



2025 BASIS OF REPORTING

This document provides information about the definitions and underlying processes applied for the collection and reporting of selected sustainability key performance indicators (KPIs) subject to limited assurance as disclosed in Gildan's 2025 Sustainability Report and the Gildan 2025 Sustainability Performance document.

Please see [Gildan's 2025 Sustainability Report](#) for KPMG LLP's Independent Practitioners' Limited Assurance Report. The associated 2025 Sustainability Performance Tables contain further details related to the KPIs. This document should be read in conjunction with our 2025 Sustainability Report and our [2025 Sustainability Performance Tables](#).

Scope and boundaries of sustainability KPIs

Gildan's 2025 Sustainability Report does not include or reflect data or information from HanesBrands LLC (formerly HanesBrands Inc.), which Gildan acquired on December 1, 2025, unless otherwise indicated. The terms "we," "us," "our," and "Gildan" as used in the Report and this document refer collectively to Gildan Activewear Inc. and its subsidiaries (except HanesBrands and its subsidiaries) unless otherwise indicated.

Information provided in this document pertains to Gildan-operated sites in North America, Central America, the Caribbean, Bangladesh, and Australia.¹ Information about our third-party finished product contractors² and raw material suppliers has also been included when it is material and available. Any specific inclusions, exclusions, or restatements regarding the scope and/or boundary for each KPI are described in further detail under Section 3 Evaluation Criteria.

All material operating sites for which we have operating control are included in the scope of our reporting. Certain administrative offices and warehouses do not report on environmental (e.g., energy, greenhouse gas (GHG) emissions, water) or health and safety data given the immateriality of their contribution to the relevant KPIs. We also exclude data and information from our investment and holding companies from our reporting. Data exclusions or additions are noted throughout the Report.

Reporting period

Gildan's 2025 Sustainability Report contains data on performance and activities for the reporting year from January 1 to December 31, 2025, as well as significant achievements that occurred in 2026 prior to the publication of our 2025 Sustainability Report.

2025 OPERATIONAL UPDATE

To support further sales growth, continue to drive an efficient and competitive cost structure, and enhance geographic diversification in our supply chain, we have been expanding manufacturing capacity with a significant expansion in Bangladesh, which involves the development of a large multi-plant manufacturing complex expected to house two large textile facilities and related sewing operations. The construction of the first textile and sewing complex was completed and fully ramped-up as of the second quarter of 2025, which, as a result, increased our consumption of some resources including natural gas and water. In addition, in March 2025, we closed our yarn facility in Eden, North Carolina.

Data process and controls

Metrics described in our 2025 Sustainability Report and 2025 Sustainability Performance Tables are applicable to the sector in which we operate and are primarily based on the Global Reporting Initiative (GRI) Universal Standards. Metric-specific guidance is referenced, where appropriate, in Section 3.

¹ Applies to our facilities where we have operational control, (i.e., where Gildan directly controls and directs the day-to-day management and operation of the entity).

² In 2025, finished product contractors included all Gildan's third-party sewing contractors, as well as all third-party sock suppliers. These suppliers are classified as Tier 1, representing entities with whom we maintain direct business relationships.

Reporting of sustainability KPIs

All sustainability metrics in the Report represent the latest available data, as of December 31, 2025, unless referenced otherwise. Some totals may reflect rounding up or down of subtotals.

ENVIRONMENTAL AND SOCIAL KPIS

Details about the definitions, calculation methodology, and restatements for the sustainability KPIs listed below are included under Section 3 Evaluation Criteria of this document.

KEY PERFORMANCE INDICATORS	
ENVIRONMENTAL INDICATORS	
I.	Gross direct (Scope 1) GHG emissions (tCO ₂ e)
II.	Gross indirect (Scope 2) GHG emissions (location-based) (tCO ₂ e)
III.	Gross indirect (Scope 2) GHG emissions (market-based) (tCO ₂ e)
IV.	Absolute total Scope 1 and 2 GHG emissions (market-based) (tCO ₂ e)
V.	Percentage change in absolute total Scope 1 and 2 (market-based) GHG emissions, compared to a 2018 base year
VI.	Total energy consumed within the organization (GJ)
VII.	Total non-renewable energy consumption (GJ)
VIII.	Total renewable and alternative energy consumption (GJ)
IX.	Indirect Scope 3 GHG emissions (tCO ₂ e)
X.	Percentage change in indirect Scope 3 GHG emissions, compared to 2019 base year
XI.	Water intensity (m ³ water withdrawn/kg produced)
XII.	Percentage change in water intensity, compared to 2018 base year
XIII.	Percentage of sustainable cotton sourced ³
XIV.	Percentage of recycled polyester or alternative fibre and/or yarns sourced
XV.	Total manufacturing waste sent to landfill (MT)
XVI.	Total waste recycled and reused (MT)
XVII.	Total waste disposed (MT)
XVIII.	Percentage of recycled and sustainable packaging and trim material used (related to apparel SKUs)

