


2025 SUSTAINABILITY PERFORMANCE TABLES


The sustainability performance data in this document provides a consolidated view of Gildan's non-financial performance for the 2025 reporting year. It should be read in conjunction with our [2025 Sustainability Report](#) and [Basis of Reporting](#), which include additional details on select performance data presented in this document.

All data reflect Gildan-operated assets only for the full 2025 reporting period (January 1, 2025, through December 31, 2025). Unless otherwise indicated, performance data or information does not include or reflect data from HanesBrands LLC (formerly HanesBrands Inc.), which Gildan acquired on December 1, 2025. Gildan expects to incorporate data from legacy HanesBrands operations in future reports.

Sustainability data reflect assets under Gildan's operational control, defined as the authority to introduce and implement operating policies, unless otherwise noted. A list of our assets can be found in our [2025 Report to Shareholders](#). 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.

The indicators reported in our Sustainability Performance Tables reflect both external reporting frameworks and the interests of our stakeholders. Where new indicators were introduced to enhance transparency, it was not always reasonable and/or possible to calculate historical data points. We have noted in the tables when historical data for a directly comparable scope are not available.

We engaged a third-party to conduct limited assurance on select environmental and social performance indicators. Assured indicators are identified with the symbol  in the performance data tables. Refer to [KPMG LLP's Independent Practitioners' Limited Assurance Report](#) for selected environmental and social performance indicators.


























Community investment figures for the 2025 fiscal year were independently verified by LBG Canada (formally the London Benchmarking Group) using the LBG model, a recognized global standard for managing, measuring, and reporting community investment. Verified indicators are identified with the symbol  in the performance data tables. Refer to [LBG's Independent Verification Statement](#) for select community investment indicators.

Financial data are reported in U.S. dollars.

Totals may not add up to 100% due to rounding.

NEXT GENERATION SUSTAINABILITY STRATEGY: TARGETS AND KPIS

The following provides our progress against our Next Generation Sustainability strategy and targets. A number of Sustainability key performance indicators (KPIs) underwent independent assurance as indicated in the [Basis of Reporting](#).

SUSTAINABILITY TARGETS AND KPIS	2025	2024	2023	SDGs
Reduce absolute total Scope 1 and Scope 2 GHG emissions (market-based) by 30% by 2030 from a 2018 base year and reduce indirect Scope 3 GHG emissions by 13.5% by 2030 from a 2019 base year¹				
Absolute total Scope 1 and 2 GHG emissions (market-based) (tCO ₂ e)	620,650 	626,644	525,068	 
Percentage change in absolute total Scope 1 and 2 (market-based) GHG emissions, compared to 2018 base year (%)	-17.6 	-16.8	-30.3	
Indirect Scope 3 GHG emissions (tCO ₂ e)	2,302,903 	2,245,056	2,187,084	
Percentage change in indirect Scope 3 GHG emissions, compared to 2019 base year (%)	-9.0 	-11.3	-13.6	
Reduce water intensity by 20% by 2030 (compared to a 2018 base year)				
Water intensity (m ³ water withdrawn/kg produced)	0.06199 	0.06213	0.06732	
Percentage change in water intensity, compared to 2018 base year (%)	-25.3 	-25.2	-18.9	
Source 100% sustainable cotton by 2025				
Percentage of sustainable cotton sourced (%) ²	100 	77.3	35.7	 
Zero total manufacturing waste to landfill by 2027				
Total manufacturing waste sent to landfill (MT)	2,932 	903	945	
Total waste recycled and reused (MT) ³	117,182 	98,514	74,879	
Source 30% recycled polyester or alternative fibre and/or yarns by 2027				
Percentage of recycled polyester or alternative fibre and/or yarns sourced (%)	25.2 	18.9	9.2	
75% recycled and sustainable packaging and trim material used by 2027				
Percentage of recycled and sustainable packaging and trim material used (relative to apparel SKUs) (%)	64.3 	60	46.6	
Achieve gender parity for the collective group of employees representing director-level and above positions by 2027				
Percentage of women composing the collective employee group of director-level and above (%)	32.7 	32.3	34	
Attain ISO 45001 certification across all Company-operated facilities by 2028				
Percentage of ISO 45001 certification	29	15	8	
Gradually increase spending to allocate 1% of adjusted pre-tax earnings towards community investment initiatives by 2026				
Community investment allocation compared to adjusted pre-tax earnings (%) ⁴	0.46 	0.47	0.40	
Total community investment (spend/\$M) ⁵	2.9 	2.8	1.9	

¹ As per the Science Based Targets initiative (SBTi), the target boundary includes land-related emissions and removals from bioenergy feedstocks.

² 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.

³ Gildan began tracking reuse programs in 2023 and integrated this data with the previously reported metric "Total manufacturing waste recycled." Consequently, the combined metric is now categorized under "Total waste recycled and reused."

⁴ Based on adjusted pre-tax earnings.

⁵ In 2025, total community contributions — including cash and in-kind donations, financial value of volunteer hours during work time, and management costs — are reported under total community investment rather than total cash and in-kind donations. This change is a reclassification only and does not affect the total value of annual contributions or prior period figures.

ENVIRONMENT

METRIC	2025	2024	2023	REFERENCE
EMISSIONS				
Absolute total Scope 1 and 2 GHG emissions (market-based) (tCO ₂ e)	620,650 <input checked="" type="checkbox"/>	626,644	525,068	CSA, ISS ESG B.1.3.1, ISS E&S
Percentage change in absolute total Scope 1 and 2 (market-based) GHG emissions, compared to a 2018 base year (%)	-17.6 <input checked="" type="checkbox"/>	-16.8	-30.3	CSA
Indirect Scope 3 GHG emissions (tCO ₂ e)	2,302,903 <input checked="" type="checkbox"/>	2,245,056	2,187,084	CSA, GRI 305-3, IFRS S1, ISS ESG B.1.3.1, ISS E&S
Percentage change in indirect Scope 3 GHG emissions, compared to a 2019 base year (%)	-9.0 <input checked="" type="checkbox"/>	-11.3	-13.6	
GHG emissions intensity (Scope 1 and 2 (market-based))				
GHG emissions intensity ratio for the organization (tCO ₂ e / kg total production)	0.00219	0.00230	0.00205	GRI 305-4, ISS ESG B.3.2.1
Organization-specific metric: total production (kg)	283,865,158	272,200,216	255,945,796	CSA, GRI 305-4, ISS ESG B.3.2.1
Percentage change in intensity variation (compared to a 2018 base year) (%)	-23	-19.0	-27.8	GRI 305-4, ISS ESG B.3.2.1
Direct Scope 1 GHG emissions				
Gross direct (Scope 1) GHG emissions (tCO ₂ e)	137,236 <input checked="" type="checkbox"/>	126,920	102,244	CSA, GRI 305-1, ISS ESG B.1.3.1, ISS E&S
Biogenic CO ₂ equivalent emissions (tCO ₂ e) ⁶	543,084	553,134	575,388	GRI 305-1
Direct Scope 1 GHG emissions by country				
Australia (tCO ₂ e)	39.3	28.16	0	CDP 716.1, GRI 305-1
Bangladesh (tCO ₂ e)	40,893	50,703	28,544	CDP 716.1, GRI 305-1
Barbados (tCO ₂ e)	2.8	16.16	36	CDP 716.1, GRI 305-1
Canada (tCO ₂ e)	Not available	Not available	Not available	CDP 716.1, GRI 305-1
China (tCO ₂ e) ⁷	Closed	Closed	Not available	CDP 716.1, GRI 305-1
Dominican Republic (tCO ₂ e)	19,198	14,244	21,239	CDP 716.1, GRI 305-1
Honduras (tCO ₂ e)	71,245	58,673	48,455	CDP 716.1, GRI 305-1
Nicaragua (tCO ₂ e)	2,643	1,994	2,541	CDP 716.1, GRI 305-1
United States (tCO ₂ e)	3,215	1,262	1,428	CDP 716.1, GRI 305-1

