

GLOBAL REPORTING INITIATIVE (GRI) INDEX

Statement of Use	Gildan Activewear Inc. has reported the information cited in this GRI content index for the period January 1, 2025, to December 31, 2025, with reference to the GRI Standards. ¹
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DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY
GRI 2: General disclosures 2021		
2-1	Organizational details	<p>Gildan Activewear Inc. is a publicly traded company listed on both the New York Stock Exchange (NYSE – GIL) and the Toronto Stock Exchange (TSX – GIL.TO). Our headquarter is in Montreal, Canada. Gildan 2025 Sustainability Report > About Gildan > p. 4</p> <p>Information about our entities can also be found in our 2025 Report to Shareholders. 2025 Report to Shareholders > Management's Discussion and Analysis > p. 5</p> <p>See also Significant Accounting Policies: 2025 Report to Shareholders > Significant Accounting Policies > p. 39</p>
2-2	Entities included in the organization's sustainability reporting	<p>Information about our entities can also be found in our 2025 Report to Shareholders. 2025 Report to Shareholders > Management's Discussion and Analysis > p. 5</p> <p>See also Significant Accounting Policies: 2025 Report to Shareholders > Significant Accounting Policies > p. 39</p> <p>See also our 2025 Sustainability Report: Gildan 2025 Sustainability Report > About Gildan > p. 4</p> <p>The entities included in our sustainability reporting are outlined on our website. Website > Company > Our Factories</p>
2-3	Reporting period, frequency, and contact point	<p>The scope of this Report highlights our Company-wide sustainability performance and goals from January 1, 2025, to December 31, 2025. This Sustainability Report reflects the activities that occurred in the 2025 calendar year.</p> <p>Gildan releases its Sustainability Report annually. The date of publication of the 2025 Sustainability Report was May 13, 2026.</p> <p>The point of contact is: Gildan Activewear Inc. 600 de Maisonneuve Boulevard West, Suite 3300 Montreal, Quebec, H3A 3J2 communications@gildan.com https://gildancorp.com/en/</p>
2-4	Restatements of information	<p>All restatements of information, including rationale for restatements, can be found in our Basis of Reporting: Website > 2025 Basis of Reporting</p> <p>There was one material restatement of information in 2025.</p>
2-5	External assurance	<p>See also our 2025 Sustainability Report: 2025 Sustainability Report > About Gildan > p. 4</p>

¹ This index does not include or reflect data or information from HanesBrands LLC (formerly HanesBrands Inc.), which Gildan acquired on December 1, 2025.

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2-6	Activities, value chain and other business relationships	<p>Gildan is active in the Textile, Apparel and Luxury Goods sector as defined by the Global Industry Classification Standard (GICS®).</p> <p>Information about our brands, products, and customers can be found in our 2025 Report to Shareholders. 2025 Report to Shareholders > Management's Discussion and Analysis > Our Business > p. 5</p> <p>Information about sales, marketing, and distribution can be found in our 2025 Report to Shareholders. 2025 Report to Shareholders > Management's Discussion and Analysis > Our Business > p. 7</p> <p>Our locations of operation and markets served can be found in our 2025 Sustainability Report. 2025 Sustainability Report > About Gildan > p. 4</p> <p>Information about our supply chain including our activities is described in our 2025 Report to Shareholders. 2025 Report to Shareholders > Management's Discussion and Analysis > Our Operations > p. 5</p> <p>Environmental management of our supply chain is described on our website > Environmental Stewardship</p> <p>See 2025 Sustainability Performance Tables (p. 51) for number of local suppliers and estimated monetary payment.</p> <p>Any changes to the organization and its supply chain have been updated and are reflected in our 2025 Report to Shareholders. 2025 Report to Shareholders > Management's Discussion and Analysis > Our Operations > pp. 5-7</p>
2-7	Employees	<p>Information about employees can be found in our 2025 Report to Shareholders. 2025 Report to Shareholders > Management's Discussion and Analysis > p. 7</p> <p>Information regarding employees, including breakdowns by region and gender, can be found in our 2025 Sustainability Performance Tables (pp. 53-54).</p>
2-8	Workers who are not employees	This information, as per the GRI, is not currently reported.