KEY PERFORMANCE INDICATORS	
SOCIAL INDICATORS	
XIX.	Percentage of women composing the collective employee group of director-level and above
XX.	Number of work-related fatalities – employees
XXI.	Number of work-related fatalities – for selected contractors in Bangladesh
XXII.	Lost time injury rate (LTIR) for employees (cases per 200,000 hours worked)
XXIII.	Lost time injury rate (LTIR) for selected contractors in Bangladesh (cases per 200,000 hours worked)

EVALUATION CRITERIA

Environmental metrics

Environmental data including: energy consumed within the organization; Scope 1, 2, and 3 GHG emissions, water, and waste, are reported monthly using an environmental database system. Data is entered and reviewed at the site level before our internal environmental specialists conduct a final verification. Annually, we retain a third party to review our environmental data as an additional level of independent analysis.

Scope 1, Scope 2, and Scope 3 GHG emissions

Gildan's GHG emissions reporting follows the World Resources Institute's (WRI) Greenhouse Gas (GHG) Protocol: A Corporate Accounting and Reporting Standard (Revised edition), GHG Protocol Scope 2 Guidance, and Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Global warming potentials for a 100-year time horizon (GWP100) for CH₄ and N₂O were sourced from the IPCC Sixth Assessment Report (AR6). For the base year and previous years, we used the IPCC Fifth Assessment Report (AR5). In calculating GHG emissions, Gildan uses the operational control approach, as defined by the GHG Protocol. GHG emission factors are presented in CO₂e and include the combination of CO₂, CH₄, and N₂O. We exclude GHG emissions from PFCs and SF₆ gases from our GHG inventory as they are immaterial.

Base year revisions (GHG emissions)

In the event of changes that significantly impact our GHG emissions, Gildan has developed a base year recalculation policy. As per this policy, a recalculation of our base year, and subsequent years, must be carried out if the changes result in a 5% or greater variation from our reported base year metric. This may be triggered by significant structural changes including major acquisitions, major divestments and mergers, changes in methodology, discovery of errors, or the improvement in activity data or emission factors (EF). This recalculation of base year GHG emissions, as well as historical data, does not apply in the cases of organic variations in the Company, which refer to increases or decreases in production changes in the styles produced or in the product mix, or the opening of new operations or facilities operated or controlled by the Company that did not exist in the base year. In 2025, our base year recalculation policy was not triggered and, thus, we did not make any base year restatements. We expect to share new re-baselined targets, where appropriate, at a future time to account for the HanesBrands acquisition.

IPCC Sixth Assessment Report (AR6) Global Warming Potential (GWP)

CO ₂	CH ₄	N ₂ O
1	29.8	273

1. Gross direct Scope 1 GHG emissions (tCO₂e)

Definition

Gildan reports Scope 1 GHG emissions generated from direct emission sources from operations such as stationary fuel combustion, mobile combustion, fugitive emissions, and self-generated renewable energy (solar).

Units

Metric tons of CO₂ equivalent (tCO₂e).

Method

Scope 1 GHG emissions are calculated based on activity data (e.g., quantity of consumed fuels, operational data from work management systems, invoices, etc.) and emission factors (based

on fuel source) from the U.S. Environmental Protection Agency (EPA) GHG Emission Factors Hub (see Scope 1 GHG emission factors in Table 1 below). On-site solar electricity generation does not result in direct Scope 1 GHG emissions under the GHG Protocol, as no fuel combustion occurs. Therefore, Scope 1 emissions associated with this activity are zero.