⁶ Calculation considers biogenic emissions from the biomass process.

⁷ In 2024, we closed our administrative office in Shanghai.

METRIC	2025	2024	2023	REFERENCE
Direct Scope 1 GHG emissions by source				
Direct emissions – stationary combustion (tCO ₂ e)	126,560	119,856	93,056	GRI 305-1
Fugitive emissions from refrigerants (tCO ₂ e)	6,820	3,571	5,668	GRI 305-1
Direct emissions – mobile combustion (tCO ₂ e)	3,857	3,493	3,520	GRI 305-1, ISS E&S
Electricity indirect (Scope 2) GHG emissions				
Gross indirect (Scope 2) GHG emissions (market-based) (tCO ₂ e)	483,413 <input checked="" type="checkbox"/>	499,723	422,824	CSA, GRI 305-2, ISS ESG B.1.3.1, ISS E&S
Gross indirect (Scope 2) GHG emissions (location-based) (tCO ₂ e)	308,233 <input checked="" type="checkbox"/>	303,465	299,081	CSA, GRI 305-2, ISS ESG B.1.3.1, ISS E&S
Scope 2 emissions by country (market-based method)				
Australia (tCO ₂ e)	64	27.04	29	GRI 305-2
Bangladesh (tCO ₂ e)	27,009	21,719	7,771	GRI 305-2
Barbados (tCO ₂ e)	884	900.06	816	GRI 305-2
Canada (tCO ₂ e)	Not available	Not available	Not available	GRI 305-2
China (tCO ₂ e) ⁵	Closed	Closed	6	GRI 305-2
Dominican Republic (tCO ₂ e)	20,901	22,164	21,772	GRI 305-2
Honduras (tCO ₂ e)	260,625	277,853	196,953	GRI 305-2
Nicaragua (tCO ₂ e)	5,553	4,469	4,564	GRI 305-2
United States (tCO ₂ e)	168,378	172,593	190,913	GRI 305-2
Other indirect (Scope 3) GHG emissions				
Purchased goods and services	1,765,195	1,739,057	1,670,877	CSA, GRI 305-3, ISS ESG B.1.3.1, ISS E&S
Capital goods	31,207	39,663	40,705	CSA, GRI 305-3, ISS ESG B.1.3.1, ISS E&S
Fuel and energy-related activities	175,472	147,613	165,318	CSA, GRI 305-3, ISS ESG B.1.3.1, ISS E&S
Upstream transportation and distribution	128,054	119,249	123,866	CSA, GRI 305-3, ISS ESG B.1.3.1, ISS E&S
Waste generated in operations	13,460	10,242	11,087	CSA, GRI 305-3, ISS ESG B.1.3.1, ISS E&S
Business travel	2,346	3,334	2,957	CSA, GRI 305-3, ISS ESG B.1.3.1, ISS E&S
Employee commuting	76,953	78,584	68,732	CSA, GRI 305-3, ISS ESG B.1.3.1, ISS E&S
Downstream transportation and distribution	27,078	25,136	27,105	CSA, GRI 305-3, ISS ESG B.1.3.1, ISS E&S
End-of-life of sold products	83,139	82,178	76,437	CSA, GRI 305-3, ISS ESG B.1.3.1, ISS E&S

METRIC	2025	2024	2023	REFERENCE
Air emissions				
Nitrogen oxide (NO _x) (t)	451	800	502	GRI 305-7
Sulphur dioxide (SO ₂) (t)	478	438	386	GRI 305-7
ENERGY				
Energy consumption				
Total energy consumed within the organization (GJ)	11,572,696 <input checked="" type="checkbox"/>	11,590,001	11,453,554	GRI 302-1, ISS ESG B.1.1.1, ISS E&S
Total fuel consumption within the organization from non-renewable sources (GJ)	1,981,385	1,894,099	1,458,777	GRI 302-1
Total electricity consumption from non-renewable sources (GJ)	3,430,015	3,456,810	3,505,509	GRI 302-1
Total electricity consumption from renewable sources (GJ) ⁸	54,127	18,902	18,823	GRI 302-1
Total non-renewable energy consumption (GJ)	5,411,400 <input checked="" type="checkbox"/>	5,350,908	4,964,286	CSA, ISS E&S
Total renewable and alternative energy consumption (GJ) ⁹	6,161,296 <input checked="" type="checkbox"/>	6,239,092	6,489,359	CSA, ISS E&S
Percentage of renewable and alternative energy consumed (%) ¹⁰	53	54	57	ISS E&S
Self-generated and consumed steam (GJ)	2,446,924	2,492,207	2,592,476	GRI 302-1
Energy consumption by source				
Electricity (GJ)	3,466,504	3,475,712	3,524,332	GRI 302-1, ISS ESG B.1.2.4
Propane (GJ)	203,290	179,406	160,715	GRI 302-1, ISS ESG B.1.2.4
Fuel oil (bunker) (GJ)	864,899	753,157	683,998	GRI 302-1, ISS ESG B.1.2.4
Diesel (GJ)	183,464	394,282	228,515	GRI 302-1, ISS ESG B.1.2.4
Natural gas (GJ)	724,902	566,442	384,197	GRI 302-1, ISS ESG B.1.2.4
Biomass (GJ)	6,107,169	6,220,190	6,470,445	GRI 302-1, ISS ESG B.1.2.4
LNG (GJ)	0	Not reported	Not reported	GRI 302-1, ISS ESG B.1.2.4
CNG (GJ)	3,799	811	1,352	GRI 302-1, ISS ESG B.1.2.4
Gasoline/octane (GJ)	1,032	Not reported	Not reported	GRI 302-1, ISS ESG B.1.2.4
Self-generated renewable energy (GJ)	17,638	Not reported	Not reported	GRI 302-1, ISS ESG B.1.2.4

⁸ Solar energy purchased in Honduras and Nicaragua.

