



# GLOBAL REPORTING INITIATIVE (GRI) INDEX

Statement of Use	Gildan Activewear Inc. has reported the information cited in this GRI content index for the period January 1 <sup>st</sup> , 2024, to December 31 <sup>st</sup> , 2024, with reference to the GRI Standards.
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DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY
GRI 2: General disclosures 2021		
2-1	Organizational details	<p>Gildan Activewear Inc. is a publicly traded company listed on both the New York Stock Exchange (NYSE – GIL) and the Toronto Stock Exchange (TSX – GIL.TO). Our headquarter is in Montreal, Canada.</p> <p>Gildan 2024 ESG report &gt; About Gildan &gt; <a href="#">p. 5</a></p> <p><b>Information about our entities can also be found in our 2024 Report to Shareholders.</b></p> <p>2024 Report to Shareholders &gt; Management's Discussion and Analysis &gt; <a href="#">p. 4</a></p> <p><b>See also Significant Accounting Policies:</b></p> <p>2024 Report to Shareholders &gt; Significant Accounting Policies &gt; <a href="#">p. 34</a></p>
2-2	Entities included in the organization's sustainability reporting	<p><b>Information about our entities can also be found in our 2024 Report to Shareholders.</b></p> <p>2024 Report to Shareholders &gt; Management's Discussion and Analysis &gt; <a href="#">p. 4</a></p> <p><b>See also Significant Accounting Policies:</b></p> <p>2024 Report to Shareholders &gt; Significant Accounting Policies &gt; <a href="#">p. 34</a></p> <p><b>See also our 2024 ESG Report:</b></p> <p>Gildan 2024 ESG report &gt; About Gildan &gt; <a href="#">p. 5</a></p> <p><b>The entities included in our sustainability reporting are outlined on our website.</b></p> <p>Website &gt; Company &gt; <a href="#">Our Factories</a></p>
2-3	Reporting period, frequency, and contact point	<p>The scope of this Report highlights our Company-wide environmental, social, and governance (ESG) performance and goals from January 1<sup>st</sup>, 2024, to December 31<sup>st</sup>, 2024.</p> <p>This ESG Report reflects the activities that occurred in the 2024 calendar year.</p> <p>Gildan releases its ESG Report annually. The date of publication of the 2024 ESG Report was May 20th, 2025.</p> <p><b>The point of contact is:</b></p> <p>Gildan Activewear Inc. 600 de Maisonneuve Boulevard West, Suite 3300 Montreal, Quebec, H3A 3J2</p> <p><a href="mailto:cc@gildan.com">cc@gildan.com</a></p> <p><a href="https://gildancorp.com/en/">https://gildancorp.com/en/</a></p>
2-4	Restatements of information	<p><b>All restatements of information, including rationale for restatements, can be found in our Basis of Reporting:</b></p> <p>Website &gt; <a href="#">Basis of Reporting</a></p> <p>There were no material restatements of information in 2024.</p>
2-5	External assurance	<p><b>Information regarding our external assurance process can be found on our website &gt; <a href="#">Third-Party Limited Assurance Statement</a></b></p> <p>Selected indicators contained in this Report are indicated with a  and .</p>

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2-6	Activities, value chain and other business relationships	<p>Gildan is active in the Textile, Apparel and Luxury Goods sector as defined by the Global Industry Classification Standard (GICS®).</p> <p><b>Information about our brands, products, and customers can be found in our 2024 Report to Shareholders.</b> 2024 Report to Shareholders &gt; Management's Discussion and Analysis &gt; Our Business &gt; <a href="#">p. 5</a></p> <p><b>Information about sales, marketing, and distribution can be found in our 2024 Report to Shareholders.</b> 2024 Report to Shareholders &gt; Management's Discussion and Analysis &gt; Our Business &gt; <a href="#">p. 7</a></p> <p><b>Our locations of operation and markets served can be found in our 2024 ESG Report:</b> 2024 ESG Report &gt; About Gildan &gt; <a href="#">p. 5</a></p> <p><b>Information about our supply chain including our activities is described in our 2024 Report to Shareholders.</b> 2024 Report to Shareholders &gt; Management's Discussion and Analysis &gt; Our Operations &gt; <a href="#">p. 6</a></p> <p><b>Environmental management of our supply chain is described on Gildan.com &gt; <a href="#">Environmental Stewardship</a> and <a href="#">Supply Chain and Contractor Standards</a></b></p> <p><b>See our <a href="#">2024 ESG Performance Tables (p. 47)</a> for number of local suppliers and estimated monetary payments.</b></p> <p><b>Any changes to the organization and its supply chain have been updated and are reflected in our 2024 Report to Shareholders.</b> 2024 Report to Shareholders &gt; Management's Discussion and Analysis &gt; Our Operations &gt; <a href="#">pp. 5-8</a></p>
2-7	Employees	<p><b>Information about employees can be found in our 2024 Report to Shareholders.</b> 2024 Report to Shareholders &gt; Management's Discussion and Analysis &gt; <a href="#">p. 7</a></p> <p><b>Information regarding employees, including breakdowns by region and gender, can be found in our <a href="#">2024 ESG Performance Tables (pp. 52-53)</a>.</b></p>
2-8	Workers who are not employees	<p>This information as per the GRI is not currently reported.</p> <p>All workforce information can be found in our <a href="#">2024 ESG Performance Tables (pp. 52-58)</a>.</p>
