SASB INDEX

The following index provides sustainability information for the 2025 calendar year, aligned with the 2023-12 Consumer Goods Sector Apparel, Accessories & Footwear Standard, Sustainable Industry Classification System® (SICS®) CG-AA under the stewardship of the International Sustainability Standards Board.[1]

<table>
<tr><th>TOPIC</th><th>METRIC</th><th>SASB CODE</th><th>DATA RESPONSE</th></tr>
<tr><td rowspan="2">Management of chemicals</td><td>Discussion of processes to maintain compliance with restricted substances regulations</td><td>CG-AA-250a.1</td><td>We evaluate and monitor chemicals, including high-risk chemicals, used at Gildan-operated facilities to help ensure compliance with all applicable laws and regulations. Our process includes three steps:
Acknowledging and agreeing with the Restricted Substances Code of Practice (RSCP) by suppliers and manufacturing contractors.
Gathering information on raw materials prior to purchase and evaluating information using the Safety Data Sheet Screening Process, including certification under Eco-Passport or STANDARD 100 by OEKO-TEX®, and testing by a third-party laboratory.
Classifying raw materials under one of the following: approved, approved with condition, or rejected.
We also provide training on the RSCP and chemical management to all our employees, contractors, and suppliers. In 2025, 100% of our key suppliers and finished product contractors acknowledged and agreed to the terms of our RSCP.
Because Gildan has a vertically integrated operating model, we report on our own manufacturing facilities – from raw material processing (Cascale Tier 3), to material production (Cascale Tier 2), to finished product assembly (Cascale Tier 1).</td></tr>
<tr><td>Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products</td><td>CG-AA-250a.2</td><td>Gildan is committed to ensuring that our products comply with applicable consumer safety and regulatory standards. To achieve this, we conduct product testing through independent, third-party laboratories that are selected based on their relevant accreditations.
Our Company-operated chemical facility is fully staffed with experienced chemical engineers and industry specialists, giving us greater enhanced oversight to manage risks and hazards associated with chemical products. As part of Gildan's RSCP, we align with and pursue compliance under the Zero Discharge Hazardous Chemicals (ZDHC) Manufacturing Restricted Substances List Program. The RSCP outlines our approach to handling banned and restricted substances in countries where we operate and sell our products, ensuring compliance with requirements such as the Consumer Product Safety Improvement Act, the REACH list of Substances of Very High Concern, and other applicable legislation.
Approximately 90% of brands manufactured by Gildan, including Gildan®, American Apparel®, Comfort Colors®, Gildan® Hammer™, GOLDTOE®, and Peds®, are certified by the internationally recognized STANDARD 100 by OEKO-TEX®, which allows producers and consumers to objectively assess the presence of harmful substances in textiles and apparel products based on approximately 100 human, ecological, and performance-related test parameters. Achieving the STANDARD 100 by OEKO-TEX® requires meeting strict standards including the absence of restricted chemicals. It also involves an annual independent validation through an accredited laboratory that tests raw materials and finished products.
Our processes to manage restricted substances are described in our Restricted Substances Code of Practice.
To learn more about our processes to assess and manage risks or hazards associated with chemicals in products, see our website.</td></tr>
<tr><td>Environmental impacts in the supply chain</td><td>Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreements[2]</td><td>CG-AA-430a.1</td><td>The vast majority of our sales are derived from products we manufacture ourselves. We depend on only a small number of suppliers relative to our overall supply chain.
Gildan-operated facilities are assessed for wastewater compliance. In our own textile and hosiery facilities we measure and monitor wastewater parameters against the ZDHC Wastewater Program.
<table>
<tr><th>Environmental impacts in the supply chain</th><th>2025</th></tr>
<tr><td>Percentage of Tier 1 supplier facilities in compliance with wastewater discharge permits and/or contractual agreement</td><td>We have a vertically integrated business model and as such we manage wastewater as part of our manufacturing footprint.</td></tr>
<tr><td>Percentage of supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement</td><td>We have a vertically integrated business model and as such we manage wastewater as part of our manufacturing footprint.</td></tr>
</table></td></tr>
</table>

[1] This index does not include or reflect data or information from HanesBrands LLC (formerly HanesBrands Inc.), which Gildan acquired on December 1, 2025.
[2] Scope of this metric is related to Tier 1 suppliers who produce finished goods for Gildan.