⁹ 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 consumption figures for all comparative years using the updated methodology were recalculated, ensuring full comparability across periods by applying a consistent calculation basis.

¹⁰ Alternative energy includes biomass energy.

METRIC	2025	2024	2023	REFERENCE
Energy consumption by process				
Distribution centre (GJ)	85,131	76,301	77,396	GRI 302-1, MSCI
Hosiery (GJ)	300,786	292,677	220,844	GRI 302-1, MSCI
Textile (GJ)	3,466,251	3,359,577	2,933,841	GRI 302-1, MSCI
Yarn (GJ)	2,082,337	2,129,196	2,309,144	GRI 302-1, MSCI
Sewing (GJ)	198,411	194,854	196,513	GRI 302-1, MSCI
Garment dyeing (GJ)	104,377	83,722	74,683	GRI 302-1, MSCI
Integrated manufacturing (textiles and sewing) (GJ)	938,615	980,103	530,237	GRI 302-1, MSCI
Other (GJ)	4,396,787	4,473,570	5,110,896	GRI 302-1, MSCI
Energy intensity				
Total energy intensity (GJ/kg)	0.04077	0.04258	0.04475	GRI 302-3, ISS ESG B.3.1.1
Energy intensity by process				
Distribution centre (GJ/kg)	0.0003	0.0003	0.0003	GRI 302-3
Hosiery (GJ/kg)	0.0011	0.0011	0.0009	GRI 302-3
Textile (GJ/kg)	0.0122	0.0123	0.0115	GRI 302-3
Yarn (GJ/kg)	0.0073	0.0078	0.009	GRI 302-3
Sewing (GJ/kg)	0.0007	0.0007	0.0008	GRI 302-3
Garment dyeing (GJ/kg)	0.0004	0.0003	0.0003	GRI 302-3
Integrated manufacturing (textiles and sewing) (GJ/kg)	0.0033	0.0036	0.0021	GRI 302-3
Other (GJ/kg)	0.0155	0.0164	0.0200	GRI 302-3
WATER				
Water discharge				
Total water discharge (ML)	16,749	15,810	16,264	CSA, GRI 303-4, ISS E&S
Total water discharge to areas with water stress (ML)	2,538	2,151	1,582	GRI 303-4
Water discharge by destination				
Surface water (on-site treatment) (ML)	16,007	14,992	15,371	GRI 303-4
Third-party destinations (off-site treatment) (ML)	743	818	893	GRI 303-4

METRIC	2025	2024	2023	REFERENCE
Incidents of non-compliance with discharge limits at Gildan-operated facilities (#)	0	0	0	GRI 303-4, ISS E&S
Gildan facilities in compliance with wastewater discharge permits and/or contractual obligations (%)	100	100	100	
Zero Discharge Hazardous Chemicals (ZDHC) related to wastewater reporting				
Textile facilities reporting on ZDHC wastewater effluent (%)	100	100	100	
Water withdrawal by source				
Total water withdrawal (ML)	17,596	16,911	17,230	CSA, GRI 303-3, ISS ESG B.1.4.2, ISS E&S
Total water withdrawal from all areas with water stress (ML)	2,578	2,527	1,889	GRI 303-3, ISS ESG B.1.4.2
Groundwater (ML) (fresh groundwater)	16,757	15,996	16,243	CSA, GRI 303-3, ISS ESG B.1.4.2, ISS E&S
Freshwater (ML)	16,757	15,996	16,243	CSA, GRI 303-3, ISS ESG B.1.4.2, ISS E&S
Third-party water (ML)	839	915	988	CSA, GRI 303-3, ISS ESG B.1.4.2, ISS E&S
Water intensity				
Total water withdrawal (m ³)	17,596,332	16,911,368	17,230,746	
Water intensity (m ³ water withdrawn/kg produced)	0.06199 <input checked="" type="checkbox"/>	0.06213	0.06732	
Change in water intensity, compared to 2018 base year (%)	-25.3 <input checked="" type="checkbox"/>	-25.2	-18.9	
Water consumption				
Total water consumption from all areas (ML)	847	1,102	967	CSA, GRI 303-5, ISS E&S
Total water consumption from water-stressed areas (ML)	40 ¹¹	377	307	CSA, GRI 303-5, ISS E&S
Exposure of suppliers to water risks				
Purchased cotton originating from water-stressed areas (%)	25	27	43	CSA, SASB CG-AA-440a.3
WASTE				
Total manufacturing waste sent to landfill (MT)	2,932 <input checked="" type="checkbox"/>	903	945	CSA, GRI 306-5
Manufacturing waste recycled (MT)	62,123	58,873	80,382	GRI 306-4
Total waste disposed (MT)	20,777 <input checked="" type="checkbox"/>	10,533	10,192	CSA, GRI 306-5, ISS E&S
Total waste recycled (MT)	74,660	68,231	74,879	GRI 306-4
Total waste reused (MT)	42,522	30,284	0	

¹¹ Variation from 2024 to 2025 was due to the discontinuance of a textile process in Bangladesh in December 2024 and the installation of a flowmetre in a facility in Bangladesh to enhance data collection.

METRIC	2025	2024	2023	REFERENCE
Total waste recycled and reused (MT) ¹²	117,182 <input checked="" type="checkbox"/>	98,514	74,879	CSA
Share of total waste sent to landfill (%)	8.83	4	6.2	GRI 306-5
Annual total waste generation intensity (kg per kg production)	0.486	0.4006	0.332	ISS ESG B.3.4.2
Total waste generated (MT)	137,959	109,047	85,071	GRI 306-3, ISS E&S
Category 1: non-hazardous (MT)	135,631	108,183	84,001	GRI 306-3, ISS E&S
Category 2: hazardous (MT)	2,329	864	1,069	GRI 306-3, ISS E&S
Manufacturing waste generated (MT)	123,886	98,533	80,382	GRI 306-3, ISS E&S
Category 3: manufacturing waste – non-hazardous (MT) ¹³	121,878	97,716	79,356	GRI 306-3, ISS E&S
Waste diverted from disposal				GRI 306-4, ISS E&S
Category 1: non-hazardous (MT)	116,017	98,299	74,755	GRI 306-4
Category 2: hazardous (MT)	1,165	215	124	GRI 306-4
Category 3: manufacturing waste – non-hazardous (MT)	103,744	88,942	71,209	GRI 306-4
Category 4: manufacturing waste – hazardous (MT)	901	214.96	122	GRI 306-4
Waste directed to disposal				CSA, GRI 306-5, ISS E&S
Category 1: non-hazardous (MT)	19,614	9,884	9,246	GRI 306-5
Category 2: hazardous (MT)	1,163	649	946	GRI 306-5
Category 3: manufacturing waste – non-hazardous (MT)	18,134	8,775	8,146	GRI 306-5
Category 4: manufacturing waste – hazardous (MT)	1,107	602.26	905	GRI 306-5
Waste diverted from disposal, by recovery option				
Category 1: non-hazardous waste (MT)	116,017	98,299	74,755	GRI 306-4
Preparation for reuse – on-site (MT)	41,738	30,284	Not available	GRI 306-4, ISS E&S
Recycling – off-site (MT)	74,279	68,016	74,755	GRI 306-4, ISS E&S
Other recovery operations	0	0	0	GRI 306-4

