

SUSTAINABILITY REPORT 2025



**MAKING
APPAREL BETTER®**



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INTRODUCTION

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ABOUT THIS REPORT

This Report outlines how Gildan is delivering against its vision of Making Apparel Better®. It reflects Gildan-operated assets only for the full 2025 reporting period (January 1, 2025, through December 31, 2025) unless otherwise indicated. It does not include or reflect data or information from HanesBrands LLC (formerly HanesBrands Inc.) (“HanesBrands”), which Gildan acquired on December 1, 2025, unless otherwise indicated.

This Report marks the final milestone showcasing the progress achieved under our Next Generation Sustainability strategy¹ prior to the HanesBrands acquisition. We are currently reviewing the sustainability priorities most relevant to our combined business and expect to share an updated sustainability strategy and new, re-baselined targets, where appropriate, at a future time to take into account the acquisition of HanesBrands. Gildan expects to incorporate data from legacy HanesBrands operations in future reports.

The terms “we,” “us,” “our,” and “Gildan” as used in this Report refer collectively to Gildan Activewear Inc. and its subsidiaries (except HanesBrands and its subsidiaries) unless otherwise indicated. When referencing forward-looking (beyond 2025) non-quantitative actions or initiatives, these terms refer to Gildan Activewear Inc. and all of its subsidiaries, including HanesBrands, as applicable.

We report only on assets that we operate, unless otherwise indicated, and provide year-over-year trends where possible. All dollar figures reported are in U.S. dollars.

The Report has been prepared with reference to the requirements of the Global Reporting Initiative (GRI) Universal Standards and is aligned with the Sustainability Accounting Standards Board (SASB) standards. We also report in alignment with the relevant United Nations (UN) Sustainable Development Goals (SDGs), where our operations and programs most directly contribute.

Data provided in this Report pertains to Gildan-operated, large-scale manufacturing facilities excluding any data that pertains to the acquisition of HanesBrands. Where relevant, we also report on ancillary properties, such as offices, distribution centres, third-party finished product contractors,² and raw material suppliers. To overcome the challenge of synthesizing data from numerous jurisdictions, some of which have different reporting requirements, methods, and standards, we have consolidated information where possible. In other areas, information is presented separately or for a single jurisdiction.³

We engaged a third party to conduct limited assurance on select environmental and social performance indicators. 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. Refer to [LBG's Independent Verification Statement](#) for select community investment indicators.

We value and welcome feedback from all stakeholders. Please send comments or questions about this Report to: communications@gildan.com

This Report contains forward-looking statements. For more information on forward-looking statements, including related risks and assumptions, please refer to the “[Caution regarding forward-looking statements](#)” section.

LEARN MORE

Information about our policies, governance, and management approach, as well as practices related to our key sustainability issues is available on our [corporate website](#).

- ▶ [GRI Index](#)
- ▶ [SASB Index](#)
- ▶ [Basis of Reporting](#)



¹ Previously known as Gildan's Next Generation ESG strategy.

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

³ Any adjustment required as a result of a reporting enhancement, divestment, or acquisition is noted throughout the Report in relevant sections.



MESSAGE FROM THE PRESIDENT AND CEO

I am pleased to introduce Gildan’s 2025 Sustainability Report.

This Report marks the final milestone in showcasing the progress achieved under our Next Generation Sustainability strategy prior to the HanesBrands acquisition, which was completed on December 1, 2025. Launched in 2022, this strategy has driven significant advancements across key environmental, social, and governance areas, all in support of our broader strategic business plan — the Gildan Sustainable Growth (GSG) strategy.

Moving forward, sustainability will remain core to how we do business, fueling growth and meeting the evolving needs of our customers and consumers. We are currently reviewing the sustainability priorities most relevant to our combined business and will share an updated sustainability strategy and new targets at a future time. As we integrate our two businesses, we are strengthening our leadership in responsibly made apparel through our operational scale, vertically integrated manufacturing platform, and shared commitment to quality, innovation, and industry-leading sustainability practices.

In the meantime, I am proud to highlight the achievements and progress Gildan made in 2025.

2025 PROGRESS

Cotton represents approximately 80% of the fibre we use in our apparel; how we source it matters. In 2025, we achieved our goal of sourcing 100% sustainable cotton,⁴ supporting environmental and social sustainability improvements. We also began using

In 2025, we invested \$2.9 million in community initiatives that support health and well-being, quality education, and resource protection.

a third-party platform to digitally trace the U.S. cotton used in our products from its source, strengthening supply chain traceability and transparency.

Water is a critical resource in our production processes, and we remain committed to using less. In 2025, we surpassed our water intensity reduction target for the second consecutive year, achieving a reduction of approximately 25% in water withdrawn per kilogram of product produced, compared to our 2018 baseline.

We also made progress against our climate targets. Since 2018, we have reduced our absolute Scope 1 and market-based Scope 2 emissions by more than 17.6%. These reductions reflect ongoing efforts to optimize energy use, expand renewable energy adoption, and improve operational efficiency across our operations. We also continue engaging with our major suppliers to identify decarbonization initiatives.

Of course, none of these achievements would be possible without the ongoing hard work of Gildan employees. We continue to invest in their futures through broad learning and development, and robust health and well-being programs in all countries where we operate. This commitment has helped us achieve an Employee Experience Net Promoter Score of 44.0. This score, which measures how our networked employees feel about their overall work experience and how likely they are to recommend the Company as a place to work, is well above the industry benchmark of 10.1 — a clear indicator of strong overall employee experience.

Gildan is committed to the communities in which we operate. In 2025, we invested \$2.9 million in community initiatives that support health and well-being, quality education, and resource protection. Our employees extended our impact, volunteering more than 6,000 hours in support of these causes during our second Global Employee Volunteer Month.

These accomplishments are why I continue to be proud to lead Gildan. It is also why Gildan has been consistently recognized as one of Canada’s Best 50 Corporate Citizens by Corporate

Moving forward, sustainability will remain core to how we do business, fueling growth and meeting the evolving needs of our customers and consumers.

Knights and was included in the Dow Jones Best-in-Class North America Index (formerly the Dow Jones Sustainability™ North America Index) for the 13th consecutive year.

LOOKING AHEAD

As we enter the next phase of Gildan’s journey, I am excited about what comes next. The acquisition of HanesBrands has doubled our scale, merging iconic brands with our world-class, low-cost, vertically integrated manufacturing platform. This combination creates a powerful engine for innovation, growth, and opportunities to further amplify our positive impact on people and communities and reduce our impact on the planet.

As we move forward, we will continue to lead responsibly, guided by a simple belief: apparel should be made with respect for people, communities, and the planet.

I would like to thank our Board of Directors, employees, customers, shareholders, and partners for their unwavering support. Together, we aim to create a sustainable future where business success goes hand in hand with positive change for all.

Glenn J. Chamandy
PRESIDENT AND CEO



Glenn J. Chamandy
PRESIDENT AND CEO

⁴ 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.



ABOUT GILDAN

AT A GLANCE

HEADQUARTERS

Montreal, Canada

YEAR FOUNDED

1984

GLOBAL EMPLOYEES⁵

~75,000

NET SALES FROM CONTINUING OPERATIONS IN 2025⁶

\$3.62 Billion

Gildan is a leading manufacturer of everyday basic apparel with a simple mission: create value in everything we do.

Our products include activewear, underwear, socks, and intimates.⁷ We sell to a broad range of customers, including wholesale distributors, screenprinters, embellishers, retailers, e-commerce platforms, as well as global lifestyle brand companies and directly to consumers. We market our products in North America, Europe, Asia Pacific, and Latin America under a diversified portfolio of Company-owned brands.

Gildan's Sustainable Growth strategy

Gildan's Sustainable Growth strategy (GSG) is designed to drive organic top- and bottom-line growth through three core pillars: capacity expansion, innovation, and sustainability. By leveraging our competitive advantage as a low-cost, vertically integrated manufacturer, we aim to execute disciplined capacity expansion, deliver innovative products, and embed sustainability across our operations. Together, these elements strengthen our ability to generate revenue growth, improve profitability and asset utilization, and support long-term value creation for our shareholders.

Our core values

Our core values instill a sense of ownership, pride, and accountability in our daily operations, which drive our growth and success in a manner that benefits our people, our communities, our environment, and our shareholders collectively. In doing so, they underpin our sustainability strategy and decision-making.

- We believe in our people**
- We act like entrepreneurs**
- We operate responsibly**

OUR BRANDS⁸

GILDAN



COMFORT COLORS

American Apparel



GOLDTOE
EST. 1934

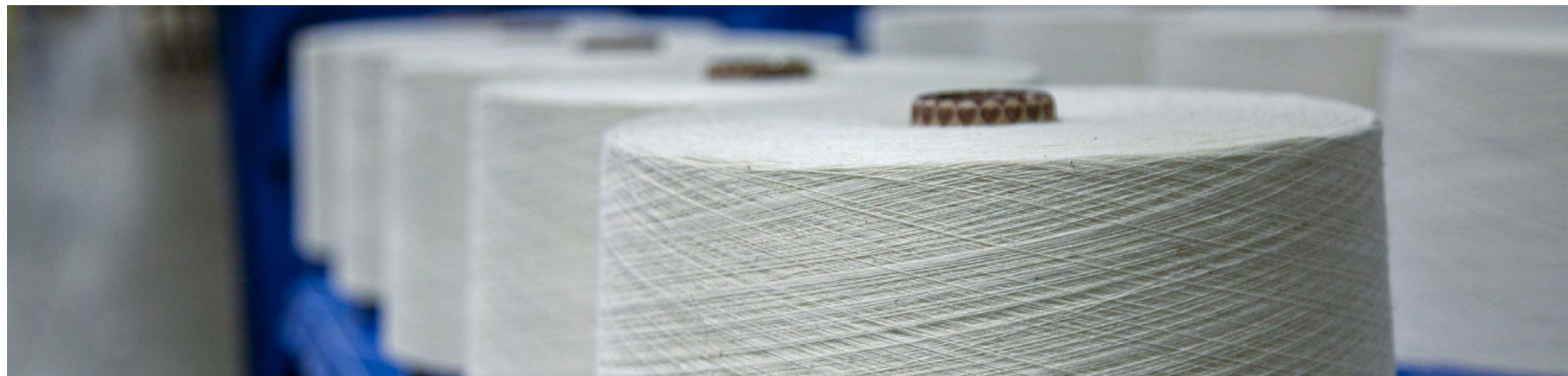
BALI



Peds

BONDS

ALLPRO



⁵ Data as of April 30, 2026. Figures include HanesBrands.

⁶ Data as of December 28, 2025. Figures include HanesBrands.

⁷ Intimates are part of Gildan's offering only since December 1, 2025, following the acquisition of HanesBrands.

⁸ Includes brands from acquisition of HanesBrands.



HOW WE OPERATE

Far beyond simply making high-quality products, our vision is to harness our vertically integrated manufacturing model, together with our expertise and global scale, to positively impact how apparel is made.

Our textile, sewing, and sock manufacturing operations span several geographic hubs, primarily located in Central America, the Caribbean, and Asia. Our yarn spinning operations are in the United States, where the consolidation and continued modernization of our facilities have allowed us to internalize some of our yarn requirements, strengthening the resilience of our internal supply chain.

For more information on how we operate, please consult our [2025 Annual Report to Shareholders](#) and Management Discussion and Analysis or visit the [Vertical integration page](#) on our corporate website. For more information about our factories and third-party finished product contractors, visit the [Our factories page](#) on our corporate website.

THE POWER OF VERTICAL INTEGRATION

STRONG OVERSIGHT

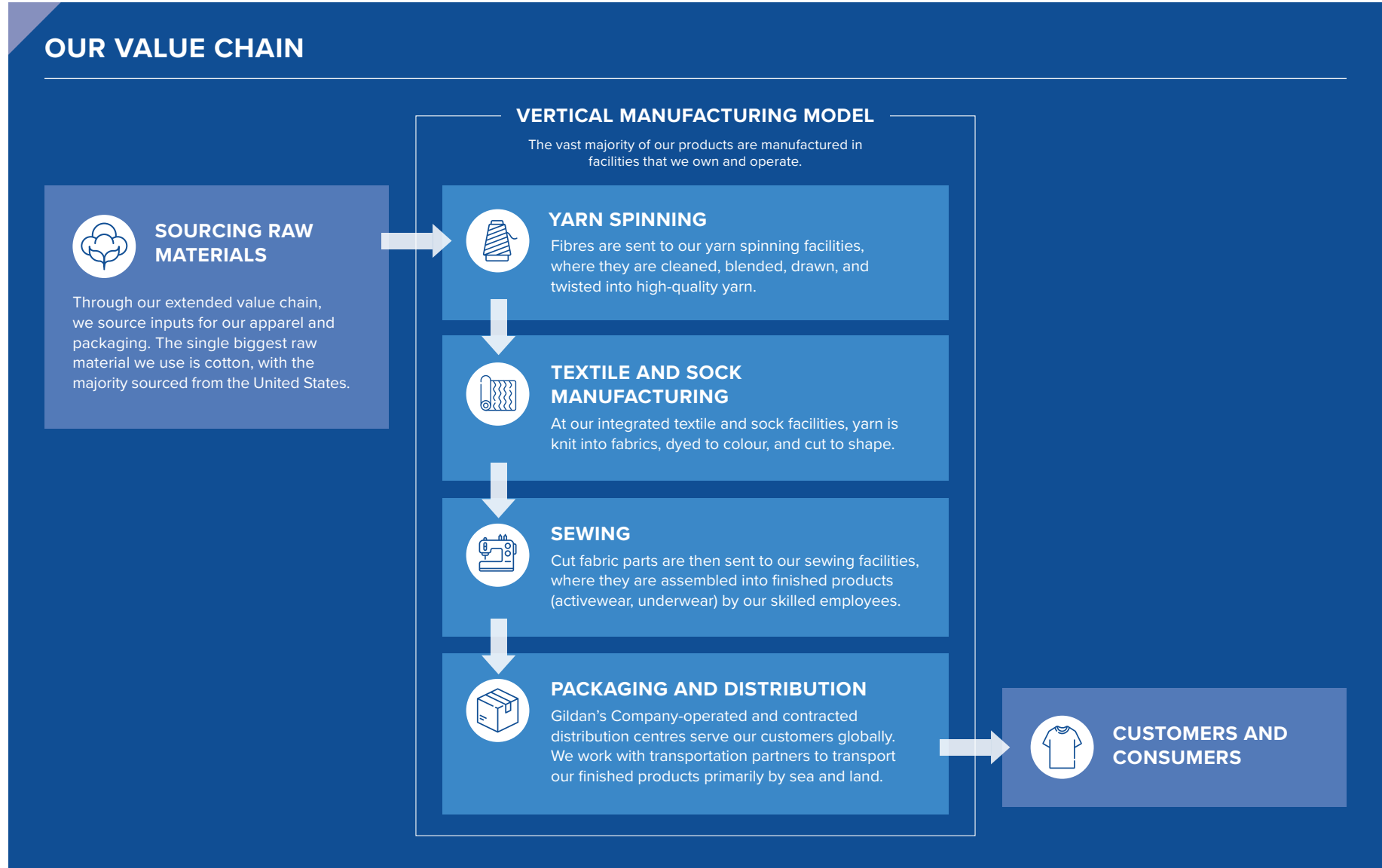
of our supply chain, enabling better governance and greater visibility across our operations

ENHANCED EFFICIENCY

through the use of highly standardized and cost-effective processes across our manufacturing footprint

REDUCED RISK OF DISRUPTION

in our supply chain through direct oversight and ownership of the production cycle





STAKEHOLDER ENGAGEMENT

We proactively engage and collaborate with a broad range of stakeholders to inform decision-making, encourage dialogue, and support continuous learning.

