3.2.3
Hispanic or Latino (%)	16	17	405-1	3.2.3
White (%)	46	50	405-1	3.2.3
Indigenous or Native (%)	0.4	0.5	405-1	3.2.3
Not Specified (%)	2	1	405-1	3.2.3
<b>NEW EMPLOYEE HIRES</b>				
% male / % female	58 / 42	58 / 42	401-1	3.6.1
Total new employees hired (% of workforce)	33	32	401-1	3.6.1
<b>Asia</b>				
Under 30 (% male / % female)	4 / 4	5 / 5	401-1	3.6.1
30 – 50 (% male / % female)	2 / 1	2 / 2	401-1	3.6.1
Over 50 (% male / % female)	0 / 0	0 / 0	401-1	3.6.1
Total (% male / % female)	6 / 5	7 / 7	401-1	3.6.1

<sup>55</sup> Race/ethnicity breakdown reflects U.S. workforce only.

METRIC	2022	2021	GRI	DJSI
<b>Caribbean</b>				
Under 30 (% male / % female)	5 / 4	4 / 3	401-1	3.61
30 – 50 (% male / % female)	1 / 2	1 / 2	401-1	3.61
Over 50 (% male / % female)	0 / 0	0 / 0	401-1	3.61
Total (% male / % female)	6 / 6	5 / 5	401-1	3.61
<b>Central America</b>				
Under 30 (% male / % female)	32 / 21	34 / 19	401-1	3.61
30 – 50 (% male / % female)	5 / 4	6 / 7	401-1	3.61
Over 50 (% male / % female)	0 / 0	0 / 0	401-1	3.61
Total (% male / % female)	37 / 25	40 / 26	401-1	3.61
<b>North America</b>				
Under 30 (% male / % female)	4 / 2	2 / 2	401-1	3.61
30 – 50 (% male / % female)	3 / 2	2 / 2	401-1	3.61
Over 50 (% male / % female)	1 / 1	1 / 1	401-1	3.61
Total (% male / % female)	8 / 5	5 / 5	401-1	3.61
<b>Open positions filled by internal candidates (%)</b>	<b>20</b>	<b>16</b>	202-2	3.61
<b>PARENTAL LEAVE</b>				
Employees entitled to parental leave (# male / # female)	14,696 / 22,443	Not available	401-3	
Employees who took parental leave (# male / # female)	551 / 1,680	Not available	401-3	
<b>Parental leave: Employee Retention Rate</b>				
Employees who returned to work in reporting period after parental leave (# male / # female)	171 / 312	Not available	401-3	
Employees who returned to work after parental leave and were still employed 12 months after their return (# male / # female) <sup>56</sup>	166 / 267	Not available	401-3	
Employees who took parental leave who returned after leave (% male / % female) <sup>57</sup>	100 / 98	Not available	401-3	
<b>FEMALE-TO-MALE AVERAGE MONTHLY SALARY RATIO (GLOBAL)</b>				
Executive level - base salary only (%)	0	Not available	405-2	3.25
Executive level - base salary + other cash incentives (%)	0	Not available	405-2	3.25
Management level - base salary only (%)	87	Not available	405-2	3.25
Management level - base salary + other cash incentives (%)	87	Not available	405-2	3.25
Non-management level - base salary only (%)	97	Not available	405-2	3.25

<sup>56</sup> Data metric covers Dominican Republic, Bangladesh, United States, and Canada.

<sup>57</sup> Data metric covers Dominican Republic, Bangladesh, United States, and Canada.