<table>
<tr><th>TOPIC</th><th>METRIC</th><th>SASB CODE</th><th>DATA RESPONSE</th></tr>
<tr><td>Environmental impacts in the supply chain</td><td>Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment</td><td>CG-AA-430a.2</td><td>As noted in CG-AA-430a.1, the vast majority of our sales are derived from products we manufacture ourselves. We depend on only a small number of suppliers relative to our overall supply chain.
To date, 100% of our own textile, garment, hosiery, and sewing facilities have completed the Higg Facility Environmental Module (HIGG FEM).

<table><tr><th>Environmental impacts in the supply chain</th><th>2025</th></tr><tr><td>Percentage of Tier 1 finished product contractor facilities that have completed the Cascale Higg FEM assessment[3]</td><td>63% (26 out of 41 Tier 1 finished product contractor facilities)</td></tr></table></td></tr>
<tr><td>Labour conditions in the supply chain</td><td>Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labour code of conduct, (3) percentage of total audits conducted by a third-party auditor</td><td>CG-AA-430b.1</td><td><table><tr><th>Environmental impacts in the supply chain</th><th>2023</th><th>2024</th><th>2025</th></tr><tr><td>Percentage of Tier 1 finished product contractor facilities that have been audited to a labour code of conduct – finished product contractors[4]</td><td>91</td><td>100</td><td>100</td></tr><tr><td>Percentage of Tier 1 finished product contractor facilities that have been audited to a labour code of conduct – suppliers (including packaging, trim materials, labels, dyes, and chemicals)</td><td>54</td><td>40</td><td>44</td></tr></table>
We accept external social compliance certifications such as Worldwide Responsible Accredited Production (WRAP), SEDEX Members Ethical Trade Audit (SMETA), Better Work, Social & Labor Convergence Program (SLCP), and Business Social Compliance Initiative (BSCI) for our third-party finished product contractors in Asia and selected facilities in the Americas, reducing audit duplication.

<table><tr><th>Environmental impacts in the supply chain</th><th>2023</th><th>2024</th><th>2025</th></tr><tr><td>Percentage of total audits of supplier facilities that were performed by an independent third-party auditor</td><td>71[5]</td><td>62[5]</td><td>80[5]</td></tr></table>
Certain third-party suppliers (indirect) must complete a pre-audit/self-assessment questionnaire to validate basic environmental, health, and safety (EHS), and other labour conditions within their operations.
More detail is provided on our website and in our Code of Conduct and Social & Sustainable Compliance Guidebook.

Audit methodologies and criteria

Gildan's finished product contractors[6] are audited to monitor the working conditions in compliance with Gildan's Code of Conduct and the benchmarks outlined in our Social & Sustainable Compliance Guidebook.

Each facility is inspected and audited for compliance with our Code of Conduct. Auditors must be granted access to all areas of the facility. Not granting access is a zero-tolerance issue, leading to an "access-denied" status, preventing the supplier from doing business with Gildan. All non-compliances, including breaches of our Code of Conduct and/or human rights issues, are recorded and tracked in our Corporate Social Compliance platform. In addition, internal auditors use our auditing guidelines as a reference when conducting audits. The categories below describe thresholds related to non-conformance and contractor expectations related to remedial efforts.
• Minor non-compliance: low-risk issue where improvement towards best practices is necessary. Remediation time frame: six months
• Moderate non-compliance: medium-risk issue, negative impact on workers' rights and safety (non-critical). Remediation time frame: up to two months, depending on type of violation
• Major non-compliance: high-risk issue, serious violation of Gildan's Code of Conduct, other codes the supplier adheres to, and/or the law, resulting in a severe impact on individual rights and/or physical safety. Remediation time frame: immediate
More detail is provided in our Social & Sustainable Compliance Guidebook.