These stakeholders include investors, employees, unions where applicable, customers, non-governmental organizations (NGOs), trade associations, local communities, academia, governments, and suppliers. Insights gathered throughout this engagement help shape how we operate and make decisions across the business. Learn more in our [Stakeholder Engagement Policy](#).

STAKEHOLDER GROUP	WAYS WE ENGAGE	TOPICS ON WHICH WE ENGAGE
Investors	<ul style="list-style-type: none"> Quarterly earnings reports and calls News releases and web disclosures Annual reports and other Company filings Annual shareholder meetings Investor conferences Meetings and roadshows Participation in sustainability assessments and engagement with ratings providers 	<ul style="list-style-type: none"> Strategic, operational, and financial results and progress Corporate governance, sustainability, and risk oversight Climate change impact and management
Employees and unions	<ul style="list-style-type: none"> Internal communication channels, such as GildanConnect and regular Town Halls with leadership Annual goal-setting and year-end performance discussions Training programs Employee engagement surveys Worker roundtables and committees Management-worker health and safety committees Suggestion boxes, Open Worker Line (OWL) app Collective bargaining 	<ul style="list-style-type: none"> Career development Wages and benefits Occupational health and safety Community engagement Ethics and compliance
Customers	<ul style="list-style-type: none"> Direct meetings Conferences and trade shows Surveys 	<ul style="list-style-type: none"> Products, product innovations, and quality Sustainability performance in our operations and supply chain
NGOs and trade associations	<ul style="list-style-type: none"> Information sharing at forums and events Participation in working groups and through joint initiatives Certification audits Policy dialogue and advocacy collaboration 	<ul style="list-style-type: none"> Human rights including fair wages Reducing the environmental footprint of our apparel Environmental, social, and product-safety standards across the supply chain Responsible trade practices, market access, tariffs, customs compliance, and supply chain transparency
Local communities, non-profit organizations	<ul style="list-style-type: none"> Employee volunteerism Charitable grants to impactful non-profit organizations Long-term partnerships Business impact 	<ul style="list-style-type: none"> Community investment focus areas: Quality education, good health and well-being, and resource protection Job creation Human rights
Governments	<ul style="list-style-type: none"> Information sharing at forums and events Required regulatory disclosures Participation in advocacy and collaborative initiatives via industry associations Direct discussions and participation in forums with government representatives 	<ul style="list-style-type: none"> Community impact and economic development Impact of climate change and working together to find solutions Human rights Trade policy, market access, tariffs, and supply chain resilience
Suppliers	<ul style="list-style-type: none"> Questionnaires and surveys Assessments and audits 	<ul style="list-style-type: none"> Supply chain management Compliance practices Voluntary initiatives



NEXT GENERATION SUSTAINABILITY⁹ STRATEGY

More than 20 years ago, we began implementing initiatives to address the sustainability issues most material to our business and stakeholders. Today, sustainability remains a core component of Gildan’s long-term business strategy.

Our Next Generation Sustainability strategy focuses on the sustainability topics that matter most to our stakeholders and have the greatest potential impact on our business. We measure progress against our sustainability targets (see [pages 8-9](#)), supported by strong governance across the organization.

With the acquisition of HanesBrands, we are reviewing the sustainability topics most relevant to our business. This assessment will inform our sustainability strategy and targets moving forward.

SUSTAINABILITY GOVERNANCE

Our Board of Directors oversees progress against our Next Generation Sustainability strategy and targets. The Corporate Governance and Social Responsibility Committee (Governance Committee) is responsible for the oversight of sustainability policies, practices, and performance, and receives a comprehensive update on sustainability matters at each quarterly meeting.

Execution of the strategy is supported by our Sustainability Steering Committee, co-chaired by our President and Chief Executive Officer and our Executive Vice-President (EVP), Chief Legal and Administrative Officer. The committee is composed of executives and senior leaders and is responsible for guiding strategy development, monitoring progress, and ensuring accountability.

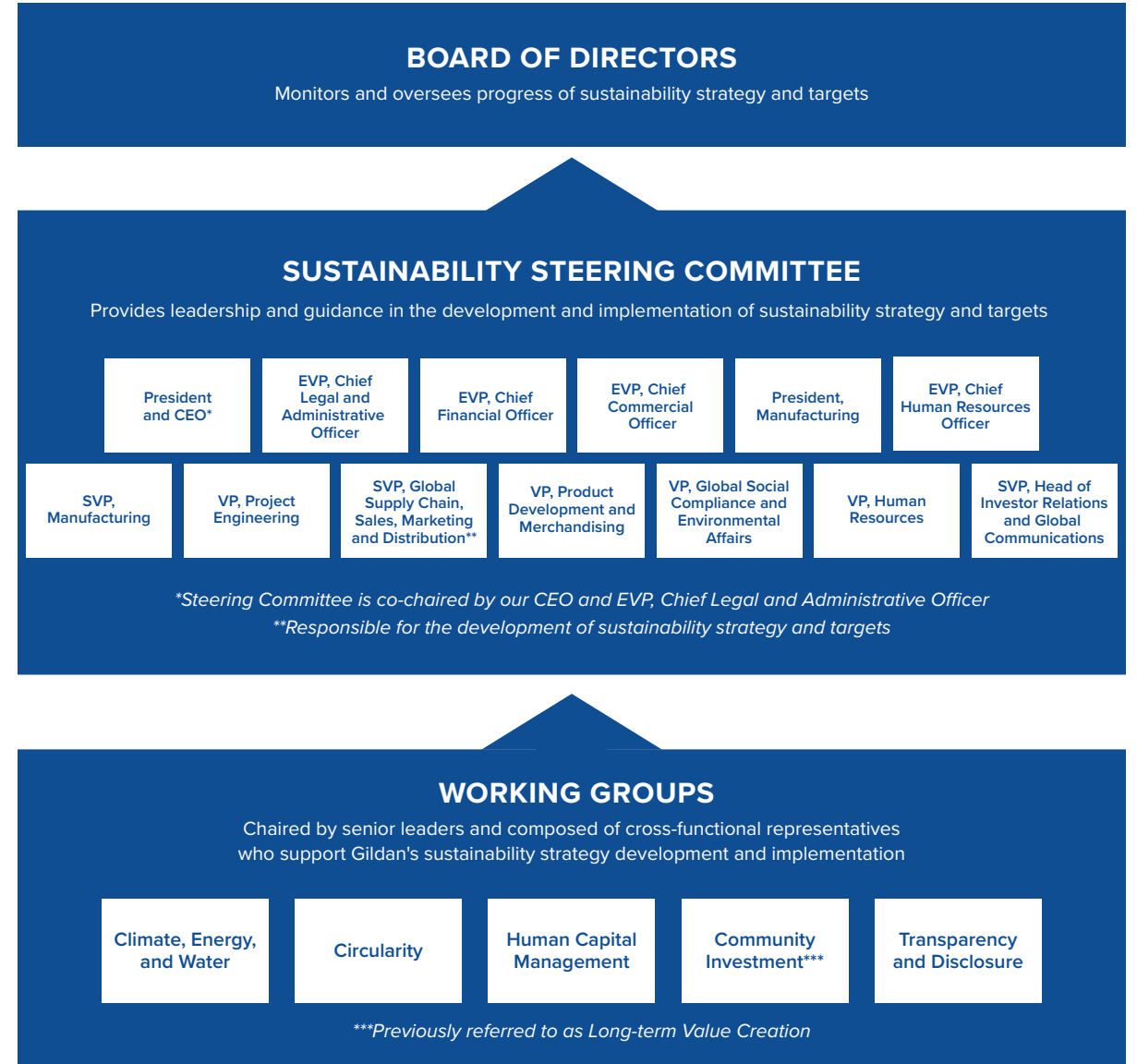
Five cross-functional working groups, each chaired by a senior leader, support the implementation of sustainability initiatives across Gildan. Since 2022, a portion of the executive short-term incentive program is tied to the advancements of sustainability targets to create greater alignment between executive compensation and shareholder interest. Gildan’s sustainability goals represent 25% of the strategic performance assessment and are a combination of environmentally focused objectives and an objective tied to human capital management.

Additional information can be found in our [2025 Management Information Circular](#).

LEARN MORE

- ▶ [Our Sustainability Journey](#)
- ▶ [Sustainability Governance](#)

⁹ Previously known as Gildan’s Next Generation ESG strategy.





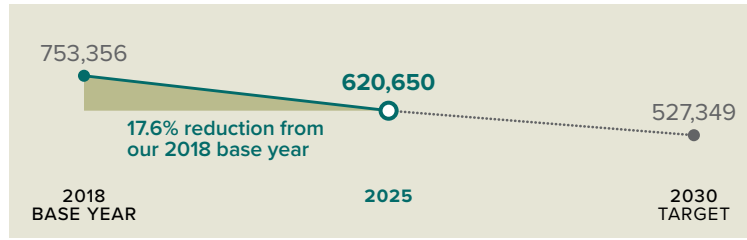
2025 SUSTAINABILITY PERFORMANCE

See the [Basis of Reporting](#) for definitions and underlying processes applied for the collection and reporting of selected sustainability key performance indicators (KPIs).

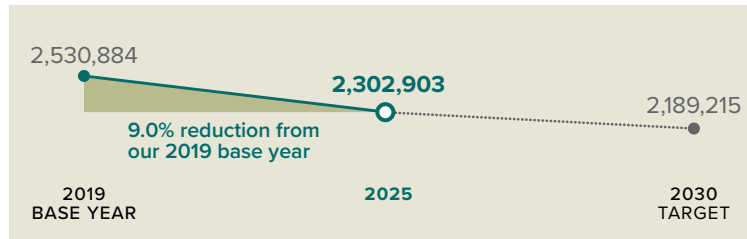
TARGET¹⁰ PROGRESS

ENVIRONMENT

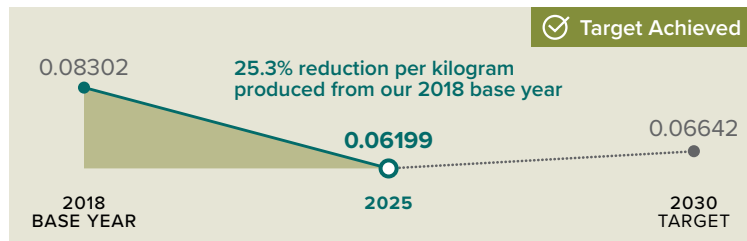
Reduce our absolute total Scope 1 and 2 greenhouse gas (GHG) emissions (market-based) by 30% by 2030, compared to a 2018 base year¹² (tCO₂e)



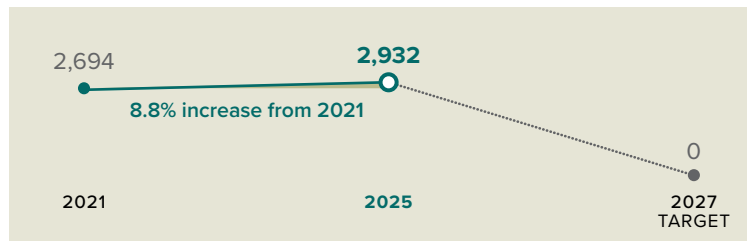
Reduce indirect Scope 3 emissions by 13.5% by 2030, compared to a 2019 base year (tCO₂e)



Reduce water intensity by 20% by 2030, compared to a 2018 base year (cubic meter (m³) water withdrawn/kg produced)



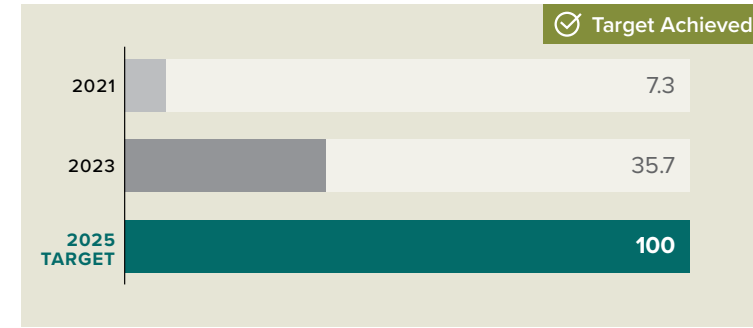
Zero total manufacturing waste sent to landfill by 2027 (MT)



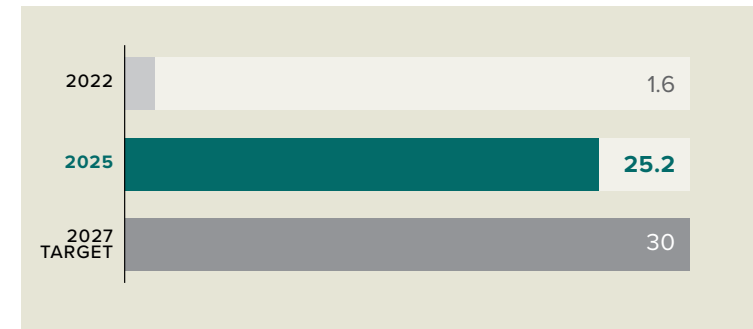
TARGET¹⁰ PROGRESS

ENVIRONMENT

Source 100% sustainable cotton by 2025¹² (%)



Source 30% recycled polyester or alternative fibre and/or yarns by 2027 (%)



75% recycled and sustainable packaging and trim material used (related to apparel SKUs)¹³ by 2027 (%)



¹⁰ For more information on these targets and metrics, including related risks and assumptions, please refer to "Caution regarding forward-looking statements."