¹² In 2024, we initiated separate tracking of the reuse metric across all manufacturing sites. The combined metric under "Total waste recycled and reused" is now reported as two distinct metrics: "Total waste recycled" and "Total waste reused." As a result, the figures under "Recycling" cannot be directly compared to those from 2023. To make the metric comparable, refer to the metric identified as "Total waste recycled and reused."

¹³ Category 3 is a subcategory of Category 1 (non-hazardous).

METRIC	2025	2024	2023	REFERENCE
Category 2: hazardous waste – off-site (MT)	1,165	215	124	GRI 306-4
Preparation for reuse (MT)	785	0	Not available	GRI 306-4, ISS E&S
Recycling (MT)	381	215	124	GRI 306-4, ISS E&S
Other recovery operations	0	0	0	GRI 306-4
Waste directed to disposal, by disposal operation				
Category 1: non-hazardous waste – on-site (MT)	10,602	5,058	3,958	GRI 306-5
Incineration (with energy recovery) (MT)	10,602	5,058	3,958	CSA, GRI 306-5, ISS E&S
Category 1: non-hazardous waste – off-site (MT)	9,013	4,826	5,288	GRI 306-5
Incineration (with energy recovery) (MT)	0	0	0	CSA, GRI 306-5, ISS E&S
Incineration (without energy recovery) (MT)	2,343	438	4	CSA, GRI 306-5, ISS E&S
Landfilling (MT)	6,669	4,388	5,284	CSA, GRI 306-5, ISS E&S
Other disposal options (MT)	0	0	0	CSA, GRI 306-5
Category 2: hazardous waste – off-site (MT)	1,163	649	946	CSA, GRI 306-5, ISS E&S
Incineration (with energy recovery) (MT)	0	0	0	CSA, GRI 306-5, ISS E&S
Incineration (without energy recovery) (MT)	1,163	648	945	CSA, GRI 306-5, ISS E&S
Landfilling (MT)	0	0.12	0.22	CSA, GRI 306-5, ISS E&S
Other disposal options (MT)	0	0	0	CSA, GRI 306-5
COMPLIANCE				
Environmental violations of legal obligations/regulations (#)	0	0	0	CSA
Fines/penalties related to the above (\$M)	0	0	0	CSA, ISS E&S
Environmental liability accrued at end of year (\$M)	0	0	0	CSA
Number of environmental audits performed in Gildan-operated facilities	17	16	20	
Number of non-compliances found during environmental audits	24	65	134	
Gildan-operated facilities that have completed the Cacsale's Higg Facility Environmental Module (Higg FEM) assessment (#)	19	17	16	SASB CG-AA-430a.2
Finished product contractors that have completed the Higg FEM assessment (%)	63	62	52	SASB CG-AA-430a.2

METRIC	2025	2024	2023	REFERENCE
MATERIALS				
Wood/paper fibre packaging				
Total weight of wood/paper fibre packaging (MT)	32,763	30,150 ¹⁴	29,629 ¹⁵	CSA, ISS E&S
Total weight of packaging that has recycled or certified content (MT)	24,977	23,583 ¹⁴	21,860 ¹⁵	CSA
Wood/paper fibre packaging that has recycled or certified content (%)	76	78 ¹⁴	74 ¹⁵	CSA, ISS E&S
Plastic packaging				
Total weight of plastic packaging (MT)	3,089	2,715 ¹⁴	1,443 ¹⁵	CSA, ISS E&S
Total weight of plastic packaging that has recycled content (MT)	302	393 ¹⁴	175	CSA, ISS E&S
Plastic packaging that has recycled or certified content (%)	10	14 ¹⁴	12	CSA, ISS E&S
Fibre input¹⁶				
Cotton (%)	80	81	80	SASB CG-AA-440a.3 / CG-AA-440a.4
Polyester (%)	20	19	20	SASB CG-AA-440a.3 / CG-AA-440a.4
Raw materials with third-party verification (% of total weight)				
Recycled polyester or alternative fibre and/or yarns sourced (%)	25.2 <input checked="" type="checkbox"/>	18.9	9.2	ISS ESG B.2.2.2.5.1, SASB CG-AA-440a.4
Sustainable cotton sourced (%) ¹⁷	100 <input checked="" type="checkbox"/>	77.3	35.7	CSA, ISS ESG B.2.2.2.2, MSCI, SASB CG-AA-440a.4
Net sales from products certified STANDARD 100 by OEKO-TEX (%)	90	90	90	SASB CG-AA-250a.2
Sustainable packaging and trims				
Recycled and sustainable packaging and trim materials used (related to apparel SKUs) (%)	64.3 <input checked="" type="checkbox"/>	60.0	46.6	ISS E&S

¹⁴ Data were incorrectly reported in the 2024 Report and have been updated here.

¹⁵ Data were incorrectly reported in the 2023 Report and have been updated here.

¹⁶ Fibre input includes the weight of cotton and polyester fibres purchased and spun at our spinning facilities, as well as contained in our sourced yarns and sourced products. Other types of synthetic fibres included in purchased yarns or sourced products represent less than 1% of our total fibre consumption and are not included in this metric.

¹⁷ 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.