2-9	Governance structure and composition	<p>Our governance structure is described in our 2025 Sustainability Report. 2025 Sustainability Report > Governance > Corporate Governance > p. 33</p> <p>Further information on our governance structure and composition can be found in our 2025 Management Information Circular. 2025 Management Information Circular > About the Board > pp. 22-34</p> <p>For competencies relevant to the impacts of the organization, see: 2025 Management Information Circular > Skills and Development > pp. 28-30</p> <p>Our website also details our governance process. Website > Company > Governance</p>
2-10	Nomination and selection of the highest governance body	<p>The Corporate Governance and Social Responsibility Committee of our Board of Directors is responsible for developing, reviewing, and monitoring criteria, as well as establishing procedures for selecting directors. 2025 Management Information Circular > About the Shareholder Meeting > pp. 8-12</p> <p>2025 Management Information Circular > Governance > Succession Planning > p. 31</p> <p>Further information regarding Board composition, including Board diversity considerations in director selection, are described in our 2025 Management Information Circular. 2025 Management Information Circular > Governance > Diversity > pp. 33-34</p> <p>Our Board Diversity Policy can be found on our website. Website > Company > Governance Policies > Board Diversity Policy</p>
2-11	Chair of the highest governance body	<p>The Chair of the Board of Directors is independent, as detailed in the 2025 Management Information Circular. 2025 Management Information Circular > Election of Directors > About the Nominated Directors > p. 13</p>
2-12	Role of the highest governance body in overseeing the management of impacts	<p>The role of the highest governance body in setting our purpose, values, and strategy is described in our 2025 Sustainability Report. 2025 Sustainability Report > Corporate Governance > Sustainability Governance > p. 7</p> <p>Further information regarding the Corporate Governance and Social Responsibility Committee can be found in our 2025 Management Information Circular. 2025 Management Information Circular > Year in Review > Governance Committee > p. 27</p>

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2-13	Delegation of responsibility for managing impacts	<p>The Board of Directors has delegated to the Corporate Governance and Social Responsibility Committee of the Board the authority to oversee Management's handling of economic, environmental, and social topics. The activities of the Corporate Governance and Social Responsibility Committee are outlined in the mandate of the Corporate Governance and Social Responsibility Committee.</p> <p>Mandate of the Corporate Governance and Social Responsibility Committee > Mandate > pp. 1-4</p> <p>The delegating authority of our sustainability governance process is described in our 2025 Sustainability Report. 2025 Sustainability Report > Governance > Corporate Governance > p. 33</p> <p>Executive-level responsibilities are described in our 2025 Sustainability Report. 2025 Sustainability Report > Governance > Sustainability Governance > p. 7</p>
2-14	Role of the highest governance body in sustainability reporting	<p>The Report is reviewed and approved by the Disclosure Committee and the final report is signed off by the Chief Financial Officer, under the purview of the Chief Executive Officer. Determining what to include in this Report begins with an understanding of our impacts throughout our value chain, which include our associations with business partners, our work undertaken for clients, and our thought leadership activities.</p> <p>The highest governance body's role in sustainability reporting is detailed in our Corporate Governance and Social Responsibility Committee Charter. Mandate of the Corporate Governance and Social Responsibility Committee > Mandate > pp. 1-4</p>
2-15	Conflicts of interest	<p>Our Corporate Governance Guidelines describe our approach to conflicts of interest. Website > Company > Corporate Governance Guidelines > pp. 4-5</p> <p>Public board memberships of all directors are disclosed in our 2025 Management Information Circular. 2025 Management Information Circular > About the Nominated Directors > pp. 13-21</p> <p>Our approach to disclosure of conflicts of interest is also detailed in our 2025 Management Information Circular. 2025 Management Information Circular > Avoiding Conflicts of Interest and Related Party Transactions > p. 32</p>
2-16	Communication of critical concerns	<p>Our process for communicating critical concerns is described in our 2025 Sustainability Report. 2025 Sustainability Report > Governance > Ethics and Integrity Standards > Reporting Violations and Grievances > p. 34</p> <p>The number reported can be found in our 2025 Sustainability Performance Tables (p. 61). For more information, including our Whistleblowing Policy for Employees and External Stakeholders, refer to the Company's Ethics & Compliance page.</p>
2-17	Collective knowledge of the highest governance body	<p>The Corporate Governance and Social Responsibility Committee receives detailed quarterly reports on sustainability trends, regulatory changes, and Company sustainability performance.</p> <p>Further details on the collective knowledge of the highest governance body can be found in the 2025 Management Information Circular. 2025 Management Information Circular > Skills Matrix > p. 29</p>