¹¹ As per [Science Based Targets initiative \(SBTi\)](#), the target boundary includes land-related emissions and removals from bioenergy feedstocks.

¹² 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 (U.S. Cotton Trust Protocol), Better Cotton (formerly BCI), organic cotton, recycled or regenerative cotton, and fair trade cotton.

¹³ Percentage of total sustainable packaging and trims divided by total SKUs (related to apparel available for purchase to customers) is calculated monthly. An average of the monthly percentage is calculated for the purposes of reporting (12-month weighted average).

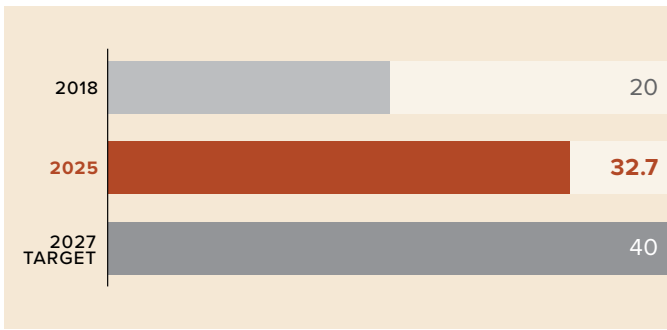


TARGET¹⁴

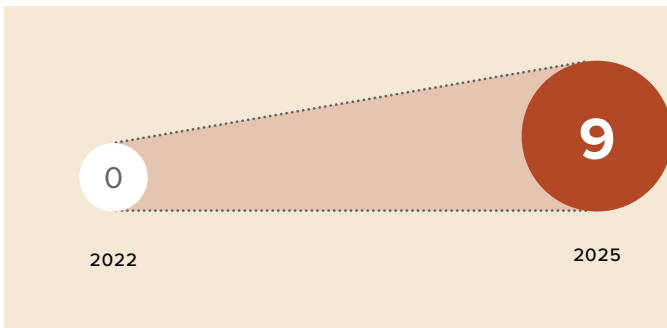
PROGRESS

SOCIAL

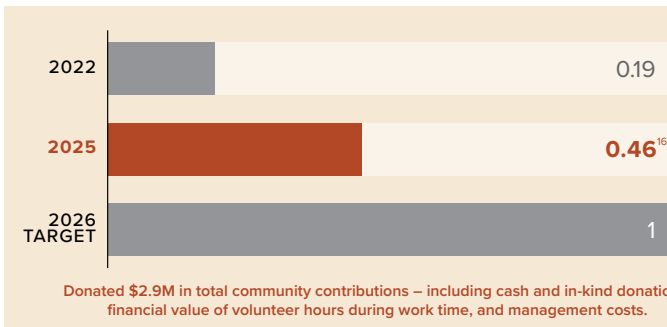
Achieve gender parity for the collective employee group of director-level and above by 2027 (%)



Attain ISO 45001 certification across all Company-operated facilities by 2028 (#)



Gradually increase spending to allocate 1% of adjusted pre-tax earnings¹⁵ towards community investment initiatives by 2026 (%)



¹⁴ For more information on these targets and metrics, including related risks and assumptions, please refer to "Caution regarding forward-looking statements."

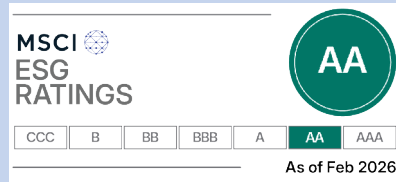
¹⁵ Evaluated on the basis of adjusted net earnings, which is a non-GAAP financial measure. See "About non-GAAP financial measures" on page 36.

¹⁶ Based on adjusted pre-tax earnings (see Gildan's 2025 Report to Shareholders, p. 62).



SUSTAINABILITY INDICES AND RECOGNITIONS

MSCI ESG RATINGS ASSESSMENT¹⁷



AA Rating (Leader)

S&P GLOBAL SUSTAINABILITY YEARBOOK 2026



14 consecutive years

CDP



Climate Change (A-)

DOW JONES BEST-IN-CLASS NORTH AMERICA INDEX

13

13 consecutive years

HONDURAN FOUNDATION FOR CORPORATE SOCIAL RESPONSIBILITY (FUNDAHRSE)



FUNDAHRSE Socially Responsible Company SEAL 2025

TIME



World's Most Sustainable Companies

ISS ESG CORPORATE RATING



"Prime" Status

CORPORATE KNIGHTS

50

Canada's Best 50 Corporate Citizens

¹⁷ The use by Gildan of any MSCI Solutions LLC or its affiliates ("MSCI") data, and the use of MSCI logos, trademarks, service marks, or index names herein, do not constitute a sponsorship, endorsement, recommendation, or promotion of Gildan by MSCI. MSCI services and data are the property of MSCI or its information providers and are provided "as-is" and without warranty. MSCI names and logos are trademarks or service marks of MSCI.



ENVIRONMENT

Environmental stewardship ▶

Climate change and energy ▶

Water management ▶

Circularity ▶

Biodiversity ▶

Our sector faces growing risks from climate change and biodiversity loss, with impacts across our supply chain and on the communities we serve. Gildan aims to reduce GHG emissions, minimize waste, optimize resources, and strives to lessen our impact on the planet.





ENVIRONMENTAL STEWARDSHIP

Environmental stewardship at Gildan means finding innovative ways to address customer preferences for more sustainable apparel, while reducing waste and water use, improving energy efficiency, and addressing climate impacts.

OUR APPROACH

Our [Global Environment and Energy Policy](#), [Restricted Substances Code of Practice \(RSCP\)](#), and Environmental Management System (EMS) guide our approach to environmental stewardship across our operations. We conduct internal environmental audits of Gildan-operated facilities based on risk, at least every two years. When non-conformities or improvement opportunities are identified, we work closely with the facility to identify root causes and implement action plans in a timely manner.

Additionally, as part of our due diligence process, we require suppliers that provide goods and services above a defined threshold to complete a pre-assessment questionnaire that includes environmental criteria aligned with our [Code of Conduct](#). For our finished product contractors specifically, we conduct internal audits against the environmental and social standards outlined in our [Social and Sustainable Compliance Guidebook](#). We also work with partners such as Better Work to help suppliers align with our expectations.¹⁸

ACHIEVING GOLD IN ENVIRONMENTAL MANAGEMENT

In 2025, our textile facility in the Dominican Republic proudly earned Gold Sustainability re-certification from Fundación Sostenibilidad 3Rs. This recognition followed an external audit confirming strong performance in environmental management, including waste management, energy efficiency, and responsible resource optimization.



LEARN MORE

- ▶ Governance and Management Approach
- ▶ Global Environment and Energy Policy
- ▶ Social and Sustainable Compliance Guidebook
- ▶ 2025 Performance



Bangladesh employees participating in a plastic week awareness and collection campaign.

¹⁸ Better Work is a joint initiative by the International Labour Organization (ILO) and the International Finance Corporation (IFC) that aims to improve working conditions and promote competitiveness in global supply chains.



CLIMATE CHANGE AND ENERGY

We seek to identify and capitalize on climate-related opportunities while implementing risk mitigation to minimize negative impacts and strengthen our long-term resilience as a supplier to our customers.

OUR APPROACH

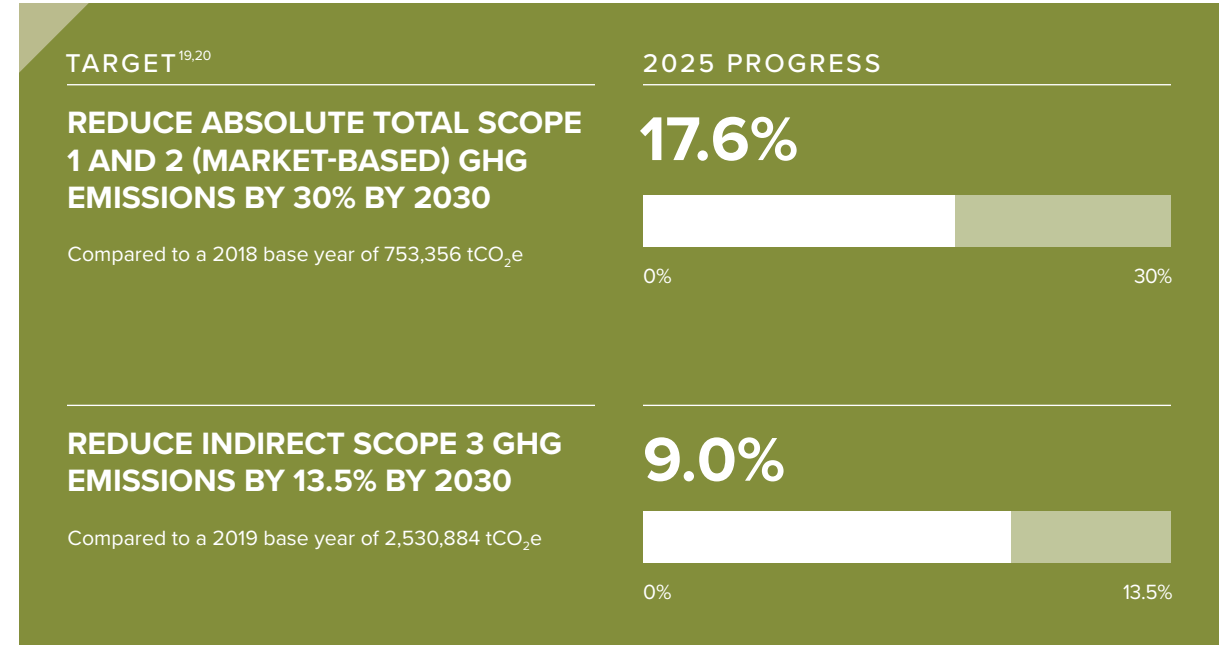
We are working to reduce our Scope 1 and 2 GHG emissions by investing in:

- Energy-efficiency projects and technologies
- Energy management information systems (EMIS) to monitor and optimize energy use
- Low-carbon solutions, such as biomass
- Renewable energy

We are also collaborating with our suppliers to reduce our Scope 3 GHG emissions (see [page 14](#)).

2025 HIGHLIGHTS

- Began operation of photovoltaic solar panels at our largest site in Bangladesh. The system generated 4,899 MWh, representing 11.8% of the site's electricity needs in 2025
- Completed implementation of an EMIS in Bangladesh
- Began implementation of an EMIS in the Dominican Republic
- Continued implementing operational efficiency projects across all manufacturing facilities



¹⁹ In June 2023, Gildan received confirmation that the SBTi had validated our Scope 1 and Scope 2 GHG emissions target as well as our Scope 3 GHG emissions target.
²⁰ For more information on these targets and metrics, including related risks and assumptions, please refer to "[Caution regarding forward-looking statements.](#)"



Scope 1 and Scope 2 GHG emissions

In 2025, our combined Scope 1 and market-based Scope 2 emissions totaled 620,650 tCO₂e, a continued improvement compared to our 2018 base year of 753,356 tCO₂e. This reflects ongoing initiatives to optimize energy consumption, expand renewable energy use, and improve operational efficiencies.

In 2025, our total Scope 1 GHG emissions were 137,236 tCO₂e, compared to 126,920 tCO₂e in 2024. This increase was primarily due to higher production volumes and greater fuel consumption across our operations. However, diesel consumption decreased 50% across all Gildan-operated facilities.

Our total market-based Scope 2 GHG emissions were 483,413 tCO₂e in 2025, down from 499,723 tCO₂e in 2024. The decrease was influenced by new solar energy supplied through a private electricity provider in Honduras.

Scope 3 GHG emissions

In 2025, we initiated an agreement with a third-party carbon accounting platform to support Scope 3 emissions measurement and analyze our carbon footprint across our supply chain. We plan to begin collecting and consolidating emissions data from key suppliers in 2026.

In addition, we worked closely with our logistics suppliers to maximize efficiency, reduce mileage and, where feasible, transition to lower-emission transportation options. In 2025, our two main ocean carriers in the Americas integrated liquid natural gas (LNG)-powered vessels into their fleet, replacing bunker oil as fuel. LNG is a cleaner fuel-burning alternative compared to bunker fuel. Moving forward, we will work with these carriers with a view to collect and report emissions related to the transportation of Gildan products.

LOOKING AHEAD

We plan to:

- Access and validate additional biomass suppliers at our textile facilities in the Dominican Republic and Honduras, enabling us to reduce our use of bunker fuel and related GHG emissions. Biomass is considered a renewable, low-carbon fuel with significantly lower net GHG emissions than fossil fuels such as bunker fuel
- Transition to activity-based Scope 3 calculations to enhance the accuracy of reporting and support emission reduction efforts
- Analyze and update our short-, medium-, and long-term climate-related risks and opportunities to reflect the integration of HanesBrands

LEARN MORE

- ▶ Governance and Management Approach
- ▶ Global Environment and Energy Policy
- ▶ Social and Sustainable Compliance Guidebook
- ▶ 2025 Performance



For more than a decade, we have operated a biomass steam generation system in both the Dominican Republic and Honduras.