2-9	Governance structure and composition	<p><b>Our governance structure is described in our 2024 ESG Report.</b> 2024 ESG Report &gt; Governance &gt; Corporate Governance &gt; <a href="#">p. 29</a></p> <p><b>Further information on our governance structure and composition can be found in our 2024 Management Information Circular.</b> 2024 Management Information Circular &gt; Governance &gt; About the Board &gt; <a href="#">pp. 35-55</a></p> <p><b>For competencies relevant to the impacts of the organization.</b> 2024 Management Information Circular &gt; Skills and Development &gt; <a href="#">pp. 51-54</a></p> <p><b>Our website also details our governance process.</b> Website &gt; Company &gt; <a href="#">Governance</a></p>
2-10	Nomination and selection of the highest governance body	<p><b>The Corporate Governance and Social Responsibility Committee of our Board of Directors is responsible for developing, reviewing, and monitoring criteria, as well as establishing procedures for selecting Directors.</b> 2024 Management Information Circular &gt; About the Shareholder Meeting &gt; <a href="#">pp. 11-15</a> 2024 Management Information Circular &gt; Governance &gt; Recruiting New Directors &gt; <a href="#">pp. 46-47</a></p> <p><b>Further information regarding Board composition, including Board diversity considerations in Director selection, are described in our 2024 Management Information Circular.</b> 2024 Management Information Circular &gt; Governance &gt; About the Board &gt; <a href="#">pp. 37-39</a></p> <p><b>Our Board Diversity Policy can be found on our website.</b> Website &gt; Company &gt; Governance Policies &gt; <a href="#">Board Diversity Policy</a></p>
2-11	Chair of the highest governance body	<p><b>The Chair of the Board of Directors is independent, as detailed in the 2024 Management Information Circular.</b> 2024 Management Information Circular &gt; Election of Directors &gt; About the Nominated Directors &gt; <a href="#">p. 15</a></p>
2-12	Role of the highest governance body in overseeing the management of impacts	<p><b>The role of the highest governance body in setting our purpose, values, and strategy is described in our 2024 ESG Report.</b> 2024 ESG Report &gt; Corporate Governance &gt; ESG Governance &gt; <a href="#">p. 6</a></p> <p><b>Further information regarding the Corporate Governance and Social Responsibility Committee can be found in our 2024 Management Information Circular.</b> 2024 Management Information Circular &gt; Year in Review &gt; Corporate Governance and Social Responsibility Committee &gt; <a href="#">pp. 33-34</a></p>

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2-13	Delegation of responsibility for managing impacts	<p>The Board of Directors has delegated to the Corporate Governance and Social Responsibility Committee of the Board the authority to oversee management’s handling of economic, environmental, and social topics. The activities of the Corporate Governance and Social Responsibility Committee are outlined in the mandate of the Corporate Governance and Social Responsibility Committee.</p> <p>Mandate of the Corporate Governance and Social Responsibility Committee &gt; Mandate &gt; <a href="#">pp. 1-4</a></p> <p>The delegating authority of our ESG governance process is described in our 2024 ESG Report.</p> <p>2024 ESG Report &gt; Governance &gt; Corporate Governance &gt; <a href="#">p. 29</a></p> <p>Executive-level responsibilities are described in our 2024 ESG Report.</p> <p>2024 ESG Report &gt; Governance &gt; ESG Governance &gt; <a href="#">p. 6</a></p>
2-14	Role of the highest governance body in sustainability reporting	<p>The report is reviewed and approved by the Disclosure Committee and the final report is signed off by the Chief Financial Officer, under the purview of the Chief Executive Officer. Determining what to include in this report begins with an understanding of our impacts throughout our value chain, which include our associations with business partners, our work undertaken for clients, and our thought leadership activities.</p> <p>The highest governance body’s role in sustainability reporting is detailed in our Corporate Governance and Social Responsibility Committee Charter.</p> <p>Mandate of the Corporate Governance and Social Responsibility Committee &gt; Mandate &gt; <a href="#">pp. 1-4</a></p>
2-15	Conflicts of interest	<p>Our Corporate Governance Guidelines describe our approach to conflicts of interest.</p> <p>Website &gt; Company &gt; Corporate Governance Guidelines &gt; <a href="#">pp. 4-5</a></p> <p>Public board memberships of all Directors are disclosed in our 2024 Management Information Circular.</p> <p>2024 Management Information Circular &gt; Election of Directors &gt; <a href="#">pp. 15-23</a></p> <p>Our approach on disclosure of conflicts of interest is also detailed in our 2024 Management Information Circular.</p> <p>2024 Management Information Circular &gt; Avoiding of Conflicts of Interest and Related Party Transactions &gt; <a href="#">pp. 41-42</a></p>
2-16	Communication of critical concerns	<p>Our process for communicating critical concerns is described in our 2024 ESG Report.</p> <p>2024 ESG Report &gt; Governance &gt; Ethics and Integrity Standards &gt; Reporting Violations and Grievances &gt; <a href="#">p. 30</a></p> <p>The number and nature of concerns reported can be found in our <a href="#">2024 ESG Performance Tables (p. 61)</a>.</p> <p>For more information, including our Whistleblowing Policy for Employees and External Stakeholders, refer to the Company’s <a href="#">Ethics &amp; Compliance page</a>.</p>