Types of audits

These are the types of audits that may be conducted in a facility:
• Announced: the exact audit date is communicated to the facility
• Semi-announced: the facility is aware that an audit will be conducted within a specific time period (a window is provided weeks before)
• Unannounced: auditors arrive directly at the facility without prior notification
Types of auditors
• Audits may be conducted by our internal auditors and/or external auditors, according to the type of audit (audits on behalf of Gildan or its customers)</td></tr>
</table>

[3] Gildan uses a selection of third-party finished product contractors to sew product and prepare it for sale. Suppliers that do not have wet manufacturing processes are encouraged to use dyed yarns as raw materials, and they use Gildan-manufactured textile.
[4] As a vertically integrated manufacturer, the scope of Tier 1 suppliers covered in the metric is equivalent to finished product contractors.
[5] The remaining audits were conducted by an internal corporate representative.
[6] For the purposes of reporting, Tier 1 supplier facilities are defined as finished product contractor manufacturing facilities.

TOPIC	DATA RESPONSE
Labour conditions in the supply chain (continued)	

Audit results

Audit results are categorized from green to black based on the number and severity of findings against our Code of Conduct and the benchmarks outlined in our Social & Sustainable Compliance Guidebook (page 6). Green and yellow ratings may be cleared for continued business, orange and red require improvement within a set timeframe, and a black rating corresponds to a zero-tolerance issue (see page 7 of our Guidebook) and results in termination of the contract once open orders are completed.

Remediation process

A facility is required to work on an immediate remediation plan when a serious violation of any of the Principles in Gildan's Code of Conduct has been committed and has caused, or may cause, a negative impact on worker safety, well-being, and/or the environment. This remediation process involves a more systematic review. Examples of what should be considered in a remediation process include:

- In-depth investigation to confirm the non-compliance
- Interviews with affected stakeholders
- Documentation review (e.g., trainings, policies, and procedures)
- Root-cause analysis

In addition to the remediation process, a corrective action plan is required for all non-compliances identified in an audit process. The following are examples of what a corrective action plan could include, but may not be limited to:

- Photos of corrective actions
- Training attendance list
- Evidence of review of a policy / internal procedure

Gildan's Social Compliance team works with facility managers to provide advice and recommendations on how to best address issues, make changes where necessary, and put in place sustainable remediation solutions that are available for review and verification. Facilities provide details and evidence of their remediations, which are subject to verification through follow-up audits. These can be conducted on-site or through a desktop review, depending on the circumstances. Facilities are expected to implement remediation actions and demonstrate improvements within a prescribed timeframe.

Follow-up

Gildan reviews remediation trends year-by-year to identify facilities that have made progress in remediation or facilities that show a lack of commitment and progress to improve working conditions. Systematic follow-ups are conducted to verify the progress made towards resolving the issues with the objective of helping the facility improve its overall performance and remain in compliance with our Code of Conduct.

	Case Study 1 – Gildan-operated facility (Honduras)	Case Study 2 – Contractor facility (Asia)	Case Study 3 – Contractor facility (Americas)
Case	An important step in the auditing process is conducting a facility walkthrough. During a walkthrough in this case, it was observed that the safety shower and eyewash station in the chemical warehouse were partially obstructed with oil/ chemical barrels.	An important step in the auditing process is conducting a thorough documentation review. In 2025, during an Environment, Health, and Safety document review, we observed that the fire department certificate had expired on June 23, 2023, and no fire department-supervised drill had occurred since June 30, 2022.	During a facility walkthrough, it was noted that evacuation signs and pathways in the knitting department were not marked.
Root-cause analysis	The factory concluded that the cause was inadequate planning and organization for hazardous waste removal.	Based on the information provided by the factory, our Social Compliance team concluded that the cause was due to a lack of effective planning and follow-up to ensure timely renewal of the Fire Department's certification and scheduling of Fire Department supervised drills, particularly during the alarm system replacement planning period.	The factory had recently purchased new knitting machines and reorganized the knitting lines. The health and safety team had not been notified of the change or instructed to re-mark the pathways and evacuation signs.
Remediation plan	To complete remediation, the plant ensured that all safety devices, including safety showers and eyewash stations, were kept clear and unobstructed at all times to allow for immediate access during emergencies.	To complete remediation, the plant will ensure that the fire department certificate remains valid and that at least two fire department-required fire drills are conducted annually, in compliance with legal requirements. In parallel, the plant will proceed with the approved three-year plan for full replacement of its alarm system.	To complete remediation, the factory's health and safety team re-marked the pathways and evacuation signs.
Follow-up	During follow-up by our Social Compliance team, the safety shower and eyewash station were verified to be unobstructed and accessible. Hazardous waste removal practices have also been reinforced to prevent future accumulation in the area.	During follow-up, the facility confirmed that the fire department certificate was obtained and a fire department-supervised inspection and drill were conducted in July 2025. The facility continues to conduct internal fire drills in accordance with legal requirements and is progressing with the approved three-year plan for full replacement of its alarm system.	Within one week of the audit, it was noted that the pathways and evacuation signs in the knitting department had been correctly re-marked.
Lessons learned	Inadequate planning for hazardous waste removal can lead to obstruction of critical safety equipment. Ongoing organization and routine inspections are necessary to maintain emergency readiness.	This finding highlighted the importance of proactively tracking fire department certification requirements and scheduling supervised drills to avoid compliance gaps and ensure effective emergency response.	When a factory reorganizes production lines, the management team should inform the health and safety team to review their overall safety plan in the area affected and implement or correct any needed signage.