2-18	Evaluation of the performance of the highest governance body	<p>The Corporate Governance and Social Responsibility Committee is responsible for monitoring and evaluating performance. The Committee, which is comprised of 100% independent directors, monitors the composition and performance of the Board and its committees. 2025 Management Information Circular > Year in Review > Governance Committee > p. 27</p>
2-19	Remuneration policies	<p>Director compensation is described in our 2025 Management Information Circular. 2025 Management Information Circular > Director Compensation > pp. 39-41</p> <p>Executive compensation is described in our 2025 Management Information Circular. 2025 Management Information Circular > 2025 Executive Compensation Overview > pp. 42-74</p> <p>Specific detail regarding executive remuneration related to objectives and performance on sustainability topics can also be found in 2025 Sustainability Report. 2025 Sustainability Report > Governance > Sustainability Governance > p. 7</p>
2-20	Process to determine remuneration	<p>The process for determining compensation is detailed in our 2025 Management Information Circular. 2025 Management Information Circular > Director Compensation > pp. 39-41</p> <p>The process for determining executive compensation can be found in our 2025 Management Information Circular. 2025 Management Information Circular > Compensation Governance > pp. 45-48</p> <p>Details regarding the role of the independent third party can be found in our 2025 Management Information Circular. 2025 Management Information Circular > Independent Advice > pp. 47-48</p> <p>Details regarding stakeholder engagement can be found in our 2025 Management Information Circular. 2025 Management Information Circular > Have a Say on Executive Pay > pp. 11-12</p>

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2-21	Annual total compensation ratio	This information is not specifically calculated. However, the increase in compensation applicable to a top-paid executive in each country is governed by the same budget for annual increases that is applicable to any employee of the applicable country. It is therefore expected that the increase will be in the same range as the country average.
2-22	Statement on sustainable development strategy	A statement from a senior decision maker can be found in our 2025 Sustainability Report. 2025 Sustainability Report > Message from our President and CEO > p. 3
2-23	Policy commitments	When any Canadian statutory decision maker, court, or tribunal applies the Precautionary Principle in making its determination, we consider this principle in the conduct of our activities in similar circumstances. The Precautionary Principle says that when an activity raises threats to human health or the environment, precautionary measures should be taken even if some cause-and-effect relationships are not fully established scientifically. Our policy commitment approvals are described on our website > Codes, Policies, and Approaches Information regarding the communication of our policy commitments are described on our website> Codes, Policies, and Approaches Our full list of social policies can be found on our website > Codes, Policies, and Approaches
2-24	Embedding policy commitments	Information regarding the embedding of policy commitments can be found in our 2025 Management Circular. 2025 Management Information Circular > Board and Committee Highlights > p. 24 Processes are further described in the Mandate of the Corporate Governance and Social Responsibility Committee. Website > Company > Governance > Corporate Governance and Social Responsibility Committee Our approach to embedding these commitments can be found on our website > Codes, Policies, and Approaches
2-25	Processes to remediate negative impacts	Information regarding the process to remediate negative impacts is described on our website > Ethics & Compliance Information regarding the percentage of employees trained on grievance mechanisms can be found in our 2025 Sustainability Report. 2025 Sustainability Report > Governance > Ethics and Integrity Standards > p. 34 Our Whistleblowing Policy can be found on our website. Website > Responsibility > Respect for Transparency > Codes, Policies, and Approaches > Speak Up: Whistleblowing Policy for Employees and External Stakeholders Further information regarding remediation processes can be found in our Code of Ethics: Website > Responsibility > Respect for Transparency > Codes, Policies, and Approaches > Code of Ethics
2-26	Mechanisms for seeking advice and raising concerns	Mechanisms for advice and concerns about ethics are described on our website > Ethics & Compliance Our Whistleblowing Policy can be found on our website. Website > Responsibility > Respect for Transparency > Codes, Policies, and Approaches > Speak Up: Whistleblowing Policy for Employees and External Stakeholders
2-27	Compliance with laws and regulations	In 2025, Gildan did not report any non-compliances with laws and regulations in the social and economic area, nor the environmental area.