2-17	Collective knowledge of the highest governance body	<p>The Corporate Governance and Social Responsibility Committee receives detailed quarterly reports on ESG trends, regulatory changes, and Company ESG performance.</p> <p>Further details on the collective knowledge of the highest governance body can be found in the 2024 Management Information Circular.</p> <p>2024 Management Information Circular &gt; Continuing Education &gt; <a href="#">pp. 54-55</a></p>
2-18	Evaluation of the performance of the highest governance body	<p>The Corporate Governance and Social Responsibility Committee is responsible for monitoring and evaluating performance. The Committee, which is comprised of 100% independent Directors, monitors the composition and performance of the Board and its committees.</p> <p>2024 Management Information Circular &gt; Year in Review &gt; Corporate Governance and Social Responsibility Committee &gt; <a href="#">pp. 33-34</a></p>
2-19	Remuneration policies	<p>Director compensation is described in our 2024 Management Information Circular.</p> <p>2024 Management Information Circular &gt; Director Compensation &gt; <a href="#">pp. 55-56</a></p> <p>Executive compensation is described in our 2024 Management Information Circular.</p> <p>2024 Management Information Circular &gt; Executive Compensation &gt; <a href="#">pp. 57-95</a></p> <p>Specific detail regarding Executive remuneration related to objectives and performance on ESG topics can also be found in 2024 ESG Report.</p> <p>2024 ESG Report &gt; Governance &gt; ESG Governance &gt; <a href="#">p. 6</a></p>

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2-20	Process to determine remuneration	<p>The process for determining compensation is detailed in our 2024 Management Information Circular.</p> <p>2024 Management Information Circular &gt; Director Compensation &gt; <a href="#">pp. 55-56</a></p> <p>The process for determining executive compensation can be found in our 2024 Management Information Circular.</p> <p>2024 Management Information Circular &gt; Compensation Governance &gt; <a href="#">pp. 62-65</a></p> <p>Details regarding the role of the independent third-party can be found in our 2024 Management Information Circular.</p> <p>2024 Management Information Circular &gt; Independent Advice &gt; <a href="#">pp. 64-65</a></p> <p>Details regarding stakeholder engagement can be found in our 2024 Management Information Circular.</p> <p>2024 Management Information Circular &gt; Have Your Say on Executive Pay &gt; <a href="#">pp. 13-14</a></p>
2-21	Annual total compensation ratio	<p>This information is not specifically calculated. However, the increase in compensation applicable to a top-paid executive in each country is governed by the same budget for annual increases that is applicable to any employee of the applicable country. It is therefore expected that the increase will be in the same range as the country average.</p>
2-22	Statement on sustainable development strategy	<p><b>A statement from a senior decision maker can be found in our 2024 ESG Report.</b></p> <p>2024 ESG Report &gt; Message from our President and CEO &gt; <a href="#">p. 3</a></p>
2-23	Policy commitments	<p>When any Canadian statutory decision maker, court, or tribunal applies the Precautionary Principle in making its determination, we consider this principle in the conduct of our activities in similar circumstances. The Precautionary Principle says that when an activity raises threats to human health or the environment, precautionary measures should be taken even if some cause-and-effect relationships are not fully established scientifically.</p> <p><b>Our policy commitment approvals are described on Gildan.com &gt; <a href="#">Codes, Policies, and Approaches</a></b></p> <p><b>Information regarding the communication of our policy commitments are described on Gildan.com &gt; <a href="#">Codes, Policies, and Approaches</a></b></p> <p><b>Our full list of social policies can be found on Gildan.com &gt; <a href="#">Codes, Policies, and Approaches</a></b></p>
2-24	Embedding policy commitments	<p>Information regarding the embedding of policy commitments can be found in our 2024 Management Circular.</p> <p>2024 Management Information Circular &gt; Year in Review &gt; <a href="#">pp. 27-29</a></p> <p>Processes are further described in the Mandate of the Corporate Governance and Social Responsibility Committee.</p> <p>Website &gt; Company &gt; Governance &gt; <a href="#">Corporate Governance and Social Responsibility Committee</a></p> <p>Our approach to embedding these commitments on Gildan.com &gt; <a href="#">Codes, Policies, and Approaches</a></p>
2-25	Processes to remediate negative impacts	<p>Information regarding the process to remediate negative impacts is described on Gildan.com &gt; <a href="#">Ethics &amp; Compliance</a></p> <p>Information regarding the percentage of employees trained on grievance mechanisms can be found in our <a href="#">2024 ESG Performance Tables (p. 52)</a>.</p> <p>Our Whistleblowing Policy can be found on our website.</p> <p>Website &gt; Responsibility &gt; Respect for Transparency &gt; Codes, Policies, and Approaches &gt; <a href="#">Whistleblowing Policy for Employees and External Stakeholders</a></p> <p>Further information regarding remediation processes can be found in our Code of Ethics:</p> <p>Website &gt; Responsibility &gt; Respect for Transparency &gt; Codes, Policies, and Approaches &gt; <a href="#">Code of Ethics</a></p>