SOCIAL

METRIC	2025	2024	2023	REFERENCE
LOCAL SUPPLIERS				
Total local suppliers (#)	2,624	2,667	2,796	
Total local suppliers spend (\$M)	1,069	1,286	1,598	GRI 204-1
HEALTH AND SAFETY				
Safety statistics				
Training hours conducted on occupational health and safety (OHS) policies and procedures (#)	146,457	163,561	127,765	GRI 2-24, ISS E&S
Health and safety audits performed by Gildan (#)	4	12	9	
Work-related fatalities – employees (#)	0 <input checked="" type="checkbox"/>	0	0	CSA, GRI 403-9, ISS E&S
Work-related fatalities – for selected contractors in Bangladesh (#)	0 <input checked="" type="checkbox"/>	0	0	CSA, GRI 403-9, ISS E&S
Fatalities as a result of work-related ill health – employees (#)	0	0	0	GRI 403-10, ISS E&S
High-consequence work-related injuries (excluding fatalities) (#)	2	1	1	GRI 403-9, ISS E&S
Work-related injury rate (TRIR) for employees (based on 200,000 hours)	0.20	0.34	0.23	GRI 403-9, ISS ESG A.1.1.3.2, ISS E&S
Severity rate for employees (based on 200,000 hours)	2.49	2.31	2.17	ISS ESG A.1.1.3.2
Lost time injury rate (LTIR) for employees (cases per 200,000 hours worked)	0.09 <input checked="" type="checkbox"/>	0.12	0.10	CSA, ISS E&S
Lost time injury rate (LTIR) for selected contractors in Bangladesh (cases per 200,000 hours worked)	0.00 <input checked="" type="checkbox"/>	0.48	0.34	
Data coverage for LTIR – employees (%)	100	100	100	CSA
Workers covered by OHS				
Employees globally represented by formal health and safety committees (%)	99	99	97	GRI 403-8
SOCIAL COMPLIANCE AND SUPPLIER STANDARDS				
Due diligence process for finished product contractors				
New finished product contractors that went through a due diligence process (#) ¹⁸	19	12	2	CSA
New finished product contractors screened using social criteria (%)	100	100	100	CSA, ISS E&S
New finished product contractors unable to demonstrate adequate levels of compliance with our policies, programs, and/or standards (%)	5	42	0	CSA

¹⁸ Finished product contractors are classified as Tier 1, representing entities with whom we maintain direct business relationships.

METRIC	2025	2024	2023	REFERENCE
Significant finished product contractors (Tier 1) (#)	20	16	21	CSA
Total manufacturing spend on significant finished product contractors (Tier 1) (%)	16	9	15	CSA
Social compliance scope				
Total number of finished product contractor facilities covered by our Social Compliance program (#)	41	45	46	CSA, SASB CG-AA-000.A
Total number of finished product contractor facilities fully dedicated to Gildan's production (#)	6	9	9	CSA
Social compliance audits				
Total number of audits at Gildan-operated and finished product contractor facilities (#)	46	65	58	CSA, ISS ESG A.1.2.2
Total number of Gildan-operated facilities that were audited (#)	11	20	16	CSA
Audits at Gildan-operated facilities that were conducted by our Social Compliance team (%)	82	35	69	CSA
Audits at Gildan-operated facilities that were conducted by third-party auditors (%)	18	65	31	CSA
Total number of finished product contractor facilities that were audited (#)	34	45	42	ISS ESG A.1.2.2, SASB CG-AA-430b.1
Audits at finished product contractor facilities that were conducted by our Social Compliance team (%)	20	38	29	
Audits at finished product contractor facilities that were conducted by third-party auditors on behalf of Gildan (%)	80	62	71	
Finished product contractor facilities audited at least once during the year (%)	83	100	91	
External audits				
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	36	35	
Non-compliances at Gildan-operated facilities				
Total non-compliances (#)	52	87	99	CSA
Non-compliances at finished product contractors facilities				
Total non-compliances (#)	264	253	225	CSA, ISS E&S, SASB CG-AA-430b.3
Severity of non-compliances				
Non-compliances at finished product contractor facilities (#)	264	253	225	CSA, ISS E&S, SASB CG-AA-430b.3
Minor and moderate (#)	256	226	210	
Major (#)	8	27	15	
Priority non-conformance rate for suppliers' labour code of conduct audits (%)	20	60 ¹⁹	36	SASB CG-AA-430b.2
Finished product contractors with non-compliance incidents that were terminated (#)	0	0	0	CSA
Finished product contractors with major non-compliances (#)	4	12	8	

¹⁹ The increase in 2024 is mainly attributed to a higher number of supplier audits performed including facilities audited for the first time. First-time audits generally identify a higher number of findings than do audits in facilities that have been previously audited.

METRIC	2025	2024	2023	REFERENCE
Corrective action plans (CAPs) and capacity building program				
Finished product contractors under a CAP to address non-conformances (minor, moderate, and major findings) (#)	34	43	42	CSA, ISS ESG A.1.2.2
Finished product contractors supported in CAP implementation (#)	34	43	42	CSA, ISS ESG A.1.2.2
Corrective action rate for priority non-conformance (major findings) at finished product contractors (%)	100	100	100	CSA, ISS E&S, SASB CG-AA-430b.2
Suppliers in capacity building programs (#)	0	4	23	CSA, ISS E&S
Collective bargaining agreements and trade unions				
Employees covered under collective bargaining agreements (%)	55	54	52	CSA, GRI 2-30, MSCI, Sustainalytics
Due diligence process for suppliers				
Supplier due diligence assessments undertaken (new assessments and renewals) (#)	194	153	205	
WORKFORCE BENEFITS				
Investment in worker training				
Total hours of training provided by the organization to employees (#M)	2.44	3.97	2.54	
Average spent per full-time employee (FTE) on training and development (\$/FTE)	29	24	32	CSA
Average hours per FTE of training and development (#)	52	80	60	CSA, GRI 404-1, ISS E&S
Performance evaluation				
Total employees who received a performance review during the reporting year (#)	15,060	17,753	14,466	GRI 404-3, ISS ESG A.1.1.7.1
Human rights worker training				
Code of Conduct (# hours)	30,467	25,158	17,676	GRI 2-24
Code of Ethics (# hours)	27,653	22,208	16,752	GRI 2-24
Grievance mechanisms (# hours)	24,603	18,964	18,235	GRI 2-24
Human development (# hours)	28,863	35,881	38,030	GRI 2-24
Security personnel trained in human rights policies and procedures (# employees / % employees)	822 / 100	752 / 100	761 / 100	GRI 410-1, ISS ESG A.1.1.7.2
Financial benefits				
Total salaries, wages, and short-term benefits (\$M)	597.8	561.7	583.8	
WORKFORCE GENDER REPRESENTATION				
Total number of employees (#)	48,406	49,470	42,552	CSA, GRI 2-7, MSCI
Total workforce gender representation (% male / % female)	56 / 44	57 / 43	57 / 43	CSA, GRI 405-1, ISS ESG A.1.1.2.3, ISS E&S