WATER MANAGEMENT

TARGET²¹

REDUCE WATER INTENSITY (CUBIC METERS (m³) WATER WITHDRAWN/KILOGRAM (kg) PRODUCED) BY 20% BY 2030

Compared to a 2018 base year

2025 PROGRESS

Reduced water intensity in our operations from 0.08302 m³ water withdrawn per kg produced in 2018 (base year) to 0.06199 m³ water withdrawn/kg produced, representing a 25.3% reduction per kilogram produced, compared to the 2018 base year – which means **we surpassed our 20% reduction target for a second year in a row**

25.3%

✔ Target Achieved



Guided by our commitment to water stewardship, we work to minimize water consumption and ensure that water is treated and returned to the environment in accordance with local regulations and Gildan standards.

OUR APPROACH

To reduce our water intensity, we leverage systems that allow us to integrate practices focused on reducing, reusing, and recycling water while investing in water optimization projects. We also follow and comply with the Zero Discharge Hazardous Chemicals (ZDHC)²² Wastewater Program and our internal wastewater treatment operations manual at our textile, garment dyeing, and hosiery facilities.

WATER USE

The majority of our water withdrawal in 2025 came from ground-water rather than municipal systems, helping reduce pressure on public infrastructure. See water withdrawal by source on [page 47](#).

Based on the Aqueduct Water Risk Atlas tool,²³ five of our facilities in Honduras that conduct water-intensive activities are located in low-water stress regions where the ratio of water demand to supply is less than 10%. Our textile facility in the Dominican Republic is in a low-medium water stress region, where the ratio of demand to supply is between 10–20%. Our textile facility in Bangladesh is in an extremely high-water stress region, where the ratio of demand to supply is above 80%.

2025 HIGHLIGHTS

- Achieved our water intensity goal for the second year in a row

LOOKING AHEAD

We plan to develop a broader water stewardship strategy informed by water-related risks and targets to further improve water efficiency and understand our impacts on local communities.



Our Biotop wastewater treatment lagoon system in Honduras.

LEARN MORE

- ▶ Governance and Management Approach
- ▶ 2025 Performance

²¹ For more information on these targets and metrics, including related risks and assumptions, please refer to "[Caution regarding forward-looking statements](#)."

²² While Gildan is not a signatory of ZDHC, in 2025, all our wastewater treatment facilities at our textile operations were tested under the ZDHC guidelines.

²³ The Aqueduct Water Risk Atlas is a tool for assessing water-related risks created by the World Resources Institute (WRI), an international environmental non-governmental organization.

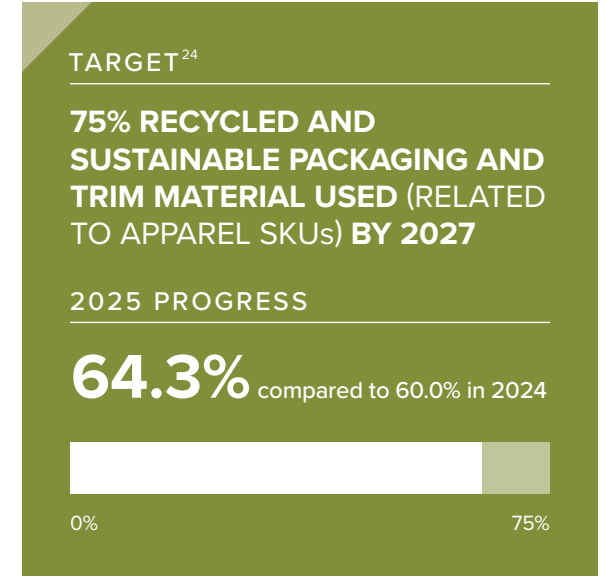
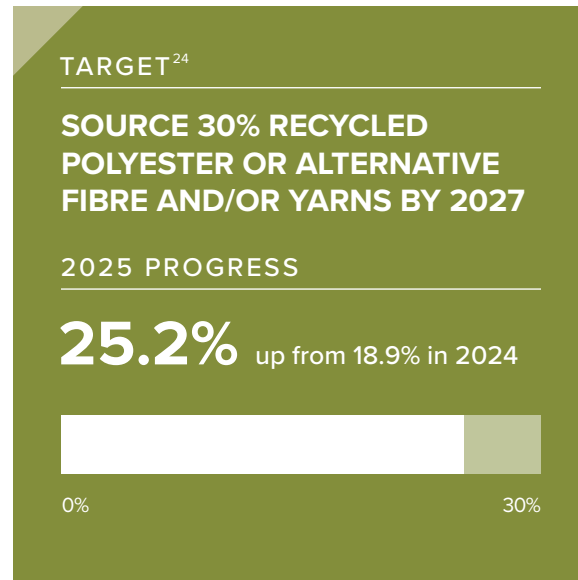
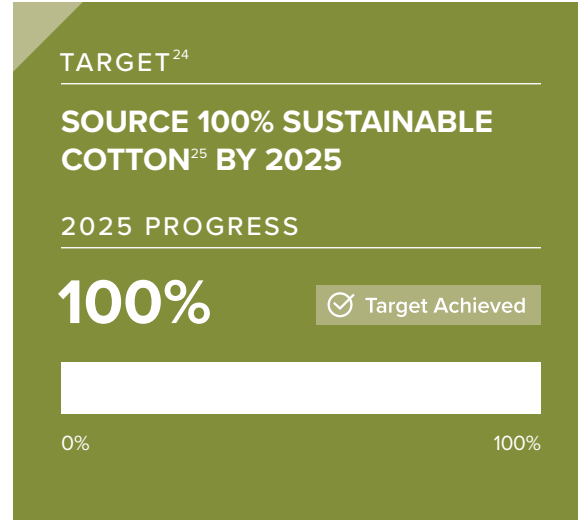


CIRCULARITY

Integrating circularity into our operations enables us to address environmental concerns while strengthening innovation across our products, teams, and processes.

OUR APPROACH

We seek to advance circularity across the lifecycle of our products – from design and materials selection to efforts aimed at reducing the amount of waste we produce upstream and, through recycling and reuse, the amount we send to landfill downstream.



²⁴ For more information on these targets and metrics, including related risks and assumptions, please refer to "Caution regarding forward-looking statements."

²⁵ 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.

²⁶ Our preferred alternative methods of disposal include reusing/recycling, sending to third-party partners, and energy recovery. See the Sustainability Performance Tables, pages 47-49.



2025 HIGHLIGHTS

Design

- Piloted next-generation 3D design solutions within our product development process to reduce the need for physical samples, improving efficiency and decreasing waste

Raw materials

- Began using the Protocol Consumption Management Solution, as part of the U.S. Cotton Trust Protocol program, to digitally trace the U.S. cotton used in our products from its source
- Incorporated recycled polyester fibre or yarns into a broader range of Gildan brand styles, representing a 25.2% increase in the number of styles compared to 2024. All recycled polyester that we source is certified under the [Global Recycled Standard](#)

Waste from our operations

- Diverted 97.6% of our total manufacturing waste from landfill
- Completed waste stream mapping for our yarn operations and distribution centres, identifying and implementing multiple reduction opportunities
- Implemented an enhanced data validation process at our distribution centres, which is expected to improve the accuracy of waste reporting

End-of-life

- Over 194,600 used socks of all brands (equal to over 19,550 pounds of socks) were collected through the [GOLDTOE®-sponsored recycling program with TerraCycle](#) at no direct cost to consumers. Once collected, TerraCycle recycled the socks into raw formats used in the production of new products

DIVERTING WASTE FROM LANDFILL

Within Gildan-operated facilities, we implement material reuse practices to reduce waste and prevent landfill disposal. For example, in our textile operations, we send plastic pallets back to our yarn spinning mills, where they are reused for yarn transportation, extending their useful life. We also return plastic containers and bags to suppliers to be refilled. In our yarn spinning mills, we recover cotton generated during the production process and send it to other Gildan-operated facilities, where this material is reused in the manufacturing of yarns. This practice reduces the need for virgin raw materials and strengthens resource efficiency within our production processes.

REPREVE® CHAMPIONS OF SUSTAINABILITY

In 2025, Gildan once again received the REPREVE® Champions of Sustainability award, presented by [Unifi Inc.](#), a global innovator of recycled and synthetic yarns. This award recognizes Gildan as one of 90 global brands, textile, and retail partners that have committed to, and taken steps towards, fostering a more sustainable world.

Since 2021, Gildan's cumulative use of REPREVE® recycled yarns represents the equivalent of 118 million post-consumer recycled bottles.

REPREVE® yarns are used in the production of a variety of consumer products, including socks produced for our GOLDTOE® and Peds® brands.





ADVANCING 3D DESIGN TO REDUCE SAMPLES AND ACCELERATE INNOVATION

We continue to expand the use of 3D design and modelling across our product creation process to reduce reliance on physical samples.

By enabling virtual product review and rapid pattern adjustments, 3D tools help us accelerate decision-making, strengthen cross-functional collaboration, and reduce material use – along with associated waste and emissions.

Through the rollout of a new Product Lifecycle Management system, we are centralizing 3D assets and enabling broader access for our design, technical, merchandising, and manufacturing teams as well as vendors. This integration, expected to be completed in 2026, will support enhanced data, streamlined communication, and faster approvals across the product lifecycle.

Recognizing that effective 3D adoption requires new capabilities, we continue to invest in training and upskilling across our teams.

We are also piloting next-generation 3D solutions, including cloud-based systems that use AI and automation to reduce repetitive tasks and directly connect 3D design to manufacturing. These tools can analyze material consumption, estimate costs, and generate production-ready patterns, improving efficiency and reducing waste. In parallel, we are testing specialized 3D software for select socks that enables designs to move directly from digital creation to machine-ready production, creating efficiencies in sampling and manufacturing.

EXPANDING OUR USE OF RECYCLED AND ALTERNATIVE FIBRES

From increasing the use of recycled polyester across more styles to testing alternative fibres, we are working to reduce the environmental impact of our apparel.

We collaborate internally and with external partners to test new yarn combinations with varying proportions of recycled polyester and cotton,²⁷ as well as other materials that offer environmental benefits. Where these materials meet our global textile quality standards, including durability, print performance, and comfort, we expand their use across our brands and styles.

In 2025, we tested a material known as easy cationic dyeable polyester fibre, which requires less energy and water during production. We also tested a partially bio-based polymer made from approximately 37% renewable plant-based materials, which results in lower GHG emissions and less energy use compared to traditional virgin polyester. We plan to continue piloting both materials in 2026 and, if successful, introduce them into our apparel.

Beyond polyester, we continued our recycled cotton pilot program using our own cotton scraps and worked with a key customer to develop a type of sock with 30% regenerative cotton.²⁸

²⁷ All recycled polyester inputs are certified by our direct vendors under the Global Recycled Standard, and we verify recycled content in garment form by using third-party testing such as TUV SÜD.

²⁸ Regenerative cotton is cotton grown using regenerative agricultural practices that focus on restoring soil health, increasing biodiversity, and creating sustainable farming systems.



LEARN MORE

- ▶ Governance and Management Approach
- ▶ 2025 Performance



BIODIVERSITY

We are committed to protecting biodiversity and promoting afforestation in the areas where we operate.

OUR APPROACH

We conduct an environmental impact assessment²⁹ at each Gildan-operated facility prior to the start of operations to understand potential risks to wildlife and ecosystems. These assessments are informed by applicable legal and local environmental regulations, the nature of the project, and the level of impact. Based on assessment results, we take steps to prevent or address any adverse impacts.

At facilities in rural areas exceeding 10 hectares, we conduct a biotic assessment at least every two years to identify any locally threatened or endangered species listed in the [International Union for Conservation of Nature Red List](#), migratory species, or native species that may be affected by our operations or local surrounding natural environment.

To further minimize our environmental footprint and work towards a positive impact (no net loss) on wildlife, we take a systemic approach that places biodiversity at the core of our sustainability strategy. This approach connects biodiversity to climate action, resource efficiency, wastewater program alignment, and waste reduction initiatives that directly influence ecosystems.

2025 HIGHLIGHTS

- Worked with an external consultant to conduct a biotic inventory of our Biotop system in the Dominican Republic. The assessment identified 46 bird species³⁰ including three endemic species as well as three near-threatened amphibian and reptile species – *Trachemys stejnegeri* (Northern Slider turtle) and two species of *Anolis haguei* (lizard)

LOOKING AHEAD

We plan to:

- Develop a conservation strategy for the endemic species identified in the assessment of our Biotop system in the Dominican Republic
- Review and update our biodiversity strategy and conduct a high-level biodiversity sensitivity screening of Gildan-operated manufacturing sites to identify locations exposed to potentially higher biodiversity risk

LEARN MORE

- ▶ [Governance and Management Approach](#)



One way we aim to increase our positive impact (no net loss) on wildlife is through our Biotop wastewater treatment lagoon systems in the Dominican Republic and Honduras, home to an array of flora and fauna.

²⁹ We conduct environmental impact assessments informed by legal and local environmental regulations, depending on the type of project and its level of impact.

³⁰ The 2025 assessment recorded fewer bird species compared to 2024, reflecting natural seasonal variation between migration and breeding periods. The 2024 survey coincided with the peak migration period, capturing maximum diversity, whereas the 2025 survey focused on the breeding season, providing valuable insights into the reproductive behaviour of resident and endemic species. This variation represents an important ecological pattern.



SOCIAL

Human rights and ethical labour practices ▶

Learning and development ▶

Inclusion and belonging ▶

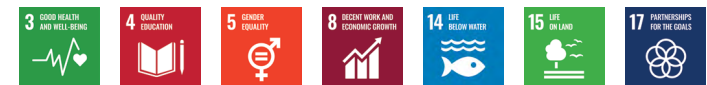
Employee well-being ▶

Global health and safety ▶

Community investment ▶



We strive to create safe, healthy, and rewarding workplaces grounded in respect, dignity, and equal opportunity. We extend these expectations to our suppliers and support socio-economic development in our communities through job creation, partnerships, charitable giving, and employee volunteerism.