2-26	Mechanisms for seeking advice and raising concerns	<p><b>Mechanisms for advice and concerns about ethics are described in described on Gildan.com &gt; <a href="#">Ethics &amp; Compliance</a></b></p> <p><b>Our Whistleblowing Policy can be found on our website. See Whistleblowing Policy for Employees and External Stakeholders:</b></p> <p>Website &gt; Responsibility &gt; Respect for Transparency &gt; Codes, Policies, and Approaches &gt; <a href="#">Whistleblowing Policy for Employees and External Stakeholders</a></p>
2-27	Compliance with laws and regulations	<p>In 2024, Gildan did not report any non-compliances with laws and regulations in the social and economic area, nor the environmental area.</p>
2-28	Membership associations	<p><b>Our membership in associations is described on Gildan.com &gt; <a href="#">Public Policy and Advocacy</a></b></p>
2-29	Approach to stakeholder engagement	<p>Our approach to stakeholder engagement is described in our 2024 ESG Report.</p> <p>2024 ESG Report &gt; Governance &gt; Stakeholder Engagement &gt; <a href="#">p. 6</a></p> <p>Further details can be found in our stakeholder engagement policy.</p> <p>Website &gt; Responsibility &gt; Respect for Transparency &gt; Codes, Policies, and Approaches &gt; <a href="#">Stakeholder Engagement Policy</a></p>

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2-30	Collective bargaining agreements	Approximately 54% of our global employees are covered by a collective bargaining agreement.  For a detailed breakdown of employees covered by a collective bargaining agreement, see our <a href="#">2024 ESG Performance Tables (p. 51)</a> . <b>Information regarding provisions for employees not covered by a collective bargaining agreement can be found described on Gildan.com &gt; <a href="#">Right to Freedom of Association and Collective Bargaining</a></b>
GRI 3: Material topics 2021		
3-1	Process to determine material topics	Our latest materiality assessment was conducted in 2021. For more information regarding the process to determine material topics, please see our 2021 ESG Report. 2021 ESG Report > Next Generation ESG strategy > Materiality Assessment > <a href="#">p. 12</a>
3-2	List of material topics	A list of material topics can be found in our 2021 ESG Report. 2021 ESG Report > Next Generation ESG strategy > Materiality Assessment > <a href="#">p. 12</a>
3-3	Management of material topics	An overview of our targets related to material issues can be found in our 2024 ESG Report. 2024 ESG Report > Targets and SDG Alignment > <a href="#">p. 5</a>  An overview of our management of material topics can be found in our 2024 ESG Report. 2024 ESG Report > Governance > Corporate Governance > <a href="#">p. 29</a>
GRI 201: Economic performance 2016		
201-1	Direct economic value generated and distributed	Our direct economic value generated and distributed can be found in our 2024 Report to Shareholders. 2024 Report to Shareholders > Operating Results > <a href="#">pp. 9-23</a>
201-2	Financial implications and other risks and opportunities due to climate change	As part of our climate change disclosure aligned with the TCFD recommendations, we conducted a qualitative analysis of the financial implications and other risks and opportunities due to climate change. In 2022, we published our first stand-alone Climate Change Disclosure Report informed by and structured in accordance with the four central pillars of the TCFD recommendations. 2022 Climate Change Disclosure Report > Strategy pp. <a href="#">15-23</a> , Risk Management pp. <a href="#">23-36</a>  Further information is described on Gildan.com > <a href="#">Climate Change and Energy</a>  We describe the financial implications and other risks and opportunities in our 2024 Report to Shareholders. 2024 Report to Shareholders > Risks and Uncertainties > <a href="#">pp. 36-47</a>
201-3	Defined benefit plan obligations and other retirement plans	In locations where employees are eligible for pension plans, all plans are defined as contribution based. There are no defined benefit pension plans.  Our pension plans are described in detail in our 2024 Report to Shareholders. 2024 Report to Shareholders > Significant Accounting Policies > <a href="#">p. 34</a>
201-4	Financial assistance received from government	All financial assistance received from a government is described in our 2024 Report to Shareholders. 2024 Report to Shareholders > Supplementary Information Relating to the Nature of Expenses > Government assistance > <a href="#">p. 105</a>
GRI 202: Market presence 2016		
202-1	Ratios of standard entry-level wage by gender compared to local minimum wage	We are working towards understanding appropriate living wages in our operating countries. We will continue to report on progress in future years. 2024 ESG Report > Social > Living Wage > <a href="#">p. 17</a>
202-2	Proportion of senior management hired from the local community	In 2024, 72% (483 out of 673) of all managers at our manufacturing facilities were from the local communities. See <a href="#">2024 ESG Performance Tables (p. 53)</a> .
GRI 203: Indirect economic impacts 2016		
203-1	Infrastructure investments and services supported	This section is not applicable to Gildan and its operations and activities.
203-2	Significant indirect economic impacts	This information is currently unavailable. We are working towards understanding our significant indirect economic impacts over the coming years.

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GRI 204: Procurement practices 2016		
204-1	Proportion of spending on local suppliers	In 2024, Gildan's total expenditures for materials and services with local suppliers exceeded \$1.3 billion (2023: \$1.6 billion). Further information can <a href="#">2024 ESG Performance tables (p. 47)</a> .