<table>
<tr><th>TOPIC</th><th>METRIC</th><th>SASB CODE</th><th>DATA RESPONSE</th></tr>
<tr><td rowspan="2">Labour conditions in the supply chain (continued)</td><td>Priority non-conformance rate and associated corrective action rate for suppliers' labour code of conduct audits</td><td>CG-AA-430b.2</td><td>
<table>
<tr><th>Labour conditions in the supply chain</th><th>2023</th><th>2024</th><th>2025</th></tr>
<tr><td>Priority non-conformance rate</td><td>36%
(15 major non-compliances in our Tier 1 finished product contractor facilities[7])</td><td>60%
(27 major non-compliances in our Tier 1 finished product contractor facilities[7])</td><td>20%
(8 major non-compliances in our Tier 1 finished product contractor facilities[7])</td></tr>
<tr><td>Associated corrective action rate for suppliers' labour code of conduct audits</td><td>100%</td><td>100%</td><td>100%</td></tr>
</table>

More information is available in our Social & Sustainable Compliance Guidebook.

Audit methodologies and criteria
CG-AA-430b.1 contains information regarding processes on how we evaluate our suppliers. Additionally, our audit methodologies and criteria are described on pages 8-10 in our Social & Sustainable Compliance Guidebook. We have internal processes, which outline the steps that our internal auditors should use to conduct their audits.

Our Monitoring Guidelines are described in CG-AA-430a.1 as per our audit methodologies and criteria.

Efforts to increase supply chain transparency: Gildan's Social & Sustainable Compliance Guidebook outlines our approach to increase supply chain transparency and build supplier capacity to improve labour conditions.

Efforts to build capacity with suppliers: Our efforts to build capacity with suppliers are detailed on our website.

Supply chain non-conformances categorized by geographic region.</td></tr>
<tr><td>Description of the greatest (1) labour and (2) environmental, health, and safety risks in the supply chain</td><td>CG-AA-430b.3</td><td>For more information on our labour risks in our supply chain, please see our website.

Environmental health and safety risks in the supply chain:
1. **Fire safety:** In 2025, we identified fire safety as the risk category with the highest number of non-compliances across our supply chain audit results in the past 12 months. During our routine audits in our finished product contractor facilities, we identified that some of the aisles and exits were obstructed, and arrows were not clearly marked on the required areas.
2. **Suitable facility installations:** In 2025, we identified several findings in our finished product contractor facilities under this category including lack of proper seats on the production floor and minor structural deterioration.
3. **Personal protective equipment (PPE):** In 2025, we identified several findings related to the use of PPE in our finished product contractor facilities. Examples included a lack of eye and face PPE, a lack of earplugs in high-noise areas, and a lack of hand gloves.
Applicable to the three risks:
We received corrective action plans from all contractors and approved 100% of these plans. We followed up on all corrective action plans and closed all cases where sufficient evidence was provided demonstrating that non-compliance had been rectified.