HUMAN RIGHTS AND ETHICAL LABOUR PRACTICES

We are committed to respecting workers' rights and promoting fair and ethical treatment of all people who manufacture and distribute Gildan's products worldwide.

OUR APPROACH

Through our actions and policies, we work to uphold and respect human rights as established in the United Nations International Bill of Human Rights (including the Universal Declaration on Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights), as well as the United Nations Guiding Principles on Business and Human Rights, International Labour Organization (ILO) standards, and the OECD's Guidelines for Multinational Enterprises.

Our [Code of Conduct](#) adheres to the principles and standards of the Fair Labor Association (FLA) and asserts our position on child and forced labour, compensation, hours of work/overtime, health and safety, freedom of association and collective bargaining, harassment and violence, grievance and communication mechanisms, as well as non-discrimination. We provide training on human rights and how to report suspected violations as part of our annual Code of Conduct employee refresher training.

In 2025, we updated our [Human Rights Policy](#) to reflect the latest international standards and incorporate best practices and a fuller description of Gildan's human rights due diligence process. The policy integrates both industry-wide and Gildan-specific salient human rights topics. We also refreshed our [Stakeholder Engagement Policy](#) to reinforce our approach to collaboration in support of mutual objectives.

We expect our finished product contractors to operate in full alignment with our policies, procedures, and guidance related to human rights such as our [Code of Conduct](#), [Code of Ethics](#), [Social and Sustainable Compliance Guidebook](#), and [Responsible Production and Sourcing Policy](#).

Through our Social Compliance Program, we take measures to identify, prevent, and mitigate the risk of human rights violations in both our vertically integrated operations and the operations of our finished product contractors.

LIVING WAGE

We strive to meet or exceed local requirements with respect to total compensation globally. This compensation includes legally established salaries, as well as cash and in-kind benefits.³¹

As stated in our [Code of Conduct](#), Gildan provides employees with the legal minimum wage or the prevailing industry wage in the countries where it operates, whichever is higher. We comply with all applicable legal requirements on wages, and provide all fringe benefits required by law, contract, or as established in applicable collective bargaining agreements. Our living wage definition is aligned with the FLA and the Global Living Wage Coalition. Learn more in [Our Approach to Wages](#) statement.

2025 HIGHLIGHTS

- Conducted compensation awareness campaigns in several countries where we operate, along with refresher training on in-kind benefits
- Completed the Wise Responder³² socio-economic survey at three Gildan-operated facilities in Honduras, Nicaragua, and the Dominican Republic to assess compensation practices through its Poverty Zero Index. We received socio-economic insights for each facility, enabling us to better identify and address evidence-based living wage gaps; country results are under review, and, in 2026, we will begin work to implement these initiatives
- Participated in an FLA wage data collection pilot to improve the accuracy and efficiency of wage monitoring. Through testing monthly data collection methods and providing feedback on usability, we strengthened our understanding of how different approaches address challenges such as worker turnover and seasonal fluctuations, supporting more accurate reporting, alignment with FLA's fair compensation framework, and confirmation of compliance with national requirements
- Collaborated with the Anker Research Institute's³³ In-Kind Benefits Advisory Committee to support the analysis and review of guidelines for valuing in-kind benefits. The guidelines will be tested in 2026, aiming to support greater standardization across sectors



SUPPORTING EMPLOYEES AMID RISING LIVING COSTS

In partnership with the National Supplier of Basic Products (BANASUPRO), the Bipartite Commission of the Honduran Association of Maquiladores, and union representatives, we launched a pilot program to expand access to affordable groceries in response to rising living costs. We launched the initiative in all Gildan-operated manufacturing facilities in Honduras, enabling hundreds of employees to purchase at discounted prices more than 800 essential items, ranging from food staples to basic hygiene products.

We also launched a discount program with local suppliers in the Dominican Republic to provide workers with access to more competitively priced products and services in their communities.



³¹ Examples of in-kind benefits that we offer in select countries include free on-site medical clinics, vaccinations and medicine programs, subsidized meals, and free transportation.

³² Wise Responder is a non-governmental organization that provides scientific methodology and tools to measure, understand, and address multidimensional well-being and poverty through standardized metrics and comparable measures across key populations.

³³ Anker Research Institute is a global research organization dedicated to advancing evidence-based methodologies and research on living wages and living incomes worldwide.



MODERN SLAVERY

As we state in our Modern Slavery Report, Gildan does not tolerate modern slavery in any form within our own operations and supply chains. We embed human rights considerations in our policies, governance, and management systems, and we expect our business partners to do the same.

To mitigate risks associated with modern slavery and other human rights violations, Gildan takes measures to ensure that cotton is not procured from prohibited or high-risk sources. We engage in risk-based supply chain tracing for all cotton sourced internationally. We have partnered with an independent third-party organization to map and evaluate the supply chains of our yarn vendors. Finished product contractors may only source cotton and cotton-blended yarns from vendors approved by this vetting process. Gildan has also adopted advanced testing protocols to further verify supply chain integrity.

For more information on how we trace the cotton used in our products, see [page 17](#).

2025 HIGHLIGHTS

- Incurred no incidents of child labour in Gildan-operated or our finished product contractor facilities
- Incurred no incidents of young workers exposed to hazardous work in Gildan-operated or our finished product contractor facilities
- Recorded zero social or economic fines or sanctions under the ILO 169 Convention on Indigenous and Tribal Peoples
- Introduced Responsible Yarn Sourcing and Cotton Origin Compliance training, including modern slavery awareness, through a phased roll-out to key finished product contractors and other finished goods suppliers
- Through our annual migrant worker survey, confirmed with 100% of our finished product contractors that none have employed migrant workers in their operations

RIGHT TO FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Gildan respects employees' rights to form or join any organization or association of their choosing, including unions, and to engage in collective bargaining with us. We have a no-tolerance policy regarding intimidation or attacks on union representatives or individuals considered as human rights defenders.

At the end of 2025, approximately 55% of our employees globally were covered by a collective bargaining agreement established between unions and corresponding facilities.

2025 HIGHLIGHTS

- Continued to provide both in-person and virtual refresher training on freedom of association and collective bargaining agreements through our annual Code of Conduct training at Gildan-operated and finished product contractor facilities globally

LOOKING AHEAD

We plan to:

- Expand the use of the FLA's Fair Compensation Toolkit among our Tier 1 finished product contractors to support wage data monitoring and collection
- Conduct grievance mechanism trainings at all Gildan-operated facilities

LEARN MORE

- ▶ [Global Human Rights Policy](#)
- ▶ [Social and Sustainable Compliance Guidebook](#)
- ▶ [Ethical Labour Practices](#)
- ▶ [Global Anti-Harassment, Anti-Discrimination, and Anti-Violence Policy](#)
- ▶ [Living Wage](#)
- ▶ [Modern Slavery](#)
- ▶ [Modern Slavery Report](#)
- ▶ [Right to Freedom of Association and Collective Bargaining](#)
- ▶ [Supply Chain and Contractor Standards](#)
- ▶ [Responsible Production and Sourcing Policy](#)
- ▶ [2025 Performance](#)





LEARNING AND DEVELOPMENT

Through our learning and development programs, we are expanding access to learning, strengthening capabilities, and enabling growth opportunities for all Gildan employees.

OUR APPROACH

Through our global learning strategy, we invest in programs that expand and enhance our employees' leadership, technical, professional, and interpersonal skills. Our approach is based on our competency framework, which includes Adaptability and Resilience, Initiative and Entrepreneurship, Teamwork and Inclusion, Communication, and Work Management.

We also maintain formalized performance management processes for all employees as well as a succession planning process for key positions to help ensure business and leadership continuity.

2025 HIGHLIGHTS

- Began implementing a new global Learning Management System (LMS), bringing together our entire workforce – both connected and non-connected employees – into a single, unified learning system for the first time. When fully deployed in 2027, it will serve as a central hub for learning across Gildan, strengthening our ability to develop talent, drive compliance, and enable growth at scale
- Launched our Global Mentoring Program in response to employee feedback seeking more structured development, stronger cross-functional connections, and greater access to experienced leaders. The program pairs employees with leaders from different functions and geographies. Mentors receive dedicated training focused on effective coaching, meaningful dialogue, and goal setting. Over a seven-month period, mentor–mentee pairs engage in regular check-ins, developmental conversations, and knowledge sharing
- Refreshed our ASPIRE leadership program in partnership with the McGill Executive Institute to offer a more tailored development journey for senior leaders. The updated program focuses on strategic leadership capabilities, collaboration, and practical application through business-focused projects
- Introduced a four-month certification program to strengthen leadership and quality management skills among sewing production supervisors in Bangladesh
- Launched a cross-functional breakfast series in Canada to deepen understanding of various aspects of our operations across departments, expand internal networks, and build business acumen



ADVANCING GLOBAL LEARNING

Our LMS represents a significant step forward in modernizing and digitalizing how learning is delivered, tracked, and managed across Gildan. It is designed to support a more consistent and scalable learning experience, strengthen governance, and enhance access to training for employees regardless of location or role.

Key features

- Access to a multilingual learning catalogue featuring e-learning, virtual, and in-person training
- Curated learning journeys tailored to both technical and leadership development
- Mobile app access to support learning on the go
- Centralized tracking of training hours and course completion



OUR KEY LEARNING PROGRAMS

	2025 PARTICIPANTS	CUMULATIVE	COUNTRIES
LEADERSHIP DEVELOPMENT			
ASPIRE Empowers senior leaders to amplify their impact and lead with purpose through a five-month immersive program	18	38	Global
THE GILDAN GENUINE TRAINING LEADERSHIP CERTIFICATION PROGRAM Strengthens leadership skills of front-line supervisors with a focus on safety, quality, productivity, and employee engagement	592	953	Dominican Republic, Honduras, Nicaragua
SCHOOL OF LEADERSHIP Supports newly hired and newly promoted leaders	242	489	Dominican Republic, Honduras, Nicaragua
MALKIA³⁴ Provides women with tools and experiences to build confidence, enhance strategic decision-making, and move into leadership roles	24	123	Dominican Republic, Honduras
SKILLS DEVELOPMENT			
SIX SIGMA ACADEMY Provides structured training in Lean and Six Sigma methodologies at Yellow, Green, and Black Belt levels	74	388	Bangladesh, Honduras, Nicaragua, U.S.
MI CASITA Trains women to become mechanics, electricians, forklift operators, and other technical roles through a five-month hands-on program	30	80	Dominican Republic
EMPODERA Equips operational employees with skills in self-awareness, self-management, and relationship building	47	4,130	Dominican Republic, Honduras, Nicaragua

³⁴ MALKIA is an International Labour Organization (ILO) program for front-line female managers to master key managerial skills and confidence in our Latin American operations.

LOOKING AHEAD

In 2026, we plan to:

- Launch a new ASPIRE leadership cohort globally
- Continue the global roll-out of our LMS
- Roll out “AI in Action at Gildan,” a quarterly series on how our employees are leveraging artificial intelligence (AI) tools in their work

LEARN MORE

- ▶ [Governance and Management Approach](#)
- ▶ [2025 Performance](#)



Gildan employees celebrate graduation from the Empodera program.



INCLUSION AND BELONGING

From our offices to our factories, we strive to create an equitable and inclusive company culture where people can bring their authentic selves to work and feel a sense of belonging.

TARGET³⁵

ACHIEVE GENDER PARITY FOR THE COLLECTIVE GROUP OF EMPLOYEES COMPOSING DIRECTOR-LEVEL AND ABOVE BY 2027

2025 PROGRESS

32.7%

GENDER PARITY PROGRESS

for the collective group of employees composing director-level and above, compared to 32.3% in 2024



OUR APPROACH

Our employees bring a wide range of experiences, ideas, and skill sets to our teams, helping to drive growth and innovation across the organization. We invest in programs and activities that bring employees together to build camaraderie and pride in being part of the Gildan family. We also host events that promote cultural understanding and mutual respect. Through our learning and development programs (see [pages 23-24](#)), we aim to ensure all employees have access to the tools and opportunities needed to support their career growth at Gildan.

2025 HIGHLIGHTS

In 2025, we conducted our Global Employee Engagement & Inclusion Survey for our networked employees.³⁶

Key results

- **90%** participation rate, up from 82% in 2023
- **86%** shared that they feel comfortable being themselves at work
- **86%** believe Gildan actively promotes inclusivity
- **82%** believe that Gildan is an inclusive workplace

Our Employee Experience Net Promoter Score increased from 32.7 in 2023 to 44.0, exceeding the industry benchmark of 10.1 – a powerful indicator of advocacy and overall employee experience.

LOOKING AHEAD

We plan to:

- Develop roadmaps to address the key themes identified through employee roundtables in the U.S.
- Share results from our Global Employee Engagement & Inclusion Survey and develop action plans tailored to each area



In Bangladesh, more than 9,000 employees gathered at a local theme park for Gildan's Annual Picnic, enjoying park attractions, cultural performances, and group activities.



Employees in Montreal commemorated Canada's National Day for Truth and Reconciliation through learning, reflection, and recognition of Indigenous history and culture.

BUILDING STRONGER CONNECTIONS IN THE U.S.

In our 2023 and 2024 Global Employee Engagement and Inclusion surveys, our U.S. employees indicated that Gildan could do more to support a culture of inclusion and belonging. In response, we held employee roundtables at all U.S. locations in 2025 to gather deeper insights. Based on this feedback, we will develop targeted roadmaps in 2026 focused on strengthening employee communication, building inclusive leadership capabilities, and fostering inclusion through meaningful and sustainable initiatives.

LEARN MORE

- ▶ Governance and Management Approach
- ▶ Inclusion and Belonging Policy
- ▶ Anti-harassment, Anti-discrimination, and Anti-violence Global Policy
- ▶ Workforce Demographics

³⁵ For more information on these targets and metrics, including related risks and assumptions, please refer to "Caution regarding forward-looking statements."