GRI 205: Anti-corruption 2016		
205-1	Operations assessed for risks related to corruption	An overview of how our operations are assessed for risks related to corruption is available on Gildan.com > <a href="#">Ethics &amp; Compliance</a> and <a href="#">Ethical Labour Practices</a> The following policies help to guide our activities to ensure risks related to corruption: <a href="#">Code of Ethics</a> <a href="#">Anti-corruption Policy and Compliance Program Website</a> <a href="#">Code of Conduct</a> <a href="#">Social &amp; Sustainable Compliance Guidebook</a>
205-2	Communication and training about anti-corruption policies and procedures	Communication and training on anti-corruption policies & procedures, available through our Social Compliance Program, are described on <a href="#">Gildan.com</a> > <a href="#">Ethics &amp; Compliance</a> and <a href="#">Ethical Labour Practices</a>
205-3	Confirmed incidents of corruption and actions taken	In 2024, Gildan did not report any incidents of corruption.
GRI 206: Anti-competitive behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	In 2024, no legal actions were taken against Gildan for anti-competitive behaviour or violations of anti-trust or monopoly legislation.
GRI 207: Tax 2019		
207-1	Approach to tax	Our approach to tax is described on <a href="#">Gildan.com</a> > Codes, Policies, and Approaches > <a href="#">Tax Strategy</a>
207-2	Tax governance, control, and risk management	More information regarding our procedures around tax is contained in our <a href="#">2024 Report to Shareholders</a> . <a href="#">2024 Report to Shareholders</a> > Risks and Uncertainties > Factors or Circumstances that Could Increase our Effective Income Tax Rate > <a href="#">p. 43</a> More information regarding our approaches towards tax is described on <a href="#">Gildan.com</a> > Codes, Policies, and Approaches > <a href="#">Tax Strategy</a>
207-3	Stakeholder engagement and management of concerns related to tax	Our Approach to Tax can be found on <a href="#">Gildan.com</a> > Codes, Policies, and Approaches > <a href="#">Tax Strategy</a>
207-4	Country-by-country reporting	Gildan does not publicly report country-by-country tax information. We do provide this information to the Canadian tax authorities as required by Canadian tax law, as well as other applicable jurisdictions in which we operate when required by law. Gildan publicly discloses the percentage of its principal subsidiary jurisdictions and ownerships in its <a href="#">2024 Annual Information Form</a> . <a href="#">Website</a> > <a href="#">Investors</a> > <a href="#">Reports and filings</a> > <a href="#">Reports</a> > <a href="#">2024 Annual Information Form</a> > <a href="#">Corporate Structure</a> > <a href="#">Incorporate Relationships</a> > <a href="#">p. 5</a> The subsidiaries that have been omitted do not represent individually more than 10% of the consolidated assets and 10% of the consolidated revenues of Gildan, or in the aggregate more than 20% of the total consolidated assets and the consolidated revenues, as at, and for the year ended December 31 <sup>st</sup> , 2024.
GRI 301: Materials 2016		
301-1	Materials used by weight or volume	Information regarding materials used by weight can be found in our <a href="#">2024 ESG Performance Tables (pp. 45 - 46)</a> .

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301-2	Recycled input materials used	<p>Our use of recycled input materials is described in our 2024 ESG Report.</p> <p>2024 ESG Report &gt; Environment &gt; Circularity &gt; <a href="#">pp. 12-13</a></p> <p>Further detail is provided on Gildan.com &gt; <a href="#">Circularity</a></p> <p>Further detail is provided in our Basis of Reporting.</p> <p>2024 Basis of Reporting &gt; Percentage Recycled Polyester or Alternative Fibre and/or Yarns&gt; <a href="#">pp. 5-6</a></p> <p>Further information can be found in our ESG Performance Tables.</p> <p>2024 ESG Performance Tables: Next Generation ESG strategy targets &gt; <a href="#">p. 34</a></p> <p>2024 ESG Performance Tables &gt; Environment &gt; Materials &gt; <a href="#">pp. 45-46</a></p>
301-3	Reclaimed products and their packaging materials	<p>Our use of reclaimed products and their packaging materials input materials is described in our 2024 ESG Report.</p> <p>2024 ESG Report &gt; Environment &gt; Circularity &gt; <a href="#">pp. 12-13</a></p> <p>Further detail is provided on Gildan.com &gt; <a href="#">Circularity</a></p> <p>Further detail is provided in our Basis of Reporting.</p> <p>2024 Basis of Reporting &gt; Percentage Recycled and Sustainable Packaging and Trim Material &gt; <a href="#">p. 6</a></p> <p>Further information can be found in our ESG Performance Tables.</p> <p>2024 ESG Performance Tables: Next Generation ESG strategy targets &gt; <a href="#">p. 34</a></p> <p>2024 ESG Performance Tables &gt; Environment &gt; Materials &gt; <a href="#">pp. 45-46</a></p>
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	<p>Energy Performance is collected from each site and uploaded in Gildan's environmental database. Fuels volume/mass is converted automatically to energy units (GJ, kWh, MMBtu, etc.)</p> <p>Information regarding energy consumption across all Gildan operations can be found in our ESG Performance Tables.</p> <p>2024 ESG Performance Tables &gt; Environment &gt; Energy &gt; <a href="#">pp. 38-39</a></p>
302-2	Energy consumption outside of the organization	<p>This metric is not currently tracked.</p>
302-3	Energy intensity	<p>Information regarding energy intensity across all Gildan operations can be found in our 2024 ESG Performance Tables.</p> <p>ESG Performance Tables &gt; Environment &gt; Energy &gt; <a href="#">pp. 39-41</a></p>
302-4	Reduction of energy consumption	<p>This metric is currently unavailable.</p>
302-5	Reductions in energy requirements of products and services	<p>This metric is currently unavailable.</p>
GRI 303: Water and effluents 2018		