METRIC	2025	2024	2023	REFERENCE
United States (only) female employee base (%)	40	40	40	
Full-time permanent employees all regions (# male / # female)	27,014 / 21,192	28,076 / 21,284	24,084 / 18,335	GRI 2-7, ISS ESG A.1.1.6.2.2
Asia (# male / # female)	5,012 / 3,336	6,190 / 4,007	3,966 / 2,823	GRI 2-7, ISS ESG A.1.1.6.2.2
Caribbean (# male / # female)	2,783 / 2,428	2,709 / 2,247	2,735 / 2,358	GRI 2-7, ISS ESG A.1.1.6.2.2
Central America (# male / # female)	17,579 / 14,261	17,481 / 13,845	15,751 / 12,023	GRI 2-7, ISS ESG A.1.1.6.2.2
North America (# male / # female)	1,640 / 1,167	1,696 / 1,186	1,632 / 1,131	GRI 2-7, ISS ESG A.1.1.6.2.2
Part-time permanent employees all regions (# male / # female)	21 / 7	25 / 7	20 / 2	GRI 2-7, ISS ESG A.1.1.6.2.2
Asia (# male / # female)	0 / 5	0 / 3	0 / 1	GRI 2-7, ISS ESG A.1.1.6.2.2
Caribbean (# male / # female)	0 / 0	0 / 0	0 / 0	GRI 2-7, ISS ESG A.1.1.6.2.2
Central America (# male / # female)	0 / 0	0 / 0	0 / 0	GRI 2-7, ISS ESG A.1.1.6.2.2
North America (# male / # female)	21 / 2	25 / 4	20 / 1	GRI 2-7, ISS ESG A.1.1.6.2.2
Full-time temporary employees all regions (# male / # female)	99 / 73	49 / 25	72 / 34	GRI 2-7, ISS ESG A.1.1.6.2.2
Asia (# male / # female)	0 / 1	3 / 1	1 / 1	GRI 2-7, ISS ESG A.1.1.6.2.2
Caribbean (# male / # female)	4 / 7	1 / 7	8 / 5	GRI 2-7, ISS ESG A.1.1.6.2.2
Central America (# male / # female)	93 / 60	41 / 15	62 / 28	GRI 2-7, ISS ESG A.1.1.6.2.2
North America (# male / # female)	2 / 5	4 / 3	1 / 0	GRI 2-7, ISS ESG A.1.1.6.2.2
Part-time temporary employees all regions (# male / # female)	0 / 0	1 / 1	1 / 4	GRI 2-7, ISS ESG A.1.1.6.2.2
Asia (# male / # female)	0 / 0	0 / 1	0 / 2	GRI 2-7, ISS ESG A.1.1.6.2.2
Caribbean (# male / # female)	0 / 0	0 / 0	0 / 0	GRI 2-7, ISS ESG A.1.1.6.2.2
Central America (# male / # female)	0 / 0	0 / 0	0 / 0	GRI 2-7, ISS ESG A.1.1.6.2.2
North America (# male / # female)	0 / 0	1 / 0	1 / 2	GRI 2-7, ISS ESG A.1.1.6.2.2
Employee categories				
Managers (#) ²⁰	698	673	667	
Management positions (% male / % female) ²⁰	62 / 38	62 / 38	61 / 39	CSA, GRI 405-1, ISS ESG A.1.1.2.3, ISS E&S
Revenue-generating management positions (e.g., sales) (% male / % female)	66 / 34	67 / 32	68 / 32	CSA, GRI 405-1, ISS ESG A.1.1.2.3
STEM-related positions (% male / % female)	64 / 36	65 / 35 ²¹	80 / 20	CSA, GRI 405-1, ISS ESG A.1.1.2.3

²⁰ Includes junior, middle, and senior management positions.

²¹ Variation from 2023 to 2024 due to reclassification of job titles.

METRIC	2025	2024	2023	REFERENCE
Information technology (IT) workforce (% male / % female)	77 / 23	77 / 23	77 / 23	CSA, GRI 405-1, ISS ESG A.1.1.2.3
R&D positions (% male / % female)	59 / 41	57 / 43	60 / 40	CSA, GRI 405-1, ISS ESG A.1.1.2.3
Production and distribution employees (% male / % female)	47 / 53	48 / 52	48 / 52	CSA, GRI 405-1, ISS ESG A.1.1.2.3
Top management positions (max. two levels away from CEO) (% male / % female) ²²	73 / 27	73 / 27	71 / 29	CSA, GRI 405-1
Women composing the collective employee group of director-level and above (% female)	32.7 <input checked="" type="checkbox"/>	32.3	34.3	CSA, ISS ESG A.1.1.2.3, ISS E&S
Top-level management positions (max. two levels away from CEO) (# females)				
Under 30 (#)	0	0	0	GRI 405-1, ISS E&S
30 – 50 (#)	4	5	7	GRI 405-1, ISS E&S
Over 50 (#)	11	8	8	GRI 405-1, ISS E&S
Junior / first-level management positions (# females)				
Under 30 (#)	4	3	8	GRI 405-1, ISS E&S
30 – 50 (#)	159	162	189	GRI 405-1, ISS E&S
Over 50 (#)	38	29	45	GRI 405-1, ISS E&S
WORKFORCE BY AGE GROUP				
Global workforce				
Under 30 (%)	49	52	50	GRI 405-1, ISS E&S
30 – 50 (%)	47	44	46	GRI 405-1, ISS E&S
Over 50 (%)	4	4	4	GRI 405-1, ISS E&S
RACE/ETHNICITY DEMOGRAPHIC				
Total U.S. employees who self-identify as a member of an underrepresented racial or ethnic group (%)	58	57	54	CSA, GRI 405-1, ISS E&S
Asian (%)	5	5	5	CSA, GRI 405-1, ISS E&S
Black or African American (%)	33	32	31	CSA, GRI 405-1, ISS E&S
Hispanic or Latino (%)	20	20	18	CSA, GRI 405-1, ISS E&S
White (%)	38	40	44	CSA, GRI 405-1, ISS E&S
Indigenous or Native (%)	0	0	1	CSA, GRI 405-1, ISS E&S
Not Specified (%)	4	3	2	CSA, GRI 405-1, ISS E&S

²² Includes senior vice-presidents and vice-presidents.