2-28	Membership associations	Our membership in associations is described on our website > Public Policy and Advocacy
2-29	Approach to stakeholder engagement	Our approach to stakeholder engagement is described in our 2025 Sustainability Report. 2025 Sustainability Report > Governance > Stakeholder Engagement > p. 6 Further details can be found in our Stakeholder Engagement Policy. Website > Responsibility > Respect for Transparency > Codes, Policies, and Approaches > Stakeholder Engagement Policy
2-30	Collective bargaining agreements	Approximately 55% of our global employees are covered by a collective bargaining agreement. More information can be found on our website > Right to Freedom of Association and Collective Bargaining
GRI 3: Material topics 2021		
3-1	Process to determine material topics	Our latest materiality assessment was conducted in 2021. For more information regarding the process to determine material topics, please see our 2021 ESG Report. 2021 ESG Report > Next Generation ESG strategy > Materiality Assessment > p. 12
3-2	List of material topics	A list of material topics can be found in our 2021 ESG Report. 2021 ESG Report > Next Generation ESG strategy > Materiality Assessment > p. 12

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3-3	Management of material topics	<p>An overview of our targets related to material issues can be found in our 2025 Sustainability Report. 2025 Sustainability Report > 2025 Sustainability Performance > pp. 8-9</p> <p>An overview of our management of material topics can be found in our 2025 Sustainability Report. 2025 Sustainability Report > Next Generation Sustainability strategy > p. 7</p>
GRI 201: Economic performance 2016		
201-1	Direct economic value generated and distributed	<p>Our direct economic value generated and distributed can be found in our 2025 Report to Shareholders. 2025 Report to Shareholders > Operating Results > pp. 11-27</p>
201-2	Financial implications and other risks and opportunities due to climate change	<p>As part of our climate change disclosure aligned with the TCFD recommendations, we conducted a qualitative analysis of the financial implications and other risks and opportunities due to climate change. In 2022, we published a stand-alone Climate Change Disclosure Report informed by and structured in accordance with the four central pillars of the TCFD recommendations. 2022 Climate Change Disclosure Report</p> <p>Further information is described on our website > Climate Change and Energy</p> <p>We describe the financial implications and other risks and opportunities in our 2025 Report to Shareholders. 2025 Report to Shareholders > Risks and Uncertainties > pp. 42-56</p>
201-3	Defined benefit plan obligations and other retirement plans	<p>In locations where employees are eligible for pension plans, all plans are defined as contribution based. There are no defined benefit pension plans. Our pension plans are described in detail in our 2025 Report to Shareholders. 2025 Report to Shareholders > Accounting Policies and New Accounting Standards Not Yet Applied > pp. 39-40</p>
201-4	Financial assistance received from government	<p>All financial assistance received from a government is described in our 2025 Report to Shareholders. 2025 Report to Shareholders > Supplementary Information Relating to the Nature of Expenses > Government assistance > p. 128</p>
GRI 202: Market presence 2016		
202-1	Ratios of standard entry-level wage by gender compared to local minimum wage	<p>We are working towards understanding appropriate living wages in our operating countries. We will continue to report on progress in future years. 2025 Sustainability Report > Social > Living Wage > p. 21</p>
202-2	Proportion of senior management hired from the local community	<p>In 2025, 71% (498 out of 698) of all managers at our manufacturing facilities were from the local communities. See 2025 Sustainability Performance Tables (p. 54).</p>
GRI 203: Indirect economic impacts 2016		
203-1	Infrastructure investments and services supported	<p>This section is not applicable to Gildan and its operations and activities.</p>
203-2	Significant indirect economic impacts	<p>This information is currently unavailable. We are working towards understanding our significant indirect economic impacts over the coming years.</p>
GRI 204: Procurement practices 2016		
204-1	Proportion of spending on local suppliers	<p>In 2025, Gildan's total expenditure for materials and services with local suppliers exceeded \$11 billion. Further information can be found in our 2025 Sustainability Performance Tables (p. 51).</p>
GRI 205: Anti-corruption 2016		
205-1	Operations assessed for risks related to corruption	<p>An overview of how our operations are assessed for risks related to corruption is available on our website > Ethics & Compliance and Ethical Labour Practices</p> <p>The following policies help guide our activities to mitigate risks related to corruption:</p> <ul style="list-style-type: none"> Code of Ethics Anti-corruption Policy and Compliance Program Code of Conduct Social & Sustainable Compliance Guidebook

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205-2	Communication and training about anti-corruption policies and procedures	Communication and training on anti-corruption policies and procedures, available through our Social Compliance Program, are described on our website > Ethics & Compliance and Ethical Labour Practices
205-3	Confirmed incidents of corruption and actions taken	In 2025, Gildan did not report any incidents of corruption.
GRI 206: Anti-competitive behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	In 2025, 0 (zero) legal actions were taken against Gildan for anti-competitive behaviour or violations of anti-trust or monopoly legislation.