METRIC	2022	2021	GRI	DJSI
Coverage of full-time employee management (%)	100	Not available	405-2	3.2.5
Coverage of full-time employee non-management (%)	24	Not available	405-2	3.2.5
<b>Female-to-Male Average Monthly Salary Ratio (Bangladesh)</b>				
Management level - base salary only (%)	81	Not available	405-2	3.2.5
Management level - base salary + other cash incentives (%)	79	Not available	405-2	3.2.5
Non-management level - base salary only (%)	61	Not available	405-2	3.2.5
<b>Female-to-Male Average Monthly Salary Ratio (Dominican Republic)</b>				
Management level - base salary only (%)	91	Not available	405-2	3.2.5
Management level - base salary + other cash incentives (%)	91	Not available	405-2	3.2.5
Non-management level - base salary only (%)	134	Not available	405-2	3.2.5
<b>Female-to-Male Average Monthly Salary Ratio (Honduras)</b>				
Management level - base salary only (%)	81	Not available	405-2	3.2.5
Management level - base salary + other cash incentives (%)	80	Not available	405-2	3.2.5
Non-management level - base salary only (%)	119	Not available	405-2	3.2.5
<b>Female-to-Male Average Monthly Salary Ratio (Nicaragua)</b>				
Management level - base salary only (%)	64	Not available	405-2	3.2.5
Management level - base salary + other cash incentives (%)	58	Not available	405-2	3.2.5
Non-management level - base salary only (%)	105	Not available	405-2	3.2.5
<b>Female-to-Male Average Monthly Salary Ratio (United States)</b>				
Management level - base salary only (%)	84	Not available	405-2	3.2.5
Management level - base salary + other cash incentives (%)	81	Not available	405-2	3.2.5
Non-management level - base salary only (%)	88	Not available	405-2	3.2.5
<b>EMPLOYEE TURNOVER<sup>58</sup></b>				
Voluntary turnover rate (%)	21	18	401-1	3.6.7
Total employee turnover rate (%)	26	26	401-1	3.6.7
<b>Asia</b>				
Under 30 (%)	35	Not available	401-1	3.6.7
30 – 50 (%)	16	Not available	401-1	3.6.7
Over 50 (%)	8	Not available	401-1	3.6.7

<sup>58</sup> Covers 100% of employees globally.



METRIC	2022	2021	GRI	DJSI
<b>Caribbean</b>				
Under 30 (%)	45	Not available	401-1	3.67
30 – 50 (%)	22	Not available	401-1	3.67
Over 50 (%)	0	Not available	401-1	3.67
<b>Central America</b>				
Under 30 (%)	29	Not available	401-1	3.67
30 – 50 (%)	15	Not available	401-1	3.67
Over 50 (%)	6	Not available	401-1	3.67
<b>North America</b>				
Under 30 (%)	138	Not available	401-1	3.67
30 – 50 (%)	50	Not available	401-1	3.67
Over 50 (%)	26	Not available	401-1	3.67
<b>Junior Management</b>				
Under 30 (% male / % female)	0 / 12	50 / 17	401-1	3.67
30 – 50 (% male / % female)	2 / 3	7 / 7	401-1	3.67
Over 50 (% male / % female)	5 / 3	7 / 9	401-1	3.67
<b>Senior Management</b>				
Under 30 (% male / % female)	0 / 0	0 / 0	401-1	3.67
30 – 50 (% male / % female)	0 / 0	7 / 0	401-1	3.67
Over 50 (% male / % female)	4 / 0	14 / 20	401-1	3.67
<b>CUSTOMER RELATIONSHIP MANAGEMENT</b>				
Customer satisfaction measurement (#)	4.55	4.39		3.92
Confidence level of the survey that was performed to a representative sample of the total customer base (%)	95	95		3.92
<b>COMMUNITY INVESTMENT</b>				
Total cash and in-kind donations (\$M)	11*	2.1		

## GOVERNANCE

METRIC	2022	2021	GRI	DJSI
<b>BOARD STATISTICS</b>				
<b>Director Tenure</b>				
Less than 5 years (#)	6	6		1.1.6
6 - 10 years (#)	3	3		1.1.6
More than 10 years (#)	1	1		1.1.6
Tenure (# average)	8.4	7.7		1.1.6
<b>Director Gender Diversity</b>				
Board of Directors (% male / % female)	70 / 30	70 / 30	405-1	1.1.4
Corporate Governance and Social Responsibility Committee (% male / % female)	50 / 50	50 / 50	405-1	1.1.4
Audit and Finance Committee (% male / % female)	83 / 17	67 / 33	405-1	1.1.4
Compensation and Human Resources Committee (% male / % female)	67 / 33	67 / 33	405-1	1.1.4
Executive Officers (% male / % female)	100 / 0	100 / 0	405-1	1.1.4
<b>Director Age Diversity</b>				
<b>Board of Directors</b>				
Under 30 (%)	0	0	405-1	
30 – 50 (%)	0	0	405-1	
Over 50 (%)	100	100	405-1	
<b>Corporate Governance and Social Responsibility Committee</b>				
Under 30 (%)	0	0	405-1	
30 – 50 (%)	0	0	405-1	
Over 50 (%)	100	100	405-1	
<b>Audit and Finance Committee</b>				
Under 30 (%)	0	0	405-1	
30 – 50 (%)	0	0	405-1	
Over 50 (%)	100	100	405-1	
<b>Compensation and Human Resources Committee</b>				
Under 30 (%)	0	0	405-1	
30 – 50 (%)	0	0	405-1	
Over 50 (%)	100	100	405-1	