303-1	Interactions with water as a shared resource	<p>Information regarding interactions with water as a shared resource can be found on Gildan.com &gt; <a href="#">Water Management</a></p> <p>More information can be found in:</p> <p>2024 ESG Report &gt; Environment &gt; Biodiversity &gt; <a href="#">p. 14</a></p>
303-2	Management of water discharge-related impacts	<p>Information regarding interactions with water as a shared resource can be found on Gildan.com &gt; <a href="#">Water Management</a></p>
303-3	Water withdrawal	<p>Information regarding water withdrawal can be found on Gildan.com &gt; <a href="#">Water Management</a></p> <p>Further detail regarding calculation methodologies can be found in our Basis of Reporting.</p> <p>2024 Basis of Reporting &gt; Water Intensity &gt; <a href="#">p. 5</a></p> <p>Further detail regarding annual performance can be found in our ESG Performance Tables.</p> <p>ESG Performance Tables: Next Generation ESG strategy targets &gt; <a href="#">p. 34</a></p> <p>ESG Performance Tables &gt; Environment &gt; Water &gt; <a href="#">pp. 41-42</a></p>

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY
303-4	Water discharge	Information regarding water discharge can be found on Gildan.com > <a href="#">Water Management</a> Further detail regarding annual performance can be found in our ESG Performance Tables. ESG Performance Tables > Environment > Water > <a href="#">p. 41</a>
303-5	Water consumption	Information regarding water consumption can be found on Gildan.com > <a href="#">Water Management</a> Further detail regarding calculation methodologies can be found in our Basis of Reporting. 2024 Basis of Reporting > Water Intensity > <a href="#">p. 5</a> Further detail regarding annual performance can be found in our ESG Performance Tables. ESG Performance Tables > Environment > Water > <a href="#">pp. 41-42</a>
GRI 304: Biodiversity 2016		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Gildan does not operate sites owned, leased, managed in, or adjacent to protected areas or areas of high biodiversity value outside protected areas. More information can be found on Gildan.com > <a href="#">Biodiversity</a>
304-2	Significant impacts of activities, products, and services on biodiversity	Information regarding significant impacts on biodiversity can be found in our 2024 ESG Report. 2024 ESG Report > Environment > Biodiversity > <a href="#">p. 14</a>
304-3	Habitats protected or restored	Information regarding habitats protected or restored can be found in our 2024 ESG Report. 2024 ESG Report > Environment > Biodiversity > <a href="#">p. 14</a> Further detail regarding annual performance can be found in our ESG Performance Tables. ESG Performance Tables > Environment > Biodiversity > <a href="#">p. 45</a>
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Information regarding operational sites, protected areas, and areas of high biodiversity can be found in our 2024 ESG Report. 2024 ESG Report > Environment > Biodiversity > <a href="#">p. 14</a> Further detail regarding annual performance can be found in our ESG Performance Tables. ESG Performance Tables > Environment > Biodiversity > <a href="#">p. 45</a>
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Information regarding Scope 1 GHG emissions can be found in our ESG Performance Tables. ESG Performance Tables: Next Generation ESG strategy targets > <a href="#">p. 34</a> ESG Performance Tables > Environment > Emissions > <a href="#">pp. 35-36</a> Further detail regarding calculation methodologies can be found in our Basis of Reporting. 2024 Basis of Reporting > Scope 1 Emissions > <a href="#">pp. 2-3</a>
305-2	Energy indirect (Scope 2) GHG emissions	Information regarding Scope 2 GHG emissions can be found in our ESG Performance Tables. ESG Performance Tables: Next Generation ESG Strategy Targets > <a href="#">p. 34</a> 2024 ESG Report > ESG Performance Tables > Environment > Emissions > <a href="#">pp. 36-37</a> Further detail regarding calculation methodologies can be found in our Basis of Reporting. 2024 Basis of Reporting > Scope 2 GHG Emissions > <a href="#">pp. 2-3</a>
305-3	Other indirect (Scope 3) GHG emissions	Information regarding Scope 3 GHG emissions can be found in our ESG Performance Tables. ESG Performance Tables > Environment > Emissions > <a href="#">pp. 37-38</a> Further detail regarding calculation methodologies can be found in our Basis of Reporting. 2024 Basis of Reporting > Scope 3 Emissions > <a href="#">pp. 3-5</a>



DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY
305-4	GHG emissions intensity	Information regarding GHG emissions intensity can be found in our ESG Performance Tables. ESG Performance Tables > Environment > Emissions > <a href="#">p. 35</a>
305-5	Reduction of GHG emissions	Information regarding reduction of GHG emissions can be found in our ESG Performance Tables. ESG Performance Tables > Environment > Emissions > <a href="#">p. 35</a>
305-6	Emissions of ozone-depleting substances (ODS)	Information regarding fugitive emissions from refrigerants can be found in our ESG Performance Tables. ESG Performance Tables > Environment > Direct Scope 1 GHG emissions by source > <a href="#">p. 36</a>
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Information regarding air emissions can be found in our ESG Performance Tables. ESG Performance Tables > Environment > Air emissions > <a href="#">p. 38</a>
GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impacts	Information regarding waste generation and impacts can be found in our ESG Performance Tables. ESG Performance Tables > Environment > Waste > <a href="#">pp. 42-43</a>  Further detail regarding calculation methodologies can be found in our Basis of Reporting. 2024 Basis of Reporting > Environment > Waste > <a href="#">p. 6</a>