GRI 207: Tax 2019		
207-1	Approach to tax	Our approach to tax is described on our website > Tax Strategy
207-2	Tax governance, control, and risk management	More information regarding our procedures around tax is contained in our 2025 Report to Shareholders. 2025 Report to Shareholders > Risks and Uncertainties > Factors or circumstances that could increase our effective income tax rate > p. 51 More information regarding our approaches towards tax is described on our website > Tax Strategy
207-3	Stakeholder engagement and management of concerns related to tax	Our approach to tax can be found on our website > Tax Strategy
207-4	Country-by-country reporting	Gildan does not publicly report country-by-country tax information. We do provide this information to the Canadian tax authorities as required by Canadian tax law, as well as other applicable jurisdictions in which we operate when required by law. Gildan publicly discloses the percentage of its principal subsidiary jurisdictions and ownerships in its 2025 Annual Information Form. Website > Investors > Reports and filings > Reports > 2025 Annual Information Form > Corporate Structure > Incorporate Relationships > p. 4 The subsidiaries that have been omitted do not represent individually more than 10% of the consolidated assets and 10% of the consolidated revenues of Gildan, or in the aggregate more than 20% of the total consolidated assets and the consolidated revenues, as at, and for the year ended December 31, 2025.
GRI 301: Materials 2016		
301-1	Materials used by weight or volume	Information regarding materials used by weight can be found in our 2025 Sustainability Performance Tables > p. 50
301-2	Recycled input materials used	Our use of recycled input materials is described in our 2025 Sustainability Report. 2025 Sustainability Report > Environment > Circularity > pp. 16-18 Further detail is provided on our website > Circularity Further detail is provided in our 2025 Basis of Reporting. 2025 Basis of Reporting > Percentage recycled polyester or alternative fibre and/or yarns > p. 6 Further information can be found in our 2025 Sustainability Performance Tables. 2025 Sustainability Performance Tables > Next Generation Sustainability strategy targets > p. 42 2025 Sustainability Performance Tables > Environment > Materials > p. 50
301-3	Reclaimed products and their packaging materials	Our use of reclaimed products and their packaging materials is described in our 2025 Sustainability Report. 2025 Sustainability Report > Environment > Circularity > pp. 16-18 Further detail is provided on our website > Circularity Further detail is provided in our 2025 Basis of Reporting. 2025 Basis of Reporting > Percentage recycled and sustainable packaging and trim material > p. 6 Further information can be found in our 2025 Sustainability Performance Tables. 2025 Sustainability Performance Tables > Next Generation Sustainability strategy targets > p. 42 2025 Sustainability Performance Tables > Environment > Materials > p. 50

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GRI 302: Energy 2016		
302-1	Energy consumption within the organization	Energy performance 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.) 2025 Sustainability Performance Tables > Environment > Energy > pp. 45-46
302-2	Energy consumption outside of the organization	This metric is not currently tracked.
302-3	Energy intensity	Information regarding energy intensity across all Gildan operations can be found in our 2025 Sustainability Performance Tables. 2025 Sustainability Performance Tables > Environment > Energy > pp. 45-46
302-4	Reduction of energy consumption	This metric is currently unavailable.
302-5	Reductions in energy requirements of products and services	This metric is currently unavailable.