The following actions have been implemented to reduce EHS and other labour risks:

Managing labour risks:
1. Maintain Social Compliance Program; 2. Provide clear and concise labour practice guidelines and requirements to which our finished product contractors must adhere in order to remain part of our supply chain; 3. Implement ongoing social audits at our Company-operated facilities and throughout our supply chain; 4. Perform periodic social audits according to our audit severity guidelines to help ensure compliance with local regulations and Gildan's policies and procedures; 5. Engage with organizations that promote and defend workers' interests.

Managing health and safety risks:
Gildan uses several tools and procedures to identify hazards and assess risks, including the following: 1. Job safety analysis; 2. Quantitative risk assessments; 3. Equipment risk assessments; 4. Use of PPE; 5. Safe work permits; 6. Hot work permits.</td></tr>
</table>

[7] For the purposes of reporting, Tier 1 supplier facilities are defined as finished product manufacturing facilities.

<table>
<tr><th>TOPIC</th><th>METRIC</th><th>SASB CODE</th><th>DATA RESPONSE</th></tr>
<tr><td rowspan="2">Raw materials sourcing</td><td>(1) List of priority raw materials; for each priority raw material, (2) environmental or social factor(s) most likely to threaten sourcing, (3) discussion on business risks or opportunities associated with environmental or social factors, and (4) management strategy for addressing business risks and opportunities</td><td>CG-AA-440a.3</td><td>Cotton represents approximately 80% of our total fibre input. The remaining 20% is represented mainly by polyester, including certified recycled polyester. A portion of this polyester is made from certified recycled materials (rPET), verified by our direct vendors through recognized standards such as the Global Recycled Standard (GRS) or the Recycled Claim Standard (RCS).
<table>
<tr><th>Priority raw material</th><th>Cotton</th></tr>
<tr><td>Environmental or social factors</td><td>Climate change impact</td></tr>
<tr><td>Discussion of business risks or opportunities</td><td>Extreme weather events resulting from climate change could potentially disrupt the supply and quality of our raw materials and increase our sourcing costs.

Cotton yield may be negatively impacted by climate change by 1% to 7% over the next 10 years. In addition, changing climate conditions may impact cotton quality and our ability to deliver and distribute product.</td></tr>
<tr><td>Management strategy</td><td>To conduct the analysis described in Gildan's 2022 Climate Change Disclosure Report, we leveraged data from IPCC's Sixth Assessment report and the latest academic research on cotton at the time to understand future cotton availability and supply. With continued improvements in farming practices, our analysis also showed growth in cotton supply. As identified in our 2022 Climate Change Disclosure Report, we source most of our cotton in the United States and, based on the analysis, we expect U.S. cotton production to be more resilient to climate change impacts like heat stress, total rainfall, extreme rainfall, and strong winds compared to other major cotton-producing countries analyzed (including Brazil, Pakistan, India, and China).

In 2025, of the cotton directly sourced from the U.S., 25% came from regions considered to be high risk for water stress. However, none was sourced from regions categorized as extremely high risk.[8] We will continue to monitor emerging data on changes in the cotton landscape, update our quantitative climate modelling tool as necessary, and adjust our cotton sourcing strategy if required.</td></tr>
</table></td></tr>
<tr><td>(1) Amount of priority raw materials purchased, by material, and (2) amount of each priority raw material that is certified to a third-party environmental or social standard, by standard</td><td>CG-AA-440a.4</td><td>
<table>
<tr><th>Priority raw material (name)</th><th>Total amount purchased (metric tonnes)</th><th>Standard</th><th>Amount purchased (metric tonnes)</th></tr>
<tr><td>Cotton</td><td>252.1</td><td>Better Cotton[9] or Trust Protocol</td><td>252.1</td></tr>
<tr><td>Polyester</td><td>63.2</td><td>Global Recycled Standard</td><td>15.9</td></tr>
</table>
For a full description of our materials see 2025 Sustainability Report and website.</td></tr>
<tr><td>Activity metric</td><td>Number of (1) Tier 1 suppliers, and (2) suppliers beyond Tier 1</td><td>CG-AA000.A</td><td>Tier 1 suppliers: finished product contractors (n. 24), yarns (15), and raw materials (seven cotton suppliers and eight polyester suppliers).</td></tr>
</table>

[8] Based on the Aqueduct Water Risk Atlas, a tool for assessing water-related risks created by the World Resources Institute (WRI).
[9] 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.