METRIC	2022	2021	GRI	DJSI
<b>Geographical Location</b>				
Canada (#)	5	6		
United States (#)	4	4		
India (#)	1	0		
<b>Board Structure</b>				
Independent directors (#)	9	9		1.1.1
<b>Board Effectiveness</b>				
Board meeting attendance (% average)	100	100		1.1.5
Minimum of attendance for all members required (%)	75	75		1.1.5
Non-executive/independent directors with less than four mandates (#) <sup>59</sup>	9	9		1.1.5
Maximum mandates for non-executive/independent directors (#)	3	3		1.1.5
<b>Board Experience</b>				
Independent or non-executive members with industry experience (e.g., excludes executives) (#)	4	8		1.1.7
<b>Ownership</b>				
Shares held by the CEO (shown as a multiple of base salary) (#)	90.7	134		1.1.10
Average share ownership across other executive committee members (shown as a multiple of base salary)	10.4	14.9		1.1.10
Total government ownership (%)	0	4.8		1.1.12
<b>CEO-to-Employee Pay Ratio</b>				
Total annual compensation of the CEO (\$M)	9.7			1.1.15
Mean annual compensation of all employees, excluding the CEO (\$)	12,806			1.1.15
Mean employee compensation and the total annual compensation of the CEO (ratio)	759			1.1.15
<b>ETHICS</b>				
<b>Ethics Statistics</b>				
Calls to ethics and compliance hotline (#)	28	30		
Reported breaches of Anti-corruption Policy and Compliance Program and/or the Code of Ethics Policy (#)	1	1		
Employees dismissed or disciplined for breaches of the Anti-corruption Policy and Compliance Program and/or the Code of Ethics Policy (#)	0	7		
Business partner contracts terminated or not renewed due to violations or breaches of the Anti-corruption Policy and Compliance Program and/or the Code of Ethics Policy (#)	5	3		
Grievances received by suggestion boxes and/or other local means (#) <sup>60</sup>	3,229	2,686	2-25	
Grievances resolved (#)	3,211	2,631	2-25	
Grievances outstanding (#)	18	55	2-25	

<sup>59</sup> Count does not include private or not for profit experience.

<sup>60</sup> In 2021, we reported that 55 grievances were in the process of being closed and, in 2022, 100% of these grievances were resolved. In addition, in 2022, we received 3,229 employee grievances and resolved 3,211. Grievances were primarily related to human resources matters such as cafeteria services and facility maintenance. The remaining 18 grievances are pending to be resolved; some relate to major investments or changes in procedure, and so they require further review and completion time.

METRIC	2022	2021	GRI	DJSI
<b>Anti-corruption</b>				
Confirmed incidents in which employees were dismissed or disciplined for corruption (#)	4	Not available	205-3	
Confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption (#)	5	Not available	205-3	
<b>Legal Actions</b>				
Legal actions pending or completed regarding anti-competitive behaviour and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant (#)	0	0	206-1	
<b>Cybersecurity and Data Privacy</b>				
Cybersecurity complaints received from outside parties and substantiated by the organization (#)	0	0	418-1	1.8.4
Complaints from regulatory bodies (#)	0	0	418-1	1.8.4
Substantiated complaints received concerning breaches of customer privacy and losses of customer data (#)	0	0	418-1	1.8.4
<b>Economic</b>				
Lobbying, interest representation, or similar (\$M)	0.16	0.10		1.5.1
Total contributions and other pending (\$M)	0.32	0.45		
Charitable donations (% of total costs)	32	77		3.7.2