GRI 303: Water and effluents 2018		
303-1	Interactions with water as a shared resource	Information regarding interactions with water as a shared resource can be found on our website > Water Management
303-2	Management of water discharge-related impacts	Information regarding interactions with water as a shared resource can be found on our website > Water Management
303-3	Water withdrawal	Information regarding water withdrawal can be found on our website > Water Management Further detail regarding calculation methodologies can be found in our 2025 Basis of Reporting. 2025 Basis of Reporting > Water intensity > p. 6 Further detail regarding annual performance can be found in our 2025 Sustainability Performance Tables. 2025 Sustainability Performance Tables > Next Generation Sustainability strategy targets > p. 42 2025 Sustainability Performance Tables > Environment > Water > pp. 46-47
303-4	Water discharge	Information regarding water discharge can be found on our website > Water Management Further detail regarding annual performance can be found in our 2025 Sustainability Performance Tables. 2025 Sustainability Performance Tables > Environment > Water > pp. 46-47
303-5	Water consumption	Information regarding water consumption can be found on our website > Water Management Further detail regarding calculation methodologies can be found in our 2025 Basis of Reporting. 2025 Basis of Reporting > Water Intensity > p. 6 Further detail regarding annual performance can be found in our 2025 Sustainability Performance Tables. 2025 Sustainability Performance Tables > Environment > Water > pp. 46-47
GRI 304: Biodiversity 2016		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Gildan does not operate sites owned, leased, managed in, or adjacent to protected areas or areas of high biodiversity value outside protected areas. More information can be found on our website > Biodiversity
304-2	Significant impacts of activities, products, and services on biodiversity	Information regarding significant impacts on biodiversity can be found in our 2025 Sustainability Report. 2025 Sustainability Report > Environment > Biodiversity > p. 19
304-3	Habitats protected or restored	Information regarding habitats protected or restored can be found in our 2025 Sustainability Report. 2025 Sustainability Report > Environment > Biodiversity > p. 19

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304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	<p>Information regarding operational sites, protected areas, and areas of high biodiversity can be found in our 2025 Sustainability Report. 2025 Sustainability Report > Environment > Biodiversity > p. 19</p>
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	<p>Information regarding Scope 1 GHG emissions can be found in our 2025 Sustainability Performance Tables. 2025 Sustainability Performance Tables > Next Generation Sustainability strategy targets > p. 42</p> <p>2025 Sustainability Performance Tables > Environment > Emissions > pp. 43-45</p> <p>Further detail regarding calculation methodologies can be found in our 2025 Basis of Reporting. 2025 Basis of Reporting > Scope 1 Emissions > pp. 2-3</p>
305-2	Energy indirect (Scope 2) GHG emissions	<p>Information regarding Scope 2 GHG emissions can be found in our 2025 Sustainability Performance Tables. 2025 Sustainability Performance Tables > Next Generation Sustainability strategy targets > p. 42</p> <p>2025 Sustainability Report > Sustainability Performance Tables > Environment > Emissions > pp. 43-45</p> <p>Further detail regarding calculation methodologies can be found in our 2025 Basis of Reporting. 2025 Basis of Reporting > Scope 2 GHG Emissions > pp. 2-3</p>
305-3	Other indirect (Scope 3) GHG emissions	<p>Information regarding Scope 3 GHG emissions can be found in our 2025 Sustainability Performance Tables. 2025 Sustainability Performance Tables > Environment > Emissions > pp. 43-45</p> <p>Further detail regarding calculation methodologies can be found in our 2025 Basis of Reporting. 2025 Basis of Reporting > Scope 3 Emissions > pp. 2-3</p>
305-4	GHG emissions intensity	<p>Information regarding GHG emissions intensity can be found in our 2025 Sustainability Performance Tables. 2025 Sustainability Performance Tables > Environment > Emissions > p. 43</p>
305-5	Reduction of GHG emissions	<p>Information regarding reduction of GHG emissions can be found in our 2025 Sustainability Performance Tables. 2025 Sustainability Performance Tables > Environment > Emissions > p. 43</p>
305-6	Emissions of ozone-depleting substances (ODS)	<p>Information regarding fugitive emissions from refrigerants can be found in our 2025 Sustainability Performance Tables. 2025 Sustainability Performance Tables > Environment > Direct Scope 1 GHG emissions by source > p. 44</p>
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<p>Information regarding air emissions can be found in our 2025 Sustainability Performance Tables. 2025 Sustainability Performance Tables > Environment > Air emissions > p. 45</p>
GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impacts	<p>Information regarding waste generation and impacts can be found in our 2025 Sustainability Performance Tables. 2025 Sustainability Performance Tables > Environment > Waste > pp. 47-49</p> <p>Further detail regarding calculation methodologies can be found in our 2025 Basis of Reporting. 2025 Basis of Reporting > Environment > Waste > p. 6</p>

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306-2	Management of significant waste-related impacts	<p>Information regarding management of waste-related impacts can be found in our 2025 Sustainability Performance Tables. 2025 Sustainability Performance Tables > Environment > Waste > pp. 47-49</p> <p>Further detail regarding calculation methodologies can be found in our 2025 Basis of Reporting. 2025 Basis of Reporting > Total manufacturing waste sent to landfills > p. 6</p> <p>2025 Basis of Reporting > Total waste recycled and reused > p. 6</p>