TABLE 1. SCOPE 1 GHG EMISSION FACTORS SOURCES

FUEL SOURCE	2025 EMISSION FACTOR	SOURCE OF EMISSION FACTORS
Diesel	10,2441 kg CO ₂ e /gallon	2025 EF: EPA Centre for Climate Change Leadership, GHG Emission Factors Hub
Diesel Mobile	10,4119 kg CO ₂ e /gallon	2025 EFs: The Climate Registry – 2025 Gen. Reporting Protocol – USA Transport
Natural Gas	53,1171 kg CO ₂ e /MMBtu	2025 EF: EPA Centre for Climate Change Leadership, GHG Emission Factors Hub
Propane	5,7417 kg CO ₂ e /gallon	2025 EF: EPA Centre for Climate Change Leadership, GHG Emission Factors Hub
LPG– Stationary	5,7047 kg CO ₂ e /gallon	2025 EFs: EPA Centre for Climate Change Leadership, GHG Emission Factors Hub
LPG– Mobile	5,8596 kg CO ₂ e /gallon	2025 EFs: The Climate Registry – 2025 Gen. Reporting Protocol – USA Transport
Biomass– Non-biogenic	20,9538 kg CO ₂ e/ Short ton	2025 EF: EPA Climate Leadership Table 1 – Stationary Combustion – Wood and Wood Residuals
Biomass– Biogenic	1,640 kg CO ₂ e/ Short ton	2025 EF: EPA Climate Leadership Table 1 – Stationary Combustion – Wood and Wood Residuals
Bunker (Fuel Oil #6)	11,3080 kg CO ₂ e /gallon	2025 EF: EPA Centre for Climate Change Leadership, GHG Emission Factors Hub
Compressed Natural Gas (CNG)	0,05444 kg CO ₂ e /ft ³	2025 EF: EPA Centre for Climate Change Leadership, GHG Emission Factors Hub
Gasoline	9,2923 kg CO ₂ e /gallon	2025 EF: The Climate Registry – 2025 Gen. Reporting Protocol – USA Transport

Restatements

No restatements were required for 2025.

³ We consider the following types of cotton to be sustainable: sustainable cotton provided through third-party verified programs that support environmental and/or social sustainability improvements and/or outcomes. Sustainable cotton from third-party verified programs includes, for example, verified U.S.-grown cotton (USCTP), Better Cotton (formerly BCI), organic cotton, recycled or regenerative cotton, and fair-trade cotton.

2. Gross indirect Scope 2 GHG emissions (location-based) (tCO₂e)

Definition

Gildan reports location-based Scope 2 GHG emissions by using average energy generation GHG emission factors for defined geographic locations, including local, subnational, or national boundaries.

Units

Metric tons of CO₂ equivalent (tCO₂e).

Method

Scope 2 GHG emissions-related data are reported based on relevant activity data (i.e., quantity of purchased and consumed electricity). The reported electricity is multiplied by the applicable GHG emission factors – region-specific for our U.S. facilities or country-specific for other facilities. National grid GHG emission factors are mainly sourced from the annual International Energy Agency (IEA) GHG emission factors' publications noted below and U.S. EPA eGRID factors for U.S. facilities.

TABLE 2. SCOPE 2 LOCATION-BASED GHG EMISSION FACTORS SOURCES BY COUNTRY

LOCATION	SOURCE OF EMISSION FACTOR
United States	2025 EF: U.S. EPA eGRID 2025 (with 2023 data)
Australia, Bangladesh, Barbados, Dominican Republic, Honduras, Nicaragua	2025 EF: IEA 2025 – Year 2023

Restatements

No restatements were required for 2025.

3. Gross indirect Scope 2 GHG emissions (market-based) (tCO₂e)

Definition

Gildan reports market-based Scope 2 GHG emissions using quantity of purchased and consumed electricity based on the residual mix factor for U.S. facilities or supplier-specific emission factors in the Dominican Republic and Honduras.

Units

Metric tons of CO₂e (tCO₂e).

Method

Scope 2 GHG emissions-related data is reported based on relevant activity data (i.e., quantity of purchased and consumed electricity). The reported electricity is multiplied by the residual mix factor for U.S. facilities and by the applicable supplier-specific emission factor for the Dortex facility in the Dominican Republic and the Rio Nance facilities in Honduras.

Scope 2 GHG emissions from our remaining facilities in Honduras and other countries are calculated using the country-level emission factors, as per the location-based method described in Table 2 for emission factors.

Table 3 describes market-based GHG emission factors by country.

TABLE 3. SCOPE 2 MARKET-BASED EMISSION FACTORS SOURCES BY COUNTRY

COUNTRY	SOURCE OF EMISSION FACTORS
United States	2024 (March update) EF: U.S. Residual Mix (Green-e Energy Emissions Rates)
Honduras (Rio Nance)	EF: Private Contractor EF 2024
Dominican Republic (Dortex)	EF: Private Contractor EF 2024
Australia, Bangladesh, Barbados, Dominican Republic, Honduras, Nicaragua	EF: IEA 2025 – Year 2023

Restatements

No restatements were required for 2025.