METRIC	2025	2024	2023	REFERENCE
NEW EMPLOYEE HIRES				
Total number of new employee hires at the global-level (#)	11,681	19,522 ²³	9,851	CSA, GRI 401-1
Gender representation of new employee hires (% male / % female)	55 / 45	58 / 42	59 / 41	CSA, GRI 401-1, ISS E&S
Total new employees hired (% of workforce)	24	39	23	GRI 401-1
Open positions filled by internal candidates (%)	35	35	30	CSA
Asia				
Under 30 (% male / % female)	1 / 1	15 / 9	10 / 5	CSA, GRI 401-1, ISS E&S
30 – 50 (% male / % female)	0 / 0	4 / 3	5 / 2	CSA, GRI 401-1, ISS E&S
Over 50 (% male / % female)	0 / 0	0 / 0	0 / 0	CSA, GRI 401-1, ISS E&S
Total (% male / % female)	2 / 1	18 / 12	15 / 7	CSA, GRI 401-1, ISS E&S
Caribbean				
Under 30 (% male / % female)	9 / 7	4 / 3	8 / 8	CSA, GRI 401-1, ISS E&S
30 – 50 (% male / % female)	3 / 4	1 / 1	2 / 3	CSA, GRI 401-1, ISS E&S
Over 50 (% male / % female)	0 / 0	0 / 0	0 / 0	CSA, GRI 401-1, ISS E&S
Total (% male / % female)	11 / 10	5 / 5	11 / 11	CSA, GRI 401-1, ISS E&S
Central America				
Under 30 (% male / % female)	29 / 23	24 / 18	19 / 13	CSA, GRI 401-1, ISS E&S
30 – 50 (% male / % female)	7 / 8	6 / 6	5 / 4	CSA, GRI 401-1, ISS E&S
Over 50 (% male / % female)	0 / 0	0 / 0	0 / 0	CSA, GRI 401-1, ISS E&S
Total (% male / % female)	35 / 31	29 / 24	24 / 17	CSA, GRI 401-1, ISS E&S
North America				
Under 30 (% male / % female)	3 / 1	2 / 1	4 / 3	CSA, GRI 401-1, ISS E&S
30 – 50 (% male / % female)	3 / 2	2 / 1	4 / 3	CSA, GRI 401-1, ISS E&S
Over 50 (% male / % female)	1 / 0	1 / 0	1 / 1	CSA, GRI 401-1, ISS E&S
Total (% male / % female)	6 / 3	5 / 3	10 / 6	CSA, GRI 401-1, ISS E&S



²³ Increase over 2023 due to ramp up of production in Bangladesh and Central America.

METRIC	2025	2024	2023	REFERENCE
PARENTAL LEAVE				
Employees entitled to parental leave (# male / # female)	16,245 / 21,249	17,480 / 21,296	13,431 / 18,104	GRI 401-3
Employees who took parental leave (# male / # female)	857 / 1,373	667 / 1,003	517 / 1,252	GRI 401-3
Average number of paid leave in weeks offered to the primary caregiver for the majority of employees (#) ²⁴	15	Not reported	15	CSA
Parental leave: employee retention rate				
Employees who returned to work in reporting period after parental leave (# male / # female)	837 / 859	681 / 924	512 / 1,093	GRI 401-3
Employees that were due to return to work in the reporting year after parental leave ended (#)	857 / 1,088	682 / 1,026	516 / 1,252	GRI 401-3
Return to work rate (% male / % female)	98 / 79	100 / 90	99 / 87	GRI 401-3
EMPLOYEE ENGAGEMENT²⁵				
Percentage of network employees who are engaged (%)	74	Not available	70	CSA, ISS E&S
Percentage of network employees who responded to the survey (%)	90	Not available	82	CSA
Percentage of hourly employees who are engaged (%)	Not available	81	83	
Percentage of hourly employees who responded to the survey (%)	Not available	95	92	
FEMALE-TO-MALE AVERAGE MONTHLY SALARY RATIO (GLOBAL)				
Executive level – base salary only (%)	0	0	0	CSA, GRI 405-2, ISS ESG A.1.1.2.4, ISS E&S, Sustainalytics
Executive level – base salary + other cash incentives (%)	0	0	0	CSA, GRI 405-2, ISS ESG A.1.1.2.4, ISS E&S, Sustainalytics
Management level – base salary only (%)	96	93	94	CSA, GRI 405-2, ISS ESG A.1.1.2.4, ISS E&S, Sustainalytics
Management level – base salary + other cash incentives (%)	95	93	93	CSA, GRI 405-2, ISS ESG A.1.1.2.4, ISS E&S, Sustainalytics
Non-management level – base salary only (%)	138	139	152	CSA, GRI 405-2, ISS ESG A.1.1.2.4, ISS E&S, Sustainalytics
Female-to-male average monthly salary ratio (Bangladesh)				
Management level – base salary only (%)	100	100	116	GRI 405-2
Management level – base salary + other cash incentives (%)	97	96	116	GRI 405-2
Non-management level – base salary only (%)	78	75	70	GRI 405-2
Female-to-male average monthly salary ratio (Dominican Republic)				
Management level – base salary only (%)	81	89	83	GRI 405-2
Management level – base salary + other cash incentives (%)	80	88	82	GRI 405-2
Non-management level – base salary only (%)	89	94	123	GRI 405-2

²⁴ For the purpose of this metric, women during pregnancy, or after birth, were considered primary caregivers.

²⁵ Our Global Employee Engagement & Inclusion surveys are done bi-annually, staggering hourly and networked surveys. In 2024, we surveyed a cross-section of hourly employees, excluding Bangladesh. In 2025, we surveyed a cross-section of networked employees.

METRIC	2025	2024	2023	REFERENCE
Female-to-male average monthly salary ratio (Honduras)				
Management level – base salary only (%)	88	82	85	GRI 405-2
Management level – base salary + other cash incentives (%)	89	81	85	GRI 405-2
Non-management level – base salary only (%)	97	97	97	GRI 405-2
Female-to-male average monthly salary ratio (Nicaragua)				
Management level – base salary only (%)	63	64	68	GRI 405-2
Management level – base salary + other cash incentives (%)	61	62	66	GRI 405-2
Non-management level – base salary only (%)	97	93	94	GRI 405-2
Female-to-male average monthly salary ratio (United States)				
Management level – base salary only (%)	96	89	87	GRI 405-2
Management level – base salary + other cash incentives (%)	95	89	86	GRI 405-2
Non-management level – base salary only (%)	90	91	91	GRI 405-2
EMPLOYEE TURNOVER				
Voluntary turnover rate (%)	16	19	21	CSA, GRI 401-1
Total employee turnover rate (%)	26	26	41	CSA, GRI 401-1, ISS E&S, MSCI, Sustainalytics
Employee turnover by gender				
Global female turnover rate (%)	25	25	43	CSA, GRI 401-1
Global male turnover rate (%)	27	26	40	CSA, GRI 401-1
Asia				
Under 30 (%)	29	35	19	CSA, GRI 401-1, ISS E&S
30 – 50 (%)	20	17	12	CSA, GRI 401-1, ISS E&S
Over 50 (%)	49	17	10	CSA, GRI 401-1, ISS E&S
Caribbean				
Under 30 (%)	63	61	53	CSA, GRI 401-1, ISS E&S
30 – 50 (%)	29	28	29	CSA, GRI 401-1, ISS E&S
Over 50 (%)	17	11	15	CSA, GRI 401-1, ISS E&S