306-3	Waste generated	<p>Information regarding waste generated can be found in our 2025 Sustainability Performance Tables. 2025 Sustainability Performance Tables > Environment > Waste > pp. 47-49</p>
306-4	Waste diverted from disposal	<p>Information regarding waste diverted from disposal can be found in our 2025 Sustainability Performance Tables. 2025 Sustainability Performance Tables > Environment > Waste > pp. 47-49</p> <p>Further detail regarding calculation methodologies used can be found in our 2025 Basis of Reporting. 2025 Basis of Reporting > Total manufacturing waste sent to landfills > p. 6</p> <p>2025 Basis of Reporting > Total waste recycled and reused > p. 6</p>
306-5	Waste directed to disposal	<p>Information regarding waste directed to disposal can be found in our 2025 Sustainability Report. 2025 Sustainability Report > Environment > Circularity > pp. 16-18</p> <p>Further detail regarding calculation methodologies can be found in our 2025 Basis of Reporting. 2025 Basis of Reporting > Total manufacturing waste sent to landfills > p. 6</p>
GRI 308: Supplier environmental assessment 2016		
308-1	New suppliers that were screened using environmental criteria	<p>All our suppliers and contractors must adopt sound environmental management practices under our Global Environment & Energy Policy. We ask suppliers that provide goods and services over a certain financial threshold to complete a questionnaire that includes environmental criteria.</p> <p>Information regarding screening new suppliers using environmental criteria can be found on our website > Environmental Stewardship</p>
308-2	Negative environmental impacts in the supply chain and actions taken	This information is not currently tracked.
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	<p>Information regarding new employee hires and employee turnover can be found in our 2025 Sustainability Performance Tables. 2025 Sustainability Performance Tables > Social > New employee hires > p. 56</p>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>A list of benefits provided to our full-time and temporary employees can be found on our website > Employee well-being</p> <p>100% of Gildan-operated facilities have payroll departments to ensure that workers are paid regularly, in full, and on time. In addition, our payroll departments provide workers with pay slips detailing their wages, along with their legitimate deductions.</p>
401-3	Parental leave	<p>Information regarding parental leave can be found in our 2025 Sustainability Performance Tables. 2025 Sustainability Performance Tables > Social > Parental leave > p. 57</p>
GRI 402: Labor/Management relations 2016		
402-1	Minimum notice periods regarding operational changes	We do not provide this information as notice periods vary in various markets.

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GRI 403: Occupational health and safety 2018		
403-1	Occupational health and safety management system	<p>Information regarding the occupational health and safety management system can be found on our website > Global Health and Safety</p> <p>Further detail regarding annual performance can be found in our 2025 Sustainability Performance Tables. 2025 Sustainability Performance Tables > Social > Health and safety > p. 51</p>
403-2	Hazard identification, risk assessment, and incident investigation	<p>Information regarding hazard identification, risk assessment, and incident investigation can be found on our website > Global Health and Safety</p>
403-3	Occupational health services	<p>Information regarding our occupational health services can be found on our website > Global Health and Safety</p> <p>Further detail regarding annual performance can be found in our 2025 Sustainability Performance Tables. 2025 Sustainability Performance Tables > Social > Health and safety > p. 51</p>
403-4	Worker participation, consultation, and communication on occupational health and safety	<p>Information regarding the occupational health and safety management system can be found on our website > Global Health and Safety</p> <p>Further detail regarding annual performance can be found in our 2025 Sustainability Performance Tables. 2025 Sustainability Performance Tables > Social > Health and safety > p. 51</p>
403-5	Worker training on occupational health and safety	<p>Information regarding the occupational health and safety management system can be found on our website > Global Health and Safety</p> <p>Further detail regarding annual performance can be found in our 2025 Sustainability Performance Tables. 2025 Sustainability Performance Tables > Social > Health and safety > p. 51</p>
403-6	Promotion of worker health	<p>Information regarding the occupational health and safety management system can be found on our website > Global Health and Safety</p>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>Information regarding the occupational health and safety management system can be found on our website > Global Health and Safety</p> <p>Further detail regarding annual performance can be found in our 2025 Sustainability Performance Tables. 2025 Sustainability Performance Tables > Social > Health and safety > p. 51</p>
403-8	Workers covered by an occupational health and safety management system	<p>Information regarding the occupational health and safety management system can be found on our website > Global Health and Safety</p> <p>Further detail regarding annual performance can be found in our 2025 Sustainability Performance Tables. 2025 Sustainability Performance Tables > Social > Health and safety > p. 51</p>