³⁶ Our Global Employee Engagement & Inclusion surveys are done bi-annually, staggering hourly and networked surveys. In 2025, we surveyed a cross-section of networked employees.



EMPLOYEE WELL-BEING

We want our employees and their families to be the best they can be, and we are committed to helping them get there through our benefits and well-being programs.

OUR APPROACH

We offer a range of benefits and resources to eligible employees worldwide that support the physical, mental, and financial well-being of employees and their families.

Supporting access to healthcare

Outside of the U.S., many of our manufacturing facilities operate in areas without convenient access to high-quality healthcare services. To support access to care, we operate fully equipped medical clinics at our manufacturing facilities in Bangladesh, the Dominican Republic, Honduras, and Nicaragua. Employees can visit the clinics for medical appointments, preventative services, screenings, and vaccinations, at no cost.

In addition to our on-site health clinics, in Honduras and Nicaragua, we organize annual health fairs where employees and their families can receive free medical services from healthcare professionals in gynaecology, pediatrics, urology, dermatology, ophthalmology, cardiology, and dentistry. In 2025, more than 4,400 employees and family members attended these health fairs, with more than 3,500 consultations provided and more than 9,000 medicines distributed.

2025 HIGHLIGHTS

- **Barbados:** Partnered with the Heart and Stroke Foundation to offer quarterly on-site visits to monitor employees' blood pressure, cholesterol, blood sugar, and body mass index
- **Dominican Republic:** Reinforced our commitment to personal time and work-life balance through the launch of our "How did you spend your weekend?" campaign, encouraging employees to share photos showing how they made use of their days off
- **Honduras:** Promoted emotional well-being among plant operators and administrative staff through a new mental health awareness program offering practical tools, listening spaces, on-site access to a psychologist, and training to help leaders identify signs of stress or emotional overload

LOOKING AHEAD

We plan to:

- Open an on-site fitness centre at our facility in Bangladesh
- Offer an on-site farmer's market at our office in Barbados to provide staff with convenient access to fresh, locally sourced produce
- Coordinate participation in a group run for our Montreal team to encourage fitness and connection
- Introduce diabetes reversal and weight management programs for our employees in the U.S.

ENCOURAGING HEALTHY LIFESTYLES

We equip our employees with knowledge and tools to make healthy choices. This includes workshops on topics such as nutrition, parenting, and preventing domestic violence; discounts to local fitness centres; and on-site health screenings including for breast, cervical, and prostate cancers.³⁷

ADDRESSING MENTAL HEALTH

We provide resources and support including employee assistance programs to help employees manage stress, anxiety, and overall mental well-being.

PROMOTING FINANCIAL WELL-BEING

In addition to competitive compensation, we offer resources and host events to help our employees manage their personal finances.



Gildan employees in Honduras raise awareness of breast cancer.



Our annual health fairs offer free and convenient access to medical services for Gildan employees and their families.

LEARN MORE

- ▶ [Governance and Management Approach](#)

³⁷ Varies by location.



GLOBAL HEALTH AND SAFETY

We view health and safety through the lens of prevention and zero harm, for both our employees and the employees of our finished product contractors.

TARGET³⁸

ISO³⁹ CERTIFICATION AT ALL COMPANY-OPERATED FACILITIES BY 2028

2025 PROGRESS

Four additional facilities attained certifications related to ISO 45001,

BRINGING THE TOTAL NUMBER TO NINE

By achieving ISO 45001 certification across our operations, we aim to strengthen our efforts to reduce occupational injuries and illnesses and to protect the overall wellness of our employees.

OUR APPROACH

Our [Global Health and Safety Policy](#) guides our actions across our operations worldwide. The policy focuses on:

- Providing a safe and healthy work environment to help prevent work-related injuries and illnesses
- Reducing safety hazards and risks through innovative processes and technologies as well as the use of safe raw materials and supplies
- Ensuring compliance with applicable occupational health and safety laws and other requirements in countries where we operate
- Educating and motivating our employees, contractors, and suppliers to work safely and responsibly
- Encouraging openness, consultation, and participation of our employees, their representatives, and other stakeholders in occupational health and safety matters
- Evaluating our health and safety management system and seeking opportunities to continuously improve our performance

2025 HIGHLIGHTS

We reduced our work-related injury rate to 0.20, down from 0.34 in 2024, and achieved our lowest lost time incident rate in three years, at 0.09. However, our severity rate increased to 2.49 from 2.31 in 2024, indicating that while the number of incidents declined, the injuries that did occur were slightly more severe than in prior years.

In response, we strengthened our focus on identifying root causes of incidents and launched an Accident Reduction Taskforce. The taskforce worked with external safety experts to identify corrective actions and ensure that administrative and engineering controls are effectively implemented to prevent recurrence at key facilities in Honduras, the Dominican Republic, and the U.S.

SUPPORTING INDUSTRY EFFORTS TO IMPROVE SAFETY IN BANGLADESH

We strengthened our commitment to occupational safety in Bangladesh by joining the [International Accord for Health and Safety](#) in the Textile and Garment Industry and becoming a signatory to the [Nirapon](#) program. Through these commitments, we support collaborative, industry-led efforts to enhance factory safety, promote safer working conditions, and drive long-term improvements in workplace health and safety across the country.



³⁸ For more information on these targets and metrics, including related risks and assumptions, please refer to "[Caution regarding forward-looking statements](#)."

³⁹ ISO 45001 is an international standard for occupational health and safety management systems.



HEALTH AND SAFETY IN THE U.S.

In 2025, we continued to strengthen health and safety across our U.S. operations through proactive risk prevention, employee engagement, and the use of innovative technologies. We're proud to share that our Jacksonville, Florida, distribution centre achieved five consecutive years without a lost time incident.

In our U.S. yarns facilities, we introduced cross-plant safety inspections. These brought together management teams and employees from different sites to identify improvement opportunities, uncover unaddressed risks, and share leading safety practices.

To address climate-related risks, we implemented a U.S. heat stress management policy and training

program, contributing to zero heat-related incidents globally in 2025.

We also enhanced workplace safety through automation and ergonomics initiatives. This included reducing manual material handling by deploying put-away and picking robots at our Eden, North Carolina, distribution centre. The site also installed proximity sensors in shipping and receiving areas to improve pedestrian safety around powered industrial vehicles. Across all our U.S. distribution centres, we rolled out a new ergonomics assessment tool that is helping identify additional opportunities for improvement.



In 2025, our Eden distribution centre launched an employee recognition program that rewards participation in safety initiatives with a dedicated safety coin.

LOOKING AHEAD

In 2026, we plan to:

- Develop and roll out an ISO-based internal health and safety management system designed to reduce complexity and adapt to the Company's evolving needs. This system will replace individual facility-level ISO certifications
- Continue to focus on reducing overall incident frequency, improving health and safety performance, and ensuring consistent execution of standardized safety processes

LEARN MORE

- ▶ [Governance and Management Approach](#)
- ▶ [Global Health and Safety Policy](#)
- ▶ [2025 Performance](#)





COMMUNITY INVESTMENT

Gildan is committed to supporting the communities where we operate, driving positive socio-economic impact through community programs, collaborative partnerships, and employee volunteerism.

OUR APPROACH

In collaboration with local Gildan teams, we focus most of our community investment dollars in three core areas, while also supporting disaster relief efforts:

- Good health and well-being
- Quality education
- Resource protection

Our community investments include financial donations, employee volunteering, matched-giving to specific fundraising initiatives, and in-kind contributions. For more information on our investment priorities, see our [Community Investment Policy](#).

2025 HIGHLIGHTS

- We invested more than \$2.9 million in community initiatives
- Gildan employees contributed 57,300 hours of volunteer time



GOOD HEALTH AND WELL-BEING

We believe that promoting health and well-being strengthens both communities and our business.

Bangladesh: Supporting access to quality care

In Savar, where our largest facility is located, many residents face challenges accessing quality healthcare. In 2025, we launched a partnership with the global non-governmental organization BRAC to implement the Targeted Health Response for Equitable Access & Delivery of Primary Healthcare Services project. With Gildan's support, the initiative aims to establish a subsidized primary healthcare centre in Palashbari and strengthen an existing centre in Ashulia, collectively serving six communities in the Savar region.

Nicaragua: Rallying for breast cancer

In 2025, we served as a sponsor of the Movicáncer Foundation's Pink Race and cycling rally held on World Breast Cancer Awareness Day. Funds raised are intended to support: the vocational rehabilitation workshop at the Bertha Calderón Roque Hospital for single mothers with cancer, which provides skills training and income-generation opportunities; the hospital's pressotherapy and breast prosthesis workshop, which produces devices for more than 1,500 mastectomized women annually; and renovations to the patient shelter to improve accommodation conditions for patients traveling from rural and remote areas.

⁴⁰ For more information on these targets and metrics, including related risks and assumptions, please refer to "Caution regarding forward-looking statements."

⁴¹ Evaluated on the basis of adjusted net earnings, which is a non-GAAP financial measure. See "About non-GAAP financial measures" on [page 36](#).

⁴² Based on adjusted pre-tax earnings (see [Gildan's 2025 Report to Shareholders](#), p. 62).



QUALITY EDUCATION

We aim to promote inclusive and equitable quality education and lifelong learning opportunities for all.

Bangladesh: Promoting the power of literacy among youth

While literacy rates among children in Bangladesh have steadily improved over the past decade, early childhood literacy remains a challenge, with only 24% of children in grades two and three demonstrating foundational reading skills.⁴³

In 2025, we completed the first year of our three-year, \$150,000 partnership with World Vision Bangladesh to implement the Empowering Next Generation project. The initiative aims to improve literacy outcomes for garment workers' children aged 9-11 and their communities in Savar. The project applies an evidence-based approach to strengthen classroom reading instruction while engaging students, families, and communities in reading activities outside of school.

With Gildan's support, the program established:

- Six reading centres stocked with age-appropriate books serving 150 children (25 per centre) where students can borrow materials and practice reading at home
- 150 child-friendly home reading spaces
- A reading buddies' program and weekly reading camps
- A catch-up program with weekly sessions to help children bridge learning gaps and remain aligned with age-appropriate competencies
- Monthly parent meetings to encourage involvement in their children's learning

Compared to a 2024 baseline, 67% of children participating in the program demonstrated improvement in reading fluency with comprehension.



Shahadat, together with his parents Shiuli and Liton, participated in the Empowering the Next Generation project in 2025. "My greatest joy as a mother is seeing my child excited about learning," says his mother.

Honduras: Strengthening resilience through education

In Honduras, many schools are vulnerable to natural hazards such as hurricanes, floods, and landslides while environmental degradation continues to pose risks to student health and learning.

Over the past two years, we have worked with World Vision Honduras to integrate environmental education into schools through the completion of the fourth phase of the Childhood Education and Transformation program. Aligned with the government's Green and Safe Schools initiative, the program supports safer and healthier learning environments while equipping students with the knowledge and skills needed to address environmental and climate challenges, with a complementary focus on food insecurity.

Key results:

- Implemented the program in 36 educational centres, reaching 23,757 students, more than double the target of 9,818 students
- Developed climate risk management plans at 29 centres and implemented fire, flood, and first-aid drills to mitigate risks. Select plans also introduced reforestation activities and student-maintained plant nurseries
- To support healthy diets, schools planted gardens and provided food and nutrition education to students. In centres with limited space, vertical gardens using recycled materials were built. In addition, centres held a "Súper Chefcito" contest, encouraging children to consume the vegetables they helped grow. Children also learned composting techniques for environmentally responsible reuse of organic waste
- Installed water storage tanks at 10 educational centres to support water for gardening activities



Children from a school supported by the Childhood Education and Transformation program.

⁴³ UNICEF Bangladesh — Multiple Indicator Cluster Survey (MICS) Preliminary Report, 2025



RESOURCE PROTECTION

We seek to support and protect the environment around us, both through our operations and through partnerships within the communities where we operate.

Honduras: Protecting people and the environment

In Honduras, communities often experience challenges related to natural hazards, sanitation, and access to clean water.

In 2025, we established a partnership with the Comisión de Acción Social Menonita (CASM) to support the Communities Fostering Resilience project. Over the next two years, CASM will engage residents in risk mapping, local organizing, and early warning training, while promoting environmental sustainability through better waste management, water protection, sanitation, and reforestation. The project will also work to expand access to safe drinking water through enhanced collection, treatment, and storage, alongside community education on responsible water use.

Nicaragua: Restoring forests

For nine years, Gildan has supported the Sow to Harvest program to help protect natural resources in Nicaragua through tree planting on land that was partially used for agricultural activities. In 2025, we supported the planting of 7,915 forestry and fruit tree species in the Rivas region. Since the start of the program, we have helped plant more than 55,000 trees.



An employee planting a tree in Nicaragua.



Our Barbados employees partnered with a local senior citizens' home to donate food hampers and hygiene supplies.

GILDAN EMPLOYEES GIVE BACK

Through our employee volunteering program, Respect in Action, we encourage employees to support their local communities.

In 2025, we held our second Global Employee Volunteer Month during which Gildan employees volunteered more than 6,000 hours supporting education, the environment, and other priorities aligned with the Company's [Community Investment Policy](#).

Dominican Republic, Honduras, and Nicaragua: Employees participated in beach cleanups, collecting over eight tons of waste.

Barbados: Employees partnered with a local senior citizens' home to donate food hampers and hygiene supplies.

Canada: Employees in our Montreal head office raised more than \$110,000 for Centraide du Grand Montréal, which provides essential services to people in need.

U.S.: Employees at our Eden distribution centre and yarns facilities helped pack and distribute backpacks and supplies to students in need.

Dominican Republic: Employees participated in an event to raise awareness among youth of health and environmental issues.

Bangladesh: Employees distributed 3,500 nutritious meals to underprivileged communities near our facilities, helping to ensure access to essential nutrition to break the fast during the month of Ramadan.

HELPING IN TIMES OF DISASTER

In 2025, Gildan responded to support communities impacted by natural disasters, including:

U.S.: Donated 29,560 units of American Apparel® and Gildan® garments to FireAid, a concert benefiting those affected by the Los Angeles wildfires. Shirts and hoodies were made available for purchase with all proceeds directed to wildfire relief efforts.

Nicaragua: Completed a donation of medical supplies and rescue equipment initiated in 2024 and valued at approximately \$12,000 to Good Neighbors, supporting communities affected by natural disasters.



Materials donated to Good Neighbors.

LEARN MORE

- ▶ [Governance and Management Approach](#)
- ▶ [Community Investment Policy](#)
- ▶ [2025 Performance](#)



GOVERNANCE

Corporate governance ▶

Ethics and integrity standards ▶

Data privacy and cybersecurity ▶

Strong corporate governance guides how we manage our business and fulfill our responsibilities, creating value for shareholders, employees, and the communities we serve – both now and in the future.





CORPORATE GOVERNANCE

Our Board of Directors helps ensure effective oversight of the Company’s management.

As of December 31, 2025, seven out of eight Gildan Board members were independent. The only non-independent director is Gildan’s President and CEO, Glenn J. Chamandy. In February 2026, Deepak Khandelwal was appointed as an independent director, bringing our Board of Directors to nine members.

The Board meets quarterly and holds additional meetings as warranted. Independent directors meet without the presence of management at each quarterly meeting. Only independent members sit on the Board’s three standing committees: the Audit and Finance Committee (Audit Committee), the Compensation and Human Resources Committee (HR Committee), and the Corporate Governance and Social Responsibility Committee (Governance Committee).

The Governance Committee reviews the composition, skills, and diversity of the Board to identify gaps and target specific expertise to enhance the Board’s overall effectiveness and depth of experience. Please refer to our [2025 Management Information Circular](#) for our director skills matrix.

The Board’s continuing education program focuses on four key areas: operations; the competitive landscape, products, marketing, and innovation; sustainability, risks, and governance; and human capital. Please refer to our [2025 Management Information Circular](#) for more information.

BOARD DIVERSITY

The Board considers diversity to be an essential element of board effectiveness and a business imperative that helps Gildan and the Board attract and retain the brightest and most talented individuals. A diverse board possesses a balance of skills, experience, and expertise, and a diversity of perspectives that are relevant to Gildan’s business and strategic objectives. The Governance Committee reviews and monitors the implementation of the [Board Diversity Policy](#) and reports annually to the Board.

In April 2022, the Board committed to achieving at least 30% women representation on the Board by our 2023 Annual Meeting of Shareholders. This commitment builds on the Board’s 2021 objective to maintain at least 30% representation of individuals who self-identify as women, visible minorities, Aboriginal Peoples (First Nations, Inuit, and Métis), and/or persons with disabilities, and to include at least one racially or ethnically diverse director. The Board reaffirmed its commitment to these targets in April 2025.

As of December 31, 2025, women represented 37.5% of the Board with a total of three directors out of the eight directors self-identifying as women in accordance with the Canadian Employment Equity Act.⁴⁴ As of March 2026, the Board consisted of nine directors and met its diversity target.

Best practices in corporate governance reflected by our Board include:

- The Chair of the Board provides Board leadership and is independent
- Directors may serve on a maximum of four public company boards, including Gildan
- Only independent directors serve on Board committees
- Annual election of directors (no staggered terms)
- Directors elected individually in non-contested elections (no slate voting)
- Board tenure and term limits for non-executive directors (15 years of service or age 75, whichever occurs first)
- Private sessions of independent directors at all regular Board and committee meetings
- Proactive engagement and collaboration with shareholders and other stakeholders
- Strong Board education, as well as onboarding of new directors
- Each independent director is expected to meet our director share ownership requirements within five years of joining the Board, aligning director interests with those of shareholders
- Our Code of Ethics applies to Board directors

EXECUTIVE COMPENSATION

Our executive compensation program is designed to attract, motivate, and retain high-performing executives, encourage superior performance, and align executives’ interests with those of our shareholders.

A portion of the executive short-term incentive program is tied to the advancement of sustainability targets to create greater alignment between executive compensation and shareholder interest. Gildan’s sustainability goals represent 25% of the strategic performance assessment and are a combination of environmentally focused objectives and an objective tied to human capital management. Further information on executive compensation is available in our [2025 Management Information Circular](#).

RISK MANAGEMENT

The Board of Directors oversees our risk governance framework, which establishes policies and processes for the continuous assessment of risks to our business. These include risks related to operations, finances, compliance, cybersecurity, strategy, and the environment, including climate change, as well as geopolitical, macro-economic, social, and human rights risks.

For information on some of the risks we have identified, and the actions taken to mitigate them, see our [2025 Report to Shareholders](#) and our [2025 Annual Information Form](#).

LEARN MORE

- ▶ Corporate Governance
- ▶ Board Statistics

⁴⁴ As of April 30, 2026, three (33.3%) out of nine directors are women and one director (11%) self-identifies as a visible minority.



ETHICS AND INTEGRITY STANDARDS

We are dedicated to upholding the highest ethical standards across all our operations and business practices globally.

OUR APPROACH

Our [Code of Ethics](#) and [Code of Conduct](#) guide our employees in making decisions that align with Gildan's core values and guiding principles. All new employees are asked to read, acknowledge, and certify their compliance with both upon joining Gildan. Employees in supervisory positions as well as certain non-supervisory positions requiring heightened compliance must complete an annual certification of the Code of Ethics.

Our [Anti-corruption Policy and Compliance Program](#) outlines our zero-tolerance approach to bribery and other prohibited payments, including facilitation payments.

We also expect our finished product contractors to operate in full alignment with our policies, procedures, and guidance, including our [Code of Conduct](#), [Code of Ethics](#), and [Social and Sustainable Compliance Guidebook](#).

Reporting violations and grievances

Employees can report concerns through our [Ethics Hotline](#) via a local toll-free number or by submitting a report online. The service is available in the local language of each country where we operate. Reports are treated confidentially, consistent with the need to conduct a thorough investigation and in accordance with applicable laws. Employees at Gildan-operated facilities may also raise concerns through suggestion boxes, roundtables, and our open-door policy, as well as our digital grievance mechanism, the Open Worker Line (OWL) app.

2025 HIGHLIGHTS

- 100% of employees who were asked to complete the annual compliance certification completed it⁴⁵
- 95% of employees in all Gildan-operated manufacturing locations received annual Code of Conduct refresher training⁴⁶
- 97% of finished product contractors completed annual Code of Conduct refresher training
- Completed the roll-out of the OWL app at all Gildan-operated manufacturing facilities. As of December 2025, approximately 6,900 workers have downloaded the app, with a 95% case resolution rate

LEARN MORE

- ▶ Governance and Management Approach
- ▶ Code of Conduct
- ▶ Code of Ethics
- ▶ Speak Up: Whistleblowing Policy for Employees and External Stakeholders
- ▶ Public Policy and Advocacy
- ▶ Social and Sustainable Compliance Guidebook
- ▶ 2025 Performance



⁴⁵ This includes all employees in supervisory positions and all employees in non-supervisory positions whose particular job functions require a high standard of compliance with the policies. In addition, new employees in all Gildan locations received training on Gildan's Code of Conduct and Code of Ethics as part of their onboarding process.

⁴⁶ We coordinate with our facilities to ensure that employees who were not able to receive the training complete it accordingly.



DATA PRIVACY AND CYBERSECURITY

We are vigilant in protecting our internal systems and the security of our employee, customer, and supplier data.

OUR APPROACH

We take a risk-based approach to information security and privacy, focused on detecting and investigating incidents and preventing their occurrence or recurrence.

Our Information Security Policy, data privacy policies, and Information Assets Protection Policy govern our cybersecurity practices. In addition, our Artificial Intelligence (AI) Policy helps ensure the safe and ethical use of AI across our operations. All Gildan administrative and office employees receive annual mandatory training on information protection and cybersecurity.

2025 HIGHLIGHTS

- Achieved ISO 27001:2022 certification, an internationally recognized standard for information security management, across our Montreal headquarters and data centres
- 100% of our technology-enabled employees participated in ongoing awareness and phishing simulation exercises
- Completed a third-party cybersecurity maturity assessment to benchmark our capabilities and identify priority areas for improvement
- Completed a technical red team assessment, providing a clear, real-world evaluation of how our defences perform under targeted attacks
- Enhanced core protection measures, including stronger access controls, improved safeguards for information across our environment, and advances in network segmentation to help limit potential impact

LEARN MORE

- ▶ Governance and Management Approach
- ▶ 2025 Performance





CAUTION REGARDING FORWARD-LOOKING STATEMENTS

Certain statements included in this Sustainability Report constitute “forward-looking statements” within the meaning of the U.S. Private Securities Litigation Reform Act of 1995 and Canadian securities legislation and regulations and are subject to important risks, uncertainties, and assumptions. This forward-looking information includes, amongst others, information with respect to our objectives and the strategies to achieve these objectives, including statements related to the Gildan Sustainable Growth (GSG) strategy and Next Generation Sustainability strategy and sustainability targets, including as it relates to the integration of HanesBrands, as well as information with respect to our beliefs, plans, expectations, anticipations, estimates, and intentions. Forward-looking statements generally can be identified by the use of conditional or forward-looking terminology such as “may,” “will,” “expect,” “intend,” “estimate,” “project,” “assume,” “anticipate,” “plan,” “foresee,” “believe,” or “continue,” or the negatives of these terms or variations of them or similar terminology.

Forward-looking information is inherently uncertain, and the results or events predicted in such forward-looking information may differ materially from actual results or events. Forward-looking statements are subject to significant risks and uncertainties, including those related to climate, political, social, financial, geopolitical, and economic impacts in our operational countries and in the markets we serve. This encompasses disruptions to manufacturing and distribution activities due to such factors as operational issues, disruptions in transportation logistics functions, labour disruptions, political or social instability, weather-related events, natural disasters, epidemics and pandemics, international trade disruptions, and other unforeseen adverse events.

Forward-looking statements are also subject to significant risks and uncertainties related to negative publicity as a result of actual, alleged, or perceived violations of human rights, labour and environmental laws or international labour standards, or unethical labour or other practices by Gildan or one of its third-party contractors, as well as those other risks described under the “Risks and uncertainties” section of our 2025 Annual Report to Shareholders’ Management’s Discussion and Analysis (MD&A) and under the “Caution regarding forward-looking statements” section of our MD&A for the quarter ended March 31, 2026. Furthermore, Gildan’s projected capital expenditures, including those resulting from its Sustainable Growth strategy, and the potential benefits anticipated from these initiatives, are outlined in our 2025 Annual Report to Shareholders. Additionally, we expound upon our sustainability objectives and their anticipated benefits, encompassing goals related to climate, energy, water, circularity, human capital management, long-term value creation, and transparency and disclosure. Many of the standards and metrics

utilized in compiling this Report, along with the underlying data informing such metrics, are subject to ongoing development. They are established on expectations and assumptions deemed reasonable at the time of preparation yet should not be interpreted as guarantees. These standards, metrics, expectations, and assumptions have not always undergone third-party verification, and their disclosure may fluctuate due to revisions or updates in framework requirements, data availability, alterations in our business landscape, governmental policy shifts, or other factors, some of which may lie beyond our direct control.

Beyond the assumptions and other factors explicitly referenced in relation to forward-looking statements, several elements could substantially diverge our actual results from those envisioned, and limit the achievement of our goals and targets, which are set out in any forward-looking statement. These factors include socio-demographic and economic trends; energy pricing dynamics and the availability of renewable or clean energy sources and the implementation of anticipated grid improvements in the countries in which the Company operates; technological advancements and the Company’s ability to access and implement all technologies, processes, and methods necessary to achieve its targets, commitments, and goals; the Company’s ability to successfully integrate acquisitions and realize expected benefits and synergies (including in respect of the acquisition of HanesBrands Inc.); the combined actions and efforts of governments, industry, and other stakeholders and actors; the Company’s ability to leverage its supply chain and vertically integrated business model and to source sustainable raw materials; climate-related conditions including weather events, legislative and regulatory modifications; our capacity to collect and validate environmental impact data; successful implementation of diverse initiatives across the Company, including HanesBrands on a go-forward basis, within anticipated timeframes of our ability to anticipate, identify, or react to changes in consumer preferences and trends; adherence of various third parties to our policies, procedures, and legal requirements, as well as sufficient collaboration by such third parties, including the Company’s partners and suppliers, in reducing their own GHG emissions, as well as unforeseen events or circumstances.

The precise nature of future binding or non-binding legislation, regulation, standards, and accords cannot be predicted with any degree of certainty nor can their financial, operational, or other impact. It is worth noting that these factors do not necessarily encompass all the significant elements that could lead to material disparities between our actual results and those expressed in our forward-looking statements. Further, the information identified in this Report does

not include the impact of any new corporate initiatives, business acquisitions, or technologies that would materially increase the Company’s anticipated levels of GHG emissions, or ability to achieve its other sustainability targets. Furthermore, assumptions and risk factors relating to GHG emissions reduction targets are integral to our sustainability strategy. Achieving these targets relies on several key assumptions, including the successful acquisition of a significant amount of high-quality credible carbon credits and/or renewable energy certificates (RECs) to offset or reduce our GHG emissions. Ensuring the permanence of additionalities, the successful implementation of various corporate initiatives to reduce emissions, and adherence to science-based targets are critical for achieving our targets. Challenges such as the availability, cost, and reversibility of carbon credits and RECs, as well as changes in legislation or public perception, may impact our efforts.

Changes to international standards or methodologies for GHG emission calculations may also impact our ability to meet GHG reduction targets. Specifically, adjustments to science-based targets following events like business acquisitions or to align with evolving standards could present additional challenges. Furthermore, achieving our sustainability targets may require collaboration and adherence to science-based targets by our suppliers. Failure to secure engagement or significant changes in spend allocation by our suppliers could hinder our efforts, particularly concerning Scope 3 GHG emissions where our influence is limited.

We direct your attention to the Company’s filings with the Canadian securities regulatory authorities and the U.S. Securities and Exchange Commission, as well as the risks delineated in the “Financial risk management,” “Critical accounting estimates and judgments,” and “Risks and uncertainties” sections of our 2025 Annual Report to Shareholders’ MD&A. These filings provide a comprehensive discussion of risks, assumptions, and uncertainties that may result in Gildan’s actual results and experiences significantly differing from anticipated results.

There can be no assurance that the expectations represented by our forward-looking statements will prove to be correct. Forward-looking statements contained in this Sustainability Report are intended to inform readers about management’s assessment of Gildan’s future sustainability plans and operations and may not be appropriate for other purposes. Unless otherwise stated, forward-looking statements contained in this Report are made as of May 13, 2026, and we do not undertake any obligation to update publicly or to revise any forward-looking statements, whether as a result of new information, future events, or otherwise unless required by applicable

legislation or regulation. The forward-looking statements contained in this Report are expressly qualified by this cautionary statement.

This Report is intended to provide information from a different perspective and in more detail than is required to be included in documents filed under securities laws. This Report also addresses certain matters that may bear significance; however, readers should not interpret significance as necessarily reaching the threshold of materiality stipulated for compliance with U.S. federal or Canadian securities laws, even if the terms “material” or “materiality” are used within this Report. Given the uncertainties inherent in making disclosures, and the inherent difficulty in determining materiality well in advance, readers should recognize the challenges in assessing whether we will meet our plans, targets, or goals in advance, considering the uncertain estimates, assumptions, and timelines presented herein. This Report may contain website addresses or hyperlinks to websites that are not owned or controlled by the Company. Such addresses or hyperlinks are provided solely for the recipient’s convenience; the Company is not responsible for these websites or their content, or for any loss or damage that may arise from their use. Unless otherwise indicated, the information contained in this Report has not been audited.

About non-GAAP financial measures

We use non-GAAP financial measures to assess our operating performance and financial condition. These measures do not have any standardized meanings prescribed by the International Financial Reporting Standards (IFRS) and are therefore unlikely to be comparable to similar measures presented by other companies. Accordingly, they should not be considered in isolation or as a substitute for measures of performance prepared in accordance with IFRS. In this Report, we refer to non-GAAP financial measures, including adjusted net earnings. Such financial measures are used to measure our performance and financial condition from one period to the next, which excludes the variation caused by certain adjustments that could potentially distort the analysis of trends in our operating performance, and because we believe such measures provide meaningful information on the Company’s financial performance and financial condition. Please see “Definition and reconciliation of non-GAAP financial measures” in our 2025 Annual Report to Shareholders’ MD&A for the definition and complete reconciliation of all non-GAAP financial measures used and presented by the Company to the most directly comparable IFRS measures, which sections are incorporated by reference into this Report.



APPENDICES

Third-party limited assurance statements



2025 Sustainability Performance Tables





KPMG LLP INDEPENDENT PRACTITIONER'S LIMITED ASSURANCE REPORT



To the Board of Directors and Management of Gildan Activewear Inc.

We have undertaken a limited assurance engagement on certain quantitative performance metrics of Gildan Activewear Inc. (the "Entity"), included in the 2025 Sustainability Report and 2025 Basis of Reporting (the "Report"), all available on the Entity's website and as described below, for the year ending December 31, 2025.

The scope of our limited assurance engagement, as agreed with management, comprises the following performance metrics (collectively, the "subject matter information") and criteria:

SUBJECT MATTER INFORMATION	UNITS	CRITERIA
Gross direct (Scope 1) GHG emissions	137,236 tCO ₂ e	The World Resources Institute / World Business Council for Sustainable Development GHG Protocol A Corporate Accounting and Reporting Standard ("GHG Protocol")
Gross indirect (Scope 2) GHG emissions (market-based)	483,413 tCO ₂ e	The GHG Protocol & the GHG Protocol Scope 2 Guidance (Supplement to the GHG Protocol)
Absolute total Scope 1 and 2 GHG emissions (market-based)	620,650 tCO ₂ e	Internally developed criteria
Percentage change in absolute total Scope 1 and 2 (market-based) GHG emissions, compared to a 2018 base year	- 17.6%	Internally developed criteria
Gross indirect (Scope 2) GHG emissions (location-based)	308,233 tCO ₂ e	The GHG Protocol & the GHG Protocol Scope 2 Guidance (Supplement to the GHG Protocol)
Total energy consumed within the organization	11,572,696 GJ	Internally developed criteria
Total non-renewable energy consumption	5,411,400 GJ	Internally developed criteria
Total renewable and alternative energy consumption	6,161,296 GJ	Internally developed criteria
Indirect Scope 3 GHG emissions	2,302,903 tCO ₂ e	The GHG Protocol & the Corporate Value Chain (Scope 3) Accounting and Reporting Standard (Supplement to the GHG Protocol)
Percentage change in indirect Scope 3 GHG emissions, compared to 2019 base year	- 9.0%	Internally developed criteria
Water intensity	0.06199 m ³ of water withdrawn per kg produced	Internally developed criteria
Percentage change in water intensity, compared to 2018 base year	- 25.3%	Internally developed criteria
Total manufacturing waste sent to landfill	2,932 m tonnes	Internally developed criteria
Total waste recycled and reused	117,182 m tonnes	Internally developed criteria
Total waste disposed	20,777 m tonnes	Internally developed criteria
Percentage of sustainable cotton sourced	100%	Internally developed criteria
Percentage of recycled polyester or alternative fibre and/or yarns sourced	25.2%	Internally developed criteria
Percentage of recycled and sustainable packaging and trim material used (related to apparel SKUs)	64.3%	Internally developed criteria
Percentage of women composing the collective employee group of director-level and above	32.7%	Internally developed criteria
Number of work-related fatalities – employees	0 fatalities	Internally developed criteria
Number of work-related fatalities – for selected contractors in Bangladesh	0 fatalities	Internally developed criteria
Lost Time Injury Rate (LTIR) for employees	0.09 cases per 200,000 hours	Internally developed criteria
Lost Time Injury Rate (LTIR) for selected contractors in Bangladesh	0.00 cases per 200,000 hours	Internally developed criteria



The subject matter information is denoted by the **■** symbol in the Report.

Other than as described in the preceding paragraph, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express a conclusion on this information.

There are no mandatory requirements for the preparation or presentation of the subject matter information. As such, the Entity has applied the Greenhouse Gas Protocol – Corporate Accounting and Reporting Standard (Revised Edition) in relation to greenhouse gas emissions, and internally developed criteria for the remaining subject matter information. The criteria are further described in the 2025 Basis of Reporting document (the "applicable criteria").

Management’s Responsibility

Management is responsible for the preparation and presentation of the subject matter information in accordance with the applicable criteria.

Management is also responsible for such internal control as management determines necessary to enable the preparation and presentation of the subject matter information that is free from material misstatement, whether due to fraud or error. This responsibility includes determining the Entity’s objectives in respect of sustainability performance and reporting, identifying stakeholders and material issues, and selecting or developing appropriate criteria.

Our Responsibility

Our responsibility is to express a limited assurance conclusion on the subject matter information based on the procedures we have performed and the evidence we have obtained. We conducted our limited assurance engagement in accordance with Canadian Standards on Assurance Engagements (CSAE) 3000, Attestation Engagements Other than Audits or Reviews of Historical Financial Information and CSAE 3410, Assurance Engagements on Greenhouse Gas Statements. These standards require that we plan and perform our engagement to obtain

limited assurance about whether the subject matter information is free from material misstatement.

A limited assurance engagement involves assessing the suitability of the criteria used by the Entity in preparing the subject matter information in the circumstances of the engagement, assessing the risks of material misstatement, whether due to fraud or error, and responding to the assessed risks as necessary in the circumstances.

We exercised professional judgment and maintained professional skepticism throughout the engagement. Our procedures were designed and performed to obtain evidence that is sufficient and appropriate to provide a basis for our conclusion. In carrying out our engagement, we:

- Through inquiries, obtained an understanding of the Entity’s control environment, processes and systems relevant to the preparation of the subject matter information, but did not evaluate the design of particular control activities, obtain evidence about their implementation or test their operating effectiveness;
- Inquired of relevant staff at the corporate and facility level to understand the data collection and reporting processes for the subject matter information;
- Where relevant, performed walkthroughs of data collection and reporting processes for the subject matter information;
- Compared a sample of the reported data for the subject matter information to underlying data sources;
- Performed analytical procedures and made inquiries of management to obtain explanations for any significant year-over-year changes;
- Inquired of management regarding key assumptions and, where relevant, the re-performance of calculations on a sample basis;
- Reviewed the presentation of the subject matter information in the Report to determine whether it is consistent with our overall knowledge of, and experience with, the sustainability performance of the Entity.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement.

Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our Independence and Quality Management

We have complied with the independence and other ethical requirements of relevant rules of professional conduct/code of ethics applicable to the practice of public accounting and related to assurance engagements, issued by various professional accounting bodies, which are founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behaviour.

Significant Inherent Limitations

Historical non-financial information, such as that contained in the Report, is subject to more inherent limitations than historical financial information, given the qualitative characteristics of the underlying subject matter and methods used for determining this information. The absence of a significant body of established practice on which to draw allows for the selection of different but acceptable evaluation techniques, which can result in materially different measurements and can impact comparability. The nature and methods used to determine such information, as described in the applicable criteria, may change over time. It is important to read the Entity’s reporting methodology disclosed on its website in the 2025 Basis of Reporting document.

Other Matter

The Energy Consumption metrics restated as per the footnote on page 45 of the Report, for the years ended December 31, 2024 and December 31, 2023 was not subject to our limited assurance engagement and, accordingly, we do not express an opinion or provide any assurance on such information. Our opinion is not modified with respect to this matter.

Conclusion

Our conclusion has been formed on the basis of, and is subject to, the matters outlined in this report. We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Based on the procedures performed and evidence obtained, no matters have come to our attention to cause us to believe that the Entity’s subject matter information for the year ending December 31, 2025, is not prepared, in all material respects, in accordance with the applicable criteria.

Our conclusion on the subject matter information does not extend to any other information, reports or documents that accompany, are presented with, or contain the subject matter information and our assurance report.

Restriction on Use

Our report is intended solely for use by the Gildan Activewear Inc. for the purpose(s) set out in our engagement agreement. Our report may not be suitable for any other purpose and is not intended for use or reliance by any third parties. While KPMG LLP acknowledges that disclosure of our report may be made, in full, by the Gildan Activewear Inc. in the 2025 Sustainability Report, KPMG LLP does not assume or accept any responsibility or liability to any third party in connection with the disclosure of our report.

Montréal, Canada

May 13, 2026



LBG ASSURANCE STATEMENT



Thursday, February 19, 2026

To the Stakeholders of GILDAN,

Our responsibility is to conduct a detailed audit of the transactions within GILDAN's community investment portfolio, to assess whether the value of what is generally agreed to constitute corporate community investment across Canada has been fairly and adequately reported.

This engagement has been performed in accordance with the LBG Canada Valuation Principles, as agreed upon and evolved by the LBG Canada community of companies since 2005.

The following evaluation criteria have been used:



Adherence to the overarching investment principles and detail of the 100+ decisions agreed upon by the Canadian network of corporate investors in the community.



Alignment to principles outlining the form of what constitutes corporate community investment (cash, in-kind, time volunteered, program management costs) and how the value of each investment is to be assessed, including the value of stakeholder contributions to community programming.



Alignment to the principles in order to report on the value of what is eligible to be reported as community investment, versus what is ineligible to report as such. This also includes activities that may be considered partially eligible.



Methodology

We undertook the following:

1. A line-by-line audit of the community investment portfolio to confirm the overall eligibility of transactions presented as eligible for reporting as 'community investment'. This audit is governed by the LBG Canada Valuation Principles, as voted upon and evolved by the LBG Canada community of companies.
2. Each audit includes a first and second review of each transaction, and a detailed list highlighting the eligibility of each transaction. If a transaction is deemed to be ineligible or partially eligible, it will include a complete explanation as to the reasoning behind this assessment.
3. Research on the charitable, non-profit, social enterprise, and social purpose status of each organization, when not immediately obvious from the information provided.
4. Research on the project undertaken by the charitable, non-profit, social enterprise, and social purpose status, when not immediately obvious from the information provided.
5. Discussion with the company of findings under the headings: 100% eligible, partially eligible, ineligible, community sponsorship, tickets & tables, and questions for review.
6. The full detail and summarized result of the LBG Canada audit is presented for reference in reporting, for ongoing reference, and integration into other financial audit and performance verification processes.
7. Once the full audit cycle is complete, each company accesses peer comparisons to inform key aspects of strategy

Limitations of our review

The scope of our work was limited to the information provided by GILDAN, two detailed reviews of each transaction, research to close any information gaps, and discussions to clarify with Company representatives.

The LBG Canada audit does not include whether the community partner received funds, nor whether funds were used for their intended purpose.

Conclusions

We confirm that the total value of \$2,936,995** reported as community investment during fiscal year 2025 upholds the LBG Canada Valuation Principles.

Categories:

Cash	\$ 2,319,823
In-kind	\$ 32,683
Employee Volunteer Time	\$ 57,185
Program Management Cost	\$ 527,303

Our independence

We are independent of the Retail Sector, in accordance with the ethical requirements that are relevant to our audit of corporate community investment in Canada. We have fulfilled our other ethical responsibilities in accordance with these requirements.

Our role is to uphold the LBG Canada Valuation Principles across all companies seeking third-party verification of the reported value of annual community investment.

LBG Canada upholds the LBG Model across Canada, which is recognized as the global standard for managing, measuring, and reporting community investment.

It ensures credibility and accountability in corporate disclosure of the value of community investment.

Stephanie Robertson
Lead Auditor, LBG Canada
CEO, SiMPACT Strategy Group
Toronto, February 2026



**Currency in USD




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 ✓	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](#).