4. Absolute total Scope 1 & Scope 2 GHG emissions (market-based) (tCO₂e)

Definition

The total GHG emissions generated from direct emission sources from operations (Scope 1) and the GHG emissions associated with electricity purchased and consumed under Gildan's operational control (Scope 2, market-based).

Units

Metric tons of CO₂ equivalent (tCO₂e).

Method

The addition of total Scope 1 and total Scope 2 (market-based) GHG emissions.

5. Percentage change in absolute total Scope 1 & Scope 2 (market-based) GHG emissions compared to a 2018 base year

Definition

The percentage variation for total Scope 1 and total Scope 2 (market-based) GHG emissions indicates the relative change from the base year (2018) to the current reporting year (2025).

Units

Percentage (%).

Method

The percentage is calculated from the base year, where "x" is the % variance and equals [new (2025) – base year (2018)] / base year (2018)].

Restatements

No restatements were required for 2025.

6. Total energy consumed within the organization (GJ)

Definition

The total direct and indirect energy consumption, including the portion of biomass energy as applicable.

Direct energy/stationary sources include all fuels consumed by the facility (boilers, generators, or any other fixed source) used in production, service areas, and administrative offices. This also includes the fuels consumed by cafeterias, where applicable. We include the following types of fuels used in stationary combustion in our inventory:

- Diesel
- Bunker
- Propane/LPG
- Natural gas (NG/CNG)
- Biomass

Additionally, self-generated renewable energy from solar is included as a non-fuel direct energy source.

Direct energy/mobile sources include all fuels consumed by mobile sources that are Company-operated (forklifts, heavy and light trucks, vehicles, etc.) used in production, service areas, and administrative offices. We include the following types of fuels used in mobile sources in our inventory:

- Propane/LPG
- Diesel
- Natural gas (NG/CNG)
- Gasoline (octane)

Indirect energy/electricity includes data on the consumption of electrical energy used from external public or private sources for production, service areas, and administrative offices. The following includes sources of electrical energy:

- Grid electricity
- Electricity private sector
- Renewable electricity

Units

Gigajoules (GJ).

Method

Gildan reports relevant activity data (i.e., quantity of purchased and consumed electricity) multiplied by the conversion factors and heating values applicable, resulting in energy consumption metric in GJ. Table 4 on the next page describes fuel sources included, the calculation method, and the source data to report this metric.

TABLE 4. TOTAL ENERGY CONSUMPTION BREAKDOWN

METRIC	FUEL SOURCES INCLUDED	CALCULATION METHOD	SOURCE DATA
Total non-renewable energy consumption (GJ)	Diesel, bunker, LPG, propane, natural gas, CNG, gasoline (octane)	The sum of all direct energy consumption for stationary and mobile sources	<ul style="list-style-type: none"> Utility bills Daily metre reading sheets (consumption) on-site (own measurement)
	Grid electricity, electricity private sector	The sum of all non-renewable energy consumption for indirect energy sources	<ul style="list-style-type: none"> Utility bills Daily metre reading sheets (consumption) on-site (own measurement)
Total renewable and alternative energy consumption (GJ)	Renewable electricity, biomass	The sum of all renewable energy consumption for energy sources and biomass energy	<ul style="list-style-type: none"> Utility bills Monthly report received from biomass plants in Rio Nance and Dortex, consolidating the biomass mix input Solar self-generation, daily metre reading sheets (consumption) on-site (own measurement)

A methodological change was implemented in 2025 whereby total energy consumption is calculated using total biomass input energy instead of steam generated, affecting reported results and comparability with prior years. The energy data using the invoice-based methodology (utility bills) as source data may reflect rounding of subtotals and differences arising from cut-off dates associated with invoicing periods.

Restatements

The energy consumption figures for all comparative years using the updated methodology were recalculated, ensuring full comparability across periods by applying a consistent calculation basis.

7. Indirect Scope 3 GHG emissions (tCO₂e)

Definition

Gildan reports Scope 3 GHG emissions that are indirect (not included in Scope 2) occurring in the value chain and reports on nine of the 15 Scope 3 categories.

Units

Metric tons of CO₂e (tCO₂e).