403-9	Work-related injuries	<p>Information regarding the occupational health and safety management system can be found on our website > Global Health and Safety</p> <p>Further detail regarding calculation methodologies can be found in our 2025 Basis of Reporting. 2025 Basis of Reporting > Lost Time Injury Frequency Rate for Employees (LTIR) > p. 7</p> <p>Further detail regarding annual performance can be found in our 2025 Sustainability Performance Tables. 2025 Sustainability Performance Tables > Social > Health and safety > p. 51</p>
403-10	Work-related ill health	<p>Information regarding the occupational health and safety management system can be found on our website > Global Health and Safety</p> <p>Further detail regarding annual performance can be found in our 2025 Sustainability Performance Tables. 2025 Sustainability Performance Tables > Social > Health and safety > p. 51</p>
GRI 404: Training and education 2016		
404-1	Average hours of training per year per employee	<p>Information regarding average hours of training per employee can be found in our 2025 Sustainability Performance Tables. 2025 Sustainability Performance Tables > Workforce benefits > Investment in worker training > p. 53</p>
404-2	Programs for upgrading employee skills and transition assistance programs	<p>Information regarding employee skills and transition assistance programs can be found on our website > Learning and Development</p>
404-3	Percentage of employees receiving regular performance and career development reviews	<p>Information regarding performance and career development reviews can be found in our 2025 Sustainability Performance Tables. 2025 Sustainability Performance Tables > Social > Workforce benefits > Performance evaluation > p. 53</p>

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY
GRI 405: Diversity and equal opportunity 2016		
405-1	Diversity of governance bodies and employees	Information regarding the diversity of governance bodies and employees can be found in our 2025 Sustainability Performance Tables. 2025 Sustainability Performance Tables > Social > pp. 53-55 2025 Sustainability Performance Tables > Governance > p. 60
405-2	Ratio of basic salary and remuneration of women to men	Information regarding the ratio of basic salary and remuneration of women to men can be found in our 2025 Sustainability Performance Tables. 2025 Sustainability Performance Tables > Social > Female-to-male average monthly salary ratios > pp. 57-58
GRI 407: Freedom of association and collective bargaining 2016		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Information regarding freedom of association and collective bargaining can be found on our website > Right to Freedom of Association and Collective Bargaining
GRI 408: Child labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	Information regarding child labour can be found on our website > Modern Slavery
GRI 409: Forced or compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Information regarding child labour can be found on our website > Modern Slavery
GRI 410: Security practices 2016		
410-1	Security personnel trained in human rights policies or procedures	Information regarding security personnel trained in human rights can be found in our 2025 Sustainability Performance Tables. 2025 Sustainability Performance Tables > Social > Social compliance > Security personnel trained in human rights policies and procedures > p. 53
GRI 413: Local communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	Information regarding new finished product contractors screened using social criteria can be found in our 2025 Sustainability Performance Tables. 2025 Sustainability Performance Tables > Social compliance > New finished product contractors screened using social criteria > p. 51
413-2	Operations with significant actual and potential negative impacts on local communities	This information is currently unavailable. We are looking to expand our visibility in this area in the coming years.
GRI 414: Supplier social assessment 2016		
414-1	New suppliers that were screened using social criteria	Information regarding new finished product contractors screened using social criteria can be found in our 2025 Sustainability Performance Tables. 2025 Sustainability Performance Tables > Social compliance > New finished product contractors screened using social criteria > p. 51
414-2	Negative social impacts in the supply chain and actions taken	Information regarding negative impacts in the supply chain and actions taken can be found in our 2025 SASB Index > pp. 2-5
GRI 415: Public policy 2016		
415-1	Political contributions	Gildan reported 0 (zero) direct or indirect political contributions in 2025.

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY
GRI 416: Customer health and safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	Our Restricted Substances Code of Practice (RSCP) outlines the health and safety impacts related to chemicals in our products. Website > Responsibility > Codes, Policies, and Approaches > Restricted Substances Code of Practice
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	This information is currently unavailable.
GRI 417: Marketing and labeling 2016		
417-1	Requirements for product and service information and labeling	This information is currently unavailable.
417-2	Incidents of non-compliance concerning product and service information and labeling	In 2025, there were 0 (zero) incidents of non-compliance concerning product and service information and labelling.
417-3	Incidents of non-compliance concerning marketing communications	In 2025, there were 0 (zero) incidents of non-compliance concerning marketing communications.
GRI 418: Customer privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2025, there were 0 (zero) substantiated complaints concerning breaches of customer privacy and losses of customer data.