METRIC	2025	2024	2023	REFERENCE
Central America				
Under 30 (%)	29	27	48	CSA, GRI 401-1, ISS E&S
30 – 50 (%)	14	16	42	CSA, GRI 401-1, ISS E&S
Over 50 (%)	7	7	33	CSA, GRI 401-1, ISS E&S
North America				
Under 30 (%)	80	79	155	CSA, GRI 401-1, ISS E&S
30 – 50 (%)	40	43	58	CSA, GRI 401-1, ISS E&S
Over 50 (%)	26	23	39	CSA, GRI 401-1, ISS E&S
Employee turnover by management level				
Junior management (%)	8	11	16	CSA, GRI 401-1
Middle management (%)	6	13	14	CSA, GRI 401-1
Senior management (%)	7	15	17	CSA, GRI 401-1
CUSTOMER RELATIONSHIP MANAGEMENT				
Customer satisfaction measurement (scale of 1 to 5)	4.39	4.11	4.21	CSA, ISS E&S
Customers covered (%)	54	57	68	CSA
Percentage of total customers using our online services solutions/sales platform (%)	87	86 ²⁶	82 ²⁶	CSA
Percentage of revenues generated online (e.g. through direct sales, advertising, etc.) (%)	88	88	89	CSA
COMMUNITY INVESTMENT				
Total community investment (spend/(\$M) ²⁷	2.9 	2.8	1.9	
Total in-kind giving (\$M)	0.03	0.8	0.6	
Management costs (\$M)	0.5	0.4	0.3 ²⁸	
Total cash and in-kind donations (\$M) ²⁹	2.4 	2.3	1.5	
Community investment allocation compared to adjusted pre-tax earnings (%) ³⁰	0.46	0.47	0.40	
Total volunteering hours (#)	57,315	38,918	36,126	

²⁶ Data were incorrectly reported in the 2024 Report and have been updated here.

²⁷ In 2025, annual total community contributions — including cash and in-kind donations, financial value of volunteer hours during work time, and management costs — are reported under total community investment rather than total cash and in-kind donations. This change is a reclassification only and does not affect the total value of annual contributions or prior period figures.

²⁸ For 2023, we included management costs of \$309,065 in our calculation methodology.

²⁹ In 2025, the basis for calculating total cash and in-kind donations was updated to include only cash and in-kind donations, rather than total community contributions. Comparative figures were restated to ensure consistency across periods.

³⁰ Based on adjusted pre-tax earnings.

GOVERNANCE

METRIC	2025	2024	2023	REFERENCE
BOARD STATISTICS				
Director tenure				
Tenure (# average)	6.7	5.7	7.7	CSA
Director gender diversity				
Board of Directors (% male / % female)	63 / 37	75 / 25	64 / 36	CSA, GRI 405-1, ISS E&S, Sustainalytics
Corporate Governance and Social Responsibility Committee (% male / % female)	50 / 50	75 / 25	50 / 50	CSA, GRI 405-1, ISS ESG A.3.1.1.3
Audit and Finance Committee (% male / % female)	67 / 33	75 / 25	67 / 33	CSA, GRI 405-1, ISS ESG A.3.1.1.3
Compensation and Human Resources Committee (% male / % female)	50 / 50	50 / 50	50 / 50	CSA, GRI 405-1, ISS ESG A.3.1.1.3
Executive Officers (% male / % female)	86 / 14	100 / 0	100 / 0	CSA, GRI 405-1
Director age diversity				
Under 30 (%)	0	0	0	GRI 405-1, ISS E&S
30 – 50 (%)	12	25	0	GRI 405-1, ISS E&S
Over 50 (%)	88	75	100	GRI 405-1, ISS E&S
Board structure				
Independent directors (#)	7	7	10	CSA, ISS ESG A.3.1.1.1, ISS E&S
Board effectiveness				
Board meeting attendance (% average)	98	98	98	CSA
Minimum attendance for all members required (%)	75	75	75	CSA
Maximum mandates for non-executive/independent directors, including Gildan (#)	4	4 ³¹	4 ³¹	CSA
Board experience				
Independent or non-executive members with industry experience (e.g., excludes executives) (#)	4	4	8	CSA, ISS ESG A.3.1.1.1
Ownership				
Shares held by the CEO (shown as a multiple of base salary) (#)	83.3	54.3	Not available	CSA

³¹ In previous years, "Maximum mandates for non-executive/independent directors (#)" was reported as three, excluding Gildan's Board. To better align with our Corporate Governance Guidelines and public disclosures related to directorship limits, this has been updated to four to include Gildan's Board.

METRIC	2025	2024	2023	REFERENCE
Average share ownership across other executive committee members (shown as a multiple of base salary)	16.8	26.1	12	CSA
Total government ownership (%)	0	0	0	CSA
CEO-to-employee pay ratio				
Total annual compensation of the CEO (\$M)	13.1	26.4 ³²	10.2	CSA, MSCI, Sustainalytics
Mean annual compensation of all employees, excluding the CEO (\$)	12,782	12,114	13,720	CSA
Mean employee compensation and the total annual compensation of the CEO (ratio)	1,029	2,182	746	CSA
ETHICS				
Ethics and anti-corruption				
Calls to Ethics Hotline (#)	152	31	37	ISS E&S
Reported breaches of Anti-corruption Policy and Compliance Program (#)	0	0	0	CSA, GRI 205-3
Business partner contracts terminated or not renewed due to violations or breaches of the Anti-corruption Policy and Compliance Program (#)	0	0	0	GRI 205-3
Reported breaches by employees related to money laundering (#)	0	0	0	CSA
Reported breaches by employees related to insider trading (#)	0	0	0	CSA
Grievances received by suggestion boxes and/or other local means (#)	7,845	3,372	3,110	ISS E&S
Legal actions				
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	0	GRI 206-1
Total number of significant instances of non-compliance with laws and regulations (#)	0	0	0	GRI 2-27
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labelling (#)	0	0	0	GRI 417-2, ISS E&S
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship (#)	0	0	0	GRI 417-3, ISS E&S
Cybersecurity and data privacy				
Total number of information security breaches (#)	0	0	0	CSA
Cybersecurity complaints received from outside parties and substantiated by the organization (#)	0	0	0	GRI 418-1
Complaints from regulatory bodies (#)	0	0	0	GRI 418-1
Substantiated complaints received concerning breaches of customer privacy and losses of customer data (#)	0	0	0	GRI 418-1
Policy influence				
Lobbying, interest representation, or similar (\$M)	0.69	0.21	0.10	CSA, ISS ESG A.2.1.3.2, ISS E&S, MSCI, Sustainalytics
Total contributions and other spending related to public policy (\$M)	1.03	0.62	0.62	CSA, ISS ESG A.2.1.3.2, ISS E&S, MSCI, Sustainalytics

³² This includes a special aspirational incentive plan (AIP) grant of \$13.1 million awarded in December 2024. The AIP is built as a four-year plan, with a fifth-year extension period, and is based on achieving share price hurdles with the opportunity for increased vesting and a higher payout with each successive threshold. The AIP requires a significant appreciation in share price prior to any payout and is entirely at risk. Its implementation reflects the outcome of engagement with, and feedback received from, shareholders. For more information, see the [2024 Management Information Circular](#).