Method

Gildan has performed an internal evaluation to determine material categories to our total GHG emissions inventory. The following Scope 3 categories were excluded from our reporting:

TABLE 5. SCOPE 3 GHG EMISSIONS EXCLUDED CATEGORIES

EXCLUDED CATEGORY	REASON FOR EXCLUSION
Category 8: Upstream leased assets	Gildan has no leased assets.
Category 10: Processing of sold products	Processing of sold products is not relevant to our business model. (Gildan does not sell products that require further processing, transformation, or inclusion in another product before use.)
Category 11: Use of sold products	The Science Based Targets initiative (SBTi) Apparel and Footwear Sector Guidance does not require inclusion of Category 11 inventories and targets. This category is removed given that reduction activities (i.e., consumer washing behaviours) are outside of Gildan's control, and other policies to reduce this category could result in scope shifting (i.e., decreased durability).
Category 13: Downstream leased assets	Gildan has no downstream leased assets.
Category 14: Franchises	Gildan has no franchised operations.
Category 15: Investments	Gildan is not in the financial services industry and has no investments as defined by the Scope 3 standard.
Other (upstream)	Gildan has no other relevant upstream emissions.

EXCLUDED CATEGORY	REASON FOR EXCLUSION
Other (downstream)	Gildan has no other relevant downstream emissions.

The sections below provide insight into the calculations, assumptions, and considerations for each of the quantified categories.

As per the Corporate Value Chain Accounting and Reporting Standard, Gildan used a combination of data sources to approximate emissions, including:

- Supplier-specific method: uses supplier-specific cradle-to-gate GHG emissions data for materials (data and emission factors)
- Average data method: estimates GHG emissions based on weight or units purchased and average GHG emission factor
- Spend-based method: uses economic value of goods/services and multiplies by an average GHG emission factor

Category 1: Purchased goods and services

Category 1 is the most significant category within our Scope 3 GHG emissions. The reporting includes raw materials (such as cotton and polyester); sourced fabrics, goods, and yarns; dyes and chemicals; and trims, and others. We applied the average data method to calculate emissions from cotton, polyester, sourced fabrics, and sourced yarns. We applied the spend-based approach to calculate the remaining sub-categories such as dyes, chemicals, sourced goods, and trims. GHG emission factors used varied for each subcategory; the average data method mainly sourced GHG emission factors from the Eco Invent v3.12 database using the Life Cycle Impact Assessment (EF3.0) (LCIA); the spend-based method sourced GHG emission factors from the 2025 Comprehensive Environmental Data Archive (CEDA).

Assumptions and considerations:

- For the polyester yarn process, we added GHG emission factors for polyester fibre and extrusion GHG emission factors because polyester threads are made through extrusion, and we did not find any specific GHG emission factor for the product or activity. Furthermore, for the extrusion GHG emission factor, we applied the least favourable emissions factor available. No GHG emission

factor was available for polyester fabric. Therefore, we applied the GHG emission factor for weaving synthetic fibre to polyester yarns.

- For Rayon, Spandex, Acrylic, and Lycra yarn emissions, we applied the nylon 6 GHG emission factor as no GHG emission factor was available for these textiles and nylon is the least favourable emissions factor with similar manufacturing processes.
- Dyed polyester (regardless of the colour) was considered as polyester with the addition of the dyeing process for both the raw material and the yarns.

Category 2: Capital goods

Gildan reports all upstream (i.e., cradle-to-gate) emissions from the production of capital goods purchased or acquired in the reporting year. We apply our financial accounting procedures to determine whether to account for a purchased product as a capital good.

We applied the spend-based approach using 2025 CEDA GHG emission factors for capital goods such as building, leasehold, material and equipment, computer, office furniture and fixtures, software, etc.

Assumptions and considerations:

- We considered leasehold investments under CEDA's warehousing and storage categories given the majority of investment into racks and redesigns or adjustments to warehouse buildings.
- We excluded land purchases from calculations.
- We applied specific emission factors as machinery and equipment (M&E) and split expenses into three sub-categories based on the type of site that corresponded to the purchase: one for manufacturing sites, one for distribution centres, and one for administrative offices. We used the CEDA category that best suited the type of M&E used.

Category 3: Fuel and energy-related activities

Gildan reports on emissions related to the production of fuels and energy purchased and consumed in the reporting year that are not included in Scope 1 or Scope 2.

We used actual electricity and fuel consumption data to calculate Category 3 emissions, which include transmission and distribution losses, well-to-tank (related to fuels), and well-to-tank (related to electricity). To calculate these emissions, we used emission factors from the IEA (2025); Emissions & Generation Resource Integrated Database (eGRID) (2025 with 2023 data) for the emissions related to T&D losses and well-to-tank for electric power (fuel life cycle); and the UK Department for Environment, Food & Rural Affairs (DEFRA) (2025) for the well-to-tank emissions of fuels.

Category 4: Upstream transportation and distribution

Gildan reports upstream transportation (e.g., air, ocean, rail, and road, which includes fuel surcharges) applying the spend-based method and using GHG emission factors from the 2025 CEDA methodology.

Category 5: Waste generated in operations

Gildan reports emissions from waste using data actuals for non-hazardous waste; hazardous waste; and wastewater in accordance with its method of disposal (off-site treatment, recycling, incineration on-site and off-site, landfilling, others). We source waste GHG emissions factors from EPA and wastewater from DEFRA for the 2025 reporting year as applicable and consider the nature of the waste and disposal method.

Category 6: Business travel

Gildan reports this metric using a hybrid method leveraging distance-based methodology (as per the GHG Protocol) using activity data (distance travelled and number of hotel nights). Where activity data was not available, we used financial data to provide a complete estimate for these GHG emissions.

Assumptions and considerations:

1. For flights, we used the distance-based method considering DEFRA GHG emissions factors for flights when mileage was available.
2. For hotel stays, we calculated emissions through DEFRA GHG emission factors for the country and the number of nights spent. For countries that had no GHG emission factor, we used the global average.

3. Air travel activity data was available from Bangladesh, the Dominican Republic, Canada, Honduras, and Nicaragua; for Barbados and the majority of U.S. sites we relied on financial data.
4. For taxi/car rental activity data, we relied on financial data, available for Barbados, Canada, and the United States only.
5. For calculations relying on financial data, we sourced GHG emission factors from CEDA for the 2025 reporting year.

Category 7: Employee commuting

Gildan reports this metric using a hybrid approach, including actual data from sites that have the distances or fuel consumption available. We source average commuting statistics with GHG emission factors from DEFRA for the 2025 reporting year.

Assumptions and considerations:

1. For the purpose of calculating employee commuting, we only include employees at manufacturing sites.
2. For the portion of data where third-party transportation information was available, we used a passenger-kilometre approach. The following assumptions were considered: (i) buses are utilized in full capacity, (ii) average working days/year were considered.
3. Third-party transportation for employees for the following countries was considered in Gildan's calculations: Bangladesh, the Dominican Republic, Honduras, and Nicaragua. For all other employees, we applied a general approach using average statistics for communities in Latin America and the Caribbean.⁴

Category 9: Downstream transportation and distribution

Gildan reports GHG emissions related with the transportation of goods from Gildan to our clients where the client pays for the transportation. Per the request of the SBTi, we also performed an estimation considering the emissions related to Gildan's products occupying client stores and warehouses and Frontier Yarns' products (sold to customers outside of Gildan). We determine GHG emissions using a hybrid approach, combining the spend-based approach using CEDA for the 2025 reporting year, along with activity data and our in-house calculation procedures for allocated emissions. GHG emission sources represent

five subcategories, including: air transportation, ocean transportation, road transportation, rail transportation, and allocated emissions, plus fuel surcharges.

We used GHG emission factors for all transportation modes based on CEDA for the 2025 reporting year. The allocated emissions were based on sales volumes and a variety of assumptions such as pallet size, product turnover rate, shelf-time, electricity consumption intensity per the Commercial Buildings Energy Consumption Survey, and emission factors from the EPA.

Assumptions and considerations:

1. Allocated GHG emissions from energy consumption associated with Gildan products refers to GHG emissions from Gildan's products occupying space at our customers' stores and warehouses.
2. Gildan estimated downstream transportation spend and modes based on their upstream transportation spend and modes.

Category 12: End-of-life of sold products

Gildan reports GHG emissions related with end-of-life of sold products using calculations based on 2025 actuals of total products sold in kilograms (portion sold to customers outside of Gildan). We used the methodology for allocation provided by the Common Objective website⁵ and GHG emission factors based on the DEFRA for the 2025 reporting year.

Assumptions and considerations:

Gildan assumes that re-use is considered an end-of-life treatment. The portion of sold products that are re-used refers to the emissions associated with sorting, processing, and transportation to new users of second-hand clothing. An associated material use DEFRA emission factor was applied.

Restatements

No restatements were required for 2025.

8. Percentage change in Scope 3 GHG emissions, compared to a 2019 base year

Definition

The percentage variation for Scope 3 GHG emissions indicating the relative change from the base year (2019) to the current reporting year (2025).

Units

Percentage (%).

Method

The percentage is calculated from the base year, where "x" is the % variance and equals $[\text{new (2025)} - \text{base year (2019)}] / \text{base year (2019)}$.

Restatements

No restatements were required for 2025.

9. Water intensity (m³ water withdrawn per kg produced)

Definition

We measure water intensity to understand the level of water efficiency related to our textile and hosiery operations, which are the most water-intensive processes. Gildan reports water obtained from groundwater and third-party sources at its sites throughout the year, as well as the kilograms of production measured after the dyeing process from our textiles and hosiery facilities.

Gildan discloses total water withdrawals from all sources across its operational sites, covering all processes and services, including cafeterias, maintenance activities, and sanitary facilities, to maintain transparency and support our sustainability commitments.

Units

Cubic metres (m³) per kilogram (kg) produced.

Method

Gildan reports water intensity by dividing the total water withdrawn or purchased in all Gildan-operated sites, including for production and related service activities, by the production

⁴ <https://www.nationmaster.com/country-info/stats/Transport/Commute/Distance#2014>

⁵ <https://www.commonobjective.co/article/fashion-and-waste-an-uneasy-relationship>

(measured in kilograms) generated throughout a determined timeframe.

We measure total kilograms after the dyeing process within our textile and hosiery facilities. We determine water withdrawn by calculating the volume of water withdrawn based on utility invoices or metre readings. We directly extract production data for each textile and hosiery facility from our financial systems.

Restatements

No restatements were required for 2025.

10. Percentage change in water intensity, compared to a 2018 base year

Definition

The percentage variation related to water intensity (m³ water withdrawn per kg produced) indicating the relative change from the base year (2018) to the current reporting year (2025).

Units

Percentage (%).

Method

The percentage is calculated from the base year, where "x" is the % variance and equals $[\text{new (2025)} - \text{base year (2018)}] / \text{base year (2018)}$.

Restatements

No restatements were required for 2025.

11. Sustainable cotton sourced (%)

Definition

Gildan reports on the weight of cotton sourced from third-party verified programs that support environmental and/or social sustainability improvements and/or outcomes divided by the total weight of cotton consumed by our spinning facilities (purchased raw materials), textile facilities (purchased yarns and fabrics), including purchased finished goods. Third-party verified programs include verified U.S.-grown cotton (U.S. Cotton Trust Protocol), organic cotton, recycled or regenerative cotton, and fair-trade cotton as well as Better Cotton⁶ (formerly BCI).

Units

Percentage (%).

Method

The percentage is calculated by the total weight cotton sourced through third-party verified programs (sustainable cotton) divided by the total weight of cotton consumption.

Restatements

No restatements were required in 2025.

12. Recycled polyester or alternative fibre and/or yarns (%)

Definition

Gildan reports on the weight of consumed recycled polyester or alternative fibre yarns (based on relevant certifications) divided by the total weight of polyester consumed by our spinning facilities (purchased raw materials), textile facilities (purchased yarns and fabrics), including purchased finished goods.

Recycled or alternative fibre yarn standards include, for example, the Global Recycled Standard and the Recycled Claim Standard, which provide relevant sustainability certifications in support of our raw material sourcing goals.

Units

Percentage (%).

Method

The percentage is calculated by the weight of recycled polyester or alternative fibre yarns sourced (based on relevant certifications) divided by the weight of Gildan's overall polyester consumption.

Restatements

No restatements were required in 2025.

13. Total manufacturing waste sent to landfill (MT)

Definition

Total manufacturing waste sent to landfill refers to the total weight of manufacturing waste generated across all Gildan-operated facilities that is ultimately disposed of in landfill sites. It encompasses all non-hazardous waste streams from production

processes that are not recycled, reused, or recovered through energy recovery or other diversion methods. Hazardous waste managed through specialized treatment and materials diverted from landfill are excluded from this metric. Reporting this figure provides transparency on our waste management practices and progress towards reducing landfill dependency.

Units

Metric tonnes (MT).

Method

This metric includes waste data reported monthly using activity data and estimates based on proxies of weight per item such as bags or containers.

Inclusions: Gildan-operated manufacturing facilities (yarns, textiles, sewing, hosiery, garment dyeing, and chemicals).

Exclusions: Domestic waste, construction and debris, waste generated at our distribution centres and administrative offices, and waste generated at third-party contractor sites.

Restatements

No restatements were required for 2025.

14. Total waste recycled and reused (MT)

Definition

Total waste recycled and reused refers to the weight of waste collected from all Gildan-operated sites that is diverted from landfill disposal through reuse and recycling processes.

Units

Metric tonnes (MT).

Method

Waste data is reported monthly using activity data and based on proxies of weight per item such as bags or containers.

Inclusions: Hazardous and non-hazardous waste collected including scrap, biomass ash, cotton bales, plastic, paper and carton, among others.

Exclusions: Waste directed to landfill or incinerated (with or without energy recovery) or waste generated from third-party contractor sites.

Restatements

No restatements were required for 2025.

15. Total waste disposed (MT)

Definition

Total waste disposed refers to the weight of waste collected from all Gildan-operated sites that is directed to disposal, including waste landfilled, incinerated with energy recovery, and incinerated without energy recovery.

Inclusions: Both hazardous and non-hazardous waste collected including domestic waste, paper and carton, textile lint, production-related waste, among others.

Units

Metric tonnes (MT).

Method

Waste data were reported monthly using activity data and estimates based on proxies of weight per item such as bags or containers.

Exclusions: Waste from contractor-operated sites.

Restatements

No restatements were required for 2025.

16. Recycled and sustainable packaging and trim materials (%)

Definition

Gildan reports total number of sustainable packaging and trim materials (apparel SKUs) divided by the total number of packaging and trim materials (apparel SKUs) – sustainable and non-sustainable.

Sustainable SKUs specific to apparel are those containing carton, polyester, paper, and poly-cotton trims that are included on active bills of material related to products available for purchase and include 20% to 60% of recycled material and/or are certified by the Forest Stewardship Council or other relevant sustainability certifications.

Units

Percentage (%).

⁶ Better Cotton uses a "Mass Balance" system, which is a volume-tracking system that allows verified cotton to be substituted or mixed with conventional cotton by traders or spinners along the supply chain while ensuring that the amount of verified cotton sold never exceeds the amount of verified cotton purchased at all levels in the textile supply chain.

Method

The percentage of total sustainable packaging and trims (apparel SKUs) divided by total packaging and trims (apparel SKUs) is calculated monthly. An average of the monthly percentage is calculated for the purposes of reporting (12-month weighted average).

Restatements

No restatements were required for 2025.

17. Women composing the collective group of director-level and above (%)**Definition**

Gildan reports on women in director-level and above positions as the total number of employees who self-identify as women occupying a full-time, permanent director and above position (or equivalent level) working at Gildan or its subsidiaries divided by the total number of employees occupying a full-time, permanent director-level and above position (total director positions) at Gildan and its subsidiaries.

Units

Percentage (%).

Method

This metric was calculated by the number of women classified in the director-level and above positions divided by the total number of employees holding director-level and above positions.

The scope covered employees who self-identify as women who were:

- At a director-level or above position (or equivalent level)
- Permanent and employed full time

This metric was measured against total director positions, which included all employees who were:

- At director-level or above position
- Permanent and employed full time

Restatements

No restatements were required for 2025.

18. Work fatalities – employees**Definition**

Gildan reports the number of employee deaths resulting from a work-related injury or an occupational disease.

Unit

The number of deaths resulting from a work-related injury or an occupational disease.

Method

Total number of employee work fatalities in a specific period.

Restatements

No restatements required for 2025.

19. Work fatalities – contractors⁷**Definition**

Gildan reports the number of contractor deaths resulting from a work-related injury or an occupational disease.

Unit

The number of deaths resulting from a work-related injury or an occupational disease.

Method

Total number of contractor work fatalities in a specific period.

Restatements

No restatements were required for 2025.

20. Lost time injury rate for employees (LTIR)**Definition**

Gildan reports the number of lost time injuries (LTI) in relation to the number of hours worked. This indicator helps measure the efficiency of the Company's safety management system. The lost time injury rate (LTIR) is the total number of LTIs recorded in relation to total hours worked.

Unit

The number of lost time injuries per 200,000 hours worked by employees.

Method

LTIR was calculated by the number of LTIs divided by total hours worked in the accounting period multiplied by 200,000.

We calculate hours worked by multiplying the number of employees, average workdays, and number of days worked in the month within the specific period. We include overtime (where recorded); we exclude public holidays, maternity and sick leaves, and other authorized absences.

Restatements

No restatements were required for 2025.

21. Lost time injury rate for contractors⁷**Definition**

The LTIR for contractors is the total number of LTIs recorded for contractors in relation to the total hours worked by contractors. Gildan reports this metric for the four major contractors supporting the construction in 2025 in Bangladesh to help highlight LTIs occurring and provide some measurable insights related to the efficiency of our third-party contractors' safety management system.

Unit

LTIR is the number of LTIs per 200,000 hours worked by contractors.

Method

LTIR was calculated by the number of LTIs divided by the total hours worked in the accounting period multiplied by 200,000. This calculation refers only to the four major contractors supporting the construction in 2025 in Bangladesh.

Hours worked were calculated by multiplying number of contractors, average workdays, and number of days worked in the month within the specific period, excluding overtime and holidays.

Restatements

No restatements were required for 2025.

⁷ Four major contractors for Bangladesh only.