306-2	Management of significant waste-related impacts	Information regarding management of waste-related impacts can be found in our ESG Performance Tables. ESG Performance Tables > Environment > Waste > <a href="#">pp. 42-44</a>  Further detail regarding calculation methodologies can be found in our Basis of Reporting. 2024 Basis of Reporting > Total manufacturing waste sent to landfills > <a href="#">p. 6</a> 2024 Basis of Reporting > Total waste recycled and reused > <a href="#">p. 6</a>
306-3	Waste generated	Information regarding waste generated can be found in our ESG Performance Tables. ESG Performance Tables > Environment > Waste > <a href="#">pp. 42-43</a>
306-4	Waste diverted from disposal	Information regarding waste diverted from disposal can be found in our ESG Performance Tables. ESG Performance Tables > Environment > Waste > <a href="#">pp. 43-44</a>  Further detail regarding calculation methodologies used can be found in our Basis of Reporting. 2024 Basis of Reporting > Total manufacturing waste sent to landfills > <a href="#">p. 6</a> 2024 Basis of Reporting > Total waste recycled and reused > <a href="#">p. 6</a>
306-5	Waste directed to disposal	Information regarding waste directed to disposal can be found in our 2024 ESG Report. 2024 ESG Report > Environment > Circularity > <a href="#">pp. 12-13</a>  Further detail regarding calculation methodologies can be found in our Basis of Reporting. 2024 Basis of Reporting > Total manufacturing waste sent to landfills > <a href="#">p. 6</a>
GRI 308: Supplier environmental assessment 2016		
308-1	New suppliers that were screened using environmental criteria	All our suppliers and contractors must adopt sound environmental management practices under our <a href="#">GE&amp;E Policy</a> . We ask suppliers that provide goods and services over a certain financial threshold to complete a questionnaire that includes environmental criteria.  Information regarding screening new suppliers using environmental criteria can be found on Gildan.com > <a href="#">Environmental Stewardship</a>
308-2	Negative environmental impacts in the supply chain and actions taken	These performances are not currently measured.

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	Information regarding new employee hires and employee turnovers can be found in our ESG Performance Tables. ESG Performance Tables > Social > New Employees Hires > <a href="#">pp. 55 &amp; 57</a>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	A list of benefits provided to our full-time and temporary employees can be found on Gildan.com > <a href="#">Employee Well-being</a> 100% of Gildan-operated facilities have payroll departments to ensure that workers are paid regularly, in full, and on time. In addition, our payroll departments provide workers with pay slips detailing their wages, along with their legitimate deductions.
401-3	Parental leave	Information regarding parental leave can be found in our ESG Performance Tables. ESG Performance Tables > Social > Parental leave > <a href="#">p. 56</a>
GRI 402: Labour/Management relations 2016		
402-1	Minimum notice periods regarding operational changes	We do not provide this information as notice periods vary in various markets.
GRI 403: Occupational health and safety 2018		
403-1	Occupational health and safety management system	Information regarding the occupational health and safety management system can be found on Gildan.com > <a href="#">Global Health and Safety</a> Further detail regarding annual performance can be found in our ESG Performance Tables. ESG Performance Tables > Social > Health and Safety > <a href="#">pp. 47-48</a>
403-2	Hazard identification, risk assessment, and incident investigation	Information regarding hazard identification, risk assessment, and incident investigation can be found on Gildan.com > <a href="#">Global Health and Safety</a>
403-3	Occupational health services	Information regarding our occupational health services can be found on Gildan.com > <a href="#">Global Health and Safety</a> Further detail regarding annual performance can be found in our ESG Performance Tables. ESG Performance Tables > Social > Health & Safety > <a href="#">pp. 47-48</a>
403-4	Worker participation, consultation, and communication on occupational health and safety	Information regarding the occupational health and safety management system can be found on Gildan.com > <a href="#">Global Health and Safety</a> Further detail regarding annual performance can be found in our ESG Performance Tables. ESG Performance Tables > Social > Health & Safety > <a href="#">p. 48</a>
403-5	Worker training on occupational health and safety	Information regarding the occupational health and safety management system can be found on Gildan.com > <a href="#">Global Health and Safety</a> Further detail regarding annual performance can be found in our ESG Performance Tables. ESG Performance Tables > Social > Health & Safety > <a href="#">p. 48</a>
403-6	Promotion of worker health	Information regarding the occupational health and safety management system can be found on Gildan.com > <a href="#">Global Health and Safety</a> Further detail regarding annual performance can be found in our ESG Performance Tables. ESG Performance Tables > Social > Health & Safety > <a href="#">pp. 47-48</a>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Information regarding the occupational health and safety management system can be found on Gildan.com > <a href="#">Global Health and Safety</a> Further detail regarding annual performance can be found in our ESG Performance Tables. ESG Performance Tables > Social > Health & Safety > <a href="#">pp. 47-48</a>
403-8	Workers covered by an occupational health and safety management system	Information regarding the occupational health and safety management system can be found on Gildan.com > <a href="#">Global Health and Safety</a> Further detail regarding annual performance can be found in our ESG Performance Tables. ESG Performance Tables > Social > Health & Safety > <a href="#">p. 48</a>

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY
403-9	Work-related injuries	Information regarding the occupational health and safety management system can be found on Gildan.com > <a href="#">Global Health and Safety</a>  Further detail regarding calculation methodologies can be found in our Basis of Reporting. 2024 Basis of Reporting > Lost-Time Injury Frequency Rate for Employees (LTIR) > <a href="#">p. 7</a>  Further detail regarding annual performance can be found in our ESG Performance Tables. ESG Performance Tables > Social > Health & Safety > <a href="#">pp. 47-48</a>
403-10	Work-related ill health	Information regarding the occupational health and safety management system can be found on Gildan.com > <a href="#">Global Health and Safety</a>  Further detail regarding annual performance can be found in our ESG Performance Tables. ESG Performance Tables > Social > Health & Safety > <a href="#">p. 47</a>
GRI 404: Training and education 2016		
404-1	Average hours of training per year per employee	Information regarding average hours of training per employee can be found in our ESG Performance Tables. ESG Performance Tables > Workforce Benefits > Investment in worker training > <a href="#">p. 51</a>
404-2	Programs for upgrading employee skills and transition assistance programs	Information regarding employee skills and transition assistance programs can be found on Gildan.com > <a href="#">Learning and Development</a>
404-3	Percentage of employees receiving regular performance and career development reviews	Information regarding performance and career development reviews can be found in our ESG Performance Tables. ESG Performance Tables > Social > Workforce Benefits > Performance evaluation > <a href="#">p. 51</a>
GRI 405: Diversity and equal opportunity 2016		
405-1	Diversity of governance bodies and employees	Information regarding the diversity of governance bodies and employees can be found in our ESG Performance Tables. ESG Performance Tables > Social > <a href="#">pp. 52-53</a> ESG Performance Tables > Governance > <a href="#">p. 59</a>
405-2	Ratio of basic salary and remuneration of women to men	Information regarding the ratio of basic salary and remuneration of women to men can be found in our ESG Performance Tables. ESG Performance Tables > Social > Female-to-male average monthly salary ratios > <a href="#">pp. 56-57</a>
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	Information regarding incidents of discrimination and corrective actions can be found in our ESG Performance Tables. ESG Performance Tables > Social > Social Compliance Audits > <a href="#">p. 50</a>
GRI 407: Freedom of association and collective bargaining 2016		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Information regarding freedom of association and collective bargaining can be found on Gildan.com > <a href="#">Freedom of Association and Collective Bargaining</a>
GRI 408: Child labour 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	Information regarding child labour can be found on Gildan.com > <a href="#">Modern Slavery</a>
GRI 409: Forced or compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Information regarding child labour can be found on Gildan.com > <a href="#">Modern Slavery</a>

DISCLOSURE NUMBER	DISCLOSURE TITLE	DESCRIPTION AND COMMENTARY
GRI 410: Security practices 2016		
410-1	Security personnel trained in human rights policies or procedures	Information regarding security personnel trained in human rights can be found in our ESG Performance Tables. ESG Performance Tables > Social > Social Compliance > Security Personnel Trained in Human Rights Policies and Procedures > <a href="#">p. 52</a>
GRI 411: Rights of indigenous peoples 2016		
411-1	Incidents of violations involving rights of indigenous peoples	These data are currently unavailable.
GRI 413: Local communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	Information regarding local community engagement and development programs can be in our 2024 ESG Report. 2024 ESG Report > Social > Community Engagement > <a href="#">pp. 25-27</a>
413-2	Operations with significant actual and potential negative impacts on local communities	These data are currently unavailable. We are looking to expand our visibility in this area in coming years.
GRI 414: Supplier social assessment 2016		
414-1	New suppliers that were screened using social criteria	Information regarding new suppliers screened using social criteria can be found in our ESG Performance Tables. ESG Performance Tables > Social Compliance > New Suppliers Screened Using Social Criteria > <a href="#">pp. 48-49</a>
414-2	Negative social impacts in the supply chain and actions taken	Information regarding negative impacts in the supply chain and actions taken can be found in our SASB Index > <a href="#">pp. 4-5</a>
GRI 415: Public policy 2016		
415-1	Political contributions	Gildan reported 0 (zero) direct or indirect political contributions in 2024.
GRI 416: Customer health and safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	Our Restricted Substances Code of Practice (RSCP) outlines the health and safety impacts related to chemicals in our products. Website > Responsibility > Codes, Policies, and Approaches > <a href="#">Restricted Substance List</a>
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	This information is currently unavailable.
GRI 417: Marketing and labeling 2016		
417-1	Requirements for product and service information and labelling	This information is currently unavailable.
417-2	Incidents of non-compliance concerning product and service information and labelling	In 2024, there were no incidents of non-compliance concerning product and service information and labelling.
417-3	Incidents of non-compliance concerning marketing communications	In 2024, there were no incidents of non-compliance concerning marketing communications.
GRI 418: Customer privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2024, there were no substantiated complaints concerning breaches of customer privacy and losses of